

**FAIR PAY  
FOR NURSING**



# Guernsey Pay Offer 2022, 2023, 2024

Branch meeting Monday August 22<sup>nd</sup> 2022

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# What is the offer



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- 3 year deal – 2022 (late), 2023, & 2024
- 2022
  - – an uplift of 5% (RPIX in June was already 7%)
  - - £500 added to ALL pay scales, permanent and pensionable
- 2023
  - An uplift of RPIX as of 30<sup>th</sup> June 2022 which is 7%
  - This should start in January 2022
- 2024
  - An uplift of RPIX as of 30<sup>th</sup> June 2023 minus 1%
  - If RPIX is less than 1% the award would be zero

# RCN Position

- This is a poor offer with no recognition of the value of nurses and nursing.
- The offer is below inflation and ties nurses into a 3 year deal
- Parity is not part of the offer.
- The States are not interested in working collaboratively to get the best for all parties, cannot appreciate the longer view and the impact of this on nurses and patients and the future of safe care on the island.
- The RCN recommends members **REJECT** this offer and make their voices heard



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# Why is the offer poor?



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- 5% uplift for 2022 is under inflation. (a real decrease of -2%)
- £500 is a gesture that improves salaries overall, but still does not take the uplift to 7% for almost everyone.
- The 2024 offer is RPIX MINUS 1% - pay will continue to drop further and further behind what we are aiming for
- Parity with Civil Service was glossed over, which has been on the agenda for pay discussions for some time.
- No attempt to work collaboratively, partnership working is fundamental to demonstrate respect for Nurses.

# Negotiations so far



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- No drive to see nurses pay in place in a timely way
- No negotiation offered when we finally sat down to discuss what nurses want
- No consideration of our alternative options to their offer
- No evidence of working as a Nurse Champion 41 deputies signing up to this pre election
- Zero effort to work in partnership with Unions

# Our timeline of effort to work in partnership

- A4C meetings in 2021 – requesting to discuss pay - nothing
- 24th January 24<sup>th</sup> States told us there would be further delay
- An All Union approach set up in order to be heard and on
- 11<sup>th</sup> Feb pressure put on States to get to the negotiating table – nothing
- Feb – May the all Union group met weekly to discuss pressure tactics to get the States to the table more quickly
- 31<sup>st</sup> May – one meeting with States and offer presented with no reference to pay parity
- 6<sup>th</sup> June – further meeting agreed to discuss pay parity. We presented a timetabled approach to consider pay parity in detail and to come up with a fair pay offer for everyone.
- The meeting did not go ahead and our request was rebuffed in a letter
- 9<sup>th</sup> – 15<sup>th</sup> June letters were sent to Deputies to further express disagreement with approach but no further negotiation was offered.



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# Pay parity – why is this important



- Important to look across professions to see how Nurses are benchmarked – demonstrates value of Nursing and Nurses
- The Royles review, and Kojima report in addition to the work done in the Parity campaign all highlighted the significant gap in pay.
- Members told us pay parity was still significantly important to them in our pre negotiation branch meetings
- Previously, pay parity has been considered but not properly addressed
  - We need to support ALL our nurses to feel valued – a salary that is appropriate for their qualifications, experience and responsibilities provides this
- Pay is not equitable across the nursing family
  - Local nurses do not get retention bonus
  - Local staff are NOT entitled to housing supplement.
- If this deal is accepted there is NO opportunity to force the States back to the table and the nursing voice is quashed for a minimum of 3 years.

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# Next Steps

- Ballot commences tomorrow – 23<sup>rd</sup> August 2022
- Will close on Tuesday 13<sup>th</sup> Sept
- It is really important that everyone Votes

**No Vote = No Voice, VOTE NO!**

- Look out for your ballot paper
- Tell friends and colleagues to vote
- Check out the Guernsey branch page and the FAQ's



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# The Ballot



- Do you accept or reject the offer
  - The RCN recommends it is rejected.
  - Our aim is to get the States back around the negotiating table
  - Our aim is to negotiate a better deal for our members
  
- Would you be prepared to take Industrial Action
  - This is an indicative ballot question
  - This DOES NOT mean we can automatically go to Industrial Action if the offer is rejected
  - It DOES mean we have a clear message to the politicians
  - It DOES mean we have an indication of strength of feeling of the Guernsey RCN Nurses.

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# Value Nurses and Nursing



- Patient safety WILL suffer if we do not stand up and ensure nursing is valued
  - Recruitment – recruitment is difficult now, will become harder as nurses slip into the poorly paid staff group, and conditions deteriorate with only minimal staffing
  - Agency staff in place is great to maintain minimum staffing levels but high quality care is not just about numbers
    - Time for training
    - Time for providing quality care not just minimum tasks
  - Accommodation risks
  - Guernsey needs nurses for the future

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ENOUGH IS ENOUGH

THE VOICE OF NURSING

30/30 CHALLENGE

Questions