

**Chief Executive:**  
**Wing Commander Ian Cumming MBE**  
**Direct Tel: 0141 814 4507**  
**Mobile: 07872 180403**  
**e-mail: [ian.cumming@erskine.org.uk](mailto:ian.cumming@erskine.org.uk)**

## **ERSKINE FINAL PAY AWARD OFFER 23/24**

Our sincere thanks for your recent attendance and positive engagement in pay claim discussions on 21 September 2023.

Our discussions took place in the context of the ongoing Sustainable Service Review, intended to reduce a recurring £4M annual funding shortfall, which in recent years we have bridged through a finite pool of donated reserves.

This means that we were unable to meet your pay claim in full – despite our sincere admiration and appreciation of the work that our colleagues do. To do so would see us forced to reduce our care offering and, crucially, our staffing to levels, to support only 90 bedrooms in a single location, with no additional clinical or allied health management support.

However, we are also very much aware that our staff are affected by the same transient inflationary pressures which Erskine and its donors are. Therefore, our sustainable offer to your members, is a 3.19% consolidated pay uplift and a one-off lump sum payment of £1,058-£1,114 (which will come from our finite reserves). This will have the greatest effect upon lower paid staff who will see an in-year increase of 8.16%, with rates of pay for the majority of our staff that are at least 18.6% higher than the National Care Home Contract and its meagre Terms and conditions. The most senior staff on the Erskine pay scales will receive a 5% increase in-year increase in pay.

As a further gesture of our appreciation of our colleagues' work, we will undertake to pay our staff's SSSC, NMC and HCPC fees in future.

Our detailed proposal, its financial breakdown and how we would seek to apply it, is an Appendix 1. We hope that you and your members will view this proposal favourably. We look forward to future discussions with you on how we intend to embed SSR changes and develop Erskine's future services across Scotland.

Yours sincerely



**Ian Cumming**  
**Chief Executive**

Patron: HRH The Prince Charles, Duke of Rothesay  
Erskine, Bishopton, Renfrewshire, PA7 5PU  
Tel: 0141 812 1100 Fax: 0141 812 3733  
Email: [enquiries@erskine.org.uk](mailto:enquiries@erskine.org.uk)

[www.erskine.org.uk](http://www.erskine.org.uk)

## Appendix 1 - Erskine Veterans Charity Pay award 23/24

22 September 2023

### 1. Summary award

An overall one year award worth £1.1m, giving 3.19% plus an additional non-consolidated cost of living payment weighted towards to all staff.

Our lowest paid workers will receive a total uplift of 8.16% versus prior year pay, falling to 5% for those at the top of the pay scale. Based on a 37.5-hour week no member of staff will get less than an additional £1,738.

The award is summarised as follows:

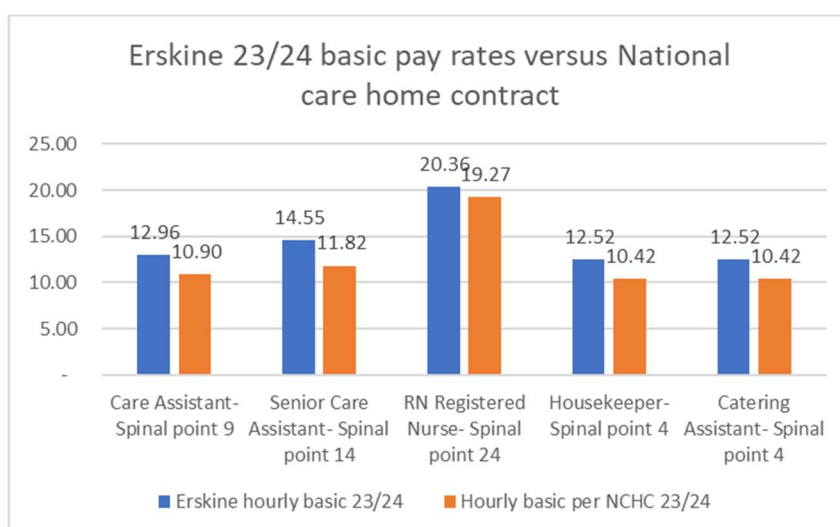
- A consolidated 3.19% increase in basic pay for all spinal points
- A non-consolidated payment for every member of staff in employment as of the 1<sup>st</sup> of October, paid out in a single payment in the October 2023 payroll. The payment will be £1,114 for every shift worker, and £1,058 for every non-shift worker pro-rated, based on a 37.5 hour working week. The Charity will make employer pension contributions in respect of this payment.
- The payment of Scottish Social Services Council, Nursing and Midwifery council and Health and Care Professionals Council annual renewal fees from 1 October 2023.

See Annex A for details of the award by role and grade.

