



# The Scottish Parliament Pàrlamaid na h-Alba

## MINUTES OF PROCEEDINGS

Parliamentary Year 5, No. 41, Session 5

Meeting of the Parliament

Tuesday 15 September 2020

Note: (DT) signifies a decision taken at Decision Time.

The meeting opened at 2.00 pm.

- 1. Time for Reflection:** Rev Louise Purden, Minister, Bonnyrigg Parish Church, led Time for Reflection.
- 2. Topical Questions:** Questions were answered by Cabinet Secretaries.
- 3. Migration and Care Workers:** The Minister for Public Health, Sport and Wellbeing (Joe FitzPatrick) moved S5M-22708—That the Parliament recognises and appreciates the significant contributions to Scotland’s social care sector made by care professionals from all over the world, and particularly the significant contributions made during the COVID-19 pandemic by people who have chosen to make Scotland their home; notes with concern the impact on Scotland’s social care sector of the UK Government’s proposals for a future immigration system from 1 January 2021, and specifically the impact of its proposed salary threshold of £25,600 and the exclusion of social care workers and health support staff from its new Health and Care Visa; considers that the UK Government’s categorisation of many key workers, including care professionals, as “low skilled” does not recognise the social value, importance and skills required to do these crucial roles; notes that inward migration enriches society for the better, helps to sustain public services and makes a vital contribution to key sectors, including social care; recognises that the UK Government’s proposals risk causing serious staff shortages in social care and other sectors, and calls on the UK Government to include social care workers on the Shortage Occupation List and within the Health and Care Visa, and to engage with the Scottish Government to develop tailored migration proposals that meet the needs of Scotland’s economy, public services and communities.

Donald Cameron moved amendment S5M-22708.2—

As an amendment to motion S5M-22708 in the name of Joe FitzPatrick (Migration and Care Workers), leave out from “with concern” to end and insert “that the UK Government wants these vital workers to remain in Scotland and the rest of the UK; recognises the importance of encouraging local recruitment into the social care sector so that there is not a dependency on international migration within the social care sector in Scotland, and encourages the promotion of the UK Government’s EU Settlement Scheme for migrants from the EU so that they can continue to live and work in Scotland.”

After debate, the amendment was disagreed to ((DT) by division: For 29, Against 86, Abstentions 0).

David Stewart moved amendment S5M-22708.1—

As an amendment to motion S5M-22708 in the name of Joe FitzPatrick (Migration and Care Workers), insert at end “; notes that the average hourly wage for social care workers of £9.79, as reported by the Fair Work Convention in 2019, means that average full-time salaries for social care remain below the proposed Shortage Occupation List threshold; acknowledges that low pay within the social care sector is one of the main reasons for challenges with recruitment and retention in Scotland, and believes that the value of the skilled work done by social care staff must be reflected in their pay and conditions, and that improvements to pay within the sector must be delivered as part of the establishment of a National Care Service.”

After debate, the amendment was agreed to ((DT) by division: For 85, Against 29, Abstentions 0).

The motion, as amended, was then agreed to ((DT) by division: For 86, Against 29, Abstentions 0).

Accordingly, the Parliament resolved—That the Parliament recognises and appreciates the significant contributions to Scotland’s social care sector made by care professionals from all over the world, and particularly the significant contributions made during the COVID-19 pandemic by people who have chosen to make Scotland their home; notes with concern the impact on Scotland’s social care sector of the UK Government’s proposals for a future immigration system from 1 January 2021, and specifically the impact of its proposed salary threshold of £25,600 and the exclusion of social care workers and health support staff from its new Health and Care Visa; considers that the UK Government’s categorisation of many key workers, including care professionals, as “low skilled” does not recognise the social value, importance and skills required to do these crucial roles; notes that inward migration enriches society for the better, helps to sustain public services and makes a vital contribution to key sectors, including social care; recognises that the UK Government’s proposals risk causing serious staff shortages in social care and other sectors; calls on the UK Government to include social care workers on the Shortage Occupation List and within the Health and Care Visa, and to engage with the Scottish Government to develop

tailored migration proposals that meet the needs of Scotland's economy, public services and communities; notes that the average hourly wage for social care workers of £9.79, as reported by the Fair Work Convention in 2019, means that average full-time salaries for social care remain below the proposed Shortage Occupation List threshold; acknowledges that low pay within the social care sector is one of the main reasons for challenges with recruitment and retention in Scotland, and believes that the value of the skilled work done by social care staff must be reflected in their pay and conditions, and that improvements to pay within the sector must be delivered as part of the establishment of a National Care Service.

