



GMB briefing on “regional pay” proposals for the NHS

February 2012. GMB, the NHS Union.

You may be aware that this is the time of year when we negotiate with Pay Review Body and the Department of Health for an increase in your pay. You may not be aware that that the Government are asking the Review Body to “*make NHS pay more responsive to local labour markets*”. This means they want to compare your pay, and terms of conditions of employment to that of a person who may be on the minimum wage in a care home or work for another private health care provider. They go further than this. They also want to introduce local pay rates, using ‘*market forcing*’ as a method of determining your pay which will be negotiated yearly at your place of work.

GMB will not accept any reduction in your terms and conditions of service. We will fight to stop the privatisation of the NHS, we need your help!

Would you take a few minutes to complete this confidential questionnaire?

1) Do you know of any areas where Recruitment & Retention premiums and high cost area supplements have been used at your place of work? Yes No

2) If Yes, how could these be used effectively?

3) What do you think might happen if your Trust moved from Agenda For Change to locally negotiated pay rates?

4) Would you agree to locally negotiated pay? Yes No

5) Do you think this would be in your best interest? Yes No

6) Why?

7) If the hospital up the road started paying higher rates of pay, what would you do?

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8)What effect do you think this would this have on staff morale?

Make it better Make it worse

9)If the Pay Review Body recommended cutting your pay, could you afford it? Yes No

10)How would this affect your pension?

11)Do you believe that you are paid enough for the work you do? Yes No

12)Why?

13)Would you accept a pay system that reduced your terms and conditions of service?

Yes No

14)Do you believe that the Private Sector will provide a better work environment for you?

Yes No

15)Do you believe that the Private Sector will provide better services for patients?

Yes No

16)Would you consider leaving the NHS if any of this happened? Yes No

17)What should we do about it?

18)Are you a GMB member? Yes No

Would you like to join GMB? If so please provide your contact details

Thank you for taking time to complete this questionnaire. Please return the questionnaire to the freepost address - GMB, Grove Hall, 60 College Grove Road, Wakefield, WF1 3BU