

Fair pay for social care workers

Fulfil the promise of fair pay

Low pay fuels the recruitment and retention crisis in the social care sector and damages society. Every £1 that a front-line worker earns adds 64p to the local economy.

The Fair Pay Negotiating Body for Wales promised under Employment Rights Act needs to be established as soon as possible. UNISON members will use it to bargain for a minimum £15 per hour as well proper sick pay.

The next Welsh Government must commit to a fully funded fair pay agreement for all care workers, with transitional measures put in place and funding ring-fenced to bring wages up to the same level as NHS colleagues at the top of Band 3.

Finally deliver a National Care and Support Service for Wales

The current model of care delivery is broken. We need a National Care Service which ensures increased funding goes directly in to front line delivery.

The removal of profit from children's care was welcomed by UNISON members. The next Welsh government must go even further and address the profit motive in adult social care. A publicly delivered care service would end fragmentation, improve monitoring and safeguarding standards and deal with capacity issues impacting upon the NHS.

Ending profit in care will prevent millions of pounds of public money from being extracted by private equity every year. A publicly funded, publicly owned and publicly delivered National Care and Support Service for Wales needs to be established by the end of the next Senedd term.

End modern slavery and visa exploitation by rogue employers

The migrant care staff who took up the call to solve the recruitment crisis in social care have made an exceptional contribution to Wales, often with very little thanks, and with no recourse to public funds. The design of the care visa has led to unacceptable pressures and inequalities between social care staff in Wales.

UNISON members want Welsh Government to take responsibility to end exploitation of migrant workers and encourage local authorities to implement our migrant social care worker charter. The charter addresses the risk of modern slavery and exploitation practices that have grown in social care over recent years.

UNISON is asking incoming Senedd members:

- Will you fully fund a Fair Pay Agreement that delivers a £15 minimum and proper sick pay for social care staff and transitional arrangements this year?
- Will you deliver a National Care and Support service in the next Senedd term?
- Will you support migrant care staff facing exploitation, modern day slavery and internal displacement through no fault of their own and the implementation of our migrant worker charter?

Cyflog teg i weithwyr gofal cymdeithasol

Cyflawni'r addewid o gyflog teg

Mae cyflog isel yn dwysáu'r argyfwng recriwtio a chadw staff yn y sector gofal cymdeithasol ac yn niweidio cymdeithas. Mae pob £1 y mae gweithiwr rheng-flaