

Written submission from the Scottish Social Services Council, 8 May 2025

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

We thank you for your letter, dated 16 April 2025, asking for our views on the legislative consent memorandums (LCMs) that have been lodged in relation to the Employment Rights Bill.

The Scottish Social Services Council is the regulator for the social work, social care and children and young people workforce in Scotland. Our work means the people of Scotland can count on social services being provided by a trusted, skilled, confident and valued workforce.

We protect the public by registering this workforce, setting standards for their practice, conduct, training and education and by supporting their professional development. Where people fall below the standards of practice and conduct we can investigate and take action.

We:

- publish the national Codes of Practice for people working in social work, social care and children and young people services and their employers
- register this workforce and make sure they adhere to our Codes of Practice
- promote and regulate their learning and development
- lead workforce development and planning for the social work, social care and children and young people workforce in Scotland and provide national statistics.

We welcome the opportunity to contribute to the Committee's scrutiny of the LCMs as have been lodged.

As the professional regulator for the social work, social care and children and young people's workforces in Scotland we support the principles of Fair Work. We have no direct role in setting the terms and conditions for the workforces. We do, however, gather data about the experiences of individuals working across the various sectors we regulate.

We recently published our [SSSC Leaver Survey Report 2025](#). This report gives an insight into the people leaving the social work, social care and children and young people's workforces, including their reasons for doing so. The report shows that 10.2% of individuals who left the SSSC register between August and December 2024 cited poor terms and conditions, including pay, as one of their reasons for leaving the register.

We also recently published our [Have Your Say Workforce Wellbeing Survey 2025 report](#). This report provides insights from people working in the social work, social

care and children and young people workforce on a wide range of topics, including wellbeing, pay, terms and conditions, support, access to training and qualifications and general experiences of working in the sector. This report shows that 22% of respondents said they were likely to leave their role in the sector in the next year, with 45% indicating they believed they would leave their role in the sector in the next five years. The key reasons given by respondents for wishing to leave the sector were being overworked (50%), low pay (40%) and poor employment or working conditions (33%).

The social work, social care and children and young people's workforces are professionals who are subject to professional regulation, qualification and continuing professional development requirements and are subject to the SSSC Codes of Practice. We welcome any proposals that seek to create parity of esteem between our registrants and other professionals. We welcome the provisions that seek to establish a social care negotiating body. We believe the centralised approach proposed in the bill will help make sure the sector has an effective voice. We also believe that the proposed enhanced collective bargaining arrangements will help to improve the terms and conditions, including pay, of the workforce.