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To: Chief Officers Integration Authorities; Chief Executives Local Authorities; and Third & Independent care providers

### **Updated Guidance on Real Living Wage for Adult Social Care Workers**

We are writing to provide updated guidance which underpins our shared commitment to support payment of the real Living Wage to everyone delivering adult social care in Scotland. Our commitment is part of a positive approach to fair work practices.

We recognise that significant efforts have been made by all parties in implementing the commitment over the past three years. We are, nonetheless, aware that in some areas significant challenges remain, with regards to the agreement of rates and the ability of providers to implement the policy for sleepovers. We are clear that the commitment to pay adult social care workers the real Living Wage for sleepovers should now be in place in Scotland.

Taking account of the learning to date, we are attaching updated guidance to support continued implementation. This has been developed by the Living Wage in Care Implementation Group (LWIG) which was established to support and monitor implementation of our commitment. The group comprises representatives from Scottish Government, COSLA, Coalition of Care and Support Providers (CCPS), Scottish Care, the STUC and Integration Authorities.

We appreciate that this guidance is being issued mid-year, and that in a number of areas, providers and commissioners will already have reached mutual agreement on an uplift or a rate that is adequate to support delivery of the real Living Wage. In other areas however, agreement has not yet been reached. This guidance is intended to support a successful conclusion to ongoing discussions where contract negotiations have yet to conclude. It will also help inform discussion going forward in future years.

We recently launched a national programme to support local reforms in adult social care. This includes work on social care commissioning and procurement and supporting social care workforce conditions and skills. The implementation of the real Living Wage and recommendations of the Fair Work Convention report on social care will both be considered within this. There is also relevant work being taken forward by Scotland Excel in consultation with Local Authorities, Scottish Government, COSLA, Scottish Care and CCPS, with the development of a specification for a national procurement framework for care and support services.

A summary of this work and its relevance to the guidance is included in Annex A of the guidance.

We greatly value your support in delivering our shared commitment to ensuring people working in social care are valued. We look forward to working with you in continued support of this commitment.



**Jeanne Freeman**  
The Scottish Government  
Cabinet Secretary for Health and Sport



**Cllr Peter Johnston**  
COSLA  
Health and Social Care Spokesperson