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.

An indicative ballot might take place in the future if it is clear that the majority of members think the pay offer is unacceptable. 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.

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.

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You can be the change on pay by taking part in the campaign - for you, your profession and your patients.

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.

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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 1 - 17 March 2022

rcn.org.uk/IoMFairPay

Find out more
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.

Joint staff side unions wrote to Manx Care’s new CEO and HR expressing their concerns about the lack of progress and engagement, seeking acknowledgment but making it clear that there was a need to address the inequality between nursing and other health and public sector worker pay.

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 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.

RCN North West is now consulting you on whether you think this is an acceptable pay offer or not.

In a consultative ballot, running 1 March 2022 – 17 March 2022, you are being asked if you’re prepared to take industrial action to achieve change on pay. 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 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.


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.

This is a pay offer. Manx Care will not ask you or your colleagues whether you accept the offer or not. The one-year offer will be backdated to 1st April 2021 and implemented.

A consultation is sometimes called a ‘consultative ballot’. It takes 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
- email address
- workplace
- employer.