

This short survey is to help prepare a pay claim for RCN members. Please complete the questions below and let us know what is important to you. Thank you.

1. My pay is: (please circle one option below)				
Very good	Good	Okay	Poor	Very poor

2. Compared to 12 months ago, how do you feel your pay has changed relative to the cost of living? (please circle one option below)				
I am much better off	I am slightly better off	I am neither better nor worse off	I am slightly worse off	I am much worse off

3. Do you depend on any of the following to earn additional income and sustain your standard of living? (please circle all that apply)				
Unsocial hours	On-call	Overtime	Second job	Other
If you selected 'Other', please give more details: _____				

4. The real Living Wage is currently _____ per hour (see www.livingwage.org.uk/ for more information.)				
How does this compare to your current hourly pay? (please circle one option below)				
My current hourly pay is:				
Up to £3 less than the real Living Wage	Up to £2 less than the real Living Wage	Up to £1 less than the real Living Wage	Equal to the real Living Wage	Up to £1 greater than the real Living Wage
Up to £2 greater than the real Living Wage	Up to £3 greater than the real Living Wage	Up to £5 greater than the real Living Wage	Up to £10 greater than the real Living Wage	Over £10 greater than the real Living Wage

5. Compared with this time last year, what would you say have been the changes to the following working conditions in your workplace? (please circle one per row)

Workload	Increased	Decreased	Remained the same	Don't know
Stress	Increased	Decreased	Remained the same	Don't know
Number of staff	Increased	Decreased	Remained the same	Don't know
Number of residents/ clients/ patients	Increased	Decreased	Remained the same	Don't know
Quality of service	Increased	Decreased	Remained the same	Don't know
Use of temporary staff	Increased	Decreased	Remained the same	Don't know

6. Please rank the following issues in order of importance to you, with 1 being the most important and 5 being the least important.

A pay rise which is equal to or greater than inflation Rank: _____	More paid holidays Rank: _____	Better sick pay Rank: _____	Better (or any) shift work payments Rank: _____	Better staff break facilities Rank: _____
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7. Is there anything else you'd like to say about your pay, terms and conditions or other issues you consider relevant to your employment?