

RC/676

Mr Humza Yousaf MSP
Cabinet Secretary for Health & Social Care
The Scottish Government



By email

28 November 2022

Dear Cabinet Secretary

On 1 November we sent you our winter manifesto, *Urgent Action for Urgent Times*, which set out a series of practical actions to help address the crisis facing many of our providers this winter as they do all they can to meet current and emerging need. We have since engaged with you and your officials to discuss alleviating extreme system pressures at this time, though noting that the focus on NHS delayed discharge addresses only one facet of the predicament we face, daily, in providing social care and support. We have yet to receive a response to the solutions we have put forward.

Key to our package of measures was the need for immediate action to address the impact of the lack of Fair Work on the ability to recruit and retain staff, at all levels and across all parts of the third sector. This is crucial if providers are to continue to meet the needs, and underpin the rights, of people who need our support day in, day out.

Over the course of this year – the same year in which we are working on National Care Service legislation that claims we should be an exemplar of Fair Work – we have seen the third sector fall ever further behind our public sector colleagues' pay, terms and conditions. Thursday's additional offer to our NHS partners – which is in contrast to the public silence on third sector social care pay and conditions – puts our members' employees yet further behind. At a meeting of leaders from our membership on Friday morning, we heard high levels of disillusionment and fear for the future of their services.

We seek an urgent response to our proposals for sector stability. In particular, we seek a public statement on timed plans to address Fair Work for third sector social care staff, including pay, so that our provider members can at least attempt to retain their staff.

We are also keen to understand where the recurring funding for the additional award has been found from the integrated health and social care budget held in Scottish Government.

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We look forward to hearing from you and would be happy to meet at your earliest convenience.

All good wishes

Handwritten signature of Rachel Cackett in black ink, featuring a stylized 'R' and 'C'.

Rachel Cackett
CEO

Handwritten signature of Andrea Wood in black ink, appearing as a series of connected loops.

Andrea Wood
Convenor

cc.

Mr Kevin Stewart MSP, Minister for Mental Wellbeing and Social Care

Ms Angie Wood, Director of Social Care

Mr Ian Turner, Deputy Director, Adult Social Care Workforce and Fair Work Division