# NHS Pay 2024 /25

On 29th July 2024 the Government announced that they would accept the Pay Review Body’s (PRB) recommendation on NHS pay in full. The recommendations were for England, Wales and Northern Ireland (Scotland has pay negotiations). The decision by UK Government covers England only due to devolution. We are still waiting for a position from the Welsh and Northern Irish Governments.

**PRB Process**

The PRB process starts with a government asking the PRB to make a recommendation on NHS pay. The PRB carry out research over a period of months and come up with a recommendation which is presented to the government that is requesting the recommendation. The government in question then decides if they will accept the recommendation in full. The UK Government has agreed in full the recommendation for 2024/25 in respect of England.

The summary of the recommendations are as follows:

* A consolidated 5.5% increase with effect from 1 April 2024 for all Agenda for Change (AfC) staff. (nb as the recommendation is pay should have increased on 1st April staff will receive backpay covering the period back to 1st April).
* Intermediate pay points to be added at Bands 8a and above.
* For the UK Government to issue the NHS Staff Council with a funded mandate to begin to resolve outstanding concerns within the AfC pay structure and for the Northern Ireland Executive and the Welsh Government to support the issuance of this mandate and to work with the Staff Council, their social partners and with the UK Government on this matter.

The full PRB report can be accessed here:

[**https://www.gov.uk/government/publications/nhs-pay-review-body-thirty-seventh-report-2024**](https://www.gov.uk/government/publications/nhs-pay-review-body-thirty-seventh-report-2024)

You can see the change the recommendations have to NHS pay here:

[**https://www.nhsemployers.org/system/files/2024-08/2024%20AfC%20pay%20scales%20inc%20band%208\_0.pdf**](https://www.nhsemployers.org/system/files/2024-08/2024%20AfC%20pay%20scales%20inc%20band%208_0.pdf)

Talks on the third bullet point are yet to start. Unite is pushing for these to start immediately.

Please see the following in relation to problems caused by back pay being paid as a lump sum:

[2024/25 lump sum payments in instalments guidance | NHS Employers](https://url.uk.m.mimecastprotect.com/s/emYyCE0qvs6N9rnHNfPu7n1Db?domain=nhsemployers.org)

It is really important to stress that Unite is not being asked to accept the changes to pay as would be the case in a pay negotiation. The decision by Government will be implemented and the pay increase will be received in October.

**Unite’s ballot England**

Despite not being asked by Government to accept the pay increase Unite believes that it is vital to seek the views of members on the NHS pay decision. We have asked members working in the NHS in England whether they find the decision to accept the PRB recommendation in full acceptable or unacceptable. Unite is not recommending how members should vote. The ballot opened on 6th August 2024 and closes on 16th September 2024. It is an online ballot. If you are eligible to vote and have not received details on how to do so please email [healthsector@unitetheunion.org](mailto:healthsector@unitetheunion.org)

We will publish the results on 17th September 2024.

**Scotland**

Unite and the other Scottish trade unions have been offered 5.5%. Unite is currently balloting its members on the pay offer. It is an online ballot. The ballot closes on 18th September. Unite is recommending acceptance of the offer. If you have not received details on how to vote, please contact [healthsector@unitetheunion.org](mailto:healthsector@unitetheunion.org)

**Wales and Northern Ireland**

As soon as an announcement is made on pay in Wales and Northern Ireland Unite will convene a meeting of its senior reps in the respective nation and decide upon a ballot timetable. Members who are eligible to vote will be sent ballot details directly.

Please contact [healthsector@unitetheunion.org](mailto:healthsector@unitetheunion.org) if you have any questions.