



**Brighton & Hove  
City Council**

# **ADULT CARE & HEALTH COMMITTEE ADDENDUM**

**4.00PM, MONDAY, 25 JUNE 2012**

**COUNCIL CHAMBER, HOVE TOWN HALL**



# ADDENDUM

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**To be read at meeting.**

We carers have bought this deputation to protest about the unfair changes in funding to agencies providing home care within the city of Brighton and Hove.

These changes have, for the reasons shown, resulted in a reduction of funding to our agency of approx. 15% and as a result we have been awarded a pay decrease of approx. 6%, despite having no pay rise for 3 years. This will have a serious impact on both home care workers and their families; and the provision of care to the elderly and infirm across our city for years to come

Our agency has already lost 3 carers of between 5 and 7 years' experience each.

We are led to believe that some agencies awarded new home care contracts will be paying as little as £2.55 per 15 minute calls. Out of that, and the new Green councils so called liveable wage of £7.19 per hour, carers are expected to pay their own transportation costs and vehicle maintenance for definite. However also possibly included in this cost are Uniform; CRB checks and parking permits. Furthermore carers rarely work in hours, and it can take up to 15 minutes to travel between calls, depending on traffic; road conditions and location. Therefore it would not be possible to complete two 30 minute jobs, or four 15 minutes jobs within one hour.

So

Bearing the above in mind

In what ways do the councillors of Brighton and Hove City Council intend to support home care providers within this city in the recruitment and retention of committed and experienced care workers; whom vulnerable residents need to assist them with their personal care and other essential daily living needs?

As Mr Jarrett stated in his letter, to Mrs Anna Jones, the council are keen to do this. How is this possible when Aldi in London road is currently offering 2 posts at £7.45 per hour to stack shelves and £7.90 per hour to be a store assistant with full training included?

***Names and Wards of those forming the Deputation***

Lesley Beckman  
Hollingbury & Stanmer  
Ward  
Organisation = Halifax Care

Sarah Quinliven  
Patcham Ward  
Organisation Halifax Care

Kayleigh Beckman  
Hollingbury & Stanmer  
Ward

Linda Tulloch  
Patcham Ward

Anna Jones  
Patcham Ward

Organisation = Halifax Care

## **Evidence**

### *Old Rates of Pay and minutes of meeting*

The staffs were shown a number of lists

- (1) The fee rate we have been receiving,
- (2) The fee rates the council intends to pay with the new tender
- (3) The company's pay rates to senior and less experienced carers

There was quite a lot of discussion about the reduction as there will be very few special rate payments and medication double ups hoisting would no longer be included in the special rate, the council is no longer paying special rates, weekend rates increased part hours and we will be losing the incentive payment of around ( £24,000 a year to us)

It is reported that the council's in house team are charging £21.50 per hour (an increase of 50p) to run their care but we will be paid only £14.50.

Of course the company will be looking at the whole fee scale and work out the most fair way to make cuts across the board to minimise the effects on everybody,

And I believe the figures go something like this;

Weekday fees we currently receive £13.10 per hour rising to £14.50

Senior carers receive £7.50,

45mins we currently receive £10.60 rising to £10.87 senior carers receive £6.09

30 Minuets we receive £8.20 dropping to? £7.25 senior cares receive £5.16

!5 minutes we receive £6.00 senior carers receive £4.22.

Weekday specials we currently receive.

1 hour £14.76 senior carers receive £8.50

45minutes £11.90 senior carers receive £6.89

30 minutes £9.22 senior carers receive £6.89

15minute £6.72 senior carers receive £4.62

We will not qualify for any special rate currently!

Weekend we currently receive £17.15 dropping to £14.50 senior carers currently receive £8.75,

45 Minute £13.90 dropping to £10.87 senior carers receive £7.21

30 minute £10.75 dropping to £7.25 senior carers are paid £6.28

!5 minute £7.81 dropping to £6.00 senior carers receive £5.12

### *Weekend special*

We currently receive 1 Hour £18.58 dropping to £16.50 senior carers are paid £9.75

45minutes £15.00 dropping to £12.38 senior carers are paid £8.01

30 minutes £11.61 dropping to £8.25 senior carers receive £6.28

15 minute £8.47 dropping to £7.00 senior carers receive £5.22

Again we currently do not qualify for special weekend rates.

### *New Rates of Pay*

Carers (1)	Weekday	Eve/Wkend
1 hour	7.60	8.75
45 Mins	5.70	7.00
30 Mins	4.56	5.69
15 Mins	3.04	3.94

Carers (2)	Weekday	Eve/Wkend
1 hour	8.25	9.25
45 Mins	6.19	7.40
30 Mins	4.95	6.01
15 Mins	3.30	4.16

Carers (3)	Weekday	Eve/Wkend
1 hour	8.50	9.75
45 Mins	6.38	7.80
30 Mins	5.10	6.34
15 Mins	3.40	4.39

*Last e-mail from Jason Kitcat*

The below e-mail shows that Rob Jarrett was aware of the above situation when the new rates were set;

Jason Kitcat [Add to contacts](#)  
To Lesley Beckman, Rob Jarrett

Reply

Dear Lesley

Thanks for passing that on. Rob has shared with me the information copied below. Ultimately whilst increasing the basic rate for most agencies, this has had a mixed impact on people working at Halifax where different practices were in place. We are monitoring this carefully.

All the best,  
Jason

Home Care wages

Home Care contracts are in the process of being re-tendered. As part of the process it was decided to simplify the rates so that there were fewer categories. Some time periods such as weekends will no longer be paid at a much higher rate. At the same time the amount paid to the companies for a basic hour was set at a level that allowed them to pay the living wage of £7.19/hour. Early indications are that all companies tendering are planning to pay at least the living wage. In the case of Halifax Care they were already paying over £7.19/hour so this doesn't help them. Also it seems that a lot of their employees relied on weekend work to boost their earnings, which will not now be so well paid. It was not our intention to reduce wages but it appears that may happen in some cases. It is difficult to predict how many employees will lose without knowing their work patterns. We can predict that a number of employees in other companies will benefit. We will review the whole situation after 6 months and if appropriate we can adjust the rates. We will also monitor costs such as fuel to see if they impact on the workers, as they pay their own travel costs in most cases.

