

People and Corporate Services
Employment Relations
People Services
19-21 Broad Street
St Helier, JE2 3RR

9th January 2023

Strictly Confidential

Mr D Cozens - RCN
Ms. V Richards – RCM
Mr J Turner - JNA
Mr L Turner - JNA

Dear David, James, Lee and Vicki

Pay Offer for 2023 - Nurses and Midwives

I refer to our pay negotiating meetings on 21st November and 12th December 2022 for Nurses and Midwives pay group.

As ever in negotiations, both parties seek to achieve a mutual position of benefit and understanding. I believe we have had a constructive dialogue and I am grateful for your time.

Having reached a final position in our negotiations, I can confirm the Employer's pay offer:

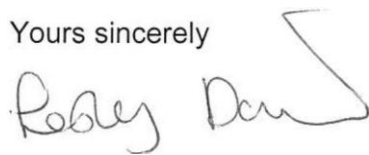
- A pay rise of 7.9% consolidated pay as per the Government Plan;
- The Employer will commit to a full procurement to be undertaken in order to introduce a Health Care Plan that will be free for all staff to join. This will require a full procurement process and may not be introduced until mid 2024. The procurement would need to invite various companies, local and UK based to tender to offer a blanket Health Care Plan to staff. This could include Dental, Optician, overnight stay in Hospital and private referrals to see Clinicians. The exact detail would form part of any procurement process;
- The Employer will facilitate the purchase of annual bus pass for all staff. The Government of Jersey will pay Liberty Buses directly for the annual bus pass to ensure the corporate rate. Monthly deductions for the cost of the annual bus pass to be deducted over a 12 month period, directly from salary.

- Additional annual leave: this will be reviewed in 2023 as part of the harmonisation of annual leave across the Government of Jersey. This would be positive harmonisation with no reduction to annual leave entitlement.

We have agreed that you will notify the Employer of the outcome of your consultation with your members. I understand you will include a copy of this letter in your communication to your membership and I would be grateful for a copy of your communication for our records.

Once again, I would like to thank you and your colleagues for the constructive dialogue and approach that allows the Employer to make this offer formally to you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Lesley Darwin', with a large, stylized flourish extending to the right.

Lesley Darwin

Head of Employment Experience, Reward and Relations

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