

INDUSTRIAL ACTION TIPS #1

Escalating Industrial Action

Wearing badges, stickers and scrubs



Value us



NSW
NURSES &
MIDWIVES'
ASSOCIATION



AUSTRALIAN
NURSING &
MIDWIFERY
FEDERATION
NSW BRANCH

So far the government is unmoved. It continues to negotiate without any further movement on the disrespectful wage offer that has now been rejected by nurses and midwives across the state.



More than 98% of those members who voted have indicated they support escalating industrial action to back our claim. If you haven't seen what we are fighting for, you can find it by scanning this QR code.

It is imperative that 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 secure your Award claim, including a 15% pay rise, improved staffing, and better conditions, we must take **strong, united** action from members right across the state. It starts on the ground.

Why badges, stickers, and scrubs:

1. This action is designed to get the word out about our campaign and the need for nurses and midwives to be paid properly. This message is to the community and patients – but it is ALSO to other nurses and midwives who aren't yet actively engaged in the campaign. When your colleagues see you wearing a badge, they will feel supported to join the fight. Remember: there is strength in numbers!
2. The idea of starting small allows nurses and midwives to build their confidence before escalating to bigger asks like striking. A simple action like wearing a badge or a sticker reaffirms our message that we are angry and prepared to fight. It also shows that we are united and stand together in this campaign.
3. Having only a few people take part will undermine this campaign, we need to get as many people involved as possible to ensure we look up to the fight. This is a low-risk option to start out with, that's why we need thousands of members taking part.
4. Anger without action will not force the government to fix this mess. We need to turn the volume up and engage our colleagues en masse. We need every nurse and midwife we can muster to stand together for what we think is fair.



Below are some tips for this first round of industrial action. This includes non-compliance with uniforms by wearing badges/stickers and campaign scrubs (if you have them).

1. Branches across NSW have voted to authorise industrial action, including wearing campaign badges and NSWNMA scrubs
2. Members should wear badges and/or NSWNMA scrubs as often as possible from now until the end of the campaign to keep the message front and centre with both patients and the community
3. It is a good idea for local branches to set a date for when nurses and midwives should shift to wearing campaign materials – the sooner the better!

The impact of this work is much stronger if everyone is wearing badges and/or scrubs at the same time. Your employer is less likely to pressure you if you are acting collectively.

4. If your employer instructs you to remove your campaign badges or scrubs, tell them that you are undertaking authorised industrial action and intend to continue wearing them until the government listens to nurses and midwives. Seek advice from your local branch officials, your organiser or call the NSWNMA on 8595 1234 if you are pressured to remove them.
5. See your branch reps or your organiser to receive badges and stickers - scrubs can be ordered from nswnma.info/merch.

Finally, if you want to be a campaign contact for your ward or unit, or you just get more involved in the campaign, then please scan this QR code! We need ALL the contacts we can get to win this fight!

