

Justin Bowden  
GMB National Officer  
GMB Wimbledon Office  
22-24 Worples Road  
London  
SW19 4DD

13 November 2014

Dear Justin,

**Important update on the future of 15 HC-One care homes**

Following my earlier letter regarding the next phase of HC-One's journey, I am writing today to share news on the future of 15 HC-One homes.

As part of the recently announced acquisition of NHP, HC-One's owners will be transferring these homes to Avery Healthcare, a carefully selected organisation that shares our passion for high quality care. The transfer is scheduled to complete on 13 November 2014.

**As part of this agreement, all staff at these homes will be transferred to the new provider.** This transfer will result in the employment of all affected employees transferring to Avery in accordance with the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE").

Please find overleaf key information, as required by TUPE, which has been sent to staff in all 15 homes. We have confirmed that the transfer does not affect their statutory rights and their period of continuous employment is unbroken. The terms of staff employment remain exactly the same, except that the identity of their employer has changed to Avery.

Avery Healthcare is a leading independent care provider that specialises in providing the highest standards of person centred, luxury residential, dementia and nursing care homes. Managing Director John Strowbridge, and Ian Matthews, who both have over 25 years' experience working in the care sector, founded Avery ten years ago and currently run 18 homes around England. For more information on Avery please visit their website: [www.averyhealthcare.co.uk](http://www.averyhealthcare.co.uk).

This agreement ensures a long term, financially stable future for these 15 homes, and Avery will be making considerable investments to refurbish and upgrade the homes as required.

The health, safety and wellbeing of all those we support remain our top priorities. Both HC-One and Avery will be working closely with the Regulator and local authorities to ensure a smooth transition period for Residents and staff.

The HC-One team has been working with Avery Healthcare to support managers at the homes. Over the coming period, the Avery Healthcare founders John Strowbridge and Ian Matthews will be visiting each home to meet with staff members, Residents and relatives and host a question and answer session.

If you have any questions or comments please do not hesitate to contact me directly via AskChai@HC-One.co.uk. Alternatively, you can contact John Strowbridge and Ian Matthews' PA, Isabel Crawford, via [Isabel.crawford@averyhealthcare.co.uk](mailto:Isabel.crawford@averyhealthcare.co.uk).

Yours sincerely,



Dr Chai Patel CBE FRCP  
Chairman, HC-One



John Strowbridge  
Managing Director, Avery

Please find below key information, as required by TUPE, which has been sent to staff:

- The transfer is scheduled to take effect from 13 November 2014.
- The reasons for the transfer are the re-organisation of the HC-One business following the acquisition of its parent company, NHP Group, and the resulting sale of part of the HC-One business to Avery.
- The proposed transfer affects all HC-One employees who currently work in your home. Upon the sale taking effect, you and the other affected employees automatically transfer to Avery under TUPE on your current terms of employment. Your period of continuous employment will be preserved. The only thing that will change is the identity of your employer.
- Avery have told us that they do not propose to take any measures in connection with the transfer and the transfer will have no economic or social implications for you.
- You have the right to object to the transfer of your employment to Avery but, if you object, you will be treated as if you have resigned and would not be entitled to any compensation. This is because the legal effect of objecting would be to end your employment automatically with effect from 13 November 2014.

The 15 care homes being transferred are:

- **Adelaide**, 35 West Street, Bexleyheath, Kent, DA7 4BE
- **Amarna House**, Rosetta Way, Boroughbridge Road, York, North Yorkshire, YO26 5RN
- **Birchwood Grange**, 117 Preston Hill, Harrow, Greater London, HA3 9SN
- **Bowood Court**, Hewell Road, Batchley, Redditch, Worcestershire, B97 6AT
- **Bowood Mews**, Hewell Road, Batchley, Redditch, Worcestershire, B97 6AT
- **Clayton Manor**, Rood Hill, Congleton, Cheshire, CW12 1YZ
- **Elvy Court**, 200 London Road, Northwich, Kent, ME10 1QA
- **Glenmoor House**, 25 Rockingham Road, Corby, Northamptonshire, NN17 1AD
- **Lavender Lodge**, Bruntile Close, Reading Road, Farnborough, Hampshire, GU14 6PR
- **Lucas Court**, Northampton Lane North, Moulton, Northampton, Northamptonshire, NN3 7RQ
- **Merlin Court**, Marlborough Court, The Common, Hyde Lane, Marlborough, Wiltshire, SN8 1JR
- **Oban House**, 46 Bramley Hill, Croydon, Surrey, CR2 6NS
- **Priory Court**, Priory Road, Stamford, Lincolnshire, PE9 2EU
- **Rowan Court**, Silverdale Road, Newcastle-under-Lyme, Staffordshire, ST5 2TA
- **St Georges Park**, School Street, St George's, Telford, Shropshire, TF2 9LL