



Unite supplementary evidence to the National Health Service Pay Review Body (NHSPRB) 2021 – 22 – Northern Ireland and Wales

Executive Summary

- This submission contains supplementary evidence in response to remits submitted by the Welsh and Northern Ireland governments.
- It shows the continued similarity across the NHS and reinforces Unite's argument that there continues to be a strong case for pay parity across all UK countries, levelling up NHS pay.
- Unite has written to the Government setting out its key pay demand of a pay rise for NHS staff of £3000 or 15%, whichever is the greater, and this demand applies equally to the devolved countries of Wales and Northern Ireland.

1. Introduction

- 1.1. This supplementary evidence is submitted by Unite the Union - the largest trade union in Britain and Ireland. Unite's members work in a range of industries including manufacturing, transport, financial services, print, media, construction and not-for-profit sectors, local government, education and health services.
- 1.2. This evidence is supplementary to Unite's broader evidence submitted in January 2021 which covered the NHS in England. Unite has also participated fully in the Joint Staff Side Trade Union evidence to the NHS PRB.
- 1.3. On 21st December 2020 Unite wrote to the Prime Minister, Health Secretary and Chancellor submitting our members democratically determined pay claim for an early and significant pay rise for NHS staff of £3000 or 15%, whichever is the greater.

1.4. It must be stressed that Unite's specific pay position applies equally to workers in the devolved countries who were centrally involved in developing it. Unite continues to argue that there is a strong case for pay parity across all UK countries and that pay should be levelled up to best practice.

2. Unite surveys

2.1. Due to the differing political circumstances, Unite has opted to conduct four separate country specific surveys covering members in the NHS in the last 12 months. Below in the Appendix is information from the surveys undertaken in Northern Ireland and Wales.

2.2. These surveys followed a similar methodology to the English survey and those conducted in previous years but sent specifically to Unite members in Wales and Northern Ireland for whom we have email addresses. The Northern Ireland survey was sent out over two weeks in December 2020 and also cascaded to members via a link. The Welsh survey was sent out via two emails over two weeks in January 2021 by email. The surveys generated around 260 and 370 responses respectively. The distribution methods and dates were different so they are not directly comparable but the response rates for both are in line with the England survey and comparable to response rates of previous years.

2.3. The respondent data is also broadly similar to the England survey with differences reflecting demographic differences between the different countries and also the occupational profile of Unite's membership. Unite believes that the three surveys presented represent a significant sample that are broadly reflective of the NHS as a whole.

2.4. One of the striking things about the three surveys is that despite differences in the organisation and structure of the NHS across the three countries the pressures that members have been facing around pay and resourcing appear to be extremely similar.

2.5. Where they differ, for example Wales appears to be better than both England and Northern Ireland for stress levels and staff shortages, while car parking is also less of an issue, this is likely to reflect a mixture of differing national policy, the behaviour of specific employers and potential uneven variation in the occupations represented in the survey samples. Unite would caution against drawing strong conclusions from these findings but would be interested in any further evidence from the devolved governments that could help improve understanding of good and bad practice.

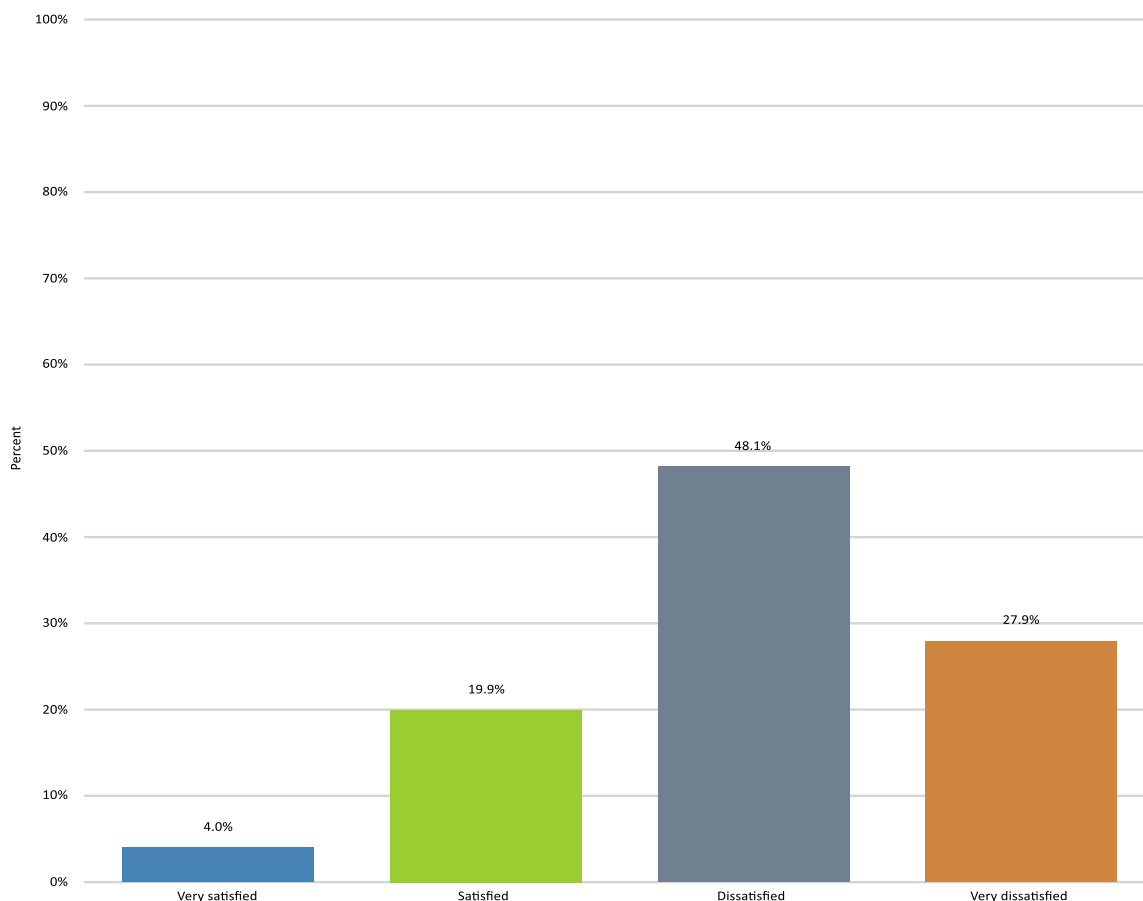
2.6. The results of the survey are included as an Appendix along with an illustrative selection from the several thousand comments we received.

APPENDIX A: NHS Cymru Pay, Terms and Conditions survey

1. How valued do you feel by the following people/institutions?

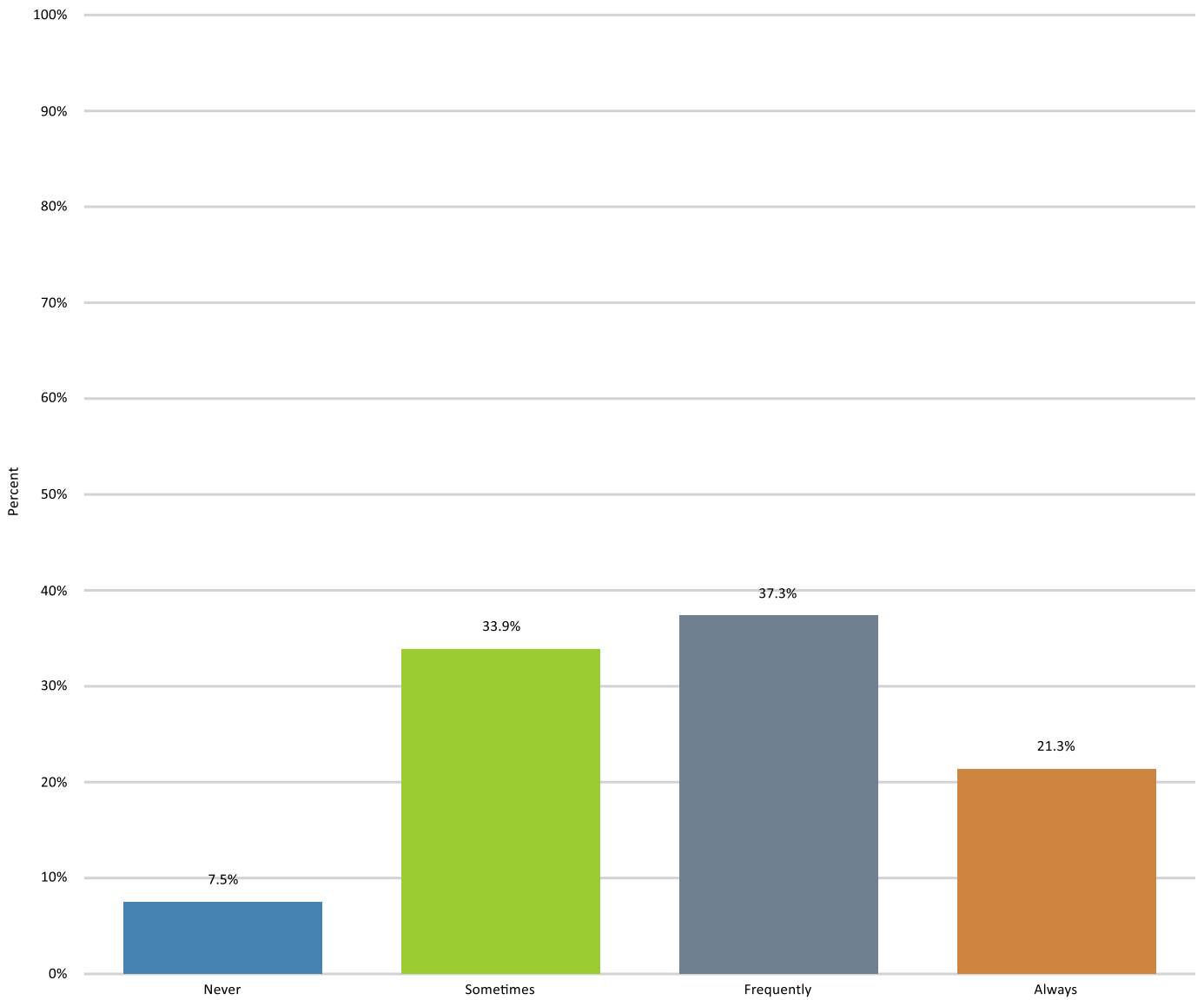
	Highly valued	Valued	Poorly valued	Not valued	N
a. The Westminster Government	1.3%	15.3%	48.5%	34.9%	373
b. The Welsh Government	2.9%	32.6%	44.1%	20.3%	374
c. The NHS	8.8%	41.1%	38.1%	12.0%	375
d. Your employer	7.7%	39.6%	38.3%	14.4%	376
e. Your manager	21.1%	39.2%	25.1%	14.7%	375
f. Your colleagues	32.0%	56.5%	8.0%	3.5%	375
g. Your patients	33.6%	51.0%	9.9%	5.5%	363
h. The public	19.5%	50.8%	21.1%	8.6%	370

2. How satisfied are you with your level of pay?



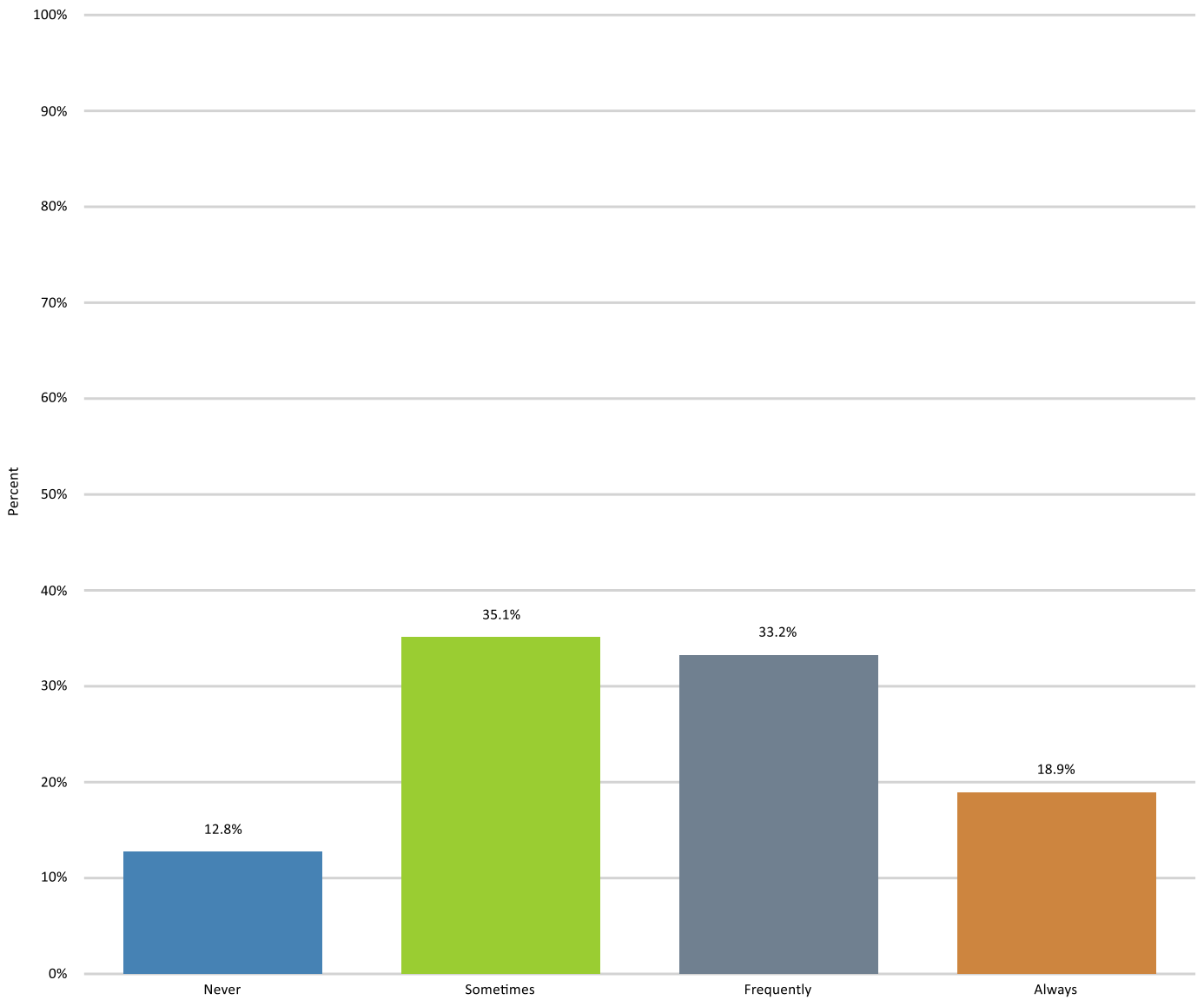
Name	Percent
Very satisfied	4.0%
Satisfied	19.9%
Dissatisfied	48.1%
Very dissatisfied	27.9%
N	376

3. In a typical week, how often do you work more than your contracted hours?



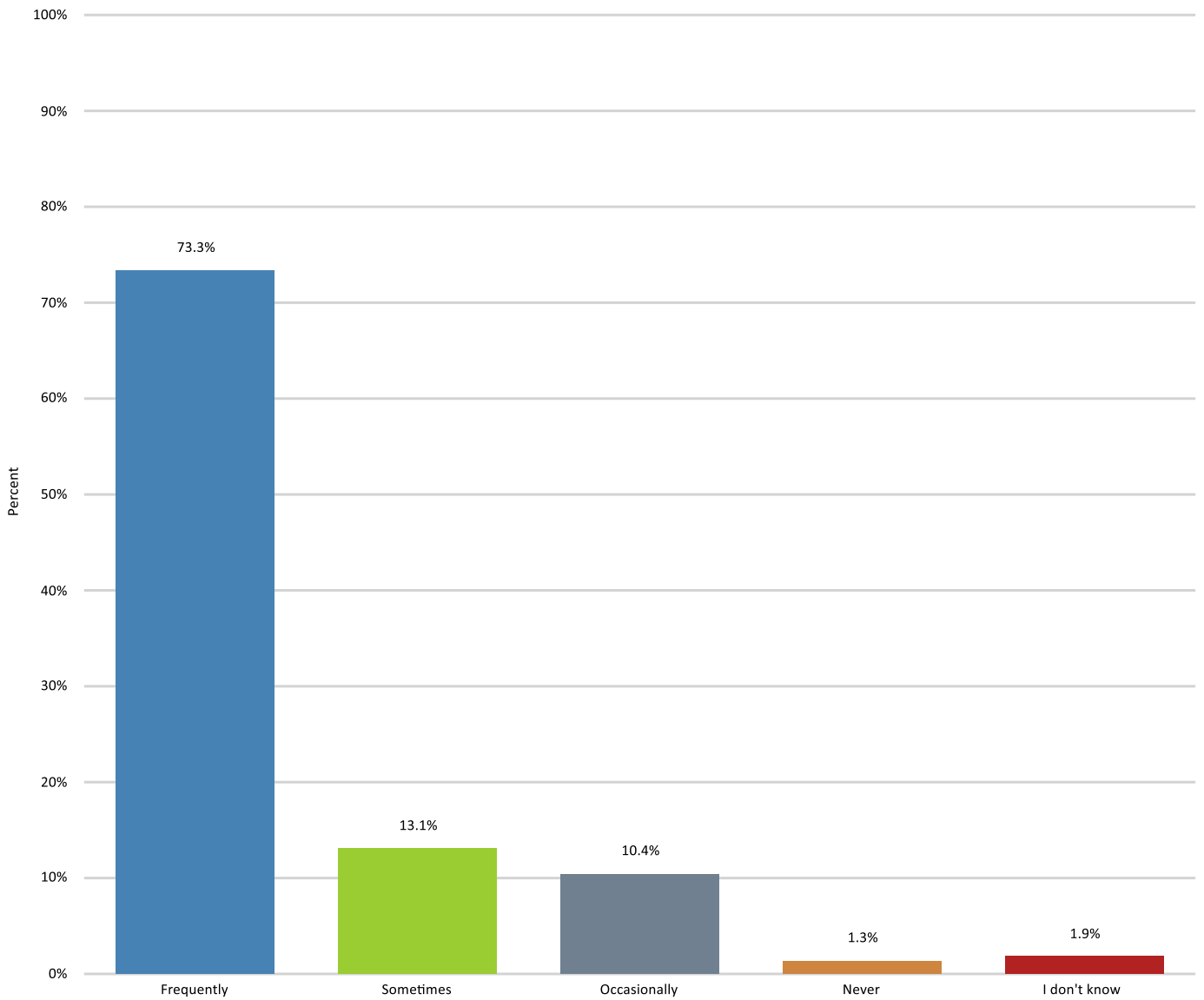
Name	Percent
Never	7.5%
Sometimes	33.9%
Frequently	37.3%
Always	21.3%
N	375

