

# **Written submission from Glasgow City HSCP, 9 May 2025**

## **Health, Social Care and Sport Committee Employment Rights Bill supplementary Legislative Consent Memorandum (LCM)**

In respect of the letter dated 16 April 2025 from the Convener of the Health, Social Care and Sport Committee to Social Work Scotland, please find attached the responses below from Glasgow City Health and Social Care Partnership (HSCP) in relation to the Legislative Consent Memorandum (LCM) and the supplementary LCM in respect the Employment Rights Bill.

### **Scrutiny of the supplementary LCM**

To aid the Committee's scrutiny of the supplementary LCM, we would like to invite your views on both the original and supplementary LCMs and, in particular, any views your organisation has on:

- the protection of workers involved in public sector outsourcing and associated definition of a 'relevant outsourcing contract,' contained within the original LCM.

**Glasgow City HSCP notes the amendments set out in Amendment Gov 59 in the original LCM and the amendments set out in Amendment Gov 60 in the supplementary LCM with regards to the relevant outsourcing contract.**

- plans to establish and negotiate legally binding agreements in the social care sector, contained within the supplementary LCM,

**Glasgow City HSCP is supportive of the above plans contained within the supplementary LCM to establish legally binding agreement. The framework will allow for agreements to set out matters relating to pay and other terms for relevant workers in the social care sector thereby advancing the Fair Work agenda. This in turn aids recruitment and retention and, as such, benefits the social care sector as whole.**

**The HSCP would ask however that it is noted that there are small social care providers within the sector and as such their HR functions are limited and they may need additional support to implement the legislation.**

- whether the Employment Rights Bill has additional implications for the children's services workforce in Scotland, which may not have been addressed by the supplementary LCM; and

**Glasgow City HSCP's view is no, as the negotiating bodies to be established in Scotland may consider matters relating to people working in adult or children's social care. Thereby ensuring parity across sectors within Scotland.**

- whether or not you think the Committee should recommend that the Scottish Parliament should approve the supplementary LCM.

**Glasgow City HSCP would recommend that the Scottish Parliament approve the supplementary LCM.**