



PRESS RELEASE

No: 251/2018

Date: 3rd May 2018

Chief Minister Looks Forward to Unite the Union Meeting

Her Majesty's Government of Gibraltar has agreed to meet with Unite the Union in respect of matters related to the GHA issues being raised by the Union.

The Chief Minister, the Hon Fabian Picardo QC MP, said: "I am looking forward to meeting with Unite colleagues in the GHA. I want to set the record straight in meetings directly with them.

"Firstly, I will recommit to the fact that there will not be any privatisation in the GHA by the back door or at all. Since we have been elected there have been more people directly employed in the GHA than ever before. We inherited 868 people directly employed. This week I have sent an Estimates Book to the Parliament which provides for 1,100 to be directly employed by the GHA in this financial year. This is the opposite direction of travel to privatisation.

"Secondly, I want to answer the comments by my friend Howard Beckett, Unite Assistant General Secretary, at the May Day Rally, on nurses pay. I want to clarify that nurses employed in Gibraltar have actually benefitted from increases in salaries of generally between 5% to 45% when compared to NHS UK. Salaries for all nursing grades at the GHA have increased year-on-year in line with the RPI since "Agenda for Change" was introduced in 2010, a stark comparison to UK nurses who have had wages either frozen or capped to 1% since 2010. I agree with Unite's campaign for better wages in the National Health Service in the UK. I believe that the UK Government should have been paying increases of at least the rate of inflation, as we have been doing in Gibraltar since we have been elected. I declare my solidarity with UK health workers and Unite in their claims in the UK in this respect. In Gibraltar, the average increases in salary since 2010 amount to a total of 20.5 % over the last 7 years. On the other hand, NHS earnings, on average, have only increased by 8% since 2010, well below inflation rates of 15% (CPI) and 21.3% (RPI), over the same period. By way of example, an entry level midwife in 2010 who would have earned £26,437 pa in Gibraltar and the UK, is now earning £31,655 pa in Gibraltar, whilst in UK a direct counterpart in 2017 would be earning £22,128. Also note that this comparison is based on basic pay only, where GHA staff automatically progress through the scales annually. NHS staff progress only subject to satisfactory performance reviews. The comparison does not take into account the locally paid allowances. As an example, a Staff Nurse would receive in addition to basic pay a minimum of £7205 per annum in allowances. I will provide Unite colleagues with a table showing the difference in pay between their members and UK counterparts which illustrates these differences.



“Finally, I want to address Howard’s statement that the minimum wage in Gibraltar is “measly”. In fact, the Minimum Wage in Gibraltar has gone up 20% in the time I have been Chief Minister. Additionally, Gibraltar can be proud that the Minimum Wage – first introduced by the GSLP in 1988 - is now the eighth highest in Europe, according to the publically available information. In fact, the Gibraltar Minimum Wage is more than double the equivalent in ten Member States of the European Union.

“I want to continue to work constructively with Unite and to build on the strong work both my Government and the Union are doing in delivering for working people. In doing so, I think that the facts are the most important basis on which to build and to strengthen our relationship. I therefore very much look forward to meeting with the GHA representatives of Unite and to meeting more widely with those of the Unite Executive who have pending Industrial Relations issues with the Government. Together we are the strongest guarantee for working people against the cuts and austerity proposed by others.”

Note to Editors

Please find attached Tables and Charts reflecting the material set out herein.

