

# #WithNHSStaff



## for fair pay

### NHS unions stand #WithNHSStaff taking action on pay and staffing

NHS trade unions have confirmed their support for all health workers taking industrial action on pay and staffing this winter. Health unions recognise the urgent need for pay investment to prevent more staff leaving the NHS and further damage to patient care.

Despite calls for Government to address the crisis through an urgent retention package, Ministers imposed pay rises well under inflation, well short of what is needed to help health workers through the current cost of living crisis, and well below the amount needed to stop people leaving and maintain safe and effective standards of care

While some unions will pursue a decent pay rise through next year's pay round, others have taken steps to challenge this year's outcome through industrial action.

Where stringent legal thresholds for ballots of members working in NHS organisations have been met, unions will take forward both formal strike action and action short of strike. Some strike dates have already been announced, and further action is expected throughout the winter. This may include a 'rolling programme' of strikes at some NHS work places.

All health unions remain ready to get round the table and negotiate a fair deal that will avert strike action.

### Solidarity with health workers withdrawing their labour this winter

- Health unions will work in solidarity to publicise and amplify action being taken across the health service and will work through local staff side structures to ensure members are not asked to undertake activities that undermine industrial action.
- In the lead-up to strike days, individual health unions will advise members on issues related to provision of cover for specific occupational settings and to help workers respond to requests to undertake work outside of their role, scope of competency or code of good practice.
- On strike days, members of health unions not taking action will look to provide support as appropriate during breaks in the working day.
- Members of all health unions will support conversations with the public, family and friends in support of investment in pay and staffing across the NHS this winter.

