

States of Jersey - Nurses and Midwives

Neg Body DC

Nurses and Midwives				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
37.5	52.18	N	N	N
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		Y	Y	Y

*Other conditions may include, overtime, additional skill or responsibility payments

**NM01 1 removed with effect 01/01/2020

Nurses and Midwives									
Grade	People Link Grade/ Increment	2021 Annual Rate	2021 Hourly Rate	2022 Annual Rate	2022 Hourly Rate	2023 Annual Rate	2023 Hourly Rate	2024 Annual Rate	2024 Hourly Rate
		0.9% (wef 01/01/21)	(wef 01/01/21)	2.9% (wef 01/01/2022)	(wef 01/01/2022)	7.9% (wef 01/01/2023)	(wef 01/01/2023)	8.0% (wef 01/01/2024)	(wef 01/01/2024)
	**NM01 1	**N/A							
1	NM01 2	£28,109	14.3653	£28,924	14.7816	£31,208.86	15.9493	£33,705.57	17.2253
	NM01 3	£28,672	14.6527	£29,503	15.0777	£31,833.97	16.2688	£34,380.69	17.5703
	NM01 4	£29,440	15.0453	£30,293	15.4815	£32,686.51	16.7045	£35,301.43	18.0409
	NM01 5	£30,446	15.5595	£31,330	16.0110	£33,804.56	17.2759	£36,508.92	18.6579
	NM02 1	£32,052	16.3800	£32,981	16.8552	£35,586.92	18.1867	£38,433.87	19.6417
2	NM02 2	£32,614	16.6675	£33,560	17.1507	£36,210.93	18.5056	£39,107.80	19.9861
	NM02 3	£33,180	16.9565	£34,142	17.4484	£36,939.41	18.8268	£39,786.56	20.3330
	NM02 4	£33,747	17.2467	£34,726	17.7466	£37,469.00	19.1486	£40,465.52	20.6805
	NM03 1	£36,618	18.7135	£37,680	19.2562	£40,656.21	20.7774	£43,908.71	22.4396
3	NM03 2	£37,184	19.0030	£38,262	19.5539	£41,284.70	21.0986	£44,587.48	22.7865
	NM03 3	£37,750	19.2920	£38,844	19.8515	£41,913.17	21.4198	£45,266.22	23.1334
	NM03 4	£38,316	19.5816	£39,428	20.1497	£42,542.78	21.7416	£45,946.20	23.4809
	*NMP4 1	£42,342	21.6388	£43,570	22.2663	£47,011.59	24.0253	£50,772.52	25.9474
4	*NMP4 2	£42,932	22.0936	£44,485	22.7343	£47,999.87	24.5303	£51,639.64	26.4927
	NM04 1	£44,120	22.5478	£45,400	23.2018	£48,986.84	25.0347	£52,905.57	27.0375
	NM04 2	£45,138	23.0680	£46,448	23.7371	£50,117.00	25.6124	£54,126.36	27.6614
	NM04 3	£47,416	24.2322	£48,791	24.9347	£52,645.49	26.9046	£56,857.13	29.0569
5	NM04 4	£49,802	25.4512	£51,245	26.1891	£55,293.84	28.2580	£59,717.35	30.5186
	*NMP5 1	£49,099	25.0921	£50,523	25.8198	£54,514.12	27.8595	£58,875.25	30.0883
5	*NMP5 2	£50,206	25.6578	£51,662	26.4018	£55,743.07	28.4876	£60,202.52	30.7666
	NM05 1	£51,313	26.2234	£52,801	26.9839	£56,972.03	29.1156	£61,529.79	31.4449
	NM05 2	£52,421	26.7897	£53,941	27.5665	£58,202.10	29.7443	£62,858.27	32.1238
	NM05 3	£53,535	27.3592	£55,088	28.1528	£59,440.01	30.3769	£64,195.21	32.8071
	NM05 4	£54,678	28.0457	£56,470	28.8591	£60,931.11	31.1389	£65,805.60	33.6300
6	NM06 1	£58,650	29.9731	£60,351	30.8425	£65,118.72	33.2790	£70,328.22	35.9413
	NM06 2	£59,876	30.6000	£61,612	31.4872	£66,479.88	33.9746	£71,798.27	36.6926
	NM06 3	£61,103	31.2269	£62,875	32.1324	£67,842.14	34.6708	£73,269.51	37.4445
	NM06 4	£62,330	31.8538	£64,138	32.7776	£69,204.41	35.3670	£74,740.76	38.1964
7	NM07 1	£64,291	32.8561	£66,156	33.8091	£71,382.23	36.4900	£77,052.81	39.3984
	NM07 2	£65,518	33.4830	£67,417	34.4538	£72,743.37	37.1756	£78,562.84	40.1497
	NM07 3	£66,747	34.1113	£68,683	35.1006	£74,109.00	37.8735	£80,037.72	40.9034
	NM07 4	£67,973	34.7379	£69,945	35.7453	£75,470.15	38.5691	£81,507.76	41.6547
8	NM08 1	£68,343	34.9266	£70,325	35.9395	£75,880.18	38.7787	£81,950.59	41.8810
	NM08 2	£70,306	35.9300	£72,345	36.9720	£78,060.24	39.8928	£84,305.06	43.0842
	NM08 3	£73,557	37.5914	£75,890	38.6816	£81,669.80	41.7375	£88,203.38	45.0765
	NM08 4	£76,985	39.3434	£79,218	40.4846	£85,476.52	43.6829	£92,314.64	47.1775
8C*	NM08 1	£79,041	40.3940	£81,333	41.5655	£87,758.53	44.8491	£94,779.21	48.4371
	NM08 2	£80,578	41.1796	£82,916	42.3741	£89,465.85	45.7217	£96,623.12	49.3794
	NM08 3	£83,561	42.7037	£85,984	43.9420	£92,776.29	47.4135	£100,198.39	51.2065
	NM08 4	£87,056	44.4901	£89,580	45.7801	£96,656.95	49.3967	£104,389.51	53.3484
8D*	NM08 1	£87,056	44.4901	£89,580	45.7801	£96,656.95	49.3967	£104,389.51	53.3484
	NM08 2	£89,993	45.9911	£92,603	47.3246	£99,918.10	51.0633	£107,911.55	55.1484
	NM08 3	£93,031	47.5436	£95,729	48.9223	£103,291.27	52.7872	£111,554.57	57.0101
	NM08 4	£96,163	49.1444	£98,953	50.5698	£106,769.75	54.5648	£115,311.33	58.9300

