

# Programme for Government 2024-25

## CCPS Briefing

### Recognising the true value of social care and support



**CCPS** is the voice of not-for-profit social care providers in Scotland. On behalf of social care providers and their staff, we are urging the Scottish Government to see the value in social care and support as an investment and solution to a whole-system crisis.



The Scottish Government's focus on delayed discharge overlooks **social care as the solution**. There must be recognition of the value social care plays in providing support to prevent people from going to hospital or enabling their discharge. Much of this care is provided by **CCPS members**, who are struggling to maintain services in the face of the failure to invest in our sector. **Investing in social care means investing in a whole-system, solution-focussed answer.**

### Evidence gathered from our members on workforce, resilience and winter pressures over the winter of 2023-24 makes clear the impact that underinvestment is having:

Not-for-profit social care organisations operated with a vacancy rate of 8.7% across 2023 (median, Full Time Equivalent). This was sitting at **9.9%** in the first quarter of **2024**. This is even higher than vacancies for **NHS** Nursing and Midwifery, which ranged from 7.7% to 8% across 2023.

In December 2023, **94% of responding organisations** described current capacity to provide care and support as **'stretched / under pressure'**.

#### Not-for-profit Organisations: Staff Turnover



Figure 1: Staff turnover in our sector is **extremely high** and the disparity with nursing is stark, sitting consistently around **24% for not-for-profit social care compared to 10.4% in nursing for 2023**. *N* = 22 CCPS organisations with a collective approx. workforce of 14,500. Calculated quarterly as a 12-month rolling average.

**Social care can only be the solution if organisations and staff are properly funded.**

**We are challenging the Scottish Government to fund a 2025-26 pay deal for staff in our sector who deliver public services to the people of Scotland which:**

- Values frontline care and support staff appropriately and continues the drive to deliver Fair Work in Social Care by guaranteeing a minimum pay award for all support workers of the 2025-26 RLW + 10%.
- Allows timely distribution of guaranteed funds to providers from 1 April 2025.
- Reflects the full breadth of workforce costs held by providers.
- Stems the loss of managers who are essential to the delivery of quality care by supporting fair differentials between staff salaries.
- Embeds a principle of no-detriment to staff salaries.
- Recognises the crucial role of back-office staff in delivering and monitoring of efficient public services within the sector.

Almost one third of all inpatients were [re-admitted at least once](#) in 2022-23. Over [1,900](#) people should not be constrained in a hospital bed because our system is broken. Nor, at the hospital front door, should [35.2%](#) of people attending A&E have to wait more than the four-hour standard. These figures are overshadowed – by numbers if not by public coverage – of [the 6,539 people](#) estimated to be waiting on a social care assessment to enable them to live independently at home or in the community, or [the 3,197 people](#) still waiting for the care they need.

**[Given the waits for social care and a focus on crisis-based eligibility, how many of these re-admissions could have been avoided with a focus on investing in care outside of the acute sector?](#)**

**Percentage of CCPS social care organisations who continued to deliver a service despite a deficit budget in 2023/24:**

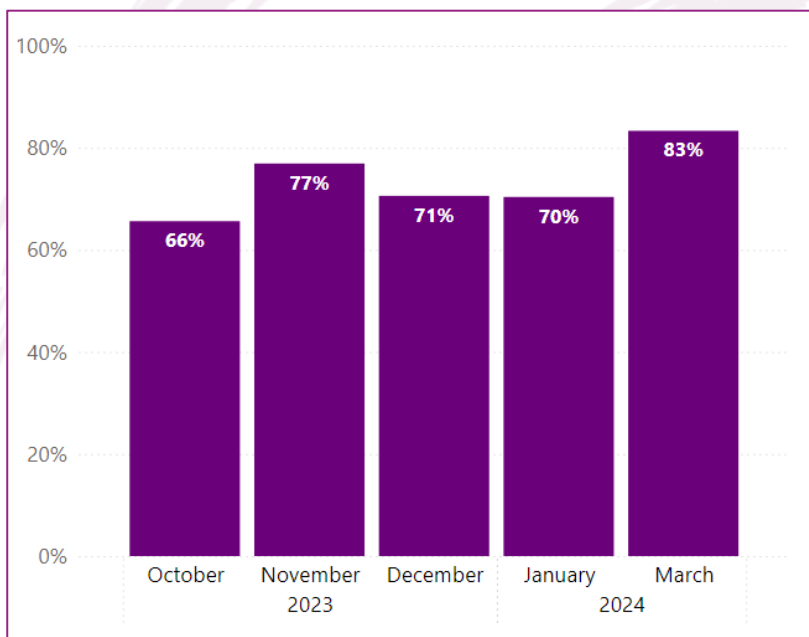


Figure 2: Percentage of organisations who have continued to deliver a service despite a deficit budget (N = 22 CCPS organisations surveyed, with a collective approx. workforce of 14,500 people). In March 2024, 83% of organisations were in this position.

Below is just one example of many showcasing the type of care and support vital to enabling people in Scotland to live independent lives with confidence:

## Case Study

**Member:** CrossReach

**Service:** Children with Disabilities

**Local authority area:** Glasgow City Council

This service provides short breaks for children with disabilities to give them and their families much-needed time for a break.

A case example is Colin, who is nine, and comes to stay regularly for three nights at a time. Colin has a complex condition which includes autistic spectrum disorder. When he first came, he struggled with the company of other children, and his sensory issues meant that it was difficult for him to be with peers and to take part in activities. Gradually staff have been able to integrate Colin with other children and he is now used to going out to the park and other fun places. This summer he managed a short break with other children to a caravan. Without this support, Colin may well have ended up in a care placement at significant cost and would have been more likely to have needed acute or crisis health care as mum struggled to manage his care. Mum also would be more likely to need secondary or tertiary health care services to meet her mental health needs.

This is an example of how good quality social care can save the need for expensive interventions both throughout childhood and into adulthood.

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