

**Director of Social Care and National Care
Service Development Directorate**
Donna Bell



Scottish Government
Riaghaltas na h-Alba
gov.scot

E: donna.bell@gov.scot

To: Integration Authority Chief Officers
Integration Authority Chief Finance Officers
Local Authority Chief Executives
Local Authority Directors of Finance
COSLA
Scotland Excel
ILF Scotland
Chief Social Work Officers
Scottish Care
CCPS
Care Inspectorate
Unite
UNISON
GMB
STUC
Care providers

From: Donna Bell, Director of Social Care and National Care Service Development,
Scottish Government

Date: 11 March 2025

Adult Social Care Pay Uplift

Dear colleague,

Following agreement at COSLA Leaders on 28 February 2025, I am writing to confirm the initial details of the pay uplift for adult social care workers that was announced on 4 December 2024 by the First Minister as part of the Scottish Budget for 2025/26.

As you are aware, in the Scottish Budget for the 2025/26 fiscal year, it was announced that £125 million will be transferred to Local Government to support the delivery of a £12.60 minimum wage for all adult social care staff delivering direct care in commissioned services from April 2025. This funding will be paid to Local Authorities in the weekly General Revenue Grant payments from April 2025.

There has been political agreement that the uplift to £12.60 per hour will be delivered in the same manner as the uplift to £12.00 per hour for these workers, which was delivered in the 2024/25 financial year.

Scope

The pay uplift will apply to staff providing direct care within Adult Social Care in commissioned services in the third and independent sectors. This will include Supervisors, Practitioners, Support Workers, Personal Assistants, and staff providing overnight support. This funding will apply to workers in care homes, care at home, day care, housing support, adult placement services, respite services and those delivering direct support through all SDS Options.

This funding will enable pay for these workers, in these services, to be uplifted from at least £12.00 per hour to at least £12.60 per hour.

Full details of scope and eligible services can be found at Annex A.

Timing and Process

This funding will take effect from April 2025.

In line with existing process and previous years approach, Local Government and Integration Joint Boards will be working through the required governance, legal and contractual arrangements to deliver this to providers.

Local indications suggest that most payments will be made across April and May, with funding back dated and provided from April 2025. Best endeavours will be made to have all payments with providers by July 2025. However, this relies on the timely return of contract variation letters by providers and payments will not be released until providers return their signed contract variation letters.

The Scottish Government and COSLA will meet with Scottish Care, Coalition of Care and Support Providers Scotland (CCPS) and Trade Union representatives to discuss any concerns or questions around implementation and will work together to resolve these quickly through the established troubleshooting process.

Policy Implementation

The uplift to £12.60 per hour will be distributed to providers in the same manner as the previous uplift to £12.00 per hour for the workers in scope.

This will mean a 5% uplift will be applied to a set percentage (national weighting) of contract values, in line with the **average full workforce costs** for residential and non-residential services. A separate agreed weighted percentage has been set for Personal Assistants who are paid directly through SDS Option 1 budgets.

The current approach provides funding for wages and on-costs and the national weightings are based on the **average full workforce costs** within a contract.

The term **average full workforce cost** references and means that the weightings do not only include workers on the £12.00 per hour in direct care roles - that this uplift to £12.60 is intended for - but that the calculation also provides for all workers

employed directly within services and the associated on-costs. This includes workers on higher rates and in non-direct care roles as are included in the contracts.

National Weightings

The national weightings for the £12.60 uplift will be the same as those used for the uplift to £12.00. These percentages are below:

- Residential care – uplift applied to **71.8%** of full contract value.
- Non-residential – uplift applied to **86.9%** of full contract value.
- SDS option 1 Personal Assistants – uplift applied to **90%** of budgets.

This equates to contract uplifts of:

- Residential Care **3.59%**
- Non-Residential Care **4.35%**
- SDS Option 1 **4.50%**

Due to the nature of this approach, this may result in some providers having funds remaining once the policy intent - **to uplift pay for the workforce delivering direct care to at least £12.60 per hour** - has been fully delivered.

Any additional funds that providers may have from this policy must be spent on uplifting pay for the directly employed workforce working within services for the 2025/26 financial year. It is the provider's discretion of how any remaining funds are to be spent within these stipulations, but this can be used to support differentials.

