



## ***Pay! We are worth it!***

There is a looming dispute that has been building up against the Government over the divisive, unfair pay policy it has towards health workers. Brace yourself! We are now at the business end! Why are we where we are?

By 2017 ambulance staff, along with other health workers, will have had six years worth of pay cuts in real terms.

The Coalition Government has already 'stood down' the Pay Review Body (PRB) for the 2015/16 pay round.

That can only mean one thing: another two years of pay cuts for us.

Part of it is so that they can pay off a national debt, not caused by health workers, but by their friends in the banking industry as well as speculators and wealthy opportunists in this country and abroad.

Have you had enough of this? The Pay Review Body (PRB) recommended a 1% pay increase for everyone this year. Not a king's ransom in itself, but it would have been incorporated and consolidated in pay packets and uplifted basic pay, overtime pay, unsocial hour pay etc. as well as counting towards pensions.

The decision by the Government to ignore the PRB and impose a 1% (unconsolidated) increase only to those members of staff at the top of their pay band is disgusting and deplorable.

It is divisive in the extreme.

Even if you qualify for the 1% this year it will not increase your hourly rate so your overtime or unsocial hour payments will not increase. It will also not add anything to your pension.

Staff who don't qualify get nothing! Zero! Zilch! We believe that nearly two thirds of staff will get nothing! That cannot be fair! It isn't fair!

UNISON is going to challenge this. Enough is enough.

We need your help!

UNISON will be sending out a national pay ballot to all members from 28th August 2014. Please look out for it, open it, vote **YES** and return it. **The ballot will close on 18th September 2014.** There is plenty of time to vote.

There will be two questions on the ballot paper. One about taking strike action and the other about taking action short of a strike.

**We are asking you to vote YES to both questions.**

Voting YES to both questions gives the union the flexibility and legal protection to plan a sustained mixed campaign of action that will be designed to involve as many members as possible, causing maximum planning difficulties with the minimum impact on patients.

Patients support us. The public support us. They know we are worth it. We stand up for them and now they stand up for us!

If you feel angry about this, tell the Government by voting YES in the ballot. Tell your work colleagues to vote YES also.

If you want a fair 'climb to the top' in your profession and not a divisive 'race to the bottom' vote YES.

A big turnout with a big **YES** vote makes us stronger.

**Support your Union and YOUR Local Representatives. Support the NHS.  
Defend Agenda for Change.**

**VOTE YES! We are Worth It!**

If you are reading this, work for the West Midlands Ambulance Service, and are not yet a member of UNISON Join Today!

