

Meeting: Strategic Commissioning Board			
Meeting Date	07 March 2022	Action	Approve
Item No	7.2	Confidential / Freedom of Information Status	No
Title	Adult Social Care Provider Fee Uplifts 2022/23		
Presented By	Will Blandamer, Executive Director of Strategic Commissioning		
Author	Matthew Logan, Strategic Lead Integrated Commissioning Paul Oakley, Strategic Accountant		
Clinical Lead	-		
Council Lead	Cllr Simpson, Communities and Wellbeing		

Executive Summary				
<p>This report details the fee engagement process including timelines and proposed recommendations for the fee proposal to contracted providers of adult social care services for the period 2022/23</p>				
Recommendations				
<p>It is recommended that the Strategic Commissioning Board approve the following Adult Social Care Provider Fee Uplifts:</p>				
Care Homes				
Older Adults Residential Care				
Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£507.72	8.0%	£40.68	£548.40
Real Living Wage	£521.14	8.0%	£41.76	£562.90
Older Adults Residential Dementia				
Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£522.72	7.8%	£40.68	£563.40
Real Living Wage	£536.14	7.8%	£41.76	£577.90
Older Adults General Nursing				
Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£522.72	14.5%	£75.68	£598.40
Real Living Wage	£536.14	14.3%	£76.76	£612.90

Older Adults Nursing Dementia

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£567.72	13.3%	£75.68	£643.40
Real Living Wage	£581.14	13.2%	£76.76	£657.90

Adults Residential Care MH/LD/PD

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£507.72	8.0%	£40.68	£548.40
Real Living Wage	£521.14	8.0%	£41.76	£562.90

Care at Home**Care at Home (Framework)**

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Standard	£16.50	6.6%	£1.08	£17.58
Real Living Wage	£16.76	6.6%	£1.10	£17.86

Supported Living**Supported Living Waking Hours**

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Standard	£16.32	6.6%	£1.08	£17.40
Real Living Wage	£16.59	6.6%	£1.10	£17.69

Supported Living Sleep-in rate

Rate type	Hourly Fee Rate Sleep-in 2021/22	% Uplift	Increase (£)	Hourly Fee Rate Sleep-in 2022/23
Standard	£9.73	6.6%	£0.64	£10.37
Real Living Wage	£9.98	6.6%	£0.66	£10.64

Direct Payments (Personal Assistants)

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Real Living Wage	£10.79	5.4%	£0.58	£11.37

Links to Strategic Objectives/Corporate Plan	Yes
Does this report seek to address any of the risks included on the Governing Body / Council Assurance Framework? If yes, state which risk below:	No

Implications						
Are there any quality, safeguarding or patient experience implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Has any engagement (clinical, stakeholder or public/patient) been undertaken in relation to this report?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Have any departments/organisations who will be affected been consulted?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Are there any conflicts of interest arising from the proposal or decision being requested?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any financial implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any legal implications?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Are there any health and safety issues?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
How do proposals align with Health & Wellbeing Strategy?	The proposal to uplifts provider fees to allow Bury Adult Social Care Providers to meet the increased costs demands and thus continue to meet he needs of the people of Bury aligns to the Health and Wellbeing strategy.					
How do proposals align with Locality Plan?	The proposals to uplift provider fees aligns to the Locality Plan.					
How do proposals align with the Commissioning Strategy?	The proposals align to the commissioning strategy well as the support the over-arching sustainability of Adult Social Care Providers whilst also supporting the development of the market to meet the needs of Bury customers in the future and providing value for money.					
Are there any Public, Patient and Service User Implications?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
How do the proposals help to reduce health inequalities?	The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to tackling the health inequalities in the borough and ensuring the most vulnerable people in Bury have their needs met.					