### 2. Key drivers

#### Recruitment and retention

The Charity has endured considerable recruitment challenges which have placed a significant burden upon existing members of staff. This has had a considerable effect on both the scale of the service we can offer, put pressure on the quality of our services and led to many staff choosing to leave the Charity. The award will see pay for 23/24 set at strongly competitive levels within the Social care sector. A Care assistant at Erskine at the top of Grade 2, including the effect of the non-consolidated award, will receive £12.96 per hour, which is 18.9% higher than the National Care home contract, or £4,030 per annum in pay.



**Erskine 23/24 basic pay rates versus National care home contract**

Label	Erskine hourly basic 23/24	Hourly basic per NCHC 23/24	Variance %	Annualised £ difference
Care Assistant- Spinal point 9	12.96	10.90	18.9%	4,030
Senior Care Assistant- Spinal point 14	14.55	11.82	23.1%	5,337
RN Registered Nurse- Spinal point 24	20.36	19.27	5.7%	2,147
Housekeeper- Spinal point 4	12.52	10.42	20.1%	4,097
Catering Assistant- Spinal point 4	12.52	10.42	20.1%	4,097

**Cost of living crisis**

The Charity recognises the considerable pressure that the cost of living crisis has placed on our employees, particularly our lowest paid staff. In response to this an award has been formulated which allocated the greatest percentage increases towards lower paid members of staff.

**Funding position**

Our earned sources of income (including the National Care Home contract, and increases in self funding rates) will generate an additional £0.4m in revenue per annum, affording the Charity to award a 3.19% increase basic pay. The Charity will fund the additional £0.6m required for the non-consolidated element of the award from our Charitable reserves.

Patron: HRH The Prince Charles, Duke of Rothesay  
Erskine, Bishopton, Renfrewshire, PA7 5PU  
Tel: 0141 812 1100 Fax: 0141 812 3733  
Email: [enquiries@erskine.org.uk](mailto:enquiries@erskine.org.uk)

[www.erskine.org.uk](http://www.erskine.org.uk)

Erskine is the trading name of Erskine Hospital. Incorporated in Scotland as a non profit making company limited by Guarantee No. 174103 (Scottish Charity No. SC006609)



## Annex A – Detailed pay award tables

**Table 1: Award by roles**

Role	Grade / Spinal point	22/23 Basic	Consolidated award	Consolidated pay	Non-consolidated pay award	23/24 Basic	Total % increase	Of which consolidated	Of which non-consolidated
Housekeeper	Grade 1, Spinal point 4	11.58	0.37	11.95	0.57	<b>12.52</b>	8.1%	3.2%	4.9%
Housekeeper/Laundry Assistant	Grade 1, Spinal point 4	11.58	0.37	11.95	0.57	<b>12.52</b>	8.1%	3.2%	4.9%
Catering Assistant	Grade 1, Spinal point 4	11.58	0.37	11.95	0.57	<b>12.52</b>	8.1%	3.2%	4.9%
Support Services Operative	Grade 2, Spinal point 9	12.01	0.38	12.39	0.57	<b>12.96</b>	7.9%	3.2%	4.7%
Activities Assistant	Grade 2, Spinal point 9	12.01	0.38	12.39	0.57	<b>12.96</b>	7.9%	3.2%	4.7%
Care Assistant	Grade 2, Spinal point 9	12.01	0.38	12.39	0.57	<b>12.96</b>	7.9%	3.2%	4.7%
Senior Care Assistant	Grade 3, Spinal point 14	13.55	0.43	13.98	0.57	<b>14.55</b>	7.4%	3.2%	4.2%
Chef	Grade 3, Spinal point 14	13.55	0.43	13.98	0.57	<b>14.55</b>	7.4%	3.2%	4.2%
RN Registered Nurse	Grade 5, Spinal point 24	19.18	0.61	19.79	0.57	<b>20.36</b>	6.2%	3.2%	3.0%

