

Activate

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Summer of Protest special for pay champions



The fight continues

Next steps



Chair of RCN Council Michael Brown looks ahead

I hope you'll all be joining our landmark rally on 6 September. MPs will be coming back from their summer break for Prime Minister's Questions that day and will be faced by the biggest protest the RCN has ever held. Please encourage as many members as possible to come along.

But we're not going to win this fight just with lots of noise outside Parliament. We also need to get inside, and be heard by the people who make the decisions on pay. That's why we're asking MPs to meet RCN members in the House of Commons on the same day.

Some people have asked why the MP Maria Caulfield is sponsoring that meeting. She's a Conservative who voted against the Labour amendment to the Queen's Speech calling for the pay cap to be scrapped.

But if we're going to win this fight, we need to get politicians from all parties on board. To persuade the Government to get rid of the pay cap, we need support from Conservative MPs as well as opposition politicians. Maria Caulfield is a nurse herself, and she's telling the Government it's time nursing had a fair pay rise. Working with her increases our chances of getting other Conservatives behind us. It's an opportunity to change the Chancellor's mind.

To succeed in scrapping the cap, we can't just work with our friends. The Conservatives are split over public sector pay, and we need to do all we can to take advantage of that. That's why having someone like Maria Caulfield on board is so important.

We hope the Chancellor will make an announcement on pay in the Autumn Budget. Whatever he says, we'll be ready – we're already working behind the scenes on our next steps. We're preparing an industrial action strategy to use if we don't get the news we're all hoping for.

I want to thank every single pay champion for all you've done so far, but the Summer of Protest is just the start. We'll keep on fighting into the winter and beyond if we have to.

Summer of Protest goes digital

We're taking a different approach to the next day of action and everyone can get involved

On Friday 25 August we need your help to get #scrapthecap trending. Members are being asked to submit their stories and the RCN will share those first-hand accounts on the day.



What can you do?

- Ask members to submit their stories via the RCN website.
- Encourage members to use the 'tweet your MP' tool on the website. They just need to enter their postcode and send a pre-filled tweet to their MP.
- Ask members to follow the RCN on Twitter and Facebook and share our campaigning posts – look out for new content on the day.
- Tweet short videos of yourself explaining why the cap should be scrapped and encourage others to do the same. Don't forget to tag @theRCN so we can share them too.
- Remind your friends, family and colleagues to attend the 6 September rally in Parliament Square.

And don't forget to use #scrapthecap.

Scrap the Cap rally

The biggest event of our Summer of Protest will see thousands of members and supporters gathering to demonstrate in Parliament Square on 6 September

Located in central London, just outside the Houses of Parliament, MPs won't be able to miss our placards and chants as we demand an end to the pay cap. As well as chanting and placards, we'll have nurses and celebrities speaking from our double-decker bus; hammering home our Scrap the Cap message.

Signs of the times

Protest placards are a great way of grabbing attention. And we've seen a few eye-catching personal messages at our Scrap the Cap demos this summer. Why not get your felt tips out and make your own sign for the rally. Here's some inspiration.



Free travel

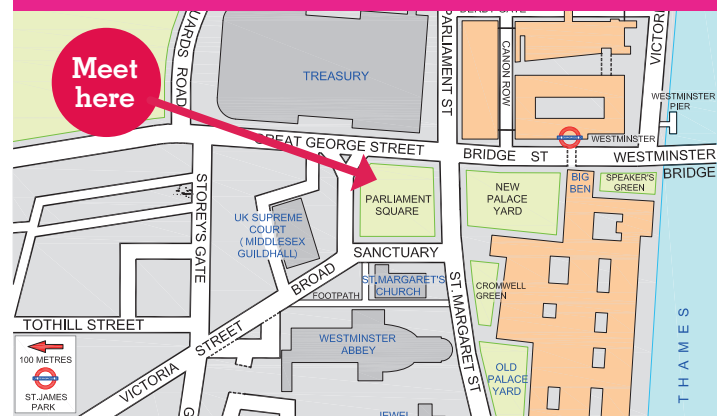
If you'd like to attend, funding for travel is available to members across the UK. All you need to do is book your place and tick the box for funding at www.rcn.org.uk/pay-rally

Date: Wednesday 6 September Time: 12.30-2.30pm

Venue: Parliament Square, London

Nearest underground station: Westminster

(Circle, District and Jubilee lines).



