

Frequently Asked Questions

PUT NHS PAY RIGHT

Pay ballot 2022



Why am I being balloted?

We are asking your view on the Scottish government offer of a 5% pay uplift, for 2022 /2023. UNISON is recommending you vote to REJECT this offer, and vote to take industrial action up to and including strike action.

This offer is significantly below inflation. We also believe that it is unfair to reward those at the top. We need a pay deal that fairly rewards all NHS staff.

This offer does not reflect the commitment and hard work of NHS staff through the pandemic nor the impact of inflation on your cost of living. However, even if you want to vote to ACCEPT, please vote. It is for members to decide.

What is the pay offer?

- £10.50 pay floor (minimum rate) for NHS workers.
- 5% increase for all Agenda for Change pay grades, allowances and salaries.

This offer is below 10% rate of inflation. We do not believe that the offer is fair. Highest paid staff would receive a rise worth £5,523 per year whilst lower paid would get £1,080.

Am I being asked to take strike action?

Yes. But this is a consultative ballot to ask if you are prepared to take industrial action in the future. We need to ballot you again to strike - to comply with the Trade Union Act. Even though this is a consultative ballot, it is very important you vote. We need to hear your view, and send a strong message to the Scottish government that they need to Put NHS Pay Right.

Is industrial action necessary?

Industrial action is the last thing that we want to do. We will never compromise on the delivery of patient care. However, we must hold the government to account. Health workers deserve a decent pay rise.

How long will the ballot run for?

The ballot opens on July 11th and closes at 5pm on August 8th.

How do I vote?

You will be sent a unique email with a voting link to your digital ballot paper. You cannot vote without a unique email.

Will I get a ballot paper?

No. This is an online ballot and you will receive an email with a link to vote.

Can I join UNISON and participate in ballot?

Yes, you must join before 26 July and provide your details including an email address. Join online: [join.unison.org](https://www.unison.org) or call free on: 0800 171 2194 .

What do I do to get an email vote?

Provide UNISON with an up-to-date email address. We can then send an email with a link to your ballot. You can check / amend your details online at my.unison.org.uk - Or email: detailsupdatescotland@unison.co.uk or leave a message at 0800 0 857 857 - before 26 July.

I haven't received an email ballot, what should I do?

First, check your spam folder. Then make sure your details are correct by logging into my.unison.org.uk. You can also update your details by emailing detailsupdatescotland@unison.co.uk or call 0800 0 857 857 - before 26 July.

Who is being balloted?

All members working in the NHS are eligible to vote. If you have any doubts contact your branch steward. Retired members and student members are not included in the ballot.

Why is it important that I vote?

We need to know your views. While this is a consultative ballot and not governed by the Trade Union Act, it is vital we achieve a good turnout to send a strong message to government if we want them to improve this pay offer.

How can I find out more?

Visit our campaign page www.unison-scotland.org or contact your [local branch](#).