



Department
of Health &
Social Care



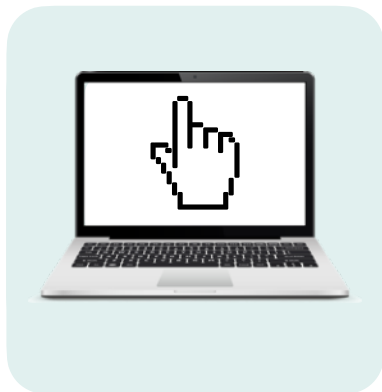
Easy
Read

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

What do you think?



How to fill in this survey



We have this easy read survey online on our website. If you want to fill it in online go to:

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



Or you can print out this survey and fill in a paper copy.



If you do not know how to print something, you might be able to get help at your local library.



If you have filled in a paper copy, please send it back to:

Adult Social Care Fair Pay Agreement Team

6th Floor, 39 Victoria Street

Westminster London

SW1H 0EU

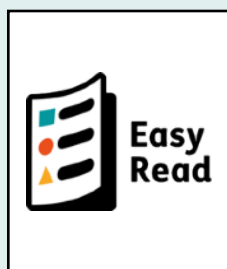


Or you can email your answers to us at:
ascfpa@dhsc.gov.uk



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

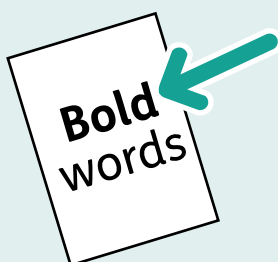
Easy Read



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 survey



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.



We have some ideas to change how we will pay workers in adult social care.



Please use this survey to tell us what you think about our ideas.

How to use this survey



There are 2 parts of this survey.
The first part is about you. It starts on page 8.



These questions will help us check that many different people are answering our questions.



The second part starts on page 25.



It will ask you about our new plans for fair pay agreements for people who work in adult social care.

About you



Question 1: Please tell us why you are filling in this survey:

Please only tick 1 box.

☐

I am answering because of my job

☐

I have a personal assistant who works for me

☐

I am someone else who wants to say what I think



Question 2: How old are you?

☐

Under 18

☐

18 to 24

☐

25 to 34

☐

35 to 44

☐

45 to 54

☐

55 to 64

☐

65 to 74

☐

75 or older

☐

I do not want to say



Question 3: Are you a man or a woman?

☐

Man

☐

Woman

☐

I do not want to say



Question 4: Is your **gender** the same as the one you were given when you were born?

Gender means being a man, a woman or something else.

☐

Yes

☐

No

☐

I do not want to say



Question 5: What is your ethnic group?

Your **ethnic group** means your race or where your family comes from.

☐

White

☐

Mixed or more than one ethnic group

☐

Asian or British Asian

☐

Black, Black British, Caribbean or African

☐

Another ethnic group

☐

I do not want to say



Question 6: Do you have a disability or **long term** health condition?

Long term means that it has lasted for a year or more.

☐

Yes

☐

No

☐

I do not want to say

If you said **Yes**, please answer question 7.
If you said **No**, please go to question 8.



Question 7: Does your disability or health condition affect how you do everyday things?

Things like cleaning, shopping or making meals.

☐

Yes, a lot

☐

Yes, a little

☐

Not at all

☐

I do not want to say



Question 8: Do you get care and support from an adult social care service?

This could be from a personal assistant, a care home, a council service or something else.

☐

Yes

☐

No

☐

I do not want to say



Question 9: Do you care for someone else because they are ill or disabled?

This does not include if you care for people for your job.

It means your friends or people in your family.

☐

No

☐

Yes, 9 hours a week or less

☐

Yes, 10 to 19 hours a week

☐

Yes, 20 to 34 hours a week

☐

Yes, 35 to 49 hours a week

☐

Yes, 50 or more hours a week

☐

I do not want to say



Question 10: Where do you live in the UK?

☐

England

☐

Scotland

☐

Wales

☐

Northern Ireland

☐

I live outside the UK

☐

I do not want to say



Please only answer question 11 if you live in **England**.

Question 11: Which part of England do you live in?

☐

North East England

☐

North West England

☐

Yorkshire and the Humber

☐

East of England

☐

East Midlands

☐

West Midlands

☐

South East England

☐

South West England

☐

London

☐

I do not want to say

If you are answering for your job



Please only answer these questions if you are answering because of your job.

If you are not answering for your job, please go to page 25.