4. In a typical week, how often do you work through your lunch break?



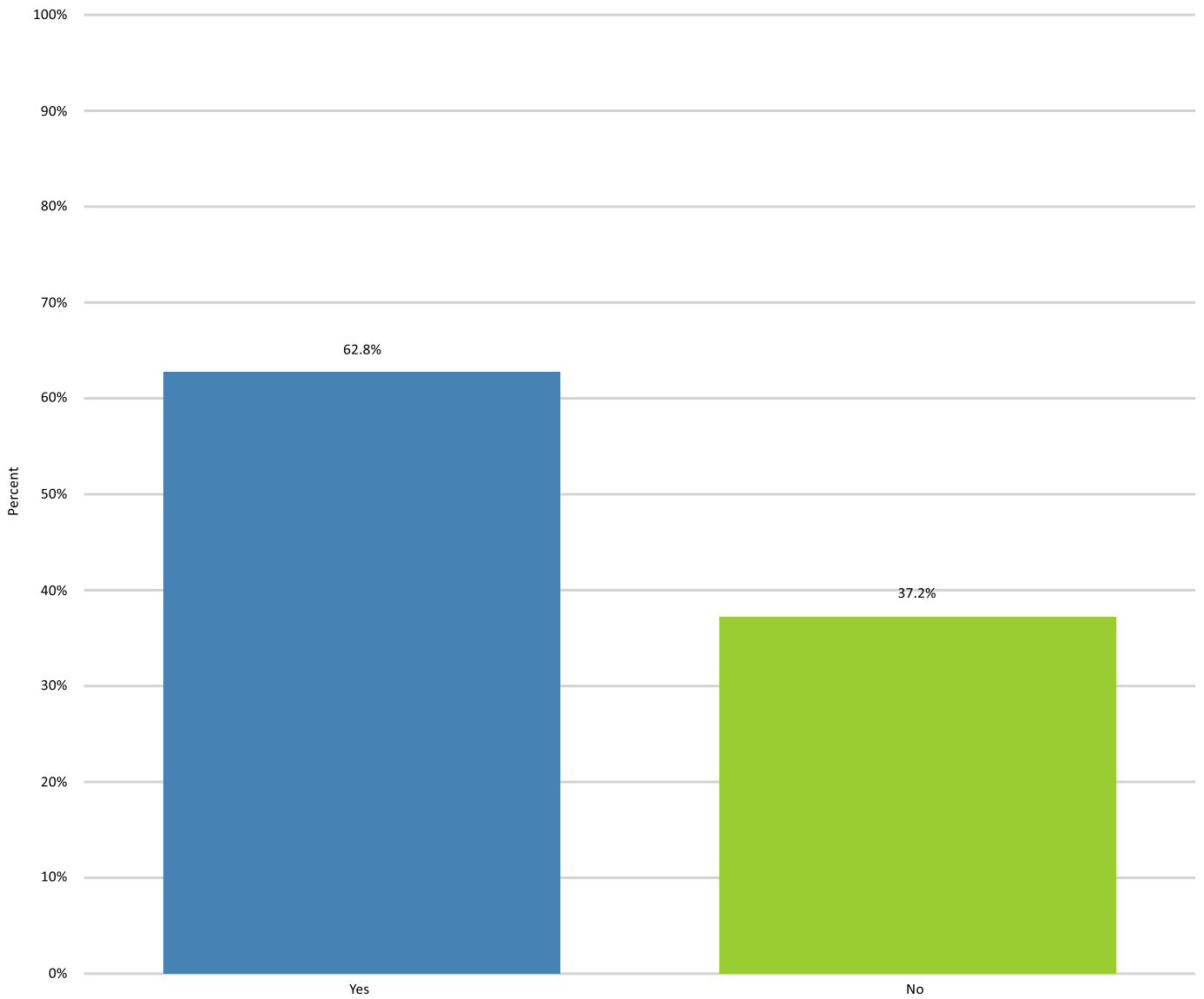
Name	Percent
Never	12.8%
Sometimes	35.1%
Frequently	33.2%
Always	18.9%
N	376

5. Over the last year have you experienced staff shortages in your workplace?



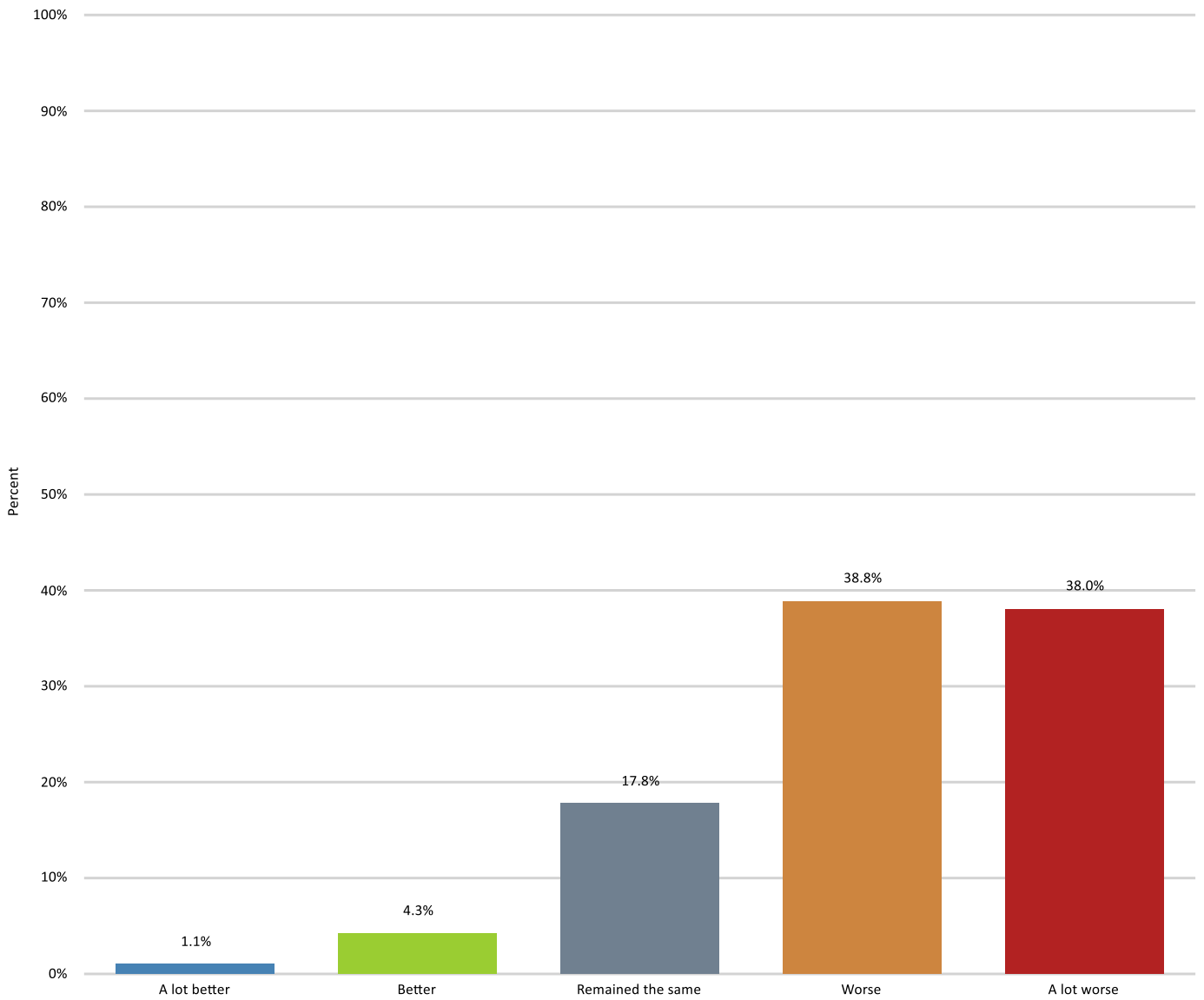
Name	Percent
Frequently	73.3%
Sometimes	13.1%
Occasionally	10.4%
Never	1.3%
I don't know	1.9%
N	375

6. In the last 12 months, have you raised concerns about safe staffing levels in your working area/department?



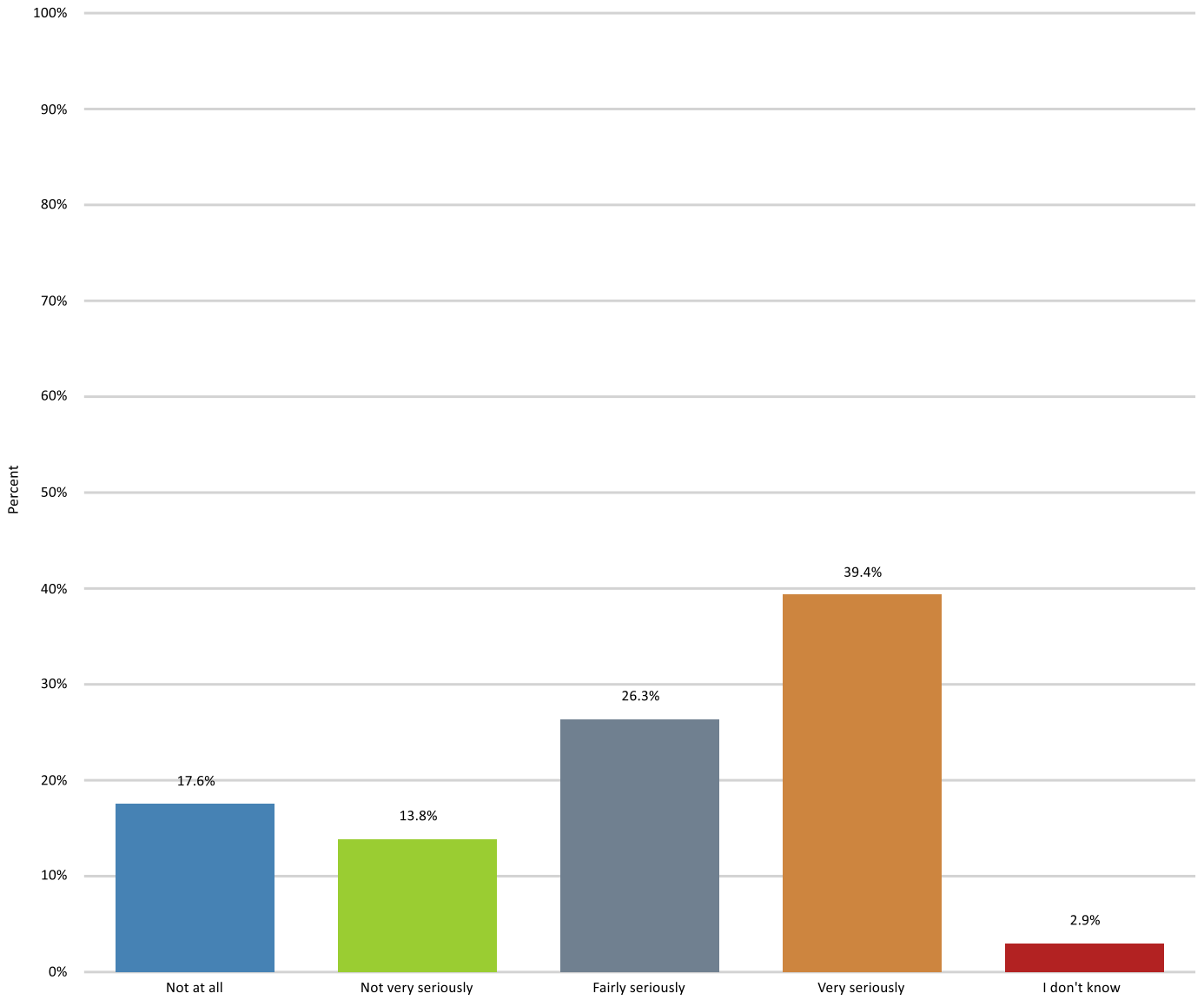
Name	Percent
Yes	62.8%
No	37.2%
N	376

7. Compared to a year ago is morale/motivation in your workplace:



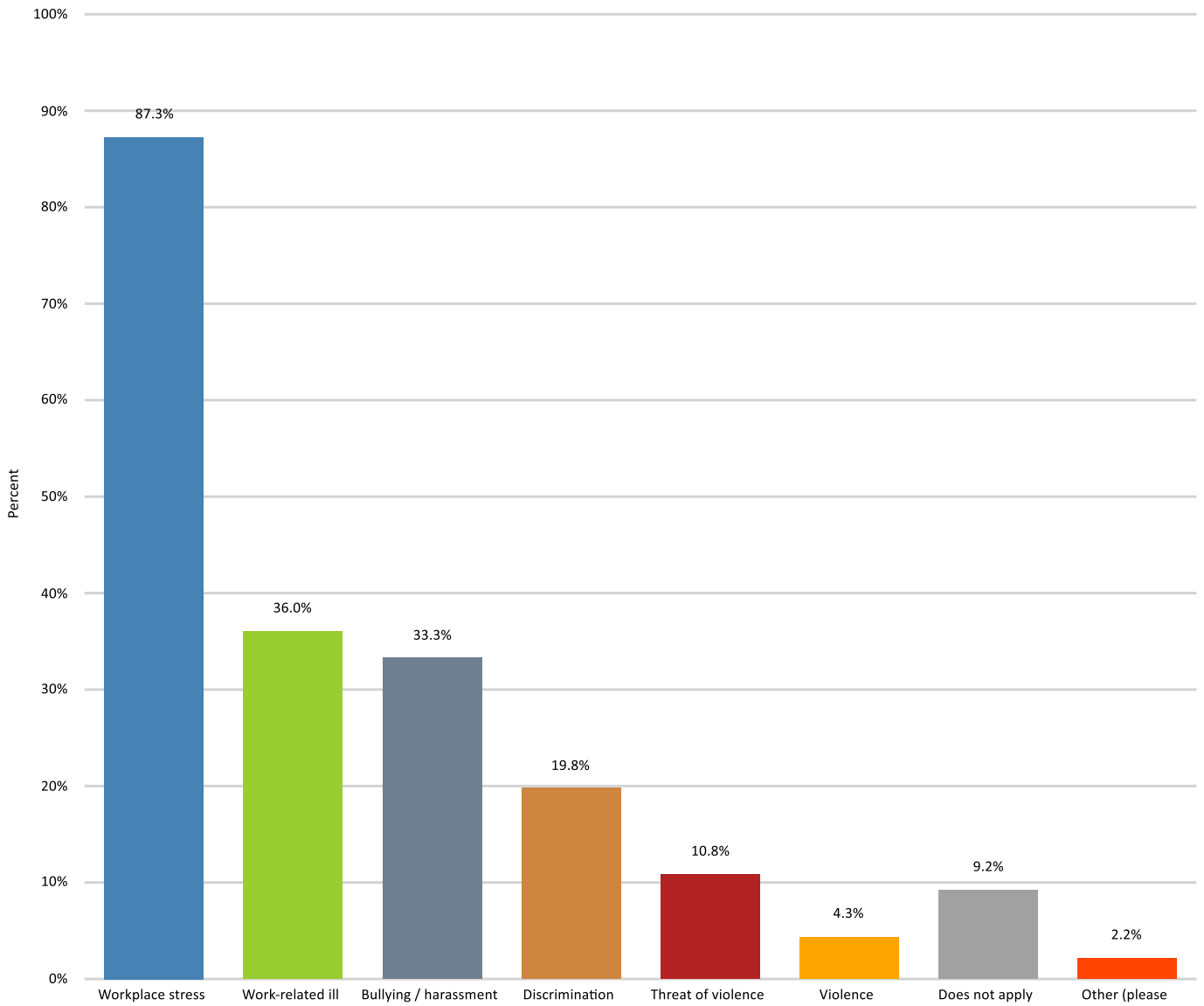
Name	Percent
A lot better	1.1%
Better	4.3%
Remained the same	17.8%
Worse	38.8%
A lot worse	38.0%
N	376

8. Over the last 12 months how seriously have you considered leaving your current position in the NHS?



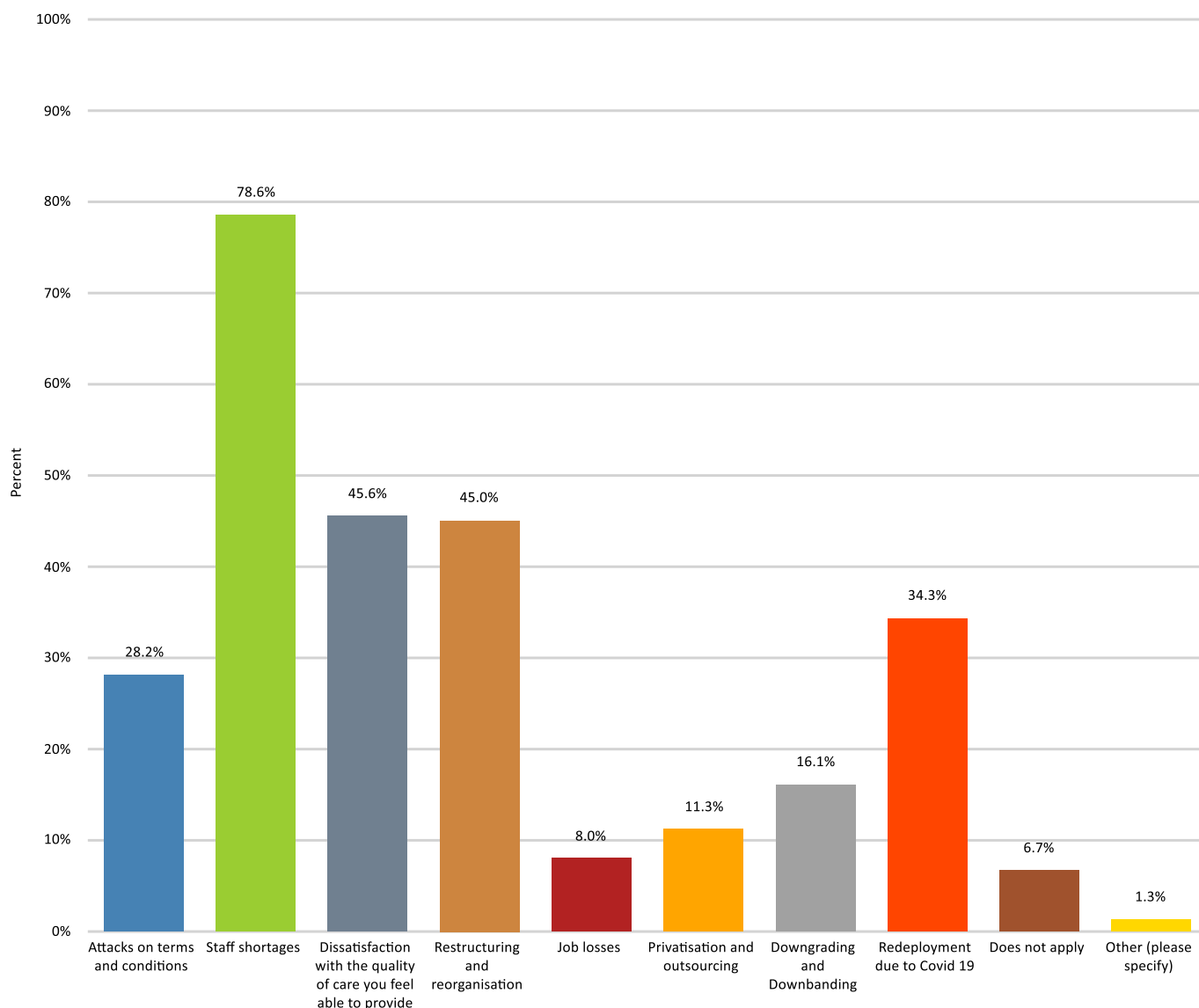
Name	Percent
Not at all	17.6%
Not very seriously	13.8%
Fairly seriously	26.3%
Very seriously	39.4%
I don't know	2.9%
N	376

