

RCN Consultation Document

Royal College of Nursing - Consultative ballot on Four Seasons Health Care/ Brighterkind pay offer for 2023-24

Introduction

Four Seasons Health Care/Brighterkind have made an offer regarding pay, for 2023/24 – full details are provided in the [Four Seasons Health Care document](#).

The RCN is therefore conducting a consultative ballot of all eligible members regarding the pay offer. This will open at 12 midday on 30th March 2023 and close at 12 midday on 27th April 2023. A consultative ballot is when RCN members are asked to tell us whether they support or oppose something an employer wants to do. If members vote to accept this offer, we will tell Four Seasons Health Care this. If members vote to reject the offer, we will seek to negotiate an improved offer with Four Seasons Health Care. This ballot is NOT a ballot over whether members should take Industrial Action.

This consultation document sets out the context, background, and details of Four Seasons 2023-24 offer to enable those RCN members who are eligible to vote in this consultative ballot to make an informed decision. You can also read the RCN FAQs [here](#).

Background

The RCN has a recognition agreement with Four Seasons Health Care, and this agreement includes a right to take part in collective bargaining on behalf of RCN members regarding their pay and changes to terms and conditions.

In December 2022, RCN, GMB and Unison conducted a survey, asking our members to identify their priorities for improving their pay, terms and conditions of employment.

The results of this survey were the basis for a jointly developed pay claim, which was submitted to Four Seasons Health Care December 2022 – the summary of the claim was:

- A pay increase in line with inflation.
- An improved occupational sick pay scheme, with payment from day 1 of any absence.
- An additional day of annual leave.
- Paid breaks.
- A non-consolidated cost of living payment of £250 for all staff.

In response, Four Seasons Health Care have made an offer. The key points are:-

- All those on National Minimum Wage, will receive the planned increase, from £9.50 to £10.42 which is equal to 9.7% and affects 43% of the workforce (applicable from the 1st of April 2023).

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- Between 5 – 5.9% for all other staff (see table on page 4 of Four Seasons Health Care document).
- A one off, non-consolidated payment of £200 (for staff with an annual salary of up to £52,000).
- Sick pay from day 1 of any absence, paid at statutory sick pay rate.
- An additional day of leave for the King's Coronation.
- An additional day of leave for staff with 2 years service, which affects 21.5% of current staff.
- A further additional day of annual leave for 5 years service, which affects 32% of current staff.
- They have also offered some non pay additional benefits such as a hot meal being provided on every shift, and funding the cost of employees joining the Blue Light discount scheme.

RCN recommendation to members

The RCN Trade Union Committee which comprises of elected members from across the UK, have met to consider the updated pay offer and recognise that this offer does not meet the pay claim submitted by the RCN and other recognised trade unions. However, the offer does include pay increases of at least 5%, along with some other improvements.

The RCN believes that all nurses and nursing support workers, wherever they work, deserve to receive pay, terms and conditions at least as favourable as those received by members working in the NHS.

The Trade Union Committee have decided to consult members on whether you should vote to accept or reject this offer.

It is now for RCN members employed by Four Seasons Health Care/Brighterkind to have their voices heard on this offer. The pros and cons of accepting the offer are set out below.

RCN options appraisal of Four Seasons Health Care/Brighterkind offer for 2023-24 are:

Accept Offer Pros

1. Acceptance means that members will benefit from an increase in pay and annual leave entitlement (for those eligible) from 1st April 2023. Eligible staff will also receive the one-off payment of £200.

Reject Offer Pros

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1. Rejection may result in further negotiations and further potential improvements to the offer.

The RCN ballot asks RCN members whether they accept or reject the offer – this is an individual member decision to make. The RCN wants to provide you with the best information possible for you to make your choice.

For the reasons set out above, the RCN has not made a recommendation for members on Four Seasons Health Care offer for 2023-24.

Only RCN members employed by Four Seasons Health Care/Brighterkind are asked to vote on this pay offer.