



8th March 2024

Via Email:

David Cozens – RCN
James Turner – JNA
Lee Turner – JNA
Vicky Richards – RCM

Dear David, James, Lee and Vicky

Formal Pay offer for 2024

I refer to our pay negotiating meetings on 9th November 2023 and 23rd November 2023 for Nurses and Midwives.

As ever in negotiations, both parties seek to achieve a mutual position of benefit and understanding. I believe we have had a constructive dialogue and I am grateful for your time.

Having reached a final position in our negotiations, I can confirm the Employer's pay offer:

- 2024 = a pay increase of 8% (consolidated)
- 2025 = a guarantee of (September 2024) RPI plus 1%
- 2026 = a guarantee of (September 2025) RPI plus 1%

The above is subject to the Unions recommending the proposed offer and will only apply to those staff employed on the date of acceptance.

We have agreed that you will notify the Employer of the outcome of your consultation with your members. We anticipate that we will hear the results of the ballot no later than **Friday 5th April**. This will allow us to process any agreed pay award in April pay.

I understand you will include a copy of this letter in your communication to your membership. I would be grateful for a copy of your communication for our records.

Please note that this pay offer is **private and confidential**.

Once again, we would like to thank you and your colleagues for the constructive dialogue and approach that allows the Employer to make this offer formally to you.

Yours sincerely

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