9. Over the last 12 months have you experienced any of the following issues in your workplace? (Tick as many as apply)



Name	Percent
Workplace stress	87.3%
Work-related ill health	36.0%
Bullying / harassment	33.3%
Discrimination	19.8%
Threat of violence	10.8%
Violence	4.3%
Does not apply	9.2%
Other (please specify)	2.2%
N	369

10. Over the last 12 months have you experienced any of the following issues in your workplace? (Tick as many as apply)

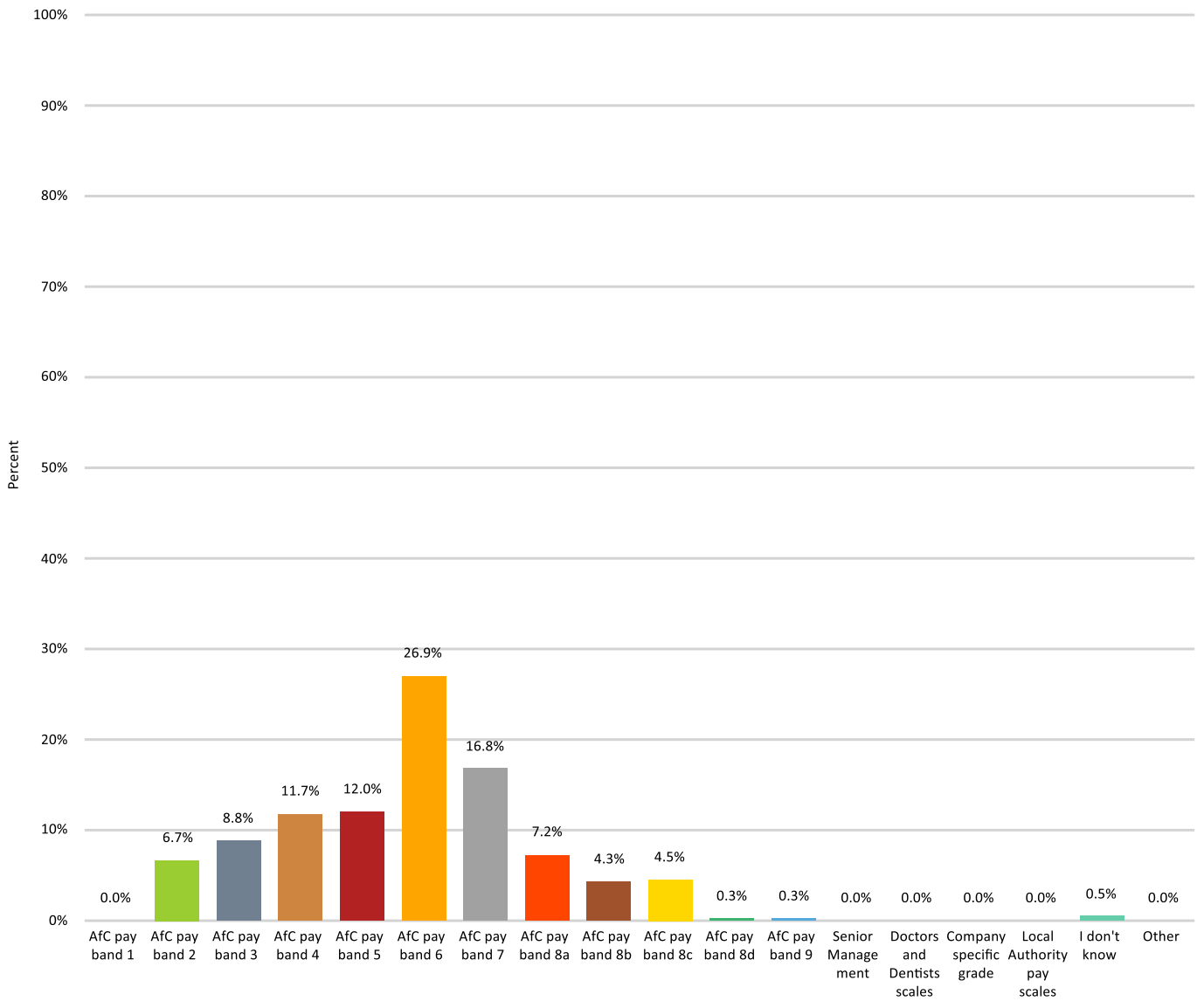


Name	Percent
Attacks on terms and conditions	28.2%
Staff shortages	78.6%
Dissatisfaction with the quality of care you feel able to provide	45.6%
Restructuring and reorganisation	45.0%
Job losses	8.0%
Privatisation and outsourcing	11.3%
Downgrading and Downbanding	16.1%
Redeployment due to Covid 19	34.3%
Does not apply	6.7%
Other (please specify)	1.3%
N	373

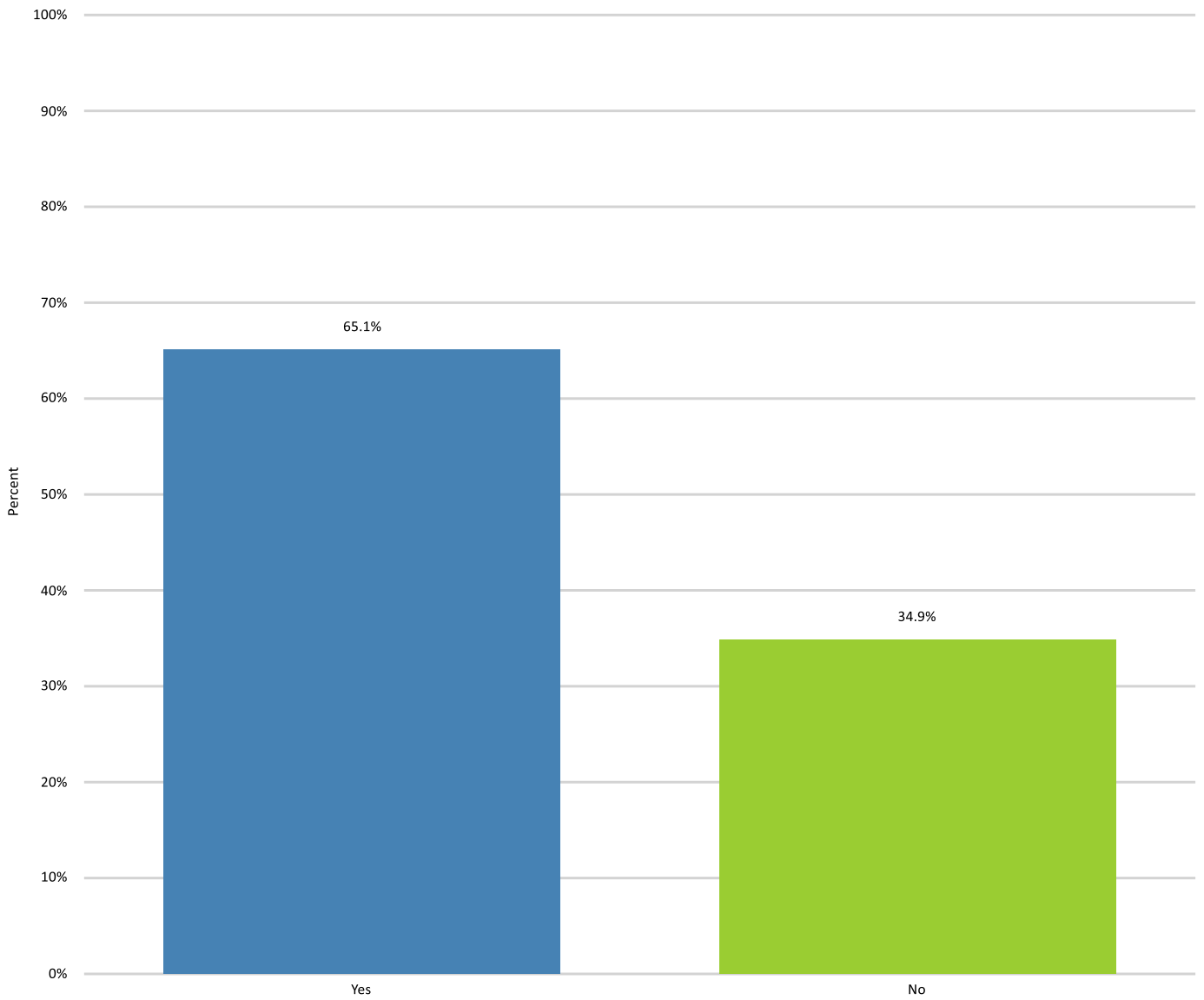
11. Over the last 12 months have you had reasons to be concerned about the following NHS Agenda for Change terms and conditions? (Tick as many as apply)

Name	Percent
Sick Pay and Leave	44.3%
Car parking for NHS Staff	25.2%
Flexible working	33.0%
Home working	32.6%
Out of hours and social hours working	30.9%
Overtime	28.4%
Childcare	16.3%
Annual leave	44.0%
Parental leave	7.1%
Maternity/Paternity leave and pay	2.5%
Subsistence allowances	3.9%
Child Bereavement leave and pay	0.7%
Recruitment and Retention Premia	13.1%
Pay in high cost of living areas	5.0%
Other	3.5%
N	282

12. On which AfC grade or pay band are you CURRENTLY employed? (If you are on a different pay scale please indicate the equivalent grade or pay band, if possible)

