

**Chief Executive:**  
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## **ERSKINE PAY AWARD OFFER EFFECTIVE 1 OCTOBER 2024**

**17 DECEMBER 2024**

Dear Union Partners

Following our productive meeting last Wednesday I am writing to provide Union Partners with a revised pay award offer to be applied from 1 October 2024.

The offer has been enhanced by increasing the minimum award for all staff to 3.50% (rather than 3.08% in our original offer). This enhancement has been funded by additional funds underwritten from our reserves, with increased revenues or reduced costs to be identified by management in due course, in order that the Charity continues on its journey towards financial sustainability. Overall this offer, our third, has adopted the higher proposed award for each spinal point from within our earlier two offers. Consistent with our prior offer, this third offer includes a proposal that the "2/5ths" approach to sick pay is applied retrospectively to 250 employees up to the 31st of March 2025. After this date it would cease for all employees and the Charity will consistently apply the policy of the first three days of sickness absence being unpaid.

We believe this third offer is fair is in the best interests of our staff, and supports our long term strategy. We hope that Union Partners will be in a position to seriously consider this offer.

We are grateful for Union Partners' response to this offer at the earliest convenience, in order provide this award to our staff as quickly as possible.

In addition, as requested during our meeting on 11 December 2024, we also attach detailed workings of how the funding envelope has been applied in our first offer, versus our revised offer. These are attached in Annex 2. Annex 3 provides the equivalent workings for this, our third offer, compared to our second offer. We trust this is helpful.

We look forward to hearing from you.

Yours sincerely



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

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Erskine Veterans Charity is a company limited by guarantee incorporated in Scotland, registered number SC174103. A charity regulated by the Scottish Charity Regulator (OSCR), Scottish charity number SC006609. Registered office: The Erskine Home, Erskine Veterans Village, Bishopton, Renfrewshire, PA7 5PU

**Annex 1 – Erskine pay award Offer 3 effective 1 October 2024**

**Annex 2 – Proof of funding envelope workings of Offer 1 compared to Offer 2**

**Annex 3 – Proof of funding envelope workings of Offer 2 compared to Offer 3**

## Annex 1 – Summary Erskine pay award Offer 3 effective 1 October 2024

### 1. Summary award

An overall one-year award worth £843k, providing an average increase in pay of 5.8% across all grades and spinal points. The award is summarised as follows:

- A rise for our lowest paid staff which is driven by our commitment to paying at least the Real Living Wage to all staff and to maintaining the existing shift uplift differential. This results in a 9.41% rise for Care Assistants at the bottom of Grade 2 (Grade 2, spinal 7), and an average rise for Care Assistants (Grade 2, shift) of 6.80%. The average rise for Housekeepers (Grade 1, shift) is 9.22%
- A consolidated 5.14% uplift for all Registered Nurses, Clinical Leads, House Managers, Advanced Nurse Practitioners, Deputy Home Managers and Home Managers, through the creation of a “Register Nurse pay uplift” (3.50% general rise, plus a 1.64% Registered Nurse uplift).
- A minimum consolidated 3.50% increase in basic pay for all staff
- Retrospectively reinstate the “2/5ths” sick pay approach for the period 1 July 2023 through 31 March 2025, for the 250 employees who had at least once instance of absence due to non-covid related sickness during the five years ending 31 July 2023.
- A commitment to continuing to pay at least the Real Living Wage for all employees. This incorporates a commitment modify pay as required prior to 1 October 2025, in order to fulfil this commitment.

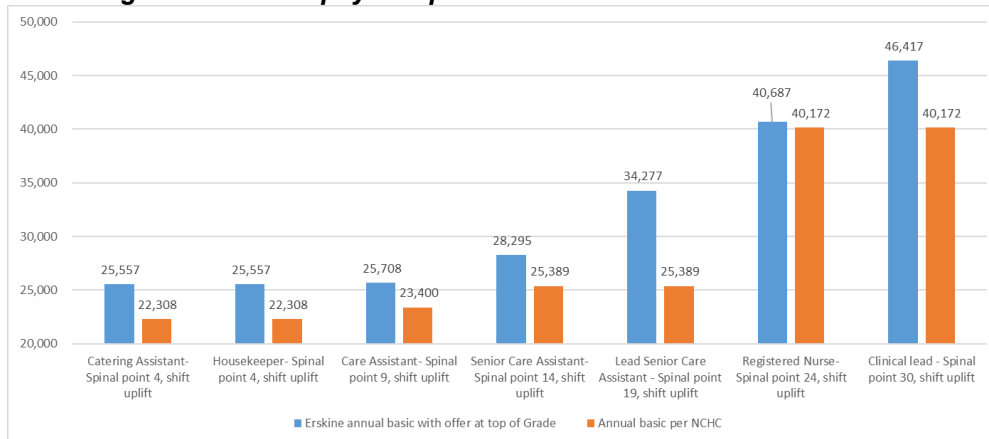
See figure 1, 2 and 3 below for details of the award by role and grade.

