

NHS WORKERS SAY **NO!**

**We DEMAND a
15% pay rise**

Fight for a 15% pay rise!

NHS workers around the country are organising to win a historic pay rise of 15% for all NHS staff. In response to the government's decision not to reward us for our sacrifices during the pandemic, 80,000 workers have joined a campaign Facebook group and thousands of NHS staff took to the streets on August 8th across the country to demand the government pay us what we are worth.

We are demanding a 15% pay rise for all staff, to be fully funded with new money from the government. We are asking for this because we have all endured a 20% pay cut over the last decade, as inflation reduced the value of our wages.

The pay deal agreed in 2018 did little to address this, only granting us a measly 1.65% pay rise in

2020, right when we were dealing with the worst of the pandemic!

A pay rise is vital for everyone as the NHS is struggling to survive with understaffed services. We have over 100,000 vacant posts, forcing the rest of us to struggle with huge workloads. A pay rise would help us recruit more staff, and provide a better, safer service for our patients.



The government has found money to pay for the pandemic, now they need to find money to pay for the NHS. We are the NHS, and NHS workers are saying together, "enough is enough" and fighting to end the era of low pay



and bad conditions which has plagued our health service for decades.

To win, we need your support. This movement is entirely driven by full-time NHS workers like you. We are organising, planning and building the movement in our spare time, in between busy shifts. We are lobbying our unions for support, but they have been slow to react. That's why we need you to join the campaign and help us organise. Together we can win for all NHS workers! Join the campaign today!



TOGETHER WE WIN!

Can NHS workers strike?

To win a pay rise, we will need to be willing to organise a strike of NHS staff. Yet a lot of NHS workers don't think they can strike. This is a mistaken idea. Under British law, every worker can legally withdraw our labour, and if the strike has been organised by a trade union in line with legal criteria, workers that join the strike are protected from any detriment.

This applies to everyone, no matter what service you work in. Back in 2015 thousands of Junior Doctors went on strike over changes to their contracts. NHS workers are no different.

The biggest obstacle in British law to any legally protected strike is the ballot process. The Conservative government has made it much harder to achieve a ballot that provides legal protection. They introduced the Trade Union Act in 2016 which set a new threshold for ballots in emergency services (which includes the NHS). A union must achieve a 50% turn out in the vote for the ballot to count as legal. If they don't achieve 50% turn out, the ballot won't count, and the union won't be able to call a protected strike, even if 95% of workers vote in favour.

This will be the hardest thing to achieve, as union members often don't vote in ballots. That's why we need to build organisation and mass participation in our workplaces and quickly so that we can win a ballot vote.

There are promising examples; the RCN organised its first ever strike ballot in Northern Ireland in 2019, and won. By organising for months, they ensured the majority of members voted and they could hold their strike. If the RCN can do it, all unions can do it. We just need to organise.

Organising in your workplace

We need to get organised! But what does that mean in practice? Workplace organising can be daunting, but it always starts with a conversation; talk to your colleagues about their working conditions and pay, identify who else is unhappy and wants to do something about it. Invite them on the next demonstration, and see if they want to bring a friend.

Being organised can be as simple as getting a few colleagues in a WhatsApp group, where you can share details of the latest protest, and what's being planned by the national campaign. You could arrange to walk around your workplace with a few workmates on your lunch break, or a day off, and try and have conversations with as many staff as possible. Explore with them



what frustrates them about working for the NHS. Many of these issues are tied in to our low pay. Invite them to join the campaign, and give them a campaign sticker, or a copy of the bulletin. Nurses United is also running an email list to update people about the campaign. You can download a sign-up sheet and collect people's numbers and email addresses for the list. If there isn't a campaign group in your area, why not set one up? Most of our organisers never took part in a demonstration before, but with help and support they organised lively,

vibrant demonstrations in their communities.

Finally make sure you join a union. Find out which union in your area is supporting the protests, sign up and ask to get involved. If you are already in a union email the Branch chair and secretary, and speak to the reps and ask them to back the protests. We will win a pay rise by organising and getting thousands of NHS workers on the streets. Everyone has a part to play, get involved and together we can win!

Ready to organise? Want training? Let us know here and we'll be in touch!



<https://bit.ly/NHSPay15Volunteer>