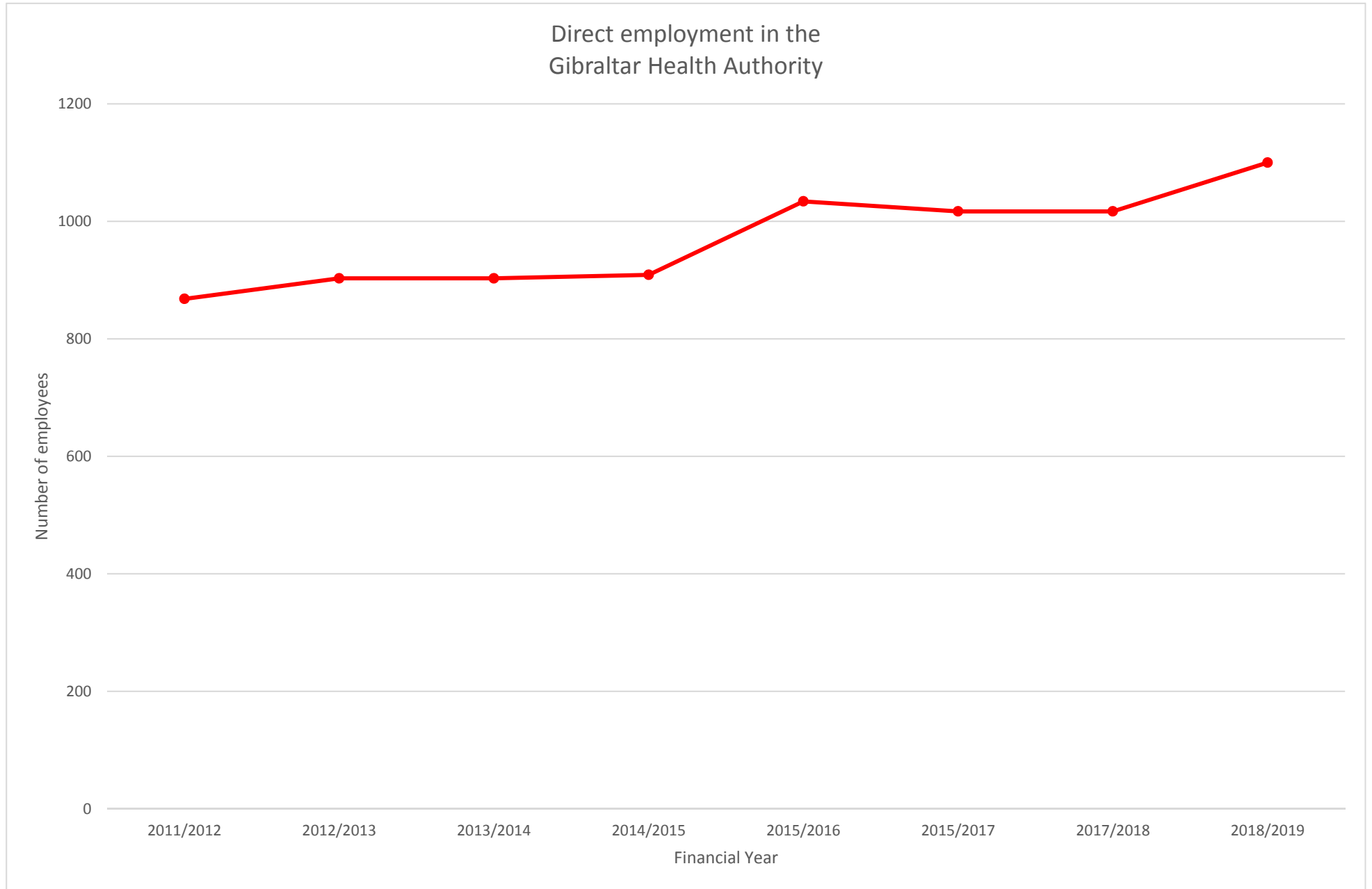


HM Government of Gibraltar

Charts and Tables Relating to Press Release No: 251/2018 - Chief Minister Looks Forward to Unite the Union Meeting

GHA employment graph	1
GHA employment table	2
Minimum wage per hour chart	3
Minimum wage per hour table	4
Nursing Grades -17 UK Comparison LL V3	5
Agenda for Change Pay Scale	14

