STRICTLY EMBARGOED TO 00:01 HOURS ON MONDAY 13 NOVEMBER

Dear First Minister

With the Scottish Government setting the new base rate of pay for social care staff at £12p/h from next spring – simply matching the updated Real Living Wage and no more – the message to these staff is clear:

You are only worth the bare minimum.

This despite the fundamental work they do supporting people to thrive and live independent lives, work that is at the heart of your vision for "Equality, Opportunity and Community" in Scotland.

£12 per hour is not enough.

We call on you to rethink how social care staff are recognised and rewarded, and for that change to be reflected in the choices you make for the 2024-25 Scottish Budget.

Sincerely,

Rachel Cackett, Chief Executive Officer,
Coalition of Care and Support Providers in Scotland

and

Jennifer McAughtrie, Head of Services, ***Aberdeen Cyrenians***

SallyAnn Kelly, Chief Executive, ***Aberlour Children's Charity***

Fiona Steel, Acting National Director for Scotland, ***Action for Children***

Linda Tuthill, Chief Executive, ***The Action Group***

Leo Sowerby, Chief Executive, ***Affinity Trust***

Katherine Crawford, Chief Executive, ***Age Scotland***

Fraser Hoggan, CEO, ***Alcohol & Drugs Action***

Sara Redmond, Chief Officer – Development
Health and Social Care Alliance Scotland (the ALLIANCE)

Janis McDonald, Associate Director (Sensory),
Health & Social Care Alliance Scotland (the ALLIANCE)

William Nolan, Archbishop, ***Archdiocese of Glasgow***

Emma Watson, General Manager, ***Archway***

Bobby Duffy, CEO, ***Ark***

Professor Ian Welsh, Chair, ***Ayrshire Cancer Support*** *and C-Change Scotland*

Martin Crewe, Director, ***Barnardo's Scotland***

Simon Fitzpatrick, CEO, ***Blackwood***

Gary Meek, CEO, ***Blue Triangle***

Jane Perry, Director, ***Bluebird Care***

Michael Penny, CEO, ***Branch Out Together***

John Richards, Chair, ***Camphill Scotland***

Brian Logan, Chief Executive, ***Capability Scotland***

Jess Wade, CEO, ***Carers of East Lothian***

Richard Meade, Director, ***Carers Scotland***

Lucy Wren, Chief Executive, ***Carr Gomm***

Sam Smith, CEO, ***C-Change Scotland***

Nick Ward, CEO, ***Change Mental Health***

John Dickie, Director of CPAG in Scotland, ***Child Poverty Action Group (CPAG)***

Mary Glasgow, Chief Executive, ***Children 1st***

Dr Judith Turbyne, Chief Executive, ***Children in Scotland***

Rt Rev Sally Foster-Fulton, Moderator of the General Assembly, ***Church of Scotland***

Richard Howat, CEO, ***Churches Action for the Homeless***

Claire Cairns, Director, ***Coalition of Carers in Scotland***

Jim Kane, CEO, ***Community Integrated Care***

Hazel Brown, Chief Executive, ***Cornerstone***

Heather Gray, CEO, ***Cosgrove Care***

Viv Dickenson, CEO, ***CrossReach***

Margaret McCarthy, CEO, ***Crossroads Caring Scotland***

Ewan Aitken, CEO, ***Cyrenians***

John Clarke, Director, ***Dates n Mates***

Isabella Goldie, Chief Executive, ***Deafblind Scotland***

Jane Brumpton, CEO, ***Early Years Scotland***

Maureen Martin, CEO, ***Edinburgh Development Group***

Nile Istephan, CEO, ***Eildon Housing Association***

Claire MacDonald, Chief Executive, ***ELCAP***

Catherine Murphy, Executive Director, ***Engender***

Ian Cumming, Chief Executive, ***Erskine Veterans Charity***

Fiona Dunwoodie, CEO, ***Fair Deal***

Michelle Carruthers MBE, Chief Executive, ***Food Train***

Jane Devine, Chief Executive, ***Four Square***

Jacqueline Croft, CEO, ***Glasgow Association for Mental Health***

Pauline Gordon, Partnership & Engagement Manager,
Glasgow Council for the Voluntary Sector (GCVS)

