



Item No: 17

Meeting Date: Friday 9 December 2016

Glasgow City Integration Joint Board

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

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SCOTTISH LIVING WAGE

Purpose of Report:	To update the Glasgow City Integration Joint Board on provider responses to the offer made to increase National Care Home Contract Rates; to the offer made to 103 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 is asked to: a) note the report
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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.
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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.
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Economic Impact:	None.
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Sustainability:	None.
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Sustainable Procurement and Article 19:	None.
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Equalities:	None.
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Risk Implications:

Implications for Glasgow City Council:	Risk of challenge from providers.

Implications for NHS Greater Glasgow & Clyde:	None.
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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 To update the Glasgow City Integration Joint Board on provider responses to the offer made to increase National Care Home Contract Rates; to the offer made to 103 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 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 At the time of writing, 69 Care at Home and Supplementation funded services, out of the 103 providers who were given the offer of the uplift, have responded and accepted the uplift (see attached Appendix A for details). The final date for providers to accept the offer is 31st December 2016. Officers will continue to engage with the non-responding providers to elicit a formal response at the earliest point possible.
- 3.3 At the time of writing only 13 out of the 26 providers providing care home places for under 65 year olds have responded accepting the uplift. Officers will continue to engage with the non-responding providers to elicit a formal response at the earliest point possible.

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.

5. Benefits to staff

- 5.1 The Partnership calculation is that approximately 2,606 front line staff in national care home contract providers are now on the Scottish Living Wage. It is presumed all managers and senior staff are above this rate. Most front line staff will progress to at least SVQ level 3 or above. This is a significant community benefit created by the Partnership's investment in services within the community.
- 5.2 The Partnership calculation is that to date 4,209 (Whole Time Equivalent) front line staff in care home and supplementation funded services are now on the Scottish Living Wage. This is an increase of approximately 1,698 (Whole Time Equivalent) staff. It is presumed all managers and senior staff are above this rate. Most will progress to at least SVQ level 3 or above. Again, this is a significant community benefit created by the Partnership's investment in services in the community.

5.3 A similar exercise in staff numbers will be concluded for the outstanding providers when more responses are received.

6. Recommendations

6.1 The Integration Joint Board is asked to:

a) note the report.

Appendix A

Letters sent to:

Organisation	Returned
Action for Children Scotland	Yes
Addaction	Yes
Ailsa Care Services	
Allied Health Care	
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	
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	
Community Integrated Care	
Community Lifestyles Limited	Yes
Cornerstone	

Organisation	Returned
Cosgrove Care Ltd	Yes
Crossreach	Yes
Crossroads Caring Scotland	Yes
Deaf Connections	Yes
Deafblind Scotland	Yes
Drumchapel Womans Aid	
East Park	
Elpis Trust	Yes
Enable Glasgow	Yes
Enable Scotland	Yes
Epilepsy Scotland	Yes
Fairdeal	Yes
FASS	Yes
GAMH	Yes
Geezabreak	Yes
GHA	
Glasgow Council on Alcohol	Yes
Glasgow East End Community Carers	Yes
Glasgow East Women's Aid	
Glasgow Old Peoples Welfare Association	
Glasgow Women's Aid	Yes
Gowrie Care	Yes
Hayfield	Yes
Hemat Gryffe Women's Aid Ltd	Yes
Icare	Yes
Includem	Yes

Organisation	Returned
Inclusion	Yes
Kelvin Care Ltd	Yes
Key Community Supports	Yes
Leonard Cheshire Disability	Yes
Lifeways Community Care Ltd	
Linthouse Housing Association	Yes
Living Ambitions	
Loretto Care	Yes
Mainstay Trust Ltd	Yes
Marie Trust	Yes
Maryhill HA	
Mears Care (Scotland) Ltd	
Methodist Homes	
Milnbank Housing Association Ltd	Yes
Mochridhe	Yes
Momentum (Scotland)	Yes
National Autistic Society	Yes
Neighbourhood Networks Support Association	Yes
NG Homes (North Glasgow HA)	
OREMS Care Services	
Parkhead HA	Yes
Partnerships in Care	
Penumbra	Yes
Phoenix Futures	
Quarriers	Yes
Queens Cross Housing Association	Yes
Rape Crisis Centre	Yes

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