

<b>Meeting of South Ayrshire Health and Social Care Partnership</b>	<b>Integration Joint Board</b>	
<b>Held on</b>	<b>16<sup>th</sup> February 2022</b>	
<b>Agenda Item:</b>	<b>Item 8</b>	
<b>Title:</b>	<b>Provider Uplift</b>	
<b>Summary:</b> To provide the IJB with new contract rates for approval in Adult and Older People services to be implemented as instructed by the Scottish Government from the Winter Pressures 2021-22 funding allocation.		
<b>Author:</b>	<b>Lisa Duncan, Chief Finance Officer</b>	
<b>Recommendations:</b>		
<b>It is recommended that the Integration Joint Board</b>		
<ul style="list-style-type: none"> <li>(i) Note the Scottish Government direction to increase the hourly rate from a minimum of £9.50 per hour to a minimum of £10.02 per hour for staff providing direct care within Adult Social Care from 1<sup>st</sup> December 2021;</li> <li>(ii) Note the employees who are included in the scope to receive pay uplift</li> <li>(iii) Note how the contract uplift has been calculated;</li> <li>(iv) Approve the increase in hourly rates in Section 4.7 and homologate this decision at IJB on the 16th of February 2022; and,</li> <li>(v) Note the process to receive assurance from providers prior to full implementation of increase to contract rates in Section 4.9.</li> </ul>		
<b>Route to meeting:</b> Discussed at DMT and SAHSCP Budget Working Group.		
<b>Directions:</b>		<b>Implications:</b>
1. No Directions Required <input type="checkbox"/>		Financial <input type="checkbox"/>
2. Directions to NHS Ayrshire & Arran <input type="checkbox"/>		HR <input type="checkbox"/>
3. Directions to South Ayrshire Council <input type="checkbox"/>		Legal <input type="checkbox"/>
4. Directions to both SAC & NHS <input type="checkbox"/>		Equalities <input type="checkbox"/>
		Sustainability <input type="checkbox"/>
		Policy <input type="checkbox"/>
		ICT <input type="checkbox"/>

## Adult Social Care Provider Uplift Dec 21

### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the IJB with new contract rates for approval in adult social care services, to be implemented as instructed by the Scottish Government from the Winter Pressures 2021-22 funding allocation. .

### 2. RECOMMENDATION

#### **2.1 It is recommended that the Integration Joint Board**

- i. Note the Scottish Government direction to increase the hourly rate from a minimum of £9.50 per hour to a minimum of £10.02 per hour for staff providing direct care within Adult Social Care from 1st December 2021;
- ii. Note the employees who are included in the scope to receive pay uplift;
- iii. Note how the contract uplift has been calculated;
- iv. Approve the increase in hourly rates in Section 4.7 and homologate this decision at IJB on the 16<sup>th</sup> of February 2022; and
- v. Note the process to receive assurance from providers prior to full implementation of increase to contract rates in Section 4.9.

### 3. BACKGROUND INFORMATION

- 3.1 On the 5<sup>th</sup> of October 2021, the Scottish Government announced investment of £300 million in recurring funding to help protect health and social care services over the winter period and to provide longer term improvement in service capacity across health and social care systems.
- 3.2 The purpose of the investment was predicated on four key principles noted below to build resilience in health and social care system over the winter period and build on the approach to recovery and renewal set out in the NHS Recovery Plan.
- Maximising capacity
  - Ensuring staff wellbeing
  - Ensuring system flow
  - Improving outcomes
- 3.3 Investment has been provided in specific allocations to expand multi-disciplinary working enhancing Multi-Disciplinary Teams (MDT's) including recruitment of health and care support staff. Funding to provide interim care as an alternative to remaining in hospital, investment to increase care at home capacity and provision of a staff wellbeing fund. Investment proposals for these allocations will be presented for approval to the IJB in due course.

3.4 Investment of up to £48 million was also announced to enable employers to update the hourly rate of Adult Social Care Staff offering direct care. The funding will enable an increase from at least £9.50 per hour to at least £10.02 per hour, which will take effect from the 1<sup>st</sup> December 2021. This funding will support the sector in being able to retain and recruit staff.

#### 4. Adult Social Care Pay Uplift

4.1 This report will focus on the Social Care Pay Uplift investment and provides new hourly rates for community supports and new rates for National Care Home contract for approval and implementation.

4.2 Scottish Government and COSLA (Convention of Scottish Local Authorities) worked with representatives from CCPS (Coalition of Care and Support Providers), Scottish Care, Scotland Excel and Chief Finance Officers to plan how the funding would be allocated and agreed on the services and workforce in scope for the pay uplift.

