Make sure politicians hear what you have to say on NHS pay!

Politicians work for you. They should want to hear from you about what's important to you, and frankly they have a duty to listen and respond.

The most straightforward way to let them know what you think about NHS pay is to write to them. A physical letter is best – it will have the most impact – but an email works too. The most impact will come from writing in your own words, and not words given to you by the RCM or others. Politicians can spot copy and paste messages and they will have far less impact. Something written in your own words is best. But below are some of the points that we would encourage you to include.

Here's what to include in your letter or email

- If you have been working in the NHS throughout the last decade, tell them about how your pay has been held down for years – and if you have ways of demonstrating the impact that has had on you and your family, tell them. These personal details are so important and really effective.
- Tell them what it has been like to work in the NHS during the pandemic. If you have had worries and concerns but gone into work nonetheless, tell them.
- If you are having financial difficulties especially if they are caused by the pandemic and are comfortable telling them about this, please do so.
- Say that you support the RCM's call for an **early** and **substantial** **pay rise** for frontline NHS staff like yourself. Next April is too long to wait. It should be brought forward into this year.
- Ask them directly but politely if they support your call for an early and substantial pay rise.
- If you are in **England**: ask them specifically to write on your behalf to both the Chancellor of the Exchequer and the Secretary of State for Health and Social Care, calling for an early and substantial pay rise for NHS frontline staff.
- If you are in **Scotland**: ask them specifically to write on your behalf to the Cabinet Secretary for Health and Sport, calling for an early and substantial pay rise for NHS frontline staff.
- If you are in **Wales**: ask them specifically to write on your behalf to the Minister for Health and Social Services, calling for an early and substantial pay rise for NHS frontline staff.
- If you are in **Northern Ireland**: ask them specifically to write on your behalf to the Minister of Health, calling for an early and substantial pay rise for NHS frontline staff.

Your letter or email to them need not be long. In fact, short is good. But if you cover the points above, you will have got your message across.

Who do I write to? It's not just MPs at Westminster.

On pay, everything isn't decided for the whole United Kingdom by MPs in Westminster. Devolution means that MPs do decide things for England, but in Scotland it is the Scottish Parliament, in Wales the Welsh Parliament (Senedd Cymru), and in Northern Ireland it is the Northern Ireland Assembly. So, depending upon which part of the UK you live in, you may need to contact your MP (England), MSP (Scotland), MS (Wales) or MLA (Northern Ireland).

In England, you can find your MP's details here. In Scotland, find your MSP's details here. In Wales, find your MS's details here. And in Northern Ireland, find your MLA's details here.

In Scotland, Wales and Northern Ireland (but not England) you will be represented by more than one person – either multiple people per constituency (in Northern Ireland) or by people who represent your region as well as people who represent your constituency (in Scotland and Wales).

Those links should help you find all of their details. They all represent you, so write to all of them.

Let us know what they say

Please do let us know if you write and what replies you get, both from your local representative but also any replies you get from the letters they send to ministers. You can email us on **employment.relations@rcm.org.uk**. It is really helpful to know how many members are helping out and what you are hearing.

Thank you!