### 2. Key drivers

#### Recruitment and retention

The award will see pay for 24/25 set at strongly competitive levels within the social care sector, with key frontline roles (see Figure 4 below) having basic pay at rates an average of 11.7% higher than the National Care Home Contract. At Erskine, a Care Assistant at the top of Grade 2, will receive £13.18 per hour, which is 9.9% higher than the National Care Home Contract, or £2,308 per annum, whilst the Erskine model of care delivery has the Lead Senior Care Assistant and Clinical Lead roles which earn £8,888 (or 35%), and £6,245 (or 15.5%) more per annum in basic pay than the closest comparable roles in the National Care home contract (NCHC).

**Figure 1: Erskine pay compared to National Care Home Contract**



Label	Erskine hourly basic next year at top of Grade	Hourly basic per NCHC	Variance %	Annualised £ difference
Catering Assistant- Spinal point 4, shift uplift	13.11	11.44	14.6%	3,249
Housekeeper- Spinal point 4, shift uplift	13.11	11.44	14.6%	3,249
Care Assistant- Spinal point 9, shift uplift	13.18	12.00	9.9%	2,308
Senior Care Assistant- Spinal point 14, shift uplift	14.51	13.02	11.4%	2,906
Lead Senior Care Assistant - Spinal point 19, shift uplift	17.58	13.02	35.0%	8,888
Registered Nurse- Spinal point 24, shift uplift	20.87	20.60	1.3%	515
Clinical lead - Spinal point 30, shift uplift	23.80	20.60	15.5%	6,245

#### Funding position

As a Charity with finite resources, to protect our beneficiaries and our staff we must live within our means. This pay award is funded from increases in our earned income (including the National Care Home Contract and increases in rates for self-funding residents) together with an allocation of savings from a reduction in the rate of sickness absence. We continue to work with Union Partners to maximise the funding envelope available for the basic pay of our staff.

### 3. Detailed pay award tables

**Figure 2: Illustration of award by select roles**

Role	Grade / Spinal point	Eligible for shift uplift?	Eligible for Nursing uplift?	Current Basic	Consolidated award	Revised Basic	Total % increase
Housekeeper	Grade 1, Spinal point 4	Yes	No	12.00	1.11	<b>13.11</b>	9.22%
Housekeeper/Laundry Assistant	Grade 1, Spinal point 4	Yes	No	12.00	1.11	<b>13.11</b>	9.22%
Catering Assistant	Grade 1, Spinal point 4	Yes	No	12.00	1.11	<b>13.11</b>	9.22%
Support Services Operative	Grade 2, Spinal point 9	Yes	No	12.42	0.76	<b>13.18</b>	6.12%
Activities Assistant	Grade 2, Spinal point 9	Yes	No	12.42	0.76	<b>13.18</b>	6.12%
Care Assistant	Grade 2, Spinal point 9	Yes	No	12.42	0.76	<b>13.18</b>	6.12%
Senior Care Assistant	Grade 3, Spinal point 14	Yes	No	14.02	0.49	<b>14.51</b>	3.50%
Chef	Grade 3, Spinal point 14	Yes	No	14.02	0.49	<b>14.51</b>	3.50%
Lead Senior Care Assistant	Grade 4, Spinal point 15	Yes	No	14.67	0.51	<b>15.19</b>	3.50%
RN Registered Nurse	Grade 5, Spinal point 24	Yes	Yes	19.84	1.02	<b>20.87</b>	5.14%
Clinical lead	Grade 6, Spinal point 30	Yes	Yes	22.64	1.16	<b>23.80</b>	5.14%
House Manager	Grade 7, Spinal point 35	Yes	Yes	27.02	1.39	<b>28.41</b>	5.14%
Deputy Home Manager	Grade 7, Spinal point 35	Yes	Yes	27.02	1.39	<b>28.41</b>	5.14%
Home Manager	Grade 8, Spinal point 40	Yes	Yes	32.22	1.66	<b>33.87</b>	5.14%

