**It’s time to campaign together on NHS pay**

NHS trade unions are working together to keep pressure on the government to deliver an inflation-busting pay rise for 2022.

On 1 April we want to deliver pay campaigning activity in NHS workplaces across England as that is the day staff should be receiving this year’s pay rise. Delays from government mean this won’t happen until May at the earliest (with a possible repeat of last year, where the pay announcement was made in late July), but we still want to keep the pressure on employers and the government on pay and get public support for our claim.

You can help us do this by working with colleagues in other unions to organise activity where you work.

For too long pay in the NHS has lagged behind the cost of living, with staff seeing the real value of their pay decrease since 2010. This has an impact on all health staff and also makes it harder to recruit and retain staff, causing persistent unfilled vacancies in the service. We are never going to successfully reduce waiting lists and backlogs caused by the pandemic, and ensure that patient safety remains paramount, if we don’t have enough staff to do the job.

This can change if we can successfully campaign for an urgent retention package, with an inflation-busting pay rise for all NHS staff at its heart. To do this effectively, we need your help.

We have come up with some campaigning ideas and resources to help you deliver locally. You will find those at <https://withnhsstaff.org/getserious-campaign-materials/>. Let’s get out there and make a noise about NHS pay. Use the hashtags #GetSerious and #WithNHSStaff to promote what you are doing on social media.

**Spread the word and get support in your workplace**

Support from your employer will help to carry the urgency of our message and put upwards pressure on NHS decision-makers to prioritise pay and other retention measures. You can give a powerful message about how low pay, incorrect banding, long hours, unpaid overtime and lack of progression are contributing to staff resignations in your workplace.

When organising events through your staff side please ensure you follow your local processes including:

* Speaking to your employer about any plans, including distribution of leaflets to patients and the public
* Being clear if all employer identifiable information needs to be removed from photos.

**For members of the joint staff-side** - we are asking the joint union reps in NHS workplaces to meet with their senior team to ask for their personal support to secure a decent pay rise for NHS staff and press for central action on our retention priorities this year. Please agree as a committee how you can best do this – and, if your Chief Executive, Chair, or COO is supportive, find a way to record this, either by taking a photo of them with you and campaign branding, or asking for them to agree to raise the importance of urgent action with NHS decision makers in your region.

**For union reps** – we are asking reps to let the managers in your constituency know about our urgent retention plan and find out how worried they are about further gaps opening up in your staffing numbers. Have they raised this with their senior managers? Will they make sure that the message is passed upwards that unless urgent action is taken on pay and the other retention measures, more staff are likely to leave over the next year?

You may also want to look at the following suggestions and work with colleagues in other trade unions to organise some of them.

**Engaging staff**

Ask colleagues to fill in our poll which you will find here: <https://www.surveymonkey.co.uk/r/withnhsstaff>. It only takes two minutes and will provide us with powerful statistics to help with the campaign.

Ask people to put posters up in the Trust advertising whatever activity you organise. You can download our A4 poster and fill in your local event details.

Ask someone to arrange for our letters to the public and placards to be printed locally for use on the day. All you need to do is download the artwork from the website and get it to a local printer.

Ask for volunteers to staff a stall about pay and get support from members for the campaign.

Put articles on your branch website or in your branch newsletter about the campaign and, if the timings work, about the campaign day.

Share information about your plans on social media in the run up to the day – you can use our social media cards to advertise events on Twitter, Facebook and Instagram.

**Engaging patients and the public**

Hand out our ‘letter from NHS staff’ to patients and the public and see if they will have their picture taken with one of our placards for you to use on social media. Ask them to take other actions to support the campaign, like writing to their MP, and posting on social media to tell their friends and families that NHS staff deserve an above inflation pay rise – using our hashtags #GetSerious and #WithNHSStaff.

Encourage staff to take pictures of themselves or colleagues with our placards and share them on social media. That way we can show the strength of feeling among NHS staff and encourage more colleagues to get involved. Again, use our hashtags.

Organise an event/stall on pay so you can engage staff and the public about the issues around NHS pay. We’ve provided a short multiple-choice pay quiz to help you start your pay conversations and remember to encourage staff on the stall to talk about their own experiences and concerns. Our voices are powerful, let’s use them to get public support and encourage colleagues to get on board with the campaign.

**Engaging politicians**

Invite your local MP into your workplace to meet staff and hear first-hand how the increased cost of living and staff shortages are affecting you and your patients and their families. Make sure you notify the appropriate people in your Trust that you plan to do this – and possibly invite the Chief Executive as well.

Put together a delegation of no more than six members of staff to go and meet your MP at their local surgery. Make sure you have a range of occupations to give a good representation of all staff in the Trust.

Make 1 April “write to your MP about pay” day. Encourage members to write to their MP about their concerns around pay and pressure of work due to staff shortages.

**On the day**

On the day itself, use Twitter, Facebook, Instagram etc to show members and the public what is happening in your workplace. Don’t forget to use the hashtags #GetSerious and #WithNHSStaff.

Also tell your own union what is happening and what response you get from managers, politicians and the public. We want to use that support to put pressure on the government to deliver our retention priorities for this year.

And don’t forget, you will find all the resources to help you organise a successful day on the joint union website at <https://withnhsstaff.org/getserious-campaign-materials/>.

Good luck!

Index of #GetSerious resources

**Engaging staff**

Workforce poll – <https://www.surveymonkey.co.uk/r/withnhsstaff>

Posters to advertise workplace events

Social media cards to advertise the campaign

Posters and selfie frames to use at events

**Engaging patients and the public**

Letter from NHS staff to patients

NHS pay quiz conversation starter

**Engaging politicians**

Template letter to invite MPs to events

Guide to briefing your MP on NHS pay

**Social media**

Social media cards to use on the day

‘Print at home’ selfie sign to share images on social media

Hashtags: #GetSerious, #WithNHSStaff