The residential care uplift does not relate to National Care Home Contract rates which are dealt with separately and incorporate the pay uplift using the established Cost Model.

Non-workforce costs

This policy, to uplift the minimum rate of pay for adult social care workers, provides funding for wages and on-costs within providers contracts.

Local areas still have the ability to offer increases to providers on the non-workforce costs within their contracts.

Any changes on the rest of local contracts, or on Scotland Excel's Adult Social Care National Flexible Frameworks, to address other increasing and inflationary non-workforce costs would be out with the remit of this policy and would form part of the normal local contractual negotiating process with providers and their local commissioners and finance departments. For national arrangements, Scotland Excel will work in collaboration with providers and commissioners in line with the Framework's Price Review process.

Assurance process

For this uplift, and in line with previous practice, providers will be required to sign and return contract variation letters. This will confirm that the funding must only be used for uplifting pay and local areas will be responsible for assuring this funding is used for these purposes through their normal contract monitoring processes.

As per usual process, funding will then be released to providers as soon as possible after they return their signed contract variation letters.

Personal Assistants

Separate guidance will be issued for PA employers.

ILF Scotland

Separate guidance will be issued for ILF Scotland recipients.

Children's Social Care

Separate guidance will be issued by the Children and Families Directorate for Children's Services.

Next steps

I hope this provides clarity on the pay uplift for 2025/26.

The Scottish Government recognises the exceptional work of the social care workforce, and we thank them for the most important role that they play in our communities.

We appreciate you sharing this with your networks and working with us to get this uplift delivered to the workforce at speed.

Yours sincerely,

Donna Bell

Director of Social Care and National Care Service Development

Annex A

Workforce in scope (those eligible to be paid a minimum of £12.60)

Broad title	Role description
Supervisor in Care Home Services / Care at Home Services / Housing Support Services / Day Care Services / Adult Placement Services / Respite Services	<p>Worker who holds responsibilities for providing and supervising the provision of care and/or support provided directly to adults using residential care / a user within a care at home service or of a housing support service.</p> <p>This also includes workers providing overnight support¹</p>
Practitioner in Care Home Services / Care at Home Services / Housing Support Services / Day Care Services / Adult Placement Services / Respite Services	<p>Worker who provides care and support to adults using residential care and who has responsibility for co-ordinating the implementation of care plans. This may include holding keyworker responsibilities.</p> <p>This also includes workers providing overnight support.</p>
Support Worker in Care Home Services / Care at Home Services / Housing Support Services / Day Care Services / Adult Placement Services / Respite Services	<p>Worker employed in providing care / and or support directly to adults using residential care / a user of service within a care at home service or of a housing support service.</p> <p>This also includes workers providing overnight support.</p>
Personal Assistants	Separate guidance will be provided.

¹ Overnight support is where a care worker sleeps, provides a waking night service or night sitting service, in the home of someone they support or in work premises, so that they are on hand in case of an emergency or any other issue during the night.

Services in scope

The uplift applies to commissioned services for adult social care in the independent and third sectors.

This does not include workers in children's, justice, or homelessness services.

Type of service	Definition of services
Care homes	A service which provides accommodation, together with nursing, personal care or personal support, for persons by reason of their vulnerability or need this may include for: alcohol & drug misuse, blood borne virus, learning disabilities, mental health problems, older people, physical and sensory impairment or respite care and short breaks.
Care at home	<p>Care at home is registered by the Care Inspectorate as a support service – "Support Service – Care at home."</p> <p>A support service is defined as a personal care or personal support service provided by arrangement made by a local authority or health body to a vulnerable or person in need. This does not include a care home service or a service providing overnight accommodation.</p>
Day care	<p>Adult day care is registered as a support service – "Support service – Other than care at home."</p> <p>See definition above.</p>
Housing support	<p>A service, also defined as Supported Living, which provides support, assistance, advice or counselling to a person who has particular needs, with a view to enabling that person to occupy residential accommodation as a sole or main residence.</p> <p>This will include delegated and non-delegated services.</p> <p>The nature of the work within the contract (either residential or non-residential care) should attract the current percentage uplifts applied to the total value of the contract.</p>

