

Manx Care FAQs

Vote in the statutory ballot today

The statutory ballot is being run by Civica Election Services. Eligible members have received their ballot paper in the post to the address you have registered with the RCN.

Voting papers will start to be delivered from 1 June 2023. The vote closes at 11.59pm on 21 June 2023. Any papers that arrive after the vote closes, cannot be counted. Please complete your ballot paper and return it in the envelope provided immediately to avoid delays. Every single vote counts.

If you do not receive your ballot papers in the post, please check your details are correct in [MyRCN](#). You can request replacement ballot papers until 8 June 2023.

Below you can find answers to questions you may have around the statutory ballot on the Manx Care pay award for staff.

Please click on the questions to reveal further information.

Questions about the Ballot

I'm having problems with the voting

If you lose your voting papers or require them in another format please contact Civica on 020 8889 9203. Papers will not be reissued after 8 June 2023.

I am eligible to vote but haven't received a ballot paper

If you have not received a ballot paper, it might be that your details in the RCN membership database are not up to date. To update your details, [log in to MyRCN](#) or call RCN Direct on 0345 772 6100 (select option one), or email membership@rcn.org.uk.

You must include your membership number in your email, and you will be asked for it if you call. **The deadline for requesting a new ballot paper or updating your details is 8 June 2023.**

You can find out more about RCN membership and other ways to get in touch on our [membership FAQs](#).

Could I lose my job if I went on strike?

The short answer is 'no' if you are eligible to take part in a legal strike that has been organised correctly. However, you are advised to read the RCN's [RCN Industrial Action Handbook](#) for a greater explanation about strike action and what it means for your employment.

The question asks me if I would be willing to breach my employment contract

We understand that some of you may have concerns about your professional registration and employment due to being asked if you would be willing to breach your employment contract in the ballot. The question has been asked in line with Isle of Man legislation and whilst you may be technically in breach of your contract of employment by taking industrial action you will not suffer any detriment provided the industrial action is carried out in accordance with IOM legislation.

Industrial Action on the Isle of Man is governed by the Trade Disputes Act 1985 & Trade Unions Act 1991 and there are key differences to the position in England.

Will my employer know that I've voted to strike?

How you vote is confidential and will not be shared with your employer. The ballot – and therefore your vote – is confidential. We are not able to identify any member from their returned ballot paper. Only the independent scrutineer we use to conduct the ballot (Civica Election Services) will be able to identify you.

How would we preserve patient safety if we get a mandate to strike?

Strike action is always a last resort. We are balloting you about strike action because currently, our patients are not safe. If the RCN receives a mandate to strike, our commitment to preserving life and limb care would remain. As we have demonstrated in recent strikes in England, we will not hesitate to work directly with employers and put safety critical mitigations in place.

Why is the RCN consulting with members?

The RCN has been campaigning for Fair Pay for Nursing across the whole of the UK.

In a survey held in March 2023, the majority (85%) of respondents rejected the latest pay offer.

This campaign is led by your Council and Trade Union Committee, and they believe RCN members should be balloted on whether they believe that taking strike action, is necessary.

Who is eligible to take part in the ballot?

Only RCN members who are directly employed by Manx Care are eligible to participate in the ballot as this pay award directly affects them.

Although an employer may pay staff in line with Manx Care terms and conditions, if the employing organisation is not part of the organisation (eg an independent employer) then the staff are not eligible to take part in this consultation.

This consultation on the Executive pay award is only directly applied to staff who are employed by Manx Care.

It is essential that you provide up-to-date contact details and employer information to ensure you are included in the consultation. To update your details Login to [MyRCN](#) or call RCN Direct on 0345 772 6100 (select option one), or email membership@rcn.org.uk.

You must include your membership number in your email, and you will be asked for it if you call. You can find out more about RCN membership and other ways to get in touch on our [membership FAQ's](#).

If my primary employer is within the independent sector but I also work within a Manx Care contract as a second employer, can I still vote?

Yes, providing you are in RCN membership and are employed on a Manx Care contract, you are eligible to take part in the ballot on this ballot. You need to make sure that your employer is listed as Manx Care on the RCN database.

To update your details Login to [MyRCN](#) or call RCN Direct on 0345 772 6100 (select option one), or email membership@rcn.org.uk. You must include your membership number in your email, and you will be asked for it if you call. You can find out more about RCN membership and other ways to get in touch on our [membership FAQs](#).