Cara Stevenson, Women's Campaign Unit Organiser, ***GMB***

Nicky Thomson, Chief Executive, ***Good Morning Service***

Angela Currie, CEO, ***Hanover Scotland Housing Association***

Gerry Lindsay, CEO, ***Hansel***

Pauline Lunn, Director, ***In Control Scotland***

Martin Dorchester, CEO, ***Includem***

Jaqueline Reid, Chief Executive, ***Inclusion***

Jacqueline Lamb, CEO, ***Indigo Childcare Group***

Jill Kent, Chairperson, ***Justice and Peace Scotland***

Andrea Wood, Chief Executive, ***Key and Community Lifestyles***

Paul White, Executive Director, ***Kingdom Support and Care***

Des Kennedy, Regional Leader (Scotland), ***L'Arche UK***

Andrew Ewen, Public Engagement Manager, ***Leonard Cheshire***

Gillian Dow, Director, ***Mainstay Trust Ltd***

Lesley Watt, Service Director, ***McFarlane Trust***

Rachel Maitland, CEO, ***MND Scotland***

Morna Simpkins, Director for Scotland, ***MS Society***

Patricia Donnelly, CEO, ***The Mungo Foundation***

Caroline Stevens, CEO, ***National Autistic Society***

Heather Calvo, CEO, ***Neighbourhood Networks***

Judith Hawcroft, Manager, ***North Argyll Carers Centre***

Jamie Livingstone, Head of Oxfam Scotland, ***Oxfam Scotland***

Janine Hunt, CEO, ***Partners For Inclusion***

Michael Burns, CEO, ***Penumbra***

Roddy Thomson, Managing Director, ***Potential Living***

Ron Culley, CEO, ***Quarriers***

Stephen McLellan, CEO, ***RAMH – Recovery Across Mental Health***

Dr David Sargent, Group CEO, ***Real Life Options***

Janet Haugh, Chief Executive, ***Right There***

Annie Mauger-Thompson, Chief Executive, ***SACRO***

Helen Murdoch, Regional Manager, ***The Salvation Army***

Billy Watson, Chief Executive, ***SAMH (Scottish Action for Mental Health)***

Shabir Beg OBE, Chairman, ***Scottish Ahlul Bayt Society***

Dorry McLaughlin, Chief Executive, ***Scottish Autism***

Donald Macaskill, Chief Executive, ***Scottish Care***

Charlie McMillan, Chief Executive, ***Scottish Commission for Learning Disabilities***

Lorraine Gillies, Chief Officer, ***Scottish Community Safety Network***

Justina Murray, CEO, ***Scottish Families Affected by Alcohol & Drugs***

Sally Thomas, Chief Executive, ***Scottish Federation of Housing Associations***

Carmen Martinez, Coordinator, ***Scottish Women's Budget Group***

Anna Fowlie, Chief Executive, ***SCVO***

Angela Bonomy, Chief Executive, ***Sense Scotland***

Ruth Dorman, CEO, ***SHARE Scotland***

Lorraine McGrath, CEO, ***Simon Community Scotland***

Ben Farrugia, Director, ***Social Work Scotland***

Jo Derrick, CEO, ***Staf (Scottish Throughcare and Aftercare Forum)***

Donna Thompson, CEO, ***Support for Ordinary Living***

Suzanne Langford-Commins, Managing Director, ***Thera (Scotland)***

Mark Hoolahan, CEO, ***Thistle Foundation***

Tom Marx, Director, ***Tigh a'Chomainn Camphill***

Neil Richardson, Chief Executive, ***Turning Point Scotland***

Norma Curran, CEO, ***Values Into Action***

Pauline Gray, CEO, ***Visualise Scotland***

Claire Stevens, Chief Executive, ***Voluntary Health Scotland***

Sue Freeth, Chief Executive, ***VSA***

*Dr Lukas Bunse, Policy & Engagement Lead****, WEAll Scotland***

Louise Dunlop, Managing Director, **Wheatley Care**

Louise Hunter, Chief Executive, ***Who Cares? Scotland***

Luke Strachan, CEO, ***Wild Things – Environmental Education in Action***

Hugh Foy, Director: Programmes and Partnerships, ***Xaverian Missionaries UK Province.***