

Maria Melton – Negotiations Executive Prospect
Jacqueline Carr – Senior Royal College of Nursing Officer
Vicky Richards – Royal College of Midwives
Laura Bichard – Regional Officer – Unite the Union

BY EMAIL

13th February 2026

Dear All,

Agenda for Change – Pay Offer 2026

I refer to our previous correspondence and our meeting on 21st January 2026 relating to the 2026 pay talks for the Agenda for Change (AfC) pay group.

At our meeting you set out your member's position as follows:

- A pay award for RPIX +2% for 2026 on all basic pay and allowances
- That all other matters involving terms and conditions of employment are referred to the existing forum which should be re-convened at the earliest opportunity and establish a regular routine of discussions.

You also explained the rationale for this position which I understand was based on feedback you had obtained following a survey of your members at the end of 2025. This feedback included:

- Ongoing concerns relating the perceived pay disparity between Agenda for Change employees and other groups within the public sector
- Increasing pressures relating to the rising cost of living and in particular the cost of rent, utility bills and other essential living costs
- the disparity between employees who are receiving relocation assistance and those who do not

This position was submitted to the Policy and Resources Committee on 10th February 2026 as planned and they reached a decision in relation to the pay offer it wishes to make to Agenda for Change Staff.

Employer's Offer

In relation to the request to separate terms and conditions of employment matters from pay negotiations I can confirm the Committee has directed me to properly reestablish this group and therefore we will be in contact soon with regards to setting this up.

On the matter of the pay award for 2026, the Committee considered your respective member's position and it has decided that the matter of pay parity needs to be kept separate from the general pay award until it is able to fully identify and quantify the nature and scale of the issue. The Committee is mindful that your members have been waiting patiently for this work to be completed and it recognises that there must not

be any further delay. As such the Committee has directed me to conclude this work and submit the pay parity group project's final findings to them by the end of June 2026. With this in mind I have outlined my proposed project plan for this work in the section below.

The Committee considered your member's views on the cost-of-living pressures in Guernsey and although it understands these issues it is mindful that they affect all employee groups working for the States of Guernsey. Therefore, the Committee believes it is fair and reasonable to offer all pay groups the same pay award. This is why in 2025 the Committee offered all pay groups the opportunity to enter into a two year pay deal based on RPIX +0.5% for 2025 and RPIX for 2026 (which was 3.7%). The Committee remains of the view that the RPIX index is an appropriate measure of the cost of living when determining pay awards. In view of this the Committee believes that a pay award of 3.7% for 2026 is a reasonable offer. I have enclosed draft revised pay scales which reflect this proposed increase for you to share with your members to illustrate the practical effect of this proposal on their pay.

In respect to the concerns raised by your members about the perceived disparity in the application of the Relocation Directive, as you may be aware there is a fundamental review of this Directive underway. The review is examining all aspects of the Directive and takes into account workforce needs, the changing recruitment environment, and the costs and benefits of providing this support. The outcome of this review is unknown at present so it is not something that can be considered during these pay talks.

Pay Parity Project

My colleague Tess Murphy (HR Manager – Employee Relations and Reward) will be contacting you very shortly to arrange the next meeting for the pay parity project work. I have outlined a proposed project plan below to reflect the Committee's direction set out above and it is the intention to discuss and agree this timetable at our next meeting.

Action	When	Who
Next project meeting	w/c 2 nd March 2026	Union Representatives and HR officers
Outstanding job descriptions to be issued to Unions	9 th March 2026	HR officers
RCN and RCM to advise Employer of list of comparators for nursing staff	20 th March 2026	RCN and RCM Union representatives
Job descriptions for comparators to be supplied to RCN and RCM	27 th March 2026	HR officers
Meeting to discuss and finalise full list of comparators and agree job evaluation approach	w/c 7 th April 2026	Union Representatives and HR officers
Job evaluation preparation	w/c 13 th April 2026	HR officers
Job evaluation assessment	w/c 27 th April 2026	HR officers
Job evaluation completed	8 th May 2026	
Finding of job evaluation work prepared and analysed	w/c 11 th May 2026	HR officers
Findings of job evaluation presented to project group	w/c 18 th May 2026	Union Representatives and HR officers
P&R Committee Paper drafted setting out findings and recommendations	w/c 25 th May 2026	HR officers
P&R Committee Paper submitted	3 rd June 2026	HR Officers
P&R Committee Meeting	9 th June 2026	
Meeting to discuss outcome of Committee paper	w/c 15 th June 2026	Union Representatives and HR officers

Summary

In summary the Committee's formal offer for the 2026 pay award is:

1. 3.7% increase on pay and applicable allowances from 1st January 2026
2. A commitment to complete the pay parity project work by the end of June 2026 at the latest
3. A commitment to re-establish the terms and conditions meetings with Union representatives as soon as practically possible.

Next Steps

We understand that you will need to ballot your members on this offer and I would be grateful if you could advise me as soon as possible of your intended timetable for this process and an indication of when you may be able to confirm the outcome.

Should you require any further information or you have any questions relating to this letter please let me know and I will be happy to assist.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'SLG', followed by a horizontal line extending to the right.

Stephen Glencross

HR Director – Employee Relations & Reward

For and on behalf of the Employer