



Policy & Resources
Committee

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12 December 2024

Dear All

Agenda for Change – Pay Offer 2025

I refer to previous correspondence concerning the above, which rests with your letter dated 6 December 2024.

Further to this correspondence, the employer is prepared to make a formal offer as follows:

All rates and allowances will be uplifted by 5% with effect from 1st January 2025. Revised pay scales, which would apply in the event that this offer is accepted, are attached for your members' information.

I understand that you will wish to ballot your members on this offer and should be grateful if you would let me know the outcome in writing in due course.

Yours sincerely

Deputy J A B Gollop
Policy & Resources Committee

STATES OF GUERNSEY
AGENDA FOR CHANGE PROPOSED SALARY SCALES
WITH EFFECT FROM 1 JANUARY 2025
(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour	
2 <i>SAP Pay Level 01 was a transitional level</i>	1	02	25,537	13.0959	
	2	03	26,230	13.4513	
	3	04	26,919	13.8046	
	4	05	27,733	14.2221	
	5	06	28,543	14.6374	
	6	07	29,348	15.0503	
			BAR	BAR	
	7	08	30,386	15.5826	
	8	09	31,539	16.1738	
3 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	6	04	29,348	15.0503	
	7	05	30,386	15.5826	
	8	06	31,539	16.1738	
	9	07	31,637	16.2241	
	10	08	32,546	16.6903	
			BAR	BAR	
	11	09	33,564	17.2123	
	12	10	34,356	17.6185	
4 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	11	04	33,564	17.2123	
	12	05	34,356	17.6185	
	13	06	35,267	18.0856	
	14	07	36,503	18.7195	
	15	08	37,619	19.2918	
			BAR	BAR	
		16	09	38,744	19.8687
	17	10	39,865	20.4436	
5 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	16	04	38,744	19.8687	
	17	05	39,865	20.4436	
	18	06	40,989	21.0200	
	19	07	42,336	21.7108	
	-	08*	-	-	
	20	09	44,918	23.0349	
			BAR	BAR	
	<i>* Level 08 removed from 01.04.10</i>	21	10	46,152	23.6677
	22	11	47,946	24.5877	
	23	12	49,970	25.6256	
6 <i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i>	21	04	46,152	23.6677	
	22	05	47,946	24.5877	
	23	06	49,970	25.6256	
	24	07	51,988	26.6605	
	25	08	53,782	27.5805	
	26	09	55,579	28.5021	
			BAR	BAR	
		27	10	57,375	29.4231
		28	11	59,395	30.4590
	29	12	62,310	31.9538	

----- Gateway through which written authority has to be given before moving to the next pay point

STATES OF GUERNSEY
AGENDA FOR CHANGE PROPOSED SALARY SCALES
WITH EFFECT FROM 1 JANUARY 2025
(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour	
<p style="text-align: center;">7</p> <p><i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i></p>	26	04	55,579	28.5021	
	27	05	57,375	29.4231	
	28	06	59,395	30.4590	
	29	07	62,310	31.9538	
	30	08	64,108	32.8759	
	31	09	66,124	33.9097	
	-----			BAR	BAR
	32	10	68,368	35.0605	
33	11	70,723	36.2682		
34	12	73,085	37.4795		
<p style="text-align: center;">8A</p> <p><i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i></p>	33	04	70,723	36.2682	
	34	05	73,085	37.4795	
	35	06	76,001	38.9749	
	36	07	78,919	40.4713	
	37	08	82,284	42.1969	
	-----			BAR	BAR
38	09	84,752	43.4626		
<p style="text-align: center;">8B</p> <p><i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i></p>	37	04	82,284	42.1969	
	38	05	84,752	43.4626	
	39	06	89,014	45.6482	
	40	07	93,952	48.1805	
	41	08	98,892	50.7138	
	-----			BAR	BAR
42	09	101,583	52.0938		
<p style="text-align: center;">8C</p> <p><i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i></p>	41	04	98,892	50.7138	
	42	05	101,583	52.0938	
	43	06	106,069	54.3944	
	44	07	111,014	56.9303	
	45	08	118,413	60.7246	
	-----			BAR	BAR
46	09	121,780	62.4513		
<p style="text-align: center;">8D</p> <p><i>SAP Pay Levels 01 to 03 (inc) were transitional levels</i></p>	45	04	118,413	60.7246	
	46	05	121,780	62.4513	
	47	06	126,832	65.0421	
	48	07	133,000	68.2051	
	49	08	139,735	71.6590	
	-----			BAR	BAR
50	09	146,468	75.1118		