	While homelessness services largely fall out-with the scope of this policy, the Scottish Government recognises that homelessness services within the housing support sector as defined by the SSSC, where staff provide direct care, fall within the parameters of this policy.
Adult placement services	A service which consists of, or includes, arranging for the provision of accommodation for an adult (age of eighteen years or over), together with personal care or personal support or counselling, or other help, provided other than as part of a planned programme of care by reason of the person's vulnerability or need, by placing the person with a family or individual; but a service may be excepted from this definition by regulations.
All SDS options (1, 2, 3 and 4)	All SDS options where workers provide direct Adult Social Care support, either in a social care provider organisation or someone paying a Personal Assistant.
Respite services	Registerable under a care home and housing support as per the definitions above.
Shared Lives	<p>Shared Lives services are a form of care that supports people to live safely and comfortably in a home and community of their choosing. Care is provided by professional carers - either individuals, couples, or families - in their homes and as part of their local community.</p> <p>The services in scope are.</p> <ul style="list-style-type: none"> • Live-in support • Daytime support <p>The nature of the work within the contract (either residential or non-residential care) should attract the current percentage uplifts applied to the total value of the contract.</p>

Director for Children and Families
Andrew Watson



E: DirectorforChildrenandFamilies@gov.scot

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UNISON
GMB
STUC
Care Providers

From: Andrew Watson, Director for Children and Families, Scottish Government

Date: 28 March 2025

Children's Social Care Pay Uplift

Dear colleague,

Following agreement at COSLA Leaders on 28 February 2025, I am writing to confirm the details of the funding provided to enable the pay uplift for eligible children's social care workers in private, voluntary and independent sectors, announced on 4 December 2024 as part of the Scottish Budget for 2025/26.

The commitment is 'to prioritise funding to increase the pay of workers in adult social care who are delivering direct care in commissioned services, early learning and childcare workers delivering funded hours, and children's social care workers, so that they are paid at least the Real Living Wage from April 2025'.

Guidance for implementing the pay uplift for workers who provide direct care to adults, and for workers who deliver funded early learning and childcare in commissioned services has already been issued and is therefore out with the scope of this letter.

There has been political agreement that the uplift to £12.60 per hour will be delivered in the same manner as the uplift to £12.00 per hour for these workers, which was delivered in the 2024/25 financial year.

Funding to support the delivery of a pay uplift to a minimum of £12.60 per hour for all eligible Children's Social Care staff in commissioned services will be transferred to Local Authorities via, but additional to, the General Revenue Grant, and will be backdated to the start of the financial year 2025/26.

Where services are delegated to Integration Authorities, funding allocated to Integration Authorities should be additional and not substitutional to each Local Authority's 2025/26 recurring budgets for Children's Social Care services.

Scope

This funding will enable pay for all eligible workers to be uplifted to at least £12.60 an hour.

The pay uplift will apply to all eligible workers who provide direct care within commissioned Children's Social Care services in the private, voluntary and independent (PVI) sectors, namely:

- (a) registered workers in direct care roles in the following services:
 - Secure Accommodation Services,
 - Care Home Services for Children and Young People,
 - School Care Accommodation: Residential Special School services,
 - Housing Support Services,
 - Care at Home services, and
 - Services classed as Other than Care at Home
- (b) Personal Assistants employed through Self Directed Support (SDS) Option 1, who provide Care at Home to under 18-year-olds.

Full details of eligible services and roles as well as a list of exclusions can be found within **Annex A**

Timing and Process

All payments will be backdated and provided for all hours worked from April 2025.

In line with existing processes in Adult Social Care, Local Government and Integration Authorities will be working through the required governance, legal and contractual arrangements to deliver the funding to enable the pay uplift to providers.

Local indications suggest that most payments will be made across May and June, with funding back dated and provided from April 2025. Best endeavours will be made to have all payments with providers by July 2025. However, this relies on the timely return of contract variation letters by providers and payments will not be released until providers return their signed contract variation letters.

Please note that providers are not expected to implement the pay uplift until funding has been received but, in line with this guidance, can do so if they wish.

