

MiP statement on government offer on Agenda for Change for NHS in England (27 Jan 2015)

Government offer

The government today made a revised offer for the pay settlement for 2015/16, following several days of intensive negotiation with unions (including MiP) involved in industrial action over pay.

The offer would deliver:

- All low paid staff brought up to £15,100 (just short of the Living Wage threshold)
- 1% consolidated increase for staff up to Agenda for Change pay point 42 from April 2015
- A further consolidated pay rise of an additional £200 for staff on pay points 3-8.

In order to fund this offer it is proposed that there will be:

- An increment freeze in 2015/2016 for staff on pay point 34 and above in Agenda for Change bands 8 and 9, for one year only
- No percentage increase for those above point 42 in Bands 8c, 8d and 9
- Urgent talks with a view to redundancy changes from 1 April 2015, including a floor for calculation of redundancy payments of £23,000 and a ceiling of £80,000 with an end to employer top up for early retirement on grounds of redundancy.

Suspension of strike action

The health unions involved in the industrial action have suspended Thursday's planned 12 hour strike and subsequent action to consult their members on the offer. MiP's national committee will consider our response and how to consult our members.

MiP's initial reaction

This is a deeply divisive offer, which shows disrespect for the skill and passion of clinical and general managers who every day help staff with patient safety, solve problems and make resources go further. It will hit the morale of senior staff who have sucked up both unnecessary reforms and the government's pay freeze year after year.

As members of the healthcare team NHS managers have consistently backed the Living Wage, and believe that senior staff should take a smaller piece of the pie to help to make this happen.

However, the offer is:

- **unfair** in placing the whole burden of funding a pay rise for other staff onto this small group of staff. Our members deserve a pay award for their contribution like anyone else. They will also be aggrieved that yet again they are expected to give up pay while the pay of other senior staff such as doctors is untouched.
- **wrong** in undermining the principles of Agenda for Change by freezing increments for one group of staff. It calls into question the future of Agenda for Change as a fair national pay agreement, based on equal value principles.
- **short-sighted**. It is already difficult to fill senior positions in the NHS. As the economy picks up, the NHS is becoming less competitive in the jobs market. Employers will spend much more on agency and interim staff and recruitment premia.

What next?

MiP's national committee will discuss the offer and our response at its meeting on 3 February. We will then consult our members and ensure that your feelings and views are robustly conveyed to Jeremy Hunt.