Implications						
Is there any scrutiny interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
What are the Information Governance/ Access to Information implications?						
Is an Equality, Privacy or Quality Impact Assessment required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
If yes, has an Equality, Privacy or Quality Impact Assessment been completed?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
If yes, please give details below:						
 See Appendix 1 Equality Analysis Form 2022.doc						
If no, please detail below the reason for not completing an Equality, Privacy or Quality Impact Assessment:						
Are there any associated risks including Conflicts of Interest?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Are the risks on the CCG /Council/ Strategic Commissioning Board's Risk Register?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Additional details						

Governance and Reporting		
Meeting	Date	Outcome
Community Commissioning Management Team (CCMT)	08/02/2022	Recommended

Adult Social Care Contracted Provider Fees 2022/23

1. Introduction

- 1.1 The Council is undertaking a fee engagement process with contracted providers of adult social care services in order to define both the fee proposals for 2022/23 and determine the final fee recommendations.
- 1.2 The Community Commissioning Team usually reviews fee rates on an annual basis. It is recommended that the fee arrangements proposed this year are also for one year only 1st April 2022 – 31st March 2023. This report provides recommendations for the payment of fees in relation to the following service areas:

- Older Adults Residential Care
- Adults Mental Health (MH)/Learning Disabilities (LD)/Physical Disabilities (PD) Residential Care
- Care at Home
- Supported Living
- Direct Payment

Not covered by this report:

- Out of Borough Services where we pay the host authority agreed annual rate.

2. Real Living Wage

- 2.1 This year the Council announced a commitment that all paid carers would receive the Real Living Wage. Following a period of co-production alongside Care Providers, a funding model was developed that would see providers receive an in-year increase allowing them to pay their staff an enhanced hourly rate. Their achievement of paying their staff the full Real living Wage would be phased in with the full Real Living Wage having to be paid by April 2023. This has resulted in two different fee rates being proposed for each provider sector.
- 2.2 For clarity; providers had to sign a contract variation to commit to paying the Real Living Wage by April 2023. Those that have will be paid the higher rate, those that have not signed up will get the lower rate.

3. Fee Proposal

- 3.1 In response to the above, and feedback from providers the following option is proposed:
- 3.1.1 Continue with the development of a tiered fee model specifically within Care Homes in order to support the strategic direction of Bury and future market development. Three years ago, a dementia premium was introduced in Bury for the first time and two years a nursing dementia premium. This year those premiums will be increased.
- 3.1.2 Allow the premium, currently eligible for Residential Dementia and Nursing Dementia providers, to be paid for those customers with other complex needs that require a higher level of intensive support. This will encourage providers to accept more complex referrals often with higher acuity.
- 3.1.3 This will continue to form the basis of care home fee setting in the future with areas of development such as Dementia, complex needs and nursing care receiving higher level increases. It is a common complaint that there is little reason for Providers to expand into those areas where we are seeing and continue to expect increased demand when there is little differentiation between the fee levels.

4. Residential Care 2022/23 Fee Proposal

- 4.1. The Council proposes to increase the weekly fees paid per person to providers for the provision of Older Adults Residential Care as shown below:

Older Adults Residential Care

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£507.72	8.0%	£40.68	£548.40
Real Living Wage	£521.14	8.0%	£41.76	£562.90

Older Adults Residential Dementia

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£522.72	7.8%	£40.68	£563.40
Real Living Wage	£536.14	7.8%	£41.76	£577.90

Older Adults General Nursing

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£522.72	14.5%	£75.68	£598.40
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Older Adults Nursing Dementia

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Adults Residential Care MH/LD/PD

Rate type	Weekly Fee Rate 2021/22	% Uplift	Increase (£)	Weekly Fee Rate 2022/23
Standard	£507.72	8.0%	£40.68	£548.40
Real Living Wage	£521.14	8.0%	£41.76	£562.90

5. Care at Home 2022/23 Fee Proposal

5.1. The Council proposes to increase the hourly fees paid per person to providers for the provision of Care at Home as shown below:

Care at Home (Framework)

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Standard	£16.50	6.6%	£1.08	£17.58
Real Living Wage	£16.76	6.6%	£1.10	£17.86

6. Supported Living 2022/23 Fee Proposal

- 6.1. The Council proposes that where we pay an hourly rate for Supported Living services, it will be no more than the uplifted rate outlined below. Please note this rate will not be applicable where services have been commissioned on block arrangement/via a competitive tender:

Supported Living Waking Hours

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Standard	£16.32	6.6%	£1.08	£17.40
Real Living Wage	£16.59	6.6%	£1.10	£17.69

Supported Living Sleep-in rate

Rate type	Hourly Fee Rate Sleep-in 2021/22	% Uplift	Increase (£)	Hourly Fee Rate Sleep-in 2022/23
Standard	£9.73	6.6%	£0.64	£10.37
Real Living Wage	£9.98	6.6%	£0.66	£10.64

7. Direct Payments 2022/23 Fees Proposal

- 7.1 The Council proposes to increase the hourly rate paid per person to a personal assistant for those in receipt of Direct Payments as shown below. The Direct Payment rate already allowed the payment of the Real Living Wage and so there is only one rate proposed:

Direct Payments (Personal Assistants)

Rate type	Hourly Fee Rate 2021/22	% Uplift	Increase (£)	Hourly Fee Rate 2022/23
Real Living Wage	£10.79	5.4%	£0.58	£11.37

8. Fair Cost of Care

- 8.1 The Community Commissioning Team are mindful of the requirement to complete the fair cost of care exercise in response to the Government's upcoming Market Sustainability and Fair Cost of Care Fund.
- 8.2 The Market Sustainability and Fair Cost of Care Fund is designed to address the impact of the government's aim to allow more people who fund their own care to pay the lower rate that Councils can access from 2023, as well as under investment in care. It will offer Councils £162m in 2022-23 to "prepare their markets for reform", with a further £600m in both 2023-24 and 2024-25.
- 8.3 The Government "expect local authorities will carry out activities such as":

- Conducting a cost of care exercise to determine sustainable rates and how close they are to paying those rates.
- Engage with local providers to improve data on costs and number of self-funders, to assist them in understanding the impact of reform on the market (in particular 65+ residential care, but also domiciliary care).
- Strengthen capacity to plan for and execute greater market oversight and improved market management, ensuring markets are positioned to deliver on reform ambitions.
- Use funding to increase fees, as appropriate to local circumstances. This funding should not be used to fund core pressures (for which authorities are reminded they can use the social care grant, improved Better Care Fund, and Social Care Precept).

8.4 As a condition of funding in the next two years (presumably 2022/23 and 2023/24), authorities will need to submit the following by September 2022 for formal approval. Templates and guidance will be published in early 2022:

- A cost of care exercise (a survey of 65+ residential and nursing care and 18+ homecare which determines a sustainable fee rate for different settings, incorporating local costs such as pay and travel time and provides for an appropriate return on capital and operations), which they will also need to publish.
- A provisional market sustainability plan setting out strategy for the next 3 years (2022-25) and how authorities will move to the sustainable fee rate identified in the cost of care exercise, as well as strategic planning for local need in the wider area, taking into consideration the role of new models of care (including housing).

8.5 The fair cost of care exercises is likely to have a significant impact on Council finances and provider sustainability. It will vastly reduce the number of self-funders and potentially private payers which may create difficulties for those providers who manage a business model based primarily on this cohort of customers as they could potentially pay less for their care.

8.6 It is also likely to result in a need to significantly uplift fees. The amount allocated to Bury does not consider the level of our current fee rates. If the Council is substantially below the fair cost of care under analysis and the funding from the government does not meet the impact, the Council will have to cover any shortfall.

8.7 The fees offered this year 22/23 are larger uplifts than previous years. Not only is this absolutely required to ensure a sustainable market following the impact of COVID, staffing crises and inflationary pressure but it should also smooth out the need for any larger increase following the fair cost of care exercise.

