Independent Living Fund Scotland

We also support independent living in Northern Ireland

Policy 18 - Increases in ILF Scotland Awards

Version: 5

Last Amended: 3 August 2026

Next Review: 31 March 2027

1. Background

The priority for ILF Scotland is to maintain the existing levels of support it provides to Recipients. In some circumstances, however, we may be able to increase our funding to ensure support can continue effectively. This policy details the circumstances where ILF Scotland can consider an increase in an award to ensure support arrangements remain stable.

In almost all circumstances, ILF Scotland can only consider increasing funding where there is scope to do so within the relevant maximum sum, with the exception of those increases set out in Policy 20 - ILF Scotland Payments.

At all times the priority of ILF Scotland is to sustain and enhance the independent living of our fund Recipients.

2. Inflationary Increases in the Cost of Care and Support

ILF Scotland does not award routine inflationary increases with the exception of increases to meet Personal Assistant (PA) Scottish Living Wage and National Living Wage policy commitments in Scotland and Northern Ireland respectively.

ILF Scotland does not normally consider any increase to an award or bring forward any scheduled review specifically to seek an increase to an award, unless there is a significant change in circumstances as detailed in Section 6 below.

ILF Scotland aims to carry out funding reviews approximately every two years to make sure that the support it provides continues to sustain the Recipient's independent living outcomes. The normal assumption is that the current funding offer is sustainable between these scheduled two-yearly reviews.

3. Direct Payment Rates

ILF Scotland will normally calculate employment related on-costs based on the actual hourly rate paid to a PA. However, where ILF Scotland payments previously matched the Direct Payment rate, we can increase funding to match an increased Direct Payment rate.

4. Change of Support Provider

ILF Scotland may consider funding an increase in costs due to the need to change a provider of support services because of circumstances beyond the Recipient's control. ILF Scotland can consider such an increase outside the normal review period and will decide if a visit from an Assessor is necessary. ILF Scotland will not fund any increase in costs where a Recipient decides to change to a more expensive provider without proper justification.

5. Additional Support

ILF Scotland does not normally consider funding the cost of additional support. However, an ILF Scotland Assessor may recommend an increase, following a visit, where there is a significant change of circumstances and the existing package of support is no longer suitable for the Recipient's needs, as set out in Section 6, below.

For Group 2 Recipients, the Health & Social Care Partnership (HSCP) in Scotland or the Health and Social Care Trust (HSCT) in Northern Ireland must meet the minimum relevant threshold sum, as determined by ILF Scotland, before we can consider funding additional support. ILF Scotland will not normally pay for support previously funded by the HSCP / HSCT.

6. Circumstances Where an Increased Award can be Considered

- ILF Scotland can consider increases to awards in the following circumstances:
- where the recipient's PA will leave due to low pay
- where costs are critically below the market rate, for example, below the local Direct Payment rate
- where a Recipient requires to change care provider but is unable to do so within the current award

- other exceptional circumstances as recommended by an ILF Scotland Assessor to ILF Scotland's Senior Leadership Team.

ILF Scotland may consider arranging an out of cycle Review Visit to consider the need for additional support and an increased award in the following circumstances:

- starting or ending a course of further education
- moving out of a family home
- actual or imminent loss of unpaid support
- separation or divorce
- moving home, including change of HSCP / HSCT
- transition from child to adult services
- deterioration in the Recipient's condition risking loss of independent living
- other exceptional circumstances as recommended by an ILF Scotland Assessor to ILF Scotland's Senior Leadership Team

ILF Scotland will only approve an increase for a recipient with jointly funded ILF / HSCP / HSCT support if it is satisfied that the level of statutory input is appropriate and balanced. Group 1 excepted, ILF Scotland should not be the primary funder of care and support, and our funding should always provide for additional independent living outcomes over and above the statutory responsibilities to meet assessed eligible need. For Coming Home Recipients, ILF may in some cases be the primary funder on a temporary or longer-term basis.

We will not usually support increases where:

- a Recipient has already had an inflationary increase for the cost of support in the last 12 months

- the cost of support is already above the market rate for the type of support provided
- the Recipient can use existing funding more flexibly to meet their support needs

7. Increases in Statutory or Essential Employment Costs

ILF Scotland is committed to supporting Recipients who directly employ their own PAs to be responsible employers. ILF Scotland can consider requests relating to the following statutory or essential employment costs without the requirement of an Assessor visit:

- increases to the Scottish Living Wage in Scotland
- increases to the National Minimum Wage in Northern Ireland
- National Insurance Contributions (NIC) and Pay As You Earn (PAYE) tax
- Workplace Pensions
- Holiday Pay and Replacement Support
- payroll costs
- Statutory Sick Pay
- contributions towards Redundancy and Related Costs
- Legal Costs
- Employer's Liability Insurance
- Protecting Vulnerable Groups (PVG) checks
- Health and Safety Training
- Task Training
- Advertising Costs

Our Employer Support Information Note provides further information.

8. Holiday Awards

ILF Scotland will honour requests for Holiday Awards in situations where we previously made an offer towards funding this, regardless of whether it is a holiday for the recipient or respite for the carer. Where we previously paid a Holiday Award as a lump sum, we will continue to pay this providing it is part of an ongoing package of support.

ILF Scotland can consider a request for an increase in the cost of holiday support if they relate to statutory increases or a significant change of circumstances.

9. Cross References

Policy 4 - Recipient Contribution
Policy 20 - ILF Scotland Payments
Policy 24 - Statutory Input to ILF Scotland Funding
Employer Support Information Note

10. Version History

Version 1: 1 July 2015
Version 2: 22 March 2021
Version 3: 31 March 2023
Version 4: 31 March 2026
Version 5: 3 August 2026