

August 2021

[RCN letter to Mark Grimley, Group Director of People and Corporate Services.](#)

2021/22 pay offer

The CES Civica ballot on pay was open from 30 June 2021 to 26 July 2021.

The full [results of the ballot can be read here](#).

Members have voted to reject the offer.

The consultation document can be read below.

- [RCN consultation paper](#)
- [Employer offer letter](#)

20 December Update from RCN Convener Kenny, regarding the legacy payment:

Following consultation with HR I want to clarify the information sent on the legacy pay issue - don't worry it is still happening and for grades 5/6 they will be paid at pay point 4 in their December 2019 pay.

Any backdated pay will be in line with the proposed implementation date of WFM which was May/June 2017 not January as previously stated.

Regarding any Grade 2 HCAs who are presently stuck on pay point 3, the research has not yet been done for this group so there will be no legacy adjustment to pay at this time for that group. We have assurances from Health that review of staff in this grade presently frozen on pay point 3 will be done and it is hoped this review will be done in early 2020. Everyone affected by this will be written to.

Please don't mix this up with the pay award agreed for 18/19/20. If anyone has any questions remember I have drop in clinics in January (as detailed below), please come along and speak to me directly about any concerns.

Apologies for any confusion. Have a lovely Christmas and New Year.

Kenny, RCN Convener, (Jersey Branch)

2019 end of year update from Kenny McNeil on behalf of the branch:

As we approach the end of the year we want to update you on some of the ongoing work we have been doing on your behalf.

Since accepting the pay offer it did take us some time to engage the Employment relations team in looking at the work that still needed to be done. It was our hope that each person should have had a letter by now but this is still in the process of agreement. We are due to meet on Wednesday 18th Dec to finalise this part of the process. Trust me, we are as frustrated as you,

but we still aim to have this agreed and everyone to know what will happen for them on the 1st January 2020.

We are aware that there has been some discussion since the cost of living in September was announced as 2.7%. This figure is worked from a basket of goods agreed by the statistics department in consultation with a number of independent sources. The full report is available on the States website.

Following an RCN initiative to address a legacy issue of some staff failing to be moved into the final pay point of their respective Grade an agreement has been reached with Health and Community Services to make this happen with immediate effect. Affected staff in Grades 2/5/6 frozen at pay point 3 will move to pay point 4 of their Grade, which will show on the December 2019 pay. In addition this will be backdated to 1/1/17. Staff who would not have been in their final pay point on that date will progress through pay points as normal. Staff who have attained the final pay point since 2017 will have pay backdated to the month there incremental rise was applied. All staff affected will be written to and should anyone have any questions please let us know. Big thanks to Kathy Hawksworth who has been this lead on this negotiation.

As part of the pay deal in 2017 staff in H&C Services received a non-consolidated sum of £400 (pro rata for part time staff). At this time FNHC staff did not receive anything. The RCN believed this was unfair and have been pursuing FNHC to address this. Earlier this year FNHC agreed to pay staff £200 of this award and only recently we have been advised they will now pay the other £200. Thanks to the RCN rep in FNHC, Julia Foley, for her tenacity in seeking fairness and parity for our nursing colleagues there. We believe the staff who qualify for this will receive it in their December pay.

Following the Branch AGM in October we will see a change in our leadership. Maureen De Gruchy will stand down from her role of Chair to become Vice Chair and our New Chair will be Olivia Card from Cedar Ward. This will take effect from the 1st of January and I am sure we all thank Maureen for her leadership and work over the past year and look forward to Olivia taking over as you may know Olivia led her team on Cedar ward to be the GOJ team of the year so I am sure we are in good hands. 2020 will be a busy year and if there are any members wishing to get involved in being an Activist please get in touch for information.

On behalf the Branch Executive and activists I would like to thank everyone for their support in 2019. We wish you all a very Happy Christmas and look forward to 2020.

Kenny RCN Convener (Jersey Branch)

If you have any queries you should contact Kenny McNeil, Chairman Royal College Of Nursing, Jersey Branch, by calling 01534 444544 or 07797 892112