



HC-ONE 2026 Pay Campaigns Bulletin **15/12/25**

Dear Colleagues

We recently updated you on the submission of the 2026 pay claim ([HC-One 2026 Pay Claim.pdf](#)) and our submission of an emergency sponsorship pay claim ([HC-One Emergency Sponsorship Pay Claim.pdf](#)) for immediate implementation.

Emergency Sponsorship Pay Claim

The Emergency Sponsorship Pay Claim was submitted in response to the situation that care assistants in certain zones do not reach the earnings threshold to qualify for sponsorship under current home office rules.

We have now received a response from HC-One arguing that the cost of increasing all care assistants to a minimum rate of £12.82ph would be prohibitively expensive. We are pushing back on this position and will meet with HC-One to discuss further. We have already seen significant wins in HC-One on the subject of Visa Sponsorship with HC-One changing their position on sponsorships from only “business critical roles” to any qualifying role following our GMB Petition ([Fair Visa Sponsorship and Fair Pay for HC-One Workers | GMB Union](#))

We will continue to fight for HC-One to value the workers that are here, hardworking, experienced and just need sponsorship.

2026 Pay Negotiations

Your HC-One reps committee have now met with HC-One twice. In the first meeting the pay claim formulated out of our member survey results, and we discussed the necessity for a substantial pay award and continued focus on improving sick pay.

The second meeting HC-One provided some responses including the cost impacts of the pay claim and HC-Ones funding position and the timelines expected for this.

Your reps committee will continue to meet with HC-One and negotiate for the best possible pay award for April 2026.



Welltower Takeover and Uncertainty

We continue to receive reports of possible home transfers to other providers following the takeover of HC-One by Welltower inc. HC-One have confirmed to us that each home is receiving visits from Welltower and other providers and it is likely that at least some homes will be transferred to other providers but not for some time.

Should any homes transfer to new providers our recognition to continue pay negotiations will continue and we must remain prepared and organized as a union to protect colleagues and improve terms and conditions. If you are notified that your home will be transferring, please get in touch with you local rep or GMB office and we will work together to protect your terms and conditions.

In Solidarity

Will Dalton
GMB National Officer