



Stage 1 Budget 2024-25 Debate CCPS Briefing: 8 February 2024

Fair Work for Scotland's social care and support staff:
Why it's time to *Rethink To 13*

[CCPS](#) is the voice of not-for-profit social care providers in Scotland. On behalf of social care providers and their staff, we're urging the Scottish Government to rethink its budget and set the basic rate for social care pay *above the Real Living Wage*, to **at least £13 per hour from April 2024**.

Key questions for social care in the 2024-25 Budget

- Why did the Scottish Government think social care staff were worth more than the Real Living Wage in 2022, but doesn't think so anymore?
- No money allocated to Fair Work in social care to improve sick pay, maternity and paternity pay was passed on in this financial year. How much will the Scottish Government commit to spending on uplifting terms and conditions for social care support staff in 2024-25?
- How does the Scottish Government policy on social care pay support their commitment to the findings of the Fair Work Convention and the realisation of a Fair Work Nation by 2025?
- How can ethical commissioning result in "better pay and conditions for the workforce" (Maree Todd MSP) if the Scottish Government doesn't invest in a better pay award for staff?
- Can the Scottish Government confirm its progress, through this budget, towards meeting commitments to a 25% increase in social care funding during this parliament in real, not cash, terms?

Right now, social care is in crisis, with provider organisations unable to recruit and retain staff. An average of 52% of staff who moved jobs in 2022, left the social care sector altogether ([2022 Social Care Benchmarking Report](#)). Scotland simply can't afford this loss of talent. [1 in 25 people](#) in Scotland need social care and support each year, but there are too few staff to meet need.

A pay increase to *at least* £13 per hour would signal that the Scottish Government values the people who deliver social care at the heart of our communities, and help providers retain experienced employees and recruit new staff. Through our [Rethink To 13 campaign](#), we've been hearing from support workers about what a pay increase would mean to them. Zoe, a personal development worker says:



"I am registered with the SSSC, I have a PVG membership, and I have completed an SVQ in Health and Social Care.

"I currently have 3 part time jobs to make sure that I can pay the mortgage. For such a valued and trusted job role, we deserve to be paid better."

Why did the Scottish Government think social care staff were worth more than the Real Living Wage in 2022, but doesn't think so anymore?

In the 2022-3 budget, the Scottish Government set an hourly base rate for registered adult social care workers which was higher than the Real Living Wage (the amount needed just to meet everyday needs).

At the time, then-Finance Secretary Kate Forbes spoke to the announcement, saying: "It is a priority that we have, it is higher than the National Minimum Wage, it is higher than the Real Living Wage, because we believe in the importance of our carers – not just as part of ensuring that the health service can continue with the challenges it faces, but also to ensure that we recognise and value the work that our social care workers do."

This gain was quickly lost and, again, from April 2024, the hourly rate for support staff will be the same as the Real Living Wage and no more.

No money allocated to Fair Work in social care to improve sick pay, maternity and paternity pay was passed on in this financial year. How much will the Scottish Government commit to spending on uplifting terms and conditions for social care support staff in 2024-25?

After two years' work in the Fair Work in Social Care group, recommendations were made to Scottish Ministers to invest in improved sick pay, and maternity and paternity pay. We had understood that significant Fair Work funding would be used to deliver these recommendations in this financial year. Now we are told this funding has gone and that this commitment will not be honoured. We want Ministers to set out how they intend to improve investment in terms and conditions for 2024-25.

How does the Scottish Government policy on social care pay support their commitment to the findings of the Fair Work Convention and the realisation of a Fair Work Nation by 2025?

The inequity of a double-digit percentage difference between salaries for not-for-profit social care staff and staff in the public sector doing equivalent work is being directly underpinned by Scottish Government policy. We are keen to hear how the £12ph pay uplift for social care staff aligns with the government's commitments to Fair Work. We are aware that Ministers repeatedly note the % uplift awarded to social care staff over the past 2 years – but the poor baseline of social care pay to which these percentages are applied means the uplifts awarded are far from delivering Fair Work.

How can ethical commissioning result in "better pay and conditions for the workforce" (Maree Todd MSP) if the Scottish Government doesn't invest in a better pay award for staff?

In her recent appearance before the Finance and Public Administration Committee (25th January, 2024) on the National Care Service plans, the Minister for Social Care stated that "From that ethical commissioning, we will deliver better pay and conditions for the workforce" ([source](#), p.39). Given local commissioners can only work within the parameters of nationally-awarded pay settlements, how does government policy on pay support this statement?

Can the Scottish Government confirm its progress, in this draft budget, towards meeting commitments to a 25% increase in social care funding during this parliament in real, not cash, terms?

The SNP committed to increase social care investment by 25% during this Parliament. Like most, we assumed this would be a real terms increase. However, at the Finance and Public Administration Committee last week, Maree Todd confirmed that reporting "is in cash terms", which does not give a genuine account what increases in investment there have been on our sector ([Source, p.7](#)). We seek urgent clarity on this point.

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