

From: **John Cran** <john@oilean.co.uk>
Date: Mon, Dec 18, 2017 at 4:25 PM
Subject: Re: equalities Plan
To: Ed Blackburn <Ed.Blackburn@sds.co.uk>

Hi Ed

Ever since the publicity around Sports Direct and Primark and the Minimum Wage hit the headlines I have a problem circulating in my head. As you will see from the attached letter I have written to HMRC for advice on dealing with the issue with the employer. But when you tease out the issue it seems to me that there are issues from the exactly same minimum wage regulations for SDS to address as well.

All the workers in adult care are now required to gain an SVQ level 2 qualification and many are on minimum wage levels. I have been having discussions with a manager in a care home which refuses to fund the staff to gain the qualification and this I believe places them in breach of the minimum wage regulations.

But it also raises for me the question of why Skills Development Scotland has chosen to fund the SVQ 4s and Leadership and management qualifications for the managers who are paid well above the minimum wage and refuse to fund the over 25s care staff at Level 2 at all. For the managers SDS supports to the tune of £1200 while for SVQ2 staff -£0. For an agency seeking to employ equal opportunities this seems to say the least bizarre.

I think it also places Scottish Government at odds with the minimum wage regulations.

On the one hand Scottish Government is requiring minimum wage staff to gain a qualification, regulated by the Care Inspectorate and the Scottish Social Services Council, but on the other hand is refusing to make a contribution to the cost of training through the Scottish Skills body. How are they supposed to afford the required qualification?

At the same time it is paying big contributions for qualifications for the better paid members of the same sector.

Can you find someone who can rationalise this for me?

Kind regards

John Cran
Director
Oilean (Training and Nurture) Ltd

On Tue, Dec 19, 2017 at 10:31 AM,

JoyceFleming > wrote:

Good Morning John, hope all is well with you and you are looking forward to a break at Xmas.

Ed forwarded me the email you sent about the qualifications and letter to HMRC as your SIA to deal with.

Your email has been forwarded to NTP Contracts to review and respond, hopefully they will get back to you in early course. However, there are some people on leave from this week and SDS areas finish up from close of business this Friday until Wednesday 3rd January, so it could be that it will be January.

Regards,
Joyce

Skills Development Scotland Leasachadh Sgilean na h-Alba
Saltire House, Pentland Park, Glenrothes, Fife, KY6 2AL.

myworldofwork.co.uk – The help you need for the career you want.
ourskillsforce.co.uk – Making skills work for employers.
apprenticeships.scot – Find an apprenticeship. Recruit an apprentice.
sds.co.uk – Making skills work for Scotland.

From: **John Cran** <john@oilean.co.uk>
Date: Mon, Jan 15, 2018 at 11:52 AM
Subject: Re: Equalities

Hi Joyce

Happy New Year.

I have heard nothing back from Equalities Section about my email. However I do have a letter from the Chief Executive of SSSC who shares my concerns and which clearly identifies SDS as one of the organisations which discriminate against the adult care workforce. That workforce is made up of predominately women, and minimum wage employees and is recognised that it is one of the poorest paid sectors in the country!

Kind regards

John Cran
Director
Oilean (Training and Nurture) Ltd