





# Fair pay in the independent sector

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The Royal College of Nursing (RCN) believes that all nurses and health care assistants should receive fair pay, good terms and conditions, career development in a safe working environment, wherever they work.

There is a growing body of evidence to show that better staff experiences are associated with better outcomes for patients. The RCN contends that the provision of fair pay for all nursing staff is fundamental to creating a positive working environment, which correlates with a positive experience for patients.

For this reason the RCN is a supporter of the Living Wage, and believes this should underpin all pay rates. It's also why the RCN calls for fair pay for all nursing and care staff, and asks that this requirement should be taken into account by health and social care commissioners.

The RCN also believes that all employers need to have a pay system that is competitive with the NHS. Although each UK country has differing NHS pay rates, the maintenance of a fair pay system through the Agenda for Change system acts as an important national benchmark for pay, terms and conditions for all health care staff.

Around 30 per cent of RCN members are employed in the independent and wider public sector. While some of these employers base their pay rates on NHS pay structures, many set their pay rates independently. In some instances pay rates are dictated by commissioners' budgets, and pay rates for health care assistants in particular are often set at the national minimum wage or a few pence above it.

Results from recent annual RCN membership surveys highlight that while members feel valued in their work, many cite pay as being a primary reason for changing employers; this represents a clear indicator of why some employers experience recruitment and retention difficulties.

Furthermore, the workforce in the independent sector is typically older. With many of these workers now seeking retirement, employers will need to look to the development of retention strategies for existing staff alongside the establishment of attractive employment packages to recruit staff.

This document provides advice on how to compare your current arrangements with market rates,

# How the RCN can help you secure fair pay

While the RCN does not have the same relationship with independent and other public sector employers, it is recognised by a number of independent employers who work in partnership with the RCN over pay, terms and conditions.

Examples of our success in this field of work include the achievement of uplifts to pay for members who work for Four Seasons Health Care, the UK's largest independent



# Career development, training and education

# Making a pay claim







Key responsibilities include:

1. assesses patients, plans, implements and monitors care, provides specialist advice and maintains associated records. This may be carried out in a specialist area and/or using specialist nursing skills.
2. carries out specialist nursing procedures; for example, symptom, toxicity management.
3. provides clinical supervision to other staff and students.
4. may undertake research and lead clinical audits in own specialist area.

These job holders require specialist knowledge across range of procedures, underpinned by theory. This can be gained through nurse registration supplemented by diploma level specialist training, experience and short courses.

Key responsibilities include:

1. assesses patients, plans, implements care, provides advice, and maintains associated records.
2. carries out nursing procedures.
3. provides clinical or managerial supervision to nursing and support staff; may ensure effective running of ward/unit in the absence of a nurse team manager.

Key responsibilities include:

1. provides leadership and manages specialist and associated staff, including appraisal, rotas, recruitment and selection; supervises students, allocates duties to nursing staff, care assistants and staff development.
2. assesses patients, plans, implements care, provides specialised advice, and maintains associated records.
3. carries out nursing procedures.
4. may liaise with other agencies in planning programmes of care and/or health and education programmes.
5. may hold and manage budgets.

Job holders may have professional knowledge acquired through nurse registration supplemented by specialist clinical and managerial training.

Key responsibilities include:

1. assesses patients, plans, implements care in a variety of settings.
2. develop specialised programmes of care/care packages; provide highly specialised advice; maintains associated records.
3. lead specialist in a defined area of nursing care.
4. provides specialist education and training to other staff, students and/or patients/clients and relatives.
5. undertakes research and leads clinical audits in own specialist area.

Job holders have professional knowledge acquired through degree/diploma supplemented by specialist training, experience and short courses to master's level equivalent.

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Key responsibilities include:

1. manages and provides leadership for managers and specialist nurses/midwives and other staff
2. ensures patient/client/carer involvement in development of services; for example, promoting better health, standards of cleanliness, social care and medicines management.
3. provides specialist education and training to other staff.
4. maintains compliance with, and develops, policies, procedures and guidelines.

Job holders have professional knowledge acquired through degree supplemented by postgraduate diploma specialist training, experience, short courses plus further specialist training to master level equivalent.

# Appendix 2: Pay claim pro-forma

The RCN believes that staff should have a pay system which delivers fair pay, good terms and conditions of employment and supports career development. There is a growing body of evidence that better staff experiences are associated with better outcomes for patients, lower staff turnover and improved efficiency and performance.

85 PER CENT THINK THEY ARE NOT V  
comparison to other professions  
85 AND ARE MORE LIKELY TO CITE PAY  
changing employers than NHS nurses.

The workforce in the independent sector is also older and therefore much more likely to retire over the next

10 YEARS n THE AVERAGE AGE OF AN  
Employer name nurse is 46 compared to 40 in the NHS. [insert  
Employer name therefore, needs to be developing a retention strategy for existing staff, but will also need to be recruiting significant numbers into their nursing workforce over this period.

The RCN recommends a review of current pay and introducing a fair pay structure for all employees. There are additional incentives that, paid at competitive rates, would be key to producing efficiencies and improving productivity and quality of care through attracting and retaining good substantive staff, and reducing the use of agency staff. In order to facilitate a review [I/w] identify possible changes to pay and conditions as follows:

[Please complete and add details as appropriate and delete those that do not] apply.

Name/s \_\_\_\_\_  
\_\_\_\_\_

Job title/s \_\_\_\_\_  
\_\_\_\_\_

Employer \_\_\_\_\_  
\_\_\_\_\_

Workplace \_\_\_\_\_  
\_\_\_\_\_

Employment start date/s \_\_\_\_\_  
\_\_\_\_\_

Current pay rate/s \_\_\_\_\_  
\_\_\_\_\_

**Other benefits**

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- s /N CALL SLEEP INS

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