

NHS PAY:

GIVE ALL NHS WORKERS

**WHAT. THEY'RE.
ASKING. FOR.**

a campaign pack from
**Labour Assembly
Against Austerity**

NHS Pay: Give All NHS Workers What They're Asking For

On 4 March 2021, the Government made a proposed pay offer of a 1% increase for NHS staff – a real terms pay cut when accounting for inflation.

This offer follows a decade of pay restraint and real terms wage cuts under the Conservatives' austerity measures. According to staff unions, NHS pay is now on average around 15% lower in real terms – taking account for inflation - than it was in 2010.

This real terms fall disproportionately impacts women and Black, Asian and minority ethnic workers, who are more greatly represented in the NHS than in wider society.

The pay demands of the major trade unions exceed 10%, with Unite and GMB demanding a 15%, RCN of 12.5% and Unison of at least £2,000 at every point on NHS salary scale. These pay demands (such as 15%) are not exorbitant - on average healthcare workers have lost 15% of their salary, with some losing up to 32%. All they are demanding is a restorative pay rise, and they deserve Labour's full support.

Following the submission of a 1% pay award by the Government to the NHS Pay Review Body, the governing Council of the Royal College of Nursing convened an emergency meeting. At that meeting, RCN Council voted unanimously for the RCN to immediately set up a £35 million Industrial Action fund.

As socialists, we believe NHS staff are owed a pay increase that recognises their sacrifice to defeat coronavirus, and one which, as they themselves are asking for, makes up for lost real terms pay since 2010 under the Conservatives' austerity agenda.

The Labour Party under Jeremy Corbyn's leadership proposed in the 2019 General Election Manifesto – before the demands on NHS staff of the Covid-19 pandemic - to restore public sector pay to at least pre-financial crisis levels (in real terms), by delivering year-on-year above-inflation pay rises, starting with a 5% increase, to reward and retain the people who do so much for us all.

We pledge to support NHS workers through support for their collective action and through practical solidarity activity in our local communities that put the necessary pressure on the government to increase the pay award and deliver NHS workers' what they are asking for.

Model Resolution: Give All NHS Workers What They're Asking For

This CLP notes that NHS staff pay has fallen in real terms under the Conservatives' austerity agenda since 2010. We further note this long term cut in real pay disproportionately impacts women and Black, Asian and minority ethnic workers, both of whom have greater representation in the NHS workforce than in wider society.

This CLP notes the below inflation 1% government pay offer for NHS staff of 4 March 2021 and the demands of the major trade unions exceeding 10%, with Unite and GMB demanding a 15%, RCN of 12.5% and Unison of at least £2,000 at every point on NHS salary scale.

This CLP notes that there is strong public pressure for a restorative 15% pay rise, with approaching 800,000 signatures on two petitions to this end on "Organise" and "Change.org."

This CLP notes that, even before the pandemic, Labour's 2019 General Election Manifesto committed to restore public sector pay to at least pre-financial crisis levels (in real terms), by delivering year-on-year above-inflation pay rises, starting with a 5% increase, to reward and retain the people who do so much for us all.

This CLP believes NHS staff are owed a pay increase that recognises their sacrifice to defeat coronavirus, and one which makes up for lost real terms pay under the Conservatives austerity agenda since 2010.

This CLP believes a below inflation pay offer - in effect a pay cut - is an insult after the PM, Chancellor and Conservative MPs clapped NHS staff on their doorsteps.

This CLP resolves to show solidarity with NHS staff in their campaigns for fair pay including:

- Supporting the aforementioned pay demands and campaign actions of NHS staff including lobbies, demonstrations and strike action as NHS staff deem appropriate to win their demands, in accordance with government covid safety guidelines
- Contacting and twinning with branches of trade unions and staff organisations in local NHS workplaces
- Asking Labour councillors and authority leaders to use local government to demonstrate their support
- Organising solidarity activities to promote the demands of NHS staff in the local area including initiatives by trade union branches, plus community and grassroots activists including NHS Workers Say No.

Build solidarity in your local community

Coronavirus restrictions prevent campaigning in the way we normally would. It is important to follow government guidance regarding social distancing and numbers of individuals that can meet together, but there is still much you can do, including virtually.

Keep an eye on campaigning actions from trade unions and grassroots campaigning organisations.

