

Four Seasons Noticeboard

Last update: 3 Mar 2025

Latest Update

Noticeboard Bulletin - 15-05-2023

Posted on: 15 May 2023

Dear member,

Four Seasons pay ballots are nationally negotiated and each vote counts equally to the next, no matter which nation you work in.

The overall vote of the combined nations led to an instruction of a 65% majority of GMB members to accept the offer.

However, our ballot data showed that while the overall result was a accept, we should have a conversation with FSHC to put our Scottish members views forward.

Much of the feedback that we received from members, were around the coronation bank holiday, and the terms attached to the non-consolidated payment, these were staff had to have a minimum of 6 months length of service and not subject to disciplinary proceedings, being unfair.

As the Coronation took place before our ballot end date, GMB reached out to the employer to seek a better offer for members.

Due to our action, an agreement was made that all staff would receive an extra day of annual leave.

Since the ballot result, talks have secured the following points of improvement, which impact all staff at FSHC.



Confirmation of £200 non-consolidated payment being paid as a gross payment

All attached stipulations are dropped, meaning all staff, minus bank or zero hours contracts, will receive this payment.

The £200 payment can also be spread, at request to multiple pay packets, to help lessen the impact to any universal credit payments.

Four Seasons are after many years, advanced in the homes sale process and FSHC have responded positively to dialogue with the GMB and finding a way forward.

These concessions, while minimal, with the extra day annual leave, the offer of free hot / cold food, tea and coffee to all staff members regardless of shift length and the introduction of Blue Light discount card we hope will go some way to give you some useful benefits in the final months of FSHC being your employer.

As the original overall result was an instruction to accept the offer, following these improvements, we have sent confirmation of national acceptance by the GMB membership.

We would like to thank all the members that took the time to vote, this years ballot has seen the highest turnout of members in recent years and it is encouraging to see members becoming active in their workplace and many taking the step to become workplace representatives during the last few weeks.

GMB recognises that care work is still undervalued and underpaid. We are committed to win £15 an hour as a starter rate for Care workers. And preparation work is underway to focus on getting the best possible outcome for our members during this sale process. Representatives are a key part in making that happen.

Get in touch through the link if you too are ready to take that step forward.

<https://forms.office.com/e/2sziTyfqhe>

For final confirmation, the ballot results are as follows:

To Accept the Offer: 65%

To Reject the Offer: 35%

Company procedures will now take place to implement this pay award.

Noticeboard Bulletin - 11-05-2023



Posted on: 11 May 2023

Dear member,

Following a lengthy ballot process undertaken by GMB Union, the RCN and Unison, I am writing to inform you of the ballot outcome. GMB members working in English and Welsh homes, voted to accept the offer made by the company.

However, GMB members in Scotland voted overwhelmingly against the offer.

GMB has contacted the company and the other unions to advise that while there are regional differences, this result cannot be brushed over and GMB has an obligation to our members to put their views forward.

Although the offer has been accepted in England, we must hear from the voices of our members in Scotland, and we need to explore options.

GMB Scotland will now undertake a listening exercise with members and on their advisement, we will seek to make improvements on the offer.

The GMB strive towards making work better, but it is member voices and participation which ensure the gains that we make.

Be sure, your voice is heard in the GMB Union, and we will work as quickly as possible towards an outcome.

Natalie Grayson GMB National Care Lead Organiser

Noticeboard Bulletin - 21-04-2023



Posted on: 21 April 2023

Dear Member,

As your union – GMB has been informed from FSCH that the sale process is drawing a timeline for completion expected by Autumn 2023.



This has been a long and worrying process for many members following the 2019 announcement of company liquidation and while the outcome of the sale is still in process, what we can be sure of is the work GMB are doing before any transfer does take place – which focuses on your need for job security, your safety in the workplace and your rights to collective representation through the GMB.

It is during times like these that it is essential that members become involved in the union. Having points of contact and trained union representatives ensures we are focused and understand the issues which are the most important to you – it keeps your voices heard.

"Work is a huge part of our life and our time – I became a GMB Representative because we need to invest in making our working life better – every GMB rep contributes to that"

"The training and skills GMB have given me as a Rep help me to deal positively with the issues our members face at work – I encourage you to give it a try!"

Workplace visits are currently taking place in homes, for you to vote on the current pay offer but if you miss your Regional Officers visit, have any further questions or want to find out more about becoming a GMB representative please contact your local office [GMB Regions | GMB](#)

Four Seasons Pay Bulletin 2023



Posted on: 3 March 2025

Dear GMB Member

The joint trade unions have been engaged in negotiations with Four Seasons regarding the 2023-24 pay offer. We submitted a pay claim on your behalf in December 2022, and there have been numerous discussions with the company since that date. Negotiations have been conducted against the backdrop of the financial position of Four Seasons which, as you know, is an organisation currently going through a sale process. All parties have entered these discussions in a respectful and constructive way and progress has been made in a number of areas.