Question 12: Are you answering this survey as...

☐

Someone who works in health and social care

☐

Someone who plans what adult social care services people need

☐

Someone who works in a different job. Please say in the box below:



Question 13: If you work in health and social care, do you work in adult social care?

☐

Yes

☐

No

If you work in adult social care



Please only answer the next 5 questions if you work in adult social care.

If you do not work in adult social care, please go to page 25.



Question 14: What is your job in adult social care?



Question 15: Who do you work for?

☐

A local council

☐

A care company

☐

A charity that gives people care and support

☐

An agency

☐

The person that you care for

☐

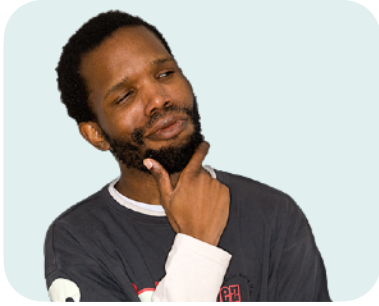
I work for myself

☐

The NHS

☐

I work for someone else. Please say who in the box below:



Question 16: Which of these services do you work in?

Please choose the service you work in the most.

- ☐ Care homes with nurses
- ☐ Care homes without nurses
- ☐ Care in people's homes
- ☐ Care where you live with the person you are caring for
- ☐ Support services
- ☐ Housing services with extra care
- ☐ Shared lives
- ☐ Supported living
- ☐ Day care services
- ☐ Hospice

There are more choices on the next page.

☐

Local council adult social care

☐

Enablement or reablement – these are services that help people to live independently

☐

Short breaks

☐

Other adult social care services. Please say what they are in the box below:



Question 17: How many hours a week do you work in adult social care?

Do not include any extra work you do.

- ☐ 1 to 10 hours
- ☐ 11 to 15 hours
- ☐ 16 to 20 hours
- ☐ 21 to 30 hours
- ☐ 31 to 35 hours
- ☐ 36 or more hours
- ☐ I do not know
- ☐ I do not want to say



Question 18: Who do you care for?

You can tick more than 1 box.

☐

Children and young adults aged under 18

☐

People aged 18 to 64

☐

People aged 65 or over

☐

I do not know

The Adult Social Care Negotiating Body



We want to make an organisation that recommends how much adult social care workers should be paid.



This will be called the **Adult Social Care Negotiating Body**. It will advise the government.

In the rest of this document, we will call it 'the **body**'.



Negotiating means agreeing on something.



These questions are about how we will set up the body.

Supporting the body

Please only answer these questions if you:



- Have a personal assistant who works for you.



- Are answering for your job.



Otherwise, please go to page 30.



The government will be in charge of the body.



The body will have workers to help it do its work.

We could get these workers in 2 ways:



- We could use government workers, called **civil servants**. They already know how to do this type of work.



- We could use another company to give us workers. The government would still decide how they work.



Question 26: Who do you think should run the body?

☐

Civil servants

☐

A different company

☐

Neither

☐

I do not know

☐

I do not want to say



Please tell us why you think this:



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



They will be someone who is not part of the government.



This will help to make sure they are fair.



Question 27: If you have any other ideas about how we should set up the body, please tell us here:

Who should be part of the body



These questions are for everyone.

We want to know:



- How workers and companies can be part of the body.



- How other organisations, like councils, can take part.



- How to decide who should be part of the body.

Workers



We want to make sure that workers have organisations that can speak up for them.

These organisations are called **trade unions**.



Trade unions are groups of workers that join together to make sure they are treated fairly at work.



A group of trade unions will work together. They will be led by an organisation called the **TUC**.



Our idea is to make this group part of the body.



Our idea is that they would manage who might speak up for workers.

The TUC will have rules to help them decide who to involve.



Question 28: Do you agree or disagree with this idea to allow the TUC to help manage who speaks up for workers?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

Employers



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



The body will need to hear from employers.



We think that an organisation called the **Care Provider Alliance** should get a group of employers to work together.



Our idea is to make this group part of the body.



The group must include local councils and the NHS.



Question 29: Do you agree or disagree with how we think employers should be included?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

Local councils



Local councils should be an important part of agreements about pay.



This is because a lot of social care staff work for local councils.

We also think that:



- The body must listen to local councils.



- Local councils can tell the government what they think of agreements about pay.



Question 30: Do you agree or disagree with how we think local councils should be included?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this.

