

# Covid Social Care Staff Support Fund

## Introduction

The purpose of the Support Fund for Social Care Staff is to make sure there is no financial detriment to social care workers who need to self-isolate due to coronavirus.

The Fund enables social care employers to top up the wages of eligible workers, and claim back the money from the Scottish Government. Social care workers who meet all the criteria and have suffered financial hardship at any time since **23 March 2020** should make a request to their employer. The Fund guidance is available [here](#).

## Context

The Social Care Staff Support Fund was introduced after lobbying by UNISON. It is in force from 27 May until 30 September 2020, and may be extended by Ministers beyond that date. Social care workers are in close contact with vulnerable individuals including people who have contracted coronavirus. Workers may need to self isolate, in line with public health guidance, on more than one occasion. However many workers are suffering a severe drop in income, as they only receive statutory sick pay while self-isolating. The Scottish Government has accepted the argument that enhancing the pay of social care staff forced to self-isolate is vital for the prevention and control of infection.

## How the Fund works

### Which workers are eligible?

Anyone who delivers care and support within the social care sector is eligible. This includes Support Services, Care Home services, Offender Accommodation services, and Housing Support services. The full list of roles is available [here](#). It includes workers in roles within adult care homes, residential childcare including secure care, care at home (including housing support), other registered social care workers, auxiliary and catering staff, Personal Assistants, Mental Health Officers, non-registered social care workers, and Social Workers.

### What should workers receive?

The guidance is clear that social care employers are asked to pay eligible staff their **expected income, not simply their contracted hours**. As established in the appeal court ruling over [holiday pay](#), brought by UNISON, this includes any regular overtime or work frequently undertaken beyond contracted hours.

It is made clear in the [Regulation](#) that the maximum amount to be paid to each care worker is the difference between: (a) that worker's expected income from health and social care work in respect of that period, and (b) their actual income from health and care work (including any sick pay) in respect of that period.

## KEY POINTS:

- **If you are self-isolating, or have had to self-isolate because of coronavirus since 23 March 2020 you should be paid your normal expected pay for the entirety of the isolation period.**
- **You can apply to your employer for your pay to be topped up, and your employer will claim this back from the Fund.**
- **All four of the criteria must be met.**
- **The Fund is due to expire on 30 September 2020 but may be extended by Ministers.**



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## How do you qualify for support?

The Fund will make sure that anyone self-isolating will continue to receive their normal pay, providing ALL of the following 4 criteria are met:

**Criteria 1:** Your ability to work is, or has been, restricted for a reason related to coronavirus.

**Criteria 2:** Your income has been reduced as a result of not being able to work for a reason related to coronavirus.

**Criteria 3:** You experience financial hardship on or after 27 May 2020. The expectation is that workers who have been, or will be, paid less than their expected income will experience financial hardship.

The Fund is retrospective. If, between 23 March and 27 May 2020, you were ill with or had suspected coronavirus, or were self-isolating in line with public health guidance, and you suffered financial hardship related to this, then you are also eligible.

**Criteria 4:** You are unable to work because you have coronavirus or are self-isolating in line with public health guidance.

## Who is NOT eligible?

Social care agency workers or the self-employed. Independent Living Fund recipients who are using their ILF award to employ Personal Assistants or social care workers must apply to the ILF to cover relevant additional costs.

Social Care workers who are shielding continue to be covered by the Job Retention Scheme. Workers self-isolating for reasons unrelated to covid are ineligible.

## Proving you are eligible

Employers must retain evidence in employment records that workers meet all the Fund criteria. They must do so in order to make a claim for reimbursement. To assist with this workers can be asked to **self-verify** that they have, or are likely to, experience financial hardship as a result of their income being reduced. This can be **verbally** or **in writing** and should be recorded on the worker's employment record.

## Appeal process

If a social care worker believes they have not received a payment to which they are entitled and they are a UNISON member, they should contact their UNISON branch for assistance. In the first instance they need to write to their employer setting out their case. If the matter is not satisfactorily resolved with the employer, the next step is to submit a request for review to the Integration Authority (for delegated services) or the Local Authority (all other services).

Social care workers may be asked to provide evidence that they meet all of the criteria to the Integration Authority or the Local Authority commissioner.

## Further information:

**Coronavirus (Scotland)  
(No.2) Act 2020 Part 4:  
Social Care Staff Support  
Fund – 26 May 2020**

<http://www.legislation.gov.uk/asp/2020/10/schedule/1/part/4/enacted?view=interweave>

**Regulation on the amount  
of financial assistance to  
be paid to care workers  
from the Fund**

<http://www.legislation.gov.uk/ssi/2020/188/regulation/5/made>

**Social Care Staff Support  
Fund Guidance - 24 June  
2020**

<https://www.gov.scot/publications/coronavirus-covid-19-social-care-staff-support-fund-guidance/pages/fund-criteria/>

**Appeal Court Judgement  
over Holiday Pay – June  
2019**

<https://www.unison.org.uk/news/2019/06/court-appeal-finds-favour-unison-holiday-pay-dispute/>



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