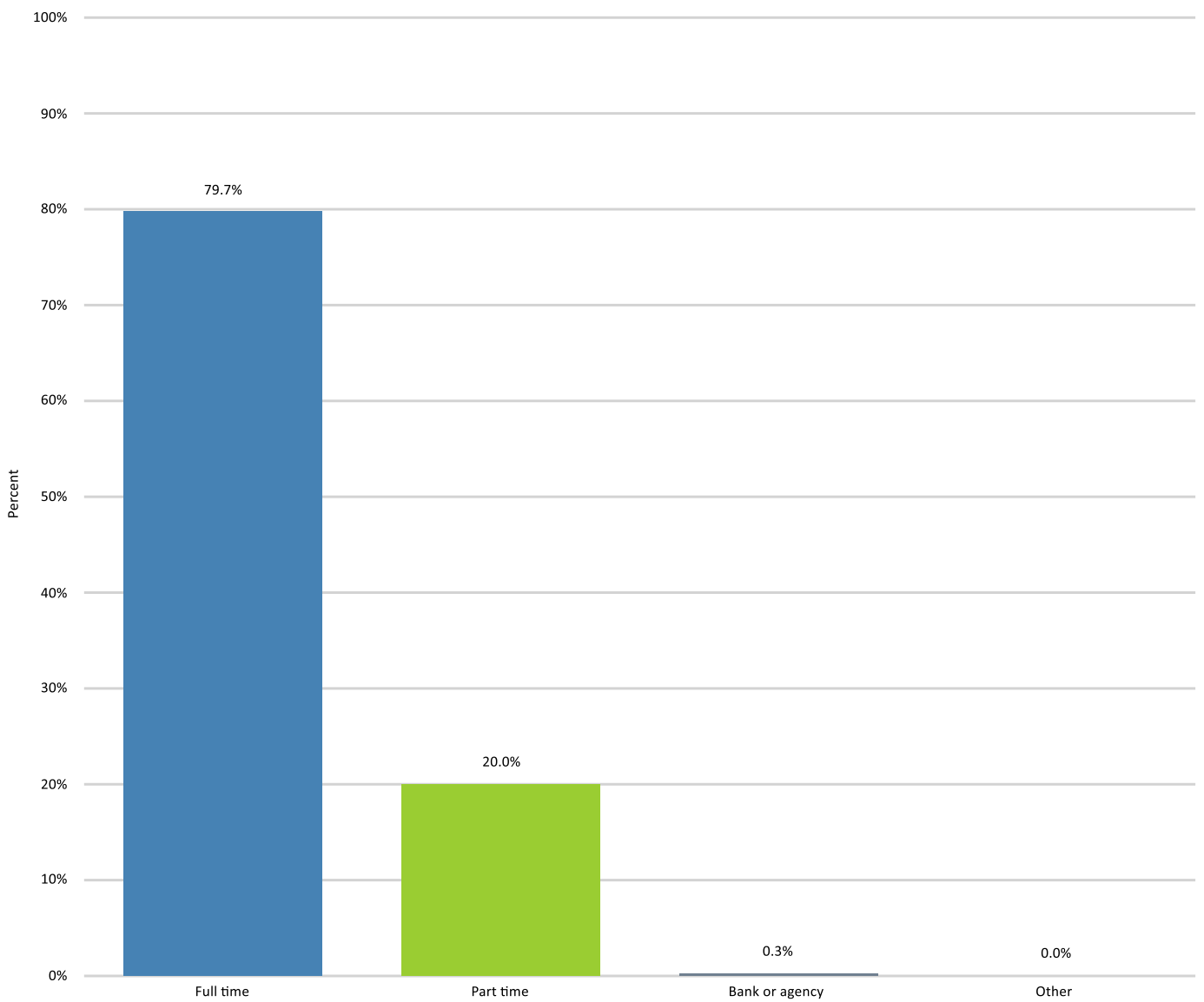


13. Are you at the top point of your pay band/grade?



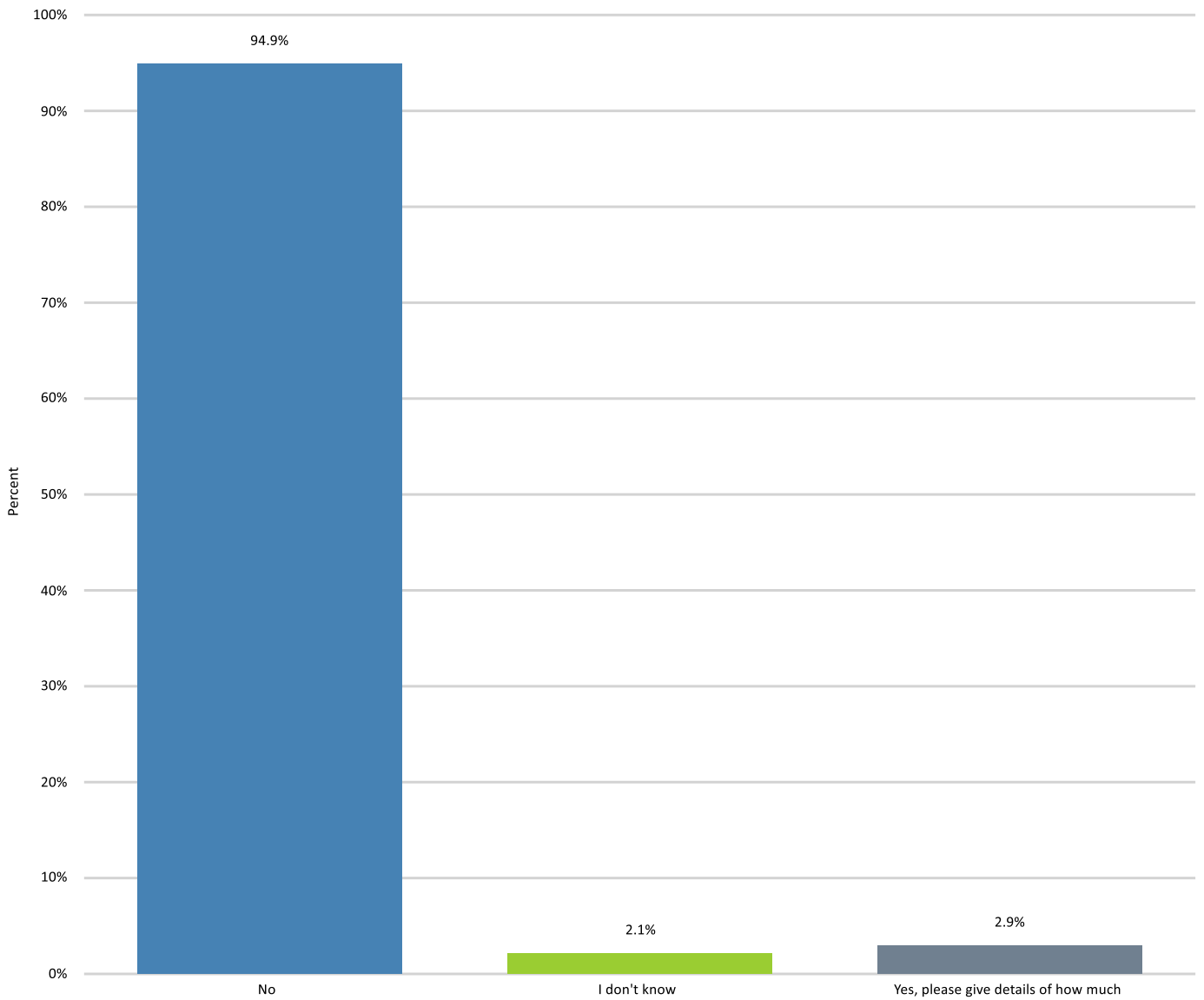
Name	Percent
Yes	65.1%
No	34.9%
N	370

14. Do you work:



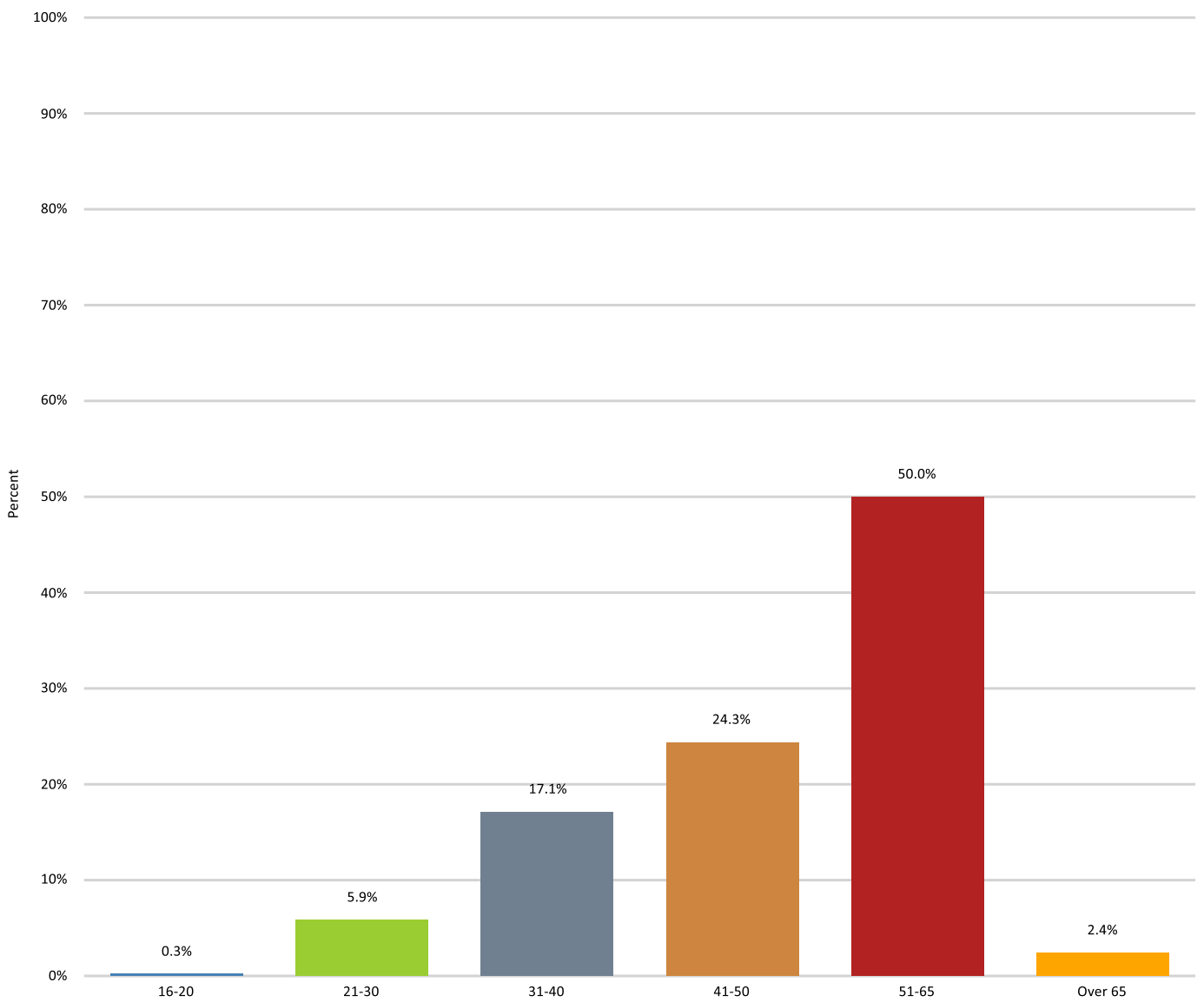
Name	Percent
Full time	79.7%
Part time	20.0%
Bank or agency	0.3%
Other	0.0%
N	375

15. In normal times do staff have to pay for car parking in your workplace?



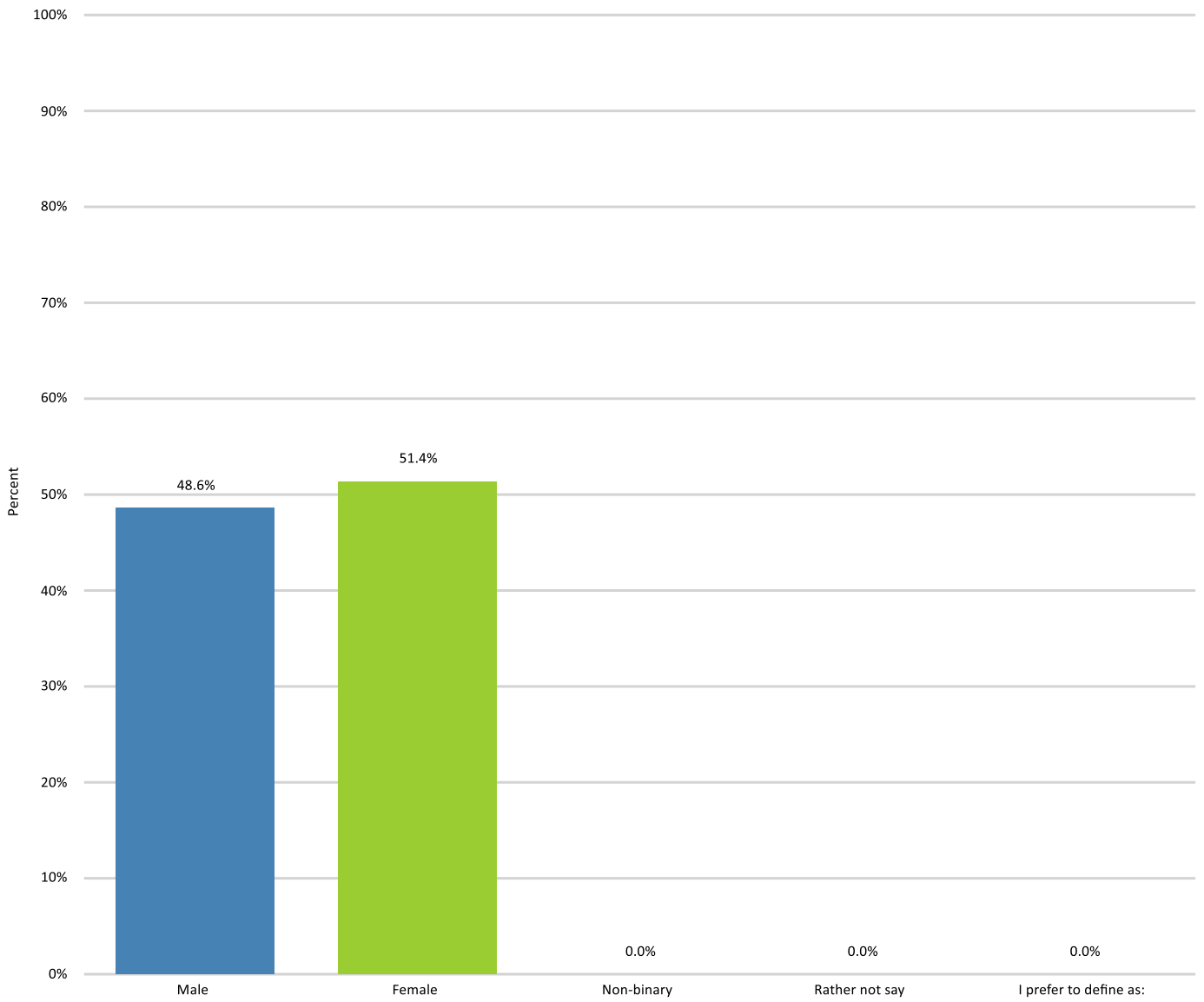
Name	Percent
No	94.9%
I don't know	2.1%
Yes, please give details of how much	2.9%
N	376

16. What age are you?



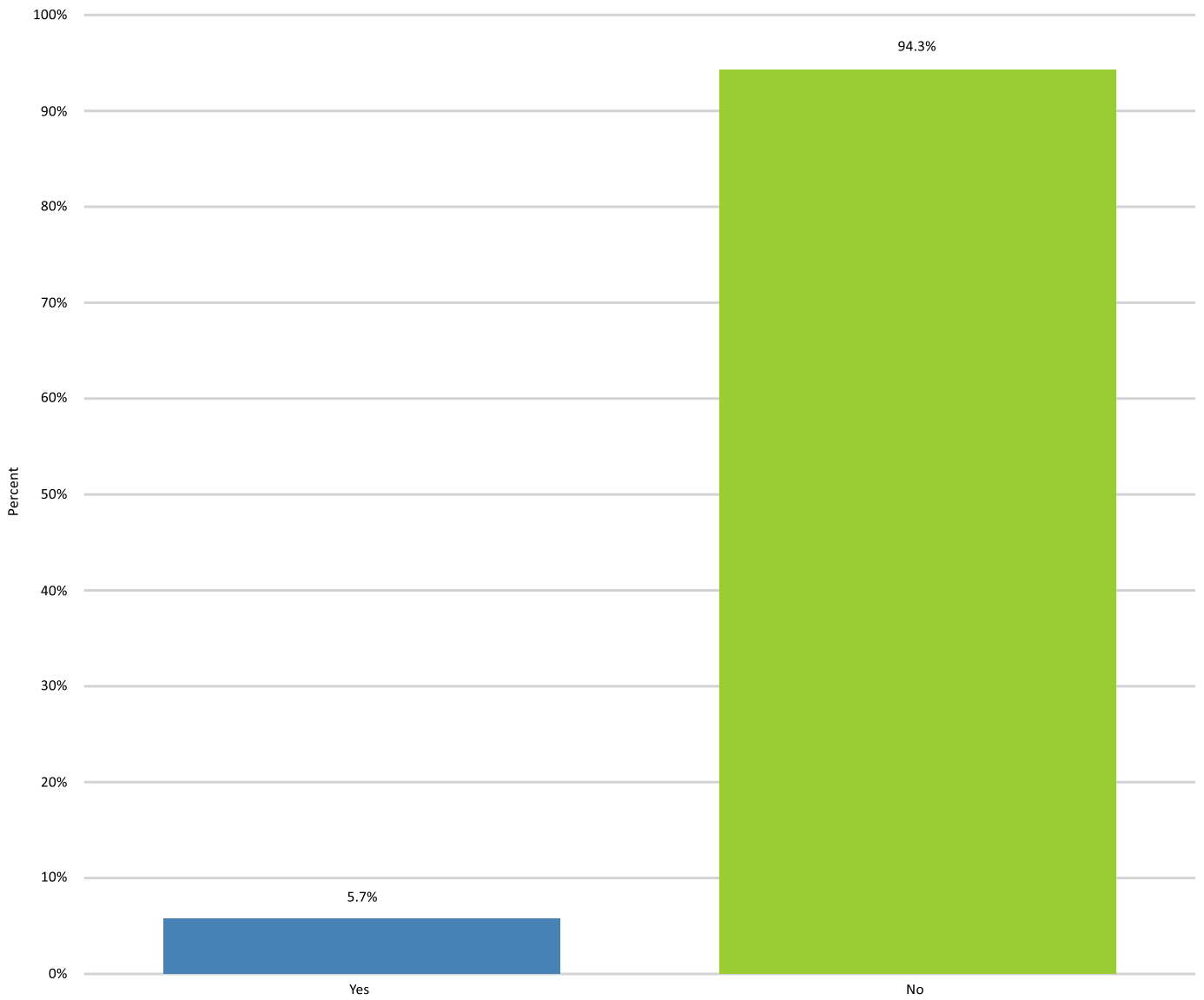
Name	Percent
16-20	0.3%
21-30	5.9%
31-40	17.1%
41-50	24.3%
51-65	50.0%
Over 65	2.4%
N	374

17. Are you:



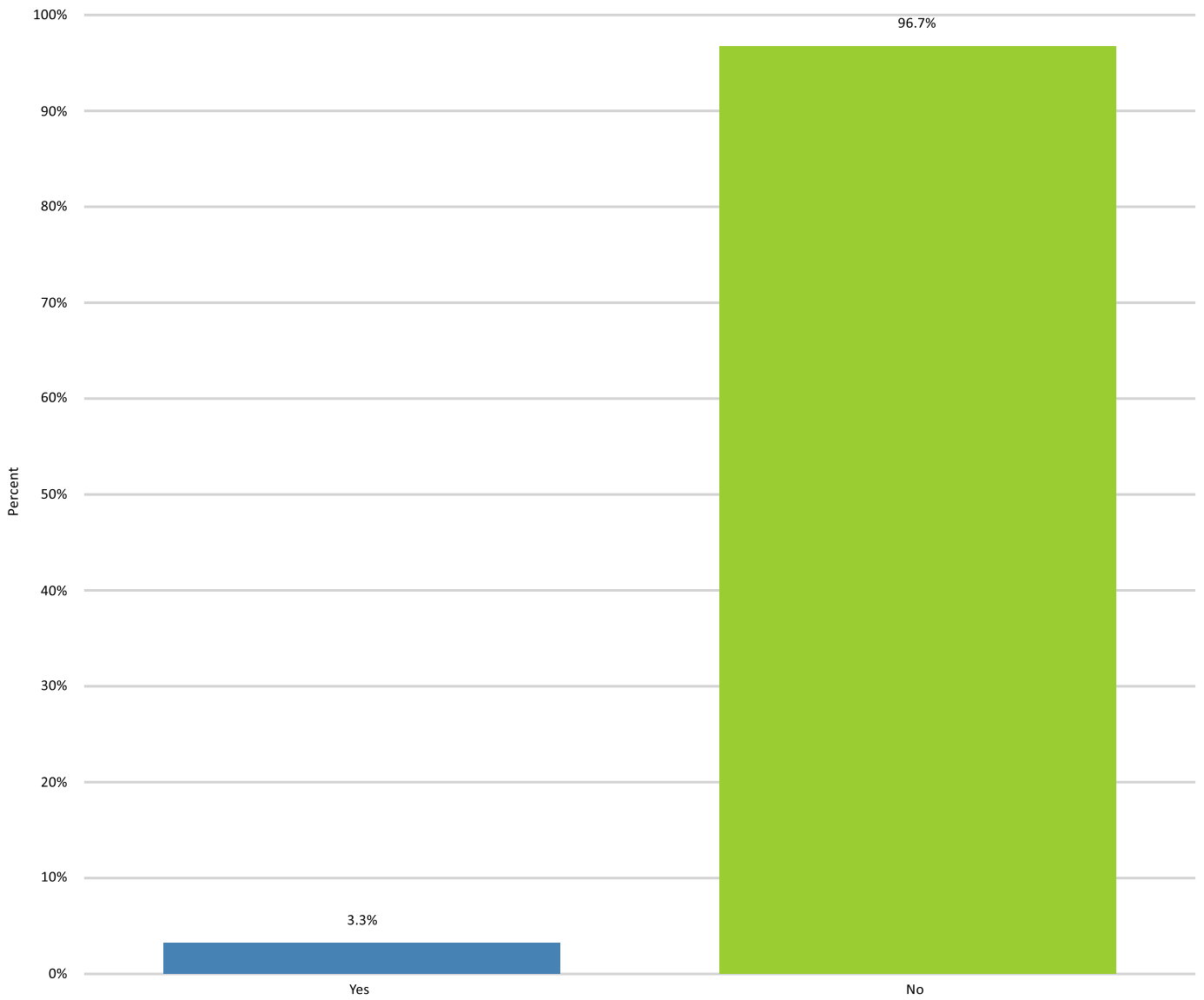
Name	Percent
Male	48.6%
Female	51.4%
Non-binary	0.0%
Rather not say	0.0%
I prefer to define as:	0.0%
N	370

