

HC-One Noticeboard

Last update: 3 Aug 2023

Latest HC-ONE Update

Noticeboard Bulletin - 03-08-2023

Posted on: 3 August 2023

Dear Members,

On 2/8/23 your national HC-One Representatives met to discuss Pay Aspirations and challenges our members are facing working for HC-One at this time.

Throughout September, GMB Representatives will be visiting homes and contacting you for your feedback on the pay negotiations which will take place in early 2024. We are seeking to input your pay claim in November as we are aware of the acute challenges for those in the lower banding and on the lower grades.

If you have received this notice by text or email, we have your up-to-date contact details. However, if you have not received anything and are looking at this notice in the workplace or online – you need to update your contact details with GMB Union directly.

Please contact your region [GMB Regions | GMB](#) with your name, postcode, workplace and contact details as soon as possible.

At this moment, care is high on the news agenda, with media stories everyday about staffing shortages and the reasons – low pay, lack of work life balance, stress and anxiety and the impact of workers in care in a cost of living crisis'.



GMB Union is the only recognised union with HC-One and it is important for you to use your voice to tell your union what are the things which you want us to focus on. Members have told us that the last 3 years your jobs roles have changed and developed and delegated duties such as changing bandages and taking blood pressure are becoming more widely used often without the reward of pay to go with these extra duties.

We want to negotiate on the things that matter to you the most – which isn't always just about your hourly rate this could include sick pay, breaks, overtime pay or bank holiday pay – but it could also be something else we haven't thought of yet – it's your opportunity to tell us.

A survey is a great way to do that, but your involvement and activism is too. If you want to make working for HC-One better, then becoming a GMB Representative is your way to have an influence on that.

[Become a workplace representative | GMB](#)

Update your details – Complete your survey in September – step forward and become a GMB Union Rep.

Noticeboard Bulletin - 21-06-2023



Posted on: 21 June 2023

If you have moved in between homes in HC-One, GMB are advising you to check your rate of pay.

Sometimes we feel like we need a change, this may be a new job role or may be a new location but stopping working at one HC-One home and starting at another, may have an impact on your pay.

HC-One pay their staff more based upon location, level of experience and length of service.

If you have moved care homes for a change of scene, you may find that you start at the bottom of your pay grade again, even though you have worked in that job role for many years.

Through workplace visits, we have come across a few members who are in this situation and GMB raised this with HC-One at a meeting on 20/6/23.

GMB and HC-One have agreed that instances like this will be reviewed and anyone who is on an incorrect level of pay for their length of service and or experience will have the chance to have this corrected. The company will also consider higher rates if you have previous experience with other employers.

As a reminder, the 2023 pay rates are here: **[2023 Zonal Rates Proposal](#)**



Your care home will fit in to Zone 1 - 4.

- **Level 1** is the rate for probation, people without previous experience in the role or who are on historic contracts which give you paid breaks.
- **Level 2** is the rate following passing probation at 6 months and up to 2 years in the role.
- **Level 3** is the highest level of experience with more than 2 years or more service.

Check your rates and check that you are not being paid less than you should be.

If you think you are being short changed - contact your GMB Region today **Contact**

HC-One Pay Ballot 2023



Posted on: 12 May 2023

Ballot Outcome

We are now able to inform you of the outcome of the Pay ballot and can confirm that GMB members accepted the offer.

The results are:

- Accept 66%
- Reject 34%

The company have been informed of the result.

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.

We are committed to win £15 an hour as a starter rate for Care workers. Each year we step closer and while this pay round is complete, the GMB is still involved in local campaigns and focussing on getting the best possible outcome for our members - representatives are a key part in making that happen.



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

Natalie Grayson GMB National Care Lead Organiser

Care Home Sales



Posted on: 11 May 2023

Dear member,

Following a 2 week silence from HC-One, GMB have finally had the requested information released to them relating to which care homes that HC-One have put up for sale, with one home as a closure.

Bridgewater Park

Ladywood

Lyndon Hall

The Beeches (Nottingham)

Victoria Park

Warrens Hall

Beeches, The (Doncaster)

Bishopsgate Lodge

Carr Gate

Tenlands

Ashton View

Callands

County Homes



Ferndale Court

Ferndale Mews

Harnham Croft

The Polegate

The Westbury

Church View

Chase View (Romford)

The reasonings behind these sales are classified as environmental or operational, but what this means is, that shareholders do not wish to invest further in well paid jobs and suitable and safe housing for residents.

When a sale happens, as a staff member you go through what is known as a TUPE transfer. Your contractual terms and conditions move over with you – including your current rate of pay and that transfers to the new employer. 68% of the homes which have been put up for sale are in the lowest banding – meaning that if you have less than 2 years service your hourly rate is below the Real Living Wage.

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

From our members to your residents and families, to your local councils. We all have a stake in care provision operating well and GMB are exploring ways in which we can influence any decision on sale or closure of a home. In each home up for sale, we want to create a network of members who are willing to help us make the case for better pay and to ensure that yours and your residents voices are heard.

