

Taigh Naomh Anndrais, Rathad Regent, Dùn Èideann EH1
3DG
St Andrew's House, Regent Road, Edinburgh EH1 3DG

Rachel Cackett
chris.small@ccpscotland.org

Our Reference: 202300389640

22 December 2023

Dear All

Thank you for your letter of 10th November 2023, expressing your concerns and those of the co-signees, about the new minimum rate of payment for social care employees, and also expressing the need for individuals working in this sector to be valued.

Firstly, can I say that all Scottish Ministers and I are sincerely hugely grateful for the hard work and dedication of all those working in the social care sector. The commitment they show, and the quality of care delivered is something they should be proud of.

As you know, the Scottish Government has a long-standing commitment to the principles of Fair Work for the social care sector. We are fully committed to improving the experience of the social care workforce as we recognise and value the work that they do.

Regarding your concerns about pay, as you know, from April 2024 Adult Social Care workers delivering direct care in commissioned services will see their pay increase to a minimum of £12 per hour. This new £12 minimum pay rate represents an increase of over 10% from the £10.90 minimum rate that was introduced in April 2023. For a full-time adult social care worker, based on 37.5 hours a week, the increase to £12 per hour represents an uplift of over £2,000 over the course of the financial year.

This uplift will be delivered through Local Government contracts and the Scottish Government will transfer £230 million to Local Government to deliver this £12.00 minimum wage for these workers. This £230 million investment takes Scottish Government recurring funding for adult social care pay in commissioned services to over £0.7 billion per year.

This £12 hourly rate is also higher than the National Living Wage which applies to many social care workers in England and Northern Ireland. The UK Government have announced an increase in the National Living Wage to £11.44 per hour from April 2024; this is 56p less per hour than these workers will receive in Scotland. This reflects that since 2016, the Scottish Government has provided funding to ensure that adult social care workers, delivering direct care, are paid at least the Real Living Wage (RLW).

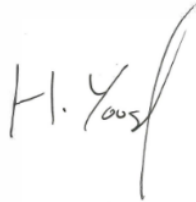
The Scottish Government's spending in the current financial year is around four times what it was in 2020–21. There have been record sums used to support pay for adult social care workers in the third and private sectors over recent years, with approximately £154 million in 2020–2021, rising to almost £600 million in 2023–2024.

Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire
Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

Scottish Ministers, special advisers and the Permanent Secretary are covered
by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

The Scottish Government has committed to continue to take all actions available within devolved responsibilities, but also within what is affordable, to address cost of living pressures. However, there has never been greater pressures on public finances, and we must continue to balance the books even while demand for government support and intervention are increasing. We have continued to call on the UK Government to provide additional funding, including taking into account inflation. However, in the absence of this, we are having to make difficult choices.

I can assure you that securing the best possible outcome to support our social care workforce remains one of my highest priorities, and I am grateful to you and the co-signatories to your letter for your continued engagement on this important issue.

A handwritten signature in blue ink, appearing to read 'H. Yousaf', with a stylized flourish at the end.

HUMZA YOUSAF