

UNISON **ONE
TEAM**

**YOUR
SAY**

UNISON's next
move on NHS pay
is in your hands

3%

**That's what the government
has decided NHS staff
in England deserve.**

Even before your extraordinary efforts through the pandemic, health workers up and down the country were struggling to cope with crushing workloads and chronic understaffing. With a mounting backlog of over 5 million patients, 3% is hardly the investment in staff the NHS sorely needs.

This pay rise is not only short of the mark; it's unfair. It leaves NHS staff at the bottom of the pay scale stranded below the real Living Wage, and further stretches the gap between the highest and lowest paid.

UNISON had a fair and reasonable claim for £2,000 for every member of NHS staff (around £1 per hour more on each pay point). The government's decision to award 3% only delivers that for staff on the very highest bands. Those who earn the most are getting over £3,000 out of this award. That is six times as much as the pay rise for the lowest paid.

UNISON repeatedly asked for pay talks to agree the decent pay rise you really deserve, but the government refused. After months of dither and delay, it's now imposing this pay decision, not asking you.

But just because there's no negotiating table, doesn't mean you have to stay silent. UNISON members have led every stage of this pay campaign. You shaped the union's pay claim of £2,000. You made your anger known in the spring when the government floated a 1% rise.

Now you and hundreds of thousands of your colleagues have an important choice as to how we respond collectively to the decision on 3%. You've got a powerful voice in UNISON, the largest trade union in the NHS. **This is your union and it's your turn to speak up.**

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UNISON's lead committee of elected NHS workers finds the government's decision unacceptable because it falls far short of our One Team

2k claim. Now we are running an online consultation to find out what you think – and what you want to do next.

We need to hear from members about how we should go forward collectively as a union – whether the majority want to oppose the outcome and are willing to take part in industrial action to try and secure change. If enough members vote for this in the consultation, the next stage would be for the union to run a formal ballot.

We've seen before how industrial action – including strikes – can be the key to unlocking the improvements we need, but as a member of this union, the decision to move onto that kind of vote is in your hands.

The laws that control how unions can take action mean we have to be confident that a high enough proportion of members will vote in favour of taking part.

We can only accurately capture how NHS staff in UNISON really feel about the 3% pay rise if every one of the more than 300,000 affected members has their say in this consultation. We can only clearly demonstrate what you want to do next if we hear from every part of the NHS – every role, every workplace, every pay band.

So, however you choose to vote, using that vote is vital. Please take part and encourage your colleagues to do so too.

The government has had its say. Now it's time to use your voice in UNISON.

The consultation runs from Friday 30 July – Friday 10 September.



Vote now at
nhspay.org

Employed by the NHS but not yet a member of UNISON? You can have a vote too, if you join by Friday 3 September. Join online at join.unison.org.uk or call 0800 171 2194.

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