If you want to help complete the form by scanning the bar code on your smart phone, or call your local GMB officer www.gmb.org.uk/regions

We will be making arrangements to visit your workplace as soon as we are able to – but if you need us, are concerned or have questions – don't hesitate to get in touch

Natalie Grayson GMB National Care Organiser

2023-24 Pay Offer



Posted on: 4 April 2023

Dear GMB Member,

The joint trade unions have been engaged in negotiations with HC-One regarding the 2023-24 pay offer. We submitted a pay claim on your behalf, and there have been numerous discussions with the company since that date. As with last years pay proposal, negotiations have been conducted against the backdrop of the differentials around 'zones' and as such, this pay offer means different things for different members, depending on your care home location and your role. 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 Zonal Rates Proposal 030323.pdf](#) outlines the details of the final offer being made by HC-One, which can be summarised as follows:

- A retention of the zonal pay structure. Continuing to update zones and maintain differentials. You can see the proposed zonal rates here: [2023 Zonal Rates Proposal 030323.pdf](#)
- Maintain the number of colleagues at or above the Real Living Wage.
- An increase to the service award for colleagues at 2 years' service.
- All care roles pay above the Real Living Wage at 2 years' service.
- A £500 one off payment for colleagues who are red circled or frozen. (pro rated for those working less than 33 hours per week)

Your GMB Representatives 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 and your local area representative will contact you for your vote.

Not a GMB member? Join today and Have Your Say on Your Pay. <https://www.gmb.org.uk/union-care-workers>

Want information on becoming a GMB Rep in your Workplace? Email PublicServices@gmb.org.uk



Posted on: 21 April 2022

The third and final round of covid payments provided by Government in England for social care has been allocated to local authorities to distribute in their local area. The monies have been allocated differently across the country. Some local authorities have kept some of the money to use on covid related costs whilst others have distributed the whole amount to care providers and carers in their area.

Please see below explanation below from HC One regarding how monies have been allocated to HC One staff:

“

- 1. HC One is passing on the funding to colleagues in the form of a retention bonus. To be eligible colleagues must have been continuously employed since October 21st 2021.*
- 2. The exact amounts will vary by local authority as we have received a wide range of funding levels.*
- 3. We will apply a uniform method to the calculation unless a local authority has stipulated a specific amount and method of payment.*
- 4. We are granting it to all eligible colleagues regardless of role.*
- 5. We will commence making payments over the next four weeks now we have the confirmed final funding levels from the local authorities.*

The exact payment dates will vary, we did initially hope to have payments made already but we needed to confirm eligible colleague numbers and get all the funds in before payments could be made. The key for colleagues to understand is that the company has been granted the funding and has chosen to use it in this way, very few authorities stipulated how it must be used.

We will be providing an FAQ to the Homes to help assist with the queries and once finalised I will share a copy of this with you.



Taking our approach does mean that what HC One is paying could differ from other care providers, who will have applied their own logic.

Previous Bulletins

Ballot Outcome



Posted on: 4 March 2022

We are now able to inform you of the outcome of the Pay & Reward ballot and can confirm that GMB members rejected the package.

The results are:

Accept 37.93%

Reject 62.09%

We would like to thank all the members that took the time to vote, despite HC One undermining the process by implementing the Pay & Reward *during* the ballot.

Whilst GMB welcomes any investment in pay and recognizes it is a step in the right direction towards our campaign for £15 per hour there are some areas of concern.

This has been reflected in the outcome, and as result we have met with the National Reps committee, and we will be seeking an improvement.

The areas of concern that were discussed included sick pay, NVQs, paid breaks, red circling , rates across all roles and bank holidays.

We have informed HC One of the results and will be looking to commence early discussions. After which we will update you further.

Sandra Blight – GMB Officer for HC-One

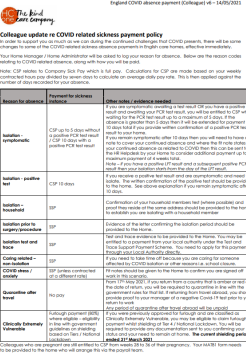
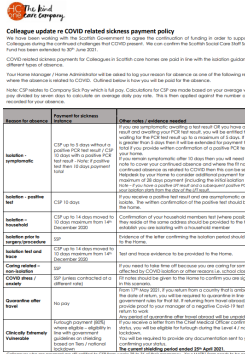
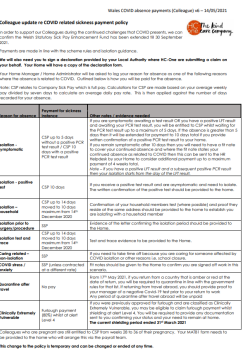


HC-One Updated Covid Related Absence Payments



Posted on: 5 December 2022

The updated guidance on Covid Related Absence Payments for England, Scotland, and Wales, are available below. GMB Reps and Members at HC-One should use these for reference.