Find your local community facebook page and advertise activities of local NHS staff, or community activities in support of NHS staff

- **Put a poster in your front window or front door and encourage others to do so**
- **Organise in support of local claps or protests on your doorstep or from your balcony**
- **Put on a community facebook live briefing from local NHS staff and trade unions**
- **Plan a campaign cavalcade to show support**
- **Join a hashtag twitter storm**
- **Support Labour Assembly Against Austerity and People's Assembly Against Austerity actions and join our events**
- **Support NHS Workers Say No petitions and campaigning**

Find your local union branch

Find your UNISON Health branch – search for your local Primary Care Trust:

<https://branches.unison.org.uk/>

Find your Unite Health contacts – see Unite’s national officers for health:

<https://unitetheunion.org/what-we-do/unite-in-your-sector/health-sector/health-sector-contacts/>

Find your GMB contact and see the GMB Health campaign hub:

<https://gmb.org.uk/nhs>

Find your RCN branch:

<https://www.rcn.org.uk/search?Keyword=branches>

Other statements and actions to support

Read and share the Socialist Campaign Group of Labour MPs statement

The Conservative government is treating NHS staff with absolute contempt. The government proposal of a pay award for NHS staff of just 1% is a real terms pay cut. It's been NHS staff – not the health Secretary, the Prime Minister or the government – that have been heroes throughout this crisis. They should be getting a proper pay rise . Not a kick in the teeth. We stand with NHS staff and their trade unions in the face of this arrogant betrayal by the government. Should heroic NHS staff be forced to take strike action in order to defeat the government's disgraceful proposal and secure the fair pay and decent treatment they deserve, then they will have our full support and solidarity.

<https://twitter.com/socialistcam/status/1368906369433239552>

See and share John McDonnell's statement

Labour Manifesto 2019 proposed a 5% pay rise for NHS workers to start process of making up the ground lost by these workers as a result of 10 years of pay freezes & cuts. After what they've gone through in the pandemic my simple message is pay the nurses what they are asking for

<https://twitter.com/johnmcdonnellMP/status/1370013993574817794>

Read and share the largest change.org petition:

With over 600,000 signatures when we published this, the petition is entitled:

Claps don't pay the bills - give all NHS workers a 15% pay rise

<https://www.change.org/p/nhs-all-key-workers-to-have-a-adequate-pay-rise>



Other organisations to follow

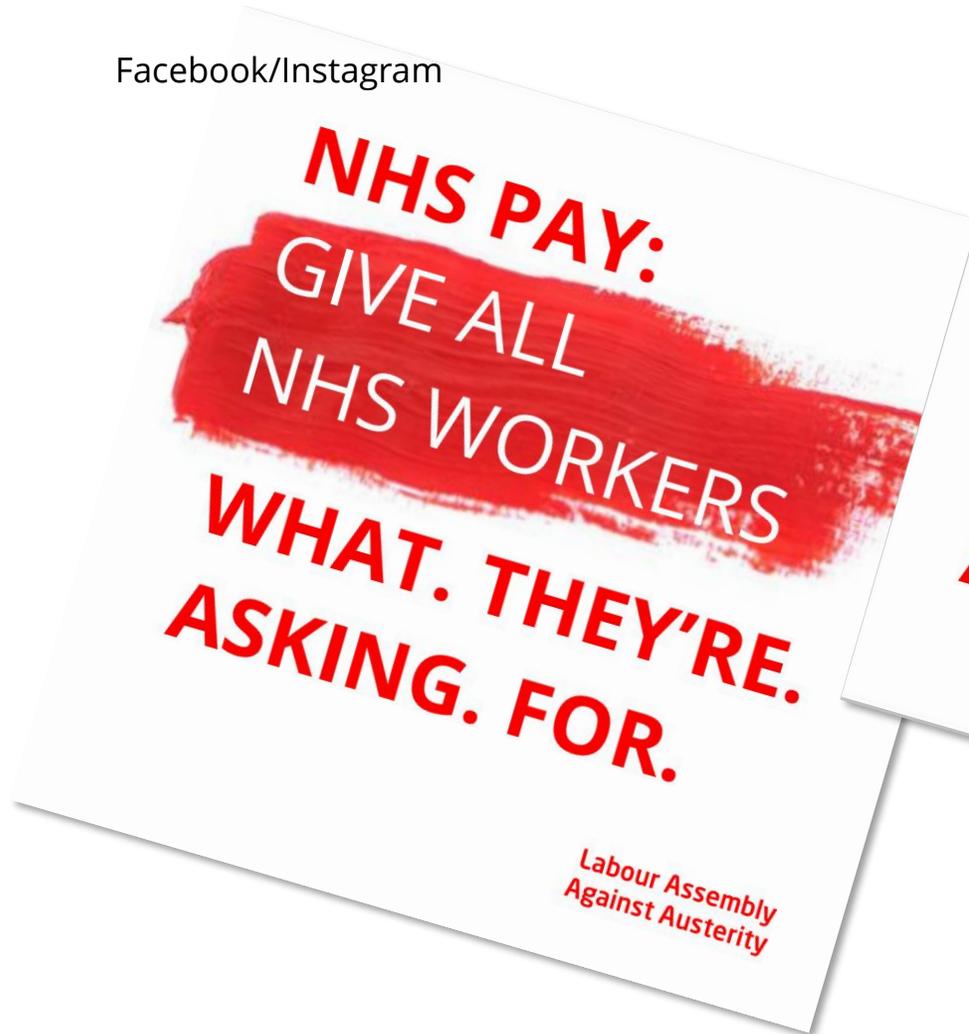
TUC	https://twitter.com/The_TUC
UNISON	https://twitter.com/unisontheunion
Unite	https://twitter.com/unitetheunion
GMB	https://twitter.com/gmb_union
RCN	https://twitter.com/theRCN
People's Assembly Against Austerity	https://twitter.com/pplsassembly
Keep Our NHS Public	https://twitter.com/keepnhspublic
NHS Workers Say No	https://twitter.com/NurseSayNO
NHS Staff Voices	https://twitter.com/NHSStaffVoices
With NHS Staff	https://twitter.com/WithNHSStaff

