

## Chief Operating Office



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

Wednesday 26<sup>th</sup> July 2023

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

### **Strictly Confidential**

#### **By email:**

David Cozens  
James Turner  
Lee Turner  
Vicky Richards

Dear David, James, Lee and Vicky

#### **Pay Offer for 2023 – Nurses and Midwives**

Following our meeting today with Patricia Rowan from JACS, I would like to take this opportunity to confirm our discussions and outline the Employer's revised final, formal pay offer.

As discussed, the States Employment Board have offered 7.9% (consolidated) pay award for 2023 which is accounted for within the Government Plan. Any additional increase above the 7.9% consolidated offer is not affordable and would have a detrimental effect on public expenditure.

Having reached a final position in the meeting on the 21<sup>st</sup> July, we can confirm the Employer's revised pay offer as follows:

- A pay rise of 7.9% consolidated pay as per the Government Plan, for those who remain in employment when the offer is accepted. This pay offer would be back dated to the 1<sup>st</sup> January 2023.
- The two Halsbury Days to remain as statutory bank holidays but to be taken at any time during the annual leave year and will attract the bank holiday remuneration i.e. double time. Staff will need to indicate when they take these days to allow for the system to pay at bank holiday rates;
- In recognition of service, increase annual leave by one day for those Nurses and Midwives with 5 or more years' service.

- The Employer is investigating the possibility of introducing a Health Care Plan that will be free for staff to join. This will require a full procurement process and may not be introduced until mid-2024. The Employer would need to undertake a procurement process inviting 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.

We have agreed that you will notify the Employer of the outcome of your consultative ballot with your members. We anticipate that, given the indicative timelines discussed at the meeting, that this will be no later than the 30<sup>th</sup> September 2023. This will allow us to process any agreed pay award in October 2023, backdated to the 1<sup>st</sup> January 2023.

We understand you will include a copy of this letter in your communication to your membership. I would be grateful for a copy of your communication for our records.

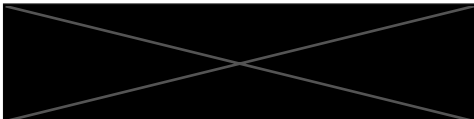
Once again, we would like to thank you and your colleagues for the constructive dialogue and approach that allows the Employer to make this offer formally to you.

Yours sincerely

Lesley Darwin



**Head of Employment Experience,  
Reward and Relations**



Sue Bishop



**Head of Employee Relations**

