

Dear Colleagues,

I am pleased to *re-affirm* our proposal in respect of the 2024 pay uplift for the Coveberry sites covered by our Collective Agreement with you. You will be aware that our Coveberry staff are all recruited on pay bands according to their role; the bandings used to be similar to those used in the NHS but have not yet been reviewed and changed in line with the streamlining of the Agenda for Change terms and conditions that has happened over recent years.

It has been a very difficult year for the Division, and we have had to make some challenging decisions, particularly in relation to the loss of Cedar House Hospital. We have also considered equity in pay across the whole Group and therefore the uplift proposal is in line with that.

We have however been able to do the following:

1. Apply increases over and above the National Living Wage uplift where staff rates were below this
2. Honoured the incremental uplift that would have been due on work anniversaries for all eligible staff

In addition to this we are proposing to apply an additional 1.5% for all of these staff.

For nurses, we are proposing to align their salaries across the Coveberry services, e.g. for Oldbury nurses, we have identified the rates fall below the other services and we would like to uplift nurses at this service to £20.76 per hour and Senior Nurses to £22.00. The minimum uplift for nurses is 3.46% but on average (due to the alignment of pay), nurses will receive a 7.62% uplift.

The proposal for all other roles, which have not had uplifts as a result of the NLW increases or the alignment of nurse salaries, will receive a 3% uplift.

The attached table provides the proposed uplifts for the associated banding and points. We recognise that all staff may not be aware of this framework and over the coming weeks and months we will support our managers and staff to have a greater understanding of this, which we hope in turn will help with the negotiation process going forward.

We look forward to hearing from you on this without delay so that we can go ahead and process back payments for our staff.

Kind regards

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Shilleen Freeth, MA FCIPD / Group Head of Human Resource