4.3 The pay uplift applies to all staff providing direct care within Adult Social Care in commissioned services and in the third and independent sectors. This will include supervisors, practitioners, support workers, personal assistants and staff providing sleepovers. The uplift will apply to staff working in care homes, care at home, day care, housing support, adult placement services, respite services and those delivering direct support through all SDS options.

4.4 Funding has been agreed to be allocated as 5.47% uplift to workforce element of the contract values, based on evidence provided by Chief Finance Officers and publicly available data and evidence on social care contracts. The percentage workforce element on each contract has been agreed as noted below.

- Residential care – uplift applied to 71% of full contract value
- Non-residential – uplift applied to 86% of full contract value
- Personal Assistants – uplift applied to 89% of SDS Option 1 budget

4.5 Due to the nature of this approach, providers may have funds remaining once the policy intent to uplift pay for direct care workforce to at least £10.02 per hour has been fully delivered. Any additional funds that remain must be spent on uplifting pay for the directly employed workforce working within services.

4.6 To implement the uplift the following rates will be applied to our current contract rates based on the percentages calculated in the table below.

<b>Contract Type</b>	<b>% Workforce Element of Contract</b>	<b>1st December Uplift @ 5.47% of workforce element</b>
Residential	71%	3.88%
Non-residential	86%	4.70%
Personal Assistants	89%	4.87%

4.7 Applying the uplift above, the new hourly rates for approval are shown in the table below.

<b>Contract</b>	<b>Current Rate</b>	<b>1st Dec 21 Uplift %</b>	<b>1st Dec 21 Uplift (£'s)</b>	<b>New Rate from 1st Dec 21</b>
Older People	£17.37	4.70%	£0.82	£18.19
Adult	£17.57	4.70%	£0.83	£18.40
Personal Assistant	£12.65	4.87%	£0.62	£13.27
Sleepover	£11.70	4.70%	£0.56	£12.26

4.8 The new rates for the National Care Home Contract have been provided by Scotland Excel along with a new Minute of Variation (MOV) for agreement between councils and providers. The new headline rates have been approved for residential care at £681.34 per week and nursing care as £789.61 per week. Headline rates are adjusted for quality awards as noted in the MOV.

4.9 Following approval of the rates, in line with current practice, providers will be sent a contract variation and will be required to sign and return to confirm funding will be used to provide wage uplift to direct workforce only. New rates will be implemented as soon as is possible after return of signed contract variation letters.

4.10 On the 30<sup>th</sup> of November the Scottish Government confirmed our allocation of funding to pass on the cost of the uplift to providers as £0.964m for the period from 1<sup>st</sup> December 2021 to 31<sup>st</sup> of March 2022. The funding will be provided on a recurring basis with further work to be undertaken to review the full year effect of the pay uplift and ensure this continues to be fully funded. Further detail will be set out as part of the Scottish Budget for 2022-23 to be published on the 9<sup>th</sup> of December 2021.

## **5. STRATEGIC CONTEXT**

5.1 The purpose of the adult social care pay uplift is to provide additional capacity in the community by ensuring providers can retain and recruit workforce. The workforce in communities ensure we meet the priorities to build communities where people are safe and provide the right care in the right place.

## 6. IMPLICATIONS

### 6.1 Financial Implications

6.1.1 Financial implications are noted in this report.

### 6.2 Human Resource Implications

6.2.1 There are no Human Resource Implications within this report.

### 6.3 Legal Implications

6.3.1 There are no legal implications within this report.

### 6.4 Equalities implications

6.4.1 There are no equalities implications within this report.

### 6.5 Sustainability implications

6.5.1 There is no sustainability implications within this report.

### 6.6 Clinical/professional assessment

6.6.1 Not applicable

## 7. CONSULTATION AND PARTNERSHIP WORKING

7.1 Chief Finance Officers have been involved in the process for implementing the social care uplift working with the Scottish Government, COSLA , CCPS, Scottish Care and Scotland Excel.

## 8. RISK ASSESSMENT

8.1. There are no risks associated with the implementation of the social care uplift. All current governance processes and contract legislation will provide assurance that the social care uplift is passed onto the social care workforce.

## REPORT AUTHOR AND PERSON TO CONTACT

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## BACKGROUND PAPERS

[Scottish Government Investment in Health and Social Care presented to IJB on the 24<sup>th</sup> of November 2021](#)

6<sup>th</sup> December 2021