

APPENDIX 2

COMPARISON AUTHORITY – YORK SOCIAL SERVICES

York Council's in-house care provision accounts for approximately 35% of the overall market and are by far the largest of 7 main providers of care.

They are currently in the process of evaluating the remuneration of carers for existing service provision as they, like us, are experiencing great difficulty in recruiting staff.

York provide in the region of 6,500 care hours per week (Isle of Wight provides 3,275 care hours per week). The service runs on the basis of a two way split – the East section and the West section and both sections have 3 Home Care Managers, supported by a group of Senior Carers and basic care staff.

YORK	ISLE OF WIGHT
<u>PAY</u> £5.56 – £5.85 per hour	<u>PAY</u> £5.10 – £5.34 per hour
<u>TRAVELLING</u> All travelling from first to last call at a rate of 38p per mile.	<u>TRAVELLING</u> From home to home at the rate of 39.9p per mile.
<u>CONTRACTED HOURS</u> York work a system of banded hours with the Council guaranteeing a set number of hours per week from between 5 - 15 with an expectancy that the worker will respond by working up to 10 hours more per week than their guaranteed hours - if required.	<u>CONTRACTED HOURS</u> 43 carers with guaranteed hours of between 7 – 30 hours per week. The remainder of 127 carers are employed on a relief contract.

YORK	ISLE OF WIGHT
<p><u>ADDITIONS</u></p> <p>York work to a system whereby the basic contracted hours are increased following a year's review when the staff member will be scrutinised as to their ability to have responded in working the additional 10 hours per week during that year. In addition, staff working after 8 p.m. receive pay at the rate of 1.2 of the normal hourly rate. Saturday work is paid at 1.4 of the hourly rate and Sunday is paid at a rate of 1.9 of the hourly rate.</p>	<p><u>ADDITIONS</u></p> <p>Reviews are only carried out in the event of the number of hours dropping within the staff member's contracted number of hours. Staff are not paid any enhancements for working after 8 p.m. or on Saturdays or Sundays.</p>
<p><u>HOME CARE MANAGERS</u></p> <p>Home Care Managers are paid at a rate of approximately £21,000 per year.</p>	<p><u>HOME CARE ORGANISERS</u></p> <p>Home Care Organisers are paid to a maximum of £18,000 per year.</p>
<p><u>SUPPORT STAFF</u></p> <p>York operate a process whereby groups of 7 carers are supported by a Senior Carer whose responsibility is to effect issues such as holiday cover, sickness cover and short term change of programmes.</p>	<p><u>SUPPORT STAFF</u></p> <p>7 part-time Home Care Organisers are responsible for 170 carers and are supported by 4 part-time Senior Carers in this task.</p>