

# FAIR PAY FOR NURSING



## TEN THINGS TO SAY ABOUT PAY FEBRUARY 2021

**1.** The RCN's Fair Pay for Nursing campaign has been running for five months – engaging members and the public on the urgent need for a 12.5% pay rise for nursing staff. Every MP in the country has heard directly from RCN members about what a large investment in nursing pay would mean personally and professionally.

**2.** Last year, the RCN asked every member how nursing should be valued after the pandemic. It is the first time the RCN engaged all members in deciding our pay claim – members are taking the key decisions.

**3.** Nursing staff are worse off now than ten years ago. It is insulting for ministers to delay the next pay award to summer 2021 – they must bring it forward and stop the delay.

**4.** There is overwhelming public support for a pay rise for nursing this year and tens of thousands have signed the RCN's petition to the Chancellor for 12.5%. Government should listen to that and respond with an early and significant award.

**5.** The UK government confirmed in November it will freeze pay in the public sector, except for workers in the NHS. RCN members work in many places, not just the NHS, and we do not support this divisive tactic – all of nursing deserves a fair pay rise.

**6.** The UK government has started the Pay Review Body process, where unions, the NHS and government all make a case for the level of pay rise that is needed. The RCN submitted its formal case in January for a 12.5% increase.

**7.** The RCN will continue to give formal evidence to the Pay Review Body until it makes a recommendation in summer 2021 but will maintain a campaign focused on government – only ministers have the power to set pay in the NHS

**8.** The RCN has been clear that any final pay award will be taken back to members and fully consulted on. The RCN is its members – the more members who speak up and show the government how they feel, the more pressure politicians will be under.

**9.** A pay rise of 12.5% would begin to recognise this skill and professionalism of nursing staff, which has historically been undervalued. It would encourage the next generation to join nursing and keep experienced staff in post as a much-needed morale boost.

**10.** A pay rise of 12.5% is affordable to government. It puts money in our members pockets - providing a much-needed boost to the economy and businesses where our members live and work.