9 Financial Context

- 9.1 Throughout 2021/22 robust financial monitoring of the OCO directorates revenue budget and savings programme currently forecasts that expenditure will remain within budget. However, in addition to the anticipated unfunded HDP legacy costs in 2022/23 the 2022/23 OCO directorate budget will be cut by £8.878m, the impact of both pressures will make operating within the 2022/23 budget provision extremely challenging. These challenges are also set against continuing economic and demographic pressures faced by the Council and Care Providers in Bury placing an ever-greater strain on shrinking resources.

10 Fee Engagement Process 2022-23

- 10.1 The Council undertakes an annual fee engagement process with contracted providers, in line with good practice and statutory legislation, which states that when setting and reviewing fee costs, Councils should have due regard to the actual costs of providing care and other local factors, along with a responsibility for managing the local care market.
- 10.2 Following feedback from Providers on previous years engagement, it was agreed that formal meetings would not be set up until after the budget available for provider fees had been set. There was a feeling that positive discussions would take place and then the budget available was set and if it was lower than anticipated it only caused disappointment and disillusionment from providers.
- 10.3 Unfortunately the final sign off of the budget available is not now until 28th February 2022. We are therefore meeting with providers before this point as only having meetings afterwards would leave very little time for constructive conversation. Colleagues from the CCG will be part of this
- 10.4 Further detail on the results of our fee pressures consultation with providers is detailed further below in this report.

11 Cost Pressures

- 11.1 It is acknowledged that all providers of social care are facing the following national cost pressures over the next 12 months:
- National Living Wage (6.6% increase)
 - Inflation
 - CQC Registration
 - Energy Prices
 - Known and un-known COVID pressures including insurance increases/PPE costs etc
- 11.2 As shown above one of the cost pressures facing providers is the 6.6% increase in the National Living Wage (NLW) from £8.91 per hour in 2021/22 for workers over the age of 25 to £9.50 per hour from April 2022. This increase has been captured for all care providers in the staffing element of their fee uplift.
- 11.3 It is evident that many providers of social care pay the majority of employees, at or

