

Mr Derek Mackay MSP
Cabinet Secretary for Finance & the Constitution
St. Andrew's House
Regent Road
Edinburgh
EH1 3DG

15 February 2018
Our Ref: HY1461

Dear Derek,

[REDACTED]

My constituent [REDACTED] recently attended one of my surgeries. [REDACTED] a Grade 6 nurse, and earns a basic salary of £28000 per annum. [REDACTED] also works night- and out of hour-shifts for which he is paid an additional 30%. This results in average before-tax earnings of £35,000 per year.

[REDACTED] seeking clarification on how the public sector pay increase will affect him. As [REDACTED] understands, if the public sector pay increase is calculated on his basic salary he will receive an increase of 3%. However, if the pay increase is based on his actual income (which is variable dependent on shift availability) then he will be over the £30000 threshold, and will pay increase of only 2%.

My constituent is concerned that the implications of the proposed Income Tax changes, combined with the public sector pay increase levels, might disincentivise NHS out of hours work. Can you confirm whether the level of increase of public sector workers' pay will be based on basic salary, or gross earnings? I would also appreciate information on whether the Scottish Government has considered unintended consequences of Income Tax and public sector pay increases, such as the ones raised by my constituent.

I welcome your comments on this matter.

Yours sincerely

Humza Yousaf MSP - Glasgow Pollok

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