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**Item No: 9**

**Meeting Date: Wednesday 26<sup>th</sup> June 2024**

## **Glasgow City Integration Joint Board**

**Report By:** Sharon Wearing, Chief Officer, Finance and Resources  
**Contact:** Margaret Hogg, Assistant Chief Officer, Finance and Resources  
**Phone:** 0141 287 8258

### **Contractual Uplifts: Children's Social Care Pay Uplift 2024/25**

<b>Purpose of Report:</b>	To advise the IJB of the proposed uplift for Children's Social Care pay from 8 <sup>th</sup> April 2024.
<b>Background/Engagement:</b>	As part of their Programme for Government 2023 to 2024, the Scottish Government have provided funding to ensure all eligible Children's Social Care staff are paid a minimum of £12 per hour. This was agreed at COSLA Leaders on 26 April 2024.
<b>Governance Route:</b>	<p>The matters contained within this paper have been previously considered by the following group(s) as part of its development.</p> <p>HSCP Senior Management Team <input type="checkbox"/></p> <p>Council Corporate Management Team <input type="checkbox"/></p> <p>Health Board Corporate Management Team <input type="checkbox"/></p> <p>Council Committee <input checked="" type="checkbox"/></p> <p>Update requested by IJB <input type="checkbox"/></p> <p>Other <input type="checkbox"/></p> <p>Not Applicable <input type="checkbox"/></p>
<b>Recommendations:</b>	<p>The Integration Joint Board is asked to:</p> <p>a) note the report.</p> <p>b) agree that the IJB will offer a 10.09% uplift to an agreed percentage of full contract values (detailed at paragraph 3.3), in line with typical full workforce costs, to providers of Children's Social Care within Glasgow Purchased Services and Direct Payments.</p>

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	c) note that b) will be subject to Providers confirming they will pay staff at least £12.00 per hour from 8 <sup>th</sup> April 2024.
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**Relevance to Integration Joint Board Strategic Plan:**

The settlement outlined in this report contributes to delivery of the Strategic Plan priority five; to secure and maintain a healthy, valued and supported workforce across the sector.
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**Implications for Health and Social Care Partnership:**

<b>Reference to National Health &amp; Wellbeing Outcome(s):</b>	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.
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<b>Personnel:</b>	None.
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<b>Carers:</b>	None.
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<b>Provider Organisations:</b>	This settlement assists providers to deliver the Children's Social Care Pay uplift and helps with their financial sustainability.
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<b>Equalities:</b>	Delivery of the pay uplift will support the staff of organisations, including those who are members of protected groups.
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<b>Fairer Scotland Compliance:</b>	This settlement supports the delivery of a Fairer Scotland through increasing the pay of staff and will contribute to offsetting socio-economic disadvantage faced by some staff, particularly those in lower paid positions.
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<b>Financial:</b>	The proposed uplifts can be funded within the funding allocation provided, based on current commitments. Scottish Government will pay this as a redetermination of the General Revenue Grant, backdated to the start of the financial year 2024/25.
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<b>Legal:</b>	From a legal perspective the IJB is unable to force purchased providers to implement the Children's Social Care Pay Uplift. That said, the IJB supports the implementation of Fair Work Practices via its contracting and procurement processes and will continue to encourage and incentivise providers to comply
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<b>Economic Impact:</b>	None.
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<b>Sustainability:</b>	None.
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<b>Sustainable Procurement and Article 19:</b>	None.
<b>Risk Implications:</b>	None.
<b>Implications for Glasgow City Council:</b>	As outlined under Legal.
<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	None.

<b>Direction Required to Council, Health Board or Both</b>	
<b>Direction to:</b>	
1. No Direction Required	<input type="checkbox"/>
2. Glasgow City Council	<input checked="" type="checkbox"/>
3. NHS Greater Glasgow & Clyde	<input type="checkbox"/>
4. Glasgow City Council and NHS Greater Glasgow & Clyde	<input type="checkbox"/>

**1. Purpose**

- 1.1. To advise the IJB of the proposed uplift for Children's Social Care pay from 8<sup>th</sup> April 2024.

**2. Social Care Pay Uplift 2024-25 for Purchased Services**

- 2.1 Following agreement at COSLA Leaders on 26 April 2024, a pay uplift to a minimum of £12 per hour for all eligible Children's Social Care staff has been confirmed.
- 2.2 Funding of £3.097m has been made available for Glasgow to support the delivery of an increase of the minimum hourly rate for workers providing direct children's social care, within commissioned services and those funded from Direct Payments, from at least £10.90 to at least £12.00 per hour from April 2024.
- 2.3 Confirmation of the details for the Children's Social Care Pay Uplift were received on 30<sup>th</sup> May. The letter is attached at Appendix 1.

