

Director for Children and Families
Andrew Watson



E: DirectorforChildrenandFamilies@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
SDS Leads
Chief Social Work Officers
PA Programme Board
PA Network Scotland
SDS Scotland
Social Work Scotland
Inspiring Scotland
SIRDs
CILs
Payroll providers

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

Date: 30 May 2024

Children's Social Care Pay Uplift: Guidance for the Personal Assistant Workforce

Dear colleague,

Following agreement at COSLA Leaders on 26 April 2024, I am writing to confirm the details of the pay uplift for children's social care workers that was announced in the [Programme for Government 2023 to 2024](#).

This guidance is closely aligned to the pay uplift guidance for Personal Assistants (PA) providing social care to adults with assessed needs, which has been designed in conjunction with PA Programme Board members.

I hope it is useful in clarifying how the uplift applies to children's PA workforce.

What does this guidance relate to?

An increase in Self-Directed Support (SDS) Option 1 Budgets will take place which will allow for a pay uplift for the children's Personal Assistant workforce.

Why is the Scottish Government providing this funding?

On 5th September 2023, the First Minister announced a commitment to provide funding and to increase the pay of social care workers in the private, voluntary and independent sectors in a direct care role.

This funding will ensure the minimum hourly rate for workers providing direct care to children and young people under the age of 18, including Personal Assistants, will rise to at least £12 per hour.

Who does it apply to?

This uplift is for directly paid PAs providing assistance for children with assessed needs.

A separate letter regarding the pay uplift for PAs who provide care to adults was issued in February 2024, therefore adults' PAs are outwith the scope of this guidance.

A PA is eligible for this uplift if they are directly paid by a supported person under the age of 18, as defined by the Self-directed support (Scotland) Act 2013, or the representative who is acting on their behalf, who receive funds to pay PAs from a Local Authority or Health and Social Care Partnership through Option 1 of the Social Care (Self Directed Support) Act 2013.

How should it be spent?

This funding is to be spent to uplift the pay of PAs and associated workforce costs including National Insurance and pension contribution on-costs.

This funding will enable pay for these workers to be uplifted to at least £12 per hour. Where PAs are already paid more than £12 per hour, this funding should be used to increase pay above these levels. All funding should be spent on uplifting pay.

Local Authorities or Health and Social Care Partnerships will write to PA employers to advise them of these changes and to inform them of the purpose of this uplift.

How will the uplift be applied to SDS Option 1 budgets?

The funding to support the delivery of a £12 per hour minimum wage for children's PAs will be delivered in a manner similar to the Adult Social Care pay uplift, by applying a 10.09% uplift to 90% of SDS option 1 budgets.

This equates to an uplift of **9.08%** to the overall value of each PA employer's contract, and provides funding for PA wages and on-costs.

This does not prevent local areas from offering any increases to PA employers on the non-workforce costs within their contracts.

Any change to existing contracts - to address other increasing and inflationary non-workforce costs - would be out with the remit of this policy. They would form part of the normal negotiating process agreed between the recipient of the option 1 SDS payment and their local social work team.

When will the uplift be applied from?

This funding takes effect from April 2024. All payments will be backdated and provided for all hours worked from April 2024.

Local Government and Health and Social Care Partnerships will be working at pace to deliver this. Local commissioning teams have confirmed that they expect most payments to be made across July and August.

What assurance processes will be in place around the uplift?

For this uplift, Local Authorities and Health and Social Care Partnerships will follow their own assurance processes related to PA employers funding. These will be in line with previous practices.

What should a PA employer do if they haven't received this uplift?

PA employers should contact their Local Authority.

Next steps

I hope this provides clarity on how the policy applies to the PA workforce.

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

Yours Sincerely

ANDREW WATSON
Director, Children and Families