

States of Jersey - Nurses and Midwives

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	Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
37.5	52.18	N	N	N	Y	Y	Y

*Other conditions may include: Overtime, additional skill or responsibility payment

Nurses and Midwives							
Grade	People Link Grade/ Increment	2024 Annual Rate	2024 Hourly Rate	2025 Annual Rate	2025 Hourly Rate	2026 Annual Rate	2026 Hourly Rate
		8.0% (wef 01/01/2024)	(wef 01/01/2024)	4.0% (wef 01/01/2025)	(wef 01/01/2025)	3.8% (wef 01/01/2026)	(wef 01/01/2026)
1	NM01 2	£33,706	£17.23	£35,054	£17.91	£36,386	£18.60
	NM01 3	£34,381	£17.57	£35,756	£18.27	£37,115	£18.97
	NM01 4	£35,301	£18.04	£36,713	£18.76	£38,109	£19.48
	NM01 5	£36,509	£18.66	£37,969	£19.40	£39,412	£20.14
2	NM02 1	£38,434	£19.64	£39,971	£20.43	£41,490	£21.20
	NM02 2	£38,108	£19.99	£40,672	£20.79	£42,218	£21.58
	NM02 3	£38,787	£20.33	£41,378	£21.15	£42,950	£21.95
	NM02 4	£40,467	£20.88	£42,085	£21.51	£43,684	£22.32
3	NM03 1	£43,909	£22.44	£45,665	£23.34	£47,400	£24.22
	NM03 2	£44,587	£22.79	£46,371	£23.70	£48,133	£24.60
	NM03 3	£45,296	£23.13	£47,077	£24.06	£48,866	£24.97
	NM03 4	£45,946	£23.48	£47,784	£24.42	£49,600	£25.35
4	*NMP4 1	£50,773	£25.95	£52,803	£26.98	£54,810	£28.01
	*NMP4 2	£51,840	£26.49	£53,913	£27.55	£55,962	£28.60
4	NM04 1	£52,906	£27.04	£55,022	£28.12	£57,113	£29.19
	NM04 2	£54,126	£27.66	£56,291	£28.77	£58,430	£29.86
	NM04 3	£56,857	£29.06	£59,131	£30.22	£61,378	£31.37
	NM04 4	£59,717	£30.52	£62,106	£31.74	£64,466	£32.95
5	*NMP5 1	£58,875	£30.09	£61,230	£31.29	£63,557	£32.48
	*NMP5 2	£60,203	£30.77	£62,611	£32.00	£64,990	£33.21
5	NM05 1	£61,530	£31.44	£63,991	£32.70	£66,423	£33.95
	NM05 2	£62,858	£32.12	£65,373	£33.41	£67,857	£34.68
	NM05 3	£64,195	£32.81	£66,763	£34.12	£69,300	£35.42
	NM05 4	£65,806	£33.63	£68,438	£34.97	£71,038	£36.30
6	NM06 1	£70,328	£35.94	£73,141	£37.38	£75,921	£38.80
	NM06 2	£71,798	£36.69	£74,670	£38.16	£77,508	£39.61
	NM06 3	£73,270	£37.44	£76,200	£38.94	£79,096	£40.42
	NM06 4	£74,741	£38.20	£77,730	£39.72	£80,684	£41.23
7	NM07 1	£77,093	£39.40	£80,177	£40.97	£83,223	£42.53
	NM07 2	£78,563	£40.15	£81,705	£41.76	£84,810	£43.34
	NM07 3	£80,038	£40.90	£83,239	£42.54	£86,402	£44.16
	NM07 4	£81,508	£41.65	£84,769	£43.32	£87,989	£44.97
8	NM08 1	£81,951	£41.88	£85,229	£43.56	£88,467	£45.21
	NM08 2	£84,305	£43.08	£87,677	£44.81	£91,009	£46.51
	NM08 3	£86,203	£45.08	£91,732	£46.88	£95,217	£48.66
	NM08 4	£92,315	£47.18	£96,007	£49.06	£99,656	£50.93
8C*	NMC8 1	£94,779	£48.44	£98,570	£50.37	£102,316	£52.29
	NMC8 2	£96,623	£49.38	£100,488	£51.35	£104,307	£53.31
	NMC8 3	£100,198	£51.21	£104,206	£53.25	£108,166	£55.28
	NMC8 4	£104,390	£53.35	£108,565	£55.48	£112,691	£57.59
8D*	NMD8 1	£104,390	£53.35	£108,565	£55.48	£112,691	£57.59
	NMD8 2	£107,912	£55.15	£112,228	£57.35	£116,493	£59.53
	NMD8 3	£111,555	£57.01	£116,017	£59.29	£120,425	£61.54
	NMD8 4	£115,311	£58.93	£119,924	£61.29	£124,481	£63.62

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

*NMP5 relates to newly qualified Registered Midwives only

Theatre Standby Rates				
People Link Pay Element	Detail	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)	2026 Rate 3.8% (wef 01/01/2026)
2029	Commencing on a weekday or Saturday	£38.72	£40.27	£41.80
2030	Commencing on a Sunday or Bank Holiday	£46.48	£48.34	£50.18

15 Hour Standby / On Call				
People Link Pay Element	Detail	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)	2026 Rate 3.8% (wef 01/01/2026)
2037	Commencing on a weekday or Saturday	£44.02	£45.78	£47.52
2031	Commencing on a weekday or Saturday - hourly rate	£2.93	£3.05	£3.16
2038	Commencing on a Sunday or Bank Holiday	£52.84	£54.95	£57.04
2032	Commencing on a Sunday or Bank Holiday - hourly rate	£3.43	£3.66	£3.79
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	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)	2026 Rate 3.8% (wef 01/01/2026)
2034	Standby / Call Out Payment (monthly)	£773.37	£804.30	£834.87

*Modern Matron Standby/ on call agreement for Maternity Managers only - NM

Allowances				
People Link Pay Element	Detail	2024 Rate 8.0% (wef 01/01/2024)	2025 Rate 4.0% (wef 01/01/2025)	2026 Rate 3.8% (wef 01/01/2026)
2294	Sleep-In Allowance	£57.43	£59.72	£61.99
2123	Responsibility Allowance	£622.85	£647.77	£672.38
2150	Supervision of Midwives - paid monthly**	£166.67	£166.67	£166.67
	Uniform Allowance (Annual)***	£224.79	£233.78	£242.67

** not subject to annual pay awards

***New agreement approved 2024