



NHS & AMBULANCE HAVE YOUR SAY ON PAY PAY CONSULTATION SURVEY NOW OPEN!

Introduction

You are currently into the third year of the NHS pay award. GMB, your Union of Choice in the NHS & Ambulance Service, was the only union to reject that pay deal and we want to make sure you get a pay award this time that recognises the job you do, every day of the year, not just during Covid-19.

The first GMB survey closed on the 1st May 2020 and this second survey is a follow up to that so that we can agree and determine what the GMB pay claim should be from April 2021. The outcome of the first survey agreed that we want to see a one year pay claim and an agreement that NHS pay will never be allowed to fall below the Real Living Wage again.

Joint health trade unions, have called on Government to recognise Covid-19 efforts made by all NHS workers, as well as the last ten years of below inflation pay increases and commit to funding for NHS pay and pay it sooner than April 2021. **#NHSPay**

As a GMB member we want you to **HAVE YOUR SAY ON YOUR PAY** and let us know what you would like to see in this year's pay claim.

The survey will close on **Tuesday 21st July 2020**. All of the survey results will then be collated and will be discussed and considered by your GMB NHS & Ambulance National Committees. A summary of the results can be made available for members to see and our collective response will be taken to the other Trade Unions to formulate this year's pay claim.

At the end of this bulletin you will see calculations on what a pay rise may look like to you. This should help you in deciding how to vote in this survey.

Please take a few minutes to complete the survey and have your voice heard using this link:

gmb.org.uk/nhspay-2021



Do you have a colleague who isn't in a Union?
Ask them to join today and have their say on pay too – gmb.org.uk/join

- Would you be interested in attending an online meeting for your Trust or workplace to discuss this year's pay claim?
- Would you like more information about be a GMB Representative in your Workplace?

Email NHS@gmb.org.uk



WHAT DOES A PAY INCREASE MEAN FOR YOU?

Please see below calculations based on:

5% Increase	4
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5% Increase

2020/21 hourly rate (£)		2020/21 annual value (£)	5% Increase in Pence and New Hourly Rate		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
Band 1	£9.21	£18,005.00	0.46	£9.67	£14.22	£18.76
Band 2	£9.21	£18,005.00	0.46	£9.67	£13.64	£17.70
	£9.89	£19,337.00	0.49	£10.38	£14.64	£19.00
Band 3	£10.09	£19,737.00	0.50	£10.59	£14.30	£17.90
	£10.81	£21,142.00	0.54	£11.35	£15.32	£19.18
Band 4	£11.20	£21,892.00	0.56	£11.76	£15.29	£18.82
	£12.35	£24,157.00	0.62	£12.97	£16.86	£20.75
Band 5	£12.74	£24,907.00	0.64	£13.38	£17.39	£21.40
	£13.79	£26,970.00	0.69	£14.48	£18.82	£23.17
	£14.02	£27,416.00	0.70	£14.72	£19.14	£23.55
	£15.66	£30,615.00	0.78	£16.44	£21.38	£26.31
Band 6	£16.04	£31,365.00	0.80	£16.84	£21.89	£26.95
	£16.97	£33,176.00	0.85	£17.82	£23.16	£28.51
	£17.28	£33,779.00	0.86	£18.14	£23.59	£29.03
	£19.38	£37,890.00	0.97	£20.35	£26.45	£32.56
Band 7	£19.89	£38,890.00	0.99	£20.88	£27.15	£33.42
	£20.91	£40,894.00	1.05	£21.96	£28.54	£35.13
	£20.91	£40,894.00	1.05	£21.96	£28.54	£35.13
	£21.34	£41,723.00	1.07	£22.41	£29.13	£35.85
	£22.76	£44,503.00	1.14	£23.90	£31.07	£38.24
Band 8a	£23.40	£45,753.00	1.17	£24.57	£31.94	£39.31
	£26.42	£51,668.00	1.32	£27.74	£36.06	£44.39

