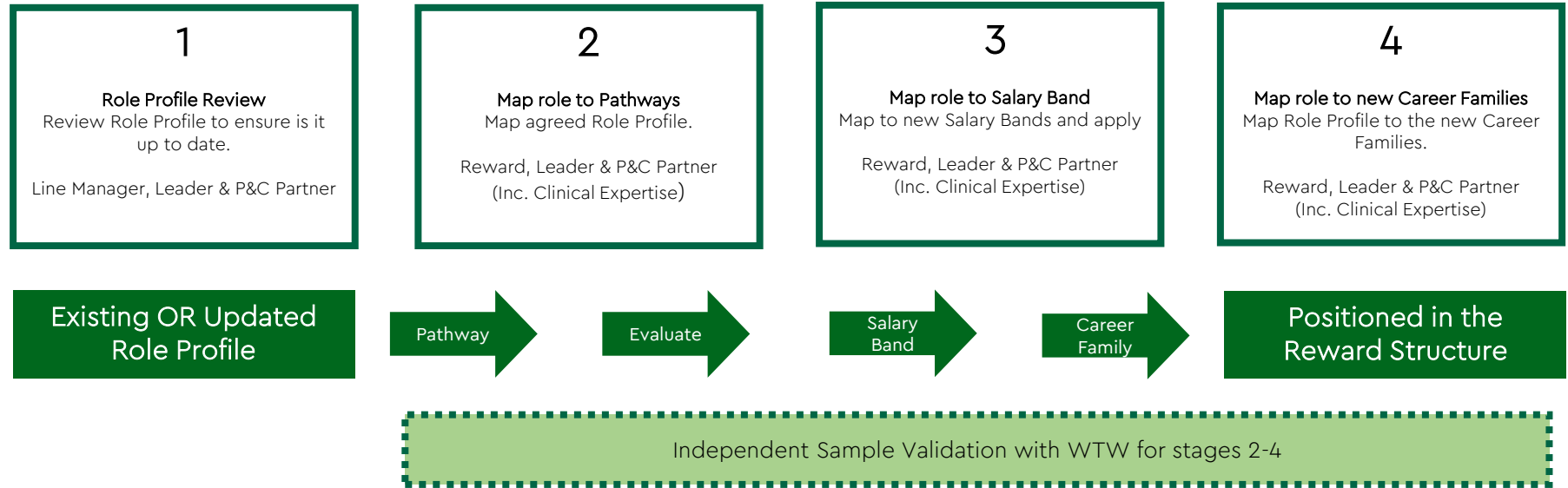


# Reward review consultation timeline & key actions

<p><b>30 April</b></p> <p><b>Consultation Opened</b> Business leads opened consultation on the Reward Review with Our Voice and the Royal College of Nursing (RCN).</p>	<p><b>21 June</b></p> <p><b>Consultation Meeting</b> Consultation closed with Our Voice, except for pay Progression which has been deferred until Q1 2025 following launch of the new performance management system.</p> <p>Consultation closed with RCN, except for pay progression, see above and the reward structure, subject to data validation exercise</p>	<p><b>22 June – 8 October</b></p> <p><b>Data Validation Exercise</b> As agreed with RCN, Macmillan completed a second data validation exercise, with clinical expertise involvement. The outcomes were agreed and signed off with the Chief Nursing Officer. In doing this Macmillan met the request of the RCN as agreed during consultation</p>	<p><b>10 October</b></p> <p><b>Consultation Meeting</b> Business Leads and the RCN National Representative met to discuss the outcome of the data validation exercise.</p>	<p><b>17 October</b></p> <p><b>RCN Members Meeting</b> Business Leads attended the RCN members meeting to answer questions and clarify the details of the outcome of the data validation</p>	<p><b>11 November</b></p> <p><b>Consultation Meeting</b> Business Leads asked RCN to reach a decision – RCN agreed to formally present business outcome to members for a decision.</p>
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Activity	Responsible	Outcome
RCN requested Macmillan complete a second data validation exercise, with clinical expertise involvement to place nursing roles into the proposed new reward structure.	Macmillan	Completed – Outcomes shared with RCN on 10 October 2024.
Business Leads were requested to attend a members meeting to answer questions and to provide clarity for members on the proposed changes.	Macmillan	Completed – Meeting was attended by Jane Sey and Derek Nott on 17 October 2024.
Business Leads agreed to answer outstanding questions and provide a summary of activity to date, including a formal request for RCN and their members to respond to the business proposal.	Macmillan	Completed – Information shared on 13 November 2024.
RCN to respond on behalf of members to confirm whether they accept the outcome of the data validation exercise and the proposal to close consultation on the reward structure.	RCN	Ongoing.

