

18/3/21

Dear all,

From 1<sup>st</sup> April 2021 there will be a 1% pay increase for all staff and a 1% increase in the Hospital's contribution to your pension scheme. This will increase the employer's pension contribution from 3% to 4%. We hope to be able to increase this again from 1<sup>st</sup> April 2022, to 5%.

Subject to affordability and trustee approval, there will be another cost of living review and pay increase on 1<sup>st</sup> September this year. Thereafter the annual pay review will be on 1<sup>st</sup> September each year (a move away from 1<sup>st</sup> April)

This will work better for us because many CCGs (who fund placements at Holy Cross) agree uplifts to our fees in the period from April to July each year, so the move to 1<sup>st</sup> September will provide better certainty over our finances. And following a year where our finances were impacted heavily due to the pandemic, this is a sensible approach for 2021/22 and beyond.

Kind regards

Ross White

Chief Executive Officer