

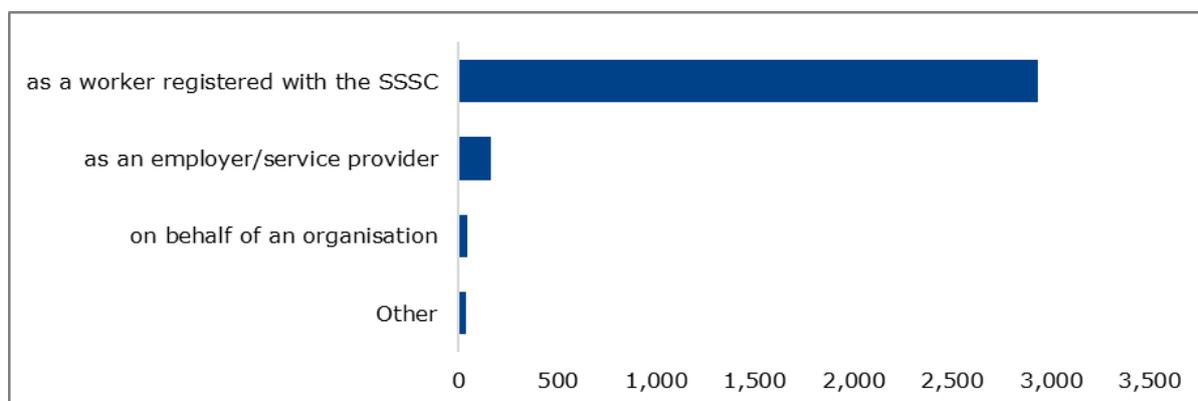
# 2024 fee consultation response analysis

## 2024 fee consultation response analysis

**Total responses – 3,178**

### Q. Are you responding

Responses: 3,178



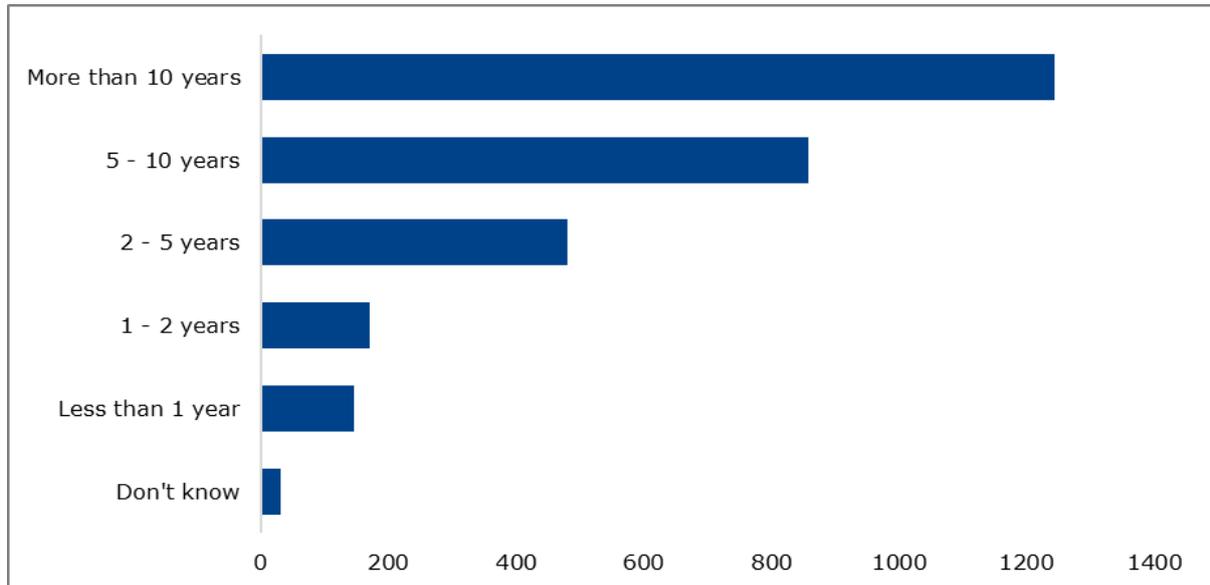
	Number	Percent
as a worker registered with the SSSC	2,935	92.4%
as an employer/service provider	161	5.1%
on behalf of an organisation	44	1.4%
Other	38	1.2%

Blank responses to this question that subsequently selected a register part in response to 'Please tell us what Register part you are on' have been counted in the category 'as a worker registered with the SSSC'. Additionally, there were 38 responses categorised as 'Other' (including blank responses).