# Data validation – How we completed it for reference



# Data validation outcome – Decision required from members on the proposed changes below

Role	1 <sup>st</sup> Validation Salary Band	1 <sup>st</sup> Validation Career Family	1 <sup>st</sup> Validation Pathway	2 <sup>nd</sup> Validation Salary Band (Business & Clinic Expertise)	2 <sup>nd</sup> Validation Career Family (Business & Clinic Expertise)	2 <sup>nd</sup> Validation Pathway (Business & Clinic Expertise)
Cancer Information Nurse Specialist	Salary Band 7	Cancer Support	Individual Contributor	Salary Band 6	Cancer Support	Individual Contributor
Senior Cancer Information Nurse Specialist	Salary Band 5	Cancer Support	Management	Salary Band 5	Cancer Support	Management
Cancer Information Development Nurse	Salary Band 7	Cancer Support	Individual Contributor	Salary Band 6	Cancer Support	Individual Contributor
Senior Information Development Nurse	Salary Band 5	Cancer Support	Management	Salary Band 5	Cancer Support	Management
Service Knowledge Specialist – Clinical	Salary Band 6	Cancer Support	Individual Contributor	Salary Band 5	Cancer Support	Individual Contributor
Service Manager – Clinical, Info & Support	Salary Band 4	Cancer Support	Management	Salary Band 4	Cancer Support	Management
Service Manager – Clinical Info Development	Salary Band 4	Cancer Support	Management	Salary Band 4	Cancer Support	Management

# Pay Levels & Salary Bands for reference

Current Pay Bands – July 2023											Proposed Salary Bands				Current Pay Levels	Proposed New Salary Bands	Mapping
Levels	National		London		Technology		National Nurse		London Nurse		Salary Bands	Minimum	Mid-Point	Maximum			
															Level 1	1	Match
2	£75,471	£119,482	£79,197	£123,357	£79,197	£123,357	£73,630	£116,568	£77,266	£120,348	2	85,600	107,000	128,400	Level 2	2	Match
3	£58,452	£92,930	£62,178	£96,807	£62,178	£96,807	£57,025	£90,664	£60,661	£94,445	3	65,600	82,000	98,400	Level 3	3	Match
4	£45,687	£73,019	£49,412	£76,893	£50,784	£79,083	£44,572	£71,236	£48,208	£75,017	4	52,400	65,500	78,600	Level 4	4	Match
5	£34,623	£55,760	£38,351	£59,634	£40,428	£62,980	£36,770	£59,217	£40,728	£65,226	5	42,800	53,500	64,200	Level 5	5	Repositioned
6	£26,114	£42,483	£29,840	£46,360	£32,191	£50,183	£28,489	£46,350	£32,555	£50,132	6	35,200	44,000	52,800	NEW	6	Repositioned
7	£21,450	£33,191	£23,883	£37,067	£26,504	£41,380	£21,450	£32,381	£23,301	£36,162	7	28,800	36,000	43,200	Level 6	7	Repositioned
8	£21,450	£25,226	£21,450	£29,102	£21,859	£33,137	£21,450	£24,610	£21,450	£28,390	8	23,600	29,500	35,400	Level 7 & 8	8	Repositioned