 <p>England COVID absence payment (Collage) v4 - 14/05/2021</p> <p>College update re COVID related absence payment policy</p> <p>Our new updated COVID related absence payment policy for England, Scotland, and Wales, are available below. GMB Reps and Members at HC-One should use these for reference.</p> <p>What is the purpose of this policy?</p> <p>This policy is designed to provide a fair and consistent approach to the payment of absence payments to employees who are unable to attend work due to COVID-19 related illness.</p> <p>Who is this policy for?</p> <p>This policy applies to all employees who are employed on a permanent basis and are not on a fixed term contract.</p> <p>What are the key elements of the policy?</p> <p>The policy sets out the criteria for eligibility for absence payments, the amount of the payment, and the process for claiming the payment.</p> <p>How do I claim the payment?</p> <p>Employees should complete the absence payment claim form and submit it to their line manager or HR department.</p> <p>When will the payment be made?</p> <p>The payment will be made within 14 days of the end of the absence period.</p> <p>What are the key dates for the policy?</p> <p>The policy was updated on 14/05/2021.</p> <p>How can I get more information?</p> <p>For more information, please contact your line manager or HR department.</p>	 <p>Scotland COVID absence payment (Collage) v4 - 14/05/2021</p> <p>College update re COVID related absence payment policy</p> <p>Our new updated COVID related absence payment policy for England, Scotland, and Wales, are available below. GMB Reps and Members at HC-One should use these for reference.</p> <p>What is the purpose of this policy?</p> <p>This policy is designed to provide a fair and consistent approach to the payment of absence payments to employees who are unable to attend work due to COVID-19 related illness.</p> <p>Who is this policy for?</p> <p>This policy applies to all employees who are employed on a permanent basis and are not on a fixed term contract.</p> <p>What are the key elements of the policy?</p> <p>The policy sets out the criteria for eligibility for absence payments, the amount of the payment, and the process for claiming the payment.</p> <p>How do I claim the payment?</p> <p>Employees should complete the absence payment claim form and submit it to their line manager or HR department.</p> <p>When will the payment be made?</p> <p>The payment will be made within 14 days of the end of the absence period.</p> <p>What are the key dates for the policy?</p> <p>The policy was updated on 14/05/2021.</p> <p>How can I get more information?</p> <p>For more information, please contact your line manager or HR department.</p>	 <p>Wales COVID absence payment (Collage) v4 - 14/05/2021</p> <p>College update re COVID related absence payment policy</p> <p>Our new updated COVID related absence payment policy for England, Scotland, and Wales, are available below. GMB Reps and Members at HC-One should use these for reference.</p> <p>What is the purpose of this policy?</p> <p>This policy is designed to provide a fair and consistent approach to the payment of absence payments to employees who are unable to attend work due to COVID-19 related illness.</p> <p>Who is this policy for?</p> <p>This policy applies to all employees who are employed on a permanent basis and are not on a fixed term contract.</p> <p>What are the key elements of the policy?</p> <p>The policy sets out the criteria for eligibility for absence payments, the amount of the payment, and the process for claiming the payment.</p> <p>How do I claim the payment?</p> <p>Employees should complete the absence payment claim form and submit it to their line manager or HR department.</p> <p>When will the payment be made?</p> <p>The payment will be made within 14 days of the end of the absence period.</p> <p>What are the key dates for the policy?</p> <p>The policy was updated on 14/05/2021.</p> <p>How can I get more information?</p> <p>For more information, please contact your line manager or HR department.</p>
<p>ENGLAND</p>	<p>SCOTLAND</p>	<p>WALES</p>

HC ONE PAY & REWARD



Posted on: 18 January 2022

As you will be aware, GMB is currently balloting all members on the proposed changes to pay rates and structures across the business.

We have now been notified, that HC One have implemented the new pay structures, despite the GMB ballot still being open.

GMB have not agreed to the company implementing these changes. We are still balloting members and would not declare a result until that ballot closes.



GMB is extremely disappointed that HC One have chosen to do this and undermine the ballot process and we will be raising our concerns formally. More details will follow.

In the meantime, **it is essential that you use your vote and have your say on your pay.**

If you have not yet received your ballot paper please [contact your local GMB Representative immediately](#).

GMBs ballot is open until Friday 25th February 2022.

HC ONE CONFIRMS CONTINUATION OF COVID-19 SICK PAY THROUGH WINTER



Posted on: 8 October 2021

Government last week announced an additional £388 million funding for social care infection and prevention controls over winter (to March 2022). This money is intended to ensure workers in adult residential care homes are paid their normal pay should they have to take time off work due to Covid-19 related reasons. The funding will also assist care homes in restricting the movement of staff between care homes where possible, ensure there are sufficient supplies of PPE and Covid-19 tests.

GMB has contacted HC One to request that they continue to pay Covid-19 sick pay in line with this new funding.

