

STAND UP FOR SOCIAL CARE



Kevin Lucas
UNISON North West

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Personal Care 07:30-07:47 (0.25) KeySafe	
Personal Care & Medication 07:54-08:07 (0.25) KeySafe	<i>Bed</i>
Personal Care (0.24-08:39 (0.25) KeySafe	<i>Bed</i>
Personal Care 08:09-09:03 (0.50) KeySafe	<i>Bed</i>
Personal Care & Medication 09:15-09:28 (0.15) KeySafe	
Personal Care 09:33-09:39 (0.02) KeySafe	
Food Preparation 09:43-09:49 (0.10) KeySafe	
Personal Care 09:58-10:16 (0.18) KeySafe	
Personal Care 10:21-10:36 (0.15) KeySafe	
Personal Care & Medication 10:41-10:53 (0.20) KeySafe	
Food Preparation 11:05-11:18 (0.13) KeySafe	
Personal Care & Medication 11:24-11:31 (0.12) KeySafe	
Food Preparation 11:53-12:02 (0.15) KeySafe	
Food Preparation 12:03-12:11 (0.15) KeySafe	
Food Preparation 12:15-12:30 (0.25) KeySafe	
HomeCareSelect Care 13:25-13:55 (0.30) KeySafe	<i>Bed</i>
Personal Care 13:59-14:10 (0.25) KeySafe	<i>Bed</i>
Personal Care 14:10-14:40 (0.50) KeySafe	<i>Bed</i>

Time	Client Signature
Personal Care 14:40-14:49 (0.10) KeySafe	<i>Bed</i>
Personal Care 14:58-15:13 (0.25) KeySafe	<i>Bed</i>
Personal Care 15:15-15:30 (0.15) KeySafe	
Food Preparation 15:30-16:45 (0.25) KeySafe	
Personal Care & Medication 15:45-16:00 (0.25) KeySafe	
HomeCareSelect Care 16:00-16:30 (0.30) KeySafe	
Food Preparation 16:30-16:55 (0.25) KeySafe	
Food Preparation 16:59-17:10 (0.15) KeySafe	
Food Preparation 17:10-17:30 (0.25) KeySafe	
Food Preparation 17:30-17:45 (0.25) KeySafe	
Personal Care & Medication 17:45-18:05 (0.30) KeySafe	
Food Preparation 18:05-18:20 (0.15) KeySafe	
Food Preparation 18:20-18:35 (0.25) KeySafe	
Personal Care 18:40-19:00 (0.30) KeySafe	
Personal Care 19:00-19:15 (0.25) KeySafe	
Personal Care 19:15-19:30 (0.25) KeySafe	
Personal Care 19:30-19:50 (0.20) KeySafe	
Personal Care 19:50-20:05 (0.25) KeySafe	
Personal Care 20:05-20:35 (0.30) KeySafe	

Time	Client Signature
Personal Care 20:45-20:45 (0.30) KeySafe	
Personal Care & Medication 20:45-21:00 (0.25) KeySafe	
Personal Care & Medication 21:00-21:15 (0.25) KeySafe	
Personal Care 21:15-21:30 (0.25) KeySafe	
Personal Care & Medication 21:30-21:50 (0.20) KeySafe	
Personal Care 22:00-22:15 (0.25) KeySafe	
Personal Care 22:15-22:30 (0.25) KeySafe	
Personal Care 22:30-23:00 (0.30) KeySafe	
Personal Care 23:00-23:20 (0.30) KeySafe	
Personal Care & Medication 23:20-23:50 (0.30) KeySafe	
Personal Care 23:50-00:20 (0.50) KeySafe	
Personal Care 03:00-03:45 (0.75) KeySafe	
Personal Care & Medication 03:45-04:00 (0.25) KeySafe	
Personal Care 04:00-04:15 (0.25) KeySafe	
Personal Care 04:15-04:30 (0.25) KeySafe	
Personal Care 04:30-05:00 (0.50) KeySafe	
Personal Care 05:00-05:30 (0.50) KeySafe	

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50 visit 21hr day
£4.60 per hour
Zero Hour Contract



Personal Care
07:30-07:47 (0.25)
KeySafe

Personal Care & Medication
07:51-08:07 (0.25)
KeySafe

Personal Care
(0.24-08:39 (0.25))

