



2021 PAY CLAIM

**NHS PAY
JUSTICE**



THE CURRENT PAY CLAIM IN THE NHS

When we submit a pay claim for members (that's what it's called when we tell employers how much we expect as a pay rise), we always ask members what you think.

We surveyed GMB members in the NHS, put all that feedback together and that's how we came to the figures we put forward.

Members told us some heartbreaking stories, and many of you told us how frustrated you are that politicians clap your commitment and courage but don't see fit to reward you in your pay packet.



WHAT WE'RE DEMANDING FOR NHS WORKERS

- A **15% pay increase for all NHS workers, or £2 per hour**, whichever is the greatest.
- **Unsocial hours enhancements** to be payable when on sick leave for all staff.
- **A one year deal** (we want to be able to come back to the table next year and ask for more negotiations).
- **A commitment that NHS Pay will never fall below a Real Living Wage again.**

REAL TERMS DECREASES OVER THE LAST DECADE

When it comes to pay, inflation matters.

Inflation is basically how far your money will go. If inflation is high, it means things are getting more expensive more quickly. Say inflation is at 10% – if your bosses only give you a 5% pay rise it means that your wages just won't go as far – things are getting 10% more expensive but your pay is only getting 5% higher.

When we take inflation into account, NHS wages have gone down significantly over the last 10 years.

For example, between April 2010 and April 2021, staff nurse pay will have been devalued by more than £6,000 a year when compared to inflation.

Ambulance technicians' pay has gone down by almost £5,000, call handlers' by almost £3,000, and an experienced speech and language therapist's by a whopping £9,000.

We know that's even worse if you're at the top of your pay band.

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WHAT MEMBERS SAY

"I don't want more than I'm entitled to, just in line with what it should be."

One member said: "I am skint every month. I desperately need more pay."

"I have been top of band 6 for the past 12 years and am only earning £200 a month more than I did in 2008 for the same job and hours."

WHAT NEXT?

See our separate briefings titled: **How We Win** and **NHS Pay Review Body**.

The more GMB members there are, the better chance we have of winning and getting a good deal. There is strength in numbers and the more of us there are, the more seriously the government has to take us.

Ask a friend to join the union today: [GMB.ORG.UK/JOIN](https://www.gmb.org.uk/join)

Get involved – [GMB.ORG.UK/NHS](https://www.gmb.org.uk/nhs)