The attached document [2023 Pay Claim – response to union proposals \(005\) \(4\).pdf](#) outlines the details of the final offer being made by Four Seasons, which can be summarised as follows:

- Increase to the National Living Wage rate of 9.7% (from £9.50 per hour to £10.42 per hour)



- For those on pay scales above National Living Wage, the average increase will vary. It will be at least 5% for all hourly paid employees, and for around 80% of people it will be at least 5.9%
- For periods of sickness absence, Four Seasons will pay the first 3 days of absence at the Statutory Sick pay (SSP) equivalent level (currently £99.35 per week). Currently, payment only begins on day 4 of sickness.
- An extra day of paid leave in relation to the King's coronation on May 8 for those who are not rostered to work on that day. For those who are rostered to work on that day an enhanced pay rate of 1.5 times hourly rate will be paid.
- One extra day's annual leave entitlement for those employees with continuous service of 2 years at Four Seasons, and a further extra day for those with 5 years' service.
- A one-off non-consolidated payment of £200 to all employees in our Care Homes (except bank staff/zero hours contracts) regardless of length of service or number of contracted hours.

The joint trade unions have decided not to give a formal recommendation on the offer. However, we believe this offer is the best achievable by negotiation.

The GMB consultation opens on Monday 3 April 2023 closes at noon on Friday 5 May 2023.

In the meantime, statutory pay increases relating to the minimum wage will be paid from April 1st. Any other increases in pay will not be paid until there is a conclusion to the pay consultation and negotiation process. All increases will be backdated to 1st April in any event.

FOUR SEASONS HEALTHCARE PAY CLAIM CONSULTATION 2023/24



Posted on: 2 November 2022

Thank you to all GMB members that responded to the recent GMB pay claim consultation survey.

Results will now be analysed and considered to be included in this years joint union pay claim.



A meeting of GMB, Unison and RCN will take place imminently and we hope to submit the pay claim to Four Seasons later this month.

FOUR SEASONS HEALTHCARE PAY CONSULTATION 2022/23



Posted on: 8 January 2022

FOUR SEASONS HEALTHCARE PAY CONSULTATION 2022/23

Dear Member,

We wish to advise you of the result of this years pay ballot and negotiations, carried out by joint Trade Unions, GMB, RCN, and Unison this year.

The 2022/23 pay offer ballot closed 31st May 2022, with an outcome of Unison members voting to accept and GMB and RCN members voting to reject the pay offer.

Since this time, the joint TU's and Four Seasons Healthcare have met to discuss the ballot outcome.

Four Seasons Healthcare have indicated that due to their current financial circumstances, they will not consider any 'across the board' improvement on the pay offer, and intend to impose the increase and back pay in July.

The joint Trade Unions have indicated that we do not agree that the pay offer cannot be improved, however we have agreed for the increase and back pay to be paid in July, in recognition of the severe financial pressures faced by our members.

In the meantime, the joint Trade Unions will continue to negotiatate for improvements to pay, terms and conditions, as well as ad hoc local pay increases, which are used as a measure to address local recruitment and retention issues.

Should you have any questions regarding any part of this pay consultation, please do not hesitate to get in touch.

Yours sincerely,

Leigh Murray Gavin Edwards Rachel Harrison

National Officer National Officer National Officer



GMB BALLOT OPEN – VOTE NOW!



Posted on: 6 April 2022

Nicola, one of our dedicated Four Seasons union reps, explains the offer currently being balloted on:

Noticeboard Bulletin – 12-04-2022



Posted on: 12 April 2022

You now have a chance to vote on a pay offer from Four Seasons Health Care. The ballot of GMB members **opens on the 25th April** and **closes on the 23rd May 2022**.

GMB is recommending that members **reject** this offer. However you do have the right to vote accordingly.

If you do reject this offer you should also be prepared to vote for industrial action – do not vote to reject this offer if you're not prepared to support this with a vote to strike.

The final offer from FSHC is as follows:

- National living wage implementation from 1st April to those earning below £9.50 (This is a Legal Requirement).
- To maintain pay bandings where possible.
- An enhanced rate of pay for those who work on the Jubilee Bank Holiday 3rd June.

Anyone in receipt of a pay rate increase from 1st October 2021 onwards will not qualify for this increase unless the increase they received was less than the suggested increment.

FSHC have advised they are not in a position to review minimum pay rates in accordance with new sector wide policies being implemented in the devolved nations.



For example, four seasons will not be implementing the social care rate in Scotland from the 1st of April £10.50 per hour.