**3. Proposal**

- 3.1 It is proposed to increase all Children's Social Care providers in Glasgow Purchased Services by a 10.09% uplift to an agreed percentage (national weighting) of full contract values, in line with typical full workforce costs for eligible staff. This excludes any providers under a Scotland Excel framework. These will be dealt with directly by them.
- 3.2 The national weightings, which are based on national workforce statistics for eligible roles within registered care services are:

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- 42% of full contract value for Secure accommodation service
- 59% of full contract value for Care home service: Children and young people
- 42% of full contract value for School care accommodation service: Residential special school
- 76% of full contract value for Support Service – Care at Home and Housing Support Service
- 68% of full contract value for Support Service – Other than Care at home
- 90% of SDS Option 1 budgets for Personal Assistants.

3.3 Applying these national weightings to contract values equates to uplifts of:

- 4.21% for Secure accommodation service
- 5.94% for Care home service: Children and young people
- 4.28% for School care accommodation service: Residential special school
- 7.65% for Support Service – Care at Home and Housing Support Service
- 6.90% for Support Service – Other than Care at home
- 9.08% for Personal Assistants.

3.4 As with previous practice when offering an uplift, providers will be required to sign and return contract variation letters confirming that the funding will be used for providing the uplift and workforce costs only.

3.5 Provider payments will be processed as soon as possible after their signed contract variation letters are received.

## 4. Recommendations

4.1 The Integration Joint Board is asked to:

- a) note the report;
- b) agree that the IJB will offer a 10.09% uplift to an agreed percentage of full contract values (detailed at paragraph 3.3), in line with typical full workforce costs, to providers of Children's Social Care within Glasgow Purchased Services and Direct Payments; and
- c) note that b) will be subject to Providers confirming they will pay staff at least £12.00 per hour from 8<sup>th</sup> April 2024.

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## Direction from the Glasgow City Integration Joint Board

1	Reference number	260624-9
2	Report Title	Contractual Uplifts – Children’s Social Care Pay Uplift 2024/25
3	Date direction issued by Integration Joint Board	26 June 2024
4	Date from which direction takes effect	26 June 2024
5	Direction to:	Glasgow City Council only
6	Does this direction supersede, revise or revoke a previous direction – if yes, include the reference number(s)	No
7	Functions covered by direction	Children’s Services
8	Full text of direction	Glasgow City Council is directed to implement, effective from 8 April 2024, the 10.09% uplift to an agreed percentage of full contract values (detailed at section 3.3), to providers of Children’s Social Care within Glasgow Purchased Services and Direct Payments. This should be subject to Providers confirming they will pay staff providing direct care at least £12.00 per hour from 8 April 2024.
9	Budget allocated by Integration Joint Board to carry out direction	£3.097m has been provided by Scottish Government as a redetermination of the General Revenue Grant, backdated to the start of the financial year 2024/25.
10	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.
11	Date direction will be reviewed	1 April 2025

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**Director for Children and Families**  
Andrew Watson



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**To:** Integration Authority Chief Officers  
Integration Authority Chief Finance Officers  
Local Authority Chief Executives  
Local Authority Directors of Finance  
COSLA  
Scotland Excel  
Chief Social Work Officers  
CCPS  
EtCS  
Unite  
UNISON  
GMB  
STUC  
Care Providers

**From:** Andrew Watson, Director for Children and Families, Scottish Government

**Date:** 30 May 2024

### **Children's Social Care Pay Uplift**

Dear colleague,

Following agreement at COSLA Leaders on 26 April 2024, I am writing to confirm the details of the funding provided to enable the pay uplift for eligible children's social care workers in private, voluntary and independent sectors, which was announced in the [Programme for Government 2023 to 2024](#).

The commitment is *'to provide the necessary funding in the next Budget to increase the pay of social care workers in the private, voluntary and independent sectors in a direct care role – and those working in the PVI sector to deliver funded early learning and childcare – to at least £12 per hour'*.

Guidance for implementing the pay uplift for workers who provide direct care to adults, and for workers who deliver funded early learning and childcare in commissioned services has already been issued, and is therefore outwith the scope of this letter.

This will be the first time a Real Living Wage pay uplift is implemented in Scotland for all those who provide direct care to children and young people.

Funding to support the delivery of a pay uplift to a minimum of £12 per hour for all eligible Children's Social Care staff in commissioned services will be transferred to Local Authorities via, but additional to, the General Revenue Grant, and will be backdated to the start of the financial year 2024/25.

