



HC-One National Bulletin
Welltower Inc. purchase of HC-One – 29/10/25

Dear Colleagues

The GMB Union have today been made aware of the purchase of HC-One (and other providers) by Welltower Inc.

We are disappointed that HC-One did not communicate with GMB about this sale prior to the purchase or communication with staff & the media and have expressed our disappointment with HC-One on their lack of communication and transparency.

We have been contacted by significant numbers of members concerned about what this purchase means, will there be changes to members terms of employment or other factors.

The GMB have sought clarity from HC-One and understand the sale to mean the below:

- Welltower has purchased HC-One through a purchase of shares. – This effectively means that Welltower have bought HC-One as it is and simply replace the existing shareholders.
- A takeover by purchase of shares means no immediate changes. The company exists as it was, terms and conditions continue as they were and there is no TUPE transfer or other changes.
- In the longer-term new shareholders may have different ideas and directions they want to take the company; but they can't do anything the company couldn't have done anyway.

GMB have requested to meet with Welltower, and we will provide further information as we receive it.

If you have any questions or concerns, please do not hesitate to get in touch with your local GMB reps and officers.



GMB will fight to protect all of our members terms and conditions should there be any changes develop in the future.

As we are stronger together non members should join today to give us the best ability to protect and improve terms and conditions

<https://www.gmb.org.uk/join-gmb>

We will also host an online all members briefing when we have more details.

In Solidarity

Will Dalton - GMB National Officer