**Q. How long have you been registered with the SSSC?**

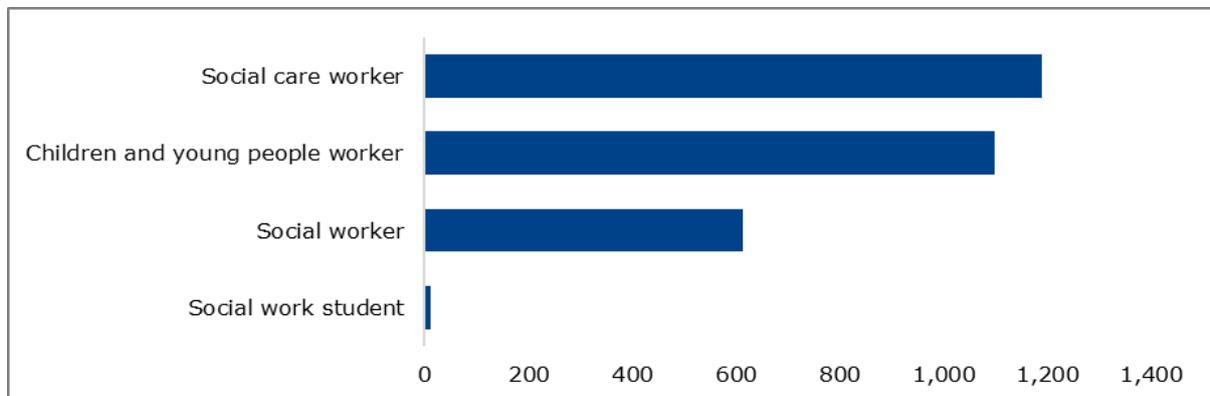
Responses: 2,933



	Number	Percent
More than 10 years	1,245	42.4%
5 - 10 years	859	29.3%
2 - 5 years	481	16.4%
1 - 2 years	170	5.8%
Less than 1 year	147	5.0%
Don't know	31	1.1%

**Q. Please tell us what Register part you are on:**

Responses: 2,913



	Number	Percent
Social care worker	1,189	40.8%
Children and young people worker	1,098	37.7%
Social worker	614	21.1%
Social work student	12	0.4%

**Q. If you are registered on more than one Register part please specify here:**

Responses: 339

Unique Values: 135

	Number	Percent
No	90	26.5%
N/A	28	8.3%
Yes	18	5.3%
Social Care Worker	12	3.5%

Additionally there were 131 unique free text responses each with less than 10 respondents.

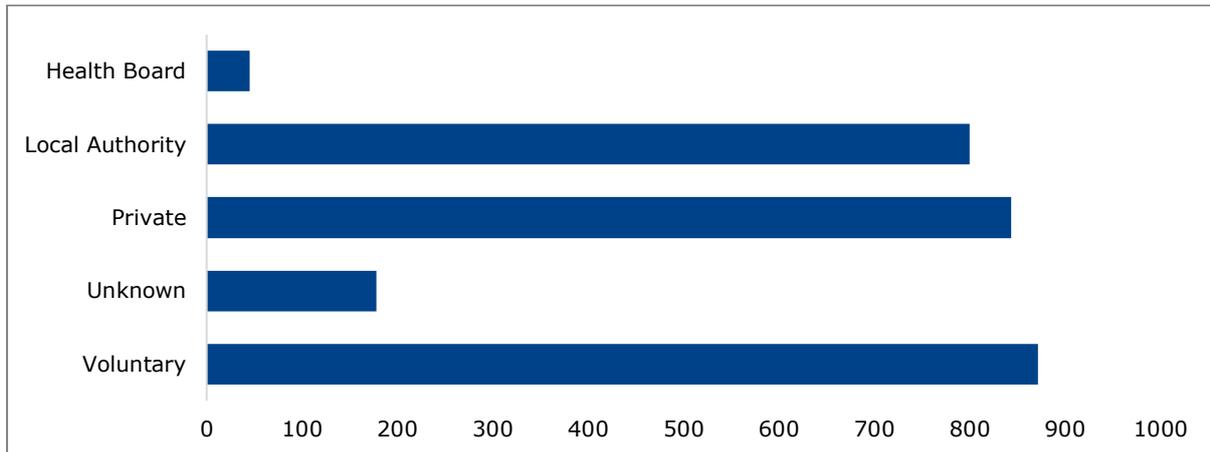
Of the 339 responses, 214 indicated that the respondent was on more than one register part.



