

27/05/20

Dear Colleague,

Business Update

I hope this letter once again reaches you, your loved ones, and families/friends in good health. For many of you this is the 10th week of furlough, following the closure of sites from covid-19. To date we also have 5 sites who remain open for key workers and to those employees working, once again we say a heartfelt thank you!

April & May Furlough Pay

For those of you on Furlough, you will have received 80% of your normal salary (capped at a maximum of £2,500) for both April and May, and Bertram committed also to 'top-up' your salary by a further 10% to ensure you received 90% of your normal salary.

Equally, for those who continued to work in our open sites, we created a daily 'recognition' payment as a gesture of our thanks and appreciation.

So, what does this mean for June pay?

We are incredibly pleased to have been able to support our teams with a 'top-up' to date, and we agreed to review this monthly. Our planning did anticipate closure at least through to June and, at this point, we had hoped we would be nearer to re-opening more sites than we are. This, coupled with changes in government strategy regarding the amount of furlough nurseries can claim, and the need to prepare colleagues to return to work, we have decided that with effect from 1st June 2020 all employees on furlough will receive the standard 80% of normal pay with no additional top up. In addition, all discretionary payments for those in work will cease. Bertram is proud to have stood by its employees by topping up the scheme whilst the estate was largely closed, and we trust everyone understands the need to remove this in light of recent government announcements.

Pay slips

Pay slips for June will revert to show your pay at 80% of your normal pay where you are furloughed or normal pay where you are not.

Nursery Operations

From 1st June 2020 England nurseries will commence re-opening for all parents who wish to use the service, with priority being given to essential key workers and pre school children who are readying themselves for school reception transition. We will work with colleagues to support the transition of people returning to work based on the numbers required, taking into account the many different situations people find themselves in. For Scotland, as it stands, nurseries will continue to open for key workers only and, unless specifically instructed by the LA, will open to the remaining non-essential keyworkers from August. It is worth mentioning that this may change, and we will of course keep you informed.

Your manager will be in touch should we need to call you back from Furlough to start working in your nursery once again, your understanding and cooperation is appreciated in this matter.

Once again, thank you and let us continue to keep each other and our families safe and well.

Kind regards



Cary Rankin
CEO