



Department
of Health &
Social Care

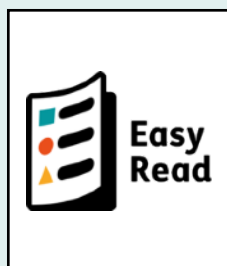


Easy
Read

Our plans for introducing fair pay agreements for adult social care workers



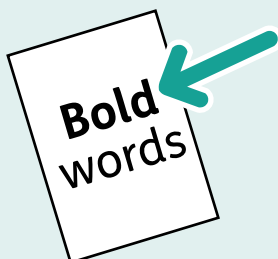
Easy Read



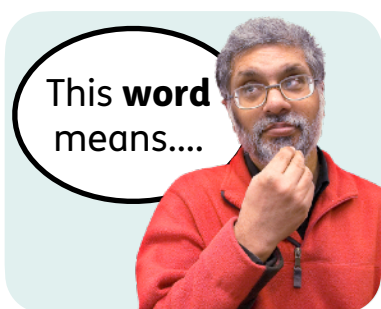
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



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 to live happy, independent lives.



The people who work in adult social care are very important. We need to make sure they are paid enough money.



This booklet explains our ideas to change how we will pay workers in adult social care.



Once you have read the information in this booklet, you can tell us what you think of our ideas.

Important words



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



A **fair pay agreement** looks at:

- How much care workers should be paid.
- The rules that employers should follow.



Negotiating means talking and agreeing on what to do.



A **contract** is an agreement you sign when you start a job.

Adult social care



Every day, 1.5 million people work in adult social care.



They are very important to people who need care and support to live good lives.



So it is important that there are enough workers.



But most care workers do not earn very much money.



So it can be hard to get enough people to work in adult social care services.

A fair pay agreement

A **fair pay agreement** is a deal to make sure that workers:

- Get paid enough.



- Are treated well at work.



- Can get training at work.



- Have chances to get better jobs.



Representatives of workers and employers will come together to agree on fair pay agreements.

Representatives are people who speak up for workers and employers.



Adult Social Care Negotiating Body



We want to make a new fair pay agreement for England.



To help with this, we are setting up a new organisation, called the **Adult Social Care Negotiating Body**.

In this booklet, we will call it ‘the **body**’.



The **body** will help representatives to agree on the new fair pay agreement.



We want to know what you think of our plans for the body.

How much this will cost



Giving care workers more money will cost more.



We are giving £500 million to help pay care workers more.



We will give this money to councils to help them pay for care services.



This means that employers and the government should be able to afford new fair pay agreements.

When changes will happen



Now we are listening to what people think.



In 2026, we will write more laws to explain how fair pay agreements will work.



In 2027, we will agree on the first fair pay agreement.



In 2028, the fair pay agreement will mean that people are paid more.

Setting up the body



We suggest that the body should be called an **advisory non-departmental public body**, or **NDPB** for short.



This means that it would advise the government.



But it would not be part of the Department of Health and Social Care.



The person in charge of the body would be called the **chair**.

The chair would:

- Lead meetings.



- Make sure that everybody gets a chance to speak up.



The body would need workers. They would help to:

- Organise meetings.



- Write reports.



- Find out information that is important to the body's work.

We could run the body in 2 ways:



- Government workers, called **civil servants**, could run the body.



- Workers from a different company could run the body.



We would prefer to use civil servants to run the body.



This is because our civil servants already know how to do this type of work.

Who will be part of the body



Workers and employers should both have a fair say.



They should both have people to speak up for them in meetings.



There will be a certain number of people working in the body.



There should be the same number of seats for workers and employers.

Workers



Organisations called **trade unions** speak up for workers. Workers who are part of trade unions are called **members**.



A group of trade unions have an idea for how workers can take part in the body.



They would like to make a group called the **Adult social care fair pay agreement trade union group**.



They could decide how to share out seats between different trade unions.



The trade unions could talk to their members about the fair pay agreements.

Employers



We think that an organisation called the **Care Provider Alliance** should help employers to work together.



This is because they already work with the 10 main groups of care organisations in the UK.



But they would also work with other care services.



They would decide how to share out seats to people who will speak up for employers.

Local councils



Local councils are very important. They run adult social care services across the UK.

We think that:



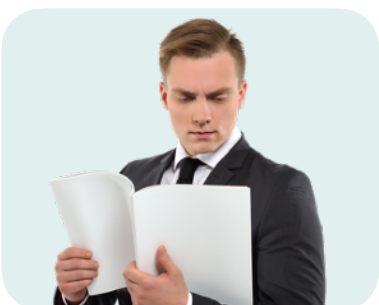
- The body must ask local councils before deciding on a fair pay agreement.



- The body must think about what local councils say.



- Local councils should be able to write to the government to say what they think of the fair pay agreement.



- The government must think about what local councils say before they decide what to do.



The body should be all about workers and employers.

If other people take part, they should only:



- Watch what happens.



- Give advice about what to do.



They should not make choices about what to do.

Negotiating



Negotiating means talking and agreeing on what to do.



We have ideas for how negotiating should happen.



This will happen in the same way each time we need a new fair pay agreement.

Remit letter



First, the government will send a letter to the body.

This letter is called a **remit letter**.

This would explain:



- The most money the body can agree to pay workers.



- What is most important to the government.



- Anything else the body should think about.



- When the body should try to agree.

Deciding what to do



The body will come together to start talking and deciding what to do.



Before they do this, they might want to talk to people and learn what is important to workers and employers.



The body will follow the rules in the remit letter.



They will try to decide what the fair pay agreement should be.

Talking to members



Once the body has decided what to do, the trade unions and employers will talk to their workers.



The members will say if they are happy with the fair pay agreement.



The trade unions and employer groups both want to choose how they do this themselves.

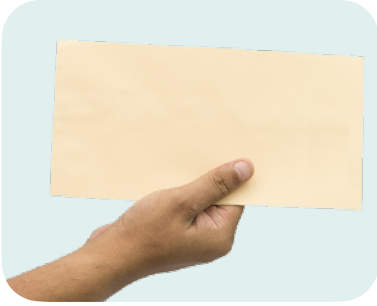


If everyone is happy, the body will suggest a new fair pay agreement.



If not everyone is happy, this is called a **dispute**.

We will talk more about this on page 35.



If everyone agrees on a fair pay agreement, the chair of the body will send it to the government.



We will decide if we agree with the fair pay agreement.



If we do not agree, we will send it back to the body.



But if we do agree, we will make changes so that all workers start getting the new pay in the fair pay agreement.

How long negotiations would take



We think that negotiations should take up to 6 months.



If the body has not agreed by then, they should keep talking.



After everyone has agreed, there should be 6 months before workers get their new pay.



This will give everyone time to get ready for the changes.

Who fair pay agreements will help



Fair pay agreements will help people who mostly work in adult social care.



It does not include people who mostly work with children.



It only includes workers with a **contract**.

A **contract** is an agreement you sign when you start a job.

Jobs that are included

Fair pay agreements may help many people who give care in:



- Care homes.



- Day care centres.



- People's homes.



- Local areas.



- Places like hospitals or clinics.

The fair pay agreements may help:



- People who care for others, like care workers and personal assistants.



- Managers.



- People who have had a lot of training for their jobs, like nurses and social workers.



- Other workers, like people who work in offices in care services.

Jobs that are not included

The fair pay agreements will not help:



- People who look after family or friends without being paid for it.



- People who work for themselves.



- People who do not have a contract.

The NHS and local councils



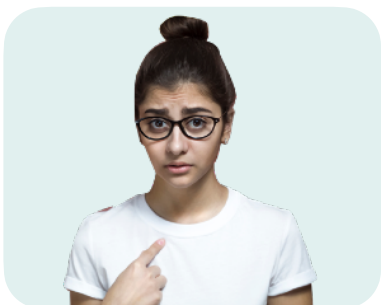
Fair pay agreements might help people who work for the NHS and local councils.



