



Meet your candidates

Timeline

- Pre Agenda For Change (A4C) Guernsey nurses had pay parity with UK nurses.
- UK government allowed part of pay awards, to be negotiated on a regional basis.
- This initiated some local direct negotiations for pay.
- During these years nurses constantly raised the issue of pay inequality compared with other public sector workers.
- Our concerns were listened to, however they were ultimately dismissed, as too complicated.

- 2004 A4C introduced.
- Job evaluation scheme, was a way to respond to and counter increasing equal pay challenges, it failed to address the pay disparity.
- 2008 Guernsey nurses agree to break historic pay parity with the UK.
- 2011 Using the A4C job evaluation process, the RCN was able to compare other public sector jobs with nursing jobs.
- Evidence presented to the Public Sector remuneration committee. It demonstrated a pay disparity of between £5,000-£13,000.

- 2011-2017 No real movement on complex pay inequality
- 2017- 2018 Pay negotiations included a commitment to review nursing
- Royles Report published late 2018, confirming presence of a pay disparity but not quantifying the scale of disparity.
- 2019 Kojima Independent review of public sector pay due to be published late 2019 (still unpublished).
- 2019 pay talks begin revisiting the disparity figures first identified in 2011. A significant disparity up to 63% still existed.
- Early 2020 details of nurses pay disparity shared from Kojima report confirming the huge pay disparity previously identified.

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- Nurses sought a commitment to address pay disparity with a front loaded 10% increase for 2019.
 - The offer from Policy and Resources (P&R) fell short. These offers were repeatedly and overwhelmingly rejected by nurses.
 - RCN ballot to take industrial action including strike action, which was supported by a large majority.
 - COVID-19 happened and the RCN called off strike action.
 - P&R implemented the previously rejected pay offer of 10% over two years. The pay award does not scratch the surface of the disparity.
 - Talks due to recommence tomorrow

Our asks

VALUING NURSING

- **Leadership.** An immediate commitment to recruit and appoint a Chief Nurse, as recommended by the NMC (2014) extraordinary review, as a matter of urgency.
- **Careers.** The promotion of nursing as an attractive career option through a commitment to adequate funding for nurse education and continuing professional development.

PAY TERMS AND CONDITIONS

- Terms and Conditions review. To review nursing pay terms and conditions using the States commissioned Royles Review (2018) as the basis for discussions in partnership with Trade Unions.
- Pay Parity. Eliminate the current inequity in pay experienced by nurses in comparison to other public sector workers, within a three-year period during the first States' term of office.

HEALTH AND CARE PROVISION

- **Futureproofing.** Provision to be made at strategic and operational levels to accommodate the increasing needs for mental health, learning disability, community & elderly care services.
- **Healthcare regulation.** To ensure high quality safe health and care provision in Guernsey, continue development and implementation of an appropriate regulatory framework as approved by the States in 2019.



**Proud to be
a Nursing
Champion**



Become a Nursing Champion

As a Nursing Champion you will be an advocate for the local nursing community in Guernsey and represent their views in the States of Deliberation.

What you can do to support nursing staff in Guernsey

Your support for nursing staff is invaluable. As a Deputy, you will have the opportunity to show your constituents how much you value the work of nursing staff and the care they deliver every day for patients and families.

We will write to you and share information about our members and how you can engage with them. We'll also suggest some actions you can take to champion nursing issues on behalf of the nursing staff in Guernsey.

What we can do for you

We can set up meetings for you with our members and keep you up to date on key nursing issues.

Sign up now

Name	<input type="text"/>
Party (if applicable)	<input type="text"/>
Email	<input type="text"/>
Twitter handle	<input type="text"/>

Please send your completed form to:
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