

# PUT NHS PAY RIGHT



**NHS PAY BALLOT - 3 TO 31 OCTOBER**

## FREQUENTLY ASKED QUESTIONS

### Why am I being balloted?

UNISON NHS members who took part in the recent 'consultative' ballot on their pay voted by an overwhelming 91% to reject the Scottish Government's pay offer with 83% saying they would take industrial action.

As a result, UNISON is now officially balloting our 55,000 NHS members across NHS Boards and private contractors in Scotland. **Your ballot paper will be with you by October 3.**

NHS staff worked flat out during the pandemic and were promised so much by politicians yet our domestics, caterers, porters and other low paid members are only worth an extra £900 per year, nurses were offered less than £1500 whilst senior managers are offered more than £5000 in the same pay deal. So much for all staff being valued equally.

### Why can't we go on strike now?

The Tory's Trade Union Act restricts unions making it more difficult for workers to withdraw their labour.

We have to make sure we protect UNISON members on strike and our union. We must follow a series of procedures – but that doesn't mean we are not campaigning and negotiating in between now and when you receive your ballot by October 3.

### Is UNISON the only union balloting for strike action?

Other NHS unions are balloting their members and UNISON is committed to working with them to make any strike successful. In order for any ballot to be legal at least 50% of members need to vote and so at this time we don't know which unions will actually strike over pay.

### Why do some unions have an earlier date for balloting their members?

Ballot procedures are a matter for each union. It would be more convenient if we all ran similar timescales, but some unions are much smaller than UNISON and can run a mail based ballot much much quicker.

**VOTE  
YES  
IN NHS PAY  
BALLOT**



[www.unison-scotland.org](http://www.unison-scotland.org)

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### Is a strike the only answer?

No, UNISON continues to reach out to the Scottish Government and our negotiating team are on hand to meet with them to discuss an improved offer. But if a significantly improved offer is not received, we believe that the only way we will secure the movement needed is to take industrial action.

### What about patient safety?

UNISON would never put patients at risk. If our members vote for industrial action, your union will work with you and local employers to make sure that patient safety is not compromised. But industrial action is about members withdrawing their labour and so it is likely that some services will be disrupted if we are forced into a strike over pay.

### I am a registered professional, would I get into trouble with my regulator if I take strike?

All workers irrespective of their regulator have the right to withdraw their labour as-long-as they and their union meet the requirements of the law for a lawful ballot. Which is why we need to follow the processes.

### What should I do?

At this point our priority is getting our ballot ready and making sure that members know what's happening. You can:

Make sure we have the correct home address, email, workplace and job title for you can do this by:

- **UNISON Direct**  
Call on 0800 0 857 857 or online at [www.unison.org.uk/get-help/online-enquiries/](http://www.unison.org.uk/get-help/online-enquiries/)
- **Call your branch office**  
Find your branch details online at: [branches.unison.org.uk](http://branches.unison.org.uk)
- **Speak to your colleagues about our pay campaign.** If they are not in a union, encourage them to join by calling **0800 171 2194** or online at [join.unison.org.uk](http://join.unison.org.uk)
- **Sign up to be a Pay Campaign Volunteer**  
[www.unison-scotland.org/nhs-pay-activist-volunteers/](http://www.unison-scotland.org/nhs-pay-activist-volunteers/)
- **Circulate this flyer in your workplace/ canteen/notice board**



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