



Item No: 22

Meeting Date: Wednesday 24th September 2025

Glasgow City Integration Joint Board

Report By: Duncan Black, Depute Chief Officer, Finance and Resources

Contact: Duncan Black

Phone: 0141 287 8838

National Care Home Contract Increase Agenda for Change (2025/26)

Purpose of Report:

The purpose of this report is to update the Integration Joint Board on further National Care Home Contract (NCHC) increases in respect of Agenda for Change (2025/26) and the proposed increases on our other commissioned services; and to note the approval by the Chief Officer and Depute Chief Officer, Finance and Resources, 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 Integration Joint Board is asked to:

- a) Note approval by the Chief Officer and Depute Chief Officer, Finance and Resources under delegated authority, on the ground of urgency; and

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	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 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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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 £0.908m, taking the total cost of the 2025/26 uplift to £8.512m. Budget provision has been made in the IJB's 2025/26 budget to meet this commitment.
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Legal:	The NCHC contract will be varied in line with the conditions at 4.3 and 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	<input checked="" type="checkbox"/>
2. Glasgow City Council	<input 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. The purpose of this report is to update the Integration Joint Board on further National Care Home Contract (NCHC) increases in respect of Agenda for Change (2025/26) and the proposed increases on our other commissioned services; and to note the approval by the Chief Officer and Depute Chief Officer, Finance and Resources, 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 allow backdated payments to be made to providers, these proposals were approved by the Chief Officer of Glasgow City IJB and Depute Chief Officer, Finance and Resources under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers. Officer approval was in consultation with the IJB Chair and Vice Chair.

2. Background

- 2.1. The NCHC is subject to national negotiation. This negotiation sets the rates which will apply for 2025/26 and the expectations in relation to the payment of the Adult Social Care Pay rate by providers.
- 2.2. On [14 May 2025](#) the IJB agreed to apply an uplift of 5.79% to nursing care and a rate of 6.79% to residential care. These rates were agreed for both NCHC and other commissioned services in Appendix 1 to the report.
- 2.3. The report noted that a further update would be provided if a final settlement was agreed for 2025/26. 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 7 April 2025 in line with Scottish Government notification to Local Authorities dated 17 July 2025. A rate of 6.68% has been applied to nursing care and a rate of 6.79% for residential care. These uplift rates will be applied to both the NCHC and the other commissioned services which are included at Appendix 1.

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- 3.2 The additional cost of the uplift amounts to £0.908m, taking the total cost of the 2025/26 uplift to £8.512m. Budget provision has been made in the IJB's 2025/26 budget to meet this commitment.

4. Adult Social Care Pay

- 4.1 As agreed on 14 May 2025, this arrangement requires all providers delivering publicly funded care to pay all workers providing direct care, regardless of age, experience or time in employment, a minimum of £12.60 per hour from 7 April 2025. 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 £12.21.
- 4.3 On this basis the National Care Home contract will be varied to ensure:
- All direct adult social care workers are paid a minimum of £12.60;
 - 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 The rate for Care Homes providing nursing care will be uplifted to reflect the pay settlement for registered nursing staff of 4.25%. This is in line with the commitment to vary the agreed care home rate to include an appropriate uplift to the nursing care rate.

6. Recommendations

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



Date: 1st August 2025

Glasgow City Integration Joint Board

Report By: Gillian Hennon, Interim Assistant Chief Officer, Finance

Contact: Gillian Hennon

Phone: 0141 287 2731

National Care Home Contract Increase Agenda for Change (2025/26)

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 in respect of Agenda for Change (2025/26); and to request approval under delegated authority, on the ground 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:	<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 type="checkbox"/></p> <p>Update requested by IJB <input type="checkbox"/></p> <p>Other <input type="checkbox"/></p> <p>Not Applicable <input checked="" type="checkbox"/></p>
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Recommendations:	The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:
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	<ul style="list-style-type: none">a) Approve the rates from 7 April 2025 as outlined in Appendix 1;b) Agree to apply the NCHC uplift to commissioned services attached at Appendix 1; andc) Instruct the council to vary the contracts with providers in line with the conditions at 4.3 and 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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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 £0.908m, taking the total cost of the 2025/26 uplift to £8.512m. Budget provision has been made in the IJB's 2025/26 budget to meet this commitment.
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Legal:	The NCHC contract will be varied in line with the conditions at 4.3 and 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	<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. The purpose of this report is to update the Chief Officer and Chief Officer, Finance & Resources (on behalf of the Integration Joint Board) on further National Care Home contract increases in respect of Agenda for Change pay uplift (2025/26); 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 allow backdated payments to be made to providers, 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 2025/26 and the expectations in relation to the payment of the Adult Social Care Pay rate by providers.
- 2.2. On [14 May 2025](#) the IJB agreed to apply an uplift of 5.79% to nursing care and a rate of 6.79% to residential care. These rates were agreed for both NCHC and other commissioned services in Appendix 1 to the report.
- 2.3. The report noted that a further update would be provided if a final settlement was agreed for 2025/26. This has now concluded, and section 5 provides details of the final settlement agreed.

