

Item No: 12

Meeting Date: Wednesday 22 February 2017

**Glasgow City
 Integration Joint Board
 Finance and Audit Committee**

Report By: Sharon Wearing, Chief Officer: Finance and Resources

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SCOTTISH LIVING WAGE 2016 SETTLEMENT

Purpose of Report:	To update the Glasgow City IJB Finance and Audit Committee on the conclusion of provider responses to the offer made to increase National Care Home Contract Rates; to the offer made to 101 providers of a 3.1% uplift backdated to 1 st April 2016; and, the offer of providers of care home places for under 65s to uprate their rates to National Care Home Contract Rates.
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Recommendations:	The Integration Joint Board Finance and Audit Committee is asked to: a) note the report; and b) note that the conclusions of survey work on the Community Benefits created by our procurement activity will be reported to the Integration Joint Board in June 2017.
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Implications for Integration Joint Board:

Financial:	The proposal of a percentage uplift at the level identified, can be absorbed within the financial allocation provided by the Scottish Government as part of the 2016/17 settlement. As previously reported to the Integration Joint Board in relation to younger adults in care home settings, the uplift proposal can also be accommodated within resources made available in the Scottish Government's settlement and Resource Transfer uplifts for 2016/17.
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Personnel:	No impact on Partnership personnel.
Legal:	No option for delivering the Scottish Living Wage is free from the risk of legal challenge. Legal Services have, however, advised that of the proposed variation approaches, the standard percentage uplift presents the least risk.
Economic Impact:	None.
Sustainability:	None.
Sustainable Procurement and Article 19:	None.
Equalities:	None.
Risk Implications:	
Implications for Glasgow City Council:	Risk of challenge from providers.
Implications for NHS Greater Glasgow & Clyde:	None.

1. Purpose of Report

- 1.1 To update the Glasgow City IJB Finance and Audit Committee on the conclusion of provider responses to the offer made to increase National Care Home Contract Rates; to the offer made to 101 providers of a 3.1% uplift backdated to 1st April 2016; and, the offer of providers of care home places for under 65s to uprate their rates to National Care Home Contract Rates.

2. Background

- 2.1 Following the decision of the Integration Joint Board the offers of uplift were made to providers subject to their agreement to pay the Scottish Living Wage. The offer made covered 3 areas: the National Care Home Contract, Care at Home and Supplementation funded services and other care home provision for under 65s.
- 2.2 The uplift offer was agreed at the Integration Joint Board on 21st September 2016 and is conditional on an agreement to pay the Scottish Living Wage from 1st October 2016

3. Responses

3.1 All 57 National Care Home Providers have accepted the offer and committed to pay the Scottish Living Wage. The Partnership will audit compliance with this in the next year.

3.2 The Partnership wrote to 101 providers offering the uplift. 2 of those providers are no longer providers and the offer is no longer applicable.

At the end of this exercise 95 out of the other 99 active providers have contractually committed to pay the Scottish Living Wage.

3.3 At the conclusion of this exercise all 26 providers providing care home places for under 65 year olds have responded accepting the uplift.

4. Providers not accepting offer

4.1 **Icare.** A legacy provider from a previous Care at Home framework. Decisions were made, after the organisation was unsuccessful in their tender application, to allow service users to stay with this provider under the previous terms of their contract. The provider is no longer eligible to be awarded new business, and at service user review stage the provider would require to be changed; such a review would need to be triggered by the service user or provider. Currently the organisation supports 11 service users.

4.2 **National Autism Society.** The organisation made their acceptance of the offer conditional on Glasgow and all other local authorities agreeing to also increase all of their rates for all services. Glasgow cannot negotiate rates for services in Ayrshire and in Manchester or accept that progression onto Scottish Living Wage is conditional on applying the uplift to children's services not in scope. The organisation supports 2 service users in Glasgow.

4.3 **Methodist Homes.** Methodist Homes are committed to paying the Scottish Living Wage but don't want to make this a contractual agreement.

