



Friday 28<sup>th</sup> October 2022

Dear John Swinney, Deputy First Minister, Humza Yousaf, Cabinet Secretary for Health and Social Care and Kevin Stewart, Minister for Mental Wellbeing and Social Care.

We are writing to you on behalf of UNISON and Unite members employed by Capability Scotland to request that the Scottish Government provide additional funding as a matter of urgency for staff working in the social care third sector, who desperately need pay which matches their counterparts in local government and health care sectors.

These workers are on some of the worst pay, in a sector that often feels neglected. We need Fair Work in Care now and that must be seen in this year's pay round. The sector is in the midst of a crisis, where we have staff leaving in droves in search of employment with better pay, terms and conditions. There are also thousands of people awaiting the care they deserve who continue to suffer as the workforce diminishes.

In a second pay ballot UNISON and Unite members at Capability Scotland have overwhelmingly rejected what little money their employer was able to offer them. As you will be aware, Capability Scotland has to apply for the limited funds local authorities allocate to fund care in their areas, and as you know local government funding has long been inadequate to meet the needs placed on it. Local authorities are therefore restricted in what money they allocate to charitable organisations like Capability Scotland. Our members find themselves in a tussle between their employer, a host of different local authorities' funding envelopes and the Scottish Government. They need a fair wage rise now to survive! We need you to act quickly and to step in to address this crisis.

UNISON and Unite would like to avoid an industrial dispute with Capability Scotland and implores you to allocate additional funds to this sector to allow this employer and others to make an offer comparable to that made to SJC staff in local government.

We keenly await your response.

Martin Boyle  
UNISON Branch Secretary  
Capability Scotland  
[Mboyleunison@Outlook.com](mailto:Mboyleunison@Outlook.com)

Audrey Manning  
Unite Regional Officer  
[Audrey.Manning@unitetheunion.org](mailto:Audrey.Manning@unitetheunion.org)

Lindsey Regan  
UNISON Area Organiser  
[L.regan@unison.co.uk](mailto:L.regan@unison.co.uk)