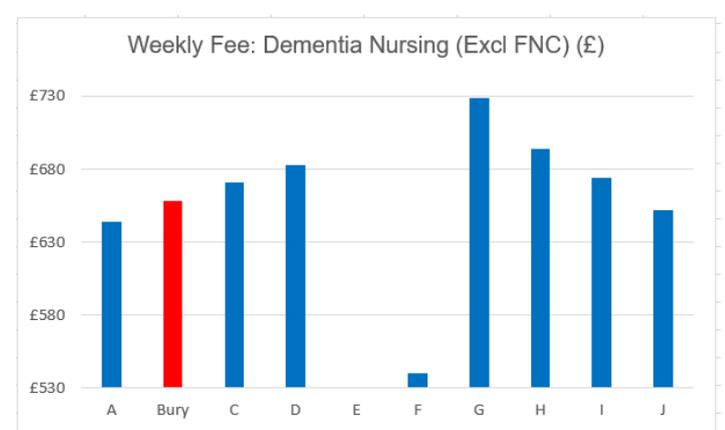
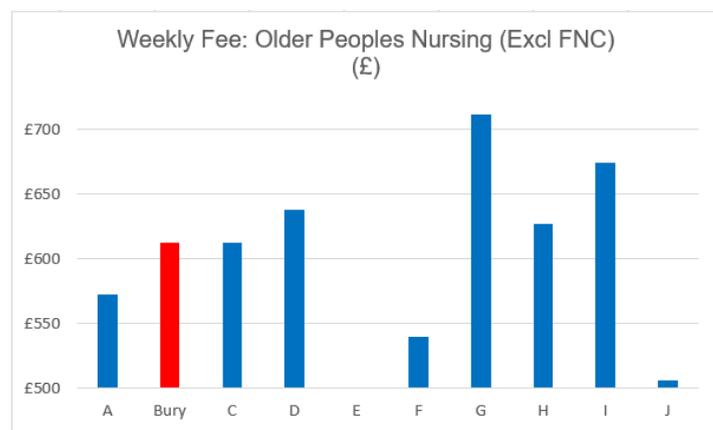
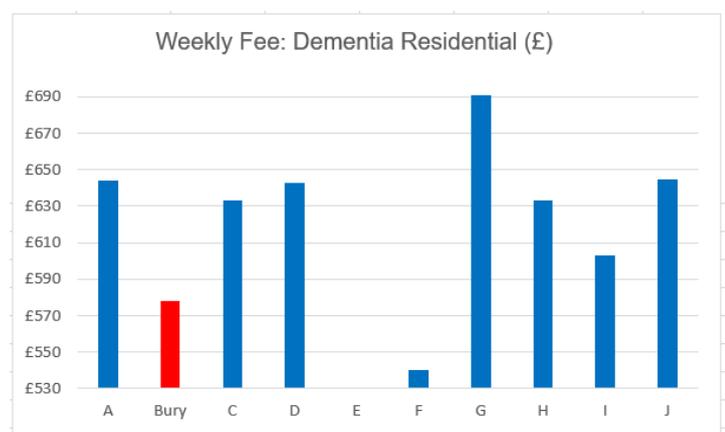
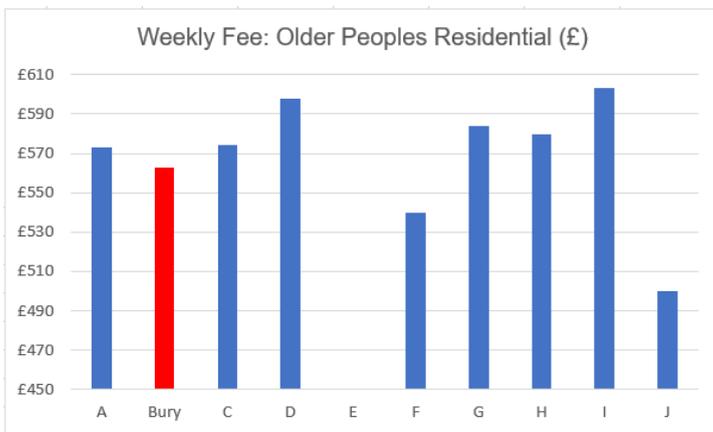
near to the minimum wage and as employee costs equate to a large proportion of expenditure for social care providers, the mandatory requirement to increase pay to those employees that are paid the minimum wage will result in a cost pressure.

- 11.4 There will also be an expectation from those employees that are paid close to the minimum wage that the differential will continue to be maintained or there will be a real risk that the profession will become less attractive to existing or potential employees and providers will struggle to recruit either sufficient numbers or caliber of people.
- 11.5 The UK’s main inflation measure in April 2021 was 1.5%. As of December 2021, it was 5.4%. This, alongside the rising energy prices is putting more pressure on the ongoing viability of all Adult Social Care Providers.

