

SERVICE UPDATE

<u>Name of Function:</u>	Adult Social Work - Aberdeen Health and Social Care Partnership
<u>Date:</u>	5 September 2023
<u>Title of Update:</u>	Tupe In of Care Support Workers from Sacro
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UPDATE:

This is a Service Update to inform Committee members that 4 employees will Tupe Transfer into the Council on 1st October 2023. This service is currently commissioned to Sacro to provide however, from 30th September Sacro will no longer provide this care, the contract will end and will be brought in-house, and the 4 employees will transfer into ACC through Tupe regulations and will become our employees. They will transfer on their existing terms and conditions on 1st October 2023. This is essential in order to provide a continuation in the care for a vulnerable client. This Service Update is for noting rather than seeking approval due to employment law meaning that we are tied to TUPE these individuals in house in order to maintain the service provision.

Background:

At the end of March and into April 2023 Aberdeen city health and social care partnership were engaged in a conversation with a National Provider about their social care contracts in Aberdeen. The 3 contracts were coming to a natural end and we were required to discuss options to ensure continuity of care and support to those Adults who were receiving a service from the Provider.

This Provider has experienced a recent poor Care and Inspection visit resulting in low graders across its services. The risk to this National Provider has influenced their decision not to continue providing services in Aberdeen past their contract expiry date.

This report is only relevant to Contract 1.

- **Contract One** comes to a natural end as of 30/9/23. The Provider were offered an extension however they have chosen not to continue providing this service.
- 10 people currently supported via this contract.

- Level of support hours vary from 4 per week per person – 20 hours per person per week.
- There is also a young male who is receiving 24/7 care and support under this contract and he stays in our own In house Learning disability services. (more detail re this further in report)
- Those receiving care and support hours between 4hrs – 20 hours per week will transfer to GCC under the Care at Home contract as of midnight on 30/9/23.
- The Care at home contract does not cover 24/7 services.

In relation to the young male mentioned above, support was put in place to address Delayed discharge from hospital and was in keeping with the objectives in the Providers contract which was to provide support on an interim bases until more permanent care and support arrangements could be secured.

Continuity, familiarity and feeling safe is critical to him and TUPE of the existing staff team into the in house services will ensure the above is achieved and is deemed the least disruptive arrangement for the male.

As per contract there is a required 12 week transition of care and support starting in July – Sept 2023.

It is important to note that there have been several Providers who have decided not to renew existing Social Care Contracts with the Partnership over a number of years and/or give notice on contracts. When discussing this further the reasons cited but not exhaustive are;

- Ongoing challenges to recruit and retain suitably skilled workforce. This includes front line posts and management posts.
- Competitive T&C from other Providers contributes to above challenge.
- Experiencing continual staffing shortages impacts on quality of service and this at times results in poor Care Inspection grades.
- Poor Care Inspection grades can result in negative publicity from the local media, increasing complaints from loved ones and other professionals, Adult Support and protection issues and at times a contractual freeze on any new admissions to the service until the quality of the care and support improves. This can have a negative financial implication for the Provider.

It is a known fact that there are less people being attracted into social care as a profession of choice so recruitment and retention of staff will continue to be an issue for Providers in the future.

Change to Structure Requested	Job Title	Full Time Equivalent (FTE) / Duration where Fixed Term
Establishment of permanent job	Care Support Worker	2.02 FTE (contracted 37.50 hours)
	Care Support Worker Waking Nights.	1.61 FTE (37.50 hours and 22.50 hours)

Structure Chart

Financial Implications(including on costs at 32.2%)

Job Title	JE Grade	FTE	Min Salary	Max Salary
Care Support Worker	N/A Tupe Transfer on existing rate	2.02 FTE (2 x 37.50 hours)	£15,389.50 + £14,977 = Total £30,366.50 (Hourly rate 1 x £11.62 & 1 x £11.94)	£31,553.49 (Hourly rate max will increase to £12.24)
Care Support Worker Waking Nights	N/A Tupe Transfer on existing rate	1.61 FTE (1 x 37.50 hours & 1 x 22.50 hours)	£32,810.91 (Hourly rate £12.24 plus Time and Third for night allowance = £15.91)	£32,810.91 No change – already at top of scale £12.24 = £15.91 with allowance)

Net Cost	£63,077.41 min to £64,364.4 Max	Net Saving	£
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These figures are based on an appointment being made by 1st October 2023

b. Full year impact on revenue budget:

Job Title	JE Grade	FTE	Min Salary	Max Salary
Care Support Worker	N/A Tupe Transfer on existing rate	2.02 FTE (2 x 37.50 hours)	£29,955.19 + £30,780.12 = Total £60,735.31 (Hourly rate 1 x £11.62 & 1 x £11.94)	£63,106.99 (Hourly rate max will increase to £12.24)

Care Support Worker Waking Nights	N/A Tupe Transfer on existing rate	1.61 FTE (1 x 37.50 hours & 1 x 22.50 hours)	£65,623.02 (Hourly rate £12.24 plus Time and Third for night allowance = £15.91)	£65,623.02 No change – already at top of scale £12.24 = £15.91 with allowance)
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Net Cost	£ 126,358.33 Min to £ 128,730.01 Max	Net Saving	£
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Required funding is available from the following budget (include budget code):

Establishment Control Information

Post(s) to be established	No. of Posts	Weeks / Hours	Job Number	Reports to	Location Kaim Court	Grade	Financial Code S58305	JE Number
Care Support Worker	2.02 FTE (2 x 37.50 hours)	2 x 37.50 hours / 52 weeks	TBC	Team Leader Learning Disabilities		Transfer on Sacro Grade		Tupe Transfer
Care Support Worker Waking Nights	1.61 FTE (1 x 37.50 hours & 1 x 22.50 hours)	1 x 37.50 hours & 1 x 22.50 hours / 52 weeks	TBC	Team Leader Learning Disabilities				