

# CCPS

COALITION OF CARE  
AND SUPPORT PROVIDERS  
IN SCOTLAND

**Urgent Action for Urgent Times:  
A winter manifesto**

# Urgent Action for Urgent Times: A winter manifesto

## Introduction

The cost-of-living crisis is having a profoundly negative effect on our social care sector. This winter, the pressures faced by third sector providers and the people they support are genuinely unprecedented. Despite this, far too little is being done right now to ensure that providers can keep essential services running as economic shockwaves take their toll.

Of course, the sustainable solution is long-term reform so that we can build a vibrant social care system that is accessible equitably to everyone who needs support to live the life they wish to lead. Therefore, alongside Scottish Government plans to establish a National Care Service in some years' time, we need action now to ensure that there is a social care sector still here and able to deliver it.

The Coalition of Care and Support Providers (CCPS) is clear that we are at a critical point for social care with significant risk for service viability which would impact negatively on those most in need – and on our staff who are already struggling to make ends meet.

In a recent CCPS member survey on cost pressures, staffing was by far the biggest concern. This was followed by contracts not keeping up with prices.

Individual members told us that their staffing situation is now “critical” and a “major concern going forward”, but that all their attempts to address this have been undermined by poor national pay rates:

***“Without Fair Work our recruitment will not have any chance of improvement.”***

63% of CCPS members who responded to our survey told us that they are considering taking emergency measures such as reducing service or handing back contracts. This is while 41% of our members are also trying to plan for increased demand because of the impact of the cost-of-living crisis on people.

Providers can't make the impossible add up. Our members need concerted and immediate action, which is designed and taken in tandem with frontline providers.

We welcome some recent commitments from the Scottish Government, such as the extension of the Social Care Support Fund, ongoing support around vaccination and testing to end of March, and the temporary waiving of PVG fees. But this is nowhere near enough to deal with the situation we are in, and it misses a crucial factor in keeping the lights on:

**There is no social care sector without its staff.**

Put simply: Providers need support, through their contracts, to ensure social care staff get a better deal.

Pay, terms and conditions in the third sector are falling so far behind that, right now, the lowest paid staff providing care and support receive less than the updated Real Living Wage by 40p per hour.

That's nearly £800 a year short of the Real Living Wage for a full-time support worker. It's worth remembering that the Real Living Wage is meant to be the *minimum* needed to meet basic living costs. Our staff are also seeing their public sector health and social care colleagues being offered pay awards that far outstrip their own.

And after staff have given three years' extraordinary energy and commitment through COVID, contracts need to enable providers to enhance wellbeing supports so that our key workers don't burn out.

Providers need the space to focus on the immediate – on their people and their service - with a pragmatic approach to suspending some requirements, just as we did through COVID.

The set-up of our social care system means third sector providers need contract changes, funding and national directions to commissioners, and others, to be able to act.

So, listening to the concerns of our members, CCPS has put together a list of actions that the Scottish Government and CoSLA, working with us as partners, could take now to stop this crisis spiralling over the winter.

For every individual, family and community who need third sector social care and support providers in Scotland, we need urgent action for urgent times.

Rachel Cackett  
**CCPS CEO**

## Urgent action for urgent times:

CCPS calls for the following urgent actions to be taken. These are in the gift of national and local government. CCPS commits to working collaboratively to support swift and effective delivery of these changes.

### Act with us

- Third sector social care and support providers are part of the solution. We call on the Scottish Government, CoSLA and Health & Social Care Partnerships to plan, deliver and communicate change with us in a spirit of trust, parity and respect.

### Respect our people

- By the end of November, confirm parity in pay uplift with the public sector for ALL third sector social care staff in commissioned services – children and adult services, whether or not registered with the Care Inspectorate – with an immediate uplift based on 100% of contract value. This needs a clear timetable for when social care staff will see this in their pay packets.
- Match any temporary uplifts in staff mileage given to public sector colleagues.
- Suspend SSSC fees, in line with the offer to local government employees, for all third sector social care staff.
- Stop all recruitment campaigns which encourage social care trainees or staff to leave social care for other public sector services.
- Re-open the wellbeing fund to all third sector providers through Inspiring Scotland.
- Fund providers for *at least* one day of non-frontline time per full time staff member between now and March so they can take part in wellbeing activity in their organisation.

### Follow through on commitments

- Provide assurance that the £200m of extra government funding given to Health and Social Care Partnerships in 2022-23 has been fully distributed to providers.

### Free our time to focus on crisis management

- Reinstate temporary COVID measures for providers to be paid on full contract values.
- Issue a suspension on all tendering for at least 6 months.
- Direct service and workforce regulators to work with the sector, bringing lessons from the pandemic, to ensure a proportionate approach to scrutiny / inspection.

## Plan with us

- Ensure third sector providers are fully engaged nationally, and locally, in contingency planning around energy cost mitigation, potential rolling power cuts, flu and COVID preparedness and other winter pressures so that service continuity is possible.
- As any new pandemic wave threatens the delivery of social care, work with providers to swiftly reinstate support for COVID measures, including financial support and access to PPE, as well as implementing new infection control measures as scientific guidance changes.

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