

**FAIR PAY
FOR NURSING**



Fair Pay For Nursing campaign

Nursing staff are worse off now than we were ten years ago – a **12.5% increase** for staff in the NHS will recover some of that ground;

Nursing is struggling with record vacancies across the UK – a **12.5% increase** would help keep more in post and bring in the next generation;

Nursing leads care and changes lives – a **12.5% increase** would help show that nursing is valued as complex, skilled and responsible work.



#FairPayForNursing

Throughout the pandemic, the country has witnessed the most impressive demonstration of nursing, seeing it as a highly skilled profession deserving of fair pay. Nursing has been proven to be vital to public health.

But the **Fair Pay For Nursing** campaign is not about a response to COVID-19.

The **Fair Pay For Nursing** campaign is about recognising the complexity of skill, responsibility and experience demonstrated every day, by nursing support workers, nursing associates, registered nurses and all members of the profession.

The **Fair Pay For Nursing** campaign is about making sure that a safety critical profession can reach safe staffing levels and fill tens of thousands of unfilled nursing vacancies.

The **Fair Pay For Nursing** campaign is about recognising that the salaries of too many nursing professionals has not kept pace with increases to their living costs over the past decade.

Ultimately, the **Fair Pay For Nursing** campaign is about providing safe and effective care for all people of the United Kingdom.

The **Fair Pay For Nursing** campaign aims to secure a fully funded 12.5% pay increase for all nursing staff covered by Agenda for Change terms, as part of a one-year deal that applies equally to AfC staff on all bands.

Funding our health and care system is a political choice. After years of inadequate support for the largest health and care workforce in the UK, the government should make the right choice now.

The 12.5% pay demand is the first step in a long-term campaign to achieve **Fair Pay For Nursing** in all countries in the UK.

By committing to this pay rise in Westminster, funds can be released through devolved funding arrangements, allowing all parts of the UK to move forward on NHS pay.

The RCN expects fair pay for nursing staff regardless of employer, and continues to campaign for fair pay for members working across all independent health and social care sectors.

It is time to pay nursing staff fairly.

#FairPayForNursing

HOW CAN MEMBERS GET INVOLVED?

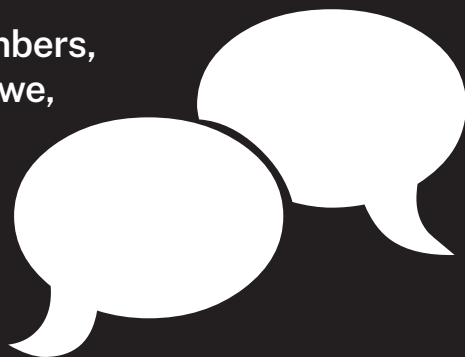
1. **Talk** to your colleagues about our campaign. This simple action is by far the most effective thing you can do.
2. **Become** an ecampaigner, and encourage your colleagues, friends and relatives to do the same.
3. **Follow** @theRCN on Twitter and Facebook, contribute to the conversations and get involved with campaign actions.
4. **Bookmark** rcn.org.uk/fairpayfornursing to keep up to date.
5. **Remember.** We can only do this together – the RCN, collectively as the voice of nursing.

Members decided the level of the RCN ask. Our members responded to the *Building a Better Future* survey and the Trade Union Committee directly engaged with elected and appointed member representatives, including Boards, Committees and RCN branch executives who confirmed commitment to pursuing a pay rise of 12.5%.

HOW TO START A CONVERSATION ABOUT PAY

Talking about pay is the single most important thing you can do. Every single member who is aware of and supports our campaign will make it more likely to succeed.

1. Do you think we are paid fairly?
2. What do you think about the RCN's **Fair Pay For Nursing** campaign?
3. Do you ever have to do extra shifts or bank work to supplement your salary?
4. Do you think pay is a barrier for people either joining or staying in our profession?
5. **Remember.** If we, the members, are to be successful, then we, the members, need to be active in our campaign.



rcn.org.uk/fairpayfornursing