



GMB

UNION

LATEST PAY BULLETIN

HC-ONE: OCTOBER PAY REVIEW

Date: 23/09/2021

This notice only applies to HC-One employees who receive a pay increase in October.

October Pay Review & Standardisation of Review Dates

HC-One is a Group that has grown via acquisition over the years which has resulted in many different pay rates and terms and conditions of employment across the Group. Although most employees have their pay reviewed in April, there are a small number who have a pay review in October, which means that there was a constant cycle of pay negotiations taking place.

In 2019 GMB consulted on and balloted members on a proposal to harmonise all pay anniversaries. GMB members voted in favour of an April pay anniversary for the whole of the HC-One group, this was accepted by HC-One and should have been implemented in 2020, however this was delayed due to COVID.

HC-One has now advised the GMB that they will write out to those affected and the agreement will be implemented in a phased approach, to ensure everyone is given notice of the change and that the whole workforce will move towards a consistent minimum pay level at the same time.

In the first phase, taking place from the 1st October 2021 **all eligible** HC-One employees will either receive a 3% pay increase or they will be moved up to the standard rates agreed with GMB in April 2021, whichever is higher.

HC-One standard minimum rates are shown below, please note some employees are on higher rates due to the historic agreements and practices in their Homes.

HC One Minimum Rate:	£9.00
S/NVQ2 (+15p):	£9.15
S/NVQ3 (+25p)	£9.25
Head Chef/Housekeeper:	£9.25
Senior Carer (+50p):	£9.50*
Nursing Assistant (+£2.50)	£11.50

** Some Senior Carer colleagues will have an hourly rate of less than £9.50/hr, as they have other benefits taking them up to at least £9.50*

In the next phase, those affected will then be eligible for a further review, **no later than April 2022**. The exact level of this award will be determined by the final minimum rates put in place for 2022. As a result, you are likely to have two increases in the next 12 months, and then an annual review every April going forward.

If you have any questions, please contact your Home Manager in the first instance. You can also discuss this with your GMB workplace representative.

Check your payslip, the GMB Noticeboard, or with your local GMB Representative for further updates.