**Figure 3: Pay scale current versus proposed**

	Hourly rate						Variance %		
	Current			Revised			Non-shift	Shift	Nursing
Grade	Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)	Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)			
Grade 1 - SPINAL.3	12.00	12.00		12.42	13.07		3.50%	8.95%	
Grade 1 - SPINAL.4	12.00	12.00		12.45	13.11		3.76%	9.22%	
Grade 2 - SPINAL.7	12.00	12.00		12.47	13.13		3.94%	9.41%	
Grade 2 - SPINAL.8	12.00	12.06		12.50	13.16		4.15%	9.10%	
Grade 2 - SPINAL.9	12.00	12.42		12.52	13.18		4.37%	6.12%	
Grade 3 - SPINAL.10	12.17	12.82		12.60	13.26		3.50%	3.50%	
Grade 3 - SPINAL.11	12.43	13.09		12.87	13.54		3.50%	3.50%	
Grade 3 - SPINAL.12	12.73	13.40		13.18	13.87		3.50%	3.50%	
Grade 3 - SPINAL.13	13.03	13.71		13.48	14.19		3.50%	3.50%	
Grade 3 - SPINAL.14	13.32	14.02		13.78	14.51		3.50%	3.50%	
Grade 4 - SPINAL.15	13.94	14.67		14.43	15.19		3.50%	3.50%	
Grade 4 - SPINAL.16	14.46	15.22		14.96	15.75		3.50%	3.50%	
Grade 4 - SPINAL.17	15.03	15.82		15.56	16.37		3.50%	3.50%	
Grade 4 - SPINAL.18	15.54	16.36		16.08	16.93		3.50%	3.50%	
Grade 4 - SPINAL.19	16.13	16.98		16.70	17.58		3.50%	3.50%	
Grade 5 - SPINAL.20	16.76	17.64	17.64	17.34	18.26	18.55	3.50%	3.50%	5.14%
Grade 5 - SPINAL.21	17.31	18.22	18.22	17.91	18.86	19.16	3.50%	3.50%	5.14%
Grade 5 - SPINAL.22	17.87	18.81	18.81	18.50	19.47	19.78	3.50%	3.50%	5.14%
Grade 5 - SPINAL.23	18.34	19.30	19.30	18.98	19.98	20.30	3.50%	3.50%	5.14%
Grade 5 - SPINAL.24	18.85	19.84	19.84	19.51	20.54	20.87	3.50%	3.50%	5.14%
Grade 6 - SPINAL.25	19.82	20.87	20.87	20.52	21.60	21.94	3.50%	3.50%	5.14%
Grade 6 - SPINAL.26	20.19	21.26	21.26	20.90	22.00	22.35	3.50%	3.50%	5.14%
Grade 6 - SPINAL.27	20.47	21.55	21.55	21.19	22.30	22.66	3.50%	3.50%	5.14%
Grade 6 - SPINAL.28	20.77	21.86	21.86	21.50	22.63	22.99	3.50%	3.50%	5.14%
Grade 6 - SPINAL.29	21.15	22.27	22.27	21.89	23.05	23.41	3.50%	3.50%	5.14%
Grade 6 - SPINAL.30	21.51	22.64	22.64	22.26	23.43	23.80	3.50%	3.50%	5.14%
Grade 7 - SPINAL.31	23.87	25.13	25.13	24.71	26.01	26.42	3.50%	3.50%	5.14%
Grade 7 - SPINAL.32	24.20	25.48	25.48	25.05	26.37	26.79	3.50%	3.50%	5.14%
Grade 7 - SPINAL.33	24.63	25.93	25.93	25.49	26.83	27.26	3.50%	3.50%	5.14%
Grade 7 - SPINAL.34	24.92	26.23	26.23	25.79	27.15	27.58	3.50%	3.50%	5.14%
Grade 7 - SPINAL.35	25.67	27.02	27.02	26.56	27.96	28.41	3.50%	3.50%	5.14%
Grade 8 - SPINAL.36	27.24	28.68	28.68	28.20	29.68	30.15	3.50%	3.50%	5.14%
Grade 8 - SPINAL.37	27.78	29.25	29.25	28.76	30.27	30.75	3.50%	3.50%	5.14%
Grade 8 - SPINAL.38	28.30	29.79	29.79	29.29	30.83	31.32	3.50%	3.50%	5.14%
Grade 8 - SPINAL.39	29.43	30.98	30.98	30.46	32.06	32.57	3.50%	3.50%	5.14%
Grade 8 - SPINAL.40	30.61	32.22	32.22	31.68	33.34	33.87	3.50%	3.50%	5.14%

\*Nursing uplift proposed to apply to the following roles: RN Registered Nurse, Clinical Lead, House Manager, Deputy Home Manager, Trainee Advanced Nurse Practitioner, Advanced Nurse Practitioner, Home Manager

## Annex 2 - Proof of funding envelope workings of offer 1 compared to offer 2

Erskine Veterans Charity

Pay award proposal 24/25 Offer 1 dated 30 October 2024: Detailed workings for union partners

