

Council report for RCN members

Report to members of the special meeting of RCN Council meeting held on 29 January 2015 at RCN HQ, 20 Cavendish Square, London W1G 0RN and by teleconference.

1. This special meeting of RCN Council was convened in response to the Government's pay offer to NHS staff in England. The offer had been put forward after discussions during the previous week between the Department of Health and representatives, including the RCN, from the staff side of the NHS Staff Council.
2. Council discussed the detail of the offer which was set out in a letter from Secretary of State for Health, Jeremy Hunt. The key elements of the proposal are as follows:
 - 1% consolidated pay rise for all staff up to point 42 from April 2015 – up to band 8c
 - an increment freeze in 2015/16 for staff on pay point 34 and above for one year only – bottom of 8a
 - urgent talks to take place with a view to the proposed redundancy changes being implemented from 1 April 2015, including a floor for calculation of redundancy payments of £23,000 and a ceiling for calculation of £80,000 with an end to employer top up for early retirement on grounds of redundancy.
 - abolish pay point one
 - a new minimum for pay point 2 of £15,100
 - 1% plus £200 for pay points 3-8 meaning that pay point 3 gets to £15,363
3. Council agreed unanimously to seek the views of its members working in the NHS in England on the proposals before deciding whether or not to accept the offer.
4. The consultation will be conducted by email. Those members for whom we do not hold an email address will receive the information by post. Further details of the consultation will be sent out shortly but in the meantime please ask members to check their details are up to date by going to www.rcn.org.uk/myrcn and, preferably, adding their email address if they haven't already done so.