18. Do you consider yourself disabled?



Name	Percent
Yes	5.7%
No	94.3%
N	367

19. Are you Black, Asian or from a Minority Ethnic background?



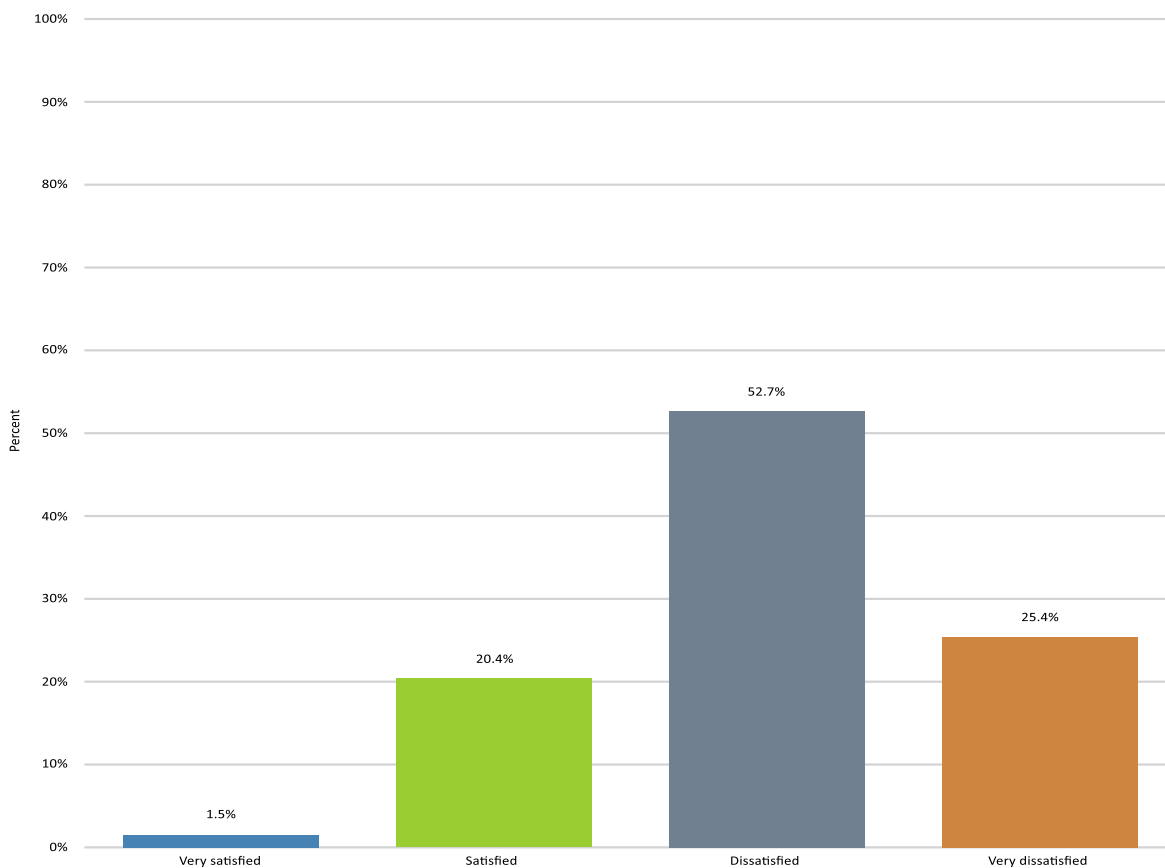
Name	Percent
Yes	3.3%
No	96.7%
N	369

APPENDIX B: NHS Pay, Terms and Conditions survey 2020 – Northern Ireland

1. How valued do you feel by the following people/institutions?

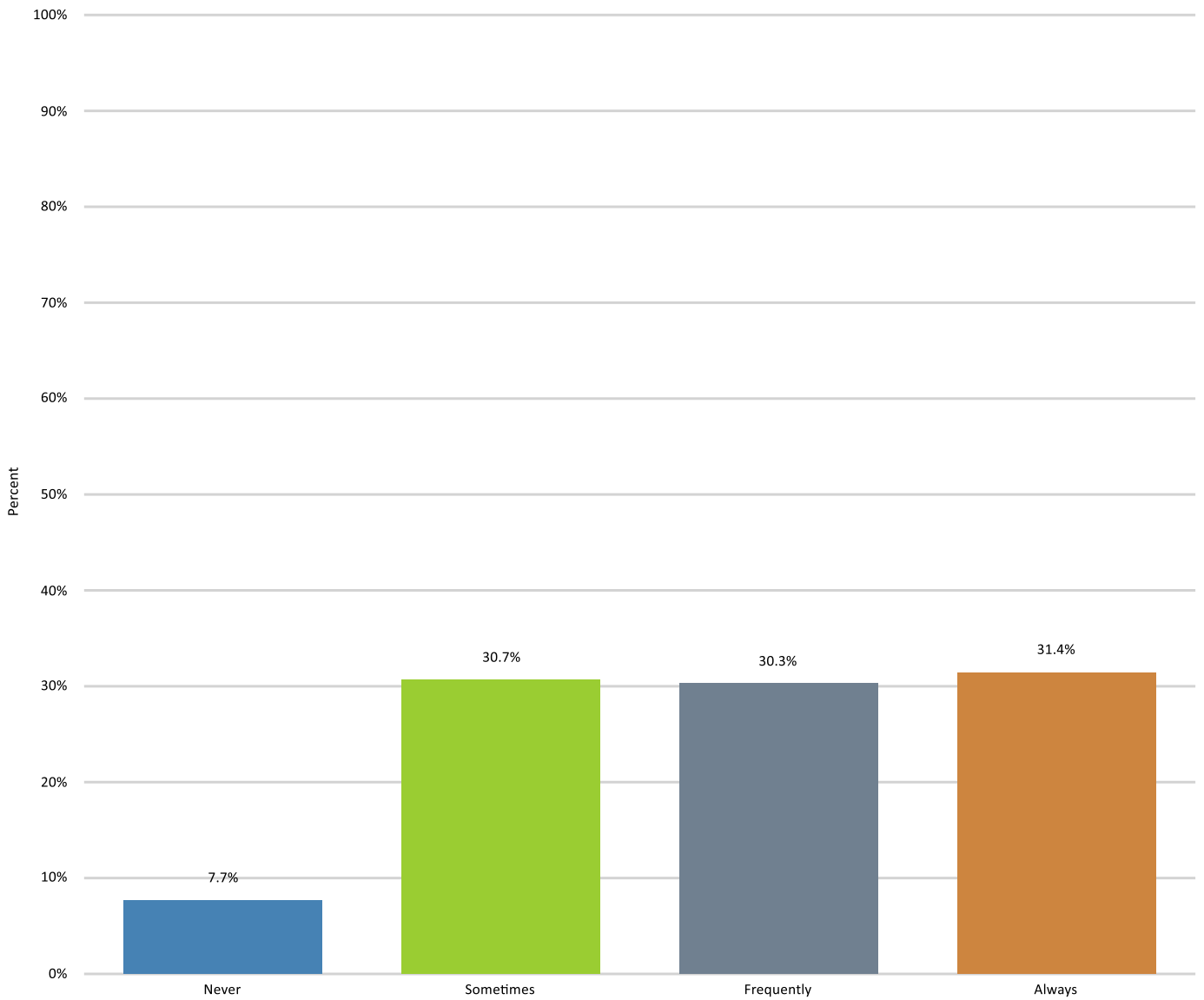
Name	Highly valued	Valued	Poorly valued	Not valued	N
a. Your employer	4.6%	42.7%	43.5%	9.2%	260
b. The NHS	2.7%	42.6%	48.1%	6.6%	258
c. The government	0.0%	13.6%	51.4%	35.0%	257
d. Your manager	23.9%	42.1%	22.4%	11.6%	259
e. Your colleagues	35.7%	55.8%	7.8%	0.8%	258
f. Your patients	35.5%	48.4%	11.7%	4.3%	256
g. The public	14.1%	50.4%	28.5%	7.0%	256

2. How satisfied are you with your level of pay?



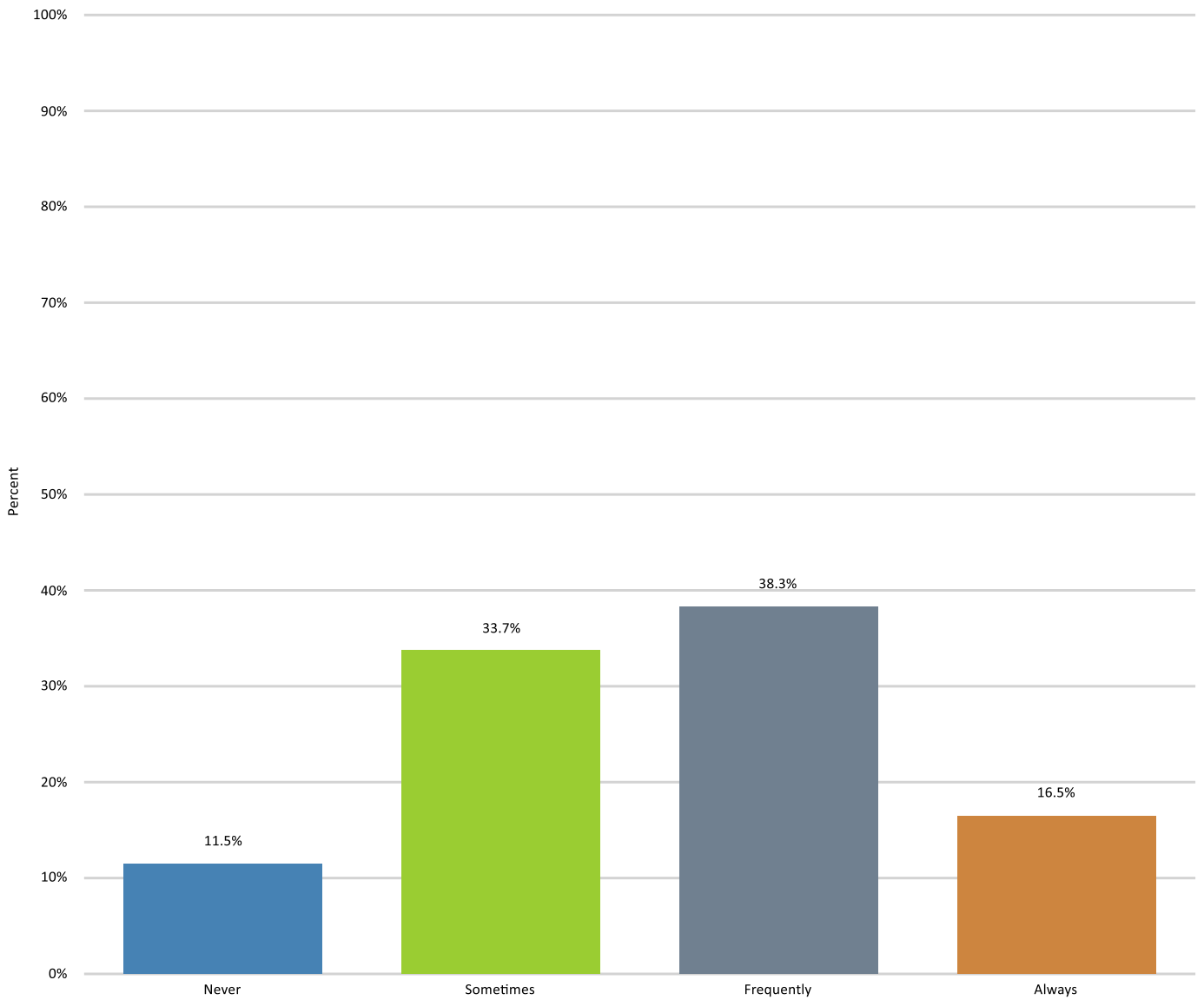
Name	Percent
Very satisfied	1.5%
Satisfied	20.4%
Dissatisfied	52.7%
Very dissatisfied	25.4%
N	260

3. In a typical week, how often do you work more than your contracted hours?



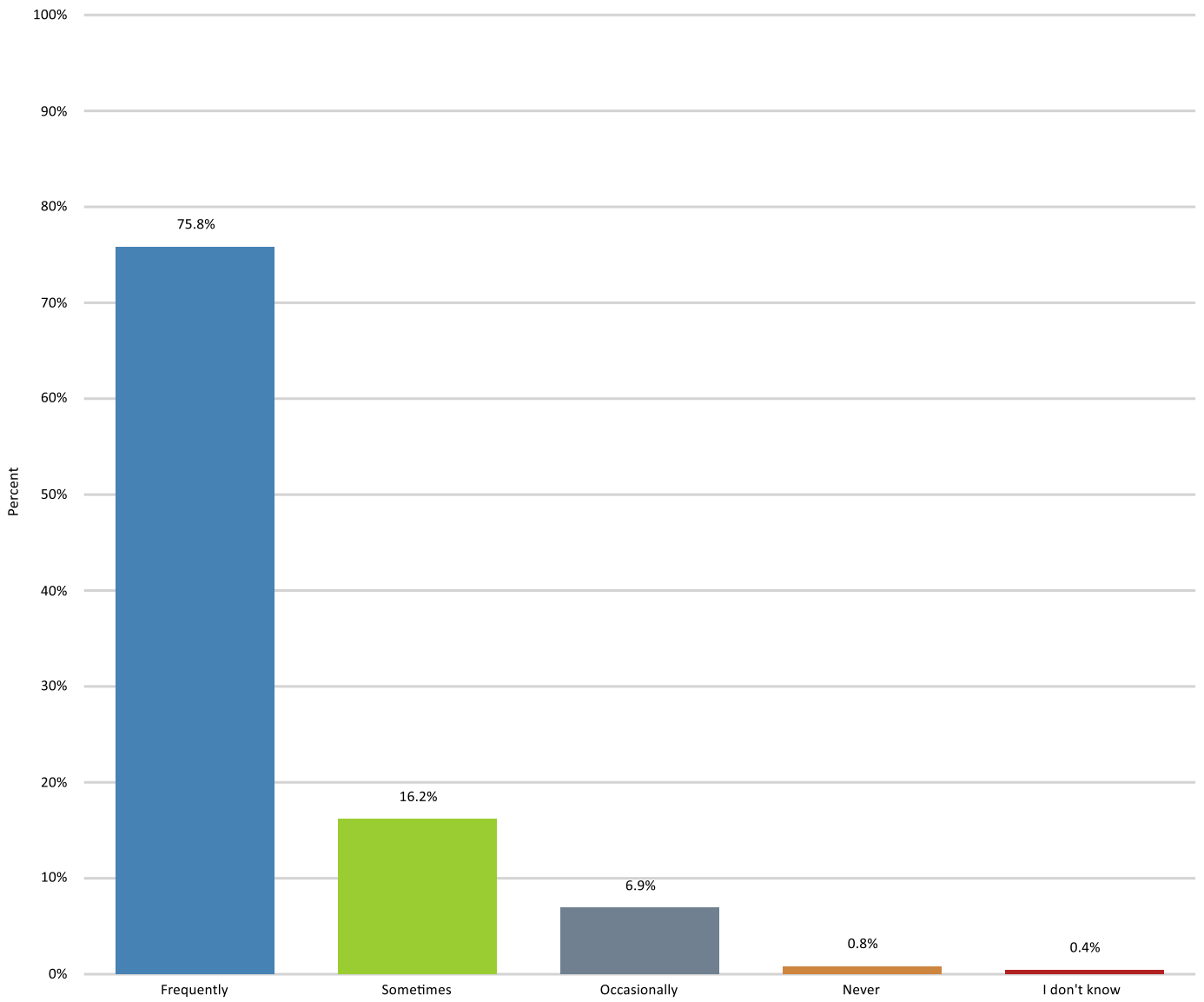
Name	Percent
Never	7.7%
Sometimes	30.7%
Frequently	30.3%
Always	31.4%
N	261

4. In a typical week, how often do you work through your lunch break?



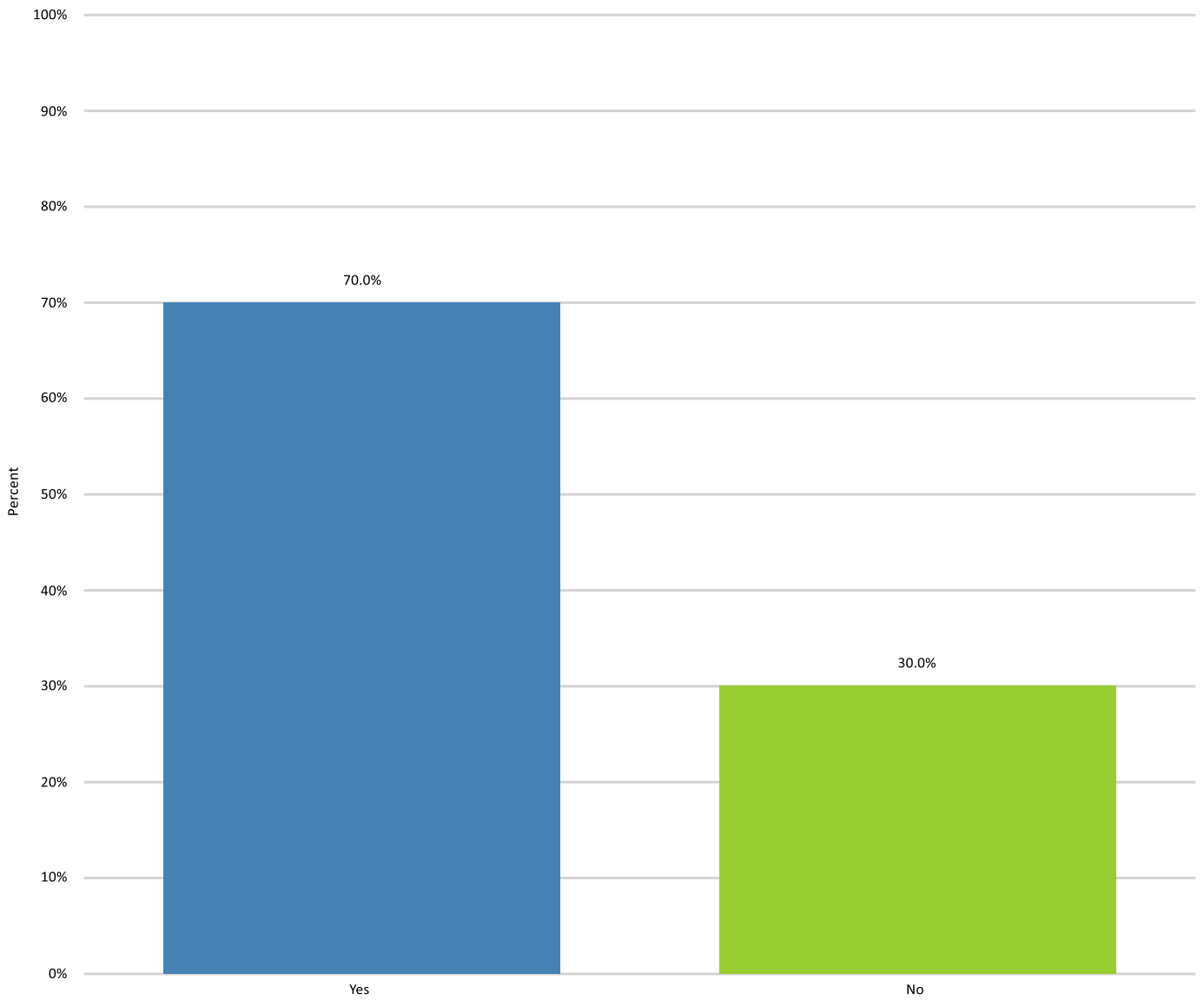
Name	Percent
Never	11.5%
Sometimes	33.7%
Frequently	38.3%
Always	16.5%
N	261

5. Over the last year have you experienced staff shortages in your workplace?



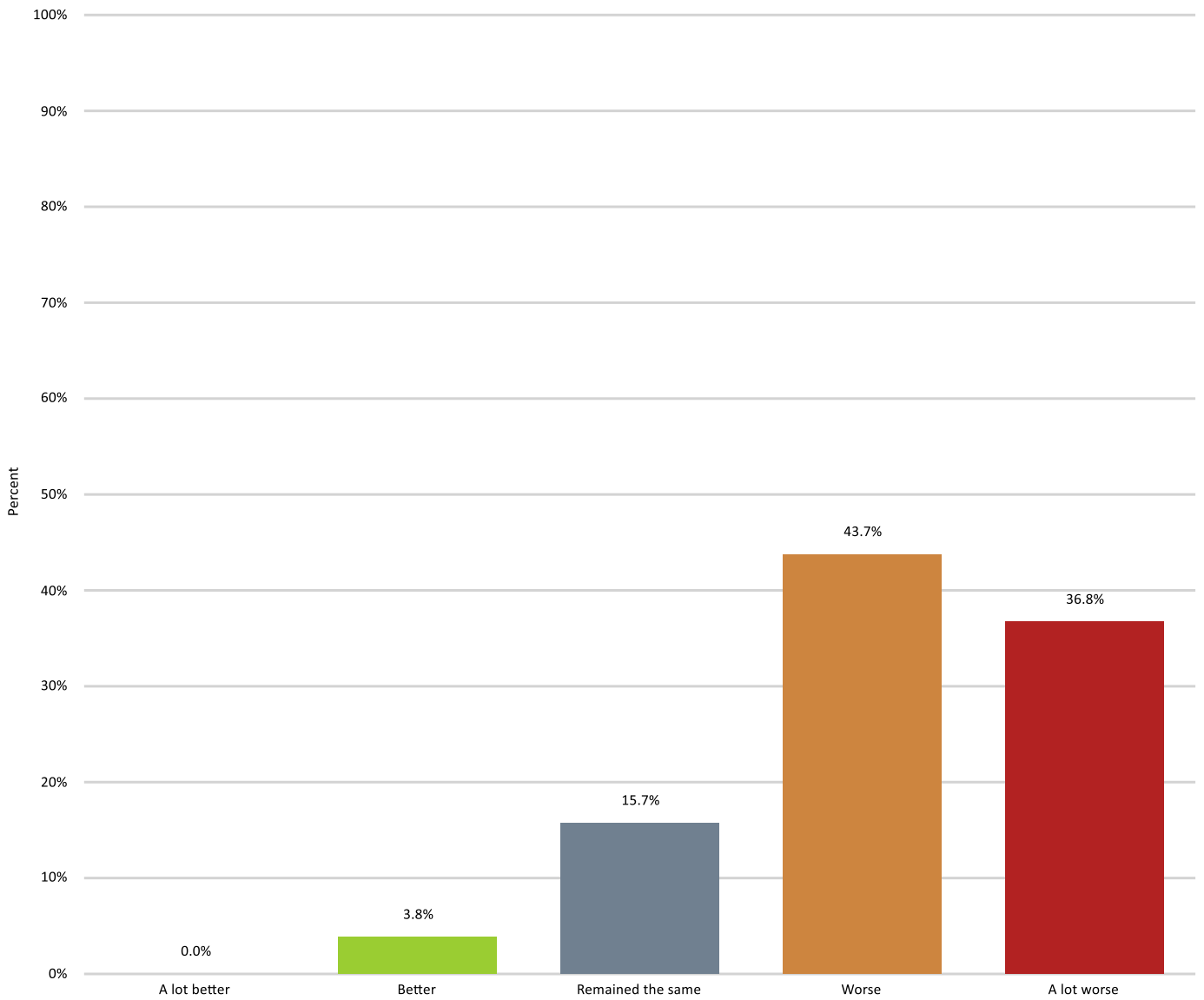
Name	Percent
Frequently	75.8%
Sometimes	16.2%
Occasionally	6.9%
Never	0.8%
I don't know	0.4%
N	260