Personal Care
08:00-09:03 (0.50)

Personal Care & Medication
09:15-09:29 (0.14)
KeySafe

Personal Care
09:33-09:39 (0.02)

Food Preparation
09:41-09:45 (0.10)
KeySafe

Personal Care
09:56-10:10 (0.15)

Personal Care
10:21-10:26 (0.05)

Personal Care
10:26-10:31 (0.05)

Food Preparation
11:00-11:14 (0.14)
KeySafe

Personal Care & Medication
11:24-11:31 (0.07)
KeySafe

Food Preparation
11:53-12:02 (0.17)
KeySafe

Food Preparation
12:03-12:11 (0.15)
KeySafe

Food Preparation
12:15-12:30 (0.25)
KeySafe

Housekeeping
12:30-12:50 (0.20)
KeySafe

Personal Care
12:50-13:00 (0.50)

Personal Care
13:10-13:29 (0.25)
KeySafe

Personal Care
13:35-13:53 (0.25)
KeySafe

Personal Care
13:55-13:59 (0.25)
KeySafe

Food Preparation
14:00-14:15 (0.15)
KeySafe

Food Preparation
14:50-14:59 (0.10)
KeySafe

Personal Care
15:00-15:15 (0.15)
KeySafe

Personal Care
15:15-15:30 (0.25)
KeySafe

Food Preparation
15:30-15:45 (0.15)
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Food Preparation
16:30-16:57 (0.25)
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Food Preparation
16:59-17:10 (0.11)
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Personal Care
17:00-17:15 (0.15)
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19:50-20:05 (0.25)
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Personal Care & Medication
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Personal Care & Medication
21:30-21:45 (0.25)

Personal Care
22:00-22:15 (0.25)
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Personal Care
22:15-22:30 (0.25)
KeySafe

Personal Care
22:30-22:45 (0.25)
KeySafe

Personal Care & Medication
23:00-23:15 (0.25)
KeySafe

Personal Care
23:15-23:30 (0.25)
KeySafe

Personal Care
23:30-23:45 (0.25)
KeySafe

Personal Care
03:00-03:45 (0.75)
KeySafe

Personal Care & Medication
03:45-04:00 (0.25)
KeySafe

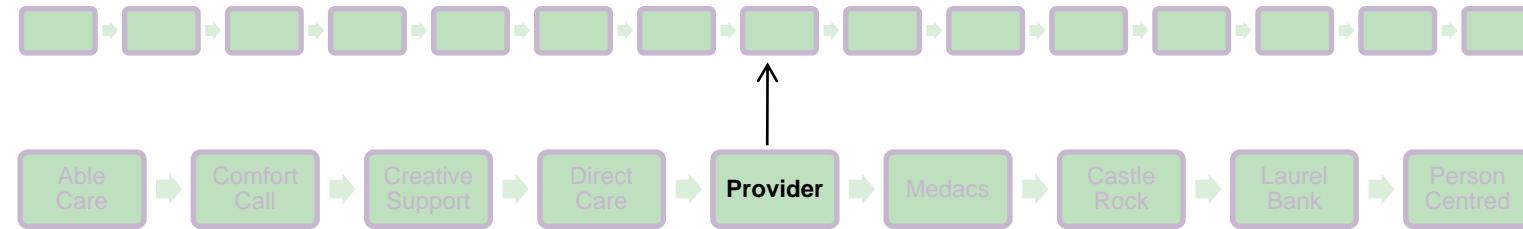
Personal Care
04:00-04:15 (0.25)
KeySafe

Personal Care
04:15-04:30 (0.25)
KeySafe

Personal Care
04:30-05:00 (0.50)

Personal Care
05:00-05:30 (0.50)
KeySafe

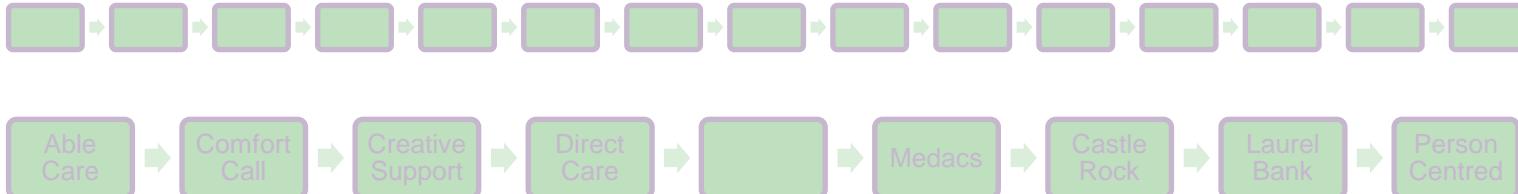
CITY & COUNTY HEALTHCARE £13m profit 2016





