



Glasgow City Council  
City Administration Committee

**Item 4**

4th June 2026

Report by Cllr Chris Cunningham, Convener for Health, Care & Caring and Older People

Contact: Pat Togher Ext: 78853

**CONTRACTUAL UPLIFTS : SOCIAL CARE PAY UPLIFT 2026/27**

**Purpose of Report:**

To advise City Administration Committee of the proposed uplift for Social Care pay from 6<sup>th</sup> April 2026.

This uplift is in respect of Adult and Children's Services and will be offered to eligible Providers of Purchased Services within Glasgow and Self Directed Support Option 1(Direct Payments).

**Recommendations:**

The City Administration Committee is asked to:

- a) Note the contents of the report;
- b) Agree that the Partnership will offer a 6.75% uplift to eligible Providers of Purchased Services within Glasgow and Self Directed Support Option 1 (Direct Payments) for workforce costs within contract values; and
- c) Note that the uplifts agreed at b) will be subject to Providers who are not in the new Flexible Framework confirming they will pay staff providing direct care at least £13.45 per hour from 6<sup>th</sup> April 2026.

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 eligible Purchased Services and Self Directed Support Option 1 (Direct Payments) with effect from 6<sup>th</sup> April 2026.

## **2. Background**

- 2.1 Since April 2016 the Scottish Government's financial settlements for Glasgow City Council have contained a contribution to support an uplift in the Scottish Living Wage. This funding is used to support local uplift awards to Providers and Direct Payment recipients who complied with Scottish Living Wage rates. For 2026/27 the proposed increase is a 6.75% uplift to an agreed percentage of full contract values.
- 2.2 The IJB's new Flexible Framework tender came into effect in February 2026. Successful bidders were instructed to consider the impact of the 2026 Scottish Living Wage increase when submitting their rates. These new framework rates have been implemented, and full provision has been made within the 2026/27 IJB budget approved in March 2026.

## **3. Social Care Pay Uplift 2026/27 for Purchased Services**

- 3.1 As part of the Scottish Budget for 2026/27, the First Minister announced that a pay uplift for social care workers would be delivered from April 2026.
- 3.2 Funding of £180m was made available for Local Government to support an increase in the minimum hourly rate from £12.60 to £13.45 per hour for workers providing direct social care within purchased services, and those funded from Direct Payments.
- 3.3 Confirmation of the details for the Adult Social Care Pay Uplift was received on 18<sup>th</sup> March 2026. The letter is attached at Appendix 1.
- 3.4 Confirmation of the details for the Children's Social Care Pay Uplift was received on 9<sup>th</sup> April 2026. The letter is attached at Appendix 2.

## **4. Proposal**

- 4.1 It is proposed to increase eligible Social Care Providers in Glasgow's purchased services by a 6.75% uplift to workforce costs within contract values. 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.
- 4.2 The Scottish Government set national weighting percentages for each service type. This identifies those workforce costs within the contract value eligible for the Scottish Living Wage uplift of 6.75%. Tables 1 and 2 below detail the

national weighting and net uplift to the overall contract once the pay increase has been applied.

**Table 1: Adult Services**

Service	% National Weighting	% Net Uplift
Residential Care	71.8%	4.85%
Non Residential Care	86.9%	5.87%
Direct Payments	90%	6.08%

**Table 2: Children's Services**

Service	% National Weighting	% Net Uplift
Secure accommodation	40%	<b>2.70%</b>
Care home	55.1%	<b>3.72%</b>
School care accommodation	46%	<b>3.11%</b>
Care at Home and Housing Support	78%	<b>5.27%</b>
Care at Home (Other)	67.3%	<b>4.54%</b>
Direct Payments	90%	<b>6.08%</b>

- 4.3 Eligible Providers who are not on the new Flexible Framework will be required to sign and return contract variation letters confirming that the funding will be used exclusively for pay increases to £13.45 per hour as a minimum.
- 4.4 Provider payments will be processed as soon as possible after their signed contract variation letters are received.

## **5. Funding**

- 5.1 The Social Care Pay uplift will cost £15.943m and provision has been made to fund this within the IJB's budget for 2026/27.

## **6. Policy and Resource Implications**

### **Resource Implications:**

#### *Financial:*

The proposal of the 6.75% uplift will cost approximately £15.943m annually, based on current commitments. Provision has been made to fund this within IJB budgets for 2026/27.

#### *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

*Personnel:* will continue to encourage and incentivise providers to comply.  
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 2025-29? 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.*

**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

No

## **7. Recommendations**

7.1 The City Administration Committee is asked to:

- a) Note the contents of the report;
- b) Agree that the Partnership will offer a 6.75% uplift to eligible Providers of Purchased Services within Glasgow and Self Directed Support Option 1 (Direct Payments) for workforce costs within contract values; and
- c) Note that the uplifts agreed at b) will be subject to Providers who are not in the new Flexible Framework confirming they will pay staff providing direct care at least £13.45 per hour from 6<sup>th</sup> April 2026.