HC One have now confirmed that they will continue to do so.

Mandatory Vaccine Group Members Update



Posted on: 9 August 2021

GMB representatives attended the second meeting of HC-One mandatory vaccine group, this meeting is also attended by various levels of employees across the company.

Vaccine figures



HC-ONE has shared the updated vaccination figures across the company which indicates that over 90.7% of employees have at least had the first vaccine, a discussion took place on the number of people that are still not vaccinated, it was accepted that there are around 3,000 employees who have not been vaccinated across the company around half of which are currently not in work (sick, mat leave etc). Any persons leaving company will still be on list for approx. 4 weeks until data cleansing takes place.

Update on legislation

Guidance given by Dept of Health in England only, now final version provided. Medical exemption refers to the [Green book, chapter 14\(a\)](#), exemptions are limited to:

1. Clinical trials.
2. Previous serious allergic reaction to previous vaccination.
3. Tested positive with covid in last 4 weeks.

It is not expected any other exemptions will be accepted.

[Read the full minutes to our meeting](#)

HC-ONE Mandatory Vaccine Group – GMB Members Update



Posted on: 2 August 2021

As you will be aware HC-One has recently informed GMB that they will be mandating Covid vaccination and ongoing boosters as part of the conditions of employment. GMB was disappointed with this approach, although we are aware that in ENGLAND the UK Government has mandated the vaccine for social care staff, this approach has not been adopted in Wales & Scotland.

GMB does not accept that anyone should face the prospect of 'No Jab, No Job' especially when there are so many exemptions to the visitors within the Care homes. Although GMB was part of the consultation to consider the options of mandating staff, we believe that we have to be apart of the ongoing discussions with the HC-One so that we can make sure that GMB members voices are heard.

Today we met with the company to discuss the Terms of reference of the group, the consultation response from the HC-ONE survey, consultation process and next steps.



The HC-ONE survey responses covered the following areas of concern:

- Human Rights/Personal Choice
- Safety of vaccine
- Pregnancy/maternity related concerns
- Residents/visitors
- Medical exemptions
- Process
- Vaccine not needed/necessary
- Impact of staffing levels
- Conspiracy theories

Hc-One advised that they believe that there are currently around 2000 employees that are not vaccinated, however as there is not a clear process across the UK on recording vaccinations then much of this information is based on trust. The new Vaccine policy will cover ALL staff irrelevant of where they are based.

GMB advised that in a recent GMB Scotland survey 85% were against mandatory vaccine.

HC-One will be consulting over the next 4 weeks on how the company will implement the changes to contracts, they were clear that on the 13th September staff employed in England will have their contracts terminated they will be paid in lieu of notice, it was unclear what the position was for staff in Wales and Scotland GMB made it clear that this was unacceptable and that it was unfair that employees have not already been given this information so that they can be prepared.

A question was raised regarding staff that were already leaving the company and should Managers try to find out the reasons for them leaving, HC-One stated that it may be difficult to prevent people from leaving, but should try to find out why, GMB asked that all managers speak to anyone who has or intends to resign to find out the reasons and to advise them to speak to their Union first.

HC-One stated that around 170 employees had a possible medical exemption, GMB sought clarification that staff would receive full pay sick pay if an individual became ill because of taking the vaccine to keep their job? HC-One stated that no one is being forced to take the vaccine, but they would seek guidance on this matter.



Discussions took place regarding the concerns of the following groups Pregnant workers, those breast feeding, IVF, workers fertility issues, medical conditions, historical medical conditions protected characteristics, exceptional circumstances before the date of vacation, anyone who has a GP medical exemption.

GMB also raised concerns that GP's were not providing evidence for employees to prove that they be exempt and that there may be a delay and a cost to do this.

HC-One stated that they will be following the JCVI list of exemptions, GMB asked for clarity to be given to employees who may be waiting to know if they will be able to continue to work for the company. GMB also asked how will HC-One manage any exempt member of staff?

Next meeting will be held on **9th August**.

GMB has requested that HC-One provide:

- Numbers by home of those who can't /won't receive the vaccine.
- A List of clear exemptions.
- Clear timelines of the steps that will be taken for employees in Wales/Scotland and England.

HC-ONE Mandatory Vaccine Group



Posted on: 19 August 2021

GMB representatives attended the third meeting of HC-One mandatory vaccine group, this meeting is also accompanied by various levels of employees across the company.

Vaccine figures

HC-One has been completing a Cleansing of data. They shared a spreadsheet that shows from 11th August that out of approx 22,000 employees, there are 1984 not vaccinated. The data also showed the various reasons why individuals were not taking the vaccine. HC-ONE has shared the updated vaccination figures across the company, indicating that over 90.7% of employees have had the first vaccine. The previous meeting showed 3,000 employees had not been vaccinated across the company.



GMB- How do you collect the data?

HC-One - Home care managers have an app which they input the data from colleagues from their homes.

