

# GET READY UNITE #NHSPAY STRIKE BALLOT IS COMING

**89%**

OF UNITE MEMBERS IN  
ENGLAND AND

**87%**

87% IN WALES THINK 3.6% NHS  
PAY AWARD IS UNACCEPTABLE

Soon, the NHS pay strike will open. This is a fully postal ballot and is the final step before strike action can be called.

To get a vote, make sure your address and  
Unite membership details are up-to-date at  
[myunite.unitetheunion.org](http://myunite.unitetheunion.org) or SCAN HERE →



# NHS PAY 2025: UNITE CONSULTATIVE BALLOT RESULT

**REMINDER: By law, trade unions must conduct two ballots; a consultative and a fully postal industrial action ballot.**

The results of Unite's online consultative ballot are in.

- **England:** **89%** believe the **3.6%** NHS pay award is unacceptable and **82%** are prepared to strike. **95%** also said they were willing to take action to oppose NHS cuts.
- **Wales:** **87%** believe the **3.6%** NHS pay award is unacceptable and **82%** are prepared to strike

This powerfully reflects the depth of feeling of our health members and within the NHS workforce.

**We continue to call on the UK and Welsh governments to meet with us and work together to avoid a strike that is likely to affect several NHS employers.**

**NEXT STEPS:** We will proceed to full industrial action ballots in workplaces that have achieved strong turnouts in the consultative ballot. Your reps and officers will be in touch soon to tell explain the process.

## VOTE FOR FAIR PAY

1. The 3.6% NHS pay award to Agenda for Change staff in England and Wales is below RPI and CPIH inflation. It's yet another real terms' pay cut.
2. 3.6% is less than NHS workers in Scotland achieved through negotiation and is less than that given to doctors and teachers.
3. 3.6% pay award is NOT restorative – it does nothing to reverse the years of pay erosion NHS staff, across all bands, have suffered since 2010.

**REMINDER:** The UK's restrictive trade union laws still apply. This means:

- A ballot for industrial action **MUST** be fully postal, it's the law.
- Turnout thresholds still apply. For the strike ballot to be valid, 50% of those eligible to vote must vote.

**Check out the website for regular updates. Details of workplaces being balloted will be posted here: [unitetheunion.org/nhspay](https://unitetheunion.org/nhspay) or SCAN QR Or contact us at: [healthsector@unitetheunion.org](mailto:healthsector@unitetheunion.org)**



**UNITE, FIGHTING FOR FAIR PAY, SAFE STAFFING AND TO SAVE OUR NHS**