

Executive Director for People and Workforce
Management Suite
Noble's Hospital
Strang
Braddan
Isle of Man IM4 4RJ

16 December 2025

FAO MPTC Staff Side Chair

T: (01624) 650121
Helen.Ashley@gov.im

Dear Pebbles, Darcie and Debbie,

Re: MIRS Joint Conciliation Meeting, 9 December 2025

I am writing to confirm the offer that was put forward at the above meeting to discuss pay for MPTC staff for 24/25 and 25/26 respectively.

First of all, I would like to thank colleagues for the engagement, collaboration and positivity. It is due to the hard work and focus of staff side colleagues that we were able to make so much progress. Thanks are also due to the MIRS who hosted and supported us so well. We are looking forward to meeting again soon to make further progress in terms of 26/27 pay negotiations.

On behalf of the employer's side, I write to formally confirm the offer in respect of pay awards that was put forward to staff side at the meeting for the years 24/25 and 25/26 as follows:

2024/25: A 1% offer in addition to the 4% already imposed. Bringing the total offer up to 5%. Payable to current MPTC staff members employed under MPTC for pay purposes. For clarity, if this offer is accepted, this will include current staff members in post at the time a pay agreement is signed on behalf of employer and staff side.

2025/26: A 1% offer in addition to the 2% already offered. Bringing the total offer up to 3%. Payable to current MPTC employed under MPTC for pay purposes. For clarity, if this offer is accepted, this will include current staff members in post at the time a pay agreement is signed on behalf of employer and staff side.

In line with individual constitutional requirements, I would be grateful if the constituent unions could now put forward the above offers to members for their consideration.

For clarity, the above offers are distinctly separate and are not contingent upon each other, however Manx Care would hope that the 24/25 and 25/26 years could be agreed before moving forward with discussions in relation to the 2026/27 pay award.

As proposed as part of the offer, any back payments would be actioned immediately following acceptance by all constituent members of MPTC JNC, in line with OHR service level agreements.

We look forward to hearing from you when you have had time to consult with constituent unions and their respective members.

Yours sincerely,



Helen Ashley
Executive Director for People and Workforce