



Glasgow City Council

City Administration Committee

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

Contact: Jacqueline Kerr Ext: 78853

Item 3

8th August 2024

Contractual Uplifts: Children's Social Care Pay Uplift 2024/25

Purpose of Report:

To advise City Administration Committee of the proposed uplift for Children's Social Care pay from 8th April 2024.

Recommendations:

The City Administration Committee is asked to:

- a) Note that the Chief Executive agreed the following recommendations under delegated powers on the grounds of urgency:
 - to agree that the Council will offer a 10.09% uplift to an agreed percentage of full contract values (detailed at paragraph 3.3), in line with typical full workforce costs, to providers of Children's Social Care within Glasgow Purchased Services and Direct Payments; and
 - that this will be subject to Providers confirming they will pay staff at least £12.00 per hour from 8th April 2024.

Ward No(s):

Citywide: ✓

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

1. Purpose of Report

- 1.1 The purpose of this report is to advise the City Administration Committee of the proposed uplift to Children's Social Care providers within Glasgow Purchased Services and Direct Payments with effect from 8th April 2024.
- 1.2 As Committee approval could not be obtained within the required timescale, and in view of the urgent requirement to allow backdated payments to providers, the Chief Executive approved the recommendations in the report under delegated powers on the grounds of urgency.

2. Social Care Pay Uplift 2024-25 for Purchased Services

- 2.1 Following agreement at COSLA Leaders on 26th April 2024, a pay uplift to a minimum of £12 per hour for all eligible Children's Social Care staff has been confirmed.
- 2.2 Funding of £3.097m has been made available for Glasgow to support the delivery of an increase of the minimum hourly rate for workers providing direct children's social care, within commissioned services and those funded from Direct Payments, from at least £10.90 to at least £12.00 per hour from April 2024.
- 2.3 Confirmation of the details for the Children's Social Care Pay Uplift were received on 30th May. The letter is attached at Appendix 1.
- 2.4 At an Integration Joint Board meeting on [26th June 2024](#) the contractual uplift was approved with a direction issued to the council following this approval. Due to the timing of this IJB, there wasn't a subsequent scheduled occurrence of City Administration Committee to allow the direction to be implemented so approval was sought under delegated powers of the Chief Executive.

3. Proposed Uplift

- 3.1 It was proposed to increase all Children's Social Care providers in Glasgow Purchased Services by a 10.09% uplift to an agreed percentage (national weighting) of full contract values, in line with typical full workforce costs for eligible staff. This excludes any providers under a Scotland Excel framework. These will be dealt with directly by them.
- 3.2 The national weightings, which are based on national workforce statistics for eligible roles within registered care services are:
 - 42% of full contract value for Secure accommodation service
 - 59% of full contract value for Care home service: Children and young people
 - 42% of full contract value for School care accommodation service: Residential special school
 - 76% of full contract value for Support Service – Care at Home and Housing Support Service

- 68% of full contract value for Support Service – Other than Care at home
- 90% of SDS Option 1 budgets for Personal Assistants.

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

- 4.21% for Secure accommodation service
- 5.94% for Care home service: Children and young people
- 4.28% for School care accommodation service: Residential special school
- 7.65% for Support Service – Care at Home and Housing Support Service
- 6.90% for Support Service – Other than Care at home
- 9.08% for Personal Assistants.

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. Policy and Resource Implications

Resource Implications:

<i>Financial:</i>	The proposed uplifts can be funded within the funding allocation provided, based on current commitments. Scottish Government will pay this as a redetermination of the General Revenue Grant, backdated to the start of the financial year 2024/25.
<i>Legal:</i>	From a legal perspective the Council is unable to force purchased providers to implement the Children's 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.
<i>Personnel:</i>	None.
<i>Procurement:</i>	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:

<i>Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.</i>	Yes
<i>What are the potential equality impacts as a result of this report?</i>	No significant impact
<i>Please highlight if the policy/proposal will help address socio-economic disadvantage.</i>	Not relevant

Climate Impacts:

<i>Does the proposal support any Climate Plan actions? Please specify:</i>	No
<i>What are the potential climate impacts as a result of this proposal?</i>	None
<i>Will the proposal contribute to Glasgow's net zero carbon target?</i>	No

Privacy and Data Protection Impacts:

Are there any potential data protection impacts As a result of this report Y/N	No
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5. Recommendations

5.1 The City Administration Committee is asked to:

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- that this will be subject to Providers confirming they will pay staff at least £12.00 per hour from 8th April 2024.