

NHS PAY BE COUNTED

Tips for one-to-one conversations around the indicative pay ballot

UNISON is undertaking a campaign to encourage members to tell us whether they are willing to take industrial action over 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 industrial action.

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 indicative industrial action about this year's 3% pay award? Have you voted yet?
- When you got the 3% pay award in your pay packet how did you feel about it? Did you check your pay-slip and are you clear about how the 3% has affected your take-home pay?
- How do you feel about the big jump in the cost of living? Are you aware that your national insurance will be going up in April next year?
- How do you feel about industrial action? What are your concerns?

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?

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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 whether you feel we should move on to a formal ballot on industrial action.

Two options depending on where the conversation has ended up:

- ***Member is not up for industrial action***

UNISON really wants to hear from all our members to get a representative view, so please vote and be counted. 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. If we move to industrial action we need to know there's strong support for sustaining it for as long as it takes to force the government to reconsider.

Whatever your views on industrial action on this year's pay outcome, we want every member to make a habit of taking part in our pay consultations – 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 willing to take part in action up to and including strike action.***

UNISON opposes the 3% pay award and we know that a lot of members feel the same as you. But we can only take strike action if we can get enough members taking part to clear the legal turnout thresholds.

So participation in this ballot is crucial for members who are angry about the outcome of pay this year. Not enough members voted in the summer for us to be able to move straight to a formal IA ballot. We need to see 45% taking part this time so after you've voted get out and persuade others to do so too.

We know industrial action, including strikes, can be the key to winning improvements to pay and conditions. You need to convince others of this too.

If we can get enough votes we can take the next step.



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Elevate – ask them to take action

- It's easy to vote in the indicative ballot.
- Have you received an email from UNISON about voting in the indicative IA ballot about this year's 3% pay award?
- Please check again – it could be in your junk folder. Make sure you check the email inbox that we have for you on your membership record.
- 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 23 November.
- Will you contact me if you have any follow-up questions or want to get more involved?