



# Agenda for Change

## Pay Claim - 2024

This Joint Trade Union Claim is submitted on behalf of all staff covered by the agenda for change (AfC) pay arrangements within NHS Scotland having been agreed by all trade unions and professional organisations represented on STAC.

### **Background**

The staff side pay claim is set against a backdrop of:

- An NHS which has still not recovered from the impact of the COVID19 pandemic,
- Increasing waiting lists, an expectation that staff will work harder to achieve and declining public satisfaction as recorded in the British Social Attitudes Survey (2022)\*,
- Unrelenting demand upon our members to deliver high quality patient care, set against a back drop of funding which cannot meet demand and cuts in finance,
- Significant staff shortages across key professions and NHS roles; which is directly impact on morale, staff resilience and patient care,
- A cost of living crisis, which remains unchecked, fuelled by increasing, energy costs, food bills and spiralling rent/mortgage costs. With little or no indication that household bills will decline in any meaningful way during 23/24/25.
- Below inflationary uplifts for key workers in previous years which have devalued the wages of NHS staff,
- Increased member pension contributions, with no added benefit, for the majority of NHS staff,
- A planned increase in employer pensions contributions, which is unlikely to be funded by the UK Government and could as a consequence impact on the overall pay quantum,
- Increased regulatory fees – often in excess of inflation,
- Scottish Government reaching agreement with Jnr Doctors that future pay awards which are presented as being significantly better than other members of the NHS workforce in Scotland,
- A commitment by the First Minister to further support workforce recruitment, sustainability and retention.

## **Staff Side Claim**

### **2023/2024**

As part of the agreed 2023/24 pay claim the Scottish Government committed to modernisation of the following priority areas:

1. A review of band 5 job nursing profiles
2. Protected learning time
3. Review to deliver a reduction in the working week

Whilst progress has been made in these priority areas, at the time of submission they are not fully implemented.

Staff side would therefore take this opportunity to state our view that the review of band 5 nursing roles, protected learning time and reduction of the working week must proceed to implementation without delay with no direct or indirect impact on the 2024/25 pay quantum.

### **2024/2025**

In respect of our 2024/25 claim NHS unions representing staff within the Agenda for Change agreement call for negotiations to secure:

- 1) An offer in which NHS AfC pay is uplifted by a cost of living element which fairly rewards our members in the current financial climate and seeks to resolve historic erosion of their pay,
- 2) A robust fully funded proposal to deliver on the areas of consensus previously identified in the AfC Pay Modernisation paper; which does not divert funding from the core pay quantum, during the lifetime of any implementation phase,
- 3) A commitment to further discuss those areas of AfC pay modernisation where consensus could not be reached.