These workers usually have different rules about their pay.



This might make things complicated.



We might want to help people who do not already have rules to help them with pay.



The body can decide what to do about this.

Agency workers



Some people work for organisations called **agencies**.



These workers might work in many different places, depending on what their agency says.



We think that fair pay agreements should help agency workers.



They should also be treated fairly and have good pay.



Some people work in Scotland or Wales as well as England.



But Scotland and Wales might have different rules about pay to England.



So workers might have different rules about how much they should be paid.

What fair pay agreements could include

Fair pay agreements could include:



- How much workers will get paid.



- The rules that workers and employers will have to follow.



- Ways for workers to get training.



- Help for workers to get better jobs in the future.

Other rules



It is important to be fair to everyone who works in adult social care.

The fair pay agreement could also include other rules to help care workers. These could help with:



- Making sure workers are happy and healthy.



- Giving workers more time to rest.



- Make sure work is safe and fair.

Fair pay agreements could also help with:



- Helping workers learn new skills.



- Helping people travel to work.

Disputes



The workers and employers will try to agree on a fair pay agreement.



But if they cannot agree, this is called a **dispute**.



The chair will say if a dispute has happened.



Both the workers and employers must agree that there has been a dispute.



We will have rules for what to do if a dispute happens.

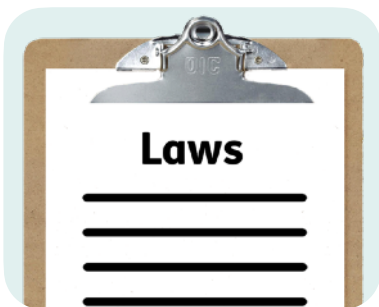


If everyone agrees that there is a dispute, then a new organisation will come in to help sort things out.



We think that this organisation should be the **Advisory, Conciliation and Arbitration Service**.

They are called **Acas** for short.



We could write laws explaining what Acas should do.

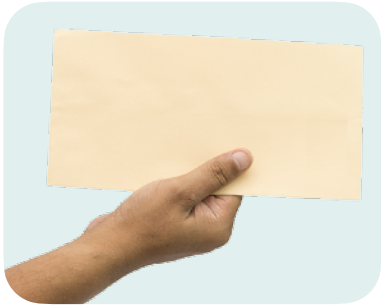


The chair and the body would work with Acas to decide how to solve the dispute.



If they still cannot agree, then we will decide what workers will be paid.

What happens next



Once the body has agreed on what to do, it will send the fair pay agreement to the government.



We will check it to see if everyone can afford it.



Sometimes, we might ask the body to make changes to parts of the agreement.



But generally, we will agree.



Then, we will make sure that the fair pay agreement is part of workers' contracts.



We will help care services to get ready for the new fair pay agreement.



We will make sure that they understand what is in the fair pay agreement.



The body will write a report to say what is in the fair pay agreement.



Everyone will be able to read this report on our website.



Everyone should understand the fair pay agreement if it affects them.



We will try to make sure that everyone can understand the new rules.



We will work with care services to make sure that they understand the rules.

Following the rules



Employers must follow the rules in the fair pay agreement.



We think we should write guides to say what employers must do.



These guides will explain:

- What the fair pay agreement means.



- How the fair pay agreement affects workers.



- What employers must do.



If employers do not follow the fair pay agreement, workers will be able to complain.



An organisation called the **Fair Work Agency** will be in charge of making sure workers get the right pay.



Other organisations, like Acas, will also be able to help workers.

Tell us what you think



You can tell us what you think of our ideas by filling in a survey.



You can find the survey by following this link:

www.gov.uk/government/consultations/plans-for-fair-pay-agreements-in-adult-social-care-easy-read



You must give us your answers by 11:59pm on 6th March 2026.

Find out more



You can find out more by emailing us at: ascfpa@dhsc.gov.uk

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