



Department
of Health &
Social Care



Easy
Read

Introducing fair pay agreements for adult social care workers

What people said about our ideas
and what we have decided



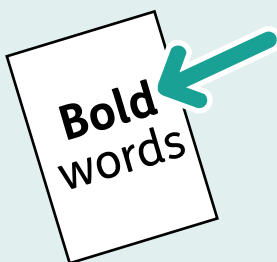
Easy Read



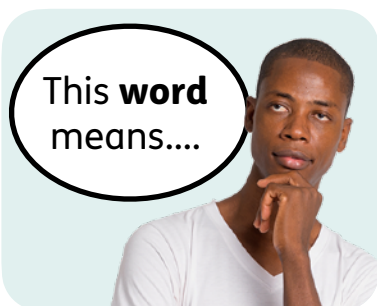
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



[Blue and underlined](#) words show links to websites and email addresses. You can click on these links on a computer.

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About this booklet



Department
of Health &
Social Care

We are the **Department of Health and Social Care**.

We are the part of the government in charge of **adult social care** services.



Adult social care is care and support to help people live happy, independent lives.



Last year, we asked people what they thought about our ideas for a **fair pay agreement** for adult social care workers.



A **fair pay agreement** would make sure adult social care workers are paid enough money for the important work they do.



This booklet tells you what people said about our ideas and what we have decided to do.

Who we heard from



We asked people what they thought about our ideas for a new fair pay agreement for adult social care workers in England.



We asked people to tell us what they thought by answering questions in a survey.



More than 1,000 people took part in the survey.



We also had an Easy Read version of the survey.



Nearly 90 people took part in the Easy Read survey.

The Adult Social Care Negotiating Body



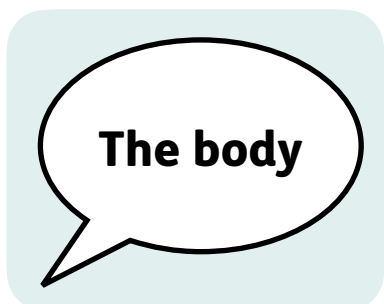
We have decided to set up an **Adult Social Care Negotiating Body**.



The **Adult Social Care Negotiating Body** will be a new organisation that helps make the new fair pay agreement for adult social care workers in England.



Negotiating means talking together to reach an agreement.



We will call it **the body** in this booklet.



Many people agreed that the body should be an **independent** organisation.

An **independent** organisation makes its own decisions.



We have decided that the body will make its own decisions and give advice to the government about the fair pay agreement.

Who will be part of the Adult Social Care Negotiating Body



We asked people who should be part of the body.



Many people said the body should include adult social care workers and **employers**.



Employers are people, companies and other organisations that pay people to work for them.



Many people also said other people and organisations should be able to give advice and share their ideas.



We have decided that some people will be **members** of the body.

The **members** will be the people in the body who help to make decisions.



The members will include employers and **trade unions**.

Trade unions speak up for adult social care workers.



Other people and organisations will not be members of the body, but they will still be able to give advice and share their ideas.



This will include local councils and people who pay for their own care.

How the Adult Social Care Negotiating Body will work



We asked people how the body should work.

Many people said the body should:



- Be fair.



- Listen to different ideas.



- Make decisions together.

We have decided that the body will:



- Have an independent Chair. This is a person who will lead the body.



- Listen to different ideas before making a decision.



- Try to reach an agreement that everyone can support.



If the members cannot agree, there are other ways to help them sort out disagreements.



We explain this later in the booklet.

What the Adult Social Care Negotiating Body can decide



We asked people what the body should be able to decide.



Many people agreed that the body should decide more than just how much people are paid.



People said the body should also be able to make decisions about other things that affect adult social care workers.

We have decided that the body will be able to make decisions about whether adult social care workers:



- Get paid enough.



- Are treated well at work.



- Can get training at work.



- Have chances to get better jobs.

Who the fair pay agreement will apply to



We asked people which adult social care workers should be covered by the fair pay agreement.



Many people said the fair pay agreement should cover as many adult social care workers as possible.



We have decided that the fair pay agreement will cover most adult social care workers in England.



Some adult social care workers will not be covered.

This includes:



- People who work for themselves. This is called **self-employed**.



- Some adult social care workers whose pay is already covered by other arrangements.

For example, some people who work for the NHS or local councils.



The body will decide who will be covered by the fair pay agreement.

Adult social care workers in different parts of the UK



We asked people what should happen if adult social care workers work in different parts of the UK.



For example, a social care worker might work in England and in Wales.



People said it was important to think about the different pay arrangements in each part of the UK.



We have decided that the body will think about the different pay arrangements in England, Scotland and Wales when making the fair pay agreement.

What happens if the Adult Social Care Negotiating Body cannot agree



We asked people what should happen if the body cannot agree.



Many people said there should be a fair way to help the body sort out disagreements.



We have decided that if the body cannot find a way to agree on something, the Chair of the body can ask **Acas** to help.



Acas is an organisation that helps employers and workers solve problems at work.

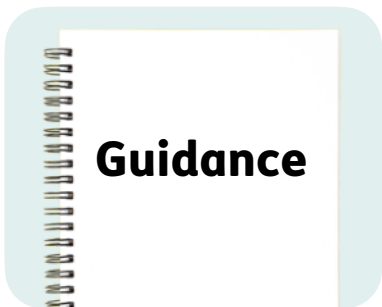
What happens after the body reaches an agreement



We asked people what should happen after the body reaches an agreement.



Many people said there should be clear information to help employers and other organisations know what to do.



We have decided that we will work with the body to produce new **guidance**.

Guidance is information that explains what people need to do.



The guidance will help employers and other organisations put the fair pay agreement into practice.

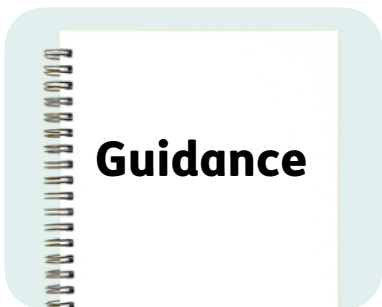
Making sure the fair pay agreement is followed



We asked people how employers and other organisations can be supported to follow the fair pay agreement.



Many people said there should be clear information and support.



We have decided that we will produce clear guidance and support to help employers and other organisations follow the fair pay agreement.



We will also work with other organisations to make sure employers and workers get the support they need to follow the fair pay agreement.

Making sure the fair pay agreement is fair to everyone



We asked people how the fair pay agreement might affect different groups of people.



Many people said the fair pay agreement could help make work fairer for adult social care workers.



Some people were also worried that it could make care more expensive for some people.



We have decided to think about how the fair pay agreement affects different groups of people as we continue this work.

What happens next

We have decided what the next steps will be:



- We will make the new rules for how the fair pay agreement will work.



- We will set up the Adult Social Care Negotiating Body and choose its Chair and members.



- The body will start working on the first fair pay agreement.



- The first fair pay agreement is expected to begin in 2028.

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