

RCN Consultation Document

Royal College of Nursing - Consultative ballot on Marie Curie's Strategic Reward Review offer for 2022-23 for all staff

Introduction

Marie Curie have combined the pay offer for their 2022-23 Annual Salary Review with an offer to change a number of terms and conditions. This follows the rejection of two previous pay offers in 2021 and the most recent offer in May 2022, by Royal College of Nursing (RCN) members. Marie Curie's new offer is provided in their [Strategic Reward Review document](#).

The RCN is therefore conducting a consultative ballot of all eligible members regarding the updated pay offer. This will open on 15 December 2022 and close at 5pm 4 January 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 Marie Curie this. If members vote to reject the offer, we will seek to negotiate an improved offer with Marie Curie. This ballot is NOT a ballot over whether members should take Industrial Action.

This consultation document sets out the context, background, and details of Marie Curie's 2022-23 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](#).

Background

The RCN has a recognition agreement with Marie Curie, 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 2021 Marie Curie made two offers on pay to staff, which RCN members rejected.

Despite RCN members rejecting these offers Marie Curie implemented the proposed pay uplift to their clinical staff at the end of November 2021 and introduced the revised unsocial hours rates in January 2022. Marie Curie accepted that RCN members were dissatisfied with the proposals and committed to continue negotiations with the RCN on further alignment with NHS AfC.

In May 2022 Marie Curie announced their proposed offer for all staff for 2022-23. This offer combined the 2022-23 annual salary review with several proposed changes to terms and conditions contained in their strategic reward review. This combined offer contained different proposed changes for different part of the Marie Curie workforce. The key points within the offer were for eligible staff up to equivalent NHS AfC band 7 to have their pay aligned to NHS AfC pay rates, improvements to some core terms and conditions, such as maternity leave, unsocial hours enhancements, annual leave, and high-cost area supplements. There was also a proposal for changes to sick pay, but this was less favourable than NHS Agenda for Change sick pay rates.

RCN Consultation Document

The RCN held a consultative ballot on this offer. Of those eligible RCN members who voted in this consultative ballot 52% voted to reject the offer and 48% voted to accept the offer.

December 2022-23 Pay consultation

2022-23 Pay Offer and Strategic Reward Proposals

The main points of the proposed offer for clinical staff are as follows:

Proposed Changes for all staff:

Marie Curie's occupational maternity pay and adoption pay will be increased for all members who take maternity or adoption leave in future and who are eligible for contractual maternity or adoption pay. Maternity and adoption pay rates will be increased to align with NHS AfC maternity and adoption pay (8 weeks at full pay, 18 weeks at 50% pay and 13 weeks at the statutory maternity or adoption pay rate).

Marie Curie previously proposed to introduce changes to the current sick pay scheme. This proposal has now been withdrawn, meaning that there are no proposed changes to the current sick pay scheme.

A new paid phased return to work from sick leave is being introduced.

Proposed Changes for Caring Services Clinical Roles

A full list of Clinical and Clinical Support roles eligible for these changes can be found on page 20 of the Marie Curie proposal document. Staff whose role is evaluated as being up to the equivalent of NHS Agenda for Change (AfC) Band 7, will have their pay aligned to the relevant NHS AfC pay rate.

The NHS pay uplifts for 2022-23 have only been set in England and Wales. When announcements are made in Scotland and Northern Ireland, by the relevant governments Marie Curie will backdate these pay awards for staff working in that country.

Staff whose role is evaluated as being the equivalent of an NHS AfC band 8a or above will **not** have their pay rates aligned with the relevant AfC pay rates. These members received a pay increase of 3.5% in July and are now being offered a further 5% uplift to their current rate of pay for 2022-23 and will have their pay increases in future years determined by Marie Curie.

All the above proposed increases to base pay are 'consolidated' pay rises meaning they would count towards pension contributions. The process for aligning roles to the equivalent NHS AfC pay bands is currently underway. Staff will have the right of appeal against the outcome of this process, should they disagree with the AfC pay band they have been aligned to.

RCN Consultation Document

For Caring Services – clinical

Staff up to and including band 7 who work at unsocial times (nights, weekends, or bank holidays) will in future receive an enhanced rate that aligns with the NHS AfC enhancement rates for their country and band. These rates can be found in Marie Curie's offer document.

Overtime rates for staff up to and including band 7 will be paid at basic rate, unless in exceptional circumstances, in which case it will be paid at a rate 50% higher than their base rate of pay (or 100% higher on bank holidays).

Staff up to and including band 7 who work in Inner London, Outer London or in the 'Fringe' areas will receive high-cost area supplements to their pay in line with NHS AfC rates. The levels of these supplements can be found in Marie Curie's offer document.

Staff up to and including band 7 will receive an annual leave entitlement that aligns with NHS AfC annual leave entitlements. For most RCN members employed in Marie Curie hospices this will not be a change to their current amount of leave, but for most other RCN members this will mean they receive 2 more days annual leave per year (this will be pro rata for part-time staff). Previous NHS experience will now count towards annual leave entitlement calculations for all existing staff who are eligible and new employees – effective from the 1st of January 2023.

Although pay and most terms and conditions outlined above will be aligning with NHS AfC for members at band 7 and below, this offer does not include alignment to NHS AfC redundancy pay. Marie Curie are not offering to include their redundancy policy in this offer, this will remain less generous than NHS AfC.

Whilst these terms and conditions will align to many core terms and conditions of NHS AfC contracts, they will still be set and reviewed by Marie Curie. If the NHS announces any changes in any country to AfC terms and conditions, this will be reviewed by Marie Curie Executive Leadership Team and Trustees.

Further information on what the offer means for you can be found in [our detailed FAQs](#).

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 is an improvement on the offers made to members in 2021 and May 2022 by Marie Curie.

However, Trade Union Committee also recognise that a small number of RCN members in roles equivalent to band 8a and above will not benefit from all the proposed changes, and recognise that this offer does not include alignment with NHS AfC sick pay or redundancy pay.

RCN Consultation Document

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 Marie Curie to have their voices heard on this offer. The pros and cons of accepting the offer are set out below.

RCN options appraisal of Marie Curie's updated pay offer for all clinical staff

Accept Offer Pros

1. Acceptance means that members working at bands 2 to 7 will earn the same pay as they would in the NHS.
2. The offer equalises pay between Marie Curie hospices and Marie Curie community services.
3. Members at bands 2 to 7 working in London and fringe high-cost areas will receive high-cost area supplements in addition to their base pay.
4. Improved maternity pay and adoption pay that aligns with the NHS will be available for members at all bands.
5. Members at bands 2 to 7 who do not already have annual leave and unsocial hours rates that align with the NHS will now receive this.
6. It is a consolidated pay offer.
7. Acceptance removes potential for action (such as Industrial Action) to seek further improvements.

Reject Offer Pros

1. The offer does not include full alignment for members at band 8a and above.
2. The offer does not include changes to Marie Curie redundancy pay or sick pay to align it with NHS AfC for all staff.
3. 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 Marie Curie's Strategic Reward Review offer for 2022-2023 for all staff.

Only RCN members employed by Marie Curie are asked to vote on this pay offer.