Dear (MP)

I have been a Care Provider for (x) years.

The past 20 months have been unprecedented with the pandemic. However, as the Country strives to regain normality the situation for care homes seems to be worsening.

Our current challenges are: -

* Inadequate fees

We are reliant on the grant funding that we have received from Government, and we have real fears about our sustainability beyond March 2022 when this funding ceases.

* Job vacancies

We currently have (y) vacancies withing our care home. The number of applicants that we receive have dropped drastically from (z) per day to (a) per week/month\*.

Locally the average pay offered by care home is (b) per hour. However, retail and manufacturing businesses locally are offering (c) per hour.

Without receiving a significant increase in our commissioned rate, we will not be able to pay wages which will attract new staff and we will be forced to close.

As a member of the National Care Association (NCA), I urge you to support our sector by backing NCA’s call for the short- and medium-term solutions alongside culture change from Regulators and Commissioners.

Short term immediate solutions: -

* A better rate of pay to attract newcomers to Social Care
* A provision for Social Care to replace a transient EU labour market with a selective worldwide labour market
* A less complex and improved sponsorship system to allow providers to recruit from a worldwide labour market
* Migrant Care Workers must be paid a minimum of £10.10 per hour. This should be equalised with domestic staff in the cost of care. Average salary in the UK is £15 per hour.
* The immediate addition of Care staff on the Shortage occupation List.
* A removal of the immigration skills charge for Social Care.
* Zero rate VAT for supplies to Care Homes

Medium term solutions over the next 2-5 years: -

* A parity of esteem for Social Care equal to our National Health Service
* Professionalisation of Social Care staff & Management
* Improved training and career prospects for ancillary staff
* Establish a Social Care Faculty equivalent to Health Education England

Culture Change from Regulators & Commissioners:

* Need a more collaborative approach
* A culture where we work together to improve
* A removal of the fear culture – unintended retribution
* SME providers need a fair standing