

The Proposed Multi-Year Agreement -At a Glance!

Total Value= 8.1%

Year 1 (2008/9)

- **2.75%** on pay and allowances

Year 2 (2009/20)

- **2.4%** on pay and allowances
- **Plus** **Additional**
 - Abolition of Pay Point No. 1 = 3.24%
 - Pay Point No. 19 (Band 5) = 1.22%
 - Pay Point No. 20 (Band 5) = 1.79%
 - Pay Point No. 23 (Band 5/6) = 0.61%
 - Pay Point No. 24 (Band 5/6) = 0.68%
 - Pay Point No. 25 (Band 5/6) = 0.33%
- **Total Pay Increase = 2.54%**

Year 3 (2020/11)

- **2.25%** on pay and allowances
- **Plus** **Additional**
 - Flat Rate Increase of £420 = 3.17% total at point 2 (for Pay Points 2-13)
 - Pay Point No. 19 (Band 5) = 0.06%
 - Pay Point No. 20 (Band 5) = 0.11%
 - Abolition of Pay Point No. 21 (Band 5) = 2.87%
 - Pay Point No. 23 (Band 5/6) = 0.32%
 - Pay Point No. 24 (Band 5/6) = 0.28%
 - Pay Point No. 25 (Band 5/6) = 0.33%
- **Total pay increase 2.5%**

Year 4 (2011/12)

- Increase to be determined by NHS Pay Review Body
- **Plus** **Additional**
 - Pay Point No. 19 (Band 5) = 0.06%
 - Pay Point No. 20 (Band 5) = 0.11%
 - Pay Point No. 23 (Band 5/6) = 0.32%
 - Pay Point No. 24 (Band 5/6) = 0.28%
 - Pay Point No. 25 (Band 5/6) = 0.33%
- **Additional Pay in Year 4 = 0.11%**

Non-pay elements:

Future Pay Restructuring

- Agreement on negotiations to reduce number of pay points in Bands 6 & 7 respectively.
- Future negotiations to reduce other pay Bands.

Working Week

- Negotiations on reduction in working week

Re-opener Clause

- Agreement that unions can go back to the NHSPRB if economic factors (inflation) significantly change, to review pay increases in years 2 and 3.

Apprentices

- Commitment to increase the number of apprentices in the NHS.

Facilities

- Improved resources and time off for trade unions locally.

Work Life Balance

- New push to improve well-being at work.