11-Dec-24

Grade	Hourly rate						Variance %			WTE 23/24				WTE 24/25				23/24 Ek				24/25 Ek				Envelope applied												
	Current		Revised				Non-shift	Shift	Nursing	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total									
Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)	Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)																																	
Grade 1 - SPINAL.3	12.00	12.00	12.37	13.02		3.08%	8.51%									0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Grade 1 - SPINAL.4	12.00	12.00	12.42	13.07		3.51%	8.96%		1	54	-	54				18	1,255	0	1,272	0	1,198	0	1,198	(18)	(57)	0	(74)											
Grade 2 - SPINAL.7	12.00	12.00	12.47	13.13		3.94%	9.41%		0	21	-	21				6	481	0	487	593	435	0	1,029	587	(45)	0	542											
Grade 2 - SPINAL.8	12.00	12.06	12.50	13.16		4.15%	9.10%		1	37	-	38				23	878	0	901	0	792	0	792	(23)	(85)	0	(109)											
Grade 2 - SPINAL.9	12.00	12.42	12.52	13.18		4.37%	6.12%		12	143	-	155				276	3,475	-	167	55	4,234	0	4,288	(222)	759	0	537											
Grade 3 - SPINAL.10	12.17	12.82	12.55	13.21		3.08%	3.08%				-					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Grade 3 - SPINAL.11	12.43	13.09	12.82	13.49		3.08%	3.08%		2	4	-	6				4	4	-	8	48	102	0	151	100	105	0	205	51	3	0	55							
Grade 3 - SPINAL.12	12.73	13.40	13.13	13.82		3.08%	3.08%		1	2	-	2				20	42	0	62	0	0	0	0	(20)	(42)	0	(62)											
Grade 3 - SPINAL.13	13.03	13.71	13.43	14.14		3.08%	3.08%		-	1	-	1				0	20	0	20	0	183	0	183	0	163	0	163	0	0	0	0	0	0	0	0	0		
Grade 3 - SPINAL.14	13.32	14.02	13.73	14.45		3.08%	3.08%		5	60	-	65				4	38	-	42	140	1,637	0	1,777	113	1,073	0	1,186	(27)	(564)	0	(591)							
Grade 4 - SPINAL.15	13.94	14.67	14.37	15.13		3.08%	3.08%				-					0	0	0	0	50	641	0	691	50	641	0	691	0	0	0	0	0	0	0	0	0		
Grade 4 - SPINAL.16	14.46	15.22	14.90	15.69		3.08%	3.08%		1	4	-	5				1	5	-	6	28	111	0	139	29	153	0	182	1	42	0	43							
Grade 4 - SPINAL.17	15.03	15.82	15.49	16.31		3.08%	3.08%		2	1	-	3				1	1	-	2	61	31	0	92	30	32	0	62	(31)	1	0	(30)							
Grade 4 - SPINAL.18	15.54	16.36	16.02	16.86		3.08%	3.08%				-					0	2	-	2	0	0	0	0	0	59	0	59	0	59	0	59	0	59	0	59	0	59	
Grade 4 - SPINAL.19	16.13	16.98	16.63	17.51		3.08%	3.08%		10	5	-	15				9	3	-	12	322	169	0	491	298	102	0	401	(24)	(67)	0	(91)							
Grade 5 - SPINAL.20	16.76	17.64	17.27	18.18	18.55	3.08%	3.08%	5.14%			-					1	3	-	4	0	0	0	0	34	105	0	139	34	105	0	139	0	139	0	139	0	139	
Grade 5 - SPINAL.21	17.31	18.22	18.22	18.78	19.16	3.08%	3.08%	5.14%			-					1	-	-	1	0	0	0	0	35	0	0	35	35	0	0	35	0	35	0	35	0	35	
Grade 5 - SPINAL.22	17.87	18.81	18.81	19.42	19.78	3.08%	3.08%	5.14%			-					2	-	-	2	0	0	0	0	72	0	0	72	72	0	0	72	0	72	0	72	0	72	
