

TRAFFORD COUNCIL

Report to: Executive
Date: 19 September 2022
Report for: Discussion
Report of: Executive Member for Adult Social Care

Report Title

Real Living Wage: progress update

Summary

Trafford Council has consistently declared that it will support providers to pay the RLW and has done so through the local Fair Price for Care price setting exercise.

This report gives a progress update which demonstrated positive progress within the sector, and will be useful in determining next steps following completion of the national Fair Cost of Care exercise and the development of the Market Stability Position.

Recommendation(s)

1. It is recommended that Executive note the content of this report

Contact person for access to background papers and further information:

Name: Karen Ahmed
Extension: 1890

Background Papers: None

Implications:

Relationship to Policy Framework/Corporate Priorities	<p>Trafford Council's Corporate Plan has three priorities:</p> <ul style="list-style-type: none"> - Reducing health inequalities - Supporting people out of poverty - Addressing the climate crisis <p>Paying the RLW positively contributes towards the first two priorities.</p>
Relationship to GM Policy or Strategy Framework	<p>Greater Manchester Population Health Plan 2017-2021: Age Well Priority: We are continuing to support more people to live at home for as long as possible and we will manage COVID infection rates through the provision of safe care at home and care home services.</p> <p>Greater Manchester Health and Care Board Urgent and Emergency Care Improvement and Transformation Plan: Social care is integral to priorities around reducing delayed hospital discharges and urgent/unplanned care and our community response to COVID.</p> <p>Greater Manchester Live Well at Home Strategy: This proposal is aligned with GM priorities to improve homecare and supports us to continue to transform homecare, in line with our allocation of GM Transformation monies. Across GM, there are over 560 residential and nursing homes with over 19,000 beds. These homes make a significant contribution to the functioning of the health and care economy but there is significant variation in the level of quality, responsiveness, and adaptability. Last year GM established quality targets, based on CQC ratings, and these will be reviewed in line with the changing regulation framework. We have seen recent improvements in the quality of care provided by care homes despite the challenges of Covid, inflation and Brexit. GM is currently focused on maintaining market stability, and a number of boroughs have already lost some of their care homes. As the intention is to move away from traditional nursing and residential care homes, this will involve some reshaping and diversification of the market.</p> <p>Housing Strategy and Ageing Well: We are working very closely with our colleagues in housing strategy and in public health to look at a number of different options to support people living in the community with a wide range of needs so that people only enter residential care when they need that level of care and support, rather than because their living accommodation does not meet their needs or they are lonely. These approaches are articulated in our Ageing Well and new Older Peoples' Housing Strategies.</p> <p>Commissioning Strategy and Market Position Principles: Our vision for the market and our commitment to coproduction is articulated in "Trafford Together," our locality plan which has now been refreshed. This is a jointly agreed document which sets out the system wide changes we need to make. Trafford Council will develop a Commissioning Strategy, MPS and a Market Sustainability Plan over the next few months.</p>
Financial	There are no financial implications for this report.
Legal Implications:	There are no legal implications for this report
Equality/Diversity Implications	The majority of the workforce are women and the RLW benefits some of the poorer paid care staff.
Sustainability Implications	N/A

Carbon Reduction	We have developed a neighbourhood way of working to minimise travel. One of our care homes is undergoing carbon neutralisation works.
Resource Implications e.g. Staffing / ICT / Assets	N/A
Risk Management Implications	N/A
Health & Wellbeing Implications	N/A
Health and Safety Implications	N/A

1.0 Background

- 1.1 Executive received a report in January 2022 which detailed the position of the older peoples' care market with respect to the payment of the Real Living Wage. Trafford Council has a clear ambition to support providers to pay the Real Living Wage and has taken this into consideration when setting local care rates as part of the Fair Price for Care work.
- 1.2 This report provides an update on the current position following a survey in August 2022 and includes information on payments to providers who provide support services for people with learning disabilities and mental health needs.

2.0 Current Position

- 2.1 The current position shows that there has been significant improvement in the older peoples' care market.

Homecare

- 2.2 The response from our homecare providers was that 100% of providers (28) on both our tier 1 and tier 2 frameworks now pay the RLW to their care staff. This is a clear improvement from the January position which was 70%.

Older Peoples' Residential and Nursing Care Homes

- 2.3 The response from the residential and nursing care market was more mixed, in that there were salaries linked to progression within the service with lower rates for new starters. The lowest rate salary was used for the purpose of this analysis.
- 2.4 We surveyed all the care homes (32) in the borough and the position has improved significantly with only 11 homes in the borough currently not paying the RLW to their care staff. This represents roughly a third of the market. Again, this is a clear improvement on the position in January where only a third of the market **were** paying the RLW.
- 2.5 The survey of learning disability and mental health providers also identified a mix of rates being paid. Out of borough providers were also included in this survey. Some (2) providers work with both people with mental health need and learning disabilities.

Day Services for People with Learning Disabilities and Older People

- 2.6 All of the day services for people with learning disabilities and older people that responded (11) pay the Real Living Wage to their care staff. One has yet to respond. These are all Trafford providers.

Learning Disability Supported Living Providers

- 2.7 The majority of learning disability providers (11) in borough all pay the RLW to their care staff. Our in-house learning disability service also pays the RLW. One provider pays in excess of the RLW for all care staff, but not for their administrative staff. Another provider has a sliding scale and pays the RLW for staff working with more complex people but not for others. A third provider also pays the RLW for staff who previously worked for the NHS but not for other employees.
- 2.8 Of the 8 learning disability providers who do not currently pay the RLW for any staff, one is a Manchester provider, who has recently set up a service in the borough, and commands some of the highest rates that we pay because of the complexity of the young people they support. The remaining 7 providers all have a Trafford presence.
- 2.9 One of the learning disability providers also provides mental health services and they have a 3 tier wage system which mean some care staff will be paid the RLW but others will not.

Service for People with Mental Health needs.

- 2.10 We have 7 providers working with people with mental health needs in Trafford. The majority (6) of these pay the RLW to care staff.

3. Fair Cost of Care

- 3.1 Trafford tendered for an independent specialist company to undertake the Fair Cost of Care work required by the DHSC. This is an exercise which enables all providers of residential and nursing care for those aged 65+ and all homecare providers for those aged 18+ to submit the real costs of providing that care.
- 3.2 Trafford appointed Commercial Gov to undertake the work.
- 3.3 The work is reaching its conclusion currently focusing on the outstanding validation of figures submitted by providers. The response has been low but in keeping with national response rates.

4. RLW Accreditation

- 4.1 In the budget report February 2022, there was agreement that Trafford Council work to progress the Real Living Wage (RLW) Accreditation process. It is acknowledged that this process can take a significant time to complete and involves a detailed action plan. The work as part of the 'Fair Price for Care', in this update, is one aspect that will be included in the overall action plan that will be submitted to the RLW Foundation. A separate RLW working group is currently progressing key activity for the accreditation, which includes

a review of suppliers, and so the work being completed by the Adult Directorate will be included as part of this process.

- 4.2 The RLW Accreditation work will include the ancillary and administrative staff employed by care organisations.

5. Recommendation

- 4.1 It is recommended that Executive note the significant progress made in paying the Real Living Wage.

Finance Officer Clearance (type in initials)...HZ.....

Legal Officer Clearance (type in initials).....DS.....

CORPORATE DIRECTOR'S SIGNATURE (electronic)

