

April 2015

TO: ALL GMB MEMBERS - COUNTRYWIDE CARE HOMES

Dear Colleagues

Re: PAY CLAIM FOR 2015

We are pleased to advise you of the 2015 pay offer from Countrywide following pay talks with GMB.

Following the uplift of the Company minimum from £6.33ph to £6.52ph in October, Countrywide proposes the following increases to those on the minimum rates;

- Those with NVQ 2 to increase from £6.43ph to £6.62ph
- Those with NVQ 3 to increase from £6.53ph to £6.72ph
- Senior Care to increase from £6.63ph to £6.82ph.
- Staff not covered by the above will receive an increase of between 2-3% on current hourly rates. As a general rule those staff employed in homes that utilise the minimum rates will receive an increase of 3%. Staff employed in homes that receive higher rates as a result of local market forces will receive a 2% increase on hourly rates.

Your GMB Representatives involved in the talks with Countrywide believe that this is the best offer on pay that we will be able to achieve this year through negotiation given the continued financial pressures on the Care Sector.

The company have told us that they will continue to consider our call to move the general increase from May to October in order that pay differentials can be maintained all year round. They have also assured us that they will further consider our request to increase the minimum rate to 5p above the national minimum wage but that they can make no commitment at this time on both of these points.

The GMB will be visiting all homes over the next two weeks to discuss the offer and to answer any questions/queries you may have. I have enclosed a ballot paper, which should be returned in the pre-paid envelope provided, to arrive no later than noon on Friday 1st May 2015. Only GMB members will have the opportunity to vote to accept or reject this pay offer.

It is vitally important that you cast your vote and therefore let us know your views on this offer. The greater the return of ballot forms, then the louder your voice in future talks. If the majority of members choose to reject this offer then we will endeavour to engage in further talks with the company to seek improvements.

Above all, please take time to consider this offer and make sure you use your vote.

HAVE YOUR SAY ON YOUR PAY!

Yours sincerely

Pat Hardy

Pat Hardy
Regional Organiser