

Government of Jersey - 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 additions to Base Pay			Standby Payments made in addition to Base Pay			Other Payments made in addition to Base Pay*			
Y			Y			Y			
Grade	Increment	2023 Annual Rate	2023 Hourly Rate	2024 Annual Rate	2024 Hourly Rate	2025 Annual Rate	2025 Hourly Rate		
		7.9%		8%		4%			
NM01	2	£31,208.86	£15.95	£33,705.57	£17.23	£35,053.79	£17.91		
NM01	3	£31,833.97	£16.27	£34,380.69	£17.57	£35,755.92	£18.27		
NM01	4	£32,686.51	£16.70	£35,301.43	£18.04	£36,713.49	£18.76		
NM01	5	£33,804.56	£17.28	£36,508.92	£18.66	£37,969.28	£19.40		
NM02	1	£35,586.92	£18.19	£38,433.87	£19.64	£39,971.22	£20.43		
NM02	2	£36,210.93	£18.51	£39,107.80	£19.99	£40,672.11	£20.79		
NM02	3	£36,839.41	£18.83	£39,786.56	£20.33	£41,378.02	£21.15		
NM02	4	£37,469.00	£19.15	£40,466.52	£20.68	£42,085.18	£21.51		
NM03	1	£40,656.21	£20.78	£43,908.71	£22.44	£45,665.06	£23.34		
NM03	2	£41,284.70	£21.10	£44,587.48	£22.79	£46,370.98	£23.70		
NM03	3	£41,913.17	£21.42	£45,266.22	£23.13	£47,076.87	£24.06		
NM03	4	£42,542.78	£21.74	£45,946.20	£23.48	£47,784.05	£24.42		
NMP4*	1	£47,011.59	£24.03	£50,772.52	£25.95	£52,803.42	£26.99		
NMP4*	2	£47,999.67	£24.53	£51,839.64	£26.49	£53,913.23	£27.55		
NM04	1	£48,986.64	£25.03	£52,905.57	£27.04	£55,021.79	£28.12		
NM04	2	£50,117.00	£25.61	£54,126.36	£27.66	£56,291.41	£28.77		
NM04	3	£52,645.49	£26.90	£56,857.13	£29.06	£59,131.42	£30.22		
NM04	4	£55,293.84	£28.26	£59,717.35	£30.52	£62,106.04	£31.74		
NMP5*	1	£54,514.12	£27.86	£58,875.25	£30.09	£61,230.26	£31.29		
NMP5*	2	£55,743.07	£28.49	£60,202.52	£30.77	£62,610.62	£32.00		
NM05	1	£56,972.03	£29.12	£61,529.79	£31.44	£63,990.98	£32.70		
NM05	2	£58,202.10	£29.74	£62,858.27	£32.12	£65,372.60	£33.41		
NM05	3	£59,440.01	£30.38	£64,195.21	£32.81	£66,763.02	£34.12		
NM05	4	£60,931.11	£31.14	£65,805.60	£33.63	£68,437.82	£34.98		
NM06	1	£65,118.72	£33.28	£70,328.22	£35.94	£73,141.35	£37.38		
NM06	2	£66,479.88	£33.97	£71,798.27	£36.69	£74,670.20	£38.16		
NM06	3	£67,842.14	£34.67	£73,269.51	£37.44	£76,200.29	£38.94		
NM06	4	£69,204.41	£35.37	£74,740.76	£38.20	£77,730.39	£39.72		
NM07	1	£71,382.23	£36.48	£77,092.81	£39.40	£80,176.52	£40.97		
NM07	2	£72,743.37	£37.18	£78,562.84	£40.15	£81,705.35	£41.76		
NM07	3	£74,109.00	£37.87	£80,037.72	£40.90	£83,239.23	£42.54		
NM07	4	£75,470.15	£38.57	£81,507.76	£41.65	£84,768.07	£43.32		
NM08	1	£75,880.18	£38.78	£81,950.59	£41.88	£85,228.61	£43.56		
NM08	2	£78,060.24	£39.89	£84,305.06	£43.08	£87,677.26	£44.81		
NM08	3	£81,669.80	£41.74	£88,203.38	£45.08	£91,731.52	£46.88		
NM08	4	£85,476.52	£43.68	£92,314.64	£47.18	£96,007.23	£49.06		
NMC8*	1	£87,758.53	£44.85	£94,779.21	£48.44	£98,570.38	£50.37		
NMC8*	2	£89,465.85	£45.72	£96,623.12	£49.38	£100,488.04	£51.35		
NMC8*	3	£92,776.29	£47.41	£100,198.39	£51.21	£104,206.33	£53.25		
NMC8*	4	£96,656.95	£49.40	£104,389.51	£53.35	£108,565.09	£55.48		
NMD8*	1	£96,656.95	£49.40	£104,389.51	£53.35	£108,565.09	£55.48		
NMD8*	2	£99,918.10	£51.06	£107,911.55	£55.15	£112,228.01	£57.35		
NMD8*	3	£103,291.27	£52.79	£111,554.57	£57.01	£116,016.75	£59.29		
NMD8*	4	£106,769.75	£54.56	£115,311.33	£58.93	£119,923.78	£61.29		

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

*NMP5 relates to newly qualified Registered Midwives only

Government of Jersey - Nurses and Midwives

Theatre Standby Rates				
People Link Pay Element	Detail	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)
2029	Commencing on a weekday or Saturday	£35.86	£38.72	£40.27
2030	Commencing on a Sunday or Bank Holiday	£43.04	£46.48	£48.34

15 Hour Standby / On Call				
People Link Pay Element	Detail	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)
2037	Commencing on a weekday or Saturday	£40.76	£44.02	£45.78
2031	Commencing on a weekday or Saturday - hourly rate	£2.71	£2.93	£3.05
2038	Commencing on a Sunday or Bank Holiday	£48.93	£52.84	£54.95
2032	Commencing on a Sunday or Bank Holiday - hourly rate	£3.18	£3.43	£3.57
2036	Adult Mental Health Liaison Commitment - set amount, no uplift with pay awards	£15.00	£15.00	£15.00

Modern Matron Standby / Call Out by Agreement ONLY				
People Link Pay Element	Detail	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)
2034	Standby / Call Out Payment (monthly)	£716.08	£773.37	£804.30

*Modern Matron Standby/ On call agreement for Maternity Managers only NM pay group

Allowances				
People Link Pay Element	Detail	2023 Rate 7.9% (wef 01/01/2023)	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)
2294	Sleep-In Allowance	£53.17	£57.43	£59.73
2123	Responsibility Allowance	£576.72	£622.85	£647.77
2150	Supervision of Midwives - paid monthly**	£166.67	£166.67	£166.67
	Uniform Allowance (Annual)***	£208.14	£224.79	£233.78

**not subject to pay awards

***New agreement approved 2024/ 2025 & 2026