Are nursing students eligible to take part in the ballot?

Only staff directly employed Manx Care are eligible to take part in the ballot. This is because the award will change their current contract of employment. RCN student members who are directly employed by Manx Care, are eligible to take part in this consultation.

To ensure you are included, you must tell us your workplace and employer so that we can confirm you are eligible and then get the consultation sent to you. Please fill in your name, employer and workplace details on this form or phone RCN Direct on 0345 772 6100.

It is important to include as much information about your workplace and employer as possible.

Students who are not directly employed by Manx Care can still support the Fair Pay for Nursing Campaign, help spread the word about the consultation, and encourage colleagues to participate.

Are retired members eligible to take part in the ballot?

RCN members on the Isle of Man who are directly employed by Manx Care are eligible to participate in the ballot. This can include bank contracts provided you are working under Manx Care Terms and Conditions and not a local pay system that differs from this.

Agency workers not employed directly by Manx Care are not eligible to participate in this ballot. Members who are not eligible to vote can still support the Fair Pay for Nursing campaign. You can spread the word about the consultation and encourage members to participate – the RCN encourages members to be involved in any way they can.

If you have not received an email or a letter it might be that your details in the RCN membership database are not up to date. To update your details Login to [MyRCN](#) or call

RCN Direct on 0345 772 6100 (select option one), or email membership@rcn.org.uk. You must include your membership number in your email, and you will be asked for it if you call.

How will the ballot take place?

The RCN is undertaking a ballot for health and social care staff on the Isle of Man employed by Manx Care ask. The ballot will run from 1 June until 11.59pm on 21 June 2023.

The consultative ballot will be administered by Civica Election Services (CES/Civica), an independent organisation. RCN members eligible to take part in the consultative ballot will receive a ballot paper in the post at the address you have registered with the RCN.

Please complete the voting paper and return it in the pre-paid envelope immediately to ensure it is received in time.

Your posted vote must **arrive** with Civica no later than 21 June 2023.

Only RCN members employed by Manx Care are eligible to take part in the ballot.

To update your details, Login to [MyRCN](#) or call RCN Direct on 0345 772 6100 (select option one), or email membership@rcn.org.uk. You must include your membership number in your email, and you will be asked for it if you call. You can find out more about RCN membership and other ways to get in touch on our [membership FAQ's](#).

If you have issues with your ballot paper, please contact Civica on 020 8889 9203.

If you believe you are eligible but have not received a ballot paper, please contact RCN Direct on 0345 772 6100.

How will strike action be decided?

The RCN regards strike action as a last resort. The RCN is asking eligible members, those with Manx Care contracts, to vote. How you vote, is up to you.

If the majority choose to strike, then the RCN will put arrangements in place for this to happen. If the majority vote 'no'

After this, if the majority of members responding to the ballot indicated a willingness to take part in industrial action, a formal statutory industrial action ballot would be required before industrial action could take place.

The RCN has set out the process it follows in the [RCN Industrial Action Handbook](#).

When would a strike start?

Dates would need to be determined but we expect it would be within weeks of the result of the ballot. This is because there are specific laws in place which mean action has to be taken within a specific timeframe.

The Pay Offer / Award

What is the latest pay offer?

Further to conciliation and ongoing negotiations, we received a revised offer which included:

- 2021/22 4% An additional unconsolidated lump sum of £300 (applied subject to conditions of service) this sum is in addition to the 4% consolidated pay award which was implemented in March 2022, with effect from 1 April 2021.
- 2022/23 a further 2% consolidated pay increase in addition to the 4% pay award applied to October 2022 salaries.
- For clarity this represents an overall increase of 6% with effect from 1 April 2022.

A survey on the two-year combined offer was undertaken RCN's membership employed by Manx Care in March 2023. 85 per cent of respondents rejected the offer. This ballot is not to vote on the offer, this ballot is to vote on taking strike action.

What is the RCN position on the pay offer?

The RCN, alongside other recognised trade unions on the Isle of Man, have been negotiating with Manx Care since May 2021 for the 2021/22 and 2022/23 pay rounds.

Collectively the unions have been seeking a pay award of 15%.

Why is the RCN asking for a 15% pay rise for nursing staff at this time?

