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**Item No: 23**

**Meeting Date: Wednesday 15<sup>th</sup> May 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 Increases (2024/25)**

<b>Purpose of Report:</b>	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.
<b>Background/Engagement:</b>	The NCHC is a national contract which is negotiated across Scotland with full engagement of Scottish Councils via COSLA.
<b>Governance Route:</b>	The matters contained within this paper have been previously considered by the following group(s) as part of its development. HSCP Senior Management Team <input type="checkbox"/> Council Corporate Management Team <input type="checkbox"/> Health Board Corporate Management Team <input type="checkbox"/> Council Committee <input type="checkbox"/> Update requested by IJB <input type="checkbox"/> Other <input type="checkbox"/> Not Applicable <input checked="" type="checkbox"/>
<b>Recommendations:</b>	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:

<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.
<b>Personnel:</b>	None.
<b>Carers:</b>	None.
<b>Provider Organisations:</b>	This settlement assists providers to deliver the Adult Social Care Pay uplift and helps with their financial sustainability.
<b>Equalities:</b>	Delivery of the pay uplift will support the staff of organisations, including those who are members of protected groups.
<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.
<b>Financial:</b>	The cost of the uplift amounts to £7.886m for 2024/25. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
<b>Legal:</b>	The NCHC contract will be varied to reflect provider compliance with the terms set out in the NCHC fee rate letter.
<b>Economic Impact:</b>	None.
<b>Sustainability:</b>	None.
<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.

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<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. 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 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. The report was presented to the Chief Officer and Chief Officer, Finance and Resources on 2<sup>nd</sup> April 2024 for approval under delegated authority (see attached at Appendix 1) on the grounds of urgency.

**3. Implications of 2024/25 Fee Uplift**

- 3.1. The rates attached within Appendix 1 are applicable from 8<sup>th</sup> April 2024 in line with Scottish Government notification to Local Authorities dated 21<sup>st</sup> March 2024. A rate of 6.76% 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 within Appendix 1.
- 3.2. The cost of the uplift amounts to £7.886m for 2024/25. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.

**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.

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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 The rate currently excludes an increase in pay for nurses and associated differentials. The offer comes with a commitment to consider the appropriate uplift to nursing care rate, maintaining associated differentials, within the model once Agenda for Change pay negotiations have been concluded. Any further update to rates will be the subject of a future report.

## 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.



## 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 (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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	<p>c) Instruct the council to vary the contracts with providers in line with the conditions at 4.3; and</p> <p>d) Note that a further update may be required once the Agenda for Change negotiations are concluded.</p>
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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:

<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 Adult 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 who are members of protected groups.
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<b>Fairer Scotland Compliance:</b>	This settlement supports the delivery of a Fairer Scotland.
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<b>Financial:</b>	The cost of the uplift amounts to £7.886m for 2024/25. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
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<b>Legal:</b>	The NCHC contract will be varied to reflect provider compliance with the terms set out in the NCHC fee rate letter.
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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
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<b>Risk Implications:</b>	None
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<b>Implications for Glasgow City Council:</b>	As outlined under Legal.
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<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	None
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<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. 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 (NCHC) 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.

### 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 21 March 2024. A rate of 6.76% 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 cost of the uplift amounts to £7.886m for 2024/25. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.

### 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.

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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 The rate currently excludes an increase in pay for nurses and associated differentials. The offer comes with a commitment to consider the appropriate uplift to nursing care rate, maintaining associated differentials, within the model once Agenda for Change pay negotiations have been concluded. Any further update to rates will be the subject of a future report.

## 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 in line with the conditions at 4.3; and
- d) Note that a further update may be require once the Agenda for Change negotiations are concluded.



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**Direction from the Glasgow City Integration Joint Board**

<b>1</b>	<b>Reference number</b>	DA020424
<b>2</b>	<b>Report Title</b>	National Care Home Contract Increases (2024/25)
<b>3</b>	<b>Date direction issued by Integration Joint Board</b>	2 April 2024
<b>4</b>	<b>Date from which direction takes effect</b>	2 April 2024
<b>5</b>	<b>Direction to:</b>	Glasgow City Council only
<b>6</b>	<b>Does this direction supersede, revise or revoke a previous direction – if yes, include the reference number(s)</b>	No
<b>7</b>	<b>Functions covered by direction</b>	Care Homes, Intermediate Care and commissioned services
<b>8</b>	<b>Full text of direction</b>	Glasgow City Council is Directed to implement (from 8 April 2024) the 6.76% uplift rate to nursing care and 8.30% uplift to residential care for NCHC and the other commissioned services outlined within Appendix 1, and to vary the contracts with providers in line with the conditions at 4.3.
<b>9</b>	<b>Budget allocated by Integration Joint Board to carry out direction</b>	The cost of the uplift amounts to £7.886m for 2024/25. Budget provision has been made in the IJB's 2024/25 budget to meet this commitment.
<b>10</b>	<b>Performance monitoring arrangements</b>	In line with the agreed Performance Management Framework of the Glasgow City Integration Joint Board and the Glasgow City Health and Social Care Partnership.
<b>11</b>	<b>Date direction will be reviewed</b>	April 2025

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APPENDIX 1

2024-25 RATES

<b>NCHC Nursing Care</b>	<b>2023-24</b>	<b>2024-25</b>
National Contract rate	£888.50	£948.59
National Contract rate for dual room	£863.50	£923.59
Below the National Contract - Default rate	£822.93	£878.58
<b>NCHC Residential Care for Older People</b>		
National Contract rate	£762.62	£825.94
National Contract rate for dual room	£737.62	£800.94
Below the National Contract - Default rate	£697.19	£755.07
<b>Historical Commissioned Services</b>		
Enhanced Residential Care	£802.52	£869.13
Residential Dementia	£1,141.01	£1,235.71
Craigbank Care Home (Residential)	£1,110.97	£1,203.18
Craigbank Care Home (Nursing)	£1,318.08	£1,407.18
Mungo Foundation - Annandale	£1,271.27	£1,376.79
Crannog (ARBI)	£1,171.40	£1,268.62
<b>Commissioned Services</b>		
Riddrie Knowes	£1,017.91	£1,086.72
The Oaks	£1,669.21	£1,782.04
The Oaks	£1,797.39	£1,918.89
Greenfield Park (ABI)	£1,530.74	£1,634.22
Eastfield - Nursing	£3,422.09	£3,653.42
Eastfield - Residential	£2,511.55	£2,720.01
Applecross (YPD)	£1,482.00	£1,582.18
<b>Intermediate Care</b>		
Ailsa Craig	£1,106.27	£1,181.05
Burlington	£1,014.25	£1,082.81
Chester Park	£1,115.68	£1,191.10
Oakbridge	£1,115.68	£1,191.10