

Tips for one-to-one conversations around the pay consultation

UNISON is undertaking a massive campaign to encourage members to tell us what they think about the government's 3% pay award for NHS staff.

Every conversation you can have with members will play a huge part in driving up participation and enabling UNISON to get a clear picture about what members think about pay.

Start from the premise that members' opinions are valid – you're there to have a conversation and see where it goes. Hopefully the conversation helps them think about the issue and ask any questions they may have.

Here are some ideas which you can use to find out what members are thinking and ask them to participate.

Listen – ask open questions

- What has been your experience at work during the pandemic?
- What is important to you in your job now and in the future?
- Have you heard from UNISON about voting in the pay consultation about this year's 3% pay award? Have you voted yet?
- Have you heard about the government's 3% pay award? Did it meet your expectations?

Explore – ask follow-up questions

This is where you might be able to think about it from some different angles.

Tell me more about why you think the award is OK? **OR** What is it about the pay award has made you feel so angry / demoralised / disappointed?

- How do you feel about the fact that only bands 8c and above are getting the £2k increase UNISON asked for?
- What do you think of the fact that the 3% leaves staff on the lowest pay point below the real Living Wage?
- What do you think we can do about it?
- What do you think we should focus on for the future?

Equalise – understand where they are coming from

Respond positively. UNISON is the biggest union in the NHS and your voice really does matter. We want to have an honest conversation with our members about how they feel about the pay award.

Two options depending on where the conversation has ended up...

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- ***Member is minded to accept the outcome and doesn't want the union to challenge it/is not up for industrial action***

UNISON really wants to hear from all our members to get a representative view, so please vote. If you don't vote others will decide the union's position for you. We can't make the right decisions if the majority of members stay silent.

We want every member to make a habit of taking part in pay consultations whatever your views – that will put us in a stronger position when we come to work on next year's pay round too. It takes just a few seconds to vote.

- ***Member is opposed to the outcome and is willing to take part in action up to and including strike action.***

Participation in this consultation is crucial for members who are angry about the outcome of pay this year.

We know industrial action, including strikes, can be the key to winning improvements to pay and conditions. The laws that control how many members have to vote for it before unions can take industrial action are strict.

So to move a ballot we need to get an indication from this consultation that enough members are up for it.

If you want to be able to challenge the 3% it is important that you vote now and encourage as many other members as possible to do so too.

Elevate – ask them to take action

It's easy to vote in the consultation.

- Have you received an email from UNISON about voting in the pay consultation about this year's 3% pay award?
- If you haven't, you can vote at nhspay.org – just have your membership number or NI number to hand
- Have you voted yet?
- Would you like to vote now? It doesn't take long!
- Will you ask two of your work mates to vote? If they're not members, they can get a vote if they join before 3 September.
- Will you contact me if you have any follow-up questions or want to get more involved?