

The logo for GMB Scotland, featuring the letters 'GMB' in white on an orange square background.

SCOTLAND

Claire Kennedy
Head of HR and Recruitment
Advinia Health Care Limited
Gateway House 1st Floor
324 Regents Park Road
London
N3 2LN

Friday 28 February

Dear Ms Kennedy,

I write in my capacity as the GMB Scotland Organiser for Private Care, with regards to the proposed changes to the pay date of our members employed in Advinia Care Homes across Scotland.

We have been given sight of the communication to your employees dated 17th January 2020, RE: Proposed Variation to Pay Date, which has resulted in a surge in enquiries from our Advinia membership.

As you will be aware, Advinia workers are paid today, on the last Friday of the month. Our members will today be receiving their pay for the 4 weeks work up to the 20th of February. They will next be paid, according to your proposals, on the 3rd of April - 5 weeks today.

In your communication, you state "The payroll period itself will remain unchanged". It is, therefore, our understanding - based on the information available to us - that Advinia workers will work for 5 weeks between now and their next pay date on the 3rd of April and be paid for just 4 weeks work.

Can you confirm that our understanding is correct?

You will also know that many of your employees are paid the national minimum wage and are not immune to the scourge of in-work poverty. As well as bills to pay, homes to heat, mouths to feed, and travel costs to meet, there is also the real possibility some of your employees may be affected by debt.

While your correspondence reassures your employees that Advinia are willing to cover the flat charges for moving pay dates on Direct Debits, what thought has been given to arrears on debts, or to the additional interest that will accrue on loans or mortgages due to the delayed payment?

What may be perceived to be a minor administrative change for Advinia is likely to cause a significant ripple effect to thousands of household budgets across the country. As the representative union for many of your workers in Scotland, we would appreciate the opportunity to meet with you as soon as possible in order that you can address the many concerns of your workforce.

A handwritten signature in black ink, appearing to read 'K. Nimmo'.

Kirsty Nimmo
GMB Scotland Organiser