



Royal College  
of Nursing

# RCN STRIKE BALLOT

NHS Pay in England

ENOUGH  
IS  
ENOUGH

Voting  
open

23 May 2023 -  
23 June 2023

**VOTE TODAY**

to continue shaping the future of nursing

# NHS pay in England – where we have been

Following our historic strike action, the UK government made a revised pay offer for 2022-23 and a new pay offer for 2023-24. This will now be implemented, but RCN members rejected it in an online consultation earlier this year. The government must do better – our historic strike action must result in a historic pay award. That's why the RCN is now carrying out a new strike ballot



## The importance of your vote

By voting 'yes', we will be able to take strike action for a further six months if it's needed and in every part of the NHS. We aren't just seeking a mandate to strike in your individual employer this time, we're seeking a country-wide mandate that allows for an even larger strike than we have managed until now.

To achieve a country-wide mandate, 50% of all eligible members (employed in the NHS in England on Agenda for Change contracts) must vote and the majority say 'yes' to strike action. However, if we miss this threshold, there will be no strike action anywhere at all.

## The continued fight to secure fair pay and safe staffing

- **Oct-Nov 22:** Members vote and give the RCN largest ever mandate to strike.
- **Dec 22, Jan 23, Feb 23:** Members take six days of historic strike action. Government forced to open pay negotiations.
- **March 23:** New NHS pay offer made, including: 5% consolidated increase for 2023-24 and one-off payments – 2% for all bands and an additional payment averaging 4% on top – for 2022-23.
- **April 23:** RCN members reject the pay offer and announce most intense strike yet, without pause between shifts and with significantly reduced derogations.
- **May 23:** Historic strike action taken again on 30 April and 1 May. NHS staff council – the group of unions negotiating with government – accept the offer on balance and government confirms **it will be implemented**. RCN strike ballot begins on 23 May.

# The strike ballot explained

## This could give us a national mandate

This ballot is 'aggregated'. Unlike the strike ballot run last year, the legal thresholds apply just once to the entire voting membership. To achieve a country-wide mandate, 50% of all eligible members (employed in the NHS in England on Agenda for Change contracts) must vote and the majority say 'yes' to strike action. **If we miss this threshold, there will be no strike action anywhere at all.**

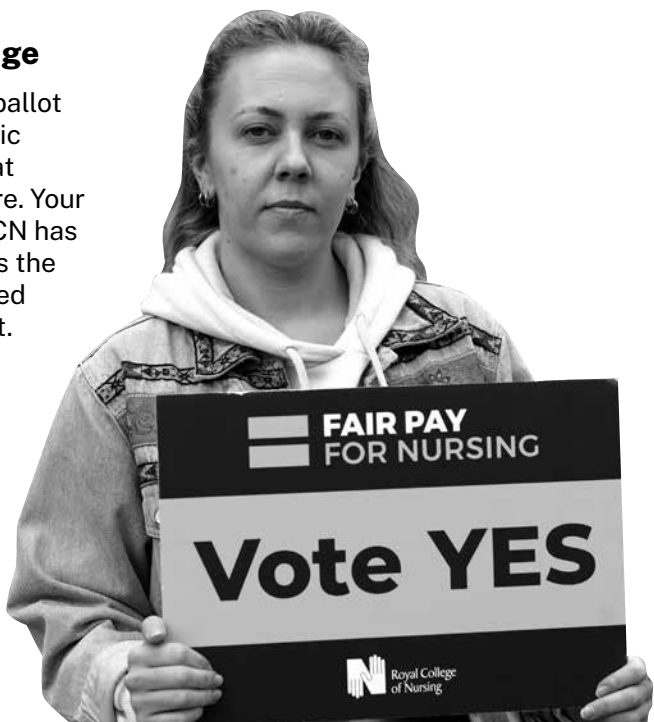


## The ballot is postal

By law this ballot must take place by post. You have received your ballot paper from Civica Election Services, who the RCN has commissioned to administer the ballot. It will ask you one single question and you must return it using the envelope included, before 23 June.

## The ballot can force change

The outcome of our last strike ballot led to historic action and historic recognition, but the change that members deserve will take more. Your vote could be the reason the RCN has a mandate to strike right across the country, applying unprecedented pressure on the UK government.



# Reasons to vote 'YES'

- **Our profession is not safely staffed.** There are record levels of nursing vacancies in the NHS in England.
- **Meaning our patients are not safe.** More than eight in 10 members reported not having enough staff at work to meet patient needs.
- **Safe staffing saves lives.** Each additional patient per nurse is associated with the patient having to stay longer in hospital, being 12% more likely to die in hospital and 7% more likely to die after 60 days.
- **We have the public's backing.** A majority of the public still support nursing staff taking strike action. The public know that they can become a patient at any time, and that you are the ones there for them no matter what.
- **Nursing must be affordable.** Inflation, which measures the cost of living, is not falling as the government claimed it would. For over a decade, you've received pay cut after pay cut. Now is the time to take a step toward reclaiming the pay you're owed.
- **Striking works and striking is safe.** Members have made history recently by taking strike action and the RCN has robustly protected life and limb care throughout, in line with the law. The unsafe thing for us to do right now is to let severe staff shortages persist. We must demand better and advocate for the patient care that we joined this profession to provide. Doing nothing is a disservice to our profession, our patients and to the entire NHS.

Scan here  
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ballots FAQs



#FairPayForNursing