Draft policy

HC-One asked the group if there were any questions regarding the draft policy. The meeting on the 9th went through the policy in detail. This exercise was just for wording purposes. HC-One will now ask colleges for proof of vaccination.

GMB Raised the following points before this meeting.

1. When will we receive a copy of the completed EIA?
2. The issue of Pilon for those staff in Wales and Scotland had not been addressed.
3. The issue regarding veganism has nothing been addressed.
4. There appears to be recognition that Scotland & Wales workers are not mandated and that the company could make recessions on those staff that are pregnant/breastfeeding.

HC-One response:

“ The Pay in Lieu of Notice (PiLoN) issue was discussed at the Vaccine Planning Committee and the preference of the business is to leave the wording in the policy flexible.

The view is that veganism is not a recognised medical exemption. We have included a paragraph about religion and philosophical beliefs in the policy.

We have checked the situation in Scotland and Wales and the advice around who can and cannot have the vaccine is the same as in England so we have applied the same situation in terms of medical exemptions.

There is allowance within the policy for exceptional circumstances which will be considered on a case by case basis. But the JCVI advice is that pregnant and breast feeding colleagues should be vaccinated. Looking at our data, only 46 colleagues have indicated that they are declining the vaccine for pregnancy related reasons, so far. We will



talk to those individuals as part of our formal individual meetings and consider if there are exceptional circumstances to be considered.

Consultation Meetings

GMB Members have reported that in Scotland, staff have been pulled off the floor with no notice, which is disgraceful and unacceptable.

HC-One- Flagged with Business Partner in Scotland.

They have made it clear to home care managers that they need to wait for HR and for them to work together. 48hrs notice should be given before action is taken.

Next meeting: 25th August @ 13:00 pm

GMB Opposes Changes To Terms & Conditions Without Consultation



Posted on: 15 July 2021

Kelly Andrews, GMB National Officer for Social Care, wrote to HC-One following their decision to impose unilateral changes to their contracts of employment as of the 13th of September.

Under **Section 188 of the Trade Union Labour Relations (Consolidation) Act 1992**, employers have a duty to consult with representatives on unilateral changes, particularly changes which are implemented through so-called "**fire and rehire**" practices, such as in this case where the company will dissolve its previous contracts, and impose a new one with vaccination requirements.

GMB is supportive of the vaccine rollout, but believes there is still work to be done before mandating vaccination with the threat of dismissal.

You can read the full letter here:



By Email

8th July 2021
HC-One,
Southgate House,
Archer Street,
Darlington,
DL3 6AH



Dear Suzanne

Re: Mandatory vaccination England, Wales & Scotland

Thank you for sharing the letters that were sent to all HC-One employees from Mr Stephen Butterworth, Executive Director on the 5th of July advising them that the company would be imposing a unilateral change to their contracts of employment as of the 13th of September, by insisting that continued employment with HC-One would be conditional upon an employee having been vaccinated against Covid. The justification given appears to be, the UK Government's decision to make the vaccination of social care staff in England mandatory. I was surprised to note that, as well as seeking to make a unilateral change to our members T's & C's and having not entered consultation with GMB as the recognised Trade Union, HC-One has also decided to impose these changes on employees who live in Wales and Scotland, where there is no such mandating by the devolved government's.

Can you confirm when you propose to enter consultation with GMB as required by s.188 TULR(C) A 1992?

The fact that you have advised staff that this change will come into effect from 13th September 2021, demonstrates that HC-One have reached their decision before any meaningful consultation with the GMB; in our view HC-One are in breach of consultation requirements under section 188(1A), TULRCA. This is extremely disappointing considering the work that has been done over the past 18 months to rebuild trust between GMB and HC-One.

I note also that I have not received a copy of the HR1 that I assume would have been filed with the BEIS?

It is well documented that the GMB has supported the vaccination programme and has encouraged our members to take the opportunity to be vaccinated if they can. GMB is aware that we have some members who do not wish to be, or who cannot be vaccinated for a variety of reasons- many of whom will have potential claims against HC-One if you proceed to change people's terms and conditions unilaterally in this way without taking into account the reasons why employees are unable to be

October Pay Review & Standardisation Of Review Dates



Posted on: 23 September 2021

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

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.





[Download for workplace Noticeboard](#)

DHSC Form For Medical Exemption



Posted on: 20 September 2021

GMB members who believe that they may meet the exemption criteria can click on the link for the Self certificate exemption form.



[Download the DHSC form](#)

Pay Claim - 2021

PAY CLAIM 2021



Posted on: 15 March 2021



GMB members will be aware that the GMB National Committee has been in negotiation with HC-ONE to improve your pay, terms & conditions. The GMB has now received an offer, we will be shortly sending out a ballot to GMB members employed at HC-ONE who will be able to vote to accept or reject this offer.

ONLY GMB MEMBERS ARE ABLE TO VOTE.

GMB members will be able to vote online so it is vital that you update your details to make sure that your voice is heard.