GRAPHITE CAPITAL £124m Revenue

CITY & COUNTY HEALTHCARE



Key Initial Lessons:

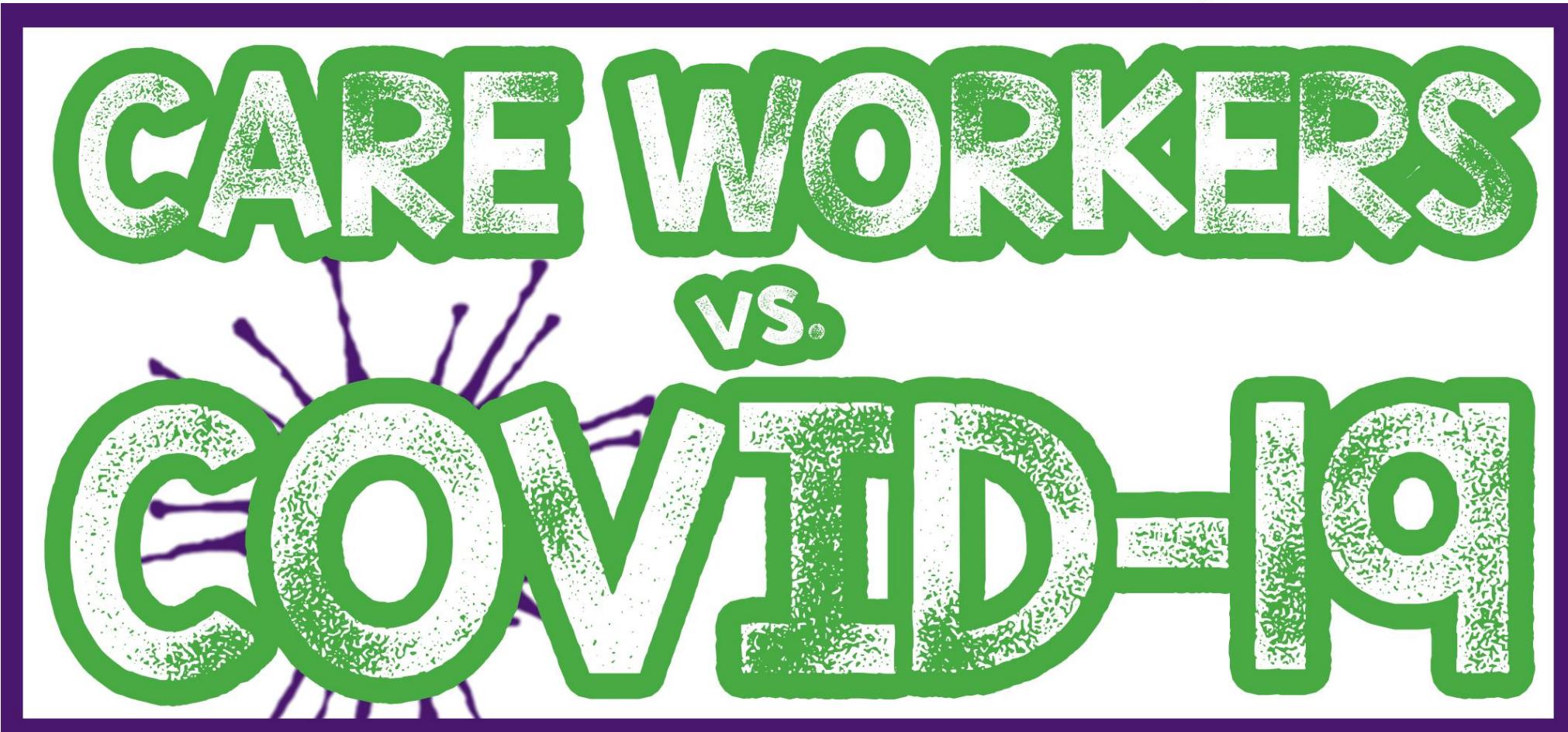
Business model relies upon maintaining a low paid, precariously employed, restless workforce.