A pay rise of 15% would begin to recognise the skill, professionalism and safety critical work of nursing staff that has historically been undervalued. It would encourage the next generation to join nursing and help keep experienced staff in post.

There is overwhelming public support for a pay rise for nursing, especially at this time. The public and RCN members have taken to social media in their tens of thousands to demand #FairPayForNursing right across the whole of the UK.

How would any pay award affect members on any form of means-tested benefits?

The effect on an individual's benefits depends on individual circumstances and the type of benefit. To find more detail on your benefit situation, go to

www.gov.im/categories/benefits-and-financial-support/

Members who are facing significant hardship and who need additional support and advice, can also seek support from the RCN Foundation.

<https://rcnfoundation.rcn.org.uk/apply-for-funding/hardship-grants>

How does the pay award affect deductions from my pay such as tax, national insurance and pension?

The pay award is a gross (total) figure, and you need to take deductions into account when considering the pay award.

Pay is subject to tax, national insurance contributions and, if you are a member of the GUS pension scheme, pension contributions. You should check your current income tax, national insurance rates and pension contributions on your pay slip to assess how the pay offer will affect your take-home pay.

Further information is also available on the IoM government website:

<https://www.gov.im/categories/tax-vat-and-your-money/>

Pension contributions

Rises in pensionable pay can affect the contributions you will pay into the scheme.

Some staff, as a consequence of their annual pay uplift and/or incremental pay progression, may end up paying a higher percentage of contributions. This is because their pensionable earnings have increased, and they move into a higher tier in the pension contribution framework. This may make it seem like the value of the individuals pay uplift has been lost. Staff receiving pensionable allowances in addition to their basic pay (for example unsocial hours payments) may also be affected by this.

What is the RCN North West Board position?

The results of the survey on the latest combined pay offer were considered by the RCN North West Board, the RCN Trade Union Committee and RCN Council which are made up of your elected representatives from the RCN membership.

The collective view, in light of the RCN's Fair Pay for Nursing campaign and call for a 15% pay increase, was to ballot eligible RCN members and is seeking your view on whether you would be willing to take strike action. It is important that RCN members on the Isle of Man employed by Manx care have their say.

Who does the pay award apply to?

This pay award relates to all health and social care staff directly employed by Manx Care on the Isle of Man on an Manx Pay Terms and Conditions (MPTC) contract.

Why isn't the RCN going to arbitration?

The RCN North West Board has carefully considered and discussed the potential next steps and sought legal guidance. They have agreed to NOT to enter arbitration which would require all parties to agree that any outcome would be binding.

How will this affect part-time workers?

Part-time workers employed by Manx Care are included in the pay award. The 4% award is a consolidated award and will be applied across each pay band. The monetary amount will be adjusted for those not employed full-time (ie pro-rata based on employed hours for part-time staff).

How will this affect flexible workers, eg bank staff and agency workers covering shifts within the health and social care trusts?

Bank staff working for Manx Care terms and conditions will be affected by the pay award and therefore are eligible to participate in this ballot. However, please check your bank contract to ensure it is Manx Care terms and conditions and not an internal pay system that differs from the terms and conditions.

What is the position on funding the pay award?

The RCN expects this to be a fully-funded pay award from the Isle of Man Government.

How can I find out more about the pay award and RCN ballot?

The RCN consultation information is available on the weblink sent to eligible RCN members by Civica Election Services (CES). Members should read this document to support their decision making.

We will notify you of any events, virtual online meetings or question and answer sessions where you can come along and find out more. We also ask that you ask your colleagues to vote in the ballot to help encourage turnout and make sure your voice is heard.

How can I find out more about the RCN Fair Pay for Nursing campaign?

You can find out more about the wider campaign on the RCN website at www.rcn.org.uk/get-involved/campaign-with-us/fair-pay-for-nursing/latest-updates

What's the difference between a pay offer and a pay award?

A pay award is when an employer (such as Manx Care) or government (Department of Health and Social Care) that controls pay decides on the pay for staff and implements that decision by automatically applying it to the employee's contract of employment.

A pay offer is usually generated from discussions or negotiations between an employer or government that controls pay, and the employees or the employees' trade union.

Once an offer is made, the employees are given an opportunity to consider if they wish to accept the offer made by the employer or government.

A pay award is when an employer or government that controls pay decides on pay for the staff and implements that decision by automatically applying it to the employee's salary. In these circumstances, a recommendation would be redundant.