6. In the last 12 months, have you raised concerns about safe staffing levels in your working area/department?



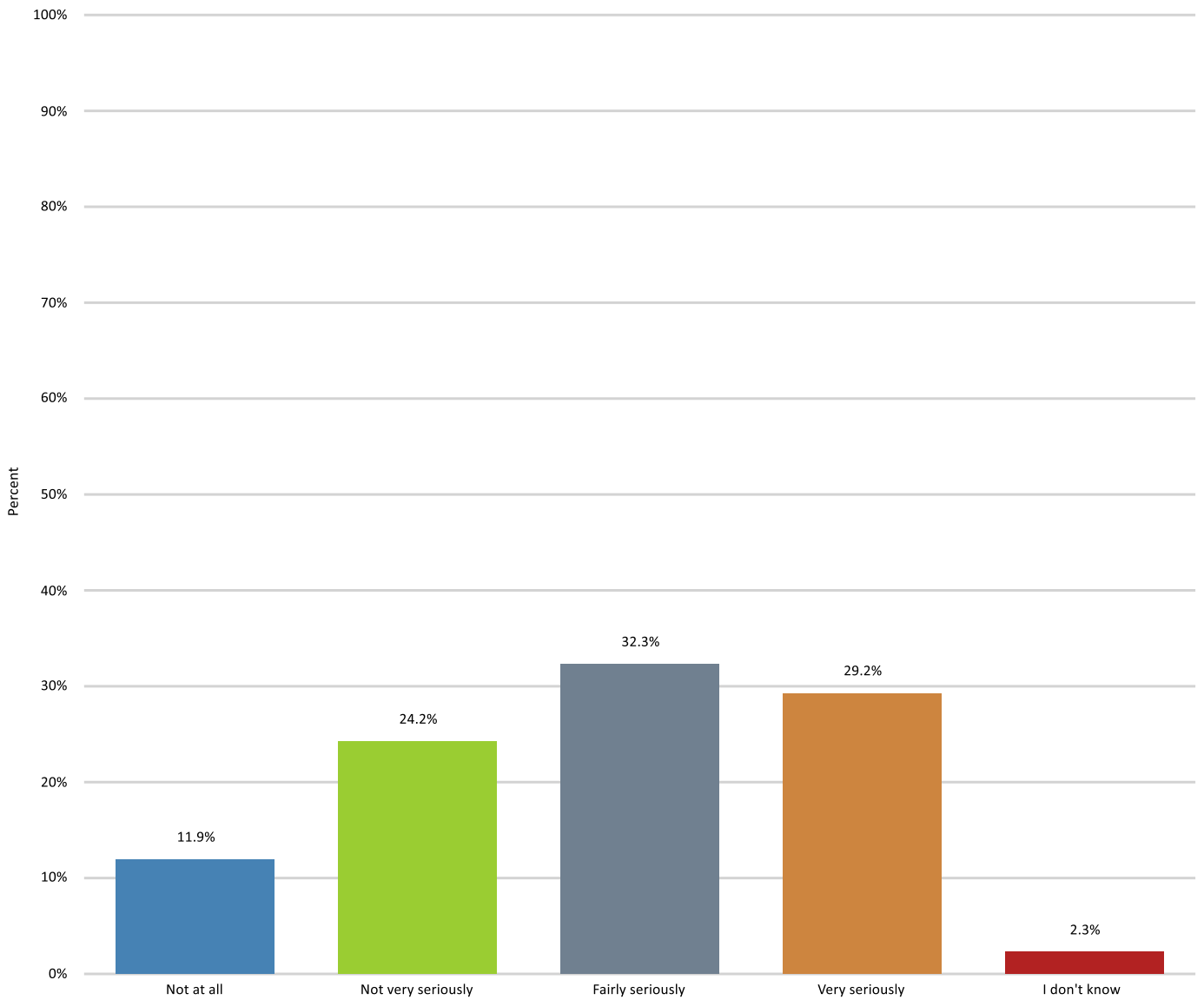
Name	Percent
Yes	70.0%
No	30.0%
N	260

7. Compared to a year ago is morale/motivation in your workplace:



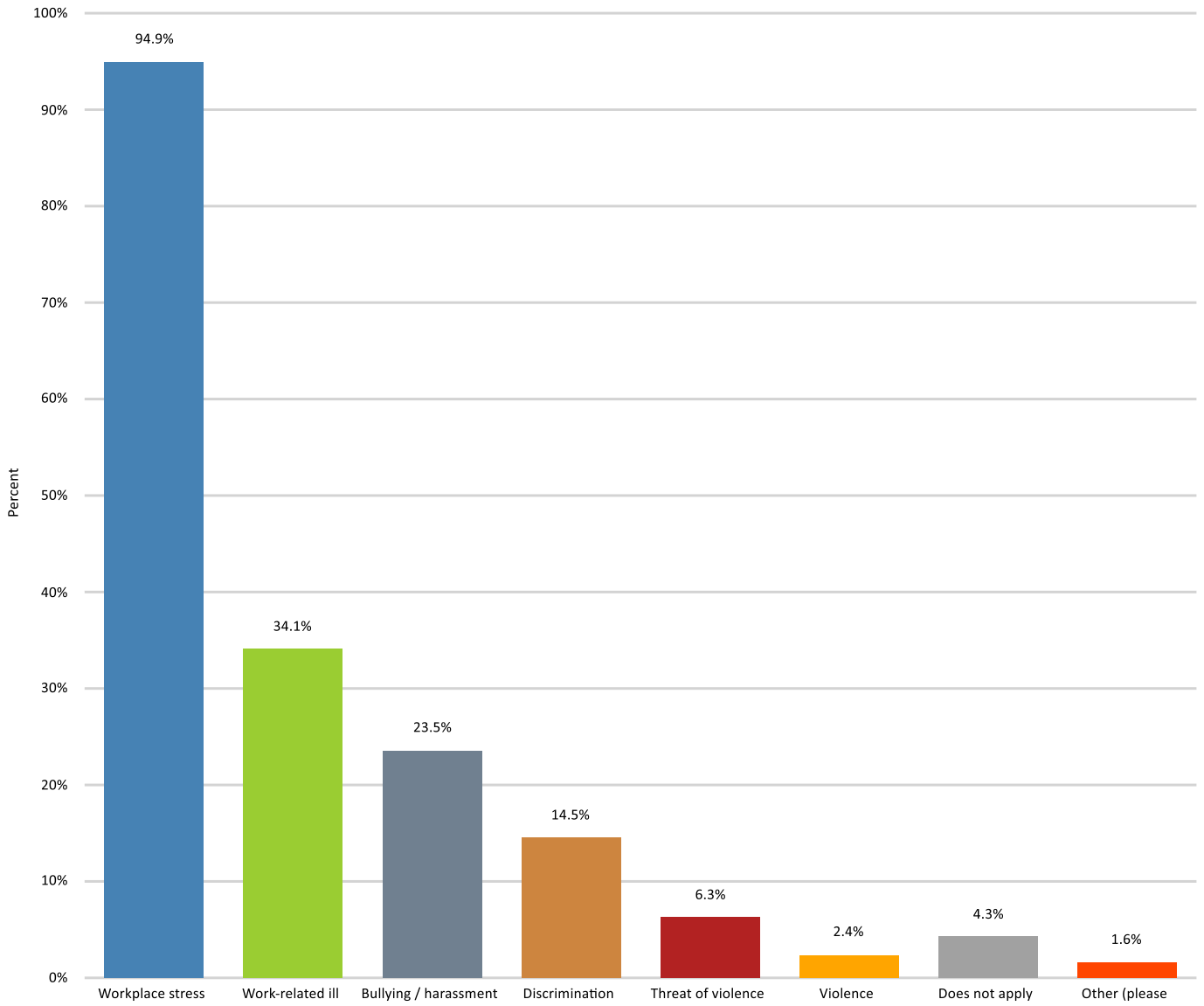
Name	Percent
A lot better	0.0%
Better	3.8%
Remained the same	15.7%
Worse	43.7%
A lot worse	36.8%
N	261

8. Over the last 12 months how seriously have you considered leaving your current position in the NHS?



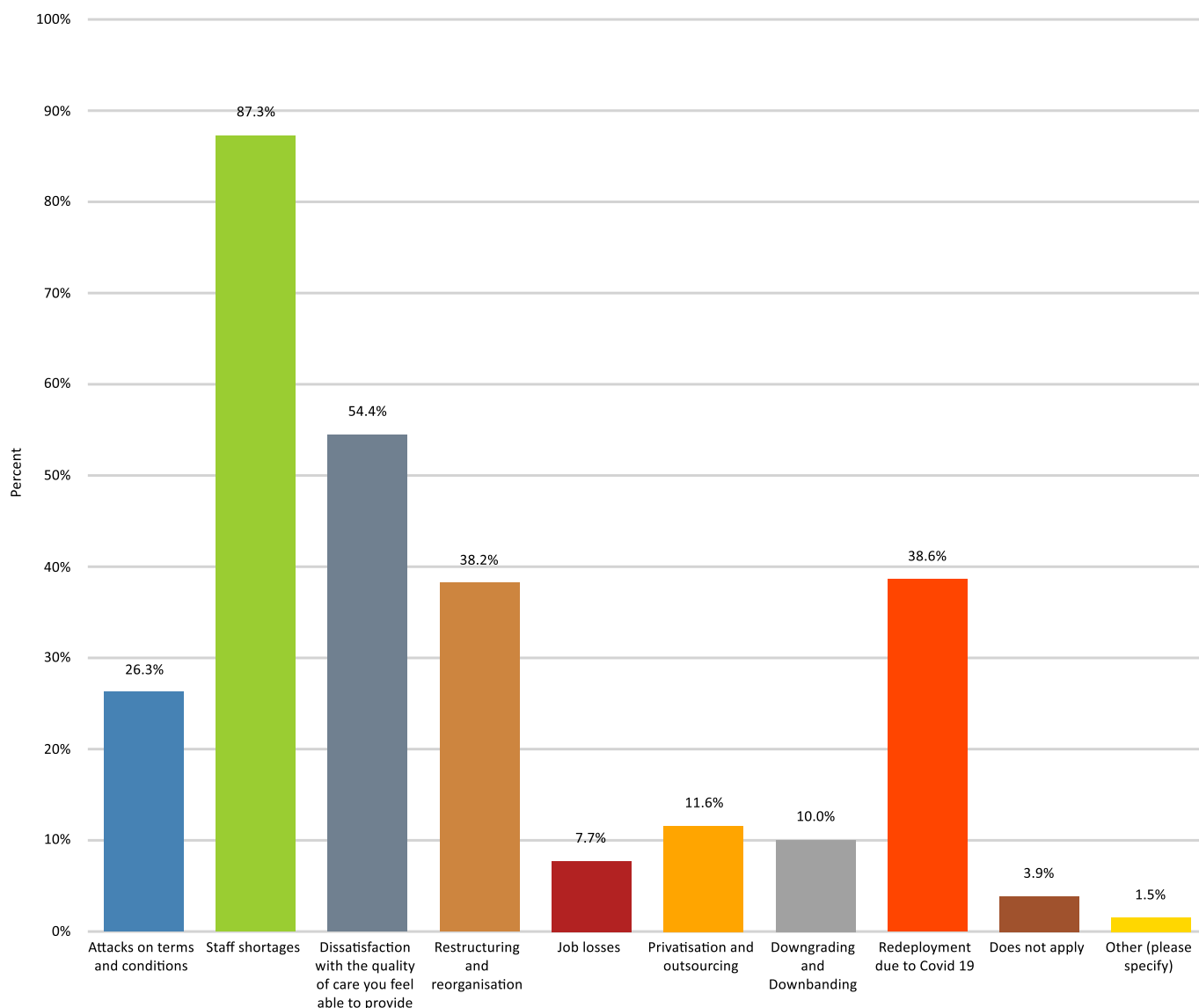
Name	Percent
Not at all	11.9%
Not very seriously	24.2%
Fairly seriously	32.3%
Very seriously	29.2%
I don't know	2.3%
N	260

9. Over the last 12 months have you experienced any of the following issues in your workplace? (Tick as many as apply)



Name	Percent
Workplace stress	94.9%
Work-related ill health	34.1%
Bullying / harassment	23.5%
Discrimination	14.5%
Threat of violence	6.3%
Violence	2.4%
Does not apply	4.3%
Other (please specify)	1.6%
N	255

10. Over the last 12 months have you experienced any of the following issues in your workplace? (Tick as many as apply)

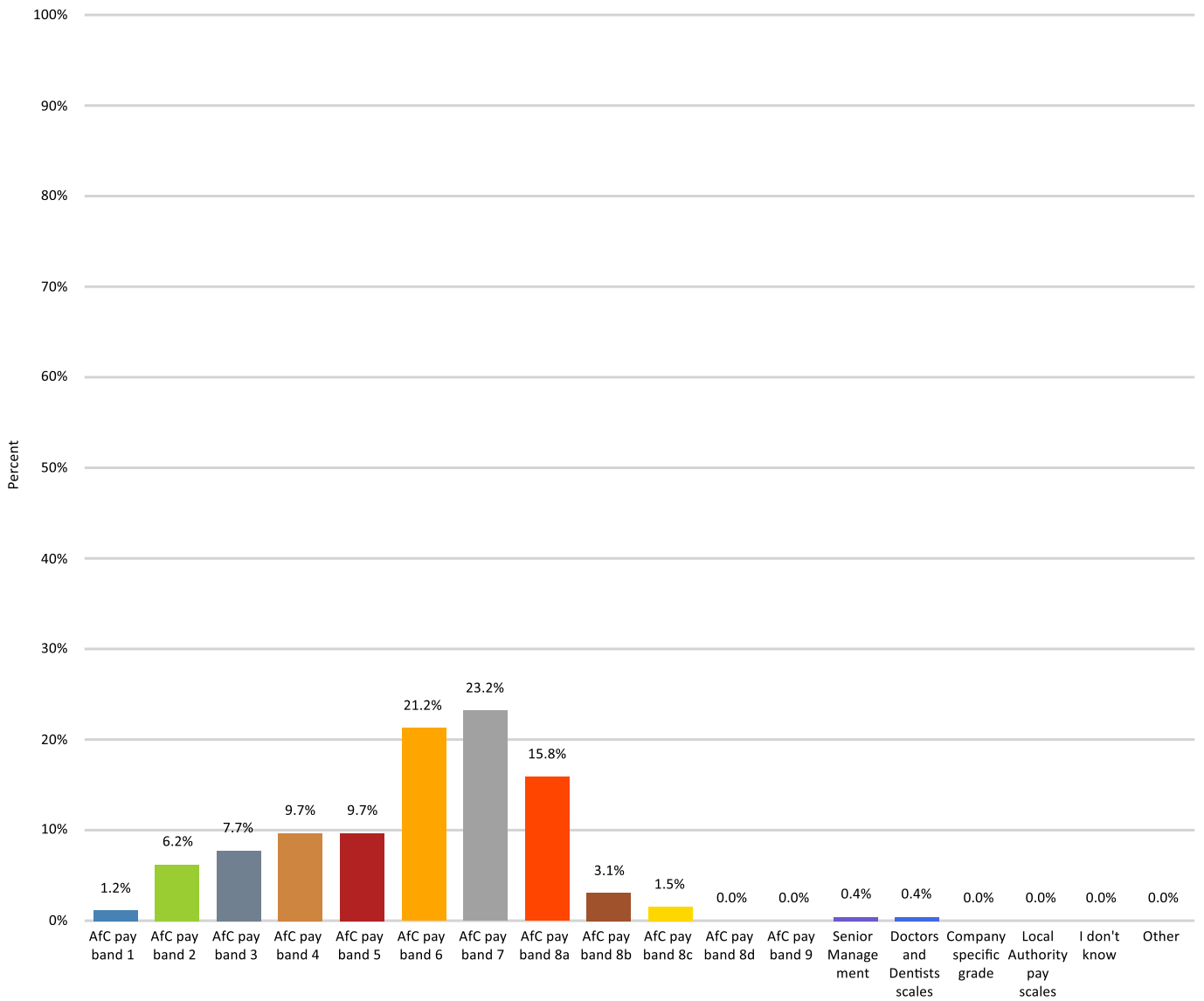


Name	Percent
Attacks on terms and conditions	26.3%
Staff shortages	87.3%
Dissatisfaction with the quality of care you feel able to provide	54.4%
Restructuring and reorganisation	38.2%
Job losses	7.7%
Privatisation and outsourcing	11.6%
Downgrading and Downbanding	10.0%
Redeployment due to Covid 19	38.6%
Does not apply	3.9%
Other (please specify)	1.5%
N	259

