

Care Futures

Questions for the future of social care in Scotland

CARE IN UNISON

plus
wage uplift details

Issue 6—October 2021

As the union that delivers for workers in social care UNISON is committed to ensure that the changes proposed as a national care service deliver improved care through improvements for the social care workforce. To help do that we are changing our structures to reflect these new circumstances. Our commitment to ensuring care workers help shape the new system means a commitment to an effective voice in UNISON. This briefing outlines how we can put together a permanent committee to pursue shared goals

Social Care Workers are defined as those who provide care & support directly: care workers and support workers, those who supervise them, personal assistants (both in organisations and employed under SDS), organisational support staff, & catering and domestic staff who contribute to social care.

Care staff, work for pretty much every type of employer; Councils, the NHS, voluntary and private sectors. As such they find themselves as members of UNISON branches spread not just geographically but across sectors.

It has been widely viewed that a permanent social care committee would be a useful addition to UNISON Scotland structures. This would make it easier for members across different service groups to combine to build a stronger voice. A forum for collaboration not a process of disruption.

The intention is that participants in this joint working arrangement will campaign on social care issues while remaining within their current branch and remaining conditioned to existing collective agreements.

Getting from here to there will take a bit of time to set up. So the plan is to have a set of interim arrangements to get the ball rolling

KEY POINTS

- UNISON is committed to ensuring that care workers play a part in shaping the new care service
- Our commitment to ensuring care workers help shape the new system means a commitment to them having an effective voice in UNISON.
- We are changing our structures to reflect these new circumstances
- An interim Social care Committee will be set up via the Scottish Committee—prior to an AGM to elect a regular committee early next year.

Interim Arrangements

UNISON is committed to building an effective voice for Social Care workers. That work will take time. Detailed arrangements will be developed by the Scottish Committee in time for a Social Care Committee AGM to be held before 31st March 2022.

The following are guidelines for interim arrangements. The intention is that these will inform longer term decisions about cooperation and collaboration to be taken in 2022. This guidance is intended for use in the period to 31st March 2022

Purpose of the Interim Social Care Committee

The purpose of the interim Social Care Committee is to:

Creating a unified voice for Social Care Workers in UNISON drawing on the strength of three service groups Community, health and local government.

Shaping the development of the National Care Service

Setting the constitution and agenda for sectoral bargaining in social care

Promoting the centrality of equality and human rights in UNISON's social care work including a human rights-based approach to work with service users.

Developing an organising approach for social care campaigns; and,

Consider and advise the Scottish Committee on potential future

linkages to Scottish Committee and Scottish Council.

Interim Representation

The interim arrangements for representation on the Social Care Committee are as follows:

Host Local Government Branches - Eight delegates, five of contracted services (Contracted services being members working in private, CVS and other independent or outsourced providers of statutory health or local government services). To be decided by LG Committee

Host Health Branches - Eight delegates, five of whom shall be from contracted services*. To be decided by Health Committee

IJB Reps -Three to be decided by the Scottish Committee drawn from the IJB representatives aggregate meeting.

Meetings

The interim SCC will work out how often to meet and what the format of the meetings—but at least once a month a during the interim period.

The SCC will give written reports to the Scottish Committee and ensure the committee is represented to respond to questions.

Office Bearers

The Interim committee will elect a chair, vice chair, secretary and such other posts they think are required to get the work done

£10.02 an hour

The Cabinet Secretary for Health and Social Care in Parliament announced a pay uplift on 5th October as part of a package of measures to support winter and system pressures in health and social care.

Scope

The pay uplift will apply to staff providing direct care within ASC in commissioned services in the third and independent sectors. This will include Supervisors, Practitioners, Support Workers, Personal Assistants and staff providing Sleepovers. 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 SDS Option 1 or Option 2. This funding will enable pay to be uplifted from at least £9.50 per hour to at least £10.02 per hour for these workers.

Scottish Government state that £10.02 uplift is not really a workforce issue but rather it's a Scot Govt policy decision to address specific recruitment and retention issue in the support worker / practitioner grades going into winter. UNISON and other trades unions raised repeated opposition to the exclusion of others in the workforce, which was ignored