4.4 **Buddies:** A legacy provider of day opportunities for people with autism

5. Benefits to staff

5.1 The Partnership is aware that IJB members are keen to understand the Community Benefits from the procurement activity in the city. A survey of these is now taking place and the results will be reported to the IJB in June 2017.

6. Recommendations

6.1 The Integration Joint Board is asked to:

a) note the report.

b) note that the conclusions of survey work on the Community Benefits created by our procurement activity will be reported to the Integration Joint Board June 2017.

Letters sent to:

Organisation :	Accepted : Yes/No
Action for Children Scotland	Yes
Addaction	Yes
Ailsa Care Services	Yes
Alzheimer Scotland	Yes
Antonine Court	Yes
Aspire Housing & Personal Development	Yes
Baillieston Community Care	Yes
Barnardos Scotland	Yes
Bield Housing and Care	Yes
Blackwood Care	Yes
Blue Triangle (Glasgow) Housing Association Ltd	Yes
Buddies Club	No
Capability Scotland J52	Yes
Careline Home Support	Yes
Carewatch (Glasgow)	Yes
Caring Operations Joint Action Council (COJAC)	Yes
Carr Gomm	Yes
C-Change	Yes
Charing Cross HA	Yes
Community Care Choice	Yes
Community Integrated Care	Yes
Community Lifestyles Limited	Yes
Cornerstone	Yes
Cosgrove Care Ltd	Yes

Crossreach	Yes
Crossroads Caring Scotland	Yes
Deaf Connections	Yes
Deafblind Scotland	Yes
Drumchapel Womans Aid	Yes
East Park	Yes
Elpis Trust	Yes
Enable Glasgow	Yes
Enable Scotland	Yes
Epilepsy Scotland	Yes
Fairdeal	Yes
FASS	Yes
GAMH	Yes
Geezabreak	Yes
GHA	Yes
Glasgow Council on Alcohol	Yes
Glasgow East End Community Carers	Yes
Glasgow East Women's Aid	Yes
Glasgow Women's Aid	Yes
Gowrie Care	Yes
Hayfield	Yes
Hemat Gryffe Women's Aid Ltd	Yes
Icare	No
Includem	Yes
Inclusion	Yes
Kelvin Care Ltd	Yes
Key Community Supports	Yes

Leonard Cheshire Disability	Yes
Lifeways Community Care Ltd	Yes
Linthouse Housing Association	Yes
Living Ambitions	Yes
Loretto Care	Yes
Mainstay Trust Ltd	Yes
Marie Trust	Yes
Mears Care (Scotland) Ltd	Yes
Methodist Homes	No
Milnbank Housing Association Ltd	Yes
Mochridhe	Yes
Momentum (Scotland)	Yes
National Autistic Society	No
Neighbourhood Networks Support Association	Yes
NG Homes (North Glasgow HA)	Yes
OREMS Care Services	Yes
Parkhead HA	Yes
Partnerships in Care	Yes
Penumbra	Yes
Phoenix Futures	Yes
Quarriers	Yes
Queens Cross Housing Association	Yes
Rape Crisis Centre	Yes
Real Life Options	Yes
Rotary Service	Yes
SACRO	Yes
Salvation Army	Yes

Say Women	Yes
Scottish Association for Mental Health	Yes
Scottish Autism	Yes
Scottish Christian Alliance	Yes
Scottish Huntington's Association - Glasgow Advisory Service	Yes
Sense Scotland	Yes
Share Scotland	Yes
Shettleston HA	Yes
Simon Community Scotland	Yes
Southside HA Ltd	Yes
Strathclyde Autistic Society	Yes
Talbot Association	Yes
The Coachhouse Trust	Yes
The Mungo Foundation	Yes
The Richmond Fellowship Scotland	Yes
Tollcross HA	Yes
Trust Housing Association	Yes
Turning Point Scotland	Yes
Unity Enterprise	Yes
Y People Glasgow	Yes
Yorkhill HA	Yes