

# Pay progression: Information for members



Royal College  
of Nursing  
England

## How can the RCN help?

RCN Representatives will be working with your employer to ensure that organisational policies and procedures are in place to make sure the new system operates as it should. They will also be ensuring that pay step outcomes are reported on at Partnership Forum/JNC meetings and that action is taken to address unfair disadvantage or discrimination.

Your RCN Steward can help you if your pay step is deferred and you want to challenge the decision.

Your RCN Learning representative will be able to help you prepare for your annual appraisal and can help, alongside

accessing your statutory and/or mandatory training. They can also help you consider any other development needs you might have.

Nationally the RCN will be working in partnership with other unions and NHS employers to monitor the implementation of the new arrangements and to undertake a full equality analysis of the process.

Further information on the new Pay Progression system,

<https://www.nhsemployers.org/your-workforce/2018-contract-refresh/pay-progression>

Full details of the 2018 Pay Deal can be found here:

<https://www.nhsemployers.org/your-workforce/2018-contract-refresh>

RCN advice and support for members:

[www.rcn.org.uk/get-help](http://www.rcn.org.uk/get-help) 0345 772 6100