
From: Sarah Stennett <Sarah.Stennett@caretech-uk.com>
Sent: 22 May 2026 12:25
To: Clare Jacobs; Dominic.Trendall@rcn.org.uk; Tracey Hamilton (MI); Edwards, Gavin
Cc: Debbie Curtis; Megan Tanner
Subject: RE: Joint Trade union Pay Claim 2026 Coveberry

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear all,

Further to our meeting on 15th May and subsequent discussions within CareTech, I am writing to provide our full response to Coveberry (Caretech) Trades Union's pay claim for 2026 as detailed below:

For 2026 Trades Union's demands

RCN members employed by Coveberry did not accept the below inflation pay rise they received last year. They report feeling that they are not valued or supported at work and describe times when they have felt unsafe at work.

1. **Pay** Uplifts that reward staff fairly for the level of skills, experience and professional responsibility required of their jobs. This year's pay uplifts for nurses need to reflect a rise that is at least above the rate of inflation and additionally, must make up for the significant loss of income nurses suffered last year.

We explained that as a Company we had decided to apply a 2.5% uplift across all services. Debbie advised that we were planning to implement the uplift immediately rather than wait until negotiations are concluded and expected the increase to feature in staff wages from June 2026. We appreciate that the normal process would be that an uplift is implemented after negotiations are concluded with backpay being applied at that point. We also note Dominic's commentary regarding the provisions of the Trade Union Relations Consolidation Act in respect of unlawful inducements (section 145B). We are trying to balance the TU position with feedback from staff in our services not wanting to wait for their pay increase and, the adverse impact upon our ability to attract staff to fill our vacancies.

To date, we have not implemented the increase. Please see below our final offer.

We explained that we have been challenging funding decisions and have now received welcome news from some of our ICBs. As a result, we are in a position to increase our offer for Coveberry staff to a 3% increase in basic pay.

2. **All hours of work must be paid**, including overtime, on-call and breaks. Members tell us they rarely get an undisturbed break, or a break at all, away from the work area. And thus, breaks should be considered as part of working hours and paid as such. We understand that nurses undertake 24hr on-call duties, twice a week and these are unpaid.

All staff are paid overtime. If staff are unable to take a break then we do pay. That position is across all Coveberry services. On-call is not frequent but we will pay £45 per week for Senior Nurses on-call at Oldbury, Sherwood and Redbourne.

3. **Holiday** RCN members @Coveberry report getting very tired and most are seriously considering leaving employment, and even nursing altogether, due to the effect of working conditions on their mental and

physical health. Members demand increased staffing levels at their sites to enable “delivering a safe shift”, and an increase in paid holiday time to reduce fatigue and ‘burn out’.

We review our staffing levels through the year and particularly in line with changing levels of acuity of our patients and service users. We flex when needed and in some instances have gone over budget in order to ensure we are safely staffed. We haven’t been given any specifics in respect of this, so please do come back to us if there are any particular services you want us to look at.

4. **Education** They also require support to access further education, and professional/career development opportunities. For example, the RCN would suggest a long course in behavioural management and the ‘avoidance of restraint’, understanding expert care for those with a forensic history, complex mental health and learning needs. At a minimum, it is fundamental that registered ‘general’ nurses have this additional level of knowledge and expertise to provide a safe environment for all workers, and those they care for.

We understand that Clare is particularly concerned about behavioural management and restraint and the level of training for this and, that RGN staff are not trained for mental health or learning disability services. Oldbury hospital is the only service where restraint is used at times. All staff at this service are trained accordingly. There are no RGN members of staff at Oldbury. If RGN staff are feeding back from another service that they are not equipped to restrain, we’d like to take a closer look at that as they shouldn’t be using restraint.

5. **NMC Registration** In order to support and underpin their professional registration responsibilities, nurses also request support/reimbursement for their NMC registration fees.

It appears that we have some inconsistency around this. We’ve identified at least one service where we’re not reimbursing NMC registration fees. We will pay these fees across each of the Coveberry services going forwards.

We look forward to hearing from you.

Kind regards,

Sarah

Sarah Stennett / Divisional Head of Human Resources,
Adult & Specialist Services

sarah.stennett@caretech-uk.com



CareTech Community Services Ltd
Office: 01707 601800 Mobile: 07586971333
Parkview, 82 Oxford Road, Uxbridge, UB8 1UX
<http://www.caretech-uk.com>

Inspiring People Our Personalisation Strategy **MORE**

From: Clare Jacobs <Clare.Jacobs@rcn.org.uk>

Sent: 09 April 2026 11:37

To: Sarah Stennett <Sarah.Stennett@caretech-uk.com>

Cc: Tracey Hamilton (MI) <tracey.hamilton@gmb.org.uk>; Edwards, Gavin <g.edwards@unison.co.uk>

Subject: Joint Trade union Pay Claim 2026 Coveberry

Dear Sarah,

Following our last meeting regarding members concerns, I attach a joint trade union pay claim to commence this year's pay negotiations.

I trust we can arrange a meeting shortly to progress this further.

Thank you in anticipation

Best wishes

Clare

Clare Jacobs RN, Dip N, MA
RCN Senior National Officer
(lead for Independent Health and Social Care)
Tel: 07831 338 743
email: clare.jacobs@rcn.org.uk

I work a 4 day week. **Wednesday is usually my non-working day.** This mailbox is not monitored on non-working days.