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3. Implications of 2025/26 Fee Uplift

- 3.1 The rates attached at Appendix 1 are applicable from 7 April 2025 in line with Scottish Government notification to Local Authorities dated 17 July 2025. A rate of 6.68% has been applied to nursing care and a rate of 6.79% 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 £0.908m, taking the total cost of the 2025/26 uplift to £8.512m. Budget provision has been made in the IJB's 2025/26 budget to meet this commitment.

4. Adult Social Care Pay

- 4.1 As agreed on 14 May 2025, this arrangement requires all providers delivering publicly funded care to pay all workers providing direct care, regardless of age, experience or time in employment, a minimum of £12.60 per hour from 7 April 2025. 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 £12.21.
- 4.3 On this basis the National Care Home contract will be varied to ensure:
- All direct adult social care workers are paid a minimum of £12.60;
 - 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 The rate for Care Homes providing nursing care will be uplifted to reflect the pay settlement for registered nursing staff of 4.25%. This is in line with the commitment to vary the agreed care home rate to include an appropriate uplift to the nursing care rate.

6. Recommendations

- 6.1 The Chief Officer and Chief Officer, Finance & Resources (acting on behalf of the Integration Joint Board) are asked to:
- a) Approve the rates from 7 April 2025 as outlined in Appendix 1;
 - b) Agree to apply the NCHC uplift to commissioned services attached at Appendix 1; and
 - c) Instruct the council to vary the contracts with providers in line with the conditions at 4.3 and to reflect the NHS pay uplift at 5.1.

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Direction from the Glasgow City Integration Joint Board

1	Reference number	DA010825
2	Report Title	National Care Home Contract Increase Agenda for Change (2025/26)
3	Date direction issued by Integration Joint Board	1 August 2025
4	Date from which direction takes effect	1 August 2025
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 7 April 2025 implement the 6.68% uplift rate to nursing care and 6.79% uplift to residential care, the rates are attached at Appendix 1 and vary the contracts with providers in line with the conditions at 4.3 and 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 £0.908m, taking the total cost of the 2025/26 uplift to £8.512m. Budget provision has been made in the IJB's 2025/26 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 2026

APPENDIX 1

2025-26 RATES

NCHC Nursing Care	2024/25	2025/26
National Contract rate	£957.57	£1,021.57
National Contract rate for dual room	£932.57	£996.57
Below the National Contract - Default rate	£886.90	£946.18
NCHC Residential Care for Older People		
National Contract rate	£825.94	£881.98
National Contract rate for dual room	£800.94	£856.98
Below the National Contract - Default rate	£755.07	£806.31
Historical Commissioned Services		
Enhanced Residential Care	£869.13	£928.10
Residential Dementia	£1,235.71	£1,319.55
Craigbank Care Home (Residential)	£1,203.18	£1,284.82
Craigbank Care Home (Nursing)	£1,420.50	£1,515.45
Mungo Foundation - Annandale	£1,376.79	£1,470.21
Crannog (ARBI)	£1,268.62	£1,354.70
Commissioned Services		
Richmond Fellowship - Waterloo Close	£4,953.64	£5,289.74
Riddrie Knowes	£1,257.80	£1,341.87
The Oaks	£1,798.92	£1,919.16
The Oaks	£1,937.06	£2,066.53
Greenfield Park (ABI)	£1,649.69	£1,759.96
Eastfield - Nursing	£3,688.01	£3,934.52
Eastfield - Residential	£2,720.01	£2,904.56
Applecross (YPD)	£1,597.16	£1,703.91
Block Funded Discharge to Assess		
Lanam - McQueen Unit	£1,998.74	£2,132.34
Intermediate Care		
Ailsa Craig	£1,192.23	£1,271.92
Burlington	£1,093.06	£1,166.12
Chester Park	£1,202.37	£1,282.74
Oakbridge	£1,202.37	£1,282.74