Grade 5 - SPINAL.23	18.34	19.30	19.30	19.90	20.30	3.08%	3.08%	5.14%			-	2	-	2	-	-	-	-	0	75	0	75	0	0	0	75	0	(75)	0	(75)	0	(75)	0	(75)	0	(75)		
Grade 5 - SPINAL.24	18.85	19.84	19.84	19.43	20.46	3.08%	3.08%	5.14%			-	49	-	49	-	8	3	24	35	363	1,524	0	1,887	321	120	967	1,408	(42)	(1,404)	967	(480)							
Grade 6 - SPINAL.25	19.82	20.87	20.87	20.43	21.51	3.08%	3.08%	5.14%			-								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 6 - SPINAL.26	20.19	21.26	21.26	20.82	21.91	3.08%	3.08%	5.14%			-	3	-	3	-	1	-	-	1	102	0	102	41	0	0	41	(61)	0	0	(61)	0	(61)	0	(61)	0	(61)		
Grade 6 - SPINAL.27	20.47	21.55	21.55	21.10	22.21	3.08%	3.08%	5.14%			-	1	1	-	2	1	1	-	2	40	42	0	82	41	43	0	84	1	1	0	3							
Grade 6 - SPINAL.28	20.77	21.86	21.86	21.41	22.53	3.08%	3.08%	5.14%			-	3	1	-	4	6	2	-	8	121	43	0	164	231	88	0	319	109	45	0	155							
Grade 6 - SPINAL.29	21.15	22.27	22.27	21.81	22.95	3.08%	3.08%	5.14%			-	1	6	-	7	1	-	-	7	56	258	0	314	43	0	320	362	(14)	(258)	320	48							
Grade 6 - SPINAL.30	21.51	22.64	22.64	22.17	23.34	3.08%	3.08%	5.14%			-	4	-	-	4	3	-	-	3	183	0	0	183	140	0	0	140	(43)	0	0	(43)	0	(43)	0	(43)	0	(43)	
Grade 7 - SPINAL.31	23.87	25.13	25.13	24.61	25.90	3.08%	3.08%	5.14%			-								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade 7 - SPINAL.32	24.20	25.48	25.48	24.95	26.26	3.08%	3.08%	5.14%			-								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade 7 - SPINAL.33	24.63	25.93	25.93	25.39	26.72	3.08%	3.08%	5.14%			-								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grade 7 - SPINAL.34	24.92	26.23	26.23	25.69	27.04	3.08%	3.08%	5.14%			-								0	0	0	0	0	0	53	0	53	0	53	0	53	0	53	0	53	0	53	
Grade 7 - SPINAL.35	25.67	27.02	27.02	26.46	27.85	3.08%	3.08%	5.14%			-	6	12	-	18	5	-	-	8	303	616	0	919	248	0	443	691	(55)	(616)	443	(228)							
Grade 8 - SPINAL.36	27.24	28.68	28.68	28.08	29.56	3.08%	3.08%	5.14%			-	1	-	-	1	-	-	-	53	0	0	53	0	0	0	0	53	(53)	0	0	(53)	0	(53)	0	(53)	0	(53)	
Grade 8 - SPINAL.37	27.78	29.25	29.25	28.64	30.15	3.08%	3.08%	5.14%			-								0	0	0	0	56	0	0	56	56	0	0	56	0	56	0	56	0	56		
Grade 8 - SPINAL.38	28.30	29.79	29.79	29.17	30.70	3.08%	3.08%	5.14%			-								0	0	0	0	60	0	0	60	60	0	0	60	0	60	0	60	0	60		
Grade 8 - SPINAL.39	29.43	30.98	30.98	30.34	31.93	3.08%	3.08%	5.14%			-	2	-	-	2	1	-	-	1	86	0	0	86	41	0	0	41	(45)	0	0	(45)	0	(45)	0	(45)	0	(45)	
Grade 8 - SPINAL.40	30.61	32.22	32.22	31.55	33.21	3.08%	3.08%	5.14%			-	5	-	-	5	3	-	-	2	311	0	0	311	160	0	132	292	(151)	0	132	(19)							
									<b>71</b>	<b>392</b>	<b>-</b>	<b>463</b>				<b>81</b>	<b>352</b>	<b>41</b>	<b>474</b>				<b>13,319</b>				<b>14,068</b>									<b>749</b>		