ARE YOUR CONTACT DETAILS CORRECT?



You can update your details by contacting your local GMB Representative or [online](#).

If you have work colleagues that are not GMB members – [ask them to join and have their say on pay too](#).

Become a GMB rep in your workplace!

Book your online workplace meeting: Publicservices@gmb.org.uk

HC-One Pay Ballot Open!



Posted on: 6 April 2021

VOTE NOW!

The final offer is as follows:

Summary of offer

- A company Minimum of £9.00 per hour, differentials will be maintained where they exist for supervisory roles and in recognition of additional responsibilities, qualifications, and any previous long service awards.
- 3% for Colleagues whose pay is not aligned to the national living wage.
- Implement a Job evaluation scheme that will look at the responsibilities and differentials between of roles.
- A commitment to look at an Occupational sick pay scheme.
- Time off in lieu, for all on call working.
- A commitment to review paid breaks.
- Handover periods where this is pre-agreed with their manager, are eligible for pay at a Colleague's prevailing hourly rate.
- Free meals for Colleagues who work 8 Hours or more.



- HC-One will commit to setting up a working group with GMB to look at staffing levels.
- Nurses and Colleagues under Scottish Social Services Council (SSSC), who pay for annual registration and renewal fees are now able to reclaim these costs via the company expenses policy. Confirmation of the expenses policy will be communicated to affected Colleagues.
- Commitment to working with the GMB and including the GMB Neurodiversity policy within the company inclusion policy.
- Commitment to work with GMBs on the Stop Domestic abuse policy, and to review the HCONE special leave policy to include 3 days' leave for individuals who are fleeing domestic abuse.

PAY CLAIM 2021



Posted on: 15 March 2021



GMB members will be aware that the GMB National Committee has been in negotiation with HC-ONE to improve your pay, terms & conditions. The GMB has now received an offer, we will be shortly sending out a ballot to GMB members employed at HC-ONE who will be able to vote to accept or reject this offer.

ONLY GMB MEMBERS ARE ABLE TO VOTE.

GMB members will be able to vote online so it is vital that you update your details to make sure that your voice is heard.

ARE YOUR CONTACT DETAILS CORRECT?



You can update your details by contacting your local GMB Representative or [online](#).

If you have work colleagues that are not GMB members – [ask them to join and have their say on pay too](#).

Become a GMB rep in your workplace!

Book your online workplace meeting: Publicservices@gmb.org.uk

GMB ENQUIRIES TO HC-ONE ON VACCINATION POLICY



Posted on: 5 March 2021

GMB have written to HC-ONE with an urgent enquiry around their proposals to only employ new starters who have been vaccinated and they have responded. GMB has serious concerns that mandating vaccinations for new starters will have a detrimental and long-lasting impact on industrial relations.

You can read [our letter](#) and [their response](#) here.

HCONE Pay Negotiation meeting

The GMB National HCONE pay committee, met again with representatives of HC-ONE to continue pay negotiations on behalf of GMB members.

The Committee informed HCONE that there has been a significant failing within the company to communicate the benefits listed below to the workforce which has resulted in many people not being able to access them.

- Employee assistance programme, staff are able to receive 6 face to face counselling sessions, reduced insurance and other benefits.
- Digital GP service access 24/7
- Death in Service = 1 year's annual salary or £12,500 for bank workers
- Colleague discounts
- Free meal for staff working shifts of 8hours+



- Implemented the Infection control fund for Sick pay (restrictions apply)
- 12 days of Christmas Thank you £25 voucher. Significant cost for 23,000 employees.

The committee advised that many of the work colleagues were not aware of Counselling which is very much needed now due to the strains of the COVID outbreak.

Free meals for those of 8 hours varied from home to home, some members receive a hot meal in work while others receive a pot noodle/pizza. Some staff were refused a meal due to the home not having a budget for this.

The Committee also advised that the 12 day of Christmas Thank you has been in place for the past 3 years; therefore, many members did not feel that this was part of a pay offer made from the company, there was also disappointment that this £25 was seen as a Christmas/COVID thank you.

HC-ONE stated that they were very disappointed that the communication has been so poor but stated that they will make sure that this is corrected and that all staff are made aware of the provisions that are in place.

The Committee advised HCONE that the membership was very disappointed with the offer of only increasing in line with the National minimum wage as this is seen as a legal requirement and not a company pay offer, GMB advised that our members throughout our surveys believed that they should receive a significant increase of at least £10 per hour given the past 12 months and that if only minimum wage is implemented then the moral of the staff would be seriously affected.

HCONE advised that they will take this back to the board to see if there can be any improvement.

The company has proposed to look at a Job evaluation scheme which would look at the differentials and how these should be recognised, GMB stated that we want to be a part of the creation of this scheme from the earliest possibility so that we can influence and advise on how it is developed, we need to be able to demonstrate that this would be fair and transparent.

Sick pay – The impact of introducing this is still being considered.

