

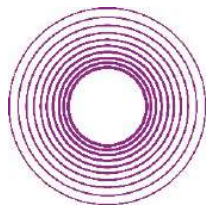
CCPS

COALITION OF CARE
AND SUPPORT PROVIDERS
IN SCOTLAND

2023-24 Fair Work Campaigns

Rachel Cackett, CEO, CCPS





This ask in a nutshell...



2023-24 Fair Work Campaigns

**Initial public messaging from the 2023-24 Budget
(Dec 2022 – May 2023)**

4 Steps to Fair Work (June – Oct 2023)

Letter to the First Minister (Nov 2023)

Rethink To 13 (Dec 2023 – Feb 2024)

And now?





4 Steps to Fair Work: Summary

Launched on 29 June and running to 12 October, CCPS's 4 Steps to Fair Work campaign urged Scottish Government to take 4 Steps so that social care staff could begin to be properly rewarded and recognised; and the people they support always receive the support they need at the right times and in the right places.

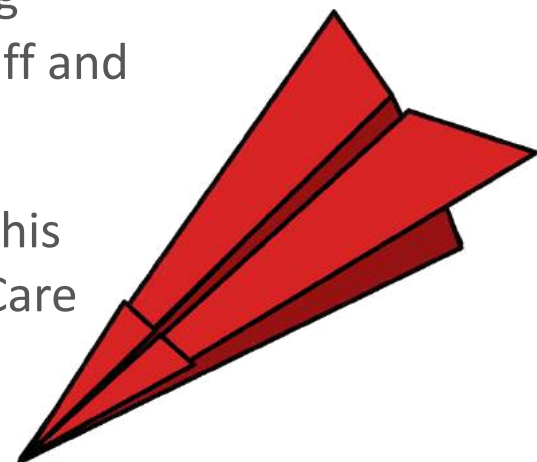
Drawing on member voices to drive dialogue and influencing on Fair Work, it marked the first time CCPS had taken forward significant public-facing campaign work.



Campaign calls:

Influence Scottish Government on key [4 Steps to Fair Work](#) campaign calls:

- **Deal with pay inequality:** As a first step, implement the promise of *a minimum* of £12 per hour for social care staff, starting from 1 April 2023.
- **Ensure equal pay for equal work:** Apply pay uplifts to staff in *all* services, not just those in registered adult social care.
- **Value all staff who play their part:** Deliver funding packages that value the crucial role of support staff and managers, alongside frontline workers.
- **Give us hope of equality:** Publish a timetable by this September to deliver fully on Fair Work in Social Care by 2025.





Voices heard

- **16** videos from members
- **14** blogs from member and partner organisations, including carer groups, faith leaders and anti-poverty campaigners.
- Coverage of the CCPS Benchmarking report and view of the PFG announcement:
 - BBC Good Morning Scotland
 - BBC Reporting Scotland
 - STV News
 - Health and Care.Scot
 - Third Force News
 - Scottish Business Insider
 - Yahoo News

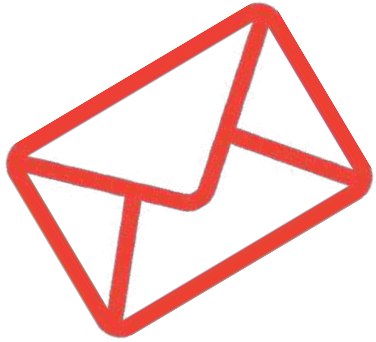




Government actions



- Building on previous CCPS messaging from February 2023 – and raised as an issue in FM election and in early speech from new FM.
- Programme for Government on 5 September. FM announced a pay award of £12p/h BUT...
- Only from April 2024, not April 2023.
- Increase above RLW seen through COVID remains lost.
- Award extended to those working in children's services, but at wrong amount.



Letter to the First Minister: Summary

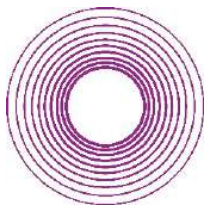
Following the 4 Steps campaign, CCPS aimed to demonstrate the strength and breadth of feeling about Fair Work for social care staff across civil society in Scotland ahead of the Scottish Budget.

