



Rt Hon Rishi Sunak MP
Chancellor of the Exchequer
11 Downing Street
London SW1A 2AB

cc Rt Hon Sajid Javid MP
Secretary of State for Health and Care
Tuesday 13 July 2021

Dear Chancellor,

Time for Social Care Workforce Reform

At our Social Care Summer Summit, we came together to make the economic case to get social care done. We believe it is time for the Government to invest in social care and that social care reform must start with the workforce.

The economic case for social care workforce reform is incontrovertible. The sector is worth £41 billion to the economy annually and employs 6% of the entire workforce. It is clear that there is huge potential for growth, with estimates that employees will need to increase by 520,000 in the next 15 years to meet the increasing demand for social care. Given there are already an estimated 112,000 vacancies in social care and staff turnover rates are high it makes economic sense for the Government to act now and commit to levelling-up the social care workforce.

We want the Government to keep its promises to bring forward plans to reform social care as set out in your Spending Review, which clearly stated that the Government is *“committed to sustainable improvement of the adult social care system and will bring forward proposals next year.”* The Queen’s Speech also set out the Government’s intentions, *“Our adult social care workforce underpins improvement of the social care system, and it is critical to support their development. We will listen and engage with staff groups about how to best support them,”* but we are yet to see any clear proposals.

It is time for the Government to respect, reward and regulate to support all those working on the ‘forgotten frontline’, the social care workforce. It has never been clearer that they warrant and deserve a fair deal.

Please reply to: Christina McAnea and Phil Hope
Co-Chairs of the FSCC
C/o FSCC fsc@devoconnect.co.uk



At any point in our lives we will need, or will know someone who relies on, social care, It affects everyone of us. This is why we are calling on you to back our Social Care People Plan (SCPP) Framework which was launched at our Summit today.

The Social Care People's Plan Framework sets out recommendations to reform the social care workforce including:

- **A Social Care People Promise**
- **Pay for care and support workers to be increased to the Real Living Wage level immediately**
- **Government to consult on a national compulsory register for social care and support workers**
- **Nationally prescribed training standards**
- **The creation of national institutions and capacity, and take the necessary action to create national pride in the care sector** so that it is viewed positively and able to fulfil its potential, as a sector of the economy, to contribute to the economic recovery

Social care is a vital part of the recovery from the recession created by Covid-19. If social care is to grow for the future in a positive and sustainable way Government needs to recognise it must prioritise social care workforce reform. It's time to change the culture of social care so it is valued and is a source of national pride.

Now is the time for action, not words. It's time for a fair deal for social care and for Government to deliver the Social Care People Plan it has promised. We urge you to use the recommendations in our plan, and our economic case for reform, to get social care done.

Yours sincerely

Phil Hope
Co Chair of FSCC

Christine McAnea
Co-Chair FSCC

Please reply to: Christina McAnea and Phil Hope
Co-Chairs of the FSCC
C/o FSCC fsc@devoconnect.co.uk



Future Social Care Advisory Board:

Rt Hon Alistair Burt, former Minister of State for Community and Social Care

Rt Hon Andy Burnham, former Secretary of State for Health and Mayor of Greater Manchester

Rt Hon Paul Burstow, former Minister of State for Community and Social Care and Chair of Social Care Institute for Excellence

Rt Hon Lord Bob Kerslake, former Head of the Civil Service

Rt Hon Sir Norman Lamb, former Minister of State for Community and Social Care

Caroline Abrahams, Co-chair, Care and Support Alliance

Nadra Ahmed OBE, Chair, National Care Association

Clenton Farquharson MBE, Chair, Think Local Act Personal

Alastair Henderson, Chief Executive, Academy of Medical Royal Colleges

Vic Rayner, Executive Director, National Care Forum

Helen Walker, Chief Executive, Carers UK

FSCC Supporters:

Christina McAnea, General Secretary, Unison

Phil Hope, former Minister of State for Care Services

Paul Nowak, Deputy General Secretary, Trades Union Congress

Oonagh Smyth, Chief Executive, Skills for Care

Sally Percival, Chair, National Co-Production Advisory Group, TLAP

Martin Green, Chief Executive, Care England

Jeremy Hunt, Chair, Health and Social Care Committee

Liz Kendall MP, Shadow Health Minister, Department for Health and Social Care

David Fothergill, Local Government Association

Meg Hillier MP, Chair, Public Accounts Committee

Clive Betts, Chair, Housing, Communities and Local Government Committee

Barbara Keeley, MP for Worsley and Eccles South, House of Commons

Baroness Masham of Ilton, Crossbench Peer, House of Lords

Bell Ribeiro-Addy MP, Member of Parliament for Streatham, House of Commons

Ed Davey MP, Leader of Liberal Democrats, House of Commons

Kate Allen, Chief Executive, Autism @ Kingwood/ BP4SC

Dave Prentis, Former General Secretary, Unison

Edel Harris OBE, Chief Executive, Mencap

Steve Scown, Chief Executive, Dimensions

Laura Gardiner, Director, Living Wage Foundation

Please reply to: Christina McAnea and Phil Hope

Co-Chairs of the FSCC

C/o FSCC fsc@devoconnect.co.uk



Mark Adams, Chief Executive, Community Integrated Care
Laura Able, Co-Researcher, Peoples Voice Media/Shaping Our Lives
Marianella Abreu, Live in Carer, Caremark
Martin Adams, Director, Durham Tees Care Ltd
Evelyn Akoto, Councillor, Southwark Council
Stuart Auld, Director, All New Beginnings Ltd
Steve Barwick, Director, Future Social Care Coalition
Josh Blacker, Cabinet member for Healthy Lives, Ealing Council
Rachel Blake, Deputy Mayor, Tower Hamlets
Beatrice Boateng, Support Worker, BEGLO Support Limited
David Booth, Research Professor, University of Sussex
Martin Boyce, Executive Director of People, SeeAbility
Dave Bracher, Campaigns Manager, Spinal Injuries Association
Stuart Broadbent, Obsolescence Director, Alstom
Jamie Brown, Regional Manager, UNISON
Sharon Burbury, Accounts Assistant, The Key Safe Company
Lucy Caldicott, Joint Cabinet Lead Health and Adult Social Care, London Borough of Lambeth
Elizabeth Cameron, Trade union member, Unison
Emily Carter, Head of Political Campaigns, Future Social Care Coalition
Alev Cazimoglu, Councillor, London Borough of Enfield
Caroline Ceesay, Service Manager, Care Notion
Deirdre Costigan, Deputy Leader, London Borough of Ealing
William Cotton, CEO, TrustonTap Ltd
Andrew Cozens, Trustee, MHA
Charles Cross, Chief Operating Officer, Anglian Care
Stephen Curran, Leader of Hounslow Council, Hounslow Council
Linda Delieu, Unison Representative, Greenwich Unison
Jim Dickson, Cabinet Member Health & Social Care (joint), London Borough of Lambeth
Andrea Dudding, UNISON rep, UNISON
Liz Elwell, Head of People, SeeAbility
Buko Esegbona, Director Children & Adult Services, Solutions Social Care
Teresa Exelby, Chief People Officer, Community Integrated Care
Debbie Goddard, Senior Philanthropy & Partnerships Manager, SeeAbility
Tracy Graham, Senior care Assistant, Elderly care with dementia
Keith Hebden, Community Organiser, Living Wage Foundation
Lynne Holmes, Trainer, Dianthas
Lisa Hopkins, CEO, SeeAbility
Please reply to: Christina McAnea and Phil Hope
Co-Chairs of the FSCC
C/o FSCC fsc@devoconnect.co.uk



Karina Hourd, Director of Business Development & Marketing, Avenues Group
Katherina Jackson, Customer Assistant, Marks and Spencer
Mandy Kendrick, Fundraising Coordinator, SeeAbility
Lynn Laughland, Managing Director, HRM Homecare Services Ltd
Jackie Lewis, UNISON Adults + Health Convenor, UNISON
Mark Lynes, EBE, Verous
Cameron Matthews, Regional Organiser, UNISON
Donald McColl, Support Worker, Barnsley Metropolitan Borough Council
Molly McGreevy, Political and Media Campaigns Manager, Future Social Care Coalition
Gill Morris, Secretariat, Future Social Care Coalition
Sue Mullan, Campaigner
Michael Mullaney, Leicestershire County Councillor
Sarah Namusobya, Public Fundraising Officer, SeeAbility
Donna O'Brien, Policy and Research Manager, SeeAbility
Ahmet Oykenker, Councillor, London Borough of Enfield
Clive Parry, England Director, ARC England
Linda Patterson OBE, Consultant Physician, Retired
Carys Phillips, CHAIR of the Social Workers Union, SWU
Tracey Rheged-Armer, Care Worker/ UNISON Representative, UNISON
Mark Santos, Cabinet Member Adult Social Care & Health, Redbridge
Steve Scown, CEO, Dimensions
Sally Smith, Social Worker, Independent
Leo Sowerby, Chief Executive, Affinity Trust
Chris Steel, Head of Communications, Avenues Group
Owen Stratford, Public Affairs Executive, Future Social Care Coalition
Carol Thompson, Support worker, Alternative Futures Group
Paul Tolley, CEO, New Directions (Rugby)
Nurullah Turan, Executive Member for Health and Social Care, Islington Council
Florin Vadean, Research Fellow, University of Kent
Suzi Viljoen, Head of Sales, Supra UK Ltd T/A The Key Safe Company
Helena Wallis, CEO, Heart of England Mencap
Andrea Werner, Associate Professor, Middlesex University Business School

Please reply to: Christina McAnea and Phil Hope
Co-Chairs of the FSCC
C/o FSCC fsc@devoconnect.co.uk