

MOTION TO COUNCIL - 22 NOVEMBER 2017

This Council is encouraged that in the process of recommissioning home care, the approach of the administration has been benchmarked against Unison's *Ethical Care Charter* www.savecarenow.org.uk/ethical-care-charter

This Council notes:

1. The objective of the Charter is to establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions for care workers that a) do not routinely short-change clients and b) ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels.
2. Officers assess that the administration's commissioning approach meets all but 2 of the minimum standards set out in the charter.
3. The two areas that the administration is not currently even aiming to meet are:
 - Coverage by an occupational sick pay scheme (in excess of statutory entitlements)
 - Payment of the London Living Wage.
4. There are significant problems in the recruitment and retention of care workers.

This Council believes:

1. Merton has committed to being a Living Wage borough and we should stick to that.
2. Care workers play a vital role not only in the safety and dignity of clients, but also the independence of their clients; we should value that work.
3. The Ethical Care Charter is supposed to be a minimum.

This Council requests Cabinet to:

Make good its 2013 commitment to making Merton a Living Wage Borough as soon as possible, with regards to care workers.

2. Publish the costs of agency staff cover for and recruitment of care workers.
3. Monitor and report back on the impact of the *Ethical Care Charter* criteria adopted in the appropriate Strategic theme reports.

Cllr Mary-Jane Jeanes

Cllr Peter Southgate

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