**Q. What is the name of your organisation?**

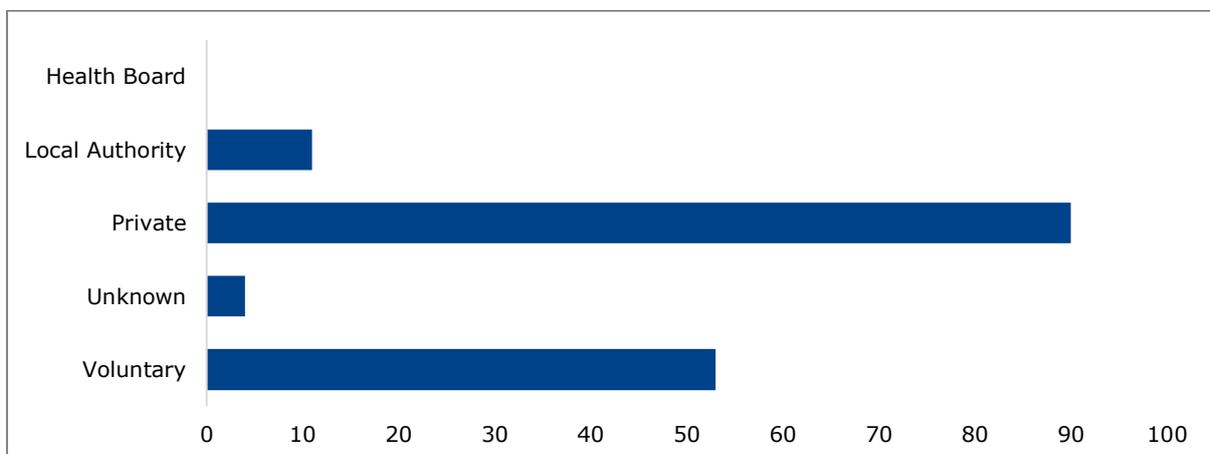
The text responses to this question have been categorised into Health Board, Local Authority, Private, Voluntary or Unknown.

For those whose response was counted as 'As a registered worker with the SSSC' there were 2,739 responses.



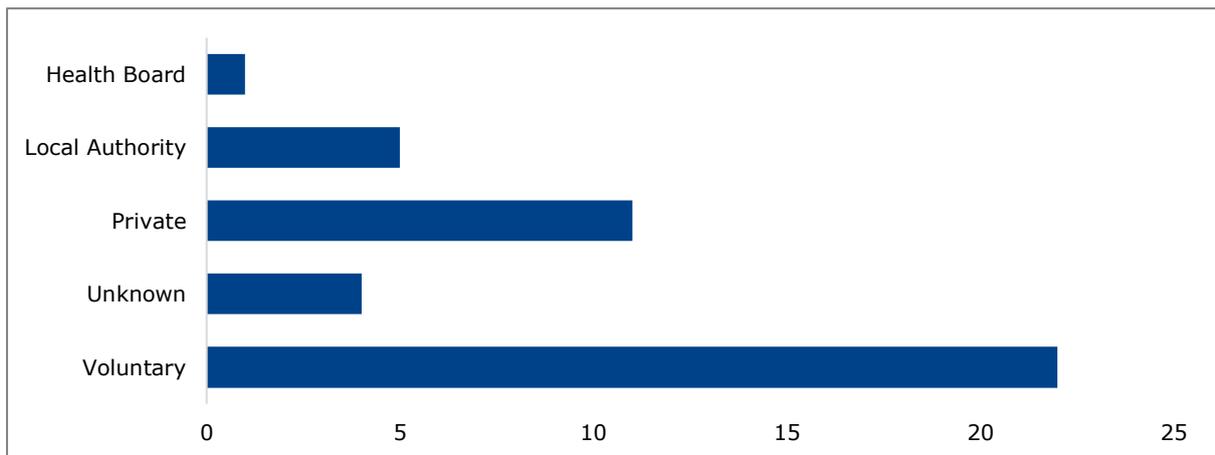
	Number	Percent
Health Board	45	1.6%
Local Authority	800	29.2%
Private	844	30.8%
Unknown	178	6.5%
Voluntary	872	31.8%

