

## SUBMISSION FROM ROBERT KILGOUR, DOW INVESTMENTS PLC

Robert is a Scottish serial entrepreneur, investor and property developer who was the original Founder of Four Seasons Health Care which is now the UK's largest care home operator with some 500 care homes and employing over 30,000 staff. He is also Founder & CEO of Dow Investments Plc, currently celebrating its twenty fifth year, Founder and Chairman of Scottish care home operator, Renaissance Care (650 staff) and Co-Founder and Director of NW Systems Group, video and security systems specialists (15 staff) and Founder Shareholder and Director of Kingdom FM Radio (18 staff), Fife's local radio franchisee. Robert also holds several Non-Executive Directorships.

His first business venture on leaving school, while attending Stirling University, was running a Sunday stall selling jeans and t-shirts at Ingliston outdoor market!

He Founded the Scottish online political think-tank, thinkscotland.org and has also served on both the CBI Scotland Council and the CBI UK SME Council.

Born in Edinburgh, brought up in Fife, educated at Loretto School in Musselburgh and having also lived abroad for several years, Robert now splits his time between London and Scotland, whenever possible raising money for Macmillan Cancer Support (£2m plus over 20 years) and he relaxes by trying to compete with his four grown-up children at any sport!

There are about 935 Care Homes for Older People in Scotland with around 155 run by Councils, 145 by Charities, and 635 by the Independent Sector.

There is overall capacity of about 37, 000 places, although average occupancy across the country is currently around 88% ie 33,000 places.

There are however significant regional variations and in terms of capacity, the Independent Sector has about 75%, the Voluntary Sector 11% and the Public Sector 14%.

Staffing across the sector is around 42,000, of which about 7,000 are in the Public Sector, 5000 in the Charitable Sector and 30,000 in the Independent Sector.

The vast majority of staff in care homes are on fixed hour contracts, with only bank/relief staff on zero hours contracts.

The Care Home Sector employs 5000 nurses which is 10% of the overall total nursing workforce in Scotland.

I would like to talk about the impact of the Living Wage on the Care Sector, Staff Recruitment, Retention and Training issues, Agency Costs and Employment Tribunal Fees.