6% Increase

2020/21 hourly rate (£)		2020/21 annual value (£)	6% Increase in Pence and New Hourly Rate		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
Band 1	£9.21	£18,005.00	0.55	£9.76	£14.35	£18.94
Band 2	£9.21	£18,005.00	0.55	£9.76	£13.77	£17.87
	£9.89	£19,337.00	0.59	£10.48	£14.78	£19.18
Band 3	£10.09	£19,737.00	0.61	£10.70	£14.44	£18.08
	£10.81	£21,142.00	0.65	£11.46	£15.47	£19.37
Band 4	£11.20	£21,892.00	0.67	£11.87	£15.43	£19.00
	£12.35	£24,157.00	0.74	£13.09	£17.02	£20.95
Band 5	£12.74	£24,907.00	0.76	£13.50	£17.56	£21.61
	£13.79	£26,970.00	0.83	£14.62	£19.00	£23.39
	£14.02	£27,416.00	0.84	£14.86	£19.32	£23.78
	£15.66	£30,615.00	0.94	£16.60	£21.58	£26.56
Band 6	£16.04	£31,365.00	0.96	£17.00	£22.10	£27.20
	£16.97	£33,176.00	1.02	£17.99	£23.38	£28.78
	£17.28	£33,779.00	1.04	£18.32	£23.81	£29.31
	£19.38	£37,890.00	1.16	£20.54	£26.71	£32.87
Band 7	£19.89	£38,890.00	1.19	£21.08	£27.41	£33.73
	£20.91	£40,894.00	1.25	£22.16	£28.81	£35.46
	£20.91	£40,894.00	1.25	£22.16	£28.81	£35.46
	£21.34	£41,723.00	1.28	£22.62	£29.41	£36.19
	£22.76	£44,503.00	1.37	£24.13	£31.36	£38.60
Band 8a	£23.40	£45,753.00	1.40	£24.80	£32.25	£39.69
	£26.42	£51,668.00	1.59	£28.01	£36.41	£44.81

7% Increase

2020/21 hourly rate (£)		2020/21 annual value (£)	7% Increase in Pence and New Hourly Rate		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
Band 1	£9.21	£18,005	0.64	£9.85	£14.49	£19.12
Band 2	£9.21	£18,005	0.64	£9.85	£13.90	£18.03
	£9.89	£19,337	0.69	£10.58	£14.92	£19.37
Band 3	£10.09	£19,737	0.71	£10.80	£14.58	£18.25
	£10.81	£21,142	0.76	£11.57	£15.62	£19.55
Band 4	£11.20	£21,892	0.78	£11.98	£15.58	£19.17
	£12.35	£24,157	0.86	£13.21	£17.18	£21.14
Band 5	£12.74	£24,907	0.89	£13.63	£17.72	£21.81
	£13.79	£26,970	0.97	£14.76	£19.18	£23.61
	£14.02	£27,416	0.98	£15.00	£19.50	£24.00
	£15.66	£30,615	1.10	£16.76	£21.78	£26.81
Band 6	£16.04	£31,365	1.12	£17.16	£22.31	£27.46
	£16.97	£33,176	1.19	£18.16	£23.61	£29.05
	£17.28	£33,779	1.21	£18.49	£24.04	£29.58
	£19.38	£37,890	1.36	£20.74	£26.96	£33.18
Band 7	£19.89	£38,890	1.39	£21.28	£27.67	£34.05
	£20.91	£40,894	1.46	£22.37	£29.09	£35.80
	£20.91	£40,894	1.46	£22.37	£29.09	£35.80
	£21.34	£41,723	1.49	£22.83	£29.68	£36.53
	£22.76	£44,503	1.59	£24.35	£31.66	£38.97
Band 8a	£23.40	£45,753	1.64	£25.04	£32.55	£40.06
	£26.42	£51,668	1.85	£28.27	£36.75	£45.23