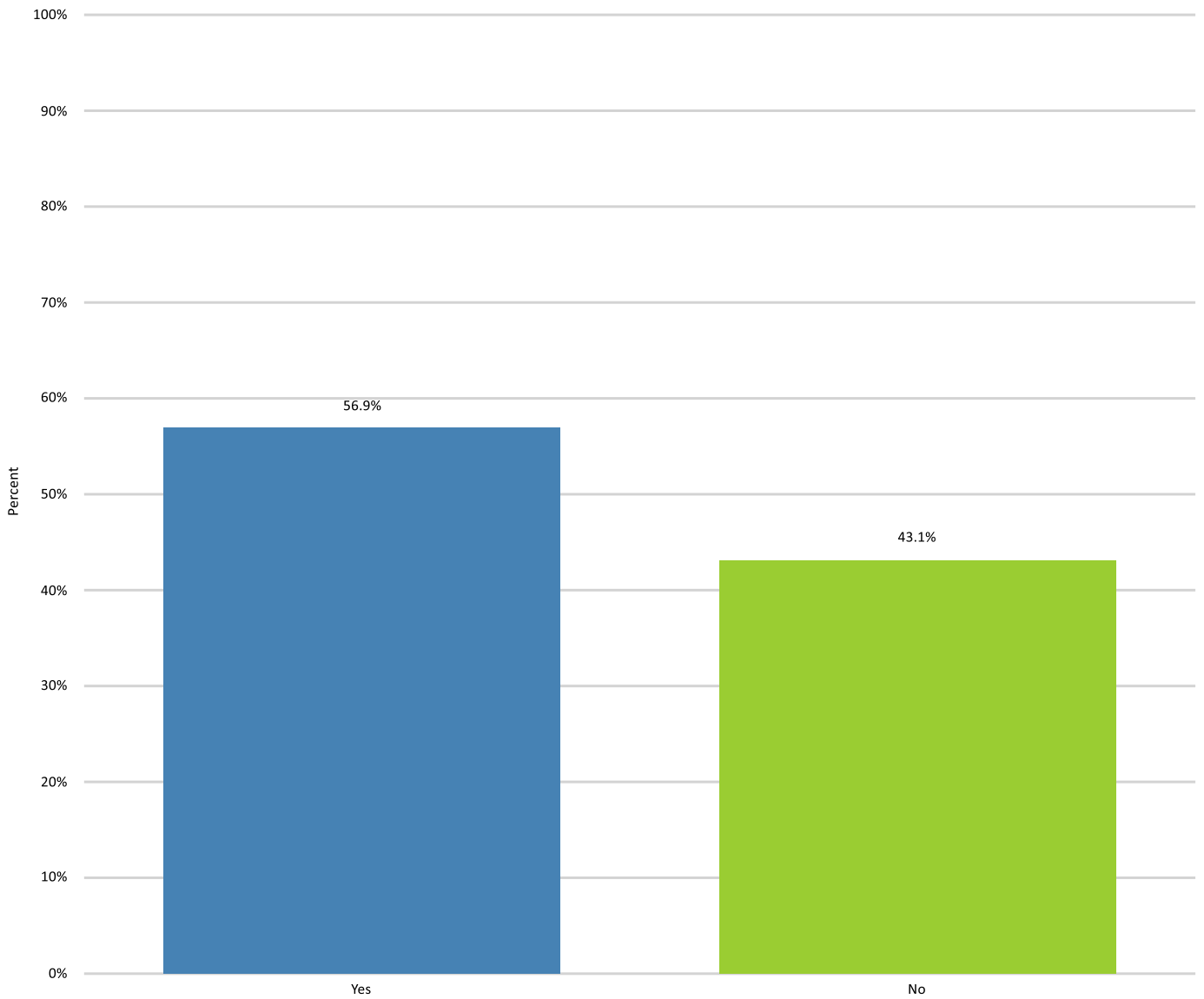
11. Over the last 12 months have you had reasons to be concerned about the following NHS Agenda for Change terms and conditions? (Tick as many as apply)

Name	Percent
Sick Pay and Leave	21.3%
Car parking for NHS Staff	60.4%
Flexible working	47.4%
Home working	37.8%
Out of hours and social hours working	33.5%
Overtime	38.7%
Childcare	27.8%
Annual leave	40.9%
Parental leave	13.5%
Maternity/Paternity leave and pay	7.0%
Subsistence allowances	3.0%
Child Bereavement leave and pay	0.4%
Recruitment and Retention Premia	20.9%
Pay in high cost of living areas	11.7%
Other	3.0%
N	230

12. On which AfC grade or pay band are you CURRENTLY employed? (If you are on a different pay scale please indicate the equivalent grade or pay band, if possible)

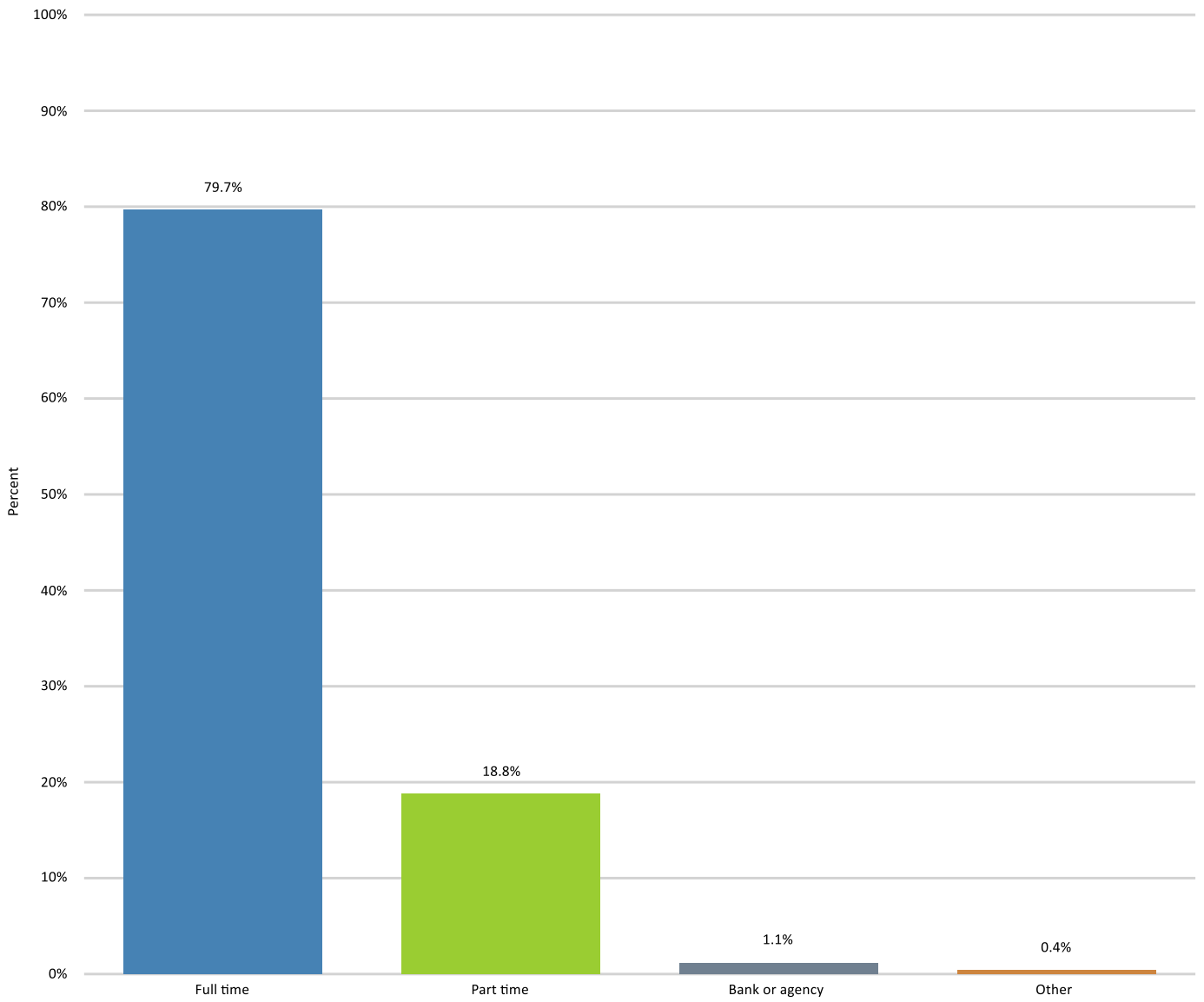


13. Are you at the top point of your pay band/grade?



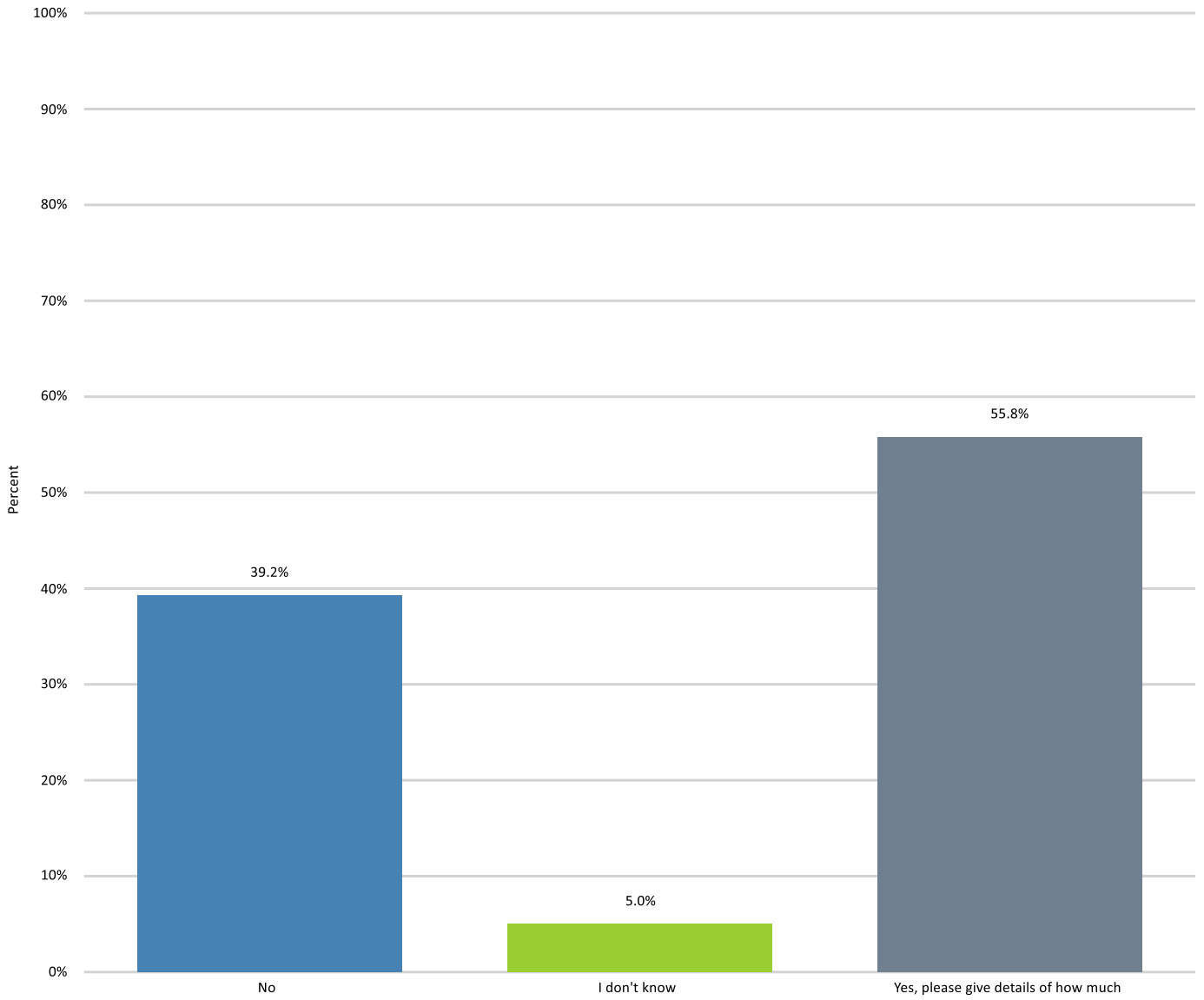
Name	Percent
Yes	56.9%
No	43.1%
N	260

14. Do you work:



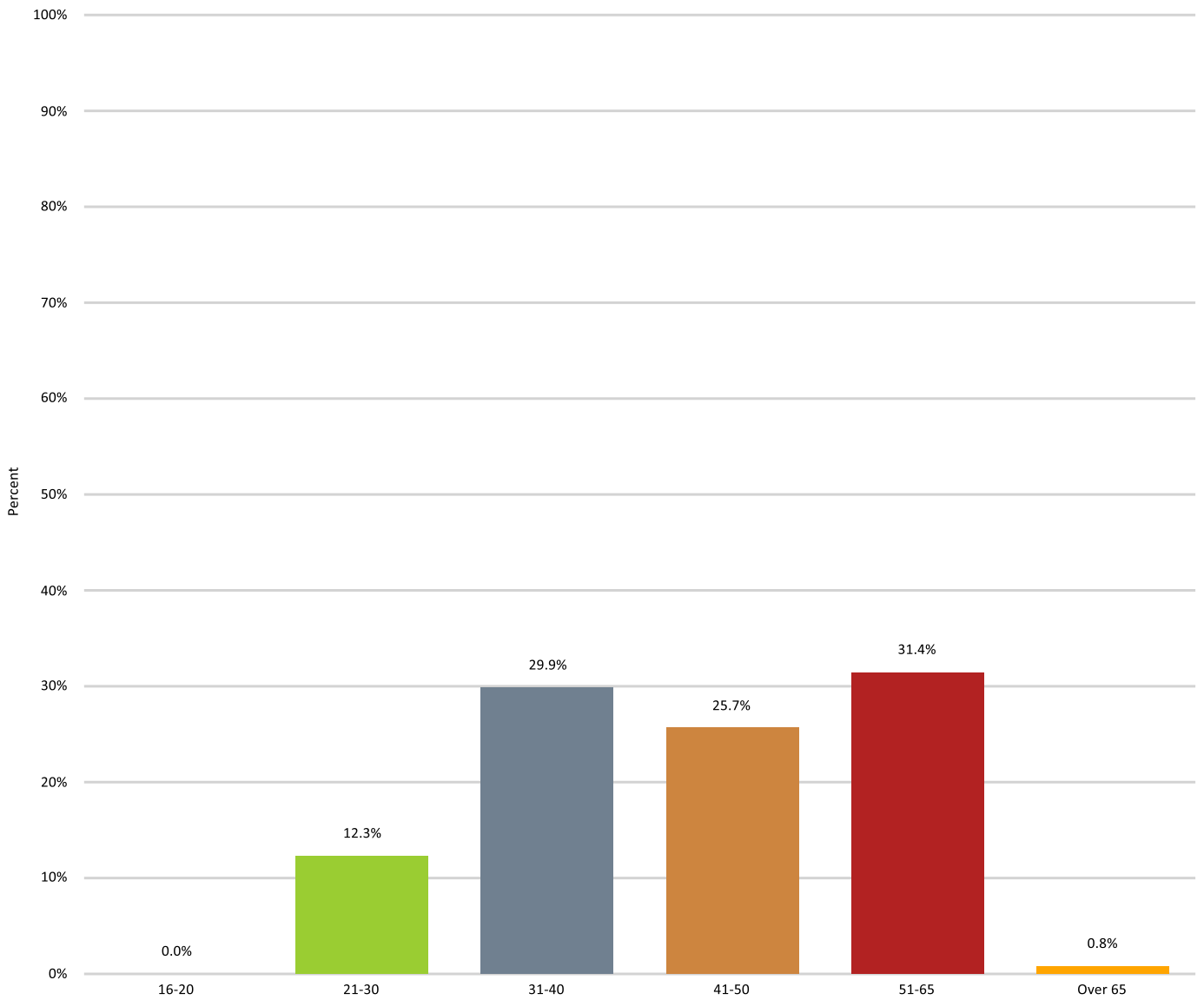
Name	Percent
Full time	79.7%
Part time	18.8%
Bank or agency	1.1%
Other	0.4%
N	261

15. In normal times do staff have to pay for car parking in your workplace?



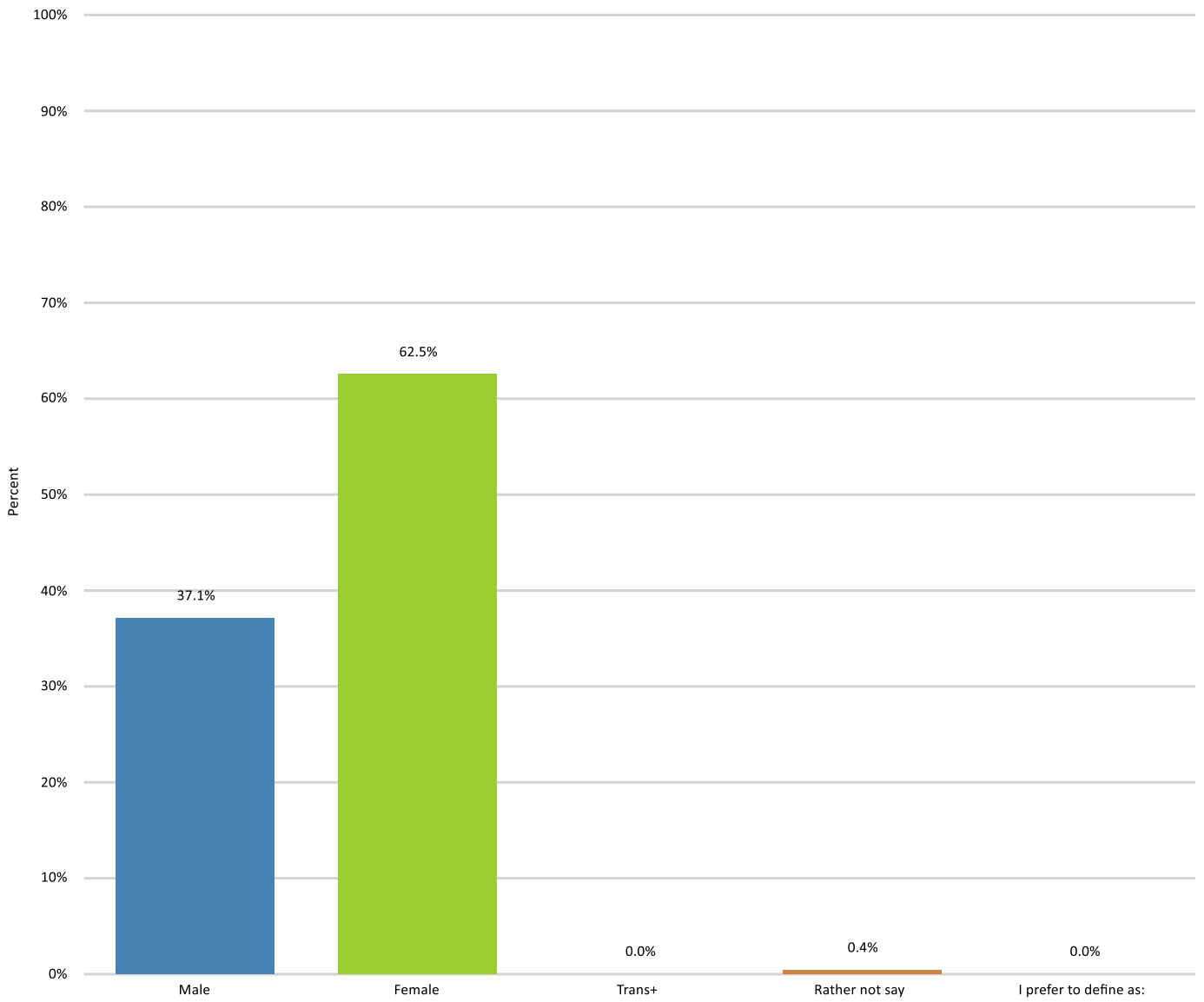
Name	Percent
No	39.2%
I don't know	5.0%
Yes, please give details of how much	55.8%
N	260

