



## **RCN Jersey pay offer 2024 Frequently Asked Questions**

### **Who does the pay offer apply to?**

This pay award relates to all Employees of Government of Jersey Health and Community Services and Public Health States of Jersey. Members of Family Nursing and Home Care are not eligible to vote.

To vote in the RCN consultation, you must be in current membership of the RCN and not in arrears.

### **What is the RCN position on the pay offer?**

The RCN is asking you one question: if you accept or reject the offer.

Members should make up their own minds about this question and the RCN will not seek to ask you to vote one way or the other.

### **What is the current situation?**

As part of the joint union group (includes RCN, JNA and RCM) that represents nurses and midwives the RCN has been negotiating 2024 pay for members employed by the Government of Jersey Health and Community Services.

The employer made an offer which was lower than that made to other pay groups. With the support of the RCN South East Board, the RCN and other unions negotiated improvements.

We are now in the position to share the final offer with members.

The joint union group is committed to continuing as a collective with the negotiations as it's felt this strengthens the position for all.

The RCN is preparing to consult you, the affected members on the offer. Other unions are also preparing to consult their members.

## **When did the Government of Jersey issue the pay offer?**

A letter was sent to the collective unions on 8 March 2024 outlining the renewed pay offer – view this on the [Jersey Branch web page](#).

## **What is the pay offer?**

2024 – A pay increase of 8% (consolidated)

2025 – A guarantee of RPI + 1% (RPI as at September 2024)

2026 – A guarantee of RPI + 1% (RPI as at September 2025)

## **Can I vote for part of the offer?**

The offer is presented in its entirety. You must accept or reject all of it.

## **What does consolidated mean?**

Consolidated means that the pay rise each year will be a permanent uplift to your salary and is able to be included in your pension calculations etc.

Although the letter does not explicitly say, Sue Bishop, Head of Employment Relations has confirmed that all years are consolidated.

## **How will any pay offer affect members on any form of means-tested benefits?**

The effect on an individual's benefits depends on individual circumstances and the type of benefit. To find more detail on your benefit situation, go to [Benefits and financial support - Government of Jersey \(gov.je\)](#)

Members who are facing significant hardship and who need additional support and advice, can also seek support from the RCN Foundation.

<https://rcnfoundation.rcn.org.uk/apply-for-funding/hardship-grants>

## **Pension contributions**

Rises in pensionable pay can affect the contributions you will pay into the scheme.

Some staff, as a consequence of their annual pay uplift and/or incremental pay progression, may end up paying a higher percentage of contributions. This is because their pensionable earnings have increased, and they move into a higher tier in the pension contribution framework. This may make it seem like the value of the individuals pay uplift has been lost. Staff receiving pensionable allowances in addition to their basic pay (for example unsocial hours payments) may also be affected by this. Information on the state pension is here: [How your state pension works \(gov.uk\)](https://www.gov.uk/how-your-state-pension-works)

## **I have now left my job – am I entitled to back pay?**

It depends on when you have left. Those in employment on the date of acceptance will be entitled to the pay rise along with any eligible back pay (to January 2024 if eligible).

## **What happens if members accept the pay offer?**

The States have committed to paying the award in full, including back pay to 1 Jan 2024. As this is a multi-year offer there would be no need for further negotiations on pay for 2024-26.

## **What happens if members reject the pay offer?**

The RCN would seek to reopen negotiations with the States of Jersey.

## **Why are the RCN consulting with members?**

The RCN Pay Principles indicate that RCN members will be consulted on decisions relating to their pay, terms and conditions. This consultation allows members to have their say in relation to the acceptability or otherwise of a pay offer following negotiations with your employer. The pay offer will mean different things to different people.

This campaign is led by your South East Board, Council and Trade Union Committee, and they believe RCN members should be heard on the acceptability or otherwise of this pay offer.

## **What's the difference between a pay offer and a pay award?**

A pay offer is usually generated from discussions or negotiations between an employer or government that controls pay, and the employees or the employees' trade union.

Once an offer is made, the employees are given an opportunity to consider if they wish to accept the offer made by the employer or government.

A pay award is when an employer or government (Government of Jersey) that controls pay decides on pay for the staff and implements that decision by automatically applying it to the employee's contract of employment.

## **How do I submit my vote?**

The survey is online only. The link to the survey will be made live soon.

## **How many times can I vote?**

You can vote multiple times or change your mind, but we will only accept your final vote.

## **What are the next steps?**

You will receive an email shortly with a link which you can follow to cast your vote to either accept or reject the pay offer.

We will confirm the survey dates to you soon.

### **I have a question that isn't here**

Contact the regional team for support: [sam.crooks@rcn.org.uk](mailto:sam.crooks@rcn.org.uk)

### **Updating your details**

You must be in current membership to vote (not in arrears). To update your details, login to [MyRCN](#) or call RCN Direct on 0345 772 6100 (select option one), or email [membership@rcn.org.uk](mailto:membership@rcn.org.uk). You must include your membership number in your email, and you will be asked for it if you call. You can find out more about RCN membership and other ways to get in touch on our [Membership FAQs](#).