



Royal College  
of Nursing

# RCN STRIKE BALLOT IN ENGLAND

Information for internationally  
educated nurses

ENOUGH  
IS  
ENOUGH

Voting  
open

23 May - 23 June  
2023

A new strike ballot for all RCN members, including internationally educated nurses, on Agenda for Change (AfC) contracts in the NHS opened on 23 May 2023.

# Why has RCN Council recommended you vote in favour of further strike action?



Taking strike action works and is safe. Strikes between December 2022 and May 2023 have won a pay rise for all NHS workers, which will be shown in your pay from June. But the fight for a fair pay offer from the government continues.

We need a pay offer that recognises your work, allows nursing staff to meet their daily needs and the needs of their families, and tackles the NHS staffing crisis.

By law, strike ballots must take place by postal voting. The ballot is confidential, **nobody will know if you voted or how you voted**. You do not need to tell your employer anything about your vote. Your employer recognises that you are entitled to take lawful industrial action. The RCN's strike action will **always** be lawful.

Please return your postal ballot in the pre paid envelope before **23 June 2023**.

Please vote **'YES'** to strike action.



# Will taking strike action affect my application for indefinite leave to remain?

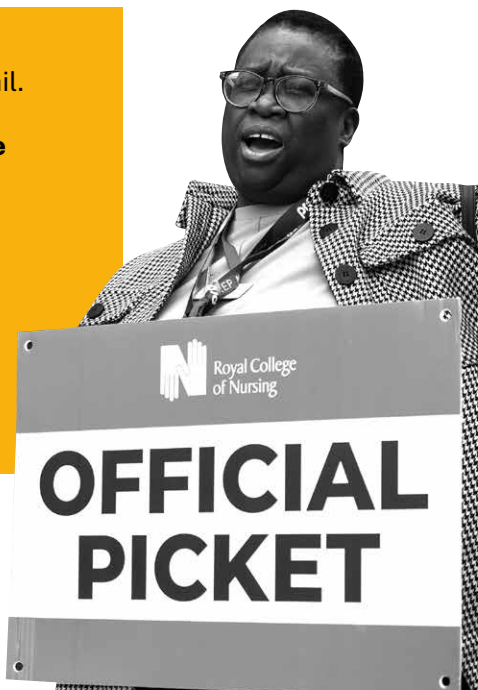
When applying for indefinite leave to remain, you must provide a letter from your employer that details your absences from work. Absence from work to take part in legally organised strike action **will not have a negative impact** on your application.

When applying for indefinite leave to remain, your employer will provide a supporting letter confirming your gross annual salary. The letter must also confirm that your gross annual salary meets the salary threshold required by the Immigration Rules. Any reduction in your salary due to taking part in legally organised strike action **will not have a negative impact** on your application.



The government's 'Workers and Temporary Workers' guidance sets this out in more detail. Visit [gov.uk/government/publications/workers-and-temporary-workers-guidance-for-sponsors-part-2-sponsor-a-worker](https://www.gov.uk/government/publications/workers-and-temporary-workers-guidance-for-sponsors-part-2-sponsor-a-worker)

Scan here for the guide



# It is a condition of my visa that I have no recourse to public funds. Am I still entitled to the RCN strike benefit?

Our strike benefit is not public funds. So, if you strike and lose pay, you're entitled to receive RCN strike benefit.

Scan here  
to read our  
ballot FAQs



## Why does my vote matter?

Internationally educated nurses make an enormous contribution to the NHS, and are deserving of fair pay and working conditions like everyone else.

Too often your contribution to the NHS which everyone in Britain depends on is overlooked. It is time to fight back and demand better, to turn the hopes you joined the NHS with into a reality. Without fair pay, we cannot give our patients what they need and we cannot build the lives we want and deserve. A vote to strike is a vote for safety and security, and could change the face of nursing for generations to come.



**#FairPayForNursing**

