



8th May 2024

Rt Hon Victoria Atkins
Secretary of State for Health and Social Care
Department of Health and Social Care
Richmond House
79 Whitehall
London
SW1A 2NS

Sent by email.

Dear Secretary of State,

Re: NHS Pay 2024/25

We write with profound concern – that delays on pay are leading to devastating consequences for NHS workers all across the country.

Unconfirmed timelines and delays, though frustrating, might not seem likely to lead to serious harms. But when it means that some NHS workers are now only a penny above the minimum wage, you must see that it cannot go on.

The delay means that many who are using salary sacrifice car lease schemes have been informed they can no longer participate as to continue with the salary sacrifice means the employers would be in breach of minimum wage legislation.

There's even the farcical system in some NHS trusts where workers are being offered employer loans to pay parking fees – to then be paid back when the pay for this financial year finally arrives. Getting into debt to your employer, just so you can park your car is ridiculous.

We can't keep being locked in this cycle – where every year NHS workers suffer. These are real people's lives. Real people who are the backbone of our nation's most treasured institution.

GMB has already written to you with details of our members pay claim and urge you to consider and engage with unions immediately on resolving this year's pay speedily.

We look forward to speaking with you further on this.

Kind regards,

A handwritten signature in black ink, appearing to read 'R. Harrison'.

Rachel Harrison
GMB National Secretary

Martin Jackson
GMB NHS Advisory Group Chair

Paul Turner
GMB National Ambulance Committee Chair