

# Voluntary Sector Pay 2024

## Get Active, Get Organised, Get Involved



Unite, the trade union for ALL Voluntary Sector Care & Support Workers, is preparing to develop a single pay claim that unifies members and workers in: Ark Housing & Support, Blackwood Care & Support, Carr-Gomm Scotland, Turning Point Scotland, Key Housing & Support, Penumbra, Simon Community, Wheatley Care, Sense Scotland, SAMH, VSA, The Action Group and others as they join the fight.

Year in and year out Reps and Officials have been trying to bargain the best they can in isolation, company by company. Very occasionally a half decent pay settlement might be agreed with one employer or another. However, the central experience is one of wages and conditions held down to the point that now the Scottish Government sets a wage floor in the sector. This is not bargaining, this is simply taking what you're given. We need to treat the announcement of £12 p/h from April 2024 as an opening offer, not the bestowal of a gift to be thankful for. It's time to up the ante on jobs, pay and conditions.

## It's time to change how we do things in the Sector

For the last 18 months, Unite has been campaigning hard to secure sector level collective bargaining on pay and conditions for Care & Support Workers who are employed in the voluntary sector. Although there are indications of an agreement in principle that Sector Level Bargaining on Pay & Conditions will be introduced, we cannot wait for years until this happens.

The answer is simple: Stand together, bargain together and Unite will back you to take your pay claim not only to your employer but to the real decision-maker on funding for the sector: The Scottish Government.

## First Step. Every Worker MUST Get Involved

### Help shape YOUR 2024 pay claim now

Right now we are undertaking a largescale engagement exercise to gather YOUR views and priorities on what a 2024 pay claim should include. The more responses we get to our 2024 pay survey the more robust, credible and accurate the claim will be. After the survey closes, Reps from across the Sector will come together to draw up the pay claim.

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Scan the QR Code opposite to share your views now.

To join Unite today visit:

[join.unitetheunion.org/](https://join.unitetheunion.org/)



# Unite

**Fighting for Jobs : Pay : Conditions**