

Draft Ethical Care Charter Action Plan

Stage 1					
	Action	Responsible	Tasks	Timescales	Update
1.1	Scope issues relating to 15 minute visits and these not being used in future	Lead Social Worker	Review all 15 minute packages with a view to these being discontinued when appropriate	To be established once numbers are obtained.	Requested CareFirst report showing volume of 15 minute slots in care management
1.2	Scope cost and impact of homecare working being paid travel, travel costs and other expenses, within financial parameters of the HSCP	CASPA rep	Work to be undertaken to scope potential cost of paying travel time/mobile phones.	31 st December 2017	Obtain comparison samples from different client groups. To be considered at next CASPA meeting in August.
1.3	Scope Homecare workers who are eligible being paid statutory sick pay	ACVO	Conduct survey to establish position re payment of statutory sick pay (where eligible)	To be determined once scale of task is identified	
1.4	Guidance on Adopting the Charter to be given to all providers for their consideration in groups with request they identify any issues re implementing Charter content.	Emma Watt Nick Price Joyce Duncan	Request provider groups/forum to identify any issues re implementing Charter and feed up to group	30 th September 2017	

Stage 2					
Action	Responsible	Tasks	Timescales	Update	
2.1	Scope issue of Zero hour contracts and these not be used in place of permanent contracts	ACVO	Conduct survey to establish which providers use zero hours contracts	31 st December 2018	
2.2	Scope issue of workers are trained to necessary standard at no cost to themselves and in work time	Provider reps and contracts	Conduct survey to establish current arrangements for training and assess scope of work to meet action.	31 st December 2018	

Stage 3					
Action	Responsible	Tasks	Timescales	Update	
3.1	All homecare workers to be paid the living wage	Head of Strategy and Transformation	Conduct survey to confirm funding provided is being used to pay workers the Scottish Living Wage	31 st December 2018	Initial survey undertaken in relation to Oct 2016 uplift. This to be revisited. April 2017 uplift is not being processed until contract variation is signed. Further assessment required to confirm all providers have signed, are in receipt of uplift and are paying the new rate of SLW.