To support timely implementation, Scottish Government and COSLA will meet with representatives of the Coalition of Care and Support Providers Scotland (CCPS), Educating through Care Scotland (EtCS), Scottish Care and Trade Unions to discuss any concerns or questions around implementation and to work to resolve these quickly.

A troubleshooting group will meet on a regular basis until the payment is fully implemented.

Policy Implementation

There has been political agreement that the funding to support the delivery of a £12.60 per hour pay uplift will be delivered in a manner similar to the Adult Social Care pay uplift, by applying a 5% uplift to a set percentage (national weighting) of contract values.

The national weightings are the estimated average proportion of workforce costs for eligible staff wages and on-costs out of the overall contract value. The Scottish Government continue to urge the UK Government to provide additional funding to cover the eNIC cost increase to shield Scotland's public services in full. There are different national weightings for Children's Social Care, for different service types, and for Personal Assistants employed through SDS Option 1.

<i>Service type</i>	<i>Percentage of contract value that the uplift is applied to</i>	<i>This equates to contract uplifts of</i>
<i>Secure accommodation service</i>	40%	2.0%
<i>Care home service: children and young people</i>	55.1%	2.76%
<i>School care accommodation service: Residential special school</i>	46%	2.3%
<i>Support Service - Care at Home and Housing Support Service</i>	78%	3.9%
<i>Support Service - Other than Care at home</i>	67.3%	3.36%
<i>SDS Option 1 (Personal Assistants)</i>	90%	4.5%

Refer to **Annex B** for an explanation of how the national weightings for Children's Social Care were estimated.

This approach assumes that all eligible staff are currently in receipt of £12.00 and require a pay uplift of 5% to reach an hourly rate of £12.60 per hour. This is likely to result in providers having funds remaining once the policy intent - **to uplift pay for the workforce delivering direct care to at least £12.60 per hour** - has been fully delivered. Where eligible staff are already paid £12.60 per hour, this funding should be used to increase eligible staff's pay above these levels.

It has been agreed that any surplus funds providers may have from this policy must be spent on uplifting pay for the directly employed workforce working within services for the 2025/26 financial year. It is the provider's discretion of how any remaining funds are to be spent within these stipulations, but this can be used to support pay differentials between eligible staff in receipt of the pay uplift and other categories of staff within eligible services.

Non-workforce costs

This policy, to uplift the minimum rate of pay of workers who provide direct care in Children's Social Care services, provides funding towards wages and on-costs of eligible staff within providers' contracts.

Contract holders (Local Authorities, Integration Authorities, or Scotland Excel) still have the ability to offer increases to providers on the non-workforce costs within their contracts.

Any changes, over and above the funding for the pay uplift, on the rest of local contracts or Scotland Excel National Framework contracts to address other increasing and inflationary non-workforce costs would be out with the remit of this policy and would form part of the normal local contractual negotiating process with providers and their local commissioners and finance departments. For national arrangements, Scotland Excel will work in collaboration with providers and commissioners in line with the relevant Framework's Price Review process.

Assurance process

For this uplift, providers will be required to sign and return contract variation letters. This will confirm that the funding must only be used for uplifting pay as described above. Contract holders (Local Authorities, Integration Authorities), and Scotland Excel as managers of national procurement contracts, will be responsible for assuring this funding is used for these purposes through their normal contract monitoring processes.

Funding will then be released to providers as soon as possible after they return their signed contract variation letters and following completion of the usual local fee variation processes.

Personal Assistants

Separate guidance will be issued for PA employers.

Next Steps

The Scottish Government recognises the exceptional work of the children's social care workforce, and we thank them for the important role that they play in the lives of our most vulnerable children.

We appreciate you sharing this with your networks and working with us to get this uplift delivered to the workforce at speed.

Yours sincerely,

Andrew Watson
Director for Children and Families, Scottish Government

Annex A

Services in scope

The policy intent is to provide a pay uplift to workers who provide direct care in commissioned Children's Social Care services.

Children's Social Care services are services primarily provided to a child in need (defined by reference to section 93(4)(a) of the [Children \(Scotland\) Act 1995](#)) by a registered care service referred to in section 47(1)(a), (b), (c), (f) or (m) of the [Public Services Reform \(Scotland\) Act 2010](#) (and accompanying definitions in schedule 12).