16. What age are you?



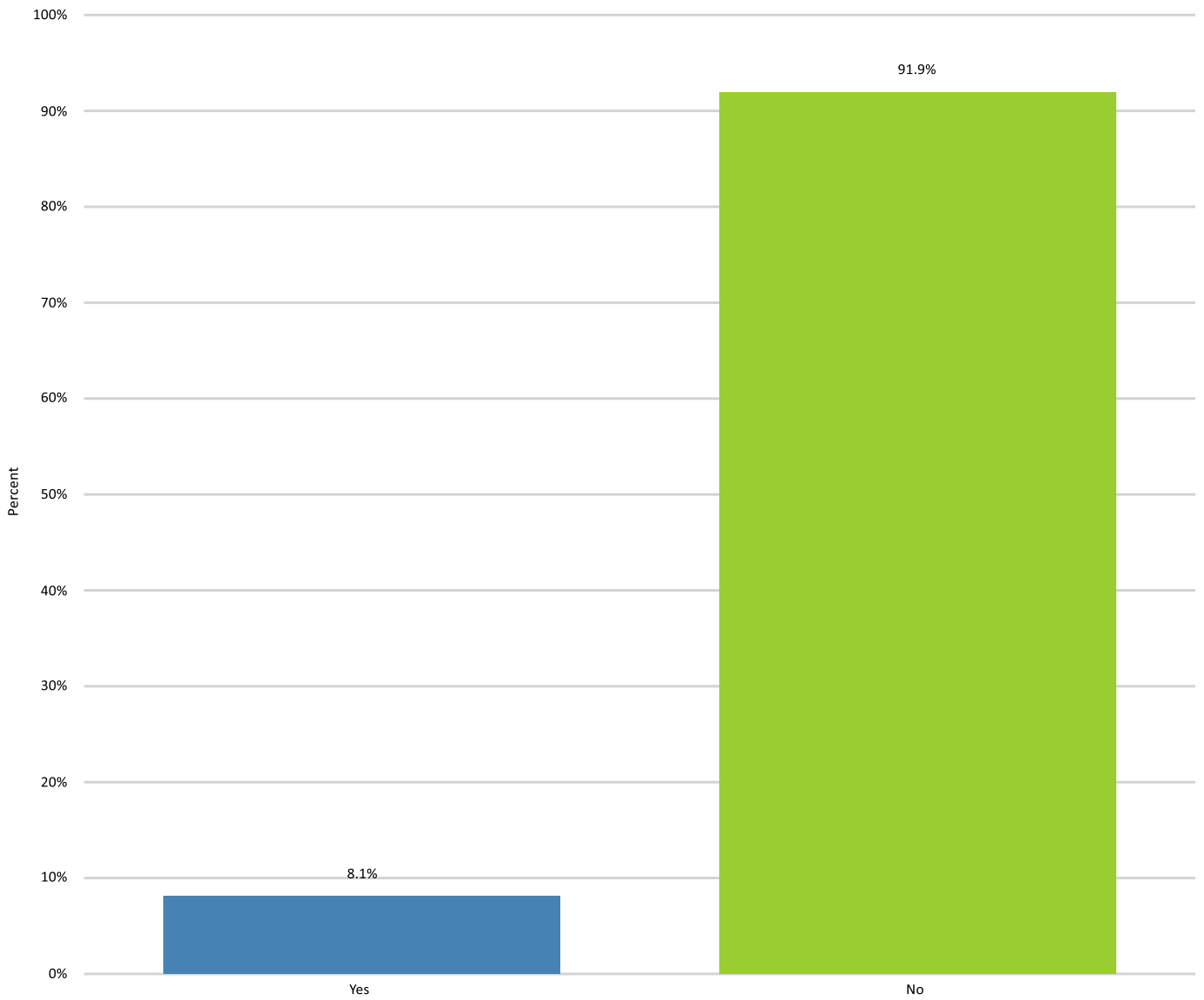
Name	Percent
16-20	0.0%
21-30	12.3%
31-40	29.9%
41-50	25.7%
51-65	31.4%
Over 65	0.8%
N	261

17. Are you:



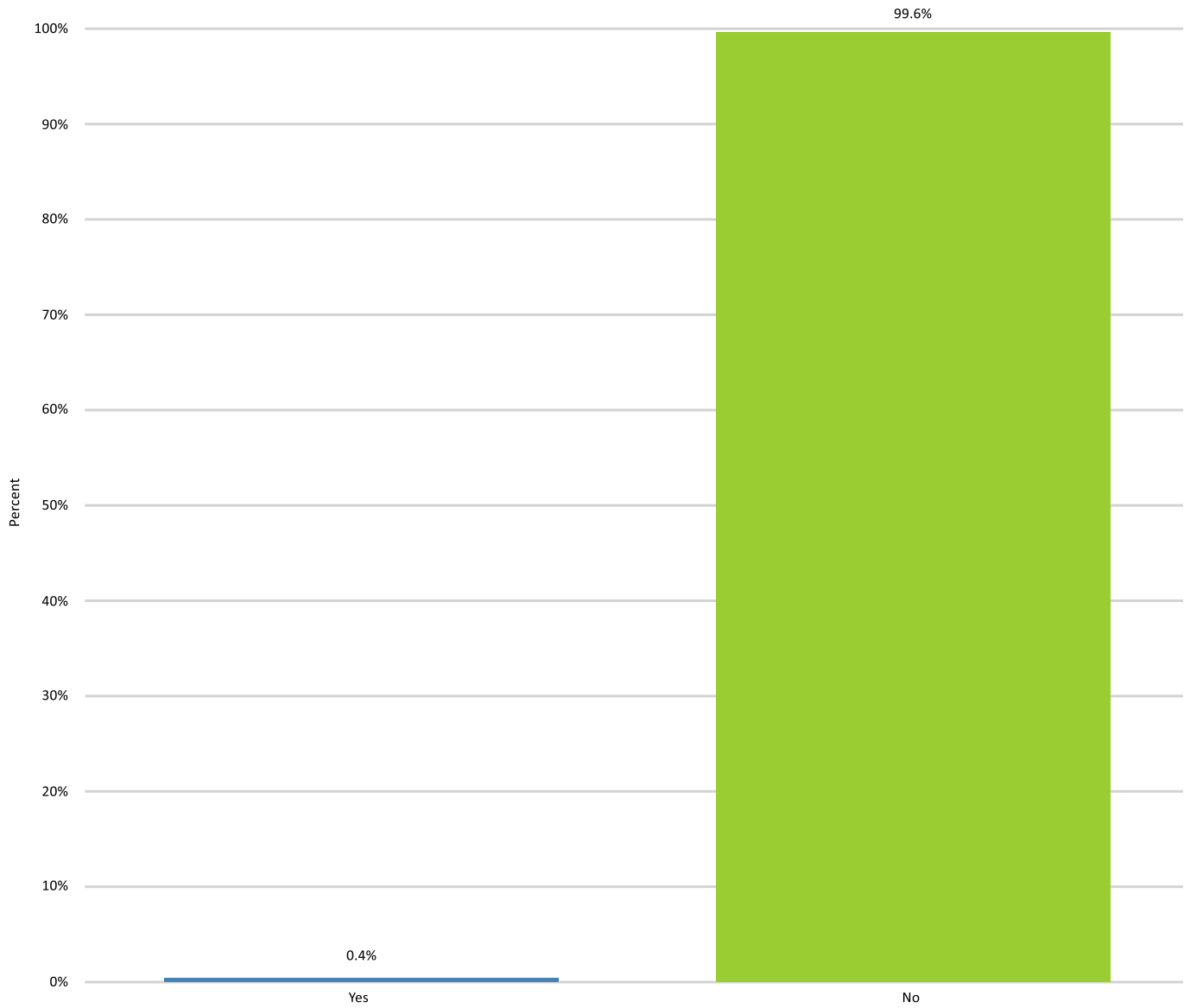
Name	Percent
Male	37.1%
Female	62.5%
Trans+	0.0%
Rather not say	0.4%
I prefer to define as:	0.0%
N	259

18. Do you consider yourself disabled?



Name	Percent
Yes	8.1%
No	91.9%
N	259

19. Are you Black, Asian or from a Minority Ethnic background?



Name	Percent
Yes	0.4%
No	99.6%
N	258

APPENDIX C: Quotes from the Wales survey

"We are supposed to have an independent Pay Review Body recommend our pay increases. These were stopped from performing independently for 10 years due to pay freezes and caps. During this period MPs who also have their pay determined by a Pay Review Body didn't have their pay restricted by freezes and caps. The result was a 20% drop in income in real terms for NHS staff over that 10 year period and a 2% rise in income for MPs in real terms during the same time frame.

This year the independent pay review body recommended 4.1% for MPs. I know that this was declined by the MPs but as their pay has increased in real terms over the last 10 years that's not a big sacrifice for them to make. We need an offer that at least matched theirs."

Administrative or clerical, Wales

"Our Government have an increasingly greater responsibility and debt to pay to our Public Sector, in particular our NHS. A significant pay award must be given at the very earliest opportunity. If this is not achieved this will be at a great detriment to the NHS in the short, medium and long term. Staff vacancies are at an all-time high in some areas and this will continue until pay is improved. Our NHS staff deserve better anyway, but this pandemic has shown that the support that we get from Government is sadly lacking. Claps on a Thursday and platitudes are not enough now. The public support this pay rise, we are a publicly owned organization and the shareholders are the public. No one would want to take Industrial action if unavoidable but this will be the only way that this can be resolved if the Government refuse to listen. The planning by individual Health Boards with regards to PPE and Vaccinations have shown the gaps and disjointed thinking within our Health Service in some areas. All of this together with the real terms cut in pay over the last 10 years has led to an even more exhausted, disillusioned and frustrated workforce. The long term wellbeing of Staff in the NHS will face a crisis in the coming months and the structures in our organizations are not robust enough to deal with this."

Administrative or clerical, Wales

"Current pay is not competitive in my area (IT). Since joining the NHS 14 years ago pay has been subjected to a year on year attack through below inflation rises, pay freezes etc. I think the pay on the lower grades is barely enough to live off tbh"

Administrative or clerical, Wales

"I still enjoy my job but because of the low pay and working conditions I would never recommend the NHS to anyone looking for a career"

Allied Health Professional, Wales

"I feel the government appreciates the work the NHS does, but it just doesn't want to pay for it, it sees the NHS as a huge drain on the economy and just doesn't supply the pennies to run it, healthcare is not a business, it's a human right and if Covid has done nothing else its shown, which jobs are actually important for everyday survival and ones which you can survive without."

Allied Health Professional, Wales

"Even before Covid-19 gripped the country, my role as a clinical desk paramedic has been changed exponentially without consultation and continues to change, heaping more and more responsibilities and unnecessary stress with no sign of support from our senior management team and forcing us to work in a control room rife with Covid-19 when we initially adapted to working from home to support the trust at great expense to ourselves, both financially and emotionally, the Welsh ambulance service NHS trust appear to be wilfully negligent and do not listen to any of our concerns."

Ambulance staff, Wales

"I do believe the NHS as a whole are unvalued and I feel that adverts are all about the doctors and nurses in hospitals, but what about the ambulance service, cleaners, meal servers, morticians etc. that are also at high risk currently.

I feel that as a whole the public don't respect what ALL the NHS do."

Ambulance staff, Wales

"I'm terribly disappointed at the poor state of my terms and conditions. Not to know my shift pattern is an encroachment on my personal life. I'm grateful to the NHS to give me employment. I'm only staying due to the lack of work because of the global pandemic.

I really do feel like one of the "lower classes". What a phrase to use in the 21st Century. Management is poor. Shocked at the lack of training and discrimination from my work colleagues."

Ancillary (porter, cleaner, caterer etc), Wales

"I have been at the top of my pay scale since Agenda for Change, my wages have been the same for years, we deserve to have a proper pay rise if we cannot go up to the next band even though the work we do covers the next band"

Assistant practitioner, Wales

"Pay rise for NHS staff required. My job is not being recognised by the government, because we work behind the scene. However, it's a very important job, without test results doctors wouldn't be able to treat patients."

Biomedical scientist, Wales

"Not paid, what we should be paid and everyone knows this after the pandemic. (I.e. clapping for NHS on Thursday eve) Not that the pandemic should contribute towards a fair pay. I am a team leader and have never heard and it should not be recognised to be on the same pay scale/band as the tradespersons/shopfloor."

Estates and maintenance, Wales

"Yes feel really let down I have been at the top of my band 3 since 2008!!!!!!!!!!!!!! No opportunity to progress or have job re-banded to a higher grade, feel really let down by whole NHS pay scheme, you see colleagues being offered nurse training and progression on a plate and it really annoys me. I am due to retire in 18 months and to be honest it can't come quick enough."

Health care assistant, Wales

"For the work I do and the responsibility on me I feel really underappreciated, if I was living on my own I really don't know how I'd live on the wage I'm on."

NHS Catering store keeper, Wales

"Pay has not kept up with the rising costs of living for the 10 years I have been working for the NHS. We are not valued by anyone in management above our theatre manager. Covid has highlighted the many cracks in our healthcare system, and the incompetence of managers to act upon facts and contingency plan, putting patients at risk and now staff health and well-being. We are on the point of burnout, getting kicked in the face at every opportunity regarding work conditions, staffing levels, Covid vaccinations and also pay."

Operating department practitioner, Wales

"I have not had a pay rise for over 10 years as I was displaced higher band. I love my job, even working through Covid-19 has been good for me. However the constant restructuring and reorganisation in my so loved HB has gotten to me, I feel very undervalued and disappointed nepotism is dominant and all my years of service feels pointless. I am glad I am at the end of my career and not just starting it."

Senior Nurse Health Visiting, Wales

"My professional fees (HCPC and RCSLT) have both increased at a higher percentage than my pay. I have to pay both of these to be able to do my job and to be employed in the NHS and these fees combined are a lot more than those other NHS professionals have to pay (e.g. nurses) even though we are on the same agenda for change terms and conditions and pay bands. This means a speech and language therapist will have less pay after fees than a nurse on the same band after their fees. There isn't pay parity across roles in the NHS either. Colleagues doing the same role as me but employed by other health boards are on a higher pay band than me but my health board doesn't want to know!"

Speech and language therapist, Wales

APPENDIX D: Quotes from the Northern Ireland survey

"I am relatively well paid but I have great concerns about colleagues employed at lower bands many of whom have been on Covid front line."

Speech and language therapist, Northern Ireland

"I would like to be valued by giving me a decent level of pay for my band level and for what I do. In the past year I have stepped up to the mark and helped by working through and with implemented changes to service delivery. Also dealing with stress and continuing to work throughout the pandemic."

Allied Health Professional, Northern Ireland

"Biomedical Scientists are an essential part of the NHS, and have been very looked over/past during this whole pandemic. Never mentioned when people are talking about how valued the NHS staff members are. We have all been working through the pandemic as well."

Biomedical scientist, Northern Ireland

"As a band 8b despite having x 4 times more staff to manage than 10 years ago at the same banding, I feel the banding reflects my level of responsibility. I am part time and am paid for extra hours worked. More admin would enable me to do my job more efficiently and reduce stress levels as I often completing lower graded tasks reducing time available for more complex staffing or strategic issues.

I believe that not all staff are paid fairly and would support a pay rise for frontline workers in particular."

Allied Health Professional, Northern Ireland

"I am a band 4 but getting band 3 pay because they are not meant to be using band 4 but they have band 4 bank and agency band 4 getting paid as band 4!"

Health care assistant, Northern Ireland

"Clinical Pharmacists provide comprehensive advice to all grades of doctors and nurses including consultants and are heavily relied upon in medication queries often of a very complex nature. It is a highly stressful job and I strongly feel the pay does not reflect the level of responsibility and liability involved. We provide a safety net for medics and are essential in ensuring patient safety on a daily basis."

Pharmacist, Northern Ireland

"I would like equal pay across the NHS, In NI we are on the lowest rates compared to the rest of the UK."

Pharmacist, Northern Ireland

"I feel very lucky to be in a very supportive team in my trust. My manager and colleagues are the very best I could ask for. Despite this being the case, working during this pandemic has been the most stressful thing I have experienced. I think many of us have become used to working in this environment but it has been exhausting and overwhelming in every aspect."

Speech and language therapist, Northern Ireland

"One of the key issues with staffing shortages is lack of recurrent investment. Most years we get non recurrent additional monies to be used by end of March but have difficulty recruiting experienced staff to temp posts. Better planning across a number of years would allow us to recruit to permanent posts. Improved and better supported HR processes would also speed up the recruitment process which takes much too long average time from job ad to person starting can be at least 6 months leaving a vacancy for that length of time."

Allied Health Professional, Northern Ireland

"We have to take more extreme action or else this nonsense in the NHS is never going to change. Staffing levels need to change as a matter of urgency which means recruitment and training numbers must be addressed at all levels. Unions are now in a powerful position to use the pandemic as a means of highlighting the issues we have all been screaming about for years. This is the opportunity to fight hard for NHS staff. The pandemic has shone a magnifying glass on the reality of working in the NHS, and the substandard service being delivered to the population because of waiting lists, staff shortages, poor morale and pay."

Health Visitor, Northern Ireland

"Middle managers (Band 7) are not recognized for the contribution they make and I feel are the forgotten ""nurses"".

Their job role is vast, how many times have I heard ""you're the filling in the sandwich"" between team and senior management, Managing a team and having an open door ""being there to support staff health and wellbeing"", as well as other management responsibilities to ensure delivery of a high quality service, as well as being available all the time for senior managers who ""micro manage"" and are directive in their style, is not showing appreciation for the experience and skills of band 7 nurses, or ""working together""."

Health visitor, Northern Ireland

"After hearing on the news about the NHS having to send back £90million as they can't spend it, it's actually an insult to the country. Staff deserve pay rises, multi-storey car parks could be built, patients could be sent to private hospitals to have the lifesaving surgery needed which was cancelled due to COVID. So many different ways."

Biomedical scientist, Northern Ireland

"There needs to be more resources available for staff for mental health and stress relief rather than an email sent out, understandably there isn't much that can be offered due to COVID restrictions but this will cause further issues down the line of staff burning out from stress in both work and home life. Should be more done about people taking off unnecessary sick leave which then adds pressures to working staff. There is a trend with the same staff consistently being off sick throughout the year and these staff cannot be replaced in the work environment so this leads to more work and stress for staff who do come to work."

Biomedical scientist, Northern Ireland

"I have witnessed colleagues first hand and personally experienced many of the challenges faced over the past twelve months and believe that more should be done financially to maintain parity with our colleagues in England, and that NHS staff should be further rewarded for the monumental efforts we have made in the last year in the name of public service."

Pharmacist, Northern Ireland