Dear All

As it has been some time since the last update from the employer, I wanted to write to you as you are a member of one of the pay groups that has not accepted the 3 year pay award. Whilst many of you are represented by unions and therefore will, I am sure, be receiving updates from those unions, we are mindful of the fact that some employees are not represented in this way. This message is therefore sent for the benefit of all but particularly for those who are not union members and as a result may be less clear than their colleagues of what the situation is in respect of pay awards for the period 2022-2024.

To recap, earlier this year the employer made the same pay offer to all staff groups, namely:

<u>2022</u>   A 5% uplift to salaries, plus a sum of £500 which will be consolidated into pay scales and will therefore be permanent and pensionable, backdated to 1 January 2022;

<u>2023</u>   An uplift equal to RPIX as at 30th June 2022, which was 7%;

<u>2024</u>   An uplift equal to RPIX as at 30th June 2023, minus 1%. In the event that RPIX falls below 1%, the employer will not seek to implement a pay cut and the award that year will be zero.

To avoid any confusion I am attaching a copy of the current pay scales across the pay group showing the scales for 2022/23 under the proposed award. I also attach an example using a newly appointed Band 5 employee of what the award would mean in practice from 31st December 2021 through to the end of the three year award period to show the extent of the total pay rise for the three-year period, including progression through incremental pay points. (I have used a conservative estimate of the year three award based on the best forecast available from the States Data & Analysis team.)

As you can see, an AfC employee starting in 2021 on the first point of Band 5 would be paid a basic starting salary of £30,566 and with usual incremental progression and the proposed pay rises would by the end of 2024 progress to a basic salary of £42,456, an extra £11,890, which equates to an increase of almost 40% on basic salary over the three-year period. In addition, a loyalty payment is payable every February.

As you may be aware, the majority of staff groups across the organisation have accepted the pay offer and have now received an uplift for 2022, plus any back pay owing. Those staff will automatically receive a 7% rise with effect from 1 January 2023, plus any incremental rise that may be applied during the year.

As someone employed under Agenda for Change terms and conditions, you have not received any increase in pay for 2022. The reason for this is that union members have voted not to accept the employer's offer.

Despite statements you may have heard to the contrary, I have met with local and regional union representatives to discuss the pay award along with other important matters surrounding your current terms & conditions. In fact at the most recent local meeting I was

invited to attend the RCN Annual General Meeting. I accepted that offer. However, two weeks before the AGM that invitation was subsequently withdrawn.

As was set out clearly in the first meeting with unions, it has always been our case that once the pay award was agreed, officers would have time to hold talks on many other matters, and indeed there is regular contact between union representatives and officers to discuss various aspects of terms and conditions.

The current situation is that the Agenda for Change unions have now lodged a formal dispute with the Industrial Disputes Officer.

It is natural that most of you will be disappointed that you have not seen an increase in pay this year and as matters stand you will not receive the 7% uplift in January 2023 but I can only reassure you that once an agreement has been reached, all awards will be backdated to the relevant dates. What I cannot do at this point is provide a timeline as the matter now sits in the hands of the Industrial Disputes Officer.

I hope that this update is helpful in explaining the current situation regarding pay awards.

Yours sincerely

Deputy D Mahoney