For those whose response was counted as 'as an employer/service provider' there were 158 responses.



	Number	Percent
Health Board	0	0.0%
Local Authority	11	7.0%
Private	90	57.0%
Unknown	4	2.5%
Voluntary	53	33.5%

For those whose response was counted as 'on behalf of an organisation' there were 43 responses.



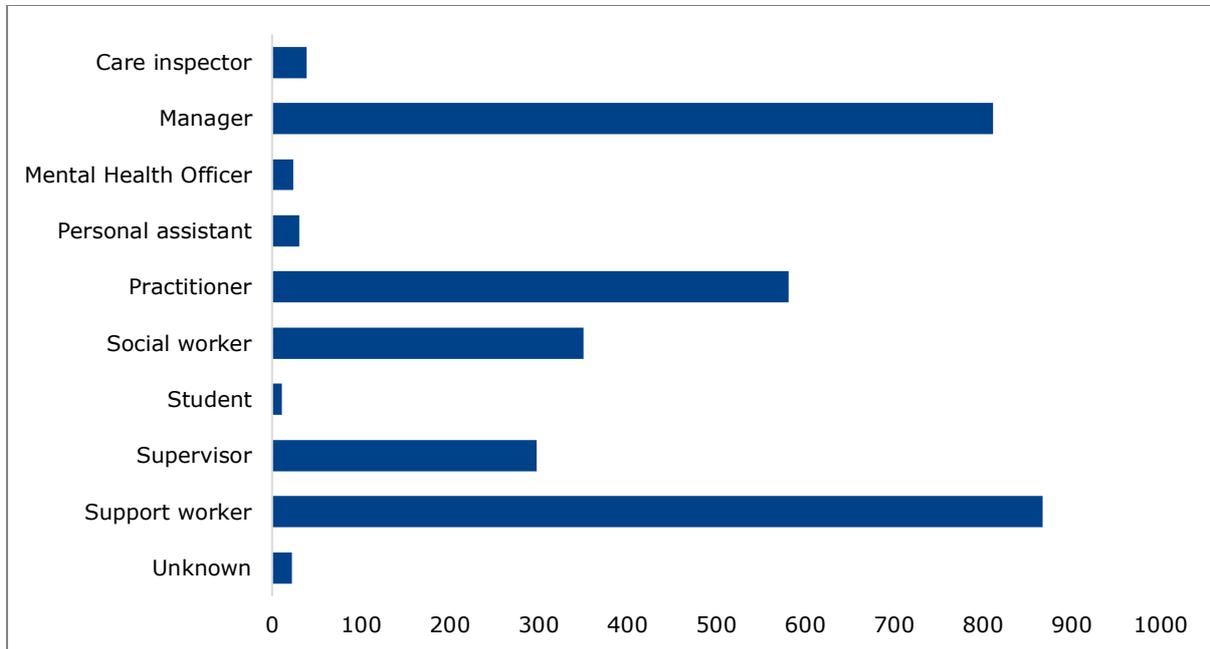
	Number	Percent
Health Board	1	2.3%
Local Authority	5	11.6%
Private	11	25.6%
Unknown	4	9.3%
Voluntary	22	51.2%



**Q. What is your role within your organisation?**

The text responses to this question have been categorised into role groups.