For the purposes of this pay uplift, a child is anyone under the age of 18.

The registered care services that provide direct care and support to vulnerable children are:

- (a) **Secure Accommodation Services.** Also known as Secure Care, Secure Accommodation Services are a form of residential care that deprives the liberty of children and young people under the age of 18. It is for the small number of children who may be a significant risk to themselves, or others in the community.
- (b) **Care Home Service: Children and Young People.** Also known as Residential Children's Homes, these residential care homes offer young people, usually of secondary school age, a safe place to live together with other children away from home. They provide accommodation, support and, in some cases, education to looked after children.
- (c) **School Care Accommodation Service: Residential Special Schools.** Residential special schools provide residential accommodation to pupils with complex special educational needs or disabilities, in connection with the pupil's attendance at a special school.
- (d) **Support Service: Care at Home.** Care at Home is registered by the Care Inspectorate as a support service. A support service is defined as a personal care or personal support service provided by arrangement made by a local authority or health body to a vulnerable person, including children with disabilities or complex needs. This excludes care home services or services providing overnight accommodation.
- (e) **Support Service: Other than Care at Home.** Services are registered as Support Service - Other than Care at home (also known as Without care at home) if they do not offer any sort of care at home provision. Examples of these are activity and resource centres and short break facilities for children with complex needs.
- (f) **Housing Support Services.** Also known as Supported Living, Housing Support Services provide support, assistance, advice or counselling to a person who has particular needs, with a view to enabling that person to occupy residential accommodation as a sole or main residence. Most Housing Support Services are provided to vulnerable adults. Some providers also offer Housing Support services to care-experienced young people aged 16 to 18, who have left care and are transitioning to independent living.
- (g) **Overnight shift payment.** This is for all eligible workers within registered care services providing overnight support. Overnight support is where a care worker sleeps, provides a waking night service or night sitting service, in the home of someone they support or in work premises, so that they are on hand in case of an emergency or any other issue during the night.

Eligible roles within registered care services

The roles that provide direct care within registered care services, and are therefore in scope for this pay uplift, are classed by the Scottish Social Services Council as C2 and C3 roles, and defined as:

- (a) C2 – Registered care staff* who provide direct care and support (for example, support workers in day care of children services), and
- (b) C3 – Registered care staff* who may supervise work of C2 staff and contribute to assessment of care needs and development and implementation of care plans (for example, senior residential care workers).

*Registered in accordance with the Regulation of Care (Scotland) Act 2001.

Personal assistants

Personal assistants, an unregistered and unregulated workforce, are also in scope for the pay uplift, in line with the eligibility criteria for the Adult Social Care pay uplift.

Children's personal assistants are defined as those employed by a supported person in receipt of direct payments (Option 1) from the local authority in terms of section 4 of the [Social Care \(Self-directed Support\) \(Scotland\) Act 2013](#), for the purposes of delivering services to children (and/or their families) under section 22 of the [Children \(Scotland\) Act 1995](#).

Annex B

National Weightings for Children's Social Care

To estimate overall staffing costs, Adult Social Care national weightings were applied to children's social care service contracts (**71.8%** to residential care services, **86.9%** for non-residential care, and **90%** of budgets for SDS Option 1 for Personal Assistants).

To estimate staffing costs for staff in direct care roles, further weightings were applied to overall staffing costs. These weightings are based on national workforce statistics published by the Scottish Social Services Council and represent the Whole Time Equivalent (WTE) proportion of staff in C2 and C3 roles, out of overall WTE in each service type, as of December 2023.

Service type	Adult Social Care average full workforce costs as % of contract value	Children's Social Care direct care roles (C2, C3) as % of all workforce (WTE)	Children's Social Care estimated national weightings for eligible staff
<i>Secure accommodation service</i>	72%	56%	40%
<i>School care accommodation service: Residential special school</i>	72%	67.3%	46%
<i>Care home service: children and young people</i>	72%	83.5%	55.1%
<i>Support Service - Other than Care at home</i>	87%	77.3%	67.3%
<i>Support Service - Care at Home and Housing Support Service</i>	87%	89.7%	78%
<i>Personal Assistants employed through SDS Option 1</i>	90%	n/a	90%