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To: Integration Authority Chief Officers
Local Authority Chief Executives
COSLA
Scottish Care
CCPS
Trade Unions – Unite, Unison, GMB

30 November 2020

Dear colleagues

Social Care Covid-19 Bonus Payment

I am writing to let you know that it is my intention to provide Social Care staff with a one off pro-rata £500 bonus payment in recognition of their incredible and often heroic efforts in responding to the ongoing Covid-19 pandemic. This will also be extended to Health Care staff.

Throughout the pandemic social care staff have provided, and continue to provide, vital services, ensuring that the people of Scotland receive excellent social care support at this most difficult and challenging of times.

The people of Scotland publicly showed their appreciation for the work of our incredible Health and Social Care staff and the Scottish Government shares that appreciation, which is why we want to continue to recognise our brilliant health and social care workers by way of this gesture.

The following Social Care staff will receive the payment:

- All Adult Social Care employees, Personal Assistants, Social Care Staff working in Children's Residential Services and social workers who have been employed since 17 March 2020 including:
 - Staff who have worked in Adult Social Care, Children's Residential Services and as Personal Assistants since 17 March 2020 but who have since left employment including retirees;
 - Staff who accepted and worked on temporary contracts in Adult Social Care and Children's Residential Services since 17 March 2020 to aid the pandemic response but who have since left employment. (We will ensure students who worked under temporary contracts but who have since returned to University are covered);

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

My officials will be in touch to discuss payment arrangements to ensure that the operational delivery of the scheme and arrangements for payments are in place as soon as practically possible.

This is a small contribution towards recognising Scotland's dedicated social care workers who are on the frontline of our national pandemic response and their work is hugely valued.



JEANE FREEMAN

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