



# NHS

## CONSULTATIVE PAY BALLOT

## NOW OPEN

OPEN  
ENGLAND  
16 JUNE

OPEN  
WALES  
9 JUNE

**3.6% IS UNACCEPTABLE  
VOTE TO REJECT UNFAIR PAY**

- Voting is online. Check your emails and texts for your unique voting link. Not received your ballot email? Email [healthsector@unitetheunion.org](mailto:healthsector@unitetheunion.org)
- Update your Unite membership details: Scan the QR code or go to [myunite.unitetheunion.org](https://myunite.unitetheunion.org)



# **UNITE IS URGING MEMBERS TO VOTE “UNACCEPTABLE”! THIS IS AN ONLINE BALLOT.**

Look out for the ballot and unique voting link in your emails on the date the ballots open.

9 June in Wales and 16 June in England. Ballots close on 1 July in Wales and 16 July in England.

Unite believes that the pay award is unacceptable for the following reasons:

1. The pay award is not restorative - it does not address the historic devaluing of pay. The gap between the top of scale increase and RPI ranges between 35% (at band 2) and 52% (band 9) since April 2010.
2. RPI inflation for April 2025 is 4.5%. The pay award is 0.9% lower. We know inflation hits the lowest paid more so the impact cannot be underestimated.
3. The medics have been offered more – 4% plus £750 for those in training. Unions representing doctors are saying this is not enough.
4. The Scottish offer is far superior, and the Scottish salaries are higher to start with. Scottish NHS staff will receive 4.25% for 2025/26 and 3.75% for 2026/27 with a guarantee that this will be 1% greater than the rate of inflation (CPI).
5. The award does not address the issue of low pay in the NHS with predictions that next year band 1 & 2 will again fall below the legal minimum (England and Northern Ireland only).
6. The NHS is in crisis, as acknowledged by the Government, and this award does nothing to address the significant staffing issues.



## **UNITE, FIGHTING FOR FAIR PAY, SAFE STAFFING AND TO SAVE OUR NHS**