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Real Living Wage

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Blackpool Council have recently committed an additional £2 million to support the adult social care sector in Blackpool to provide the ‘real Living Wage’ to social care staff.

The current National Living Wage (people aged 23 and over) is £9.50 per hour.

For several years now Blackpool Council has been reflecting a higher than National Living Wage rate in their costing models to support social care providers with the challenges of recruitment and retention.

Providers

In 2022 for the first time, the proposals include the ‘real Living Wage’*, which takes hourly pay up from £9.50 per hour to £9.90.

We have been working closely with providers on this proposal and a total of 73 adult social care providers have signed up to pay the real Living wage to their staff.

Business name	Business type
Hollings Lodge	Residential care
Acorn Lodge Residential care Home	Residential care
45 Watson Road	Residential care
Adalena House	Residential care
Annacliffe Residential Home	Residential care
Ashbourne Lodge Rest Home	Residential care
Autumn Leaves UK Limited	Residential care
Avonbloom Retirement Home	Residential care
Belgravia Care Home	Residential care
Balmoral Rest Home	Residential care
Belsfield House	Residential care
Berwick House Rest Home	Residential care
Broadway Care Home	Residential care
Bronswick House	Residential care
Brooklands Nursing and Care Home	Residential care
Carlin Lodge	Residential care
Dunblane House	Residential care

Business name	Business type
Duxbury House Residential care Home	Residential care
Elmsdene Care Home	Residential care
Farthings Nursing Home	Residential care
Glen Tanar Rest Home	Residential care
Glenroyd	Residential care
Gwenlyn House	Residential care
Haddon Court Limited	Residential care
Highgrove Rest Home Ltd	Residential care
Hollins Bank Care Home	Residential care
Honeysuckle House	Residential care
Jah-Jireh Charity Homes Blackpool	Residential care
Langdales	Residential care
Lavender Lodge Care Home	Residential care
Links Lodge	Residential care
Merwood Rest Home	Residential care
Napier Lodge Limited	Residential care
New Victoria Nursing Home	Residential care
North Shore Nursing home	Residential care
Nightingales Nursing Home	Residential care
Park View Care Home with Nursing	Residential care
Pennystone Court	Residential care
Princess Alexandra Home For The Blind	Residential care
Ryecourt Nursing Home	Residential care
Redbricks Care Home	Residential care
Sandycroft Nursing Home	Residential care
St Stephens Nursing Home	Residential care
The Highcroft Care Home	Residential care
The Sylvester Care Centre	Residential care
Waterside Care Home	Residential care
Watson House Rest Home	Residential care
Westfield Rest Home	Residential care
Rosehaven Residential care Home	Residential care
The Willows Care Home	Residential care
Gilwood Lodge	Residential care
The Owls Care Home	Residential care

Business name	Business type
Ability 2 Achieve Care & Support Limited	Non-residential care
Autism Initiatives	Non-residential care
Lifeways Community Care Ltd	Non-residential care
Creative Support Limited	Non-residential care
United Response	Non-residential care
The Disabilities Trust	Non-residential care
Northern Life Care Limited	Non-residential care
Lifeways SIL Ltd	Non-residential care
Paramount Care and Safety Ltd	Non-residential care
Independent Living (North West) Ltd	Non-residential care
Making Space	Non-residential care
1 Homecare Ltd	Non-residential care
Baxter Life Care Limited	Non-residential care
Care Solutions Fylde Limited	Non-residential care
Cherish UK Ltd	Non-residential care
Guardian Homecare Ltd	Non-residential care
I Care (GB) Limited	Non-residential care
Routes Healthcare (North) Ltd	Non-residential care
Napier Homecare Services Ltd	Non-residential care
Paramount Care and Safety Ltd	Non-residential care
Delta Care Ltd	Non-residential care

The council continue to work with providers who are not able to commit to the real Living Wage just yet to understand the issues and try to address the barriers.

Care workers have had an incredibly difficult time during the pandemic. They have delivered services to the most vulnerable in our community and have been instrumental in the fight with their selflessness and care.

Understandably, social care staff sometimes feel undervalued when compared to staff working in retail on higher rates of pay.

Whilst pay can't always be matched to other sectors, this is one of the reasons why the council has taken the decision to model its fee rates based on the real Living Wage calculations.

In return, providers have committed to use the increase in the fee rate to pay their staff a higher basic hourly pay rate.

Fee rate proposal 2022/20223

Description	RLW - Proposed rate £	NLW - Proposed rate £	Difference £
Hourly rate in cost models	9.90	9.50	0.40
Care at home rate	17.20	16.67	0.53
LD Rate	17.70	17.17	0.53

Sleep-in rate	12.94	12.94	-
Standard residential rate	532	519.33	12.67
Higher residential rate	586.74	571.83	14.91
Day care (per session)	40.06	38.75	1.31

Contact

For more information on the real Living Wage for the adult care sector in Blackpool contact our contracts team.

Email: contracts.team@blackpool.gov.uk

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