

**FAIR PAY
FOR NURSING**



Royal College
of Nursing
North West

Next steps on pay on the Isle of Man



How was the Isle of Man pay offer decided?

The Manx Pay Term and Conditions committee (MPTC) met with management and a formal request for 15% plus a one-off payment of £500 per staff member was submitted. The RCN's evidence made it clear that a 15% pay award is necessary to rectify decades of underfunding, fill nursing vacancies and recognise the skill and professionalism of your work.

In February 2022, Manx Care issued a final offer of a 4% pay offer for Manx Care employees on the Isle of Man.

The RCN conducted a consultative ballot with members. 77% chose to reject the 4% offer.

Manx Care offered a further pay award of 2% for 22/23. This was rejected by the unions on the IoM.

At the request of Manx Care, the RCN entered into a conciliation process. This is a process of negotiation with the employer. The final offer for 22/23 is 4% on the understanding staff accept the 4% offer for 21/22.

We are now conducting a ballot with you about the pay offer. We also asking if you're prepared to take industrial action should the majority of members reject the offer. Industrial action is always the last resort and patient safety is always paramount.

How can members support the campaign?

The RCN is currently working hard on the Isle of Man to ensure that the issues that matter to you are being addressed. However, we need your help as you are our eyes and ears on the ground.

We also have a closed Facebook group which you can request to join if you are an RCN member just search for the 'Royal College of Nursing IOM Nursing Pay Working Group' on Facebook. You can also read further information at [rcn.org.uk/loMFairPay](https://www.rcn.org.uk/loMFairPay)

We want to help members on the Isle of Man to be able to speak out – whether it be supporting our campaigns or raise workplace issues.

At the RCN we have three types of rep: stewards, learning reps and safety reps. We need more reps on the Isle of Man to ensure that every member has a voice and feels supported in the workplace.

If you feel that being a rep is not for you or even want to do this role alongside it, why not consider standing for branch secretary or treasurer? Being a branch committee member is a great personal and professional development opportunity.

Visit www.rcn.org.uk/get-involved for further information.



**YOU
ARE THE
VOICE OF
NURSING**

What role do you play?

Your voice on Manx Care's decision on pay for you and your colleagues is important.

Your details must be up to date so that you can take part in the ballot. The RCN can only act on what you say you want, so every vote counts towards change on pay. Update your details today to ensure the consultation reaches you.

It is important to remember that the pay award for 21/22 has not been finalised however the 4% has already been implemented and backdated pay given. We are consulting with you to see if you would accept a further 4% award in 22/23. If you accept, there is to be no further negotiation for 21/22.

We are also asking you to indicate if you would be willing to take industrial action. Please read and understand what industrial action is before taking any decision.

The ballot will take place online. You will be emailed by an independent organisation, Civica Election Services, with a unique link that allows you to vote. The email will come from **RCN@cesvotes.com**. It is important **all of your details are up to date** and for an online consultation it is especially important you update your:

- name
- workplace
- email address
- employer.



What is a consultative ballot?

A consultation is sometimes called a 'consultative ballot'.

It asks whether members think a pay offer is acceptable. It happens online and informs the RCN on what should happen next.

Your voice counts.
Make sure your details are up to date.



What is an indicative ballot?

This type of ballot asks members whether they personally would be willing, in principle, to take any form of industrial action. Industrial action could mean a strike or action 'short of strike'.

Indicative ballots have recently taken place in England, Scotland, Northern Ireland and Wales to determine the next steps in the campaigns there.

Industrial action is always a last resort. Ministers have many opportunities to do the right thing by nursing.

If, in an indicative ballot on industrial action, enough of you and your fellow RCN members clearly indicate that you would take some form of industrial action, a **statutory ballot** will be required. A statutory ballot is sometimes called an industrial action ballot. This type of ballot is a legal requirement before industrial action can take place. It confirms that enough of our members are willing to take industrial action and there are strict thresholds that need to be met.

**You decide the way forward on pay.
The RCN needs to know how the majority of eligible members feel about the pay offer to achieve change.**

Find out more about industrial action and what it means at www.rcn.org.uk/IAHandbook



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Pay is a matter of safety

The RCN is clear that to recruit and retain enough staff to deliver safe and effective care to patients, Manx Care must pay nursing what it deserves.

Having your voice heard on pay makes a difference to the safety of your patients and the nursing profession.

Your ballot email will come from the following address:

RCN@cesvotes.com

The sender will appear as Royal College of Nursing. Use the unique link provided to vote. Remember to check your junk and spam folders if you don't see the email in your inbox.

The ballot is open 11 - 26 July 2022

rcn.org.uk/loMFairPay

Find out more