Chant for change

If your idea of hitting the right note is frankly off the scale, protest chanting may be the thing you're looking for. It's an art form that values volume and vigour over, well, sounding at all pleasant to the ear. Why not practise some of these in advance and lead the vocal charge

Nurses, APs, HCAs (HCAs!)
Nurses, APs, HCAs (HCAs!)
We can't go on we need more pay
Nurses, APs, HCAs (HCAs!)
(Tune: Heads, shoulders, knees and toes)

If you care about our patients, SCRAP THE CAP
If you care about our nurses, SCRAP THE CAP
If you care about our children
and you really want to show them
If you care about our future SCRAP THE CAP
(Tune: If you're happy and you know it)

We are the nurses, my friends
And we'll keep on fighting 'til the end
We are the nurses
We are the nurses
It's time to respect us, cos we are the nurses...
SCRAP THE CAP
(Tune: We are the champions)

Hey Hammond, Hunt and May
Give our nurses decent pay

1-2-3-4, pay for nurses must be more
5,6,7,8, do it now don't make us wait



The story so far...

We're nearly two months into our Summer of Protest and, thanks to the hard work of RCN pay champions, we've had something taking place somewhere in the country every day so far – whether it's demonstrations, silent vigils, ward-walking or town centre stands

40,000:
the number of times the Facebook day of action film
has been viewed



Labour politicians show support

Image© parliamentlive.tv



It's time to listen

'I found my inner terrier'



"I challenged my MP about the Scrap the Cap campaign at his surgery, after receiving no reply to letters I'd emailed him. I gave him the letter I'd posted on Facebook which included my personal reflection of why I campaign on behalf of vulnerable patients, exhausted nurses and in memory of my mum.

I was one of four nurses at his surgery. He looked a bit shocked at our wee posse initially and peddled the usual excuses: 'austerity cuts,' 'must work within the budget,' 'having an NHS deficit of £30 billion,' and 'we're 'all in this together'.

'No we are not,' I said. I then hit him with up to the minute data and statistics, posters and pictures of us in the media at protests. I found my inner terrier. We all shared personal experiences of trying to keep his constituents alive and I told him I'm personally prepared to strike if the Government doesn't budge.

I'm pleased I held my nerve to face-down an MP and I'm proud of the nurses who came with me to voice their personal experiences of frontline nursing. The gloves are off. The Scrap the Cap badges are on."

Annique Simpson, pay champion



"Relentless undermining has pushed us to breaking point. No more. This ends now."

Ed Freshwater,
RCN Mental Health Forum

How it happened

28 March: Westminster Government decides to continue with the 1% pay cap for NHS staff in England.

19 June: The RCN joins forces with 14 unions to demand Prime Minister Theresa May ends the 1% cap on NHS pay.

21 June: No mention of the public sector pay cap in the Queen's Speech.

5 April: RCN Council agrees to test member appetite for action on pay.

14 May: Congress passes an emergency resolution calling for a summer of planned protest, followed by an industrial action ballot, if the next UK Government fails to end the policy of pay restraint.

'We must support each other'



"I've had personal experience of seeing my partner cared for in the NHS last year. The nursing staff were wonderful but I could see the strain on their faces. We need the NHS and we need to defend it.

I've been out and about supporting the Summer of Protest. Just because I don't work in an NHS building

it doesn't mean I don't support the staff who do. We are all nursing staff. We all have the same passion and we work really hard. None of us are here because nursing will make us rich. Nursing is nursing. We must support each other."

Kelly Ferranti, safety rep and HCA at BMI Hospitals

"For the sake of patient safety, the Chancellor must scrap the cap."

RCN General Secretary
Janet Davies



"Getting 52,000 NHS members taking part [in our pay poll] shows the strength of feeling about pay restraint – and the percentage in favour of taking action cannot be ignored."