*NMP4 relates to newly qualified Registered Nurses and Operating Department Practitioners only

*NMP5 relates to newly qualified Registered Midwives only

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Theatre Standby Rates					
People Link Pay Element	Detail	2021 Rate 0.9% (wef 01/01/2021)	2022 Rate 2.9% (wef 01/01/2022)	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)
2029	Commencing on a weekday or Saturday	£32.29	£33.23	£35.86	£38.7236
2030	Commencing on a Sunday or Bank Holiday	£38.77	£39.89	£43.04	£46.4846

15 Hour Standby / On Call					
People Link Pay Element	Detail	2021 Rate 0.9% (wef 01/01/2021)	2022 Rate 2.9% (wef 01/01/2022)	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)
2037	Commencing on a weekday or Saturday	£36.61	£37.78	£40.76	£44.0200
2031	Commencing on a weekday or Saturday - hourly rate	£2.44	£2.52	£2.71	£2.9310
2038	Commencing on a Sunday or Bank Holiday	£44.06	£45.34	£48.93	£52.8405
2032	Commencing on a Sunday or Bank Holiday - hourly rate	£2.86	£2.95	£3.18	£3.4341
2036	Adult Mental Helath Liaison Commitment - set amount, no uplift with pay awards	£15.00	£15.00	£15.00	£15.00

Modern Matron Standby / Call Out					
People Link Pay Element	Detail	2021 Rate 0.9% (wef 01/01/2021)	2022 Rate 2.9% (wef 01/01/2021)	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)
2034	Standby / Call Out Payment (monthly)	£644.95	£663.66	£716.08	£773.3691

Allowances					
People Link Pay Element	Detail	2021 Rate 0.9% (wef 01/01/2020)	2022 Rate 2.9% (wef 01/01/2022)	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)
2294	Sleep-In Allowance	£47.90	£49.28	£53.17	£57.4288
2123	Responsibility Allowance	£506.76	£534.49	£576.72	£622.8549
2150	Supervision of Midwives - paid monthly**	£166.67	£166.67	£166.67	£166.6700
	Uniform Allowance (Annual)**	£208.14	£208.14	£208.14	£208.1400