Strong workplace trade unionism inconsistent with this model. Effective organising met with extreme employer hostility & aggression.

Care workers understand the workplace balance of power.

Strategy must acknowledge workplace weakness & organise care workers away from the workplace, targeting Cllrs as commissioners to secure minimum employment standards including right to organise.

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Support us to stop the spread



Careworkers VS Covid19 Survey

2,800 responses across 1,000 care settings



- **PPE Shortages**

“The best thing I can suggest is try & see if you can build some personal PPE from things at home ... I don’t know if it will be 100% fool proof but if it eases your anxieties its worth a try” #keepyourchinuplady #allinthistogether. – Wirral Home Manager May 2020 (Govt App)

- **Clinically vulnerable workers forced to attend work despite NHS advice to shield**
- **8/10 believe they would not receive normal pay for Covid related absence for sickness, self-isolation or shielding. Poverty, or fear of poverty, was exacerbating transmission.**

“I started experiencing symptoms of coronavirus. I had a temperature while at work. I came home feeling really bad, and was struggling with my breathing so I had to self-isolate... I had a big deduction to my wages which I couldn’t afford.... I did wonder if I should just try to work through it” . Wigan Careworker.

SUPPORT US TO STOP THE SPREAD

As care workers, we are calling for urgent action now to protect vital care workers, the elderly and those most at risk to the spread of COVID-19.

- 1. Protect Our Health** – Priority testing for care workers to limit the spread of disease to vulnerable patients and service users. Guarantee all essential training and personal protection equipment (PPE) to all frontline workers (e.g. goggles, masks, hand sanitisers, thermometers) in line with Public Health England guidance.
- 2. Protect Our Pay** – Full normal pay for all those required by government guidance to self-isolate or who become ill because of COVID-19, in order to prevent unnecessary spread of infection. This includes all staff on zero-hour contracts, bank/relief contracts or multiple contracts.
- 3. Protect Our Employment** – Ensure no-one is dismissed or laid-off for staying at home to care for themselves or their family.
- 4. Protect Our Families** – Carers leave on full-pay for workers caring for a dependent who has COVID-19 or for whom childcare is unavailable.

Thank You for Supporting us to Stop the Spread

Jackie Hinchliffe, care worker & activities coordinator and UNISON steward in Warrington

