



Item No: 17

Meeting Date: Wednesday 27th November 2024

Glasgow City Integration Joint Board

Report By: Margaret Hogg, Assistant Chief Officer, Finance and Resources

Contact: Margaret Hogg

Phone: 0141 287 8258

National Care Home Contract Increase – Agenda for Change (2024/25)

Purpose of Report:	The purpose of this report is to update the IJB on National Care Home Contract (NCHC) Increases (2024/25); and to note the approval by the Chief Officer and Chief Officer, Finance and Resources under delegated authority, on the grounds of urgency.
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Background/Engagement:	The NCHC is a national contract which is negotiated across Scotland with full engagement of Scottish Councils via COSLA.
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Governance Route:	The matters contained within this paper have been previously considered by the following group(s) as part of its development. HSCP Senior Management Team ☐ Council Corporate Management Team ☐ Health Board Corporate Management Team ☐ Council Committee ☐ Update requested by IJB ☐ Other ☐ Not Applicable ☒
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Recommendations:	The Integration Joint Board is asked to: a) Note approval by the Chief Officer and Chief Officer, Finance and Resources under delegated authority, on the grounds of urgency: and b) Note the approval was undertaken in consultation with the IJB Chair and Vice Chair.
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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 to secure and maintain a healthy, valued and supported workforce across the sector.

Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome(s):	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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Personnel:	No impact on Partnership personnel.
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Carers:	No direct impact on carers.
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Provider Organisations:	This settlement assists providers to deliver the Adult Social Care Pay uplift and helps with their financial sustainability.
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Equalities:	This settlement assists providers to deliver the Adult Social Care Pay uplift and helps with their financial sustainability.
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Fairer Scotland Compliance:	This settlement supports the delivery of Fairer Scotland.
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Financial:	The additional cost of the uplift amounts to £1.216m, taking the total cost of the 2024/25 uplift to £9.102m. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
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Legal:	The NCHC contract will be varied to reflect the NHS pay uplift at 5.1.
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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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Risk Implications:	None.
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Implications for Glasgow City Council:	As outlined under Legal.
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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

- 1.1. The purpose of this report is to update the IJB on National Care Home Contract (NCHC) Increases (2024/25); and to note the approval by the Chief Officer and Chief Officer, Finance and Resources under delegated authority, on the grounds of urgency.
- 1.2. As IJB approval could not be obtained within the required timescale, and in view of the urgent requirement to implement NCHC increases, this was approved by the Chief Officer of Glasgow City IJB and Chief Officer, Finance and Resources on 5th November 2024 under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers. Report attached at Appendix 1.

2. Background

- 2.1. The NCHC is subject to national negotiation. This negotiation sets the rates which will apply for 2024/25 and the expectations in relation to the payment of the Adult Social Care Pay rate by providers.
- 2.2. On 2 April 2024, the Chief Officer and Chief Finance Officer agreed, under delegated authority, to apply an uplift of 6.76% to nursing care and a rate of 8.30% to residential care. These rates were agreed for both NCHC and other commissioned services in Appendix 1 to the report.
- 2.3. This was reported to the IJB on [15th May 2024](#) and the report noted that a further update would be provided if a final settlement was agreed for 2024/25. This has now concluded, and section 5 provides details of the final settlement agreed.

3. Implications of 2024/25 fee uplift

- 3.1 The rates attached at Appendix 1 are applicable from 8 April 2024 in line with Scottish Government notification to Local Authorities dated 28 October 2024. A rate of 7.71% has been applied to nursing care and a rate of 8.30% for residential care. These uplift rates will be applied to both the NCHC and the other commissioned services which are included at Appendix 1.
- 3.2 The additional cost of the uplift amounts to £1.216m, taking the total cost of the 2024/25 uplift to £9.102m. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.

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4. Adult Social Care Pay

- 4.1 This arrangement requires all providers to pay all workers providing direct care, regardless of age, experience or time in employment, a minimum of £12.00 per hour. This is in line with the commitment to the Adult Social Care Pay policy which has been agreed between Scottish Government and COSLA.
- 4.2 In addition, the rates set out at 3.1 have benchmarked domestic and catering support staff to the National Minimum Wage, this is £11.44.
- 4.3 On this basis the National Care Home contract will be varied to ensure:
- Any provider delivering publicly funded care must pay all direct adult social care workers a minimum of £12.00;
 - 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 any other costs onto staff by the employer.

5. Agenda for change

- 5.1 An increase to nursing salaries of 5.5% has been included within the settlement in line with the agreed Agenda for Change increase.

6. Recommendations

- 6.1 The Integration Joint Board is asked to:
- a) Note approval by the Chief Officer and Chief Officer, Finance and Resources under delegated authority, on the grounds of urgency: and
 - b) Note the approval was undertaken in consultation with the IJB Chair and Vice Chair.

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**Item No:****Meeting Date: Tuesday 5th November 2024**

Glasgow City Integration Joint Board

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

National Care Home Contract Increase Agenda for Change (2024/25)

Purpose of Report:

The purpose of this report is to update the Chief Officer and Chief Officer, Finance & Resources (on behalf of the Integration Joint Board) on National Care Home contract Increases (2024/25); and to request approval under delegated authority, on the ground of urgency.

Background/Engagement:

The NCHC is a national contract which is negotiated across Scotland with full engagement of Scottish Councils via COSLA.

Governance Route:

The matters contained within this paper have been previously considered by the following group(s) as part of its development.

- HSCP Senior Management Team ☐
 Council Corporate Management Team ☐
 Health Board Corporate Management Team ☐
 Council Committee ☐
 Update requested by IJB ☐
 Other ☐
 Not Applicable ☒

Recommendations:

The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:

- a) Note the rates from 8 April 2024 as outlined in Appendix 1;
- b) Agree to apply the NCHC uplift to commissioned services attached at Appendix 1;

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	c) Instruct the council to vary the contracts with providers to reflect the NHS pay uplift at 5.1.
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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(s):	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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Personnel:	No impact on Partnership personnel.
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Carers:	No direct impact on carers.
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Provider Organisations:	This settlement assists providers to deliver the Adult Social Care Pay uplift and helps with their financial sustainability.
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Equalities:	This settlement assists providers to deliver the Adult Social Care Pay uplift and helps with their financial sustainability.
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Fairer Scotland Compliance:	This settlement supports the delivery of a Fairer Scotland.
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Financial:	The additional cost of the uplift amounts to £1.216m, taking the total cost of the 2024/25 uplift to £9.102m. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
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Legal:	The NCHC contract will be varied to reflect the NHS pay uplift at 5.1.
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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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Risk Implications:	None
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Implications for Glasgow City Council:	As outlined under Legal.
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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

- 1.1. The purpose of this report is to update the Chief Officer and Chief Officer, Finance & Resources (on behalf of the Integration Joint Board) on National Care Home Contract increases (2024/25); and to request approval under delegated authority, on the ground of urgency.
- 1.2. As IJB approval could not be obtained within the required timescale, and in view of the urgent requirement to implement National Care Home Contract increases, the Chief Officer of Glasgow City IJB and Chief Officer, Finance and Resources are asked to approve under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers.

2. Background

- 2.1. The NCHC is subject to national negotiation. This negotiation sets the rates which will apply for 2024/25 and the expectations in relation to the payment of the Adult Social Care Pay rate by providers.
- 2.2. On 2 April 2024 the IJB agreed to apply an uplift of 6.76% to nursing care and a rate of 8.30% to residential care. These rates were agreed for both NCHC and other commissioned services in Appendix 1 to the report.
- 2.3. This report noted that a further update would be provided if a final settlement was agreed for 2024/25. This has now concluded, and section 5 provides details of the final settlement agreed.

3. Implications of 2024/25 fee uplift

- 3.1. The rates attached at Appendix 1 are applicable from 8 April 2024 in line with Scottish Government notification to Local Authorities dated 28 October 2024. A rate of 7.71% has been applied to nursing care and a rate of 8.30% for residential care. These uplift rates will be applied to both the NCHC and the other commissioned services which are included at Appendix 1.
- 3.2. The additional cost of the uplift amounts to £1.216m, taking the total cost of the 2024/25 uplift to £9.102m. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.

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- 4.2 In addition, the rates set out at 3.1 have benchmarked domestic and catering support staff to the National Minimum Wage, this is £11.44.
- 4.3 On this basis the National Care Home contract will be varied to ensure:
- Any provider delivering publicly funded care must pay all direct adult social care workers a minimum of £12.00;
 - 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 any other costs onto staff by the employer.

5. Agenda for change

- 5.1 An increase to nursing salaries of 5.5% has been included within the settlement in line with the agreed Agenda for Change increase.

6. Recommendations

- 6.1 The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:
- a) Note the rates from 8 April 2024 as outlined in Appendix 1;
 - b) Agree to apply the NCHC uplift to commissioned services attached at Appendix 1;
 - c) Instruct the council to vary the contracts with providers to reflect the NHS pay uplift at 5.1.

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Direction from the Glasgow City Integration Joint Board

1	Reference number	DA051124
2	Report Title	National Care Home Contract Increase Agenda for Change (2024/25)
3	Date direction issued by Integration Joint Board	5 November 2024
4	Date from which direction takes effect	5 November 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	Care Homes, Intermediate Care and commissioned services
8	Full text of direction	From 8 April 2024 implement the 7.71% uplift rate to nursing care and 8.30% uplift to residential care, note the rates attached at Appendix 1 and vary the contracts with providers to reflect the NHS pay uplift at 5.1.
9	Budget allocated by Integration Joint Board to carry out direction	The additional cost of the uplift amounts to £1.216m, taking the total cost of the 2024/25 uplift to £9.102m. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
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	April 2025

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APPENDIX 1

2024-25 RATES

		Updated
	2024-25	2024-25
NCHC Nursing Care		
National Contract rate	£948.59	£957.57
National Contract rate for dual room	£923.59	£932.57
Below the National Contract - Default rate	£878.58	£886.90
NCHC Residential Care for Older People		
National Contract rate	£825.94	£825.94
National Contract rate for dual room	£800.94	£800.94
Below the National Contract - Default rate	£755.07	£755.07
Historical Commissioned Services		
Enhanced Residential Care	£869.13	£869.13
Residential Dementia	£1,235.71	£1,235.71
Craigbank Care Home (Residential)	£1,203.18	£1,203.18
Craigbank Care Home (Nursing)	£1,407.18	£1,420.50
Mungo Foundation - Annandale	£1,376.79	£1,376.79
Crannog (ARBI)	£1,268.62	£1,268.62
Commissioned Services		
Riddrie Knowes	£1,086.72	£1,257.80
The Oaks	£1,782.04	£1,798.92
The Oaks	£1,918.89	£1,937.06
Greenfield Park (ABI)	£1,634.22	£1,649.69
Eastfield - Nursing	£3,653.42	£3,688.01
Eastfield - Residential	£2,720.01	£2,720.01
Applecross (YPD)	£1,582.18	£1,597.16
McQueen Unit	£1,980.00	£1,998.74
Intermediate Care		
Ailsa Craig	£1,181.05	£1,192.23
Burlington	£1,082.81	£1,093.06
Chester Park	£1,191.10	£1,202.37
Oakbridge	£1,191.10	£1,202.37