

HAVE YOUR SAY ON NHS PAY FOR AGENDA FOR CHANGE STAFF 2025/26 (ENGLAND), AND NHS CUTS / JOB LOSSES

Across England Unite members in the NHS like you are facing real terms pay reductions, job losses and service cuts. Unite is a member led union. You will be fully supported where you and your colleagues decide to take a stand on the attacks faced by the NHS.

Pay award – 3.6%

On 22nd May the UK Government announced that there will be a **one year below inflation pay award of 3.6% for all staff on Agenda for Change salaries** in England (Welsh Government will also be making the same award). This is 0.9% **below** the RPI rate of inflation.

Unite's recommendation – the pay award is UNACCEPTABLE

Unite also recommend that you **vote YES to take industrial action** in order to win a well-resourced NHS, with safe staffing levels and decent pay and conditions.

The reasons for this recommendation are as follows:

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| 1 – The NHS is in crisis – this award is not going to “fix” anything | 4 – The doctors have been offered more |
| 2 – The pay award is not “restorative” | 5 – The Scottish offer is far superior |
| 3 – The pay award is below inflation (RPI) | 6 – The award does not address the issue of low pay |

What about the cuts?

We know that many of you are also facing brutal cuts and job losses in your workplaces. Cuts to pay and cuts to NHS resources are one and the same issue – **there is simply not enough investment in the NHS and that needs to change!**

In this ballot we are also asking a specific question about cuts in your employer and whether you are prepared to take action on the cuts and job losses that you are experiencing.



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What happens next? - Ballot process

You will receive a voting link by email and SMS. You will be asked to vote whether you find pay unacceptable or acceptable (we are recommending unacceptable) and whether you are prepared to take industrial action on pay. You will also be asked whether you are prepared to take action to oppose cuts.

The purpose of the ballot is to win a better pay deal and challenge the cuts and thus protect jobs and services.

If and where there is sufficient strength of feeling, we will be able to proceed to formal industrial action ballots in targeted areas with the best chance of success. By law industrial action requires a further postal ballot carried out via an independent balloting company.

AS A REMINDER THIS IS NOT A FORMAL INDUSTRIAL ACTION BALLOT AT THIS STAGE AND A FURTHER BALLOT WILL BE REQUIRED BY LAW IF INDUSTRIAL ACTION IS TO BE TAKEN.

Your voice matters

In order to have the best chance of success, we need to hear from as many of you as possible. Your vote is crucial; a high turnout will strengthen our position.

The ballot opened on Monday 16th June and will close noon on Wednesday 16th July 2025. The voting link will be emailed to you separately.

If you have any issues in terms of voting, please contact: healthsector@unitetheunion.org

We will announce the results and the next steps once the ballot results are known.

Change is possible. This month we saw a major shift by government on the issue of winter fuel payments. Unite led this campaign and won it like we do on many, many campaigns. Members in the NHS can win. Winning starts with getting involved and we look forward to receiving your vote.



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