Responses: 3,038



	Number	Percent
Care inspector	39	1.3%
Manager	812	26.7%
Mental Health Officer	24	0.8%
Personal assistant	31	1.0%
Practitioner	582	19.2%
Social worker	351	11.6%
Student	11	0.4%
Supervisor	298	9.8%
Support worker	868	28.6%
Unknown	22	0.7%

**Q. Which local authority area do you work in?**

Responses: 3,027

Responses were received representing all 32 Scottish local authority areas.

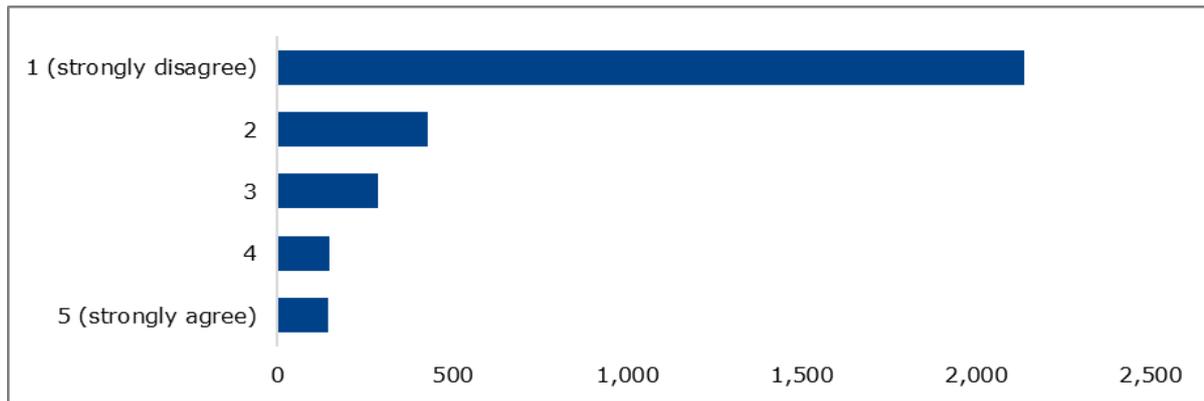


**Q. To what extent do you agree that the proposed fee increase is reasonable?**

Please select on a scale of 1 to 5 where 1 is 'strongly disagree' and 5 is 'strongly agree'.

**All Responses**

Responses: 3,151



**All Responses**

	Number	Percent
1 (strongly disagree)	2,138	67.9%
2	430	13.6%
3	287	9.1%
4	150	4.8%
5 (strongly agree)	146	4.6%

**Responses by 'Are you responding'**

	as a worker registered with the SSSC		as an employer/service provider		on behalf of an organisation		Other	
	Number	%	Number	%	Number	%	Number	%
1 (Strongly disagree)	1990	68.3%	104	64.6%	24	55.8%	20	57.1%
2	391	13.4%	28	17.4%	6	14.0%	5	14.3%
3	256	8.8%	17	10.6%	8	18.6%	6	17.1%
4	135	4.6%	10	6.2%	3	7.0%	2	5.7%
5 (Strongly agree)	140	4.8%	2	1.2%	2	4.7%	2	5.7%



## Responses by Register Part

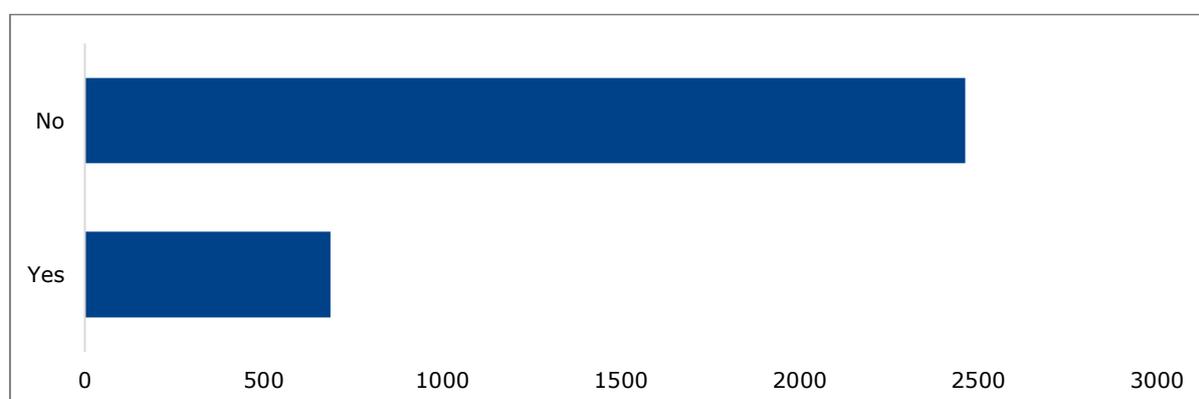
	Children and young people worker		Social care worker		Social work student		Social worker	
	Number	%	Number	%	Number	%	Number	%
1 (Strongly disagree)	776	71.3%	763	64.7%	7	58.3%	430	70.5%
2	150	13.8%	143	12.1%	2	16.7%	93	15.2%
3	86	7.9%	120	10.2%	1	8.3%	47	7.7%
4	36	3.3%	74	6.3%	0	0.0%	22	3.6%
5 (Strongly agree)	41	3.8%	79	6.7%	2	16.7%	18	3.0%