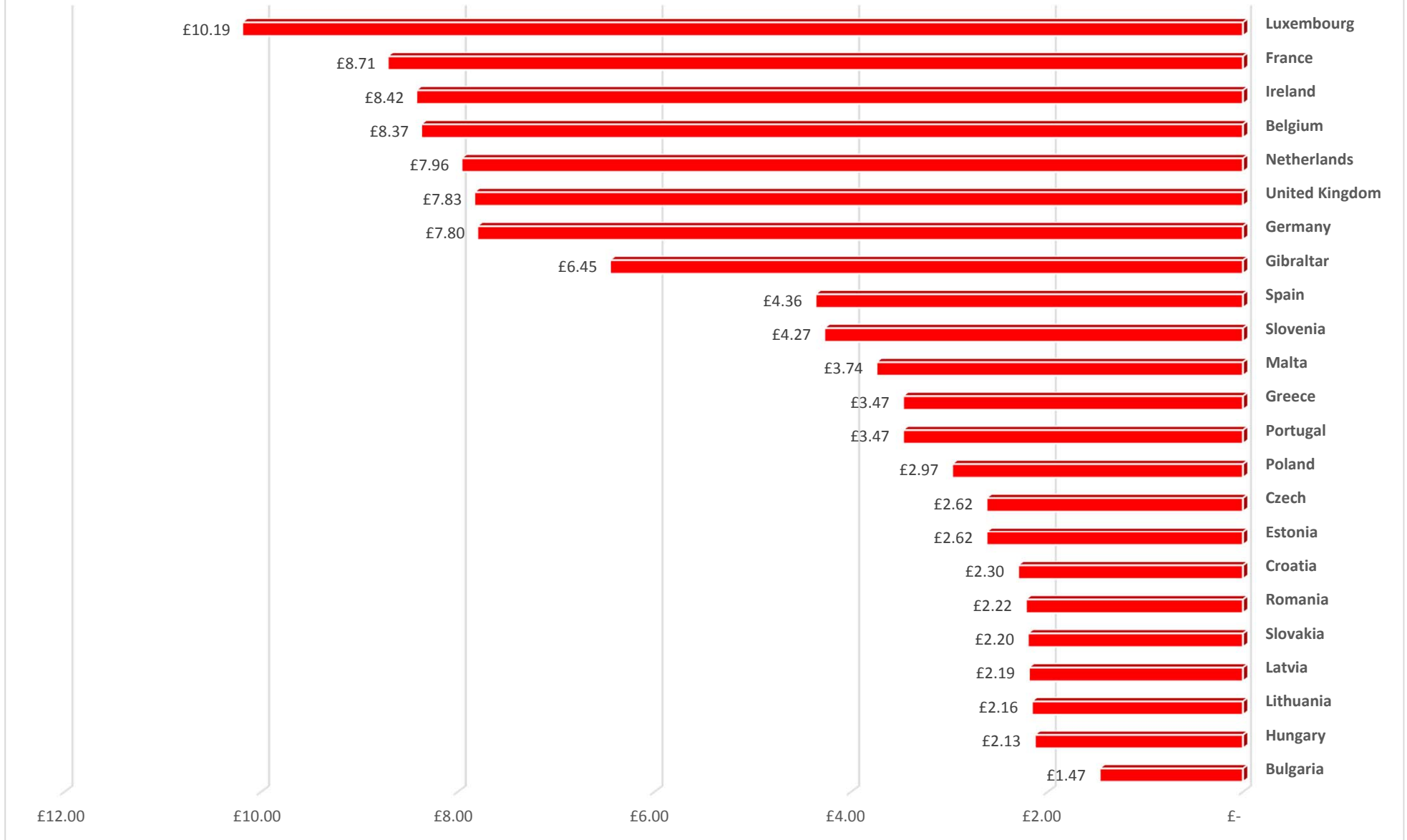
GHA employment graph



GHA employment table

Financial Year	Direct employment GHA
2011/2012	868
2012/2013	903
2013/2014	903
2014/2015	909
2015/2016	1034
2015/2017	1017
2017/2018	1017
2018/2019	1100

