

To:

Clare Jacobs RCN
Dave Johnson UNISON
Justin Bowden GMB

Norcliffe House,
Station Road,
Wilmslow, Cheshire
SK9 1BU

31 April 2016

T: +44 (0) 1625 417800
F: +44 (0) 1625 417827
E: fourseasons@fshc.co.uk
www.fshc.co.uk

Dear Colleagues

National Living Wage

Further to our recent meeting on 16 March 2016, please find attached a schedule with the planned increases to pay for our colleagues linked to the introduction of the National Living Wage (NLW) for those aged 25 and over.

In addition to the statutory increase I have highlighted below discretionary increases to pay that we want to implement ahead of the October 2016 pay review and an update regarding the progress of the pay strategy.


Discretionary Pay Increases

- Everyone moving to the NLW will receive an additional 1p per hour above the NLW rate (for example, those currently receiving £6.71 per hour will increase by 50 pence per hour to £7.21 per hour).
- We have brought forward a number of pay increases that were planned for the annual October pay review. The details of these increases are detailed on Schedule 1 that is attached to this letter. They will come into effect from 1 April 2016 instead of 1 October 2016.

Pay Strategy Update

- In October last year we committed to introducing a shared set of pay principles and a pay strategy to be agreed with the trade unions. I am happy to announce that we have circulated both the principles and the strategy to the unions and they will be shared across all homes as we begin to implement the pay strategy.
- We also agreed, as part of the pay strategy, to include a Knowledge, Skills and Abilities framework for each of the individual roles linked to a career ladder that highlights routes for personal and professional development. Whilst we have designed the pay and progression framework it is not ready to implement by the 1 April. We are working with you to have the framework in place ahead of the October 2016 pay review.

Kind regards



Louise Cherry
People Director

Schedule 1

Increase £	Rate old	Rate new	Change %
0.5	6.71	7.21	7.5%
0.49	6.72	7.21	7.3%
0.49	6.72	7.21	7.3%
0.48	6.73	7.21	7.1%
0.47	6.74	7.21	7.0%
0.46	6.75	7.21	6.8%
0.45	6.76	7.21	6.7%
0.44	6.77	7.21	6.5%
0.43	6.78	7.21	6.3%
0.42	6.79	7.21	6.2%
0.41	6.80	7.21	6.0%
0.4	6.81	7.21	5.9%
0.39	6.82	7.21	5.7%
0.38	6.83	7.21	5.6%
0.37	6.84	7.21	5.4%
0.36	6.85	7.21	5.3%
0.35	6.86	7.21	5.1%
0.34	6.87	7.21	4.9%
0.33	6.88	7.21	4.8%
0.32	6.89	7.21	4.6%
0.31	6.90	7.21	4.5%
0.30	6.91	7.21	4.3%
0.29	6.92	7.21	4.2%
0.28	6.93	7.21	4.0%
0.27	6.94	7.21	3.9%
0.26	6.95	7.21	3.7%
0.25	6.96	7.21	3.6%
0.24	6.97	7.21	3.4%
0.23	6.98	7.21	3.3%
0.22	6.99	7.21	3.1%
0.21	7.00	7.21	3.0%
0.20	7.01	7.21	2.9%

Increase £	Rate old	Rate new	Change %
0.20	7.02	7.22	2.8%
0.20	7.03	7.23	2.8%
0.20	7.04	7.24	2.8%
0.19	7.05	7.24	2.7%
0.19	7.06	7.25	2.7%
0.19	7.07	7.26	2.7%
0.19	7.08	7.27	2.7%
0.18	7.09	7.27	2.5%
0.18	7.10	7.28	2.5%
0.18	7.11	7.29	2.5%
0.18	7.12	7.30	2.5%
0.17	7.13	7.30	2.4%
0.17	7.14	7.31	2.4%
0.17	7.15	7.32	2.4%
0.17	7.16	7.33	2.4%
0.16	7.17	7.33	2.2%
0.16	7.18	7.34	2.2%
0.16	7.19	7.35	2.2%
0.16	7.20	7.36	2.2%
0.15	7.21	7.36	2.1%
0.15	7.22	7.37	2.1%
0.15	7.23	7.38	2.1%
0.15	7.24	7.39	2.1%
0.14	7.25	7.39	1.9%
0.14	7.26	7.40	1.9%
0.14	7.27	7.41	1.9%
0.14	7.28	7.42	1.9%
0.13	7.29	7.42	1.8%
0.13	7.30	7.43	1.8%
0.13	7.31	7.44	1.8%
0.13	7.32	7.45	1.8%
0.12	7.33	7.45	1.6%
0.12	7.34	7.46	1.6%
0.12	7.35	7.47	1.6%
0.12	7.36	7.48	1.6%
0.11	7.37	7.48	1.5%
0.11	7.38	7.49	1.5%
0.11	7.39	7.50	1.5%
0.11	7.40	7.51	1.5%

Increase £	Rate old	Rate new	Change %
0.10	7.41	7.51	1.3%
0.10	7.42	7.52	1.3%
0.10	7.43	7.53	1.3%
0.10	7.44	7.54	1.3%
0.09	7.45	7.54	1.2%
0.09	7.46	7.55	1.2%
0.09	7.47	7.56	1.2%
0.09	7.48	7.57	1.2%
0.08	7.49	7.57	1.1%
0.08	7.50	7.58	1.1%
0.08	7.51	7.59	1.1%
0.08	7.52	7.60	1.1%
0.08	7.53	7.61	1.1%
0.08	7.54	7.62	1.1%
0.08	7.55	7.63	1.1%
0.08	7.56	7.64	1.1%
0.08	7.57	7.65	1.1%
0.08	7.58	7.66	1.1%
0.08	7.59	7.67	1.1%
0.08	7.60	7.68	1.1%
0.08	7.61	7.69	1.1%
0.08	7.62	7.70	1.0%
0.08	7.63	7.71	1.0%
0.08	7.64	7.72	1.0%
0.08	7.65	7.73	1.0%
0.08	7.66	7.74	1.0%
0.08	7.67	7.75	1.0%
0.08	7.68	7.76	1.0%
0.08	7.69	7.77	1.0%
0.08	7.70	7.78	1.0%
0.08	7.71	7.79	1.0%
0.08	7.72	7.80	1.0%
0.08	7.73	7.81	1.0%
0.08	7.74	7.82	1.0%
0.08	7.75	7.83	1.0%
0.08	7.76	7.84	1.0%
0.08	7.77	7.85	1.0%
0.08	7.78	7.86	1.0%
0.08	7.79	7.87	1.0%
0.08	7.80	7.88	1.0%
0.08	7.81	7.89	1.0%
0.08	7.82	7.90	1.0%
0.08	7.83	7.91	1.0%
0.08	7.84	7.92	1.0%
0.08	7.85	7.93	1.0%
0.08	7.87	7.95	1.0%
0.08	7.88	7.96	1.0%
0.08	7.89	7.97	1.0%
0.08	7.90	7.98	1.0%
0.08	7.91	7.99	1.0%
0.08	7.92	8.00	1.0%
0.07	7.93	8.00	0.9%
0.06	7.94	8.00	0.8%
0.05	7.95	8.00	0.6%
0.03	7.97	8.00	0.4%
0.01	7.99	8.00	0.1%