

# Escalating Industrial Action

## Own time rallies



There has been no progress on meaningful improvements in pay. The NSW government continues to negotiate without any further movement on their wage offer which was rejected by

PHS members. With 100% of PHS Branches voting YES to escalating industrial action, we are ramping up our fight to push back.

If you haven't seen what we are fighting for, you can find it here.



### It is imperative we stand together in this fight! Don't forget:

- NSW still lags Queensland and Victoria on ratios
- New grads are leaving the system for better pay and conditions in Queensland, and enrolments are slowing
- Not having two days off in a row to rest is undoubtedly contributing to high levels of sickness in the workforce
- Turnover in New South Wales is getting worse

### We know nurses and midwives in NSW are underpaid and underappreciated:

- The NSW government is contributing to gender inequity by refusing to close the gap for nurses and midwives
- Our state has the lowest new grad rate in the country
- Nurses and midwives are expected to pay 2024 prices on 2008 wages. This is thanks to the systemic suppression of wages by Liberal governments and Labor is failing to seriously address this.

## We need to take action to win!

To achieve your Award claims which include a 15% pay rise, improved staffing and better conditions, it's going to take **strong, united** action from members across NSW.

### WHY rallies work:

1. **Raising awareness:** Our rallies are designed to spread the word about our campaign and the need for fair pay for nurses and midwives. This message is directed not only to the community but also to any nurses or midwives who have not yet engaged in the campaign.
2. **Community visibility:** Rallies held out the front of your local hospital allow you to bring your push for fair pay directly to the community you care for, making our public hospital campaign visible and urgent.
3. **Strength in numbers:** When thousands of nurses and midwives take this action across the state (either at the same time or at different times) it will put a great deal of pressure on the state government's public image.
4. **From anger to action:** Anger alone won't be enough to convince the government to fix this mess. We need to turn that anger into action! By standing together, we can stand up for what we believe is fair and necessary.



## Be part of the campaign to win

Below are some tips for this second round of industrial action, with a focus on participating in own-time rallies.

1. **Endorsed action:** Branches across NSW have voted to authorise industrial action, including holding rallies in their own time.
2. **Difference from a strike:** A rally in your own time is not the same as a strike. A rally in your own time is designed to be an action you take part in when you are not rostered for duty.
3. **Timing:** You should only attend an own-time rally before or after your shift, or during a break (where you are not on call), or on a day you are not rostered for duty.
4. **Dealing with your employer:** An employer cannot stop you participating in a rally when you are not rostered for duty.
5. **What to wear:** Members should wear Association badges and/or scrubs at the rallies to maximise the visual impact on the community and in the media.
6. **Who you should talk to:** See your Branch Reps or your Organiser to help organise a rally at your site!

Finally, if you want to be a campaign contact for your ward or unit or just get more involved in the campaign click here and we will reach out to you! We need ALL the contacts we can get for this campaign to win!