£1 Per Hour Increase

2020/21 hourly rate (£)		2020/21 annual value (£)	£1 per Hour Increase and Percent Increase		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
Band 1	£9.21	£18,005	£10.21	10.86%	£15.01	£19.81
Band 2	£9.21	£18,005	£10.21	10.86%	£14.40	£18.68
	£9.89	£19,337	£10.89	10.11%	£15.35	£19.93
Band 3	£10.09	£19,737	£11.09	9.91%	£14.97	£18.74
	£10.81	£21,142	£11.81	9.25%	£15.94	£19.96
Band 4	£11.20	£21,892	£12.20	8.93%	£15.86	£19.52
	£12.35	£24,157	£13.35	8.10%	£17.36	£21.36
Band 5	£12.74	£24,907	£13.74	7.85%	£17.86	£21.98
	£13.79	£26,970	£14.79	7.25%	£19.23	£23.66
	£14.02	£27,416	£15.02	7.13%	£19.53	£24.03
	£15.66	£30,615	£16.66	6.39%	£21.66	£26.66
Band 6	£16.04	£31,365	£17.04	6.23%	£22.15	£27.26
	£16.97	£33,176	£17.97	5.89%	£23.36	£28.75
	£17.28	£33,779	£18.28	5.79%	£23.76	£29.25
	£19.38	£37,890	£20.38	5.16%	£26.49	£32.61
Band 7	£19.89	£38,890	£20.89	5.03%	£27.16	£33.42
	£20.91	£40,894	£21.91	4.78%	£28.48	£35.06
	£20.91	£40,894	£21.91	4.78%	£28.48	£35.06
	£21.34	£41,723	£22.34	4.69%	£29.04	£35.74
	£22.76	£44,503	£23.76	4.39%	£30.89	£38.02
Band 8a	£23.40	£45,753	£24.40	4.27%	£31.72	£39.04
	£26.42	£51,668	£27.42	3.79%	£35.65	£43.87



£2 Per Hour Increase

2020/21 hourly rate (£)		2020/21 annual value (£)	£2 per Hour Increase and Percent Increase		All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	All time on Sundays and Public Holidays (midnight to midnight)
Band 1	£9.21	£18,005	£11.21	21.7%	£16.48	£21.75
Band 2	£9.21	£18,005	£11.21	21.7%	£15.81	£20.51
	£9.21	£18,005	£11.21	21.7%	£15.81	£20.51
	£9.89	£19,337	£11.89	20.2%	£16.76	£21.76
Band 3	£10.09	£19,737	£12.09	19.8%	£16.32	£20.43
	£10.81	£21,142	£12.81	18.5%	£17.29	£21.65
Band 4	£11.20	£21,892	£13.20	17.9%	£17.16	£21.12
	£12.35	£24,157	£14.35	16.2%	£18.66	£22.96
Band 5	£12.74	£24,907	£14.74	15.7%	£19.16	£23.58
	£13.79	£26,970	£15.79	14.5%	£20.53	£25.26
	£14.02	£27,416	£16.02	14.3%	£20.83	£25.63
	£15.66	£30,615	£17.66	12.8%	£22.96	£28.26
Band 6	£16.04	£31,365	£18.04	12.5%	£23.45	£28.86
	£16.97	£33,176	£18.97	11.8%	£24.66	£30.35
	£17.28	£33,779	£19.28	11.6%	£25.06	£30.85
	£19.38	£37,890	£21.38	10.3%	£27.79	£34.21
Band 7	£19.89	£38,890	£21.89	10.1%	£28.46	£35.02
	£20.91	£40,894	£22.91	9.6%	£29.78	£36.66
	£20.91	£40,894	£22.91	9.6%	£29.78	£36.66
	£21.34	£41,723	£23.34	9.4%	£30.34	£37.34
	£22.76	£44,503	£24.76	8.8%	£32.19	£39.62
Band 8a	£23.40	£45,753	£25.40	8.5%	£33.02	£40.64
	£26.42	£51,668	£28.42	7.6%	£36.95	£45.47