Minimum wage, hourly rate in GBP



Minimum wage per hour table

European Countries - Minimum Wage

Country	Monthly Minimum Wage (Euro)	Monthly Minimum Wage £	Period	Hourly rate (Euro)	Hourly Rate (USD)	Hourly Rate GBP	Exchange rate EUR/GBP	Exchange Rate USD/GBP	Effective per
Luxembourg	€ 1,998.59	£ 1,762.56	Month	€ 11.55		£ 10.19	0.8819	0.7361	01-Jan-17
France	€ 1,498.47	£ 1,321.50	Month	€ 9.88		£ 8.71	0.8819	0.7361	01-Jan-18
Ireland	€ 1,563.25	£ 1,378.63	Hour	€ 9.55		£ 8.42	0.8819	0.7361	01-Jan-18
Belgium	€ 1,562.59	£ 1,378.05	Month	€ 9.49		£ 8.37	0.8819	0.7361	01-Jun-17
Netherlands	€ 1,578.00	£ 1,391.64	Month	€ 9.03		£ 7.96	0.8819	0.7361	01-Jan-18
United Kingdom		£ 1,270.00	Hour			£ 7.83	0.8819	0.7361	01-Apr-17
Germany	€ 1,498.00	£ 1,321.09	Hour	€ 8.84		£ 7.80	0.8819	0.7361	01-Jan-17
Gibraltar						£ 6.45			
Spain	€ 858.55	£ 757.16	Month	€ 4.94		£ 4.36	0.8819	0.7361	01-Jan-18
Slovenia	€ 842.79	£ 743.26	Month	€ 4.84		£ 4.27	0.8819	0.7361	01-Jan-18
Malta	€ 747.50	£ 659.22	Week	€ 4.24		£ 3.74	0.8819	0.7361	01-Jan-18
Greece	€ 683.76	£ 603.01	Month	€ 3.94		£ 3.47	0.8819	0.7361	14-Feb-12
Portugal	€ 676.67	£ 596.76	Month	€ 3.94		£ 3.47	0.8819	0.7361	01-Jan-18
Poland	€ 503.00	£ 443.60	Month		\$4.04	£ 2.97	0.8819	0.7361	01-Jan-18
Czech	€ 480.00	£ 423.31	Month		\$3.56	£ 2.62	0.8819	0.7361	01-Jan-18
Estonia	€ 500.00	£ 440.95	Month	€ 2.97		£ 2.62	0.8819	0.7361	01-Jan-18
Croatia	€ 462.00	£ 407.44	Month		\$3.12	£ 2.30	0.8819	0.7361	01-Jan-18
Romania	€ 409.00	£ 360.70	Month		\$3.01	£ 2.22	0.8819	0.7361	01-Jan-18
Slovakia	€ 480.00	£ 423.31	Month	€ 2.50		£ 2.20	0.8819	0.7361	01-Jan-18
Latvia	€ 430.00	£ 379.22	Month	€ 2.48		£ 2.19	0.8819	0.7361	01-Jan-18
Lithuania	€ 400.00	£ 352.76	Month	€ 2.45		£ 2.16	0.8819	0.7361	01-Jan-18
Hungary	€ 445.00	£ 392.45	Month		\$2.89	£ 2.13	0.8819	0.7361	01-Jan-18
Bulgaria	€ 261.00	£ 230.18	Month		\$2.00	£ 1.47	0.8819	0.7361	01-Jan-18

Nursing Grades -17 UK Comparison LL V3

Director of Nursing	UK	01-04-2017	% difference
UK Band 8d	75573	75,932	0.47%
	79415	81,006	2.00%

Nurse Practitioner	UK	01-04-2017	% difference
UK Band 7	31696	40,552	27.94%
	32731	41,995	29.73%
	33895	44,077	30.04%
	35577	45,363	27.50%
	36612	46,803	27.83%
	37777	48,406	28.14%
	39070	compared with max	23.89%
	40428	compared with max	19.73%
	41787	compared with max	15.84%

Diabetes Nurse Practitioner (Adult Specialist)	UK	01-04-2017	% difference
UK Band 7	31696	40,552	27.94%
	32731	41,995	28.30%
	33895	44,077	30.04%
	35577	45,363	27.50%
	36612	46,803	27.83%
	37777	48,406	28.13%
	39070	compared with max	23.89%
	40428	compared with max	19.73%
	41787	compared with max	15.84%

Matron	UK	01-10-2017	% difference
UK Band 8a	40428	44,077	9.02%
	41787	45,353	8.53%
	43469	46,803	7.67%
	45150	48,406	7.21%
	47092	50,089	6.36%
	48514	51,772	6.71%

Sister/Charge Nurse	UK	01-04-2017	% difference
(Junior) UK Band 6	26565	36,706	38.17%
	27635	37,987	37.46%
	28746	39,268	36.60%
	29626	40,552	36.88%
	30661	41,995	36.96%
(Senior) UK Band 7	31696	44,077	39.06%
	32731	45,363	38.59%
	33895	compared with max	33.83%
Max Band 6	35577	compared with max	27.50%
	36612	compared with max	23.90%
	37777	compared with max	20.08%
	39070	compared with max	16.10%
	40428	compared with max	12.20%
	41787	compared with max	8.56%

Resuscitation Officer	UK	01-04-2017	% difference
UK Band 6	26565	36,706	38.17%
	27635	37,987	37.46%
	28746	39,268	36.60%
	29626	40,552	36.88%
	30661	41,995	36.96%
UK Band 7	31696	44,077	39.06%
	32731	45,363	38.59%
	33895	compared with max	33.83%
Max Band 6	35577	compared with max	27.50%
	36612	compared with max	23.90%
	37777	compared with max	20.08%
	39070	compared with max	16.10%
	40428	compared with max	12.20%
	41787	compared with max	8.56%

