



Item No: 12

Meeting Date: Wednesday 21st March 2018

Glasgow City Integration Joint Board

Report By: Sharon Wearing, Chief Officer, Finance and Resources
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SCOTTISH LIVING WAGE SETTLEMENT (2018) AND PROVIDER RATE UPLIFTS

Purpose of Report:	The purpose of this report is to update IJB on a one-year National Care Home Contract (NCHC) settlement for 2018/19 and the commitments within the contract in relation to the Scottish Living Wage.
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Background/Engagement:	The NCHC is a national contract which is negotiated nationally across Scotland and involved full engagement of Scottish Councils via COSLA.
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Recommendations:	<p>The Integration Joint Board is asked to:</p> <ul style="list-style-type: none">a) note the increased rates from 9 April 2018 as outlined in Appendix 1;b) agree to allocate £2.38m of the new funding to the council to pay for the care home fees uplift and Scottish Living Wage; andc) direct the council to vary the contracts with the providers in line with the new rate subject to them agreeing to paying Scottish Living Wage.
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Relevance to Integration Joint Board Strategic Plan:

The delivery of good health and social care outcomes is dependent on the quality of care delivered by providers with whom we contract. This offer improves conditions for staff and organisations and should contribute to improved health and wellbeing outcomes for staff and service users.

Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome:	Outcome 9. Resources are used effectively and efficiently in the provision of health and social care services	
Personnel:	No impact on Partnership personnel.	
Carers:	No direct impact on carers.	
Provider Organisations:	This settlement assist providers deliver the Scottish Living Wage and helps with their financial sustainability.	
Equalities:	No EQIA carried out as this report does not represent a new policy, plan, service or strategy, but a change to contract rates.	
Financial:	The cost of the uplift amounts to £2.38m for 2018/19 and has been funded within additional monies provided to integration authorities for social care.	
Legal:	The NCHC contract will be varied to reflect provider compliance with Scottish Living Wage and Agenda for Change band 5.	
Economic Impact:	None.	
Sustainability:	None.	
Sustainable Procurement and Article 19:	None.	
Risk Implications:	None.	
Implications for Glasgow City Council:	As outlined under Legal.	
Implications for NHS Greater Glasgow & Clyde:	None.	
Direction Required to Council, Health Board or Both	Direction to:	
	1. No Direction Required	
	2. Glasgow City Council	✓
	3. NHS Greater Glasgow & Clyde	
	4. Glasgow City Council and NHS Greater Glasgow & Clyde	

1. Purpose of Report

- 1.1 The purpose of this report is to update IJB on a one-year National Care Home Contract (NCHC) settlement for 2018/19 and the commitments within the contract in relation to the Scottish Living Wage.

2. Background

- 2.1 The NCHC is subject to national negotiation and as part of this negotiation a cost of care calculator is being developed. During the year, Scotland Excel have further developed the cost of care calculator, however, it has not been finalized. Work will continue in 2018/19 and this settlement is subject to outstanding work being further progressed in 2018/19.
- 2.2 Agreement of these terms by COSLA and providers results in a fee uplift to the Nursing and Residential rate of 3.39%.

3. Implications of 2018/19 Fee Uplift

- 3.1 The cost of the uplift to the IJB is £2.38m and will be funded by the additional monies provided to integration authorities in 2018/19 for social care.
- 3.2 The rates attached at Appendix 1 are applicable from 9 April 2018. The 3.39% inflation uplift has been applied to the care home, intermediate care and commissioned service rates.
- 3.3 Other commitments offered (with the support of IJBs) in support of the financial settlement and further refinement of the cost of care calculator included:
- Jointly commissioning CIPFA, subject to financial support from Scottish Government, to inform any evolution of the cost of capital with appropriate evidence to support;
 - Developing a dependency tool supported by the Care Inspectorate;
 - Agreeing mechanisms to vary the NCHC to reflect local circumstances and support local commissioning strategies;
 - Supporting variations in skill mix and addressing workforce pressures.

4. Scottish Living Wage

- 4.1 The financial settlement requires all providers delivering publicly funded care to pay all care workers, regardless of age, experience or time in employment, a minimum of £8.75 from 1 May 2018.
- 4.2 The contract also commits providers employing registered nurses and delivering publicly funded care to pay registered nurses on average Agenda for Change band 5.

4.3 On this basis the National Care Home Contract will be varied to ensure:

- Any provider delivering publicly funded care must pay all care workers a minimum of £8.75;
- Any provider delivering publicly funded care must pay registered nursing staff on average Agenda for Change band 5;
- Providers agree that remuneration can be periodically monitored by the commissioning authority, including direct verification with employees of the provider;
- There will be no displacement of other costs onto staff by the employer.

5. Recommendations

5.1 The Integration Joint Board is asked to:

- a) note the increased rates from 9 April 2018 as outlined in Appendix 1;
- b) agree to allocate £2.38m of the new funding to the council to pay for the care home fees uplift and Scottish Living Wage; and
- c) direct the council to vary the contracts with the providers in line with the new rate subject to them agreeing to paying Scottish Living Wage.



DIRECTION FROM THE GLASGOW CITY INTEGRATION JOINT BOARD

1	Reference number	210318-12-a
2	Date direction issued by Integration Joint Board	21 March 2018
3	Date from which direction takes effect	9 April 2018
4	Direction to:	Glasgow City Council only
5	Does this direction supersede, amend or cancel a previous direction – if yes, include the reference number(s)	Yes (reference number: 260417-6-a)
6	Functions covered by direction	Care home, intermediate care and commissioned service.
7	Full text of direction	From 9 April 2018 implement the 3.39% inflation uplift to the care home, intermediate care and commissioned service rates and the rates attached at appendix 1 and vary the contracts with the providers in line with the new rate subject to them agreeing to paying Scottish Living Wage
8	Budget allocated by Integration Joint Board to carry out direction	The cost of the uplift amounts to £2.38m for 2018/19 and has been funded within additional monies provided to integration authorities for social care.
9	Performance monitoring arrangements	In line with the agreed Performance Management Framework of the Glasgow City Integration Joint Board and the Glasgow City Health and Social Care Partnership.
10	Date direction will be reviewed	March 2019

2018-19 RATES

	<u>2017-18</u>	<u>2018-19</u>
<u>NCHC Nursing Care</u>		
National Contract rate	£667.09	£689.73
National Contract rate for dual room	£642.09	£664.73
Below the National Contract - Default rate	£617.86	£638.83
<u>NCHC Residential Care for Older People</u>		
National Contract rate	£574.41	£593.89
National Contract rate for dual room	£549.41	£568.89
Below the National Contract - Default rate	£523.13	£542.93
<u>COMMISSIONED SERVICES</u>		
<u>Enhanced Residential Care</u>	£604.61	£625.11
<u>Specialist Residential Dementia</u>	£859.63	£888.77
Craigbank Care Home	£836.99	£865.37
<u>Nursing Dementia</u>	£1,017.48	£1,051.98
Craigbank Care Home	£989.81	£1,023.37
<u>Mental Health</u>		
Mungo Foundation - Annandale	£955.45	£987.84
Riddrie Knowes	£764.41	£790.32
<u>ARBD</u>		
Crannog	£886.10	£916.14
<u>Physical Disability under 65</u>		
Applecross	£946.02	£978.09
The Oaks	£1,253.49	£1,295.98
<u>Intermediate Care</u>		
Golfhill	£775.00	£801.27
Quayside	£775.00	£801.27
Chester Park	£782.00	£808.51
Oakbridge	£782.00	£808.51
Glenlivet	£782.00	£808.51
Northgate	£781.67	£808.17