18 / 23 NW Commissioning Councils Signed

Eg Liverpool - £6.2m package

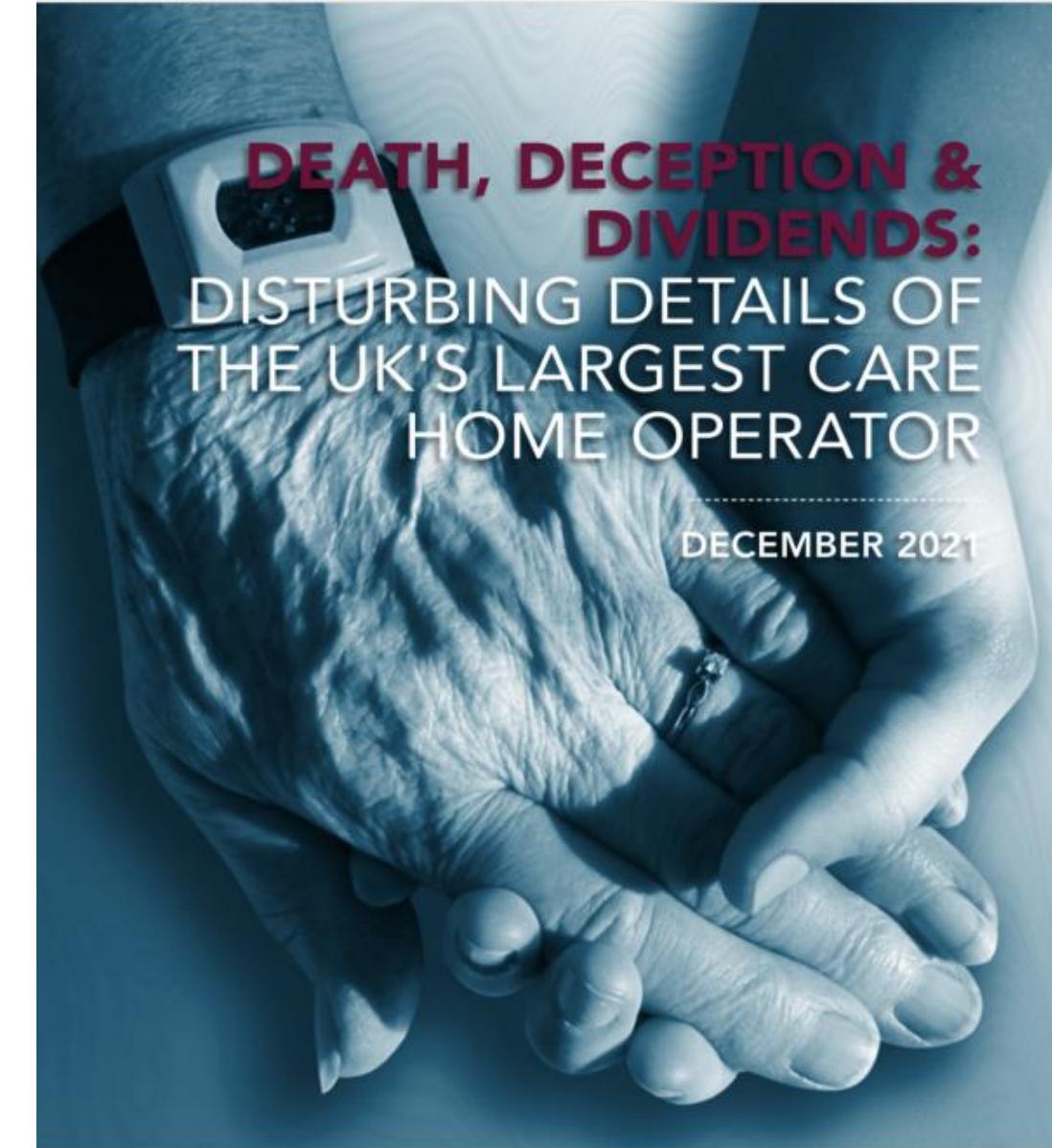
100% additional cost met by public sector

Some providers in some areas still refused to pay above SSP

Eg HCOne – CICTAR Report / Panorama

2020

- £19m additional funding
- Called for more
- Reduced Staffing
- Increased Director Pay
- £5m dividend payments
- £18m interest / £25m lease payment to "related parties via Caymen Islands
- Dividends plus inflated internal costs – 30% income as profit



Centre for
International
Corporate Tax
Accountability
and Research



WHO CARES?

**Reinventing Adult Social Care:
Insourcing and restoring the public good**

This report was prepared by a Scrutiny Panel established by the Social Care and Health Select Committee of Liverpool City Council. The panel's members are Councillor Alison Clarke, Councillor Angela Coleman, Councillor Elizabeth Hayden, Councillor Sarah Jennings, Councillor Steve Murby (chair), Councillor Nick Small, Jayne Davies (GMB), Kevin Lucas (UNISON).

Liverpool - £24m PA Home Care
2,400 Clients
23 Commissioned Providers. 3 = 60% care

- Liverpool Home Carers Ltd (10% profit + 19% overheads to Parent Co.)
- Local Solutions Charity (£468k director pay)
- Merseyside Julie Anne Charity (£2.6m reserves)

Alternative:

- £4m for Operational Overheads
- £20m - NJC LG Pay Spine / £11.18p/h (£20,300 PA) + LG Pensions
- Cost £25,680 = 780 Staff = 1 carer per 3 clients

1. Confirm that you will review your social value commissioning to ensure that providers are required to:

- a) Pay occupational sick pay from the first day of absence, and at a rate and for a duration that allows staff to stay away from work when they are ill.
- b) Pay holiday, sleep-ins and travel-time at the appropriate full hourly rate.
- c) Pay £10 per hour as a minimum starting salary End the use of zero hour contracts and ensure that staff can have contractual hours that reflect the actual hours that they regularly work.
- d) Recognise and negotiate with trade unions.

2. Join the [Stand Up For Social Care Councillors' Network](#) to strengthen social value commissioning and **develop an alternative model of social care that will be delivered in-house and that will put workers and service-users before private profit**

