

GMB**UNION**

NHS PAY CAMPAIGN 2022

THE TIME TO VOTE IS COMING

Pay in the NHS is not determined by collective bargaining. Despite recognised unions asking for the opportunity to negotiate pay - the Government refuse and insist on using the NHS Pay Review Body (PRB) process. This process is supposed to be an independent process for determining pay which enables Government, employers and unions to present evidence and for an independent recommendation on pay to be made. The Government then considers that recommendation and decides whether to award it, or something else.

GMB has previously raised concerns about the independence of the PRB and their ability to make a recommendation on pay that is fair for our members.

NHS workers received a 3% pay award for 2021/22. Despite GMB members rejecting this award and declaring it an insult, we did not meet legal ballot return mandates to enable us to pursue the campaign further with industrial action. Therefore, 3% was imposed on our members and all those working across the NHS and ambulance services who are employed on Agenda for Change contracts.

This year, we have once again engaged with the PRB process. The PRB have, at the time of writing (30 June) submitted their report of recommendations on pay to Government and we are still waiting for the formal announcement regarding this year's pay award to be made. Unions have not seen the details of the PRB report.

NHS Pay 2022 - Timeline to date:

Date	Action	GMB Comment
30 Nov 21	DHSC (England) issued remit to NHS PRB to make recommendations on pay for 2022/23. Emphasis placed on affordability and the report requested in May 2022. Wales & Northern Ireland issue PRB remits also. (Scottish Government entered into pay negotiations with unions and made an offer of 5% which unions are balloting members on).	A PRB deadline of May means that Government are consciously making the decision to delay pay awards for NHS workers who are eligible for increases in pay from 1 st April 2022. The emphasis on affordability also seeks to limit the recommendation being made by the PRB (who are supposed to be able to act independently).
24 Jan 22	Deadline for written submissions into the PRB.	GMB and joint unions submit their evidence on time. Government do not.

**NHS PAY
JUSTICE**

23 Feb 22	Government submit their written submission into the PRB. They reference a 2% headline figure, with a possible additional 1% which would be paid out of 'contingency' funds - they advised the PRB that there should be no more than a maximum of 3% increase.	Submitted one month later than the deadline they set and capped a pay award at 3%. Considering current inflation rates - this is a pay cut, not a pay rise.
22 Mar 22	GMB oral evidence session with the PRB.	
29 Mar 22	Joint union oral evidence session with the PRB.	
17 June	PRB submit their report of recommendations on pay to Government.	This is many weeks later than the initial deadline of May. Unions have not been given access to the detail of the report.
20 June	We are still waiting for the Government announcement on pay.	

Next Stages:

June / July

- We may not see the PRB report until the Government make their announcement on pay.
- Government will consider the PRB report and decide what they think NHS workers are worth this year.
- The latest date for them to do this before Parliament breaks for summer recess is 21st July

July / August

- Unions will consider the pay announcement and some will consult members on it.
- GMB will conduct a consultative ballot of members.



This is your opportunity to have your say on your pay.

Your vote really does matter.

If you don't think it's a good offer - you must vote to tell us that.

Every person that does not use their vote, is effectively voting to accept the offer.

Unions are only as strong as our members - we need you to get active in this campaign and have your say on your pay.

What can you do to support the NHS Pay Campaign?

- Share this update with colleagues.
- Make sure your GMB membership details are up to date so we can ensure you receive pay updates and ballot papers. You can do this by contacting your local GMB Representative or Office. You can also do this online at <http://www.gmb.org.uk/mygmb>
- Speak to your colleagues about this year's pay campaign. Every NHS worker should be engaged in the fight for pay justice and against any further real terms pay cuts. But only GMB members can vote with us. If your colleagues are not in a union, ask them to join today at www.gmb.org.uk/join
- Get more involved in the pay campaign in your local area. Or become a workplace activist or representative. Contact your local GMB representative or Office for more details. Or email NHS@gmb.org.uk
- Keep up to date with campaign messages by following us on:
 - Facebook - GMB Union NHS Workers
 - Twitter - @GMBNHS

Not a GMB Member? Scan here and join today!

