



Friday 28th 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, and Councillor Chris Cunningham, Convener for Health, Care & Caring and Older People at Glasgow City Council.

We are writing to you on behalf of UNISON and Unite members employed by Glasgow Women's Aid 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 support women, children and young people who are experiencing domestic abuse, yet this sector is being neglected. We need Fair Work in Care now and that must be seen in this year's pay round. The sector as a whole 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 Glasgow Women's Aid have overwhelmingly rejected the limited money their employer was able to offer them given their funding constraints. As you will be aware, Glasgow Women's Aid has to apply for the limited funds Glasgow City Council allocates to services in their area, and as you know, local government funding has long been inadequate to meet the needs placed on it. Glasgow City Council is therefore restricted in what money they allocate to charitable organisations like Glasgow Women's Aid. Our members are caught between their employer, their local authority's funding envelope 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 Glasgow Women's Aid 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.

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