Please also say if you think local councils should be involved in other ways:

Other organisations



Question 31: Do you think that there are any other organisations that should be part of the body?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



If you said **Yes**, which organisations should be involved, and why?

Other people



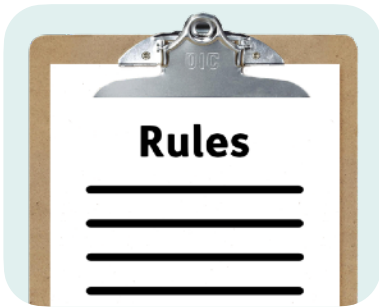
Question 32: How could people who pay for their own care tell the body what they think?



Question 33: How could **NHS commissioners** tell the body what they think?

NHS commissioners plan and pay for NHS health services.

Rules for who can be part of the body



The trade unions and employers will have rules for who can speak for them in the body.



The government will also check who is part of the body.



But we could also have rules that say who can be part of the body.



Question 34: Do you think that the government should have rules for who can be part of the body?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

How negotiation will work



Remember, **negotiation** means agreeing on what to do.



We have ideas about how negotiations would work.

How negotiations would start

Please only answer these questions if you:



- Have a personal assistant who works for you.



- Are answering because of your job.



Otherwise, please go to page 45.



Our idea is that negotiations would start when the government sends a letter called a **remit letter** to the body.

The letter would say:



- What the government wants the body to think about.



- When the body should agree by.



- How much extra money the body can agree to spend on paying people.



Question 35: Is there anything else you think should be included in this letter?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



If you said **Yes**, please tell us what else should be included:

How negotiations would work



These questions are for everyone.



The body would be able to decide how it wants to work.



Remember, the leader of the body will be called the **chair**.

They would lead the group to look at all of the issues.



The group would try to agree on what to do.



Question 36: Do you agree or disagree with this way of working?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

How the body decides what to do

Please only answer these questions if you:



- Have a personal assistant who works for you.



- Are answering because of your job.



Otherwise, please go to page 57.



The people who speak up for workers and employers will both need to agree on what to do.



They should be able to choose how they do this themselves.



Both groups will decide what to do among themselves.



Then they will tell the chair what they have decided.



If both sides agree, then the chair will tell the government.

If the government agrees, then these will become the new rules for pay.



Question 37: Do you agree or disagree with this way of deciding what to do?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

How long negotiations should take

Please only answer these questions if you:



- Have a personal assistant who works for you.



- Are answering because of your job, but your job is not in health or social care.



Otherwise, please go to page 57.



Negotiations will happen every year.

We think that we should let negotiations take up to 6 months.



Question 38: Do you think that this is enough time for the body to agree on what to do?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



Please tell us why you think this:



After the body has agreed on how much to pay workers, organisations will need to get ready to pay people more.



We think that organisations should have up to 6 months to get ready to pay people more.



Question 38: Do you think that this is enough time?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

What should be included



This part is about which jobs, services and places the body should help.



These questions are for people who have personal assistants who work for them.



Otherwise, please go to page 57.

Checking if someone is an adult social care worker



The body will agree on pay for workers who work in adult social care.



So employers will need to check if their staff work in adult social care.



If they do work in adult social care, then the employer might need to pay them more.



But it is not always easy to tell if someone works in adult social care.



This is because some people do lots of different jobs in a company.



Think about the people who work for you.



Question 39: Are there any people who might **not** count as adult social care workers?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



If you said **Yes**, please explain more here:



Question 40: How can we support you to check if your workers count as adult social care workers?

Who should be included



These questions are for everyone.

We think that the pay agreements should include:



- Workers who care for people, like care workers and personal assistants.



- Managers, like supervisors and people who manage organisations.



- Nurses, occupational therapists and social workers.



- Other jobs, like people who work for agencies.



Question 41: Are there any jobs that you think should not be included?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



If you said **Yes**, please tell us who we should not include:



Question 42: Are there any jobs that you think should be included that we have not talked about?

☐

Yes

☐

No

☐

I do not know

☐

I do not want to say



If you said **Yes**, please tell us who we should include:



Some people who work in adult social care work for themselves.



This means that they might be left out by the body's decisions.



But we still want to make sure that they get a fair amount of pay.



Question 43: How do you think the body's decisions could affect people who work for themselves?



Some adult social care workers have different rules for their pay.



They might not be included in the body's agreements.



An organisation called the **National Joint Council** agrees on the pay for people who work in local councils.



An agreement called the **Agenda for Change** agrees on the pay for people who work in the NHS.