ERNI & Pension 66  
Total Envelope 815

PRIVATE AND CONFIDENTIAL

Erskine Veterans Charity

Pay award proposal 24/25 Offer 2 dated 14 November: Detailed workings for union partners

11-Dec-24

Grade	Hourly rate						Variance %			WTE 23/24				WTE 24/25				23/24 £k				24/25 £k				Envelope applied									
	Current		Revised				Non-shift	Shift	Nursing	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total	Non-shift	Shift	Nursing	Total						
	Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)	Basic hourly rate (before shift uplift)	Hourly rate (after shift uplift)	Hourly rate (after shift and Nursing uplift*)																													
Grade 1 - SPINAL.3	12.00	12.00	12.42	13.07	3.50%	8.95%	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 1 - SPINAL.4	12.00	12.00	12.45	13.11	3.76%	9.22%	1	54	-	54	-	47	-	47	18	1,255	0	1,272	0	1,201	0	1,201	(18)	(54)	0	(72)	593	435	0	1,029	587	(45)	0	542	
Grade 2 - SPINAL.7	12.00	12.00	12.47	13.13	3.93%	9.40%	0	21	-	21	24	17	-	41	6	481	0	487	0	791	0	791	(23)	(86)	0	(110)	54	4,223	0	4,278	(222)	748	0	527	
Grade 2 - SPINAL.8	12.00	12.06	12.48	13.14	4.02%	8.96%	1	37	-	38	-	31	-	31	23	878	0	901	0	791	0	791	(23)	(86)	0	(110)	54	4,223	0	4,278	(222)	748	0	527	
Grade 2 - SPINAL.9	12.00	12.42	12.49	13.15	4.10%	5.85%	12	143	-	155	2	165	-	167	276	3,475	0	3,751	0	791	0	791	(23)	(86)	0	(110)	54	4,223	0	4,278	(222)	748	0	527	
Grade 3 - SPINAL.10	12.17	12.82	12.60	13.26	3.50%	3.50%	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 3 - SPINAL.11	12.43	13.09	12.87	13.54	3.50%	3.50%	2	4	-	6	4	4	-	8	48	102	0	151	100	106	0	206	52	4	0	55	100	106	0	206	52	4	0	55	
Grade 3 - SPINAL.12	12.73	13.40	13.18	13.87	3.50%	3.50%	1	2	-	2	-	-	-	-	20	42	0	62	0	0	0	0	(20)	(42)	0	(62)	0	0	0	0	0	0	0	(62)	
Grade 3 - SPINAL.13	13.03	13.71	13.48	14.19	3.50%	3.50%	-	1	-	1	-	7	-	7	0	20	0	20	0	184	0	184	0	164	0	164	0	184	0	184	0	164	0	164	
Grade 3 - SPINAL.14	13.32	14.02	13.78	14.51	3.50%	3.50%	5	60	-	65	4	38	-	42	140	1,637	0	1,777	114	1,077	0	1,191	(27)	(560)	0	(587)	114	1,077	0	1,191	(27)	(560)	0	(587)	
Grade 4 - SPINAL.15	13.94	14.67	14.43	15.19	3.50%	3.50%	-	-	-	-	2	22	-	24	0	0	0	0	51	644	0	694	51	644	0	694	29	154	0	183	1	42	0	43	
Grade 4 - SPINAL.16	14.46	15.22	14.96	15.75	3.50%	3.50%	1	4	-	5	1	5	-	6	28	111	0	139	29	154	0	183	1	42	0	43	29	154	0	183	1	42	0	43	
Grade 4 - SPINAL.17	15.03	15.82	15.56	16.37	3.50%	3.50%	2	1	-	3	1	1	-	2	61	31	0	92	30	32	0	62	(31)	1	0	(29)	30	32	0	62	(31)	1	0	(29)	
Grade 4 - SPINAL.18	15.54	16.36	16.08	16.93	3.50%	3.50%	-	-	-	-	-	2	-	2	0	0	0	0	0	59	0	59	0	59	0	59	0	59	0	59	0	59	0	59	
Grade 4 - SPINAL.19	16.13	16.98	16.70	17.58	3.50%	3.50%	10	5	-	15	9	3	-	12	322	169	0	491	300	103	0	402	(22)	(67)	0	(89)	300	103	0	402	(22)	(67)	0	(89)	
Grade 5 - SPINAL.20	16.76	17.64	17.34	18.26	3.50%	3.50%	4.50%	-	-	-	1	3	-	4	0	0	0	0	34	106	0	139	34	106	0	139	34	106	0	139	34	106	0	139	
