MAKE SURE YOUR VOTE COUNTS!

You must post your ballot back by 22 June 2023

CONSULTANT BALLOT IN ENGLAND NOW OPEN

VOTE YES FOR EFFECTIVE, SAFE INDUSTRIAL ACTION

If you haven’t received your ballot paper, please call 0300 123 1233

BMA
Our take-home pay is down by 35% from 2008/09 to 2021/22, and that is before the impact of soaring inflation during 2022/23, far exceeding the pay award we were given.

That means consultants are effectively already working for free for four months of the year.

Concerned about industrial action?

What will industrial action look like?
Consultants strike action in England would deliver 'Christmas Day' levels of care. This would ensure that emergency care would continue to be provided. It is likely that action would be for one or two days at a time. Patients are safe on Christmas day and they will be kept safe during industrial action.

'Consultants don't need a pay increase compared to other NHS staff groups'
Consultants are the NHS staff group whose pay has seen the greatest real-terms reduction since 2008/09. Fair pay for consultants does not mean less for any other NHS colleagues. What’s more, the impact of pay erosion is greater for younger and future consultants. We must avoid pulling up the ladder.

'Funding should be focused on patients and improving the health service'
It is the responsibility of the Government – not consultants – to appropriately fund the health service. That means paying staff enough to motivate and retain them. A health service without enough consultants means a worse service for patients. We need to fix pay to safeguard the NHS.

'I’m planning to retire soon – this isn’t my fight'
Older consultants will have significant accrued pension in a final salary pension scheme. An increase in your pay before retiring would make a huge difference to your pension. Unless pay is fixed, someone retiring now stands to lose hundreds of thousands of pounds in pension value, as a result of pay failing to keep pace with inflation.

To win this ballot and help us fix pay

- You and your colleagues MUST return your ballots by post
- At least 50% of consultant BMA members MUST send their ballots back
- A majority MUST vote YES

Remember: You can only vote by post and because of the legal requirements, not voting at all can be worse than voting no. If you want to fix your pay, it is essential that you vote and make your voice heard.

Do not worry about what your employer will think. You have a legal right to strike.

We have fought for and won changes to pensions taxation – now we want our members to be paid fairly and the value of our pensions restored. We must fight to fix pay now and for retirement.

This is Dr Harris. He completed his training in the NHS but has been working in Australia for a post-CCT fellowship. He intended to come back to the UK, for a consultant post, but pay and conditions are so much worse here that he’s had second thoughts. We need to fix pay to solve the workforce crisis.
You might have questions about industrial action and what it means for those working in your specialty or service.

For the most up to date FAQs, scan here or visit bma.org.uk/consultantspay

Only postal votes can be counted so return your ballot in the post by 22 June at the latest. Any votes received after midday on 27 June will not be counted.

DON’T WASTE YOUR VOTE