We would like to have 1 set of rules for all adult social care workers.



Question 44: Do you agree or disagree that local council workers should be included in the body's agreements as well?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:



Question 45: Do you agree or disagree that NHS workers should be included in the body's agreements as well?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

People who work in more than 1 country



These questions are for people who work in adult social care.



Otherwise, please go to page 68.



Question 46: If pay was different between England, Wales and Scotland, would this make you think about moving to a new job?

☐

Yes

☐

No



If you said **Yes**, please tell us how this might affect you:



If a worker works in 2 different countries, they might have 2 different pay agreements.

For example, people who work in both England and Scotland might have 2 sets of rules saying how much they get paid.



We want to make sure that these workers get paid fairly.



We could pay them separately for the work they do in each country.

This means that they could get paid 2 different rates for their work.



Or we could pay them 1 rate, depending on where they live or work most of the time.



Question 47: What would you prefer to happen?

☐

The worker gets paid for the number of hours they work in each country

☐

The worker gets 1 rate of pay, depending on where they work most of the time

☐

The worker gets 1 rate of pay, depending on where they live

☐

Other

☐

I do not know



Please tell us why you think this:

What the body can do



These questions are for everyone.



The law says that the body can set rules for:

- Pay.



- How people behave at work, and how they are treated.

This is called **terms and conditions**.



We want to know if the body should also set rules about other things, like training.

Paying workers



Paying workers is very important.



Question 48: What do you think is most important for us to do?

Please tick up to 3 boxes.

☐

Agree on what the lowest-paid workers should be paid

☐

Set pay for different levels of jobs

☐

Pay people more if they have extra skills or have done training

☐

Give people extra pay, called bonuses, for working at certain times, like over Christmas

☐

Give people extra pay to work at night, or to help convince people to work in adult social care

There are more choices on the next page.

☐

I do not know

☐

Something else. Please say what you think in this box:

☐

None of these



Please tell us why you think this:

Terms and conditions



Terms and conditions are the rules at work.



For example, workers should be paid when they are sick, and get time off for holidays.



These rules can be a big reason why some people leave their jobs or do not want to start.



So we want to make people's terms and conditions better.



Question 49: What do you think is most important to make terms and conditions better for adult social care workers?

Please tick up to 3 boxes.

☐

Being paid for the time and money it takes to travel while they are working

☐

Being paid for having to sleep at work, or working at night

☐

How many hours they work each week, including having a certain number of hours

☐

Being paid extra for working more hours

☐

Getting better sick pay

☐

Having paid time off each year

☐

How much money is put into their pension, and the rules about it

There are more choices on the next page.

☐

How much money they get if they are hurt at work

☐

I do not know

☐

Something else. Please say what you think in this box:

☐

None of these



Please tell us why you think this:

Learning new skills



The body could also set rules about training workers and helping them to learn skills.



Question 50: What do you think is most important for making this better for adult social care workers?

Please tick up to 3 boxes.

☐

Having a chance to get training

☐

Special training for certain jobs

☐

Advice to help people move to better jobs

☐

Advice to help people learn new skills at work

There are more choices on the next page.

☐

Advice to help people get **qualifications**. These are certificates to say they have passed exams

☐

I do not know

☐

Something else. Please say what you think in this box:

☐

None of these



Please tell us why you think this:

Supporting people



The body could also set rules about supporting people to feel happy, healthy and included at work.



Question 51: What do you think is most important for supporting adult social care workers?

Please tick up to 3 boxes.

☐

Rules to make sure everyone is included at work

☐

Rules to help people be happy and healthy at work

☐

Rules to stop people from being treated badly at work, like rules to stop bullying

☐

Rules to help people balance work with their family life

There are more choices on the next page.

☐

Rules to help people to stay safe at work

☐

Plans that help people to speak up if they see something that is wrong

☐

I do not know

☐

Something else. Please say what you think in this box:

☐

None of these



Please tell us why you think this:

Other support



The body could also set rules about other types of support at work.



Question 52: Which of these types of support do you think is most important?

Please tick up to 3 boxes.

☐

Plans that help to pay for travel to work

☐

Support with money problems

☐

Paying people back for the money they spend while they work

☐

Other extra support, like plans that help people to feel happy and healthy

☐

I do not know

There are more choices on the next page.

