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Neil Gray MSP,  
Cabinet Secretary for NHS Recovery, Health and Social Care,  
The Scottish Parliament  
Edinburgh  
EH99 1SP

### **By Email**

24 Sept 2024

Dear Neil,

### **NHS Scotland Agenda for Change Pay Offer 2024 – 2025**

NHS Scotland Agenda for Change trade unions met today under the auspices of STAC Staff Side to conclude our considerations and agree a formal response concerning the above.

In considering your governments offer we noted unanimously that:

- 1) Despite our claim being lodged in a timely manner (2 Feb 2024), negotiations did not commence until 26 July with a final offer tabled on 20 August – a total of 200 days. This delay has financial consequences for our members and the service and is not acceptable.
- 2) The offer makes no reference to clauses 2 and 3 of our claim:
  - **A robust fully funded proposal to deliver on the areas of consensus previously identified in the AfC Pay Modernisation paper; which does not divert funding from the core pay quantum, during the lifetime of any implementation phase,**
  - **A commitment to further discuss those areas of AfC pay modernisation where consensus could not be reached.**
- 3) The nature of NHS pay agreements across the rest of the UK are such that there is a commitment and structure in place to resolve outstanding concerns with the NHS pay spine and pay structure. Scottish Government were aware of this in advance of 20 August but have chosen not to make a similar proposal.

In respect of our formal response, please be advised that the unanimous position of STAC Staff Side, following ballots of our respective membership is to **accept** the offer

and we look forward to working with colleagues to ensure that the money owed to our members is paid without further delay.

In accepting this offer, I am also instructed to inform you that STAC Staff side expect:

- that the elements previously agreed within the 2023/24 pay agreement (RWW and Band 5 Nursing) continue to be honoured and progressed in the manner expected. In short, we expect active discussion to begin now in respect of the next phase of the Reduced Working Week from 1 April 2025 and that every effort will be made to ensure that the commitment to band 5 nursing review (and others) is met in full.
- that there are immediate and active discussion with NHS unions in Scotland to ensure that NHS workers in Scotland are not left behind rUK colleagues in the context of pay modernisation, and,
- that there is immediate and active discussion to ensure that NHS workers receive a fair pay offer in advance of their 1 April 2025 anniversary date.

Yours sincerely,

A handwritten signature in black ink that reads "Matt McLaughlin". The signature is written in a cursive style and is positioned above a horizontal line.

Matt McLaughlin  
Staff side Secretary – STAC  
Head of Health UNISON Scotland

**Cc Staff side unions, MSG**