**Q. Rather than one large increase we are proposing to raise the registration fees by increasing each fee by a small amount each year for five years from 1 April 2025/26 to 31 March 2030.**

**For example, taking this approach would mean that the fee for support workers would go up by £3 per year for five years.**

**Do you support increasing the fee by a small amount each year for five years?**

Responses: 3,152



### All responses

	Number	Percent
No	2,465	78.2%
Yes	687	21.8%



## Responses by 'Are you responding'

	as a worker registered with the SSSC		as an employer/service provider		on behalf of an organisation		Other	
	Number	%	Number	%	Number	%	Number	%
No	2,297	78.8%	116	73.4%	25	58.1%	27	77.1%
Yes	619	21.2%	42	26.6%	18	41.9%	8	22.9%

## Responses by Register Part

	Children and young people worker		Social care worker		Social work student		Social worker	
	Number	%	Number	%	Number	%	Number	%
No	894	82.2%	889	75.0%	9	75.0%	493	80.7%
Yes	194	17.8%	296	25.0%	3	25.0%	118	19.3%

## Q. You can provide more information to support your answer

2,442 comments were received.

- 2,232 comments were from those categorised as workers registered with the SSSC.
- 140 from those categorised as responding as an employer / service provider.
- 37 from those categorised as responding on behalf of organisations
- 33 categorised as 'Other'.

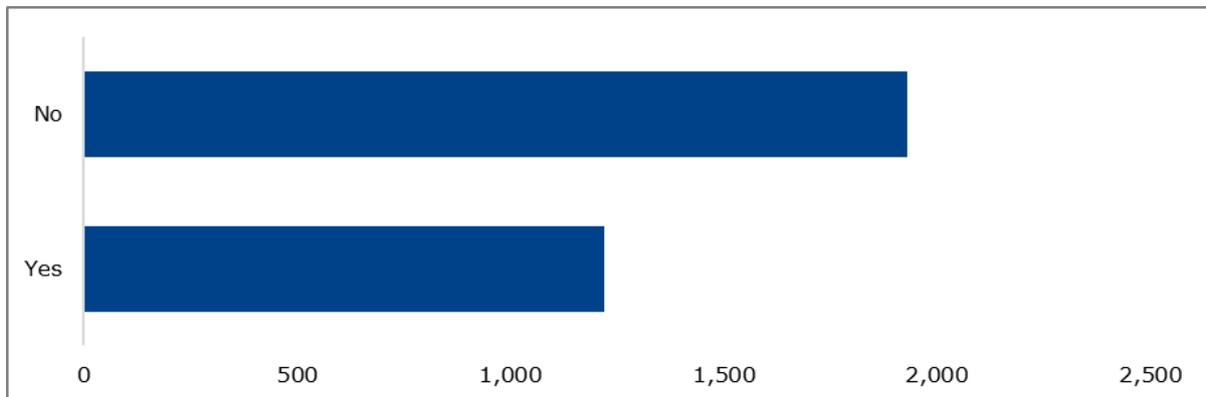
Text mining software was used to extract topics from these comments. Here are the main themes.

