

Text of letter sent to leadership candidates

6 March 2023

Dear

CCPS represents over 90 third sector and not for profit organisations providing social care support to more than 200,000 people in Scotland. We work on behalf of our members, so that they can maximise the impact they have on meeting social need.

We are writing to all candidates in the SNP leadership election to highlight the opportunity that would be available to you as First Minister to drive forward Fair Work and sustainable funding and look afresh at social care reform.

We are also asking each candidate three questions:

If you become First Minister:

- Will you commit to our 4 Steps to Fair Work?
- Will you commit to implement social care reform and meet with us, within your first month in post, to discuss constructive ideas for positive and urgent change?
- How would you articulate your own vision for social care reform in Scotland?

Fair Work and sustainable funding

Today, Scotland's social care sector is in crisis. There are acute pressures on recruitment, retention and the value of contracts which are having a profound effect on the accessibility and quality of care and support for those who need it most. Many providers across the country are facing decisions to reduce or even close services.

In the run-up to the Scottish Budget, we shared [4 Steps to Fair Work](#):

1. **Immediately implement the updated Real Living Wage (£10.90), backdated to 22 September 2022**, as a minimum uplift for *all* third sector social care support staff.
2. **From April 2023, implement a Scottish Social Care Living Wage** by committing to a 2023-24 social care uplift for all staff, **to an hourly rate of at least £12**.
3. **Pay all uplifts on 100% contract value** to ensure employers can invest in all their staff fairly.

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4. **Publish a three-year timetable in the next Programme for Government to deliver Fair Work in Social Care** through parity of pay and key terms & conditions.

Our calls were ignored; but CCPS continues to campaign for our members. Without these asks addressed, pressures on the sector will only deepen, and a largely unseen crisis will become a very public one.

As First Minister you would face the immediate task of ensuring social care remains sustainable.

A new opportunity to collaborate on reform

Long-term reform is needed, but CCPS welcomes a short pause in the National Care Service Bill if it is used to improve the current approach, which falls short of the Feeley Review.

CCPS has been a leading participant in the reform agenda begun by the Independent Review of Adult Social Care and we have published our own [model for reform](#), rooted in a rights- and relationship-based approach to social care for all.

As First Minister, you would have a vital opportunity look again at how much-needed reform can be achieved, working collaboratively and constructively with CCPS, people with lived experience and the wider sector to deliver change.

To get reform right we need to agree how we can articulate what social care is, in a way which recognises and values those with lived experience and the workforce.

Social care is not only about older people – important though this part of our sector is; it also encompasses children and families, disabled people, people with learning disabilities, who are homeless, and who are experiencing poor mental health. It must build independence, prevent isolation and harness community capacity. Social care does not exist to stop the NHS collapsing. It exists to support people to live the fulfilling, engaged and dignified life they want to lead.

We are keen to know your priorities in relation to the current and future state of social care and support and we look forward to hearing your answers to our three questions. We plan to share candidate responses prior to the conclusion of the leadership election campaign.

We look forward to hearing from you.

Your sincerely,



Rachel Cackett,
CEO, CCPS



Andrea Wood
CCPS Board Convenor