Where services are delegated to Integration Authorities, funding allocated to Integration Authorities should be additional and not substitutional to each Local Authority's 2024/25 recurring budgets for Children's Social Care services.

## **Scope**

This funding will enable pay for all eligible workers to be uplifted to at least £12 an hour.

The pay uplift will apply to all eligible workers who provide direct care within commissioned Children's Social Care services in the private, voluntary and independent (PVI) sectors, namely:

- (a) registered workers in direct care roles in the following services:
  - Secure Accommodation Services,
  - Care Home Services for Children and Young People,
  - School Care Accommodation: Residential Special School services,
  - Housing Support Services,
  - Care at Home services, and
  - Services classed as Other than Care at Home
  
- (b) Personal Assistants employed through Self Directed Support (SDS) Option 1, who provide Care at Home to under 18-year-olds.

Full details of eligible services and roles, as well as a list of exclusions can be found in [Annex A](#).

## **Timing and Process**

All payments will be backdated and provided for all hours worked from April 2024.

In line with existing processes in Adult Social Care, Local Government and Integration Authorities will be working through the required governance, legal and contractual arrangements to deliver the funding to enable the pay uplift to providers.

Local indications suggest that most payments will be made across July and August, with funding back dated and provided from April 2024. Best endeavours will be made to have all payments with providers by autumn 2024. However, this relies on a timely return of contract variation letters by providers.

Please note that providers are not expected to implement the pay uplift until funding has been received but, in line with this guidance, can do so if they wish.

To support timely implementation, Scottish Government and COSLA will meet with representatives of the Coalition of Care and Support Providers Scotland (CCPS), Educating through Care Scotland (EtCS), Scottish Care and Trade Unions to discuss any concerns or questions around implementation and to work to resolve these quickly.

A troubleshooting group will meet on a regular basis until the payment is fully implemented.

## Policy Implementation

There has been political agreement that the funding to support the delivery of a £12 per hour pay uplift will be delivered in a manner similar to the Adult Social Care pay uplift, by applying a 10.09% uplift to a set percentage (national weighting) of contract values.

The national weightings are the estimated average proportion of workforce costs for eligible staff (wages and on-costs) out of the overall contract value. There are different national weightings for Children's Social Care, for different service types, and for Personal Assistants employed through SDS Option 1.

<i>Service type</i>	<i>Percentage of contract value that the uplift is applied to</i>	<i>This equates to contract uplifts of</i>
<i>Secure accommodation service</i>	42%	4.21%
<i>Care home service: children and young people</i>	59%	5.94%
<i>School care accommodation service: Residential special school</i>	42%	4.28%
<i>Support Service - Care at Home and Housing Support Service</i>	76%	7.65%
<i>Support Service - Other than Care at home</i>	68%	6.90%
<i>SDS Option 1 (Personal Assistants)</i>	90%	9.08%

Refer to [Annex B](#) for an explanation of how the national weightings for Children's Social Care were estimated.

This approach assumes that all eligible staff are currently in receipt of £10.90 and require a pay uplift of 10.09% to reach an hourly rate of £12.00 per hour. This is likely to result in providers having funds remaining once the policy intent - **to uplift pay for the workforce delivering direct care to at least £12.00 per hour** - has been fully delivered. Where eligible staff are already paid £12.00 per hour, this funding should be used to increase eligible staff's pay above these levels.

It has been agreed that any surplus funds providers may have from this policy must be spent on uplifting pay for the directly employed workforce working within services for the 2024/25 financial year. It is the provider's discretion of how any remaining funds are to be spent within these stipulations, but this can be used to support pay differentials between eligible staff in receipt of the pay uplift and other categories of staff within eligible services.

## Non-workforce costs

This policy, to uplift the minimum rate of pay of workers who provide direct care in Children's Social Care services, provides funding towards wages and on-costs of eligible staff within providers' contracts.



Contract holders (Local Authorities, Integration Authorities, or Scotland Excel) still have the ability to offer increases to providers on the non-workforce costs within their contracts.

Any changes, over and above the funding for the pay uplift, on the rest of local contracts or Scotland Excel National Framework contracts to address other increasing and inflationary non-workforce costs would be outwith the remit of this policy and would form part of the normal local contractual negotiating process with providers and their local commissioners and finance departments. For national arrangements, Scotland Excel will work in collaboration with providers and commissioners in line with the relevant Framework's Price Review process.

### **Assurance process**

For this uplift, providers will be required to sign and return contract variation letters. This will confirm that the funding must only be used for uplifting pay as described above. Contract holders (Local Authorities, Integration Authorities, or Scotland Excel) will be responsible for assuring this funding is used for these purposes through their normal contract monitoring processes.