Unsocial hours- The impact is still being considered. GMB advised that many members have since stated that they feel that night work and weekends should have an enhanced rate to make it more attractive as this is the time where shortage of staff seems to be an issue. HC-ONE stated that there were obviously some additional factors that would need to be looked at.

Paid breaks- GMB stated that this is a key issue and one that is strongly felt by our membership.

This is still being reviewed under the HCONE reward strategy.



Paid handover period – Colleagues are paid for time they are requested to be in work, where this is pre-agreed with their manager and should be paid accordingly.

Staffing levels– There was a significant discussion on this issue, HC-ONE stated that there is a matrix in place that considers various points when considering staffing levels and that it would be impossible to have a ‘one size fits all’ situation. GMB gave situations that were currently taking place within the homes that we believed were inappropriate. HCONE advised that as this a complex situation, GMB should advise members to first raise these concerns with the Home manager, if the issue is not dealt with then this should be escalated to Area Director and the Managing Director.

Reimbursement of Registration for staff– Already in place for many, GMB requested clarification on who receives this.

HCONE reiterated its commitment to work with the GMB on the Neurodiversity and Stop Domestic abuse policy, GMB will provide further details on what training can be provided from GMB.

HCONE will now consider these discussions and will formally respond in the next two weeks with a final offer, it is important that all members have their say on pay. Date of next meeting is 11th March. Only GMB members will have a vote on the final offer. If your colleagues are not in the GMB, please encourage them to join online www.gmb.org.uk/join

HC-ONE ANNOUNCES SALE OF 52 HOMES AND 4 CLOSURES LEAVING THOUSANDS OF KEY WORKERS IN LIMBO



Posted on: 1 March 2021

Government’s appalling lack of strategy for social care has left care of the most vulnerable in uncertain futures, says GMB Union

GMB, the union for care workers, has responded to HC-Ones announcement 52 care homes are to be sold and four closed.

GMB will be working in the next few days to ensure our members are protected. Keep checking back on this noticeboard and your email to ensure you receive updates as we have them.

Rachel Harrison, GMB National Officer, said:

“The Government has failed to deal with the problems in the social care system over years with the covid pandemic revealing the yawning cracks in the system from years of Government neglect.”



“This announcement from one of our biggest social care providers is having to sell off and transfer care homes during the biggest public health crisis in all our lifetimes it just shows how broken the current system is – maybe even on the verge of collapse.”

“The appalling lack of Government strategy has led to thousands more staff and residents facing another crisis, with their futures uncertain while providers try and move the deck chairs and paper over the cracks in the absence of a plan.”

“Government Ministers have promised reform, calling for better integration with our health and public services, but we need more than just words and a promise of bringing forward reforms in the far-off future we need the details of the plan and action now.”

“For starters we’re calling for these homes to be brought under local authority control and the Chancellor in the Budget on Wednesday announce the funding needed to cover the transition costs while we wait for a plan for social care.”

“GMB members and residents in HC-One are now waiting to hear what their future is. Never before has a properly funded National Care Service been so important.”

HC-One Summary Of Return To Work For Those Employees Who Have Been Shielding.



Posted on: 25 March 2021

England & Wales

The UK Government has advised that more than 3.79 million clinically extremely vulnerable people in England will be informed they are no longer advised to shield from Thursday 1 April 2021.

People are still advised to continue working from home where possible, but if people are unable to do so, employers are required by law to take steps to make workplaces COVID-19 secure and should discuss this with their employees.

HC-One will be writing to all those employees who are clinically vulnerable during the next few weeks to discuss the return to work.

Below is a summary of what will be the expected steps for return.



- People will be advised RTW date of 1st April. Anyone who continues to be away from work will be required to submit a GP note and will be paid as per their contract.
- They will be invited to a RTW meeting.
- They will be asked to have had the vaccine, where possible, prior to a return or shortly after where they have been unable to access.
- They will be risk assessed as part of their RTW meeting.
- They will be provided PPE.

Contact your local GMB representative if you need support throughout this process.

New Variants Of COVID-19



Posted on: 14 January 2021

HC-One has implemented appropriate infection prevention controls across all Homes and Offices in accordance with Government guidance and best practice. We are confident that our workplaces are Covid secure and 'Spot Checks' undertaken by HSE and CQC in our care facilities have validated the arrangements.

HC-ONE understand that there is no published evidence to suggest that the new Covid variants are any more virulent than the original strain of the virus. The significant factor is the increased rate of transmission i.e. the new variants spread from person to person more rapidly if appropriate protection measures are not in place.

COVID Isolation Payments, Shielding and Furlough

There are separate isolation payments one for England, Scotland and Wales.

A Colleague is eligible for furlough where they have been previously approved for furlough; are classified as Clinically Extremely Vulnerable (CEV) and they have received a new NHS notification confirming their need to shield*.



England

*From 2nd December if the area was in Tier 3 and an NHS letter received confirming CEV status.

