

Am I allowed to take industrial action?

Employees who are members of trades unions who have balloted and recorded an agreement to strike are entitled to strike on the notified day of action. Employees who are not members of trades unions, or whose unions have not balloted for strike action are not entitled to strike and are expected to be at work as normal.

I can't afford to go on strike.

You cannot afford not to go on strike. If you take part in the action on November 30th, you will lose **one days pay**. If the government pushes through these changes, you will be paying them **one days pay per month** for the **rest of your career**.

Does the Guild not have a No Strike policy?

No. Unite expects all of its members to take part in the industrial action and the Guild encourages our members to support this position. We are proposing that on November 30th, a bank holiday level of service is provided and essential services are delivered rather than all out strike action. These services may include for example, in patient dispensary services or cytotoxic preparation services.

How do we decide what is essential level of service?

Advice is available from <http://www.ghp.org.uk/GPYUDN/CFOBMI/TECQRH> and http://www.unitetheunion.org/sectors/health_sector/nhs_pensions_reform/unite_guidance_on_cover_in_the.aspx.

I am one of those asked to work to provide essential cover. I want to show my solidarity with those out on strike – what can I do?

If you are asked to work as part of an essential service you are entitled to be paid. One suggestion is that you can donate the days pay to a charity or the unions strike fund. Guild Council has suggested that those who wish to give to charity might consider giving to International Health Partners (<http://www.ihpuk.org>) a charity dedicated to improving access to health care and medicines in the developing world. Part of this work involves trying to upskill local pharmacists and build capacity in these countries.

Will I be in breach of the Code of Ethics if I take industrial action?

No. As long as a safe service is in place and you're not endangering patients, you are not in breach of the Code of Ethics.

Can I be disciplined if I take industrial action?

Not if you're a member of a union with a recognised ballot result for strike action.

I am worried that if I take industrial action, I would be blacklisted by other NHS organisations.

Blacklisting is illegal and taking part in industrial action arranged in response to a legal ballot is not. Any other action which could be considered as victimisation/bullying/harassment would be tackled by the union.

If I take industrial action, what should I do?

If you're not at work, you should consider attending one of the union rallies in your area. Details can be obtained from http://www.unitetheunion.org/resources/pensions/protecting_pensions_for_our_pu/day_of_action_events_map.aspx

Can I claim strike pay?

You can claim £30 for loss of pay caused by taking industrial action, if you have been a member of the Unite union for at least 13 weeks. Full details of how to do this will be available shortly. Forms will be available from the local regional office and staff will have to prove loss of pay e.g. by photocopy of your payslip.

How do I find out how much the changes will cost me?

You can check how much the changes would cost you personally by entering your details into the Unite pensions calculator at http://www.unitetheunion.org/resources/pensions/protecting_pensions_for_our_pu/pensions_calculator.aspx



We tell our children to stand up to bullies. It is time to take our own advice and stand up to this bullying government!

