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The Rt Hon Jeremy Hunt MP
Secretary of State for Health
Department of Health
Richmond House
79 Whitehall
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Dear Jeremy,

The dedication and professionalism of the staff who work in NHS Scotland is clear to anyone who has to access the services which the NHS provides. This is why NHS staff enjoy the highest levels of public support and admiration.

In Scotland, we have taken our own distinctive approach to pay by trying to mitigate the worst effects of pay restraint by applying the Living Wage, as well as putting in place more generous settlements for the lowest paid. We also accepted Pay Review Body recommendations in 2014 when the English and Welsh Health Departments did not, meaning that, for the majority of NHS Scotland staff, they are higher paid than they would be anywhere else in the UK.

There is no doubt that the 1% cap has been hard for staff. Rising inflation and social security cuts add to these concerns, meaning individuals on which the service relies to deliver services day in and day out are starting to take action. The RCN's "Summer of Protest" is, I am sure, a development which concerns us all. Unison in Scotland have also launched a programme of events over the Summer in protest against pay restraint.

The time is now right to remove the 1% cap and I would urge you to make the case to the UK Treasury to make additional funds available to support a fair pay uplift for NHS staff.

I am copying this letter to the Welsh Cabinet Secretary for Health, Well-being and Sport and also to the Permanent Secretary for Health in Northern Ireland.

Best wishes,
Shona.

SHONA ROBISON