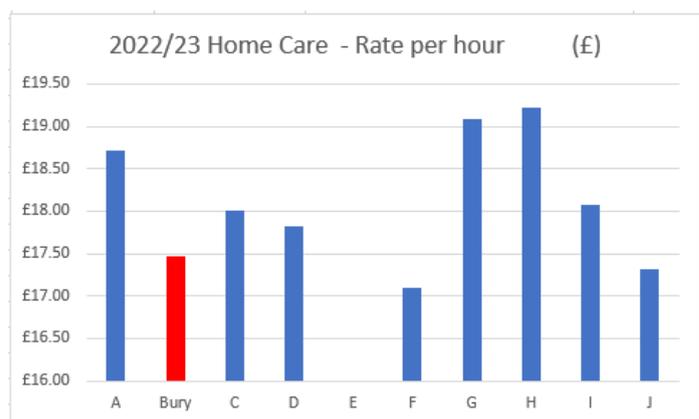
12 Benchmarking AGMA Council Fee Rates

12.1 Another issue to consider when setting fee rates is that of fee rates paid in neighboring authorities, to ensure that the Council pays comparable rates to others, which creates an element of stability to the wider market across Greater Manchester (GM). The bar charts below clearly demonstrate that even with the level of fee uplift proposed in this paper, when compared to other GM Authorities we remain only average with the fees being paid. Please note, the names of the authorities have been anonymised as the rates have not yet been confirmed by our partners. Only one authority did not provide us with their proposed rate.

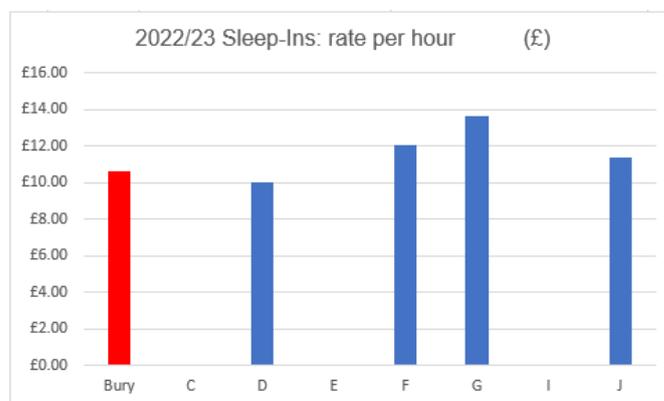
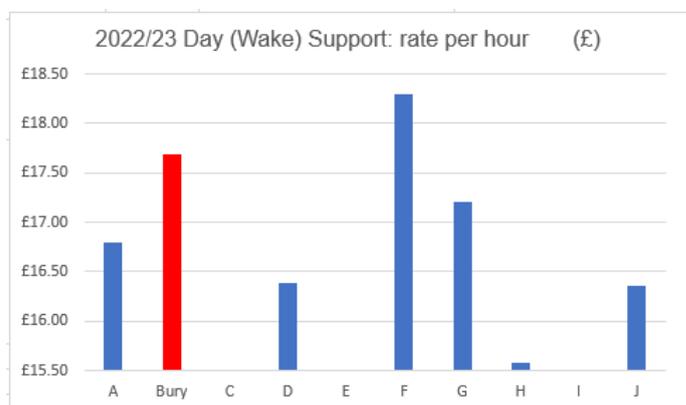
Care Home Comparison



Care at Home Comparison



Supported Living Comparison



*Comparison between Authorities that pay hourly rate for sleep in

13 Consultation – Provider Feedback

13.1 Provider responses to the cost and operational pressure forms have been collated and questions/suggestions raised will be sent to all providers as a formal Question & Answer response along with the Offer letter. Pressures were broadly similar across providers with the main themes being:

- Energy costs
- Inflation
- Retention and recruitment concerns
- Increasing PPE/cleaning costs and those associated with the COVID pandemic.
- Increased in Insurance costs
- NLW and RLW uplifts
- Increased CQC costs
- Reduced occupancy and capacity with care homes and care at home providers.