Michael Brown,
Chair of RCN Council

53,000:
the number of visits to the
Scrap the Cap website



11 million:
the number of users
reached by
Scrap the Cap tweets



Nursing pay has not kept up with cost of living increases*

Clothing:

7.8%



Housing:

3.5%



Motoring costs:

7.7%



**Nursing pay:
only 1%**



**inflation figures January-May 2017*

27 June: Summer of Protest launched.

28 June: Parliament debates and narrowly rejects a Labour amendment to the Queen's Speech to scrap the cap.

13 July: Cross-party peers urge the Government to lift the 1% pay cap.

16 July: The Chancellor argues that on average workers in the public sector are overpaid.

19 July: Theresa May says she recognises the sacrifice nurses and others make but the deficit has to be tackled.

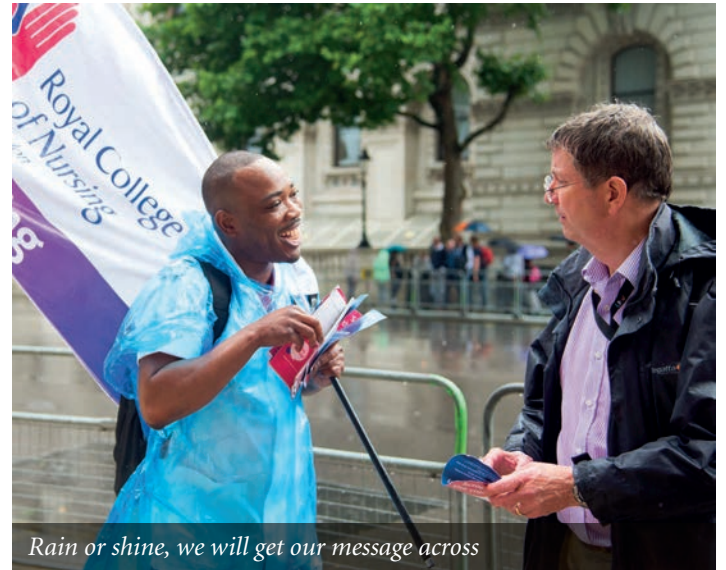
27 July: RCN reveals the number of experienced nurses leaving the profession has doubled in the last three years as thousands of RCN members demonstrate throughout the UK.

People power

All across the UK, pay champions, members and supporters have been telling the Government it's time to scrap the cap



A message to the PM



Rain or shine, we will get our message across

20,000: The number of likes on Facebook for an article on 'selfish nurses quitting to kick back and enjoy their massive wealth' on the popular satirical website, *The Daily Mash*



Strong support



Cross-generational campaigning



Taking to the streets



An angelic presence



Blackpool power



Speaking out



Public support

Being political

We can influence policy and politics, says RCN Chief Executive & General Secretary Janet Davies



You may not consider yourself to be a political campaigner but the cap on nursing pay is a political decision. So we've campaigned outside Parliament and been heard inside Westminster too. The Government can and should find additional money for the NHS.

This summer we're putting patients first and telling the Government the cap is forcing experienced staff out of the jobs they love because they cannot afford to nurse. And we're telling them that staff who stay are too stretched to provide the care they want to give. Enough is enough.

As a royal college we're not aligned to any political party but this doesn't mean we're not political. That's our strength. We're working with MPs from all political parties to put pressure on the Chancellor and the Treasury to lift the pay cap in the Budget this autumn.

The public debate about lifting the pay cap has been largely driven by your campaigning but we need to continue to build public support. So please talk to friends and family about the campaign and invite them to our rally in London on 6 September. Patients are relying on us to speak out.

www.rcn.org.uk/scrapthecap

2,500: the number of RCN pay champions



In the picture



Making a point

This summer's to do list



Sign up for and attend the Scrap the Cap London rally on 6 September

Put up a Scrap the Cap poster



Learn a protest song or chant and make it heard



Watch and share a Scrap the Cap film



Send a campaign postcard to your MP

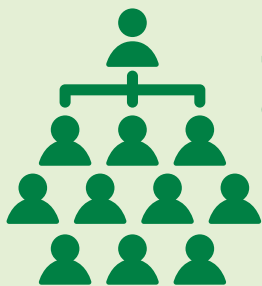
Join the pay champions Facebook group



Attend your MP's surgery and tell them about the campaign



Make sure your RCN details are up to date and encourage others to do so too



Talk to at least 10 people about Scrap the Cap

Wear your Scrap the Cap badge in work and at social events



Add a Scrap the Cap twibbon to your social media profile and post about the campaign



Congratulate your fellow pay champions and celebrate what you've achieved so far

www.rcn.org.uk/scrapthecap