**Table 2: Shift workers pay award by Grade**

Grade	Shift (hourly rate)							
	22/23 Basic	Consolidated award	Consolidated pay	Non-consolidated pay award	23/24 Basic	Total % increase	Of which consolidated	Of which non-consolidated
Grade 1 - SPINAL.3	11.47	0.37	11.84	0.57	<b>12.41</b>	8.16%	3.2%	5.0%
Grade 1 - SPINAL.4	11.58	0.37	11.95	0.57	<b>12.52</b>	8.11%	3.2%	4.9%
Grade 2 - SPINAL.7	11.58	0.37	11.95	0.57	<b>12.52</b>	8.11%	3.2%	4.9%
Grade 2 - SPINAL.9	12.01	0.38	12.39	0.57	<b>12.96</b>	7.94%	3.2%	4.7%
Grade 3 - SPINAL.10	12.39	0.40	12.78	0.57	<b>13.35</b>	7.79%	3.2%	4.6%
Grade 3 - SPINAL.14	13.55	0.43	13.98	0.57	<b>14.55</b>	7.40%	3.2%	4.2%
Grade 4 - SPINAL.15	14.18	0.45	14.64	0.57	<b>15.21</b>	7.21%	3.2%	4.0%
Grade 4 - SPINAL.19	16.42	0.52	16.94	0.57	<b>17.51</b>	6.66%	3.2%	3.5%
Grade 5 - SPINAL.20	17.05	0.54	17.59	0.57	<b>18.16</b>	6.53%	3.2%	3.3%
Grade 5 - SPINAL.24	19.18	0.61	19.79	0.57	<b>20.36</b>	6.16%	3.2%	3.0%
Grade 6 - SPINAL.25	20.17	0.64	20.81	0.57	<b>21.38</b>	6.02%	3.2%	2.8%
Grade 6 - SPINAL.30	21.88	0.70	22.58	0.57	<b>23.15</b>	5.79%	3.2%	2.6%
Grade 7 - SPINAL.31	24.29	0.77	25.06	0.57	<b>25.63</b>	5.54%	3.2%	2.3%
Grade 7 - SPINAL.35	26.12	0.83	26.95	0.57	<b>27.52</b>	5.37%	3.2%	2.2%
Grade 8 - SPINAL.36	27.72	0.88	28.60	0.57	<b>29.17</b>	5.25%	3.2%	2.1%
Grade 8 - SPINAL.40	31.14	0.99	32.13	0.57	<b>32.70</b>	5.02%	3.2%	1.8%

**Table 3: Non-shift workers pay award by Grade**

Grade	Non-shift (annual rate)							
	22/23 Basic	Consolidated award	Consolidated pay	Non-consolidated pay award	23/24 Basic	Total % increase	Of which consolidated	Of which non-consolidated
Grade 1 - SPINAL.3	21,305.00	679.63	21,984.63	1,058.47	<b>23,043.10</b>	8.16%	3.2%	5.0%
Grade 1 - SPINAL.4	21,500.00	685.85	22,185.85	1,058.47	<b>23,244.32</b>	8.11%	3.2%	4.9%
Grade 2 - SPINAL.7	21,500.00	685.85	22,185.85	1,058.47	<b>23,244.32</b>	8.11%	3.2%	4.9%
Grade 2 - SPINAL.9	22,302.57	711.45	23,014.02	1,058.47	<b>24,072.49</b>	7.94%	3.2%	4.7%
Grade 3 - SPINAL.10	23,005.92	733.89	23,739.81	1,058.47	<b>24,798.28</b>	7.79%	3.2%	4.6%
Grade 3 - SPINAL.14	25,168.60	802.88	25,971.48	1,058.47	<b>27,029.95</b>	7.40%	3.2%	4.2%
Grade 4 - SPINAL.15	26,344.81	840.40	27,185.21	1,058.47	<b>28,243.68</b>	7.21%	3.2%	4.0%
Grade 4 - SPINAL.19	30,489.10	972.60	31,461.70	1,058.47	<b>32,520.17</b>	6.66%	3.2%	3.5%
Grade 5 - SPINAL.20	31,666.75	1,010.17	32,676.92	1,058.47	<b>33,735.39</b>	6.53%	3.2%	3.3%
Grade 5 - SPINAL.24	35,625.97	1,136.47	36,762.44	1,058.47	<b>37,820.91</b>	6.16%	3.2%	3.0%
Grade 6 - SPINAL.25	37,460.63	1,194.99	38,655.62	1,058.47	<b>39,714.09</b>	6.02%	3.2%	2.8%
Grade 6 - SPINAL.30	40,643.37	1,296.52	41,939.89	1,058.47	<b>42,998.36</b>	5.79%	3.2%	2.6%
Grade 7 - SPINAL.31	45,110.36	1,439.02	46,549.38	1,058.47	<b>47,607.85</b>	5.54%	3.2%	2.3%
Grade 7 - SPINAL.35	48,502.15	1,547.22	50,049.37	1,058.47	<b>51,107.84</b>	5.37%	3.2%	2.2%
Grade 8 - SPINAL.36	51,479.84	1,642.21	53,122.05	1,058.47	<b>54,180.51</b>	5.25%	3.2%	2.1%
Grade 8 - SPINAL.40	57,836.03	1,844.97	59,681.00	1,058.47	<b>60,739.47</b>	5.02%	3.2%	1.8%

Patron: HRH The Prince Charles, Duke of Rothesay  
 Erskine, Bishopton, Renfrewshire, PA7 5PU  
 Tel: 0141 812 1100 Fax: 0141 812 3733  
 Email: [enquiries@erskine.org.uk](mailto:enquiries@erskine.org.uk)

[www.erskine.org.uk](http://www.erskine.org.uk)

Erskine is the trading name of Erskine Hospital. Incorporated in Scotland as a non profit making company limited by Guarantee No. 174103 (Scottish Charity No. SC006609)  
 Registered office: 7 West George Street, Glasgow G2 1BA