Diabetes Nurse Specialist	Current Gibraltar	01-04-2017	% difference
UK Band 6	26565	36,706	38.17%
	27635	37,987	37.46%
	28746	39,268	36.60%
	29626	40,552	36.88%

		30661		41,995	36.96%
UK Band 7		31696		44,077	39.06%
		32731		45,363	38.59%
		33895		compared with max	33.83%
Max Band 6		35577		compared with max	27.50%
		36612		compared with max	23.90%
		37777		compared with max	20.08%
		39070		compared with max	16.10%
		40428		compared with max	12.20%
		41787		compared with max	8.56%

Palliative Care Nurse Specialist		UK		01-04-2017	% difference
UK Band 6		26565		36,706	38.17%
		27635		37,987	37.46%
		28746		39,268	36.60%
		29626		40,552	36.88%
		30661		41,995	36.96%
UK Band 7		31696		44,077	39.06%
		32731		45,363	38.59%
		33895		compared with max	33.83%
Max Band 6		35577		compared with max	27.50%
		36612		compared with max	23.90%
		37777		compared with max	20.08%
		39070		compared with max	16.10%
		40428		compared with max	12.20%
		41787		compared with max	8.56%

Breast Nurse Specialist		UK		01-04-2017	%difference
UK Band 6		26565		36,706	38.17%
		27635		37,987	37.46%
		28746		39,268	36.60%
		29626		40,552	36.88%
		30661		41,995	36.96%
UK Band 7		31696		44,077	39.06%
		32731		45,363	38.59%
		33895		compared with max	33.83%
Max Band 6		35577		compared with max	27.50%
		36612		compared with max	23.90%

		37777		compared with max	20.08%
		39070		compared with max	16.10%
		40428		compared with max	12.20%
		41787		compared with max	8.56%

Dermatology Nurse Specialist		UK		01-04-2017	% difference
UK Band 6		26565		36,706	38.17%
		27635		37,987	37.46%
		28746		39,268	36.60%
		29626		40,552	36.88%
		30661		41,995	36.96%
UK Band 7		31696		44,077	39.06%
		32731		45,363	38.59%
		33895		compared with max	33.83%
Max Band 6		35577		compared with max	27.50%
		36612		compared with max	23.90%
		37777		compared with max	20.08%
		39070		compared with max	16.10%
		40428		compared with max	12.20%
		41787		compared with max	8.56%

Cardiac Rehab Nurse Specialist		UK		01-04-2017	% difference
UK Band 6		26565		36,706	38.17%
		27635		37,987	37.46%
		28746		39,268	36.60%
		29626		40,552	36.88%
		30661		41,995	36.96%
UK Band 7		31696		44,077	39.06%
		32731		45,363	38.59%
		33895		compared with max	33.83%
Max Band 6		35577		compared with max	27.50%
		36612		compared with max	23.90%
		37777		compared with max	20.08%
		39070		compared with max	16.10%
		40428		compared with max	12.20%
		41787		compared with max	8.56%

Staff Midwife	UK	01-04-2017	% difference
UK Band 5	22128	31,655	43.05%
	22683	32,734	44.31%
	23597	34,050	44.30%
	24547	35,382	44.14%
	25551	36,706	43.66%
UK Band 6	26565	37,987	43.00%
	27635	39,268	42.10%
	28746	compared with max	36.60%
Max Band 5	29626	compared with max	32.55%
	30661	compared with max	28.07%
	31696	compared with max	23.89%
	32731	compared with max	19.97%
	33895	compared with max	15.85%
	35577	compared with max	10.37%

Senior Donor Carer	UK	01-04-2017	% difference
UK Band 6	26565	31,655	19.16%
	27635	32,734	18.45%
	28746	34,050	18.45%
	29626	35,382	19.43%
	30661	36,706	19.72%
	31696	37,987	19.85%
	32731	39,268	19.97%
	33895	compared with max	15.85%
	35577	compared with max	10.37%

Pre-Assessment Nurse	UK	01-04-2017	%difference
UK Band 5	22128	31,655	43.05%
	22683	32,734	44.31%
	23597	34,050	44.30%
	24547	35,382	44.14%
	25551	36,706	43.66%
	26565	37,987	43.00%
	27635	39,268	42.10%

