

Bringing forward the uplift in the National Living Wage

PROVIDER Q&A

21/12/2021

Department name or other text (optional)



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Quick summary

- The funding is to bring the 59p uplift in the National Living Wage (NLW) from 1st April 2022 forward to **1st December 2021**.
- The focus is on **frontline care staff** – but funding will be available to maintain differentials with other staff. Admin costs will also be covered
- The funding covers 1st December 2021 – 31st March 2022
- Funding will be distributed based on where you are CQC-registered.



Stage 1 Payment

- A indicative payment calculated using the number of direct care staff you employed at the start of December if they worked an average of 25 hours per week at the current NLW, plus on-costs, differentials and administration costs.



Stage 1 Payment

Example: You have 10 staff:

- 10 staff x 25 hours = 250 hours per week
- 250 hours x 8.5 weeks = 2125 hours
- 2125 hours x 74p* = £1572.50
- + differentials and admin @ indicative 20%
- Stage 1 payment = £1887

(*The 74p comprises of: 59p increase from £8.91 to £9.50 + 25.4% on-costs to cover pensions, NIC and holiday pay)



Stage 2 Payment

- The actual full total cost to you of bringing forward the National Living Wage uplift based on the conditions set out in this letter, minus the value of the Stage 1 payment



Stage 2 Payment Example

This is the rate paid to staff – on-costs are automatically calculated

Role <i>Please do not include personal identifiable information in this</i>	Current hourly rates paid by your service (not including any uplift from this grant)	Number of workers employed at this hourly rate (number of staff NOT full time equivalents)	Average number of hours worked per week by all workers receiving this hourly rate in November 2021	Average number of hours worked per week by all workers receiving this hourly rate in December 2021	The hourly rates that will be paid between 1 December 2021 and 31 March 2022 as a result of receiving this grant	The actual hourly rates that will be applicable from 1 April (after this grant period has ended)
<i>For example: Care Worker (s)</i>	£8.91	22	621	639	£9.50	£9.50
<i>For example: Care Worker (s)</i>	£9.05	10	311	290	£9.64	£9.64
<i>For example: Senior Care Worker (s)</i>	£9.52	4	135	122	£10.02	£10.02

List all roles you have given an increase to

A maximum of a 59p increase will be funded



Some FAQs

- Q: How can we decide what uplift to give, when we don't know what the care rates will be in April 2022?
- A: We understand this makes decisions challenging, but we can assure you the 59p (the difference between 8.91 and £9.50) plus on-costs you will be receiving through this grant will be the minimum you receive in April.

Some FAQs

- Q: Why is the Stage 1 payment is calculated using a 25 hour work week?
- A: According to Skills for Care, the average working week for care staff in 25 hours. This figure is being used to calculate the indicative Stage 1 payment only. In the PART B template put the actual average number of hours worked in your service.



Some FAQs

- Q: Why aren't non-care staff such as cleaners and cooks included?
- A: The funding is focused on frontline care staff, however if you think it is necessary to also include non-care staff such as cooks at cleaners you can add this to the differentials payment. Uplifts should only be applied to staff working in your registered service e.g. not staff working from a head office



Some FAQs

- Q: On the Part B form, should we include contracted hours only or do we include any overtime worked?
- A: You should report on the average hours worked per week – this can include overtime hours.



Dates to remember

- Part A: midday on 22nd December 2021
- Part B: 31st January 2022
- Part C: 30th May 2022



WRRF

- Round 1: £145 per staff member for direct to staff incentives – funding has now been paid to all providers who completed the declaration
- Round 2: We are hoping to get information out to you very soon. Again it can be used for staff incentives, with a focus on retention bonuses.