The PFG-pledged rate of £12p/h was matched in October by the updated [Real Living Wage](#), in our view indicating to social care staff that they are only ‘worth the bare minimum’.

We reinforced this message in a [letter sent to the FM](#) on 10 November, stating that “CCPS and signatories to the letter believe that £12 per hour is simply not enough, and that the proposed rate fails to reflect the invaluable societal contribution made by social care staff in supporting people to thrive and live independent lives.”

It gained the support of *109 organisations*, including CCPS members, Coalition of Carers, anti-poverty groups, faith leaders, children’s charities and organisations such as Oxfam Scotland and Social Work Scotland.



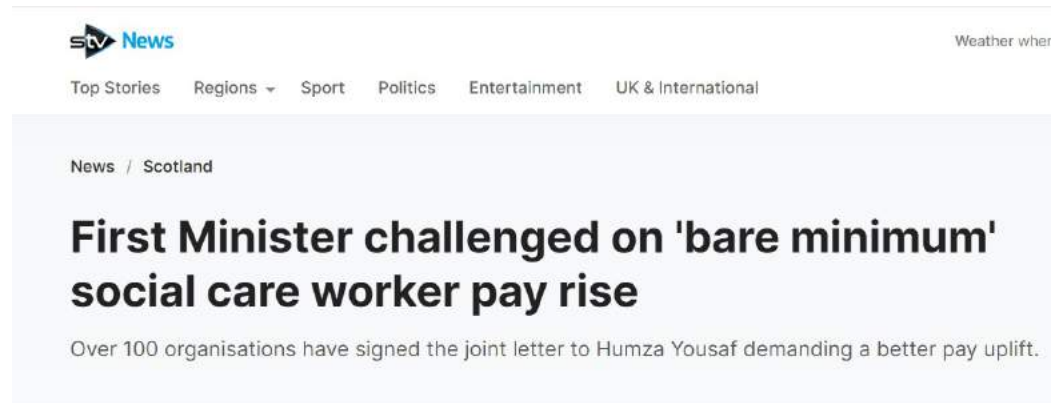


Media and parliamentary coverage

The letter was carried by PA Media and gained widespread media attention on 13 November, inc. interview on BBC Radio Scotland and [coverage in The Herald](#).

Other news outlets included:

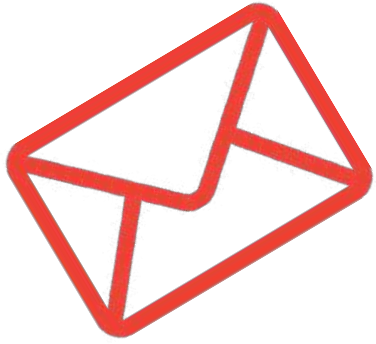
- Glasgow Times
- STV News
- Health and Care.Scot
- Third Force News
- Morning Star

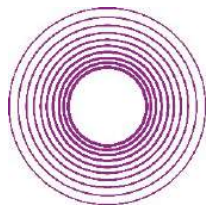


Scottish Labour's Spokesperson on Social Care, Jackie Baillie MSP, asked a follow-up question about the letter and issues raised around Fair Work in not-for-profit social care at FMQs on 16 November.

[Watch the exchange here.](#)

Letter to the First Minister: Response





Rethink to 13:

December 2023 – February 2024

- Our [Rethink to 13](#) campaign called on Scottish Government to rethink commitments on pay for social care staff in its 2024-25 Budget.
- In the run-up to the final debate and passing of the Budget, it urged government to increase pay to at least £13 per hour for all social care staff as part of a published timetable to achieve Fair Work.
- The voices of support staff were central to the campaign. Their views were shared through videos and blogs focusing on the work they do, the impact they make – and the difference investment would have on them and the people they support.