	28746	compared with max	36.60%
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Staff Nurse	UK	01-04-2017	% difference
UK Band 5	22128	26,499	19.75%
	22683	27,302	20.36%
	23597	28,101	19.09%
	24547	29,204	18.97%
	25551	30,344	18.76%
UK Band 6	26565	30,777	15.86%
	27635	31,655	14.55%
Max Band 5	28746	32,734	13.87%
	29626	34,050	14.93%
	30661	35,382	15.40%
	31696	compared with max	11.63%
	32731	compared with max	8.10%
	33895	compared with max	4.39%
	35577	compared with max	(0.55%)

Operating Department Practitioner	UK	01-04-2017	% difference
UK Band 5	22128	26,499	19.75%
	22683	27,302	20.36%
	23597	28,101	19.09%
	24547	29,204	18.97%
	25551	30,344	18.76%
UK Band 6	26565	30,777	15.86%
	27635	31,655	14.55%
Max Band 5	28746	32,734	13.87%
	29626	34,050	14.93%
	30661	35,382	15.40%
	31696	compared with max	11.63%
	32731	compared with max	8.10%
	33895	compared with max	4.39%
	35577	compared with max	(0.55%)

Endoscopy Nurse	UK	01-04-2017	% difference
UK Band 5	22128	26,499	19.75%
	22683	27,302	20.36%
	23597	28,101	19.09%
	24547	29,204	18.97%
	25551	30,344	18.76%
	26565	30,777	15.86%
	27635	31,655	14.55%
	28746	32,734	13.87%
	compared with max	34,050	18.45%
	compared with max	35,382	23.08%

Enrolled Nurse	UK	01-04-2017	% difference
UK Band 4	19409	21,532	10.94%
	19852	22,013	10.89%
	20551	22,651	10.21%
	21263	23,377	9.94%
	21909	23,935	9.25%
	22128	24,816	12.15%
	22683	25,700	13.30%
	compared with max	26,499	16.82%
	compared with max	27,302	20.36%
	compared with max	28,101	23.89%
	compared with max	29,204	28.74%

Dental Nurse	UK	01-04-2017	% difference
UK Band 3	16968	20,025	18.01%
	17524	20,731	18.30%
	18157	21,532	18.58%
	18333	22,013	20.07%
	18839	22,651	20.23%
UK Band 4	19409	23,377	20.44%
Max Band 3	19852	23,935	20.56%

		20551		24,816	20.75%
		21263		compared with max	16.71%
		21909		compared with max	13.26%
		22128		compared with max	12.14%
		22683		compared with max	9.40%

Nursing Auxiliary		UK		01-04-2017	% difference
UK Band 2		15404		17,912	16.28%
		15671		18,382	17.30%
		16104		18,929	17.54%
		16536		19,476	17.78%
UK Band 3		16968		20,025	18.02%
		17524		20,731	18.30%
Max Band 2		18157		21,532	18.58%
		18333		22,013	20.07%
		18839		22,651	20.23%
		19409		compared with max	16.70%
		19852		compared with max	14.10%

Endoscopy Technician		UK		01-04-2017	% difference
UK Band 2		15404		17,912	16.28%
		15671		18,382	17.30%
		16104		18,929	17.54%
		16536		19,476	17.78%
UK Band 3		16968		20,025	18.02%
		17524		20,731	18.30%
Max Band 2		18157		21,532	18.58%
		18333		22,013	20.07%
		18839		22,651	20.23%
		19409		compared with max	16.70%
		19852		compared with max	14.10%

Nursing Assistant	UK	01-04-2017	% difference
UK Band 2	15404	17,912	16.28%
	15671	18,382	17.30%
	16104	18,929	17.54%
	16536	19,476	17.78%
UK Band 3	16968	20,025	18.02%
	17524	20,731	18.30%
Max Band 2	18157	21,532	18.58%
	18333	compared with max	17.45%
	18839	compared with max	14.30%
	19409	compared with max	10.94%
	19852	compared with max	8.46%

