



Mr Derek McKay MSP  
Cabinet Secretary for Finance and the Constitution  
The Scottish Government  
St Andrew's House  
Regent Road  
EDINBURGH EH1 3DG

3 April 2018

Dear Cabinet Secretary

### **NHS Scotland Pay Award 2018**

Following the announcement, earlier last week, by the NHS Employers of the proposed pay deal for NHS staff in England we have followed with interest the comments of the Scottish Health Secretary, Shona Robison, that hardworking NHS Scotland staff should be no worse off than the deal on offer from the Tories. We have also noted, and welcome, confirmation by Ms Robison, reported by the BBC on 21 March, that Barnett consequential resulting from additional UK government funding for the English settlement will be used to invest in the Scottish pay agreement.

So far as the English pay proposal goes, you will be well aware of the obvious and that, as GMB immediately pointed out, this is a pay cut. A 3 year deal with declining value does nothing to address the years of pay restraint that NHS workers across the UK have suffered.

Against this backdrop, GMB Scotland reps met last week to consider their response both to what has been offered in England and to what you are looking to offer NHS Scotland workers. The message from our members is clear, they expect a Scottish wage rise that is fair and restores some of the money they have lost due to years of pay restraint and increased deductions.

They are, therefore, seeking an inflation matching increase across all jobs and an £800 consolidated lump sum paid to every worker.

That would mean a porter, healthcare assistant, nurse or ambulance technician will get 3.6% and £800 regardless of how many hours they work. The lump sum should not be pro rata as a part time worker has suffered just as much as a full time worker from rising costs over recent years. For too long part-time workers in NHS Scotland, especially the many women who work one or more part-time jobs, have not been properly, or equally, valued. Our approach would be an important step towards changing that.

As Ms Robison has indicated the Scottish Government will receive a windfall if even the current pay offer is agreed for NHS England and we would expect every penny of that to be put into the pay award that Scottish staff receive. We understand from your previous statements about Scottish pay policy and the lifting of the pay cap that you will have already budgeted for 3% for most staff, before the additional Barnett money is factored in, so this extra should be just that, an extra on top of the Scottish Government Pay Policy for this year.

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I look forward to your reply and to our ongoing discussion about how we make our workers in NHS Scotland the best paid in the UK.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Drew Duffy'.

**Drew Duffy**  
**Senior Organiser for Public Services**