Grade 5 - SPINAL.21	17.31	18.22	18.22	19.1	3.50%	3.50%	4.50%	-	-	-	1	-	-	1	0	0	0	0	35	0	0	35	35	0	0	35	0	0	0	35	35	0	35		
Grade 5 - SPINAL.22	17.87	18.81	18.81	19.50	3.50%	3.50%	4.50%	-	-	-	2	-	-	2	0	0	0	0	72	0	0	72	72	0	0	72	0	0	0	72	72	0	72		
Grade 5 - SPINAL.23	18.34	19.30	19.30	19.98	3.50%	3.50%	4.50%	-	2	-	2	-	-	-	0	75	0	75	0	0	0	0	0	(75)	0	(75)	0	0	0	0	0	0	(75)		
Grade 5 - SPINAL.24	18.85	19.84	19.84	20.54	3.50%	3.50%	4.50%	10	39	-	49	8	3	24	363	1,524	0	1,887	322	120	961	1,403	(41)	(1,404)	961	(484)	322	120	961	1,403	(41)	(1,404)	961	(484)	
Grade 6 - SPINAL.25	19.82	20.87	20.87	21.60	3.50%	3.50%	4.50%	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 6 - SPINAL.26	20.19	21.26	21.26	22.00	3.50%	3.50%	4.50%	3	-	-	3	1	-	1	102	0	0	102	41	0	0	41	(61)	0	0	(61)	41	0	0	41	(61)	0	0	(61)	
Grade 6 - SPINAL.27	20.47	21.55	21.55	22.30	3.50%	3.50%	4.50%	1	1	-	2	1	1	-	2	40	42	0	82	41	43	0	85	1	1	0	85	1	1	0	85	1	1		
Grade 6 - SPINAL.28	20.77	21.86	21.86	22.63	3.50%	3.50%	4.50%	3	1	-	4	6	2	-	8	121	43	0	164	232	88	0	320	110	46	0	156	232	88	0	320	110	46	0	156
Grade 6 - SPINAL.29	21.15	22.27	22.27	23.05	3.50%	3.50%	4.50%	1	6	-	7	1	-	7	56	258	0	314	43	0	318	360	(13)	(258)	318	360	43	0	318	360	(13)	(258)	318	360	
Grade 6 - SPINAL.30	21.51	22.64	22.64	23.43	3.50%	3.50%	4.50%	4	-	-	4	3	-	3	183	0	0	183	140	0	0	140	(42)	0	0	(42)	140	0	0	140	(42)	0	0	(42)	
Grade 7 - SPINAL.31	23.87	25.13	25.13	26.01	3.50%	3.50%	4.50%	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 7 - SPINAL.32	24.20	25.48	25.48	26.37	3.50%	3.50%	4.50%	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 7 - SPINAL.33	24.63	25.93	25.93	26.83	3.50%	3.50%	4.50%	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 7 - SPINAL.34	24.92	26.23	26.23	27.15	3.50%	3.50%	4.50%	-	-	-	-	-	1	-	1	0	0	0	0	0	53	0	53	0	53	0	53	0	53	0	53	0	53		
Grade 7 - SPINAL.35	25.67	27.02	27.02	27.96	3.50%	3.50%	4.50%	6	12	-	18	5	-	8	303	616	0	919	249	0	440	689	(54)	(616)	440	(229)	249	0	440	689	(54)	(616)	440	(229)	
Grade 8 - SPINAL.36	27.24	28.68	28.68	29.68	3.50%	3.50%	4.50%	1	-	-	1	-	-	-	53	0	0	53	0	0	0	0	(53)	0	0	(53)	0	0	0	0	0	0	(53)		
Grade 8 - SPINAL.37	27.78	29.25	29.25	30.27	3.50%	3.50%	4.50%	-	-	-	-	1	-	1	0	0	0	0	56	0	0	56	56	0	0	56	0	0	0	56	56	0	56		
Grade 8 - SPINAL.38	28.30	29.79	29.79	30.83	3.50%	3.50%	4.50%	-	-	-	-	1	-	1	0	0	0	0	0	60	0	60	0	60	0	60	0	60	0	60	0	60			
Grade 8 - SPINAL.39	29.43	30.98	30.98	32.06	3.50%	3.50%	4.50%	2	-	-	2	1	-	1	86	0	0	86	42	0	0	42	(45)	0	0	(45)	42	0	0	42	(45)	0	0	(45)	
Grade 8 - SPINAL.40	30.61	32.22	32.22	33.67	3.50%	3.50%	4.50%	5	-	-	5	3	-	2	311	0	0	311	161	0	131	292	(151)	0	131	(19)	161	0	131	292	(151)	0	131	(19)	
<b>Total</b>								<b>71</b>	<b>392</b>	<b>-</b>	<b>463</b>	<b>81</b>	<b>352</b>	<b>41</b>	<b>474</b>				<b>13,319</b>												<b>14,068</b>			<b>749</b>	

