

- Take a genuine first step towards the promise of **Fair Work**. Invest in our people by committing to the **Real Living Wage + 10%** in 2025-26, as the minimum for all frontline support staff. Stop the loss of essential workers.
- **Commit to covering the full costs of ongoing eNICs changes** for not-for-profit social care providers, even if Westminster won't. Otherwise, watch services disappear, unemployment rise, unmet need increase and the NHS crisis worsen.

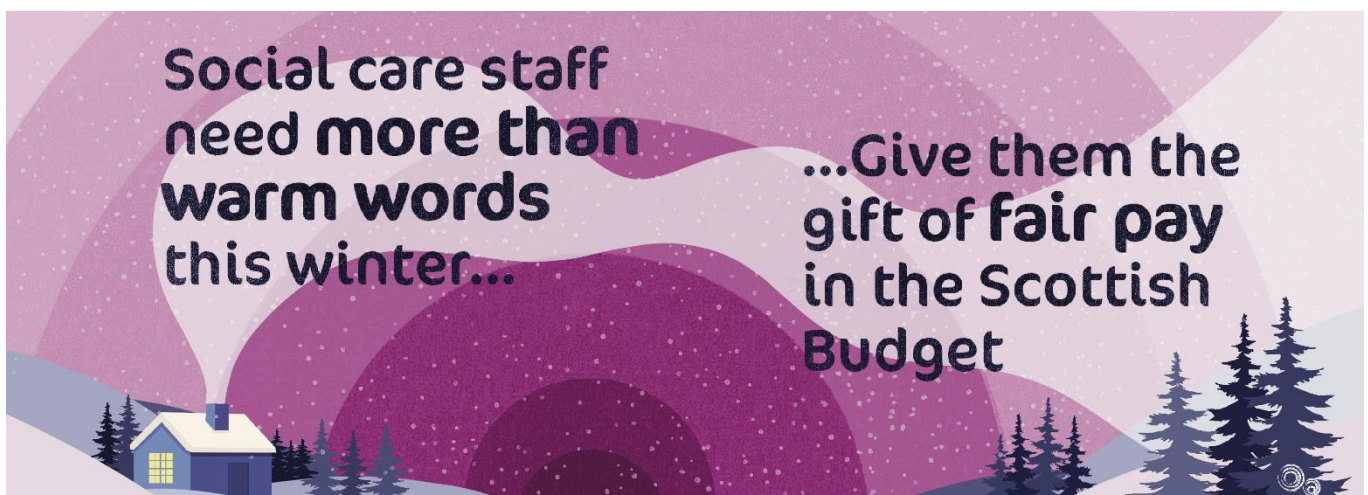
The social care system has long faced a sustainability crisis which means that, too often, people in Scotland cannot get the care and support they need to lead a good, fulfilled and dignified life. This crisis has now reached a head.

Public sector cuts are only increasing. The promise of Fair Work has never been fulfilled. Reform is far off. And now changes to Employers' National Insurance loom over our sector with no guarantee of exemption. The viability of essential services is under genuine threat.

It is not enough for the people who deliver support to survive on warm words and future promises. We need tangible action – and value invested in our people – to make a real difference to the lives of the 1 in 25 people who need social care each year.

The context of social care in Scotland:

- Estimated cost of eNIC changes to CCPS providers in 2025-26: **£30 million**
- NFP support workers are now **paid 15% less** than equivalent NHS staff
- Number of people in Scotland waiting for a social care assessment: **6,027**
- Number of people in Scotland waiting for assessed care to be delivered: **3,281**
- Vacancy rate in not-for-profit providers (March 24): **9%**
- NfP providers delivering public services despite a deficit budget (Mar 24): **83%**
- NfP providers discussing contract viability with one+ council(s) (Mar 24): **61%**



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