RCM SERVICE TO MEMBERS

Remember. This is what the RCM does for you

- Represents RCM members in all cases including disciplinary & grievance, NMC hearings, employment tribunals, AfC Banding appeals and coroners inquests – with a qualified midwife with you every step of the way
- Gains £000's for you in Personal Injury Claims and extended our legal service
- Works towards raising midwifery standards
- Secured the commitment of all political parties to increase the number of midwives
- Campaigns to protect and improve your pay and conditions of service
- Introduced Union Learning Representatives into the Workplace Representative Network of the RCM
- Enhanced the service we provide for our MSW members
- Works to recruit all UK midwives and support staff into RCM membership

As times get tougher the more you need your RCM.
We look forward to working with you and for you in 2010.
It's your RCM – value for your money.

2010 NATIONAL SALARY SCALES

The Royal College of Midwives

The Royal College of Midwives

Promoting midwifery, quality maternity services and professional standards

Supporting you individually and collectively

Influencing on your behalf and for the women and families you care for

In these challenging times, remember…

We're campaigning for your profession locally and nationally

We're your voice in all maternity services decisions

We're there for you whenever you need it with representation from a qualified midwife, legal support and your insurance cover

You need us now more than ever!

www.rcm.org.uk

Employment Relations and Development Department
ROYAL COLLEGE OF MIDWIVES
15 Mansfield Street
London W1G 9NH
Tel **020 7312 3535** Fax **020 7312 3536** **www.rcm.org.uk**

Pay Bands and Pay Points effective from 1 April 2010

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	13,653	13,653										
2	14.008	14,008										
3	14,364	14,364										
4		14,779										
5		15194										
6		15,610	15,610									
7		16,145	16.145									
8		16,753	16,753									
9			17,118									
10			17,604									
11			18,152	18,152								
12			18,577	18,577								
13				19,250								
14				19,933								
15				20,554								
16				21,176	21,176							
17				21,798	21,798							
18					22,663							
19					23,563							
20					24,554							
21					25,472	25,472						
22					26,483	26,483						
23					27,534	27,534						
24						28,470						
25						29,464						
26						30,460	30,460					
27						31,454	31,454					
28						32,573	32,573					
29						34,189	34,189					
30							35,184					
31							36,303					
32							37,545					
33							38,851	38,851				
34							40,157	40,157				
35								41,772				
36								43,388				
37								45,254	45,254			
38								46,621	46,621			
39									48,983			
40									51,718			
41									54,454	54,454		
42									55,945	55,945		
43										58,431		
44										61,167		
45										65,270	65,270	
46										67,134	67,134	
47											69,932	
48											73,351	
49											77,079	77,079
50											80,810	80,810
51												84,688
52												88,753
53												93,014
54												97,478

Additionally, it has been agreed that an allowance of £38 will be made to support the payment of clinical registration fees in England for staff in Bands 5 – 8A inclusive. Payment has been made from 1 November 2007 and will continue until November 2010 by which time it will have been reviewed.

High Cost Area Supplements

With effect from 1st April 2010 the high cost area supplements will be as follows

INNER LONDON
20% of basic salary:
Minimum £4,036
Maximum £6,217

OUTER LONDON
15% of basic salary:
Minimum £3,414
Maximum £4,351

FRINGE
5% of basic salary:
Minimum £933
Maximum £1,616

The Royal College of Midwives