This offer is not in our view in line with what other employers in the sector are currently paying coupled with the rise in cost of living with RPI currently sitting at 8.2%, our members are facing the worst drop in living standards in fifty years.

Please make sure to cast your vote, update your details and change your payment method to direct debit.

Encourage colleagues who are not in a union to join online, or by speaking to a local rep.

As soon as the results are in, we will communicate with our members thank you for your continued support through these challenging times.

Previous Bulletins

Noticeboard Bulletin - 05-12-2022



Posted on: 5 December 2022

READ THE 2021 PAY CLAIM IN FULL Thank you to everyone who completed the recent pay consultation survey. The results have been collated and the message from GMB members was loud and clear – that this year you want a significant increase in pay and recognition for your efforts during Covid-19. The majority of respondents to the survey want to see a significant wage increase to recognise the commitment made by the workforce during the COVID Pandemic. Re-spondents overwhelmingly asked for: contractual sick pay; overtime rates of pay; unso-cial hours enhancements; equality of pay; paid breaks and more staff. GMB has now submitted a formal pay claim to Four Seasons Health care on behalf of our members and we await a formal response. A summary of the claim:

- A substantial % pay rise on all pay points that reflects the skills and re-sponsibilities, hard work, dedication and compensation for staff putting their lives and families at risk. That should be comparable with that of NHS colleagues.
- The introduction of an occupational sick pay scheme for all staff, irrespec-tive of the cause of ill health absence. Develop a robust policy with the trade unions to support



staff attendance at work.

- The introduction of enhancements for unsociable working hours, particularly night shifts and all bank holidays, and a standard enhanced rate for all overtime worked.
- The reimbursement of the cost of registration fees for care assistants and registered nurses
- Registered nurses should be paid a minimum of £17/hour. Further, significantly narrow the pay gap between nursing assistants and registered nurses.
- Details of a plan to ensure short staffing levels are addressed in the coming year. The joint unions stand ready to work with Four Seasons on this.
- We request that Four Seasons signs up to the TUC Menopause campaign the page. More information can be found [here](#).

You can request a copy of the detailed pay claim, including data from the recent survey and the economic and financial background information considered to formulate this claim, by contacting your local GMB Representative or by emailing.

Not a GMB Member? **Join today!** Find **more information about being a GMB Rep or Contact in your Workplace.** Want an online meeting at your workplace to discuss the pay claim? Email PublicServices@gmb.org.uk

Noticeboard Bulletin - 01-02-2022



Posted on: 1 February 2022

Thank you to our members in Four Seasons who completed the recent pay consultation survey. The results have been collated and the message from GMB members was strong and direct - that you don't feel you are paid appropriately for the work you do and ask for a pay rise which matches inflation.

The majority of respondents to the survey demand to see a significant wage increase to recognise the strong commitment made by the workforce during the COVID Pandemic and beyond. Respondents overwhelmingly asked for: unsocial hours enhancements/shift pay; more paid holidays; better staffing levels and contractual sick pay to be encouraged to remain working in the sector.



GMB is now in the process of submitting a formal pay claim to Four Seasons Health care on behalf of our members and we await a formal response.

CLAIM IN SUMMARY:

- **A substantial % pay rise to match inflation on all pay points** that reflects the skills and responsibilities, hard work, dedication, and compensation for staff putting their lives and families at risk. That should be comparable with that of NHS colleagues.
- **The introduction of an occupational sick pay** scheme for all staff, irrespective of the cause of ill health absence. Develop a robust policy with the trade unions to support staff attendance at work.
- **The introduction of enhancements for unsociable working hours**, particularly night shifts and all bank holidays, and a standard enhanced rate for all overtime worked.
- **The reimbursement of the cost of registration fees** for care assistants and registered nurses
- **Registered nurses should be paid a minimum of £17/hour.** Further, significantly narrow the pay gap between nursing assistants and registered nurses.
- **Details of a plan to ensure short staffing levels are addressed** in the coming year. The joint unions stand ready to work with Four Seasons on this.

You can request a copy of the data from the recent survey and the economic and financial background information considered to formulate this claim, by contacting your local GMB Representative or by emailing.

Not a GMB Member? [Join today!](#)

Find [more information about being a GMB Rep or Contact in your Workplace.](#)

Want an online meeting at your workplace to discuss the pay claim?

Email: PublicServices@gmb.org.uk

GMB, UNISON & RCN Have Had Regular Meetings With Four Seasons Health Care During The COVID19 Crisis.



Posted on: 4 May 2020

FSHC FURLOUGH SCHEME

Many members who are in the most vulnerable group have been advised to shield for 12 weeks by the Government due to health reasons that put them at higher risk of COVID 19.

