



Royal College
of Midwives

Become a pay activist

The Government has announced a below inflation pay award for RCM members. This pay award is unacceptable and just won't cut it as RCM members struggle to cope with the rising cost of living and a retention crisis in maternity services.

We need to gauge the strength of feeling about what our members think of the pay award and here are a few ways that you can get more involved with your union and our pay campaign.

Over the next few weeks, the RCM is consulting members on the pay award while focusing on building engagement and involvement with the pay campaign. The RCM has developed a plan for engaging members on pay with a view to developing pay activists that will spread the message of the campaign and engage colleagues in their workplaces.

As RCM activists, you will be instrumental in the success of this and are encouraged to become pay activists yourselves, but this opportunity will also be extended to the entire membership. This will start with dedicated WhatsApp groups created for each region where members that want to get active on pay can come together. We will be distributing posters encouraging members to join the group soon with the help of our workplace reps and activists. Members will need to express interest [on this form](#) and we will add them into the respective WhatsApp group for their region. Please feel free to start distributing this link among members.

Once members in each region start coming together in the groups, the RCM will roll out Engaging your colleagues on pay workshops in each region. This will be a great way for members to come together to look at ways we can get more colleagues involved in the pay campaign and make sure everyone has their say. This will be a really interactive session with the aim of giving our members tangible skills and actions they can then put into place in their workplaces and it'll be an uplifting inspirational session for members to feel they are a part of something bigger, coming together with fellow members within their region.

The WhatsApp groups will then allow us to maintain and continue communication with our pay activists throughout the rest of the campaign and ensure we are rolling out similar



activities across each workplace - with a goal of having a big national 'engagement day on pay' where members will be encouraged to all send a strong message on pay.

Use your voice

As activists you are key to getting our messages on pay out into your workplaces. Members know and trust you and they will be keen to know what their union is doing for them to fight for a better deal. So, you will need to spread the word in your trusts, on your social media pages and in your branch meetings. You can't do all this on your own though. You will have no doubt (at some point) heard from members, "So what's the RCM doing for me?" Now is the time to say to them "What are you doing for the RCM?" The more members we can get involved in our pay campaign, the bigger the impact and message is to both the RCM Board and the government. To help inform their decision making, the RCM Board will need to know, both what members think about the pay award, but also how many of them are getting involved and attending meetings and responding to our consultation.

You may be aware that in 2016 the government at the time introduced new Trade Union legislation. This new law was designed to inhibit unions and make it more difficult for them to take industrial action. Under this new legislation for a trade union to take lawful industrial action there is a requirement that 50% (or more) of the union's members vote. In addition to this at least 40% of those members must vote in favour of action in important public services. The law also dictates that any formal ballot for industrial action must be by post.

Taking strike action is always a last resort and any decision about moving to a formal ballot for industrial action would be taken by the RCM Board. Therefore, it is so important that we get as many members views as possible, about what steps they want their union to take on their behalf. It is also important to get the message out to members that any electronic communication about the pay campaign is just to consult them on their views and that a formal industrial action ballot would be by post only.

When you are talking to members in your workplaces about pay and our campaign. Please do all you can to get the message out that members must make sure we have their correct contact details. We will be doing a lot of communication over the next few weeks and months, so it is imperative that we hold the correct, email addresses and mobile numbers so we can reach as many people as possible. Members will also need to make sure their preferences are set correctly. Currently, just over half of all our members haven't given us permission to contact them, so they will need to log in or register on our website and make sure they allow us to contact them if they want to hear the latest from us.

Next steps

Your organisers will be in touch shortly with more details about the regional events and WhatsApp groups. We will also be hosting a pay webinar on August 24th at 7pm where you and members can hear the latest on pay and how you and your members can get more involved. Please do all you can to encourage members to attend. We will share the link to book this with you as soon as possible.



Please start having conversations in your workplaces about pay. Talk to members about what your union is doing for them, tell them we want their views and want them to get involved. There is strength in a union and that power is in their hands. They are the union; we are a collective voice of 50,000 members. Let's use that voice to be as loud as possible and tell the government that enough is enough, that it is about time that they delivered us a decent deal.



