

UNISON Direct 08000 857 857

Yorkshire Ambulance Branch

26th July 18

**New Pay Deal**

Over the last few weeks there has been a number of articles released that show the new NHS pay deal negatively. We know it’s a complicated deal and not straightforward to explain. We’re not saying it makes up for the years of below inflation pay rises, but it is better than what staff expected to get through the NHS Pay Review body and it is the best that could be negotiated in the current climate. The headline should be clear and cannot be disputed.

**Everyone (with exception of very highest pay bands) will receive at least 6.5% pay rise over the next 3 years.**

What does the NHS Pay Deal mean for ambulance staff in England? UNISON, **the largest union representing ambulance staff,** has produced this briefing to set out some key headlines.

On 1 April each year, those not at the top of the bands (about 50% of ambulance staff) will get a mixture of annual uplifts and/or restructuring\*. Those who haven’t benefitted from the restructuring will get their increment on their normal incremental date. **Each individual will have a different journey and benefit at different times**. The best place to see how this works is here:

<https://www.nhsemployers.org/paytool>

We have received the most enquiries from people looking at only one year, or the first part of a year. **Members need to remember this is a 3 year pay deal and the best increases happen at different times for each person**. We’ve included a couple of examples to help explain this.

UNISON, along with other health unions, believe that now is the time to implement the pay deal and ensure employers and the government stick to their promises whilst continuing to push for the best protections we can. We also want to ensure this deal is applied to PTS staff transferred or working for private providers.

It has also been suggested that you will be stopped moving through the bands, but it is already agreed that during this pay deal no one (employed prior to July 2018) can be stopped from progressing.

**Ambulance Examples for 2018 pay deal**

**Call taker or ECA – Band 3 (Bottom of band)**

Starting salary (current) £16,968

2018/19 (Yr 1) £17,787

2019/20 (Yr 2) £18,813

2020/21 (Yr 3) £21,142

Total earnings over period £4,174 percentage earnings gain 24.6%

Note: from Yr 1 starting salary will be £17,787; Yr 2 £18,813; Yr 3 £19,737

**Call taker or ECA – band 3 (top of band)**

Current salary £19,852

2018/19 (Yr 1) £20,448

2019/20 (Yr 2) £20,795

2020/21 (Yr 3) £21,142

Total earnings gain over period £1,290 percentage earnings gain 6.50%

**Associate Ambulance Practitioner (AAP)/Band 4 EMT – Band 4 (bottom of band)**

Current salary £19,409

2018/19 (Yr 1) £20,150

2019/20 (Yr 2) £21,089

2020/21 (Yr 3) £24,157

Total earnings gain over period £4,748 percentage earnings gain 24.46%

Note: from Yr 1 **starting salary** will be £20,150; Yr 2 £21,089; Yr 3 £21,892

**Associate Ambulance Practitioner (AAP)/Band 4 EMT – Band 4 (middle of band, point 14)**

Current salary £21,263

2018/19 (Yr 1) £22,238

2019/20 (Yr 2) £22,707

2020/21 (Yr 3) £24,157

Total earnings gain over period £2,894 percentage earnings gain 13.61%

**NQP – band 5 (currently in Yr 1 NQP programme) – using 24 months in band 5 NQP principle**

Current salary £22,128

2018/19 (Yr 1) £23,023

2019/20 (Yr 2) £24,214

2020/21 (Yr 3) £33,176

Total earnings gain over period £11,048 percentage earnings gain 49%

**NQP – band 5 (currently in Yr 2 NQP programme) – using 24 months in band 5 NQP principle**

Current salary £22,128

2018/19 (Yr 1) £23,023

2019/20 (Yr 2) £30,401

2020/21 (Yr 3) £33,176

Total earnings gain over period £11,048 percentage earnings gain 49%

**Current band 6 paramedics (pay point 24)**

Current salary £29,626

2018/19 (Yr 1) £31,121

2019/20 (Yr 2) £32,525

2020/21 (Yr 3) £33,779

Total earnings gain over period £4,153 (Yr1 – 3) percentage earnings 14.02%

 (Yr 4 21/22 £37,890 (plus whatever award))

From 1 April 2021 top of band 6 is £37,890 - total earnings gain over period £8264 percentage earnings 27.89%

\*restructuring of the bands will mean less pay points so progress to the top is accelerated.