The government recently announced the Coronavirus Job Retention Scheme, under which HMRC will protect workers' wages up to 80% of their usual pay, to a cap of £2,500 per month. This leave is called furlough. It was intended to help companies which had to lay off staff due to temporary closure of their business. Initially, most care providers did not qualify for this scheme which meant social care workers were excluded. However, after challenges from the Trade unions, guidance has been changed so that staff who need it can be offered furlough with pay if they are having to shield.

Due to these changes FSHC is now able to access this scheme for their most vulnerable workers. This means that any Colleague who is in receipt of a letter from the NHS advising them to shield, will be eligible to be placed on furlough leave, which FSHC group have agreed to top up to 100% usual pay from 1st May 2020.

The Joint unions welcome the scheme; however, we are disappointed that the FSHC group will not be backdating this payment.

If you believe you are eligible for the scheme, please contact your home manager ASAP.

DOWNLOAD LETTER

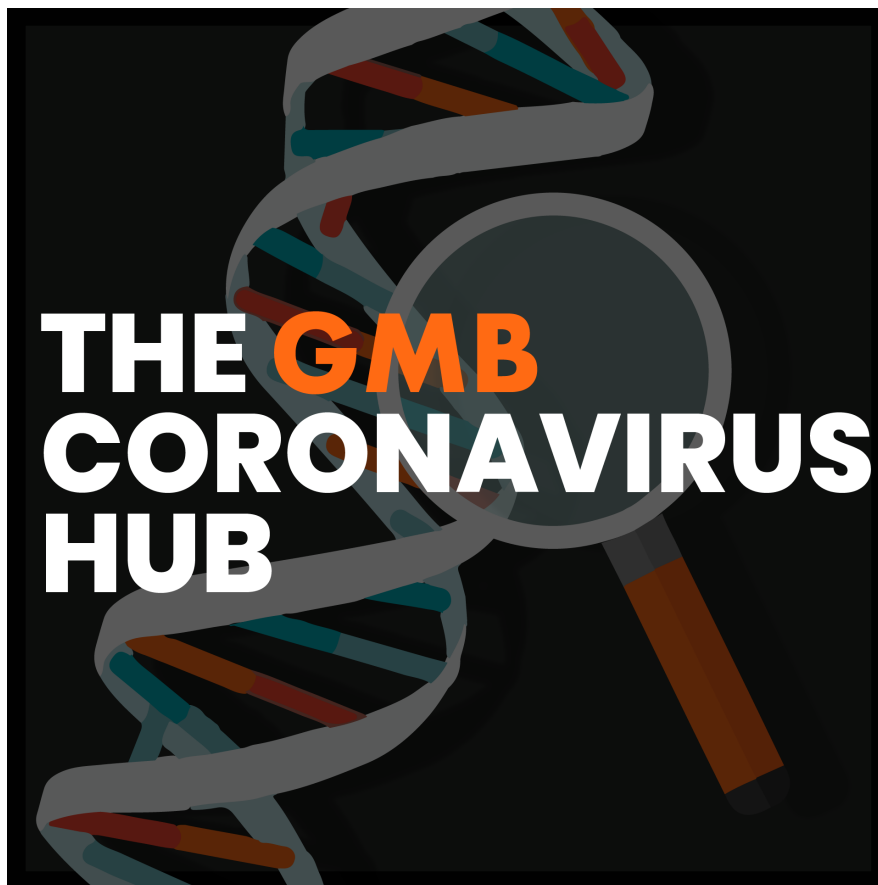
Noticeboard Bulletin - 18-03-2020



Posted on: 18 March 2020

Full details about Coronavirus for GMB members is available on our dedicated webpage and can be accessed below.





[Click here for the latest guidance](#)

The GMB is in regular communication with Four Seasons Healthcare regarding their Covid-19 planning, including managing staff absences from work. Information and advice is changing daily and we will endeavor to keep you up to date with developments.

Below is a summary of some key areas you may have concerns about.

- Should you be off work due to self-isolation you will be paid Statutory Sick Pay from Day One of absence.
- Should you be required to self-isolate, this sickness absence will not count towards formal sickness absence and therefore not result in disciplinary sanctions.
- Contingency plans are constantly being reviewed and daily updates are being issued to Home Managers who will be able to keep you updated.
- Non-urgent visits to Care Homes will be restricted and this may include visits from your GMB Trade Union Representatives.



The GMB understands that this is a time where many of our members, who have already been working under immense pressures, will be expected to go over and above, more so than normal. We want to assure you that we are doing everything in our power to get you the protection and support that you need.

If you are affected by any of the above and need further guidance and support, please speak with your local GMB representative.

Not a member of a union? Join us at www.gmb.org.uk/join

GMB UNION
Caring for you