----- Gateway through which written authority has to be given before moving to the next pay point

PROPOSED AGENDA FOR CHANGE - ALLOWANCES

From 1 January 2025

<p>ON-CALL</p> <p>1 in 3 or more frequent 1 in 6 or more but less than 1 in 3 1 in 9 or more but less than 1 in 6 1 in 12 or more but less than 1 in 9 Less frequent than 1 in 12 (If rostered)</p>	<p align="center"><u>Payment</u></p> <p>9.5% of basic pay 4.5% of basic pay 3.0% of basic pay 2.0% of basic pay 1.0% of basic pay</p>
<p>Irregular (not rostered) £ per period</p>	<p>£20.86 per weekday £31.09 per Saturday/Sunday £41.72 per Public Holiday</p>
<p>SLEEP-INS</p> <p>1st Weekday 1st Saturday 1st Sunday 1st Public Holiday 2nd Weekday 2nd Saturday 2nd Public Holiday 2nd Sunday</p>	<p align="center"><u>£ Per Night</u></p> <p>58.87 76.45 94.12 94.12 73.57 95.60 117.58 117.58</p>

<p>ADULT DISABILITY STAFF ACCOMPANYING SERVICE USERS NON-PENSIONABLE PAYMENT*</p>	
<p>Holiday in the Bailiwick Holiday outside the Bailiwick</p>	<p>£227.35 per day £247.02 per day</p>
<p>*These payments replace any separate payments for overtime, special duty, sleep-ins and subsistence.</p>	

<p>NON-PENSIONABLE</p>	
<p>LOYALTY PAYMENT (to be paid in February 2026)</p>	<p>£1,685 *</p>
<p>*This amount payable to full-time staff with 12 months service on 31 January 2026. Part-time staff and staff with less than 12 months service to receive pro-rata amounts.</p>	

**PROPOSED STUDENT NURSES SALARY SCALES
WITH EFFECT FROM 1 JANUARY 2025**

	SAP Pay Point	£/annum	£/hour
1st to 3rd Year	01	30,221 †	15.4979

† Salary is to be paid for full 52 weeks with no incremental progression.

STATES OF GUERNSEY

AGENDA FOR CHANGE PROPOSED DEPUTY WARD MANAGER SALARY SCALE
WITH EFFECT FROM 1 JANUARY 2025
(amended National A4C Point Numbers)

Pay Band	National A4C Point	SAP Pay Level	£/annum	£/hour	
<p>6A</p> <p><i>Pay for Deputy Ward Managers is Band 6 (less the first point) plus point 8 of Band 7 (SAP 13).</i></p>	22	05	47,946	24.5877	
	23	06	49,970	25.6256	
	24	07	51,988	26.6605	
	25	08	53,782	27.5805	
	26	09	55,579	28.5021	
	-----			BAR	BAR
	27	10	57,375	29.4231	
	28	11	59,395	30.4590	
	29	12	62,310	31.9538	
	30	13	64,108	32.8759	

**PROPOSED SCALES
WITH EFFECT FROM 1 JANUARY 2025**

TRAINEE PHARMACY TECHNICIANS

	SAP Pay Point	£/annum	£/hour
1st Year	01	34,979	17.9379
2nd Year	02	37,478	19.2195

TRAINEE OCCUPATIONAL HEALTH ADVISORS & also TRAINEE CBT THERAPISTS

	SAP Pay Point	£/annum	£/hour
1st Year	01	51,160	26.2359
2nd Year	02	54,814	28.1097

TRAINEE FAMILY THERAPIST SALARY SCALE

	SAP Pay Point	£/annum	£/hour
1st Year	01	50,851	26.0774
2nd Year	02	55,089	28.2508
3rd Year	03	59,326	30.4236
4th Year	04	63,564	32.5969

STUDENT HEALTH VISITORS SALARY SCALE

	SAP Pay Point	£/annum	£/hour
1st Year (until completion of training)	01	46,733	23.9656