Funding will then be released to providers as soon as possible after they return their signed contract variation letters, and following completion of the usual local fee variation processes.

### **Personal Assistants**

Separate guidance will be issued for PA employers.

### **Next Steps**

The Scottish Government recognises the exceptional work of the children's social care workforce, and we thank them for the important role that they play in the lives of our most vulnerable children.

We appreciate you sharing this with your networks and working with us to get this uplift delivered to the workforce at speed.

**Yours Sincerely**

**ANDREW WATSON**  
Director, Children and Families

## Annex A

### Services in scope

The policy intent is to provide a pay uplift to workers who provide direct care in commissioned Children's Social Care services.

Children's Social Care services are services primarily provided to a child in need (defined by reference to section 93(4)(a) of the [Children \(Scotland\) Act 1995](#)) by a registered care service referred to in section 47(1)(a), (b), (c), (f) or (m) of the [Public Services Reform \(Scotland\) Act 2010](#) (and accompanying definitions in schedule 12).

For the purposes of this pay uplift, a child is anyone under the age of 18.

The registered care services that provide direct care and support to vulnerable children are:

- (a) **Secure Accommodation Services.** Also known as Secure Care, Secure Accommodation Services are a form of residential care that deprives the liberty of children and young people under the age of 18. It is for the small number of children who may be a significant risk to themselves, or others in the community.
- (b) **Care Home Service: Children and Young People.** Also known as Residential Children's Homes, these residential care homes offer young people, usually of secondary school age, a safe place to live together with other children away from home. They provide accommodation, support and, in some cases, education to looked after children.
- (c) **School Care Accommodation Service: Residential Special Schools.** Residential special schools provide residential accommodation to pupils with complex special educational needs or disabilities, in connection with the pupil's attendance at a special school.
- (d) **Support Service: Care at Home.** Care at Home is registered by the Care Inspectorate as a support service. A support service is defined as a personal care or personal support service provided by arrangement made by a local authority or health body to a vulnerable person, including children with disabilities or complex needs. This excludes care home services or services providing overnight accommodation.
- (e) **Support Service: Other than Care at Home.** Services are registered as Support Service - Other than Care at home (also known as Without care at home) if they do not offer any sort of care at home provision. Examples of these are activity and resource centres and short break facilities for children with complex needs.
- (f) **Housing Support Services.** Also known as Supported Living, Housing Support Services provide support, assistance, advice or counselling to a person who has particular needs, with a view to enabling that person to occupy residential accommodation as a sole or main residence. Most Housing Support Services are provided to vulnerable adults. Some providers also offer Housing Support services to care-experienced young people aged 16 to 18, who have left care and are transitioning to independent living.

### Eligible roles within registered care services

The roles that provide direct care within registered care services, and are therefore in scope for this pay uplift, are classed by the Scottish Social Services Council as C2 and C3 roles, and defined as:

- (a) C2 – Registered care staff\* who provide direct care and support (for example, support workers in day care of children services), and
- (b) C3 – Registered care staff\* who may supervise work of C2 staff and contribute to assessment of care needs and development and implementation of care plans (for example, senior residential care workers).

\*Registered in accordance with the Regulation of Care (Scotland) Act 2001.

### **Personal assistants**

Personal assistants, an unregistered and unregulated workforce, are also in scope for the pay uplift, in line with the eligibility criteria for the Adult Social Care pay uplift.

Children's personal assistants are defined as those employed by a supported person in receipt of direct payments (Option 1) from the local authority in terms of section 8 of the [Social Care \(Self-directed Support\) \(Scotland\) Act 2013](#), for the purposes of delivering services to children (and/or their families) under section 22 of the [Children \(Scotland\) Act 1995](#).

## Annex B

### National Weightings for Children's Social Care

To estimate overall staffing costs, Adult Social Care national weightings were applied to children's social care service contracts (**71.8%** to residential care services, **86.9%** for non-residential care, and **90%** of budgets for SDS Option 1 for Personal Assistants).

To estimate staffing costs for staff in direct care roles, further weightings were applied to overall staffing costs. These weightings are based on national workforce statistics published by the Scottish Social Services Council, and represent the Whole Time Equivalent (WTE) proportion of staff in C2 and C3 roles, out of overall WTE in each service type, as of December 2022.

