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Glasgow City Health & Social Care Partnership – Health and Care (Staffing) (Scotland) Act 2019: Annual Report

Declaration

Name of local authority / integration authority: Glasgow City Health & Social Care Partnership

Report authorised by:

Name: Geri McCormick

Designation: Head of Commissioning

Date: 12 May 2025

Details of where the report will be published: <https://glasgowcity.hscp.scot/ijb-financeaudit-and-scrutiny-committee-papers>

Information Required

1. Please detail the steps you have taken as an organisation to comply with section 3(2) of the Health and Care (Staffing) (Scotland) Act 2019:

GCHSCP has included the following care services, as defined in the Health and Care (Staffing) (Scotland) Act 2019, that have been planned and secured within the relevant reporting period (April 2024 – March 2025):

Route	No. of Services Planned & Secured
Direct award of social care contracts without prior advertisement	10
Extension/modification of existing social care contracts	16
Care Home services contracts	7
Services outwith Glasgow other than care home services	4
Residential placements for looked after and accommodated children	11
Open Procurement	1

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In planning and securing these services, GCHSCP has taken account of the general principles of the Health and Care (Staffing) (Scotland) Act 2019. GCHSCP has also taken into account of the duties relating to staffing imposed on care service providers by virtue of subsection 3(1) and sections 7 to 10 of the Health and Care (Staffing) (Scotland) Act 2019.

GCHSCP has robust governance processes in place with each care service noted above being subject to the Glasgow City Council's Standing Orders on Contracts and Scheme of Delegation.

Each service is subject to approval in line with the HSCP's Scheme of Delegation and have proportionate due diligence checks undertaken by Commissioning, Operational, and Finance staff within GCHSCP to ensure that the proposed service meets the needs of service users while being sustainable.

Following approval by Business Meeting, submission to the Council's Contracts and Property Committee may also be required as directed by the Standing Orders on Contracts.

Commissioning staff will work with service providers to ensure that the commencement of the service is undertaken with appropriate, safe and effective staffing in place. Services are subject to contract management through the HSCP's Contract Management Framework which has been aligned with the duties under the Health and Care (Staffing) (Scotland) Act 2019.

2. Please detail any ongoing risks that may affect your ability to comply with the duty set out in section 3(2).

The duties under the Act remain relatively new and guidance and practice in relation to staffing for both providers and integration authorities continue to evolve. Further guidance on a consistent approach to the Act, including the reporting duty, would be welcome. GCHSCP has mature and well embedded processes for obtaining staffing information from providers but, where required, this could be enhanced through improved information sharing between statutory partner organisations (e.g. Care Inspectorate) while avoiding duplication in roles and responsibilities.

There are well known financial pressures within the social care sector which GCHSCP monitors as part of our commitment to ensure services are sustainable. Recent changes to National Insurance with uncertainty about equivalent funding has added to these pressures. Recruitment issues within social care have been prominent for some time and continue to inhibit the ability of the market to respond to the requirements for services.

In this context GCHSCP is seeking to put in place person led, sector leading contracts which will assist in addressing the services that are being delivered under legacy contracts. These legacy arrangements typically pre-date developments such as the Health and Care Staffing Act and therefore do not enhance the effective discharging of duties under the Act.

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