Twitter hashtags to follow

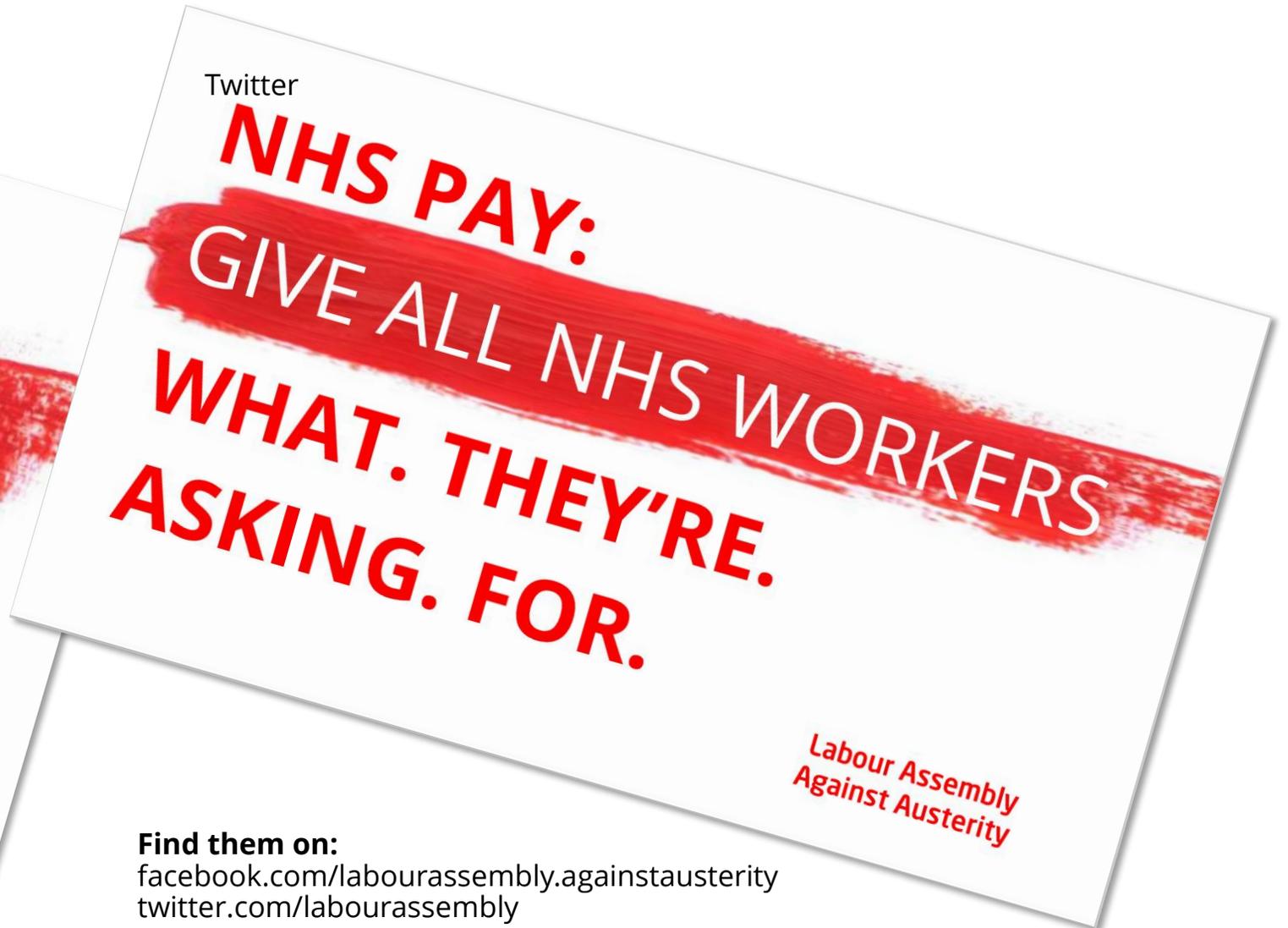
#nhspay	https://twitter.com/hashtag/nhspay
#nhspay15	https://twitter.com/hashtag/nhspay15
#nhspayrise	https://twitter.com/hashtag/nhspayrise
#fairpayfornursing	https://twitter.com/hashtag/fairpayfornursing
#fairpayforkeyworkers	https://twitter.com/hashtag/fairpayforkeyworkers
#withnhsstaff	https://twitter.com/hashtag/withnhsstaff

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