14 Appendices

Appendix 1 Cost Impact (See Appendix 2)



Fee Uplift Cost
Impact.xlsx

Matthew Logan

Strategic Lead Integrated Commissioning

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Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	OCO	
Service	Community Commissioning Team	
Proposed policy	Provider fee setting	
Date	01/02/2022	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Matthew Logan
	Post Title	Strategic Lead Integrated Commissioning
	Contact Number	0161 253 7252
	Signature	m.logan
	Date	01/02/2022

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>Each year the Council carries out a fee setting process for its Adult Social Care Providers. This includes for:</p> <ul style="list-style-type: none"> • Care Homes • Care at Home • Supported Living • Direct Payments <p>The fees provided must be in line with the available Council budget, ensure the Council meets its duties under the Care Act and supports provider sustainability. The aim is to encourage a robust and vibrant market suitable for meeting the current needs of Bury's vulnerable people and the borough's future demands.</p>
Who are the main stakeholders?	<p>Commissioned Care Providers Bury Council Community Commissioning Team Bury Council Corporate Core</p>

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Seperate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Disability	Yes	Yes	<p>Adult Social Care Providers support the most vulnerable people of society including those with levels of disability where required.</p> <p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision,</p>

			contingency plans are already in place to ensure their needs continue to be met.
Gender	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including Gender</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Gender reassignment	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including gender reassignment</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>

Age	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic. Adult Social Care supports those over 18.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Sexual orientation	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including sexual orientation.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Religion or belief	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to</p>

			<p>meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic including religion.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Caring responsibilities	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Pregnancy or maternity	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of</p>

			<p>protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>
Marriage or civil partnership	Yes	Yes	<p>The setting of provider fees will ensure the continued sustainability and viability of the borough's care providers to meet the needs of Bury customers. The impact of this is felt by all those who receive commissioned service from Adult Social Care irrespective of protected equality characteristic.</p> <p>There is always a risk that the fee rate set results in providers choosing to exit the market. Where customers are left requiring alternative provision, contingency plans are already in place to ensure their needs continue to be met.</p> <p>Separate contractual and quality measures are employed with all Providers to ensure appropriate equality policies are implemented and adhered to and staff appropriately trained.</p>

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	Provider fee setting is for Adult Social Care Providers. Eligibility for Adult Social Care services is based on assessed support needs rather than protected characteristics; enable people to have their care and support needs met and live as independently as possible.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	Provider fee setting is for Adult Social Care Providers. Eligibility for Adult Social Care services is based on assessed support needs rather than protected characteristics; enable people to have their care and support needs met and live as independently as possible.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

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3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

N/A

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Contract monitoring information		
Review template information		
Questionnaires	Provider consultation to be shared	
Face to face discussions	Strategic Provider Groups established	
Age-friendly Bury Plan		
GM Age-friendly Bury Strategy		
Bury Directory website		

4b. Are there any information gaps, and if so how do you plan to tackle them?

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5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The fee setting process will support provider sustainability and allow those eligible for Adult Social Care services to continue to have their needs met.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>Consult with Providers around initial fee proposals, the challenges they face and what holistic response, alongside an increased fee rate, the Council and partners can provide.</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

<p>TBC</p>

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO YOUR DEPARTMENTAL EQUALITY REPRESENTATIVE FOR RECORDING.

Appendix 2

Service Setting		Proposed 2022/23 rate	Full Year Cost Impact of 2022/23 Fee Proposal	
Standard	Domicillary Care	£17.58	£	52,451
Real Living Wage	Domicillary Care	£17.86	£	599,304
Standard	Residential	£548.40	£	596,071
Real Living Wage	Residential	£562.90	£	807,786
Standard	Nursing	£598.90	£	394,504
Real Living Wage	Nursing	£612.90	£	479,268
Standard	Residential - Dementia Premium	£563.40	£	97,579
Real Living Wage	Residential - Dementia Premium	£577.90	£	250,378
Standard	Nursing Dementia Premium	£643.50	£	38,712
Real Living Wage	Nursing Dementia Premium	£657.90	£	195,549
Standard	Supported Living	£17.40	£	260,915
Real Living Wage	Supported Living	£17.69	£	422,098
Standard	Sleep Ins	£10.37	£	50,633
Real Living Wage	Sleep Ins	£10.64	£	92,730
Real Living Wage	Direct Payments (Personal Assistant)	£11.37	£	240,519
		Total	£	4,578,498