ANNUAL SALARY SCALES:**Agenda for Change Pay Scale**

Assimilation 01-10-2009 – 31-03-2010	(2.25%) 01-04- 2010	(2.50%) 01-04- 2011	(2.50%) 01-04- 2012	(2.50%) 01-04- 2013	(2.50%) 01-04- 2014	(2.75%) 01-04- 2015	(2.75%) 01-04- 2016	(2.75%) 01-04- 2017	01-04- 2018
14,630	14,959	15,333	15,716	16,109	16,512	16,966	17,433	17,912	
15,014	15,352	15,736	16,129	16,532	16,945	17,411	17,890	18,382	
15,460	15,808	16,203	16,608	17,023	17,449	17,929	18,422	18,929	
15,907	16,265	16,672	17,089	17,516	17,954	18,448	18,955	19,476	
16,355	16,723	17,141	17,570	18,009	18,459	18,967	19,489	20,025	
16,931	17,312	17,745	18,189	18,644	19,110	19,636	20,176	20,731	
17,586	17,982	18,432	18,893	19,365	19,849	20,395	20,956	21,532	
17,979	18,384	18,844	19,315	19,798	20,293	20,851	21,424	22,013	
18,501	18,917	19,390	19,875	20,372	20,881	21,455	22,045	22,651	
19,092	19,522	20,010	20,510	21,023	21,549	22,142	22,751	23,377	
19,549	19,989	20,489	21,001	21,526	22,064	22,671	23,294	23,935	
20,270	20,726	21,244	21,775	22,319	22,877	23,506	24,152	24,816	
20,990	21,462	21,999	22,549	23,113	23,691	24,343	25,012	25,700	
21,644	22,131	22,684	23,251	23,832	24,428	25,100	25,790	26,499	
22,299	22,801	23,371	23,955	24,554	25,168	25,860	26,571	27,302	
22,953	23,469	24,056	24,657	25,273	25,905	26,617	27,349	28,101	
23,851	24,388	24,998	25,623	26,264	26,921	27,661	28,422	29,204	
24,784	25,342	25,976	26,625	27,291	27,973	28,742	29,532	30,344	
25,136	25,702	26,345	27,004	27,679	28,371	29,151	29,953	30,777	
25,855	26,437	27,098	27,775	28,469	29,181	29,983	30,808	31,655	
26,735	27,337	28,020	28,721	29,439	30,175	31,005	31,858	32,734	
27,810	28,436	29,147	29,876	30,623	31,389	32,252	33,139	34,050	
28,898	29,548	30,287	31,044	31,820	32,616	33,513	34,435	35,382	
29,980	30,655	31,421	32,207	33,012	33,837	34,768	35,724	36,706	
31,027	31,725	32,518	33,331	34,164	35,018	35,981	36,970	37,987	
32,073	32,795	33,615	34,455	35,316	36,199	37,194	38,217	39,268	
33,121	33,866	34,713	35,581	36,471	37,383	38,411	39,467	40,552	
34,299	35,071	35,948	36,847	37,768	38,712	39,777	40,871	41,995	
36,001	36,811	37,731	38,674	39,641	40,632	41,749	42,897	44,077	
37,050	37,884	38,831	39,802	40,797	41,817	42,967	44,149	45,363	
38,227	39,087	40,064	41,066	42,093	43,145	44,331	45,550	46,803	
39,535	40,425	41,436	42,472	43,534	44,622	45,849	47,110	48,406	
40,910	41,830	42,876	43,948	45,047	46,173	47,443	48,748	50,089	
42,285	43,236	44,317	45,425	46,561	47,725	49,037	50,386	51,772	
43,986	44,976	46,100	47,253	48,434	49,645	51,010	52,413	53,854	
45,689	46,717	47,885	49,082	50,309	51,567	52,985	54,442	55,939	
47,652	48,724	49,942	51,191	52,471	53,783	55,262	56,782	58,344	
49,093	50,198	51,453	52,739	54,057	55,408	56,932	58,498	60,107	
51,579	52,740	54,059	55,410	56,795	58,215	59,816	61,461	63,151	
54,460	55,685	57,077	58,504	59,967	61,466	63,156	64,893	66,678	
57,340	58,630	60,096	61,598	63,138	64,716	66,496	68,325	70,204	
58,911	60,236	61,742	63,286	64,868	66,490	68,318	70,197	72,127	
68,729	62,914	64,486	66,098	67,750	69,444	71,354	73,316	75,332	
-----	65,858	67,504	69,192	70,922	72,695	74,694	76,748	78,859	
-----	70,275	72,032	73,833	75,679	77,571	79,704	81,896	84,148	
77,238	78,976	80,950	82,974	85,048	87,174	89,571	92,034	94,565	