



November 2022

With services at breaking point and recruitment and retention of staff currently an issue across all/most pay groups, employment in Jersey has to be appealing to attract the required professionals for stabilising services now, as well moving forward with future workforce planning.

On behalf of all of the mentioned Unions whom represent the collective groups within health, and in readiness for the pay talks due to begin next week, we the undersigned present the collaborative pay claim for all our members in the JNA, RCN, and RCM collective bargaining groups we represent.

The formal pay claim on behalf of our collective memberships is as follows:-

- RPI plus 3% increase on all elements of pay for all of the collective groups.
- Healthcare cash repayment plan for all of the collective groups;

*Where on presentation of a receipt for payments/costs for health treatments or services in Jersey, our members are to be reimbursed via a claim form using such providers as a Westfield Health or any equivalent plan with another reputable provider.*

*This being asked for all staff, their direct family members and children to be covered, to cover, but not limited to, dental treatments, GP appointment costs, scans, wellbeing and mental health treatments, optical care, etc. This is not an exhausted list.*

- Free public transport for all members within the collective groups, provided in association with local companies such as Liberty Bus etc. with a free travel warrant/card.
- 1+ day additional contractual increase in annual leave entitlement for all of the collective groups.

We feel that on balance, with the current increasing costs of living in Jersey and the hard work of the dedicated members we represent, this pay claim is justified, fair and achievable. We believe this claim will ensure our members do not suffer a reduction in the value of their pay due to the cost of living increases as well as demonstrate to them that they are valued by their employer. Importantly, we also believe this claim will assist the employer with retention and recruitment for new employees in a currently failing system almost at breaking point.

James Turner

Regional Officer

Unite the Union

David Cozens

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Royal College of Nursing

Vicky Richards

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