

# FAIR PAY FOR NURSING



# Next steps on pay in Northern Ireland



# How was the NHS pay award decided?

The UK government asks the NHS Pay Review Body (PRB) to make recommendations on NHS Pay.



The RCN actively engages with the PRB through evidence and workplace visits to ensure the voice of nursing is heard.



The PRB recommends a 3% pay award. In July 2021, the UK and Welsh governments announced a 3% pay award.

In November 2021, the Northern Ireland Executive agreed the same 3% pay award for HSC staff in Northern Ireland. This will be implemented and backdated.



The RCN in Northern Ireland is now consulting you on whether you think this is an acceptable pay award or not.



**The ballot opens**  
**13 January - 10 February 2022.**  
Your vote counts - our strength is in our numbers.

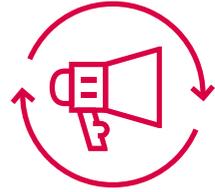
# What have members achieved in the campaign? Members have:



Spoken directly to hundreds of elected politicians across the UK.



Secured the support of hundreds of thousands of the general public.



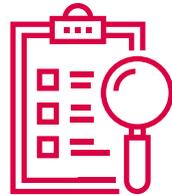
Inspired every major media outlet to consistently tell your story.



Taken your message to parliament and it has been heard.



Called for an urgent and significant pay rise and this is backed up by evidence.



Taken your evidence to decision makers and the PRB.

**YOU  
ARE THE  
VOICE OF  
NURSING**

# What is a consultative ballot?

**A consultation is sometimes called a 'consultative ballot'.**

It asks whether members think the government's pay award is acceptable. It happens online and informs the RCN on what should happen next.

**Your voice counts.  
Make sure your details are up to date.**



An **indicative ballot** might take place in the future if it is clear that the majority of members think the pay award is unacceptable. This type of ballot asks members whether they personally would be willing, in principle, to take any form of industrial action. Industrial action could mean a strike or action 'short of strike'.

Indicative ballots have recently taken place in England, Scotland and Wales to determine the next steps in the campaigns there.

**Industrial action is always a last resort. Ministers have many opportunities to do the right thing by nursing.**

If, in an indicative ballot on industrial action, enough of you and your fellow RCN members clearly indicate that you would take some form of industrial action, a **statutory ballot** will be required. A statutory ballot is sometimes called an industrial action ballot. This type of ballot is a legal requirement before industrial action can take place. It confirms that enough of our members are willing to take industrial action and there are strict thresholds that need to be met.

**You decide the way forward on pay.  
The RCN needs to know how the majority of eligible members feel about the pay award to achieve change.**

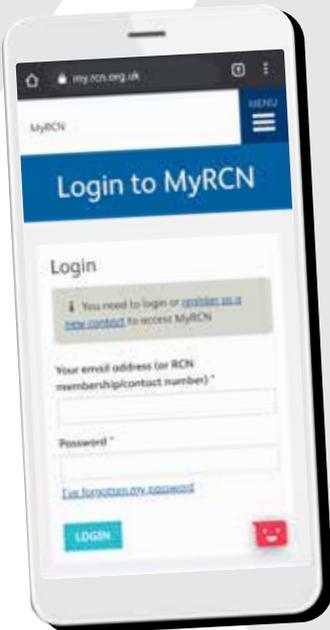
You can be the change on pay by taking part in the campaign - for you, your profession and your patients.

# What role do you play?

Your voice on the government's decision on pay for you and your colleagues is important. **It is always ministers who make the final decision on pay – this was and still is a political decision.**

**Your details must be up to date so that you can take part in the ballot. The RCN can only act on what you say you want, so every vote counts towards change on pay. Update your details today to ensure the consultation reaches you.**

This is a pay award, not an offer. The government will not ask you or your colleagues whether you accept the award or not. The one-year award will be backdated to 1st April 2021 and implemented. However, NHS pay is a political choice and you have the chance to make it clear that this is unacceptable. Only with every member's voice can the RCN take its next step in the campaign.



A consultation is sometimes called a 'consultative ballot'. It takes place online. You will be emailed by an independent organisation, Civica Election Services, with a unique link that allows you to vote. The email will come from [RCN@cesvotes.com](mailto:RCN@cesvotes.com). It is important **all of your details are up to date** and for an online consultation it is especially important you update your:

- name
- email address
- workplace
- employer.



## Pay is a matter of safety

The RCN is clear that to recruit and retain enough staff to deliver safe and effective care to patients, the government must pay nursing what it deserves.

**Having your voice heard on pay makes a difference to the safety of your patients and the nursing profession.**

Your ballot email will come from the following address:  
**RCN@cesvotes.com**

The sender will appear as Royal College of Nursing. Use the unique link provided to vote. Remember to check your junk and spam folders if you don't see the email in your inbox.

The ballot is open 13 January - 10 February 2022

[rcn.org.uk/FairPayNI](https://rcn.org.uk/FairPayNI)

Find out more



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