

# Social Care

## Living Wage Guidance

### Introduction

Workers in Adult Social Care should be being paid at least the Real Living Wage rate of £9.30 an hour from April. This covers all those working in adult social care services commissioned by Councils and Integrated Joint Boards (IJB's) and includes Sleepovers and Personal Assistants

The Living Wage Payment is part of an 3.3% increase in the value of Social Care contracts announced by the Scottish Government. That 3.3% uplift is also expected to give social care providers the flexibility to address other wage issues and cover the costs resulting from sick pay for self isolating staff. The additional money will come from the Scottish Government.

The instruction from the Scottish Government is that the 3.3% increase in the value of contracts is to go to wages , rather than other costs.

### Background

The announcement was made after work done by the Fair Work in Care Group which includes CoSLA, the Coalition of Care Providers Scotland, Scottish Care And the STUC(represented by UNISON). Guidance on the pay award has been issued to chief officers of IJBs, Local Authorities and Chief Social Work Officers by CoSLA and the Scottish Government.

This agreement marks a step forward. In previous years getting the Living wage to carers has involved negotiations resolve differences of view over adequate funding being provided by Scottish Government through CoSLA, This deal should remove these obstacles allowing wage increases to be paid promptly. The guidance from the Scottish Government urges commissioning bodies to apply these increases as soon as possible.

### Other provisions

The Scottish Government guidance includes the expectation that providers pay staff who are sick or self isolating.

The cashflow issues currently being experienced by some care providers are considered in the guidance. It is stressed though that "it is essential to ensure continued payment for frontline staff." Commissioning bodies are told to make every effort to pay providers as quickly as possible.

It is acknowledged that care provision at the moment may be substantially different to what had been planned/ contracted for. Both needs and capacity to deliver will have changed considerably. It's suggested that payment approval methods should be designed to ensure that support is delivered as a priority with later reconciliation if required. One example given is that payment is made on plan and an agreement to meet gaps in delivery later.

### Action for Branches

This information should be used by branches negotiating with Community and Third Sector employers, and by representatives on IJBs to ensure Fair Work practices in contracting and commissioning of services.

#### Further information:

COSLA Guidance for  
Commissioned Services

<https://www.cosla.gov.uk/corona-virus-information-councils>

Scottish Government News release  
on pay rise

<https://news.gov.scot/news/pay-rise-for-social-care-staff>



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