# Erskine Veterans Charity

## Pay award proposal 24/25: Detailed workings of envelope applied in Offer 1 versus Offer 2 for union partners

11-Dec-24

	WTE	Offer 1	Offer 2	Difference between Offer 1 and Offer 2
Grade	Change in WTE 23/24 vs 24/25	Total £k	Total £k	Total £k
Grade 1 - SPINAL.3	0.0	0	0	0
Grade 1 - SPINAL.4	(7.4)	(74)	(72)	3
Grade 2 - SPINAL.7	20.6	542	542	(0)
Grade 2 - SPINAL.8	(7.4)	(109)	(110)	(1)
Grade 2 - SPINAL.9	11.7	537	527	(10)
Grade 3 - SPINAL.10	0.0	0	0	0
Grade 3 - SPINAL.11	2.0	55	55	1
Grade 3 - SPINAL.12	(2.4)	(62)	(62)	0
Grade 3 - SPINAL.13	5.9	163	164	1
Grade 3 - SPINAL.14	(23.0)	(591)	(587)	5
Grade 4 - SPINAL.15	23.5	691	694	3
Grade 4 - SPINAL.16	1.3	43	43	1
Grade 4 - SPINAL.17	(1.1)	(30)	(29)	0
Grade 4 - SPINAL.18	1.8	59	59	0
Grade 4 - SPINAL.19	(3.1)	(91)	(89)	2
Grade 5 - SPINAL.20	4.0	139	139	1
Grade 5 - SPINAL.21	1.0	35	35	0
Grade 5 - SPINAL.22	2.0	72	72	0
Grade 5 - SPINAL.23	(2.0)	(75)	(75)	0
Grade 5 - SPINAL.24	(14.0)	(480)	(484)	(4)
Grade 6 - SPINAL.25	0.0	0	0	0
Grade 6 - SPINAL.26	(1.6)	(61)	(61)	0
Grade 6 - SPINAL.27	0.0	3	3	0
Grade 6 - SPINAL.28	3.5	155	156	1
Grade 6 - SPINAL.29	0.7	48	46	(2)
Grade 6 - SPINAL.30	(1.1)	(43)	(42)	1
Grade 7 - SPINAL.31	0.0	0	0	0
Grade 7 - SPINAL.32	0.0	0	0	0
Grade 7 - SPINAL.33	0.0	0	0	0
Grade 7 - SPINAL.34	1.0	53	53	0
Grade 7 - SPINAL.35	(4.9)	(228)	(229)	(2)
Grade 8 - SPINAL.36	(1.0)	(53)	(53)	0
Grade 8 - SPINAL.37	1.0	56	56	0
Grade 8 - SPINAL.38	1.0	60	60	0
Grade 8 - SPINAL.39	(0.8)	(45)	(45)	0
Grade 8 - SPINAL.40	(0.6)	(19)	(19)	(0)
	<b>10.4</b>	<b>749</b>	<b>749</b>	<b>0</b>
		66	66	0
		<b>815</b>	<b>815</b>	<b>0</b>

PRIVATE AND CONFIDENTIAL





**Erskine Veterans Charity**

**Pay award proposal 24/25: Detailed workings of envelope applied in Offer 2**

**versus Offer 3 for union partners**

**11-Dec-24**

	WTE	Offer 2	Offer 3	Difference between Offer 2 and Offer 3
Grade	Change in WTE 23/24 vs 24/25	Total £k	Total £k	Total £k
Grade 1 - SPINAL.3	0.0	0	0	0
Grade 1 - SPINAL.4	(7.4)	(72)	(72)	0
Grade 2 - SPINAL.7	20.6	542	542	0
Grade 2 - SPINAL.8	(7.4)	(110)	(109)	1
Grade 2 - SPINAL.9	11.7	527	538	11
Grade 3 - SPINAL.10	0.0	0	0	0
Grade 3 - SPINAL.11	2.0	55	55	0
Grade 3 - SPINAL.12	(2.4)	(62)	(62)	0
Grade 3 - SPINAL.13	5.9	164	164	0
Grade 3 - SPINAL.14	(23.0)	(587)	(587)	0
Grade 4 - SPINAL.15	23.5	694	694	0
Grade 4 - SPINAL.16	1.3	43	43	0
Grade 4 - SPINAL.17	(1.1)	(29)	(29)	0
Grade 4 - SPINAL.18	1.8	59	59	0
Grade 4 - SPINAL.19	(3.1)	(89)	(89)	0
Grade 5 - SPINAL.20	4.0	139	139	0
Grade 5 - SPINAL.21	1.0	35	35	0
Grade 5 - SPINAL.22	2.0	72	72	0
Grade 5 - SPINAL.23	(2.0)	(75)	(75)	0
Grade 5 - SPINAL.24	(14.0)	(484)	(478)	6
Grade 6 - SPINAL.25	0.0	0	0	0
Grade 6 - SPINAL.26	(1.6)	(61)	(61)	0
Grade 6 - SPINAL.27	0.0	3	3	0
Grade 6 - SPINAL.28	3.5	156	156	0
Grade 6 - SPINAL.29	0.7	46	48	2
Grade 6 - SPINAL.30	(1.1)	(42)	(42)	0
Grade 7 - SPINAL.31	0.0	0	0	0
Grade 7 - SPINAL.32	0.0	0	0	0
Grade 7 - SPINAL.33	0.0	0	0	0
Grade 7 - SPINAL.34	1.0	53	53	0
Grade 7 - SPINAL.35	(4.9)	(229)	(227)	3
Grade 8 - SPINAL.36	(1.0)	(53)	(53)	0
Grade 8 - SPINAL.37	1.0	56	56	0
Grade 8 - SPINAL.38	1.0	60	60	0
Grade 8 - SPINAL.39	(0.8)	(45)	(45)	0
Grade 8 - SPINAL.40	(0.6)	(19)	(19)	1
	<b>10.4</b>	<b>749</b>	<b>772</b>	<b>23</b>
		66	70	5
		<b>815</b>	<b>843</b>	<b>28</b>

**PRIVATE AND CONFIDENTIAL**