

## **STRICTLY PRIVATE & CONFIDENTIAL**

Jeni Watts  
National Officer for Employment Relations  
Royal College of Nursing  
20 Cavendish Square  
London W1G 0RN

Via Email: [Jeni.watts@rcn.org.uk](mailto:Jeni.watts@rcn.org.uk)

13 November 2024

Dear Jeni,

### **Re: Macmillan & RCN Reward Review Consultation**

Thank you for meeting with Derek and I on Monday 11 November 2025.

As agreed in the meeting, we have:

- Updated the outstanding questions raised by members on the transformation hub on Thursday 14 November for colleagues to access.
- I have attached a set of slides outlining the following points:
  - Slide 1 shows the consultation timeline and key actions to date.
  - Slide 2 shows how the data validation exercise was completed, for reference.
  - Slide 3 shows the outcome of the data validation exercise. A decision is now required from members as to whether they accept this proposal to implement the new reward review based on the outcomes of this exercise. This second data validation exercise was completed with clinical expertise involvement, as requested by RCN members.

It is important to note that the proposed changes are more favourable for all nursing roles, except for the Senior Information Development Nurse and Senior Cancer Information Nurse Specialist in the current London nurse pay level 5. This proposal offers greater pay progression opportunities and earning potential for members in nursing roles. We propose to protect the earning potential for the colleagues in the Senior Information Development Nurse and Senior Cancer Information Nurse Specialist roles in the current London nurse pay band level 5.

The current difference between the top of the current Level 5 London nurse band (£65,226) and the proposed Salary Band 5 (£64,200) is £1,026. We propose to protect this difference for current colleagues impacted by this change until the top of the proposed salary band either reaches or exceeds £65,226.

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- Slide 4 shows how the current pay levels align to the proposed salary bands, including the minimum and maximum pay points.

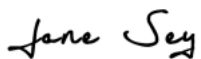
In summary the proposed changes following the second data validation exercise, as highlighted on slide 3 of the attached slide deck are:

- The Cancer Information Nurse Specialist was a salary band 7 but it is now a salary band 6.
- The Senior Cancer Information Nurse Specialist was a salary band 5 and remains at salary band 5.
- The Cancer Information Development Nurse was a salary band 7 and is now a salary band 6.
- The Senior Information Development Nurse was a salary band 5 and remains a salary band 5.
- The Service Knowledge Specialist (Clinical) was a salary band 6 and is now a salary band 5.
- The Service Manager (Clinical Information & Support) was a salary band 4 and remains a salary band 4.
- The Service Manager – Clinical Information Development was a salary band 4 and remains a salary band 4.

We are now asking for the RCN and members to respond to the proposed changes following the data validation exercise and confirm their decision back to Macmillan by Friday 29 November 2025.

If you have any further questions, please do let me know.

Yours sincerely,



**Jane Sey**  
**Director of Human Resources**

[jsey@macmillan.org.uk](mailto:jsey@macmillan.org.uk)

Postal Address: Macmillan Cancer Support | PO BOX 6201, Slough, SL1 0FA

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