



Department  
of Health &  
Social Care

*From Stephen Kinnock MP  
Minister of State for Care*

*39 Victoria Street  
London  
SW1H 0EU*

13 November 2024

Dear Maree,

Thank you for your letter welcoming the UK Government's introduction of the Employment Rights Bill to the House of Commons on 10 October 2024. I am delighted that you feel that the Bill's content aligns well with the Scottish Government's long-standing commitment to the principles of Fair Work. The Plan to Make Work Pay sets out a significant and ambitious agenda to ensure workplace rights are fit for a modern economy, empower working people, and contribute to economic growth. This is a core part of the Government's mission to grow the economy and raise living standards across the country. Establishing a Fair Pay Agreement in Adult Social Care is an important part of this, and my aim is that this will empower employers, worker representatives, and others in partnership to negotiate pay and terms and conditions in a regulated and responsible manner, which will help to address the recruitment and retention crisis in the sector.

As you know, alongside the Department for Business and Trade, we have been engaging in constructive conversations with both your office and the Territorial Offices to support a decision on extending the territorial provisions of our measures to Scotland. I would like to thank Scottish Government colleagues for their engagement so far with my officials, and I hope we can resolve this within the coming weeks.

As you remarked, adult social care is complex and the workforce faces many challenges. We know that to get this right, we need to engage the sector and understand their views. This means we are starting to embark on our process of engaging the sector, hearing from those who draw upon, work in, and provide care and support, as well as local authorities, unions and others from across the sector.

I understand that you are further ahead in the process of exploring the establishing of sectoral bargaining arrangements for the adult social care sector in Scotland. It is great to hear that you are making good progress and I agree that we share some of the same goals in this work. Although social care is delivered differently between England and Scotland, there are many learning opportunities to be shared and I therefore welcome your offer of sharing experiences of the Fair Work in Social Care Group as part of our commitment to engage with the sector.

It is important that our Governments, and teams, continue to work closely together on our shared goals. My officials will be in touch with yours to determine the best approach as we progress.

*From Stephen Kinnock MP  
Minister of State for Care*

*39 Victoria Street  
London  
SW1H 0EU*

I am also copying Justin Madders, MP Parliamentary Under-Secretary of State, Minister for Employment Rights.

I will deposit a copy of this letter in the libraries of both Houses.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S. Kinnock', is centered on a light yellow rectangular background.

**STEPHEN KINNOCK  
MINISTER OF STATE FOR SOCIAL CARE**