

Director for Children and Families
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To: Integration Authority Chief Officers
Integration Authority Chief Finance Officers
Local Authority Chief Executives
Local Authority Directors of Finance
COSLA
Scotland Excel
Chief Social Work Officers
CCPS
EtCS
Unite
UNISON
GMB
STUC
Care Providers

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

Date: 30 May 2024

Children's Social Care Pay Uplift

Dear colleague,

Following agreement at COSLA Leaders on 26 April 2024, 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, which was announced in the [Programme for Government 2023 to 2024](#).

The commitment is *'to provide the necessary funding in the next Budget to increase the pay of social care workers in the private, voluntary and independent sectors in a direct care role – and those working in the PVI sector to deliver funded early learning and childcare – to at least £12 per hour'*.

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 outwith the scope of this letter.

This will be the first time a Real Living Wage pay uplift is implemented in Scotland for all those who provide direct care to children and young people.

Funding to support the delivery of a pay uplift to a minimum of £12 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 2024/25.

Where services are delegated to Integration Authorities, funding allocated to Integration Authorities should be additional and not substitutional to each Local Authority's 2024/25 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 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 in [Annex A](#).

Timing and Process

All payments will be backdated and provided for all hours worked from April 2024.

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 July and August, with funding back dated and provided from April 2024. Best endeavours will be made to have all payments with providers by autumn 2024. However, this relies on a timely return of contract variation letters by providers.

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 per hour pay uplift will be delivered in a manner similar to the Adult Social Care pay uplift, by applying a 10.09% 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. 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>	42%	4.21%
<i>Care home service: children and young people</i>	59%	5.94%
<i>School care accommodation service: Residential special school</i>	42%	4.28%
<i>Support Service - Care at Home and Housing Support Service</i>	76%	7.65%
<i>Support Service - Other than Care at home</i>	68%	6.90%
<i>SDS Option 1 (Personal Assistants)</i>	90%	9.08%

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 £10.90 and require a pay uplift of 10.09% to reach an hourly rate of £12.00 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 £12.00 per hour** - has been fully delivered. Where eligible staff are already paid £12.00 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 2024/25 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 outwith 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, or Scotland Excel) 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, Children and Families

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.

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 8 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 2022.

<i>Service type</i>	<i>Adult Social Care average full workforce costs as % of contract value</i>	<i>Children's Social Care direct care roles (C2, C3) as % of all workforce (WTE)</i>	<i>Children's Social Care estimated national weightings for eligible staff</i>
<i>Secure accommodation service</i>	72%	58%	42%
<i>School care accommodation service: Residential special school</i>	72%	59%	42%
<i>Care home service: children and young people</i>	72%	82%	59%
<i>Support Service - Other than Care at home</i>	87%	79%	68%
<i>Support Service - Care at Home and Housing Support Service</i>	87%	87%	76%
<i>Personal Assistants employed through SDS Option 1</i>	90%	n/a	90%