☐

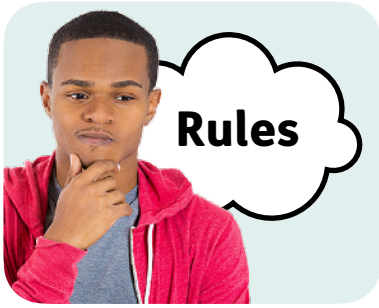
Something else. Please say what you think in this box:

☐

None of these



Please tell us why you think this:

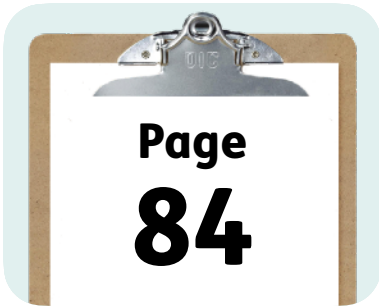


Question 53: Is there anything else that you think the body could set rules on?

When groups cannot agree



Please only answer the next 2 questions if you are answering because of your job, but your job is not in health and social care.



Otherwise, please go to page 84.



This part is about what happens if the body cannot agree on what to do.



We need a clear plan about what to do if this happens.



When the workers and employers cannot agree, this is called a **problem**.



The chair should try to solve the problem first.



If they cannot solve the problem, then we think an organisation called **Acas** should help.



Acas stands for the Advisory, Conciliation and Arbitration Service. They help to sort out problems at work.



They are used to sorting out problems where people cannot agree.



Question 54: How much do you agree or disagree with this plan?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

Following what the body says

Please only answer the questions in this part if you:



- Have a personal assistant who works for you.



- Are answering because of your job, but you do not work in health and social care.



Otherwise, please go to page 87.



When the body agrees on pay, then organisations need to follow what they say.



We want to support organisations to be ready to pay their workers more.



Question 55: What do you think we should do to help people get ready to pay their workers more?



Question 56: Do you agree or disagree that the government and the body should work together to write guidance on what to do?

☐

Agree a lot

☐

Agree

☐

Disagree

☐

Disagree a lot

☐

I do not know

☐

I do not want to say



Please tell us why you think this:

Making sure organisations follow the rules

Please only answer the first 2 questions in this part if you:



- Have a personal assistant who works for you.



- Are answering because of your job, but your job is not in health and social care.



Otherwise, please go to page 89.



This part is how we can check that organisations are following the rules and paying their workers enough.



Question 57: How can we help you to follow the rules about paying your workers?



Question 58: What else can the government do to support organisations to follow the rules?

Please only answer the next question if you:



- Work in adult social care.



- Have a personal assistant who works for you.



Otherwise, please go to page 92.

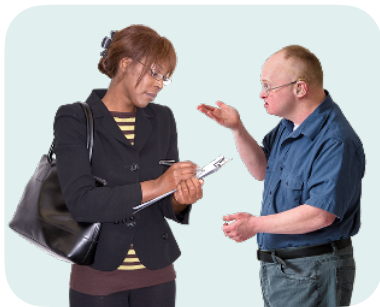


Think about how problems about pay are usually solved at work.

They might get solved by:



- Complaining at work.



- Talking to an organisation like Acas or a trade union.



- Complaining to the government.



- Going to a **tribunal**. This is a legal meeting, like a court, to decide what to do.



Question 59: How could this be done better?

Treating everyone fairly



These questions are for everyone



We want to make sure that our rules treat everyone fairly.



This means thinking about people's **protected characteristics**.

Protected characteristics are personal details about you. There are examples on the next page.



It is against the law to treat people badly because of their protected characteristics.

Protected characteristics include:



- How old you are.



- Whether you have a disability or not.



- Whether your gender is different to the one you were given when you were born.



- Whether you are married or in a civil partnership.



- Whether you are pregnant or a mother.

There are more protected characteristics on the next page.

Protected characteristics also include:



- Your race.



- Your religion or what you believe in.



- Your sex.



- Your sexual orientation. This means whether you are straight, gay, lesbian, bi, or something else.



Question 60: Do you think any of these groups might be helped by our ideas?

☐

Yes

☐

No

☐

I do not know



If you said **Yes**, please tell us which groups you think would be helped by our ideas, and why:



Question 61: Are there any groups that would be treated badly by our ideas?

☐

Yes

☐

No

☐

I do not know



If you said **Yes**, please tell us which groups you think would be treated badly by our ideas, and why:

What to do next



Thank you for answering our questions and telling us what you think.



Now, please send us your answers.



Save this document and send it to this email address:



Or print off the document and post it to us at this address:

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