

Care Plus Group: Strike Action FAQs

1	<p>Who can take part in strike action? RCN members who are employed by the Care Plus Group, including staff on a bank contract.</p>
2	<p>Can nursing staff in the UK go on strike? Yes. You have legal protection from unfair dismissal if you're participating in official and lawful strike action.</p>
3	<p>Who can join a picket line? Members who are employed at a particular workplace. The Code of Practice on picketing recommends that 6 people form an official picket line at any one time. If you do not form part of a picket line, you can support those who are in other ways, for example by providing food and drink. See annex B of the RCN Industrial Action Handbook.</p>
4	<p>I am on maternity leave or taking a career break. Can I strike? No. You can only strike if you are on duty on a strike day. But you can support your colleagues and the cause in other ways. For example, you could provide food and drink for those on a picket line, post about strike action on social media and speak to colleagues about being an RCN member.</p>
5	<p>I am on long-term sick leave. Can I strike? No. You can only strike if you are on duty on a strike day. But you can support your colleagues and the cause in other ways, if you feel well enough. For example, you could provide food and drink for those on a picket line, post about strike action on social media and speak to colleagues about being an RCN member.</p>
6	<p>I have recently started work with the Care Plus Group. Can I strike? You will be able to strike if: your employment with CPG has started and you are scheduled to be at work on a day when strike action is called.</p>
7	<p>I do not work on a ward or in a clinical role. Can I take industrial strike action? Every member is entitled to take industrial strike action following a lawful and successful ballot, and if called upon to do so by the RCN.</p>
8	<p>If the strike days are when I'm on annual leave or days off, can I take part? No. You can only strike if you are on duty on a strike day. You can join any nearby supporters but you cannot stand on the official picket line. As a supporter you can help in other ways, for example, you can provide food and drink for those on a picket line, post on social media about strike action and speak to colleagues about being an RCN member.</p>
9	<p>If I voted 'no' to strike action or did not vote in the ballot, can I still take strike action? Yes, provided the ballot at your workplace has met the required legal thresholds.</p>
10	<p>If I voted 'yes' for strike action, am I committed to going on strike? No. Members can vote for strike action but taking part on a specific strike day is a decision for individual members. Voting 'yes' in the strike ballot increases the pressure on the government to fund fair pay for nursing staff.</p>
11	<p>I am a student nurse. Can I strike? You will be able to strike if you are an RCN student member or apprentice and you are directly employed by the Care Plus Group. However, you should only take strike action if you are rostered to work for the Care Plus Group on a strike day and not if you are attending University.</p>
12	<p>I am employed in multiple employers, and these multiple employers are being called out on the same day. What shall I do? Members can only be on strike if they are on the rota for the day(s) of action. If members have multiple workplaces that are called to strike on the same day, members should support the picket activity at the workplace they were due to be at that day.</p>