<i>Service type</i>	<i>Adult Social Care average full workforce costs as % of contract value</i>	<i>Children's Social Care direct care roles (C2, C3) as % of all workforce (WTE)</i>	<i>Children's Social Care estimated national weightings for eligible staff</i>
<i>Secure accommodation service</i>	72%	58%	42%
<i>School care accommodation service: Residential special school</i>	72%	59%	42%
<i>Care home service: children and young people</i>	72%	82%	59%
<i>Support Service - Other than Care at home</i>	87%	79%	68%
<i>Support Service - Care at Home and Housing Support Service</i>	87%	87%	76%
<i>Personal Assistants employed through SDS Option 1</i>	90%	n/a	90%

**Director for Children and Families**  
Andrew Watson



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**To:** Integration Authority Chief Officers  
Integration Authority Chief Finance Officers  
Local Authority Chief Executives  
Local Authority Directors of Finance  
COSLA  
Scotland Excel  
ILF Scotland  
SDS Leads  
Chief Social Work Officers  
PA Programme Board  
PA Network Scotland  
SDS Scotland  
Social Work Scotland  
Inspiring Scotland  
SIRDs  
CILs  
Payroll providers

**From:** Andrew Watson, Director for Children and Families, Scottish Government

**Date:** 30 May 2024

**Children's Social Care Pay Uplift: Guidance for the Personal Assistant Workforce**

Dear colleague,

Following agreement at COSLA Leaders on 26 April 2024, I am writing to confirm the details of the pay uplift for children's social care workers that was announced in the [Programme for Government 2023 to 2024](#).

This guidance is closely aligned to the pay uplift guidance for Personal Assistants (PA) providing social care to adults with assessed needs, which has been designed in conjunction with PA Programme Board members.

I hope it is useful in clarifying how the uplift applies to children's PA workforce.

**What does this guidance relate to?**

An increase in Self-Directed Support (SDS) Option 1 Budgets will take place which will allow for a pay uplift for the children's Personal Assistant workforce.

## **Why is the Scottish Government providing this funding?**

On 5<sup>th</sup> September 2023, the First Minister announced a commitment to provide funding and to increase the pay of social care workers in the private, voluntary and independent sectors in a direct care role.

This funding will ensure the minimum hourly rate for workers providing direct care to children and young people under the age of 18, including Personal Assistants, will rise to at least £12 per hour.

## **Who does it apply to?**

This uplift is for directly paid PAs providing assistance for children with assessed needs.

A separate letter regarding the pay uplift for PAs who provide care to adults was issued in February 2024, therefore adults' PAs are outwith the scope of this guidance.

A PA is eligible for this uplift if they are directly paid by a supported person under the age of 18, as defined by the Self-directed support (Scotland) Act 2013, or the representative who is acting on their behalf, who receive funds to pay PAs from a Local Authority or Health and Social Care Partnership through Option 1 of the Social Care (Self Directed Support) Act 2013.

## **How should it be spent?**

This funding is to be spent to uplift the pay of PAs and associated workforce costs including National Insurance and pension contribution on-costs.

This funding will enable pay for these workers to be uplifted to at least £12 per hour. Where PAs are already paid more than £12 per hour, this funding should be used to increase pay above these levels. All funding should be spent on uplifting pay.

Local Authorities or Health and Social Care Partnerships will write to PA employers to advise them of these changes and to inform them of the purpose of this uplift.

## **How will the uplift be applied to SDS Option 1 budgets?**

The funding to support the delivery of a £12 per hour minimum wage for children's PAs will be delivered in a manner similar to the Adult Social Care pay uplift, by applying a 10.09% uplift to 90% of SDS option 1 budgets.

This equates to an uplift of **9.08%** to the overall value of each PA employer's contract, and provides funding for PA wages and on-costs.

This does not prevent local areas from offering any increases to PA employers on the non-workforce costs within their contracts.

Any change to existing contracts - to address other increasing and inflationary non-workforce costs - would be out with the remit of this policy. They would form part of the normal negotiating process agreed between the recipient of the option 1 SDS payment and their local social work team.

**When will the uplift be applied from?**

This funding takes effect from April 2024. All payments will be backdated and provided for all hours worked from April 2024.

Local Government and Health and Social Care Partnerships will be working at pace to deliver this. Local commissioning teams have confirmed that they expect most payments to be made across July and August.

**What assurance processes will be in place around the uplift?**

For this uplift, Local Authorities and Health and Social Care Partnerships will follow their own assurance processes related to PA employers funding. These will be in line with previous practices.

**What should a PA employer do if they haven't received this uplift?**

PA employers should contact their Local Authority.

**Next steps**

I hope this provides clarity on how the policy applies to the PA workforce.

We appreciate you sharing this with your networks and working with us to get this uplift delivered to the children's PA workforce at speed.

**Yours Sincerely**

**ANDREW WATSON**  
Director, Children and Families