

HC-One Zonal Pay Matrix - 2023 Proposed	Zone 1			Zone 2			Zone 3			Zone 4 - Scotland only		
	Level 1/ Historic Paid Break Contracts	Level 2	Level 3	Level 1/ Historic Paid Break Contracts	Level 2	Level 3	Level 1/ Historic Paid Break Contracts	Level 2	Level 3	Level 1/ Historic Paid Break Contracts	Level 2	Level 3
<b>Care and Care Support</b>												
Care Assistant	£10.47	£10.67	£11.02	£10.90	£11.10	£11.45	£11.95	£12.15	£12.50	£11.00	£11.20	£11.55
Senior Carer	£11.37	£11.67	£12.02	£11.80	£12.10	£12.45	£12.85	£13.15	£13.50	£11.90	£12.20	£12.55
Team Leader/Trainee NA/	£12.17	£12.32	£12.52	£12.60	£12.75	£12.95	£13.65	£13.80	£14.00	£12.70	£12.85	£13.05
<b>Catering</b>												
Kitchen Assistant/Hostess/Waiter/Head of Service	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Asst Chef/Cook	£10.97	£11.12	£11.32	£11.40	£11.55	£11.75	£12.45	£12.60	£12.80	£11.40	£11.55	£11.75
Cook/ Chef	£12.07	£12.37	£12.72	£12.50	£12.80	£13.15	£13.55	£13.85	£14.20	£12.50	£12.80	£13.15
Head Chef/Chef Manager	£13.22	£13.52	£13.87	£13.65	£13.95	£14.30	£14.70	£15.00	£15.35	£13.65	£13.95	£14.30
<b>Property Management</b>												
Gardener	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Maintenance Operative	£10.97	£11.12	£11.32	£11.40	£11.55	£11.75	£12.45	£12.60	£12.80	£11.40	£11.55	£11.75
Regional Maintenance Operative	£11.47	£11.62	£11.82	£11.90	£12.05	£12.25	£12.95	£13.10	£13.30	£11.90	£12.05	£12.25
<b>Administration</b>												
Receptionist	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Administrator	£12.14	£12.39	£12.69	£12.57	£12.82	£13.12	£13.62	£13.87	£14.17	£12.57	£12.82	£13.12
Senior Administrator	£12.84	£13.09	£13.39	£13.27	£13.52	£13.82	£14.32	£14.57	£14.87	£13.27	£13.52	£13.82
<b>Housekeeping</b>												
HouseKeeper	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Head Housekeeper	£11.37	£11.52	£11.72	£11.80	£11.95	£12.15	£12.95	£13.10	£13.30	£11.80	£11.95	£12.15
<b>Care Support</b>												
Activities/wellbeing Coordinator	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Senior Activities/wellbeing Coordinator	£10.97	£11.12	£11.32	£11.40	£11.55	£11.75	£12.45	£12.60	£12.80	£11.40	£11.55	£11.75
<b>Other Support Roles</b>												
Driver	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Covid Coordinator	£10.47	£10.62	£10.82	£10.90	£11.05	£11.25	£11.95	£12.10	£12.30	£10.90	£11.05	£11.25
Resident Liason	£11.32	£11.47	£11.67	£11.75	£11.90	£12.10	£12.80	£12.95	£13.15	£11.75	£11.90	£12.10
<b>Nursing &amp; Clinical Management Roles</b>												
Nursing Assistant/Pre-registered Nurse	£12.87	£13.02	£13.22	£13.30	£13.45	£13.65	£14.35	£14.50	£14.70	£13.40	£13.55	£13.75
Registered Nurse /Peripatetic Nurse	£18.20	£18.45	£18.75	£18.73	£18.98	£19.28	£20.92	£21.17	£21.47	£20.13	£20.38	£20.68
Charge Nurse/Unit Manager/Clinical Lead/Night Manager	£19.10	£19.60	£20.15	£19.83	£20.33	£20.88	£21.97	£22.47	£23.02	£21.23	£21.73	£22.28
DM/CSM Hourly Clinical	£20.35	£20.85	£21.40	£21.08	£21.58	£22.13	£23.22	£23.72	£24.27	£22.48	£22.98	£23.53
<b>Non-Clinical Management Roles</b>												
Unit Manager/Night manager (Non- Clinical)	£13.52	£14.02	£14.57	£14.45	£14.95	£15.50	£15.80	£16.30	£16.85	£14.55	£15.05	£15.60
Deputy Manager Hourly (Non-clinical)/ RLAM	£15.17	£15.67	£16.22	£16.10	£16.60	£17.15	£17.45	£17.95	£18.50	£16.20	£16.70	£17.25

Each HC-One care home is designated to a 'Zone' - Zones can be changed.

Level of pay is decided by length of service OR qualifications. New staff with qualifications can skip to higher pay rates.

Level 1 - is probation period pay - 6 months.

Level 2 - 6 months - 2 years

Level 3 - 2 years +

Some staff are ringfenced if they are TUPE'd and have extra benefits such as paid breaks. These staff remain on Level 1 and do not move.