**4. Decision Time:** The Parliament took decisions on item 3 as noted above.

**5. World Suicide Prevention Day:** The Parliament debated S5M-22632 in the name of Ruth Maguire—That the Parliament acknowledges that 10 September 2020 is World Suicide Prevention Day; understands that this provides the opportunity for people, across the globe, to raise awareness of suicide and suicide prevention; notes that, every year, it is among the top 20 leading causes of death globally for people of all ages and it is responsible for over 800,000 deaths, which equates to one suicide every 40 seconds; acknowledges that prevention requires integrative strategies that encompass work at the individual, systems and community level, and notes the calls for everyone to play their part to prevent suicide.

The meeting closed at 6.07 pm.

**David McGill**  
Clerk of the Parliament  
15 September 2020

**Appendix**  
**(Note: this Appendix does not form part of the Minutes)**

**Committee Reports**

The following reports were published on 15 September 2020—

Local Government and Communities Committee, 6th Report, 2020 Session 5: Report on the draft Rent Arrears Pre-Action Requirements (Coronavirus) (Scotland) Regulations 2020 (SP Paper 804)

Delegated Powers and Law Reform Committee, 50th Report, 2020 (Session 5): Subordinate Legislation considered by the Delegated Powers and Law Reform Committee on 15 September 2020 (SP Paper 805)

**New Subordinate Legislation**

**Made Affirmative Instruments**

The following instruments were laid before the Parliament on 11 September 2020 and are subject to the made affirmative procedure—

Health Protection (Coronavirus) (Restrictions and Requirements) (Scotland) Regulations 2020 (SSI 2020/279)

laid under paragraph 6(3) of schedule 19 of the Coronavirus Act 2020 for approval by resolution of the Scottish Parliament within 28 days beginning with the day on which the Regulations were made, not taking into account any period of dissolution or recess for more than 4 days

Health Protection (Coronavirus) (International Travel) (Scotland) Amendment (No. 14) Regulations 2020 (SSI 2020/280)

laid under section 122(6) and (7) of the Public Health etc. (Scotland) Act 2008 for approval by resolution of the Scottish Parliament within 28 days beginning with the day on which the Regulations were made, not taking into account any period of dissolution or recess for more than 4 days

The following instrument was laid before the Parliament on 15 September 2020 and is subject to the made affirmative procedure—

Corporate Insolvency and Governance Act 2020 (Meetings of Scottish Charitable Incorporated Organisations) (Coronavirus) Regulations 2020 (SSI 2020/284)

laid under paragraph 8(2) of schedule 14 of the Corporate Insolvency and Governance Act 2020 for approval by resolution of the Scottish Parliament within 40 days beginning with the day on which the Regulations were made, not taking into account any period of dissolution or recess for more than 4 days

## **Affirmative Instruments**

The following instrument was laid before the Parliament on 11 September 2020 and is subject to the affirmative procedure—

Children's Hearings (Scotland) Act 2011 (Children's Advocacy Services) Regulations 2020 [draft]  
laid under section 122(6) and 197(2) of the Children's Hearings (Scotland) Act 2011

## **Negative Instruments**

The following instrument was laid before the Parliament on 14 September 2020 and is subject to the negative procedure—

Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Amendment Order 2020 (SSI 2020/281)  
laid under section 96(5) and (6) of the Climate Change (Scotland) Act 2009

## **Laid Only Instruments**

The following instruments were laid before the Parliament on 11 September 2020 and are not subject to any parliamentary procedure—

Valuation Timetable (Disposal of Appeals and Complaints) (Coronavirus) (Scotland) Amendment Order 2020 (SSI 2020/277)  
laid under section 30(2) of the Interpretation and Legislative Reform (Scotland) Act 2010

Scottish Elections (Reform) Act 2020 (Commencement No. 1) Regulations 2020 (SSI 2020/278 (C. 23))  
laid under section 30(2) of the Interpretation and Legislative Reform (Scotland) Act 2010

## **Other Documents**

The following document was laid before the Parliament on 15 September 2020 and is not subject to parliamentary procedure—

**HMICS Thematic Inspection of Police Scotland Training and Development – Phase 1 HMICS/2020/02** laid under section 79(3) of the Police and Fire Reform (Scotland) Act 2012

The following document was laid before the Parliament on 15 September 2020 and is subject to parliamentary procedure—

**BBC Group Annual Report and Accounts 2019/20 BBC/2020/01** laid by the BBC under the Memorandum of Understanding

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