*From 20th December if the area was in Tier 4 and a letter received letter received confirming CEV status.

*From 5th January through the national lockdown and a letter received letter received confirming CEV status.

[Read full covid absence policy for England](#)

Scotland

*Up to 4th January 2021 - If the area is in Level 4 and a letter from the Chief Medical Officer confirming CEV status.

*From 5th January 2021 – during the National Lockdown and a letter from the Chief Medical Officer confirming CEV status.

Wales

*From 22nd December where Wales is in Alert Level 4, and an NHS letter received confirming CEV status.

[Read full covid absence policy for Wales](#)

Testing

HC-ONE Colleagues in England, Scotland (as of last week) and Wales (very recently changed) are tested twice per week with LFD tests in addition to once per week with PCR test.

[Read HC-ONE's Testing Policy here](#)

Vaccination

We are encouraging all our Colleagues to be vaccinated and requesting that a Colleague completes a form if they wish to decline. This allows us better understanding of any trepidation, but also to ensure that the Colleague has all the facts regarding vaccinations to know that they have made an informed decision. In addition, HC-One will approve payments to Colleagues for time spent outside of working hours to get the vaccine and cover any travel expenses.



PPE

It is a mandatory requirement for all Colleagues to wear and use PPE appropriately. PPE is available in all our homes.

GMB Begin Pay Negotiations With HC-One



Posted on: 9 February 2021

The first pay negotiation meeting is scheduled to take place between GMB Union and your employer on 11th February 2021. Pay negotiation meetings will take place weekly until a final offer is received. Once the pay offer is received – all GMB members will receive a ballot paper to Have their Say on Pay. GMB's HC One National Committee met on 27th January 2021 to discuss the pay claim and elect GMB Representatives to participate in the pay negotiations on your behalf. The elected representatives will be: Ann Stoddart – **NW England** Barbie Stoddart – **NW England** Chika Reuben – **SO England** Zoe Smith – **BI England** Anthony Porter – **SC Scotland** Tracy Williams – **WSW Wales** GMBs Pay Claim is:

- A significant increase in pay rates for staff at the bottom of the pay scale to bring their pay up to the level of no less than £10 per hour, or the foundation living wage, whichever is the greatest.
- 5% increase for all other employees, to maintain differentials between supervisory roles and recognise additional responsibilities, as identified in a new job evaluation scheme negotiated with GMB.
- Occupational sick pay scheme.
- Unsocial hours enhancements (nights, weekends and public holidays); overtime rates; and on-call payments.
- Paid breaks, including handover periods; and provision of a hot meal for those working 8+ hour shifts.
- A company minimum staffing level to ensure the welfare needs of residents are met.
- Reimbursement of colleagues costs for registration and renewal fees for SSSC, NMC and Social Care Wales.



- Commitment to sign up to the GMB Neurodiversity Policy.
- Commitment to sign up to the GMB Work to Stop Domestic Abuse Policy.
- Covid-19 Recognition – additional annual leave day and £250 payment.

Over the coming weeks we will need to engage with members on the outcome of negotiations and developments. As it will be many months before we see a return to any form of 'normality' it means that your GMB Union Representatives may continue to have difficulties visiting you in your workplaces. To arrange a virtual online meeting for your workplace please contact your local GMB representative or email kelly.andrews@gmb.org.uk It is also essential that your membership details are up to date so that we can ensure you are kept up to date and that you receive a ballot paper when they are issued. You can update your details by contacting your local GMB Representative or online [using the GMB website](#).

Noticeboard Bulletin - 04-12-2020



Posted on: 4 December 2020

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 minimum wage of £10+ per hour, or the Foundation Living Wage (whichever is the greater). Respondents overwhelmingly asked for: contractual sick pay; overtime rates of pay; unsocial hours enhancements; equality of pay; paid breaks and more staff.

GMB has now submitted a formal pay claim to HC-One on behalf of our members and we await a formal response. A summary of the claim:

- **A significant increase in pay rates for staff at the bottom of the pay scale to bring their pay up to the level of no less than £10 per hour, or the foundation living wage, whichever is the greatest.**
- **5% increase for all other employees, to maintain differentials between supervisory roles and recognise additional responsibilities, as identified in a new job evaluation scheme negotiated with GMB.**



- Occupational sick pay scheme.
- Unsocial hours enhancements (nights, weekends and public holidays); overtime rates; and on-call payments.
- Paid breaks, including handover periods; and provision of a hot meal for those working 8+ hour shifts.
- A company minimum staffing level to ensure the welfare needs of residents are met.
- Reimbursement of colleagues costs for registration and renewal fees for SSSC, NMC and Social Care Wales.
- Commitment to sign up to the GMB Neurodiversity Policy.
- Commitment to sign up to the GMB Work to Stop Domestic Abuse Policy.
- Covid-19 Recognition – additional annual leave day and £250 payment.

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 PublicServices@gmb.org.uk