Voices heard



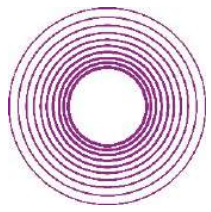
Maree Todd and 9 others

4:11 PM · Jan 16, 2024 · 7,643 Views

View post engagements

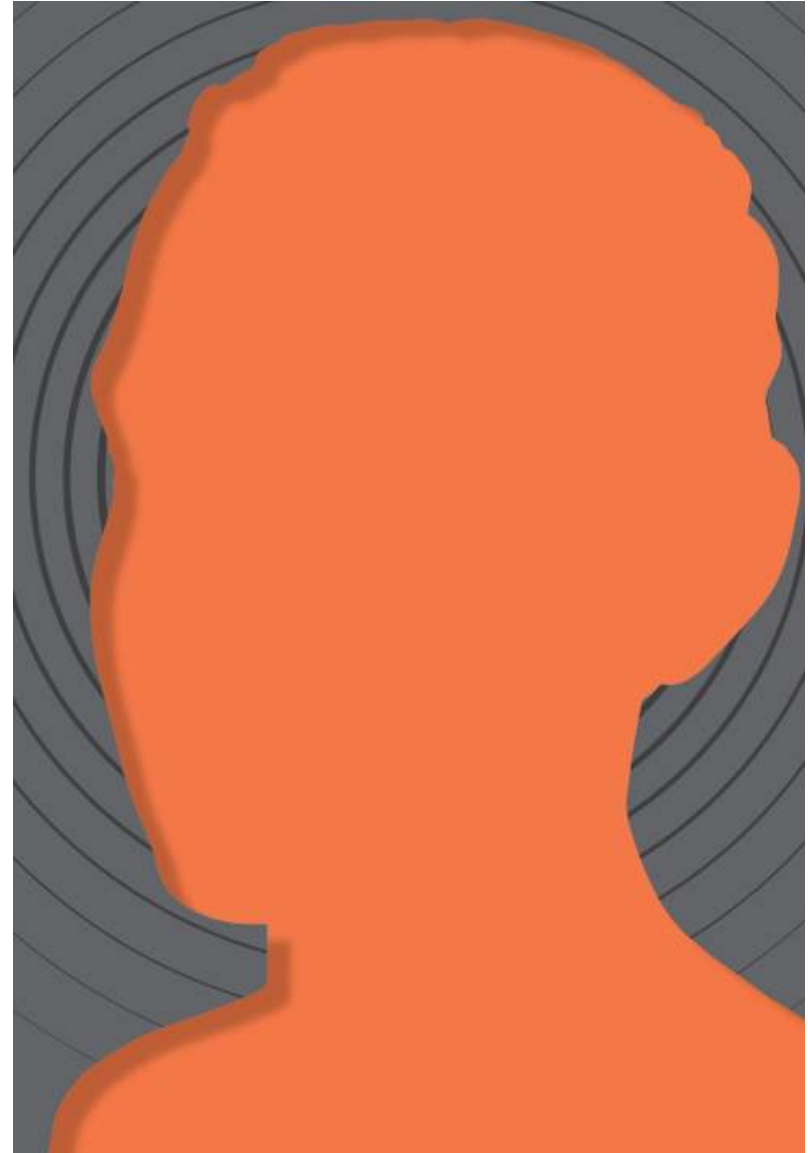


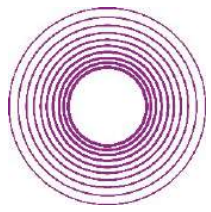
- Shared support worker's voices and stories
- Provided MSPs with facts and statistics about lack of fair work in Scotland's not-for-profit social care sector and options for questions



Result?

- No increase beyond £12ph – no commitment beyond April 2024
- Loss of anticipated funding for higher sick pay, maternity and paternity pay
- Training opportunities gone
- Letter out for adult services and PAs but nothing yet for C&YP staff.

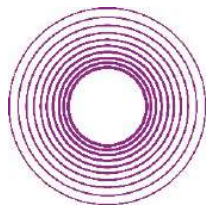




So now?



- EMPHASISE: RLW ≠ Fair Work!
- Troubleshoot the uplift (again..)
- Focus on sectoral bargaining potential
- Keep building alliances
- Build our intelligence base
- Look to amendments in NCS Bill
- Keep up pressure by focus on the impact of social care funding to wider priorities of SG
- Publish CCPS new priorities
- Get ready for the next PfG and Scottish Budget
- Look to election manifestos



So now?



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THANK YOU

