



**Glasgow City Council**

**City Administration Committee**

**Report by Councillor Chris Cunningham, City Convener for  
Health, Care & Caring and Older People**

**Contact: Pat Togher Ext: 78853**

**Item 2**

**22nd May 2025**

## **CONTRACTUAL UPLIFTS : SOCIAL CARE PAY UPLIFT 2025/26**

### **Purpose of Report:**

To advise City Administration Committee of the proposed uplift for Social Care pay from 7<sup>th</sup> April 2025. This uplift will be apply to:

- Providers within Glasgow Purchased Services
- Direct Payments

### **Recommendations:**

The City Administration Committee is asked to:

- a) note the report;
- b) agree that the Council will offer a 5% uplift to an agreed percentage of full contract values (detailed at paragraph 3.3), in line with typical full workforce costs, to providers of non-residential and residential 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 £12.60 per hour from 7<sup>th</sup> April 2025.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

## **1 . Purpose of Report**

- 1.1 To advise City Administration Committee of the proposed uplift to social care providers within Glasgow Purchased Services and Direct Payments with effect from 7<sup>th</sup> April 2025.

## **2. Social Care Pay Uplift 2025-26 for Purchased Services**

- 2.1 As part of the Scottish Budget for 2025/26, the First Minister announced that a pay uplift for social care workers would be delivered from April 2025. This uplift was subsequently agreed at COSLA Leaders on 28 February 2025.
- 2.2 Funding of £138.1m has been made available for Local Government to support the delivery of an increase of the minimum hourly rate for workers providing direct social care, within commissioned services and those funded from Direct Payments, from at least £12.00 to £12.60 per hour from April 2025.
- 2.3 Confirmation of the details were received on 11 March (Adult Social Care Pay Uplift), and 28 March (Children's Services Social Care Pay Uplift). The letters are attached as Appendix 1 and 2.

## **3. Proposal**

- 3.1 It is proposed to again increase Social Care providers in Glasgow Purchased Services by a 5% uplift to an agreed percentage (national weighting) of full contract values, in line with typical full workforce costs for Social Care. This uplift will also be applied to Direct Payments, where service users either purchase care directly from Providers, or employ Personal Assistants. This uplift excludes any Providers under a Scotland Excel framework, as these are managed within Scotland Excel contractual terms.
- 3.2 The national weightings, which are based on publicly available data and evidence are: -

### **Adult Services:**

- Residential care – uplift applied to **71.8%** of full contract value.
- Non-residential – uplift applied to **86.9%** of full contract value.
- SDS option 1 Personal Assistants – uplift applied to **90%** of budgets.

### **Children's Services:**

- Secure accommodation service – uplift applied to **40%** of full contract value.
- Care home service – uplift applied to **55.1%** of full contract value.
- School care accommodation service – uplift applied to **46%** of full contract value.
- Support Service – Care at Home and Housing Support Service – uplift applied to **78%** of full contract value.

- Support Service – Other than Care at Home – uplift applied to **67.3%** of full contract value.
- SDS Option 1 Personal Assistants – uplift applied to **90%** of budgets.

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

**Adult Services:**

- Residential Care **3.59%**
- Non-Residential Care **4.35%**
- SDS Option 1 **4.50%**

**Children's Services:**

- Secure accommodation service **2.0%**
- Care home service **2.76%**
- School care accommodation service **2.3%**
- Support service – Care at Home and Housing Support Service **3.9%**
- Support Service – Other than Care at Home **3.36%**
- SDS Option 1 – **4.5%**

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. Funding**

4.1 The Social Care Pay uplift will cost £9.443m and provision has been made to fund this within the IJBs budget for 2025-26.

## **5. Policy and Resource Implications**

**Resource Implications:**

*Financial:*

The proposal of the 5% uplift will cost approximately £9.443m annually, based on current commitments. Provision has been made to fund this within IJB budgets for 2025-26.

*Legal:*

From a legal perspective the Council is unable to force purchased providers to implement the Social Care Pay Uplift. That said, the Council supports the implementation of Fair Work Practices via its contracting and procurement processes and will continue to encourage and incentivise providers to comply.

*Personnel:* None.

*Procurement:* None.

**Council Strategic Plan:** Grand Challenge 4 – Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.  
Mission 3: Enable staff to deliver a sustainable and innovative council structure that delivers value for money.

**Equality and Socio-Economic Impacts:**

*Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.*

Yes

*What are the potential equality impacts as a result of this report?*

No significant impact.

*Please highlight if the policy/proposal will help address socio-economic disadvantage.*

Not relevant.

**Climate Impacts:**

*Does the proposal support any Climate Plan actions? Please specify:*

No

*What are the potential climate impacts as a result of this proposal?*

None

*Will the proposal contribute to Glasgow's net zero carbon target?*

No

**Privacy and Data  
Protection Impacts:**

Are there any potential data protection impacts as a result of this report  
Y/N

**6. Recommendations**

6.1 The City Administration Committee is asked to:

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- c) note that b) will be subject to Providers confirming they will pay staff at least £12.60 per hour from 7th April 2025.