



NHS PAY REFORM CONSULTATIVE BALLOT

MON 14 JAN - MON 4 FEB

**The proposed TOIL reforms are
an attack on terms and conditions.**

It is an unfair proposal for all NHS workers.

VOTE REJECT!

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NHS Scotland Pay Reform Proposals

Why you should vote REJECT!

Last year we were the only union to strongly campaign for members to reject the NHS Scotland pay offer. GMB was clear in our concerns about the worryingly undefined “Further Reforms” elements contained in the three-year pay deal.

Further Reforms

13. The 3 year pay framework is made up of two interlinked components; pay increases for staff as proposed in the pay tables and reforms to the following 4 areas:

- Policy on the management of sickness absence.
- Organisational change and protection of earnings.
- Utilisation and application of TOIL.
- Appraisal and incremental progression.

The NHS Scottish Terms and Conditions Committee (STAC) have now delivered their proposals for these ‘reforms’ and the reality is becoming clear. The cuts are coming to your terms and conditions.

The big battle over organisational change and protection of earnings has been delayed with proposals due later next month, but the first wave of attack is in the proposals to the utilisation and application of TOIL.

Plans to restrict the accrual of TOIL to 15 hours a month and for accrued TOIL not taken automatically to be paid after three months at plain time will result in real terms pay cuts. **It is an unfair proposal for all NHS workers.**

You did not sign-up for a pay deal that gives little with one hand and cuts lots with the other. Your union will not sit back and let these proposed attacks on your terms and conditions go unchallenged.

A consultative ballot seeking your views will run from Monday 14 January until Monday 4 February. You will be asked whether you accept or reject the Pay Reform proposals.

GMB strongly recommends you vote **REJECT**.

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