- There was a strong sentiment that they did not agree with the fee rise or in some cases paying a fee at all, particularly with local authority workers having their fees paid for them.
- That there is a difference in pay and funding between local authority and private sector and voluntary workers.
- There are significant challenges with recruitment in the care sector
- There are cost of living issues and a financial strain on a low paid workforce who would struggle to pay.
- That there are more part-time workers in this sector and there would be a greater impact on these workers.
- There needs to be more transparency around the value the SSSC delivers and what it offers.



## Q. Do you have an alternative option you would like us to consider?

Responses: 3,149



	Number	Percent
No	1,929	61.3%
Yes	1,220	38.7%

## Q. Please tell us more about the options you'd like us to consider.

In total 1,198 comments were received in response to this question.

- 1,078 comments were from those categorised as workers registered with the SSSC.
- 84 from those categorised as responding as an employer / service provider.
- 20 from those categorised as responding on behalf of organisations
- 16 categorised as 'Other'.

Comments were read and grouped into themes. Overall the main suggestions identified were:

- they would prefer no increase or a smaller increase particularly for the lowest paid
- to remove or reduce the existing fee
- Scottish Government to fund all fees or for employers to pay all fees.

A smaller number of comments identified other suggestions:

- care Services Managers to have a lower fee than Social Workers
- fees being linked to salary and/or part time hours
- paying fees by instalments.

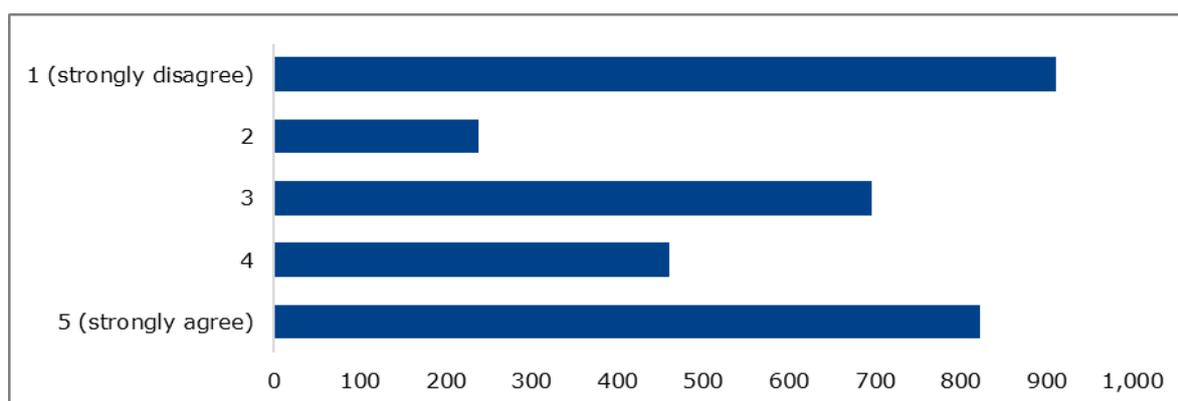


**Q. We are proposing to keep the differences between the fee levels for the different parts of the Register. We do this to take account of the different salaries between roles in this sector and so that those on lower salaries pay less.**

**To what extent do you agree with this approach?**

**Please select on a scale of 1 to 5, where 1 is 'strongly disagree' and 5 is 'strongly agree'**

Responses: 3,128



	Number	Percent
1 (strongly disagree)	911	29.1%
2	238	7.6%
3	696	22.3%
4	460	14.7%
5 (strongly agree)	823	26.3%

**Responses by 'Are you responding'**

	as a worker registered with the SSSC		as an employer/service provider		on behalf of an organisation		Other	
	Number	%	Number	%	Number	%	Number	%
1 (Strongly disagree)	850	29.4%	40	25.2%	11	26.2%	10	28.6%
2	220	7.6%	14	8.8%	3	7.1%	1	2.9%
3	645	22.3%	36	22.6%	5	11.9%	10	28.6%
4	416	14.4%	27	17.0%	10	23.8%	7	20.0%
5 (Strongly agree)	761	26.3%	42	26.4%	13	31.0%	7	20.0%



## Responses by Register Part

	Children and young people worker		Social care worker		Social work student		Social worker	
	Number	%	Number	%	Number	%	Number	%
1 (Strongly disagree)	370	34.2%	312	26.6%	2	16.7%	157	26.0%
2	90	8.3%	82	7.0%	1	8.3%	46	7.6%
3	272	25.1%	245	20.9%	3	25.0%	122	20.2%
4	138	12.8%	166	14.2%	0	0.0%	108	17.9%
5 (Strongly agree)	212	19.6%	367	31.3%	6	50.0%	172	28.4%

### Q. You can provide more information to support your answer

Comments: 1,362

- 1,235 comments were from those categorised as workers registered with the SSSC.
- 77 from those categorised as responding as an employer / service provider.
- 26 from those categorised as responding on behalf of organisations.
- 24 categorised as 'Other'.

Text mining software was used to extract topics from these comments. The main topics identified were very similar to those mentioned in other free text answers. Cost of living and the financial impact being the most noted. There were also comments that outlined a positive approach to having different levels of fees for different parts of the register.

### Q. What, if any, do you see as the main equality related issues that you feel could arise from the proposals set out in this consultation?

**For further information please see our Impact Assessment (September 2024) covering several areas such as protected characteristics and children's rights.**

Comments: 1,319



**Q. We are committed to promoting equality, diversity and inclusion.**

**We want to understand the diversity and consider the unique needs of the people on our Register who have protected characteristics and take steps to meet and support these needs.**

**You have the option to provide your equalities information.**

**The reason we ask for this information is that it helps us to better understand the context for the responses which informs the analysis and can contribute to the decisions that are made following the consultation.**

**You do not have to answer these questions, but it would be helpful to us if you do.**

Responses: 3,177

	Number	Percent
Yes	2,024	63.7%
No	1,153	36.3%

In this section of the document categories with less than 10 responses are not displayed to avoid identifying individuals.

**Q. What is your age group?**

Responses: 2,019

	Number	Percent
35 - 44	525	26.0%
45 - 54	501	24.8%
55 - 64	469	23.2%
25 - 34	354	17.5%
16 - 24	91	4.5%
65 or older	79	3.9%



## Q. What is your ethnic group?

Responses: 1,998

	Number	Percent
White	1,903	95.2%
African, Scottish African or British African	53	2.7%
Mixed or multiple ethnic groups	22	1.1%
Asian, Scottish Asian or British Asian	11	0.6%
Other ethnic group	Less than 10	*
Prefer not to say	Less than 10	*
Caribbean or Black	Less than 10	*

Where a respondent answered in more than one ethnic group a calculation was used to select the most appropriate group.

## Q. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Responses: 2,017

	Number	Percent
No	1,565	77.6%
Yes, limited a little	315	15.6%
Prefer not to say	69	3.4%
Yes, limited a lot	68	3.4%

## Q. What term best describes your sex?

Responses: 2,016

	Number	Percent
Female	1,652	81.9%
Male	341	16.9%

Additionally there were 23 responses in the categories 'Prefer not to say' and 'In another way'.



**Q. Do you consider yourself to be trans, or have a trans history?**

Responses: 1,964

	Number	Percent
No	1,932	98.4%

Additionally there were 32 responses in the categories 'Prefer not to say' and 'Yes'.

**Q. What religion, religious denomination or body do you belong to?**

Responses: 1,994

	Number	Percent
None / Atheist	1,102	55.3%
Church of Scotland	316	15.8%
Roman Catholic	268	13.4%
Other Christian	112	5.6%
Prefer not to say	107	5.4%
Other	32	1.6%
Pagan	23	1.2%
Muslim	19	1.0%
Buddhist	Less than 10	*
Jewish	Less than 10	*
Sikh	Less than 10	*

There were 43 unique free text responses each with less than 10 responses which have been grouped into one of the above religions.

**Q. Which of the following best describes your sexual orientation?**

Responses: 1,974

	Number	Percent
Heterosexual/straight	1,719	87.1%
Prefer not to say	110	5.6%
Gay/lesbian	79	4.0%
Bisexual	63	3.2%
Other	Less than 10	*

There were 6 unique free text responses each with less than 10 responses which have been grouped into one of the above categories.





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