



Reference: RFI 1802022

Request:

Do you directly provide any care services in which care staff perform sleep-in shifts?

Yes, (Children's Residential)

If yes, are the care workers paid a lump sum for the sleep-in shifts or are they paid an hourly rate?

Employees are paid a sleep in payment and the hourly rate for any waking hours.

If they are paid a lump sum, what steps do you take to ensure that their average hourly wage - when all their working time is taken into account - is compliant with the National Living Wage?

Checks have been undertaken on this and it is rechecked as the NLW changes.

Do you commission care employers who employ care workers on sleep-in shifts?

Yes

Please list those providers.

- New Prospects Association Ltd
- New Beginnings (North East) Ltd
- Dimensions UK Ltd
- The Percy Hedley Foundation
- Community Integrated Care
- Flexible Support Options Ltd
- Home Group Ltd
- Real Life Options
- Turning Point Services
- Lifeways Community Care Ltd
- Aspire Healthcare Ltd
- Azure Charitable Enterprises
- Coquet Trust
- HFT Ltd
- Interactive Development Support Ltd
- Lenore Outreach Ltd
- Northern Life Care t/a UBU
- Royal Mencap Society
- St Anne's Community Services
- United Response

Are those providers required by you to pay care workers who work sleep-in shifts at an hourly rate, as opposed to a lump sum?

We do not specify requirements on employers terms and conditions with their employees. We require all commissioned organisations to meet their statutory requirements in respect of all aspects of service delivery, including employment of staff.

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Do you carry out any checks to ensure that those care workers contracted by your council are paid at least the National Living Wage?

No

Have you given any guidance to your care providers who employ workers on sleep-in shifts about ensuring compliance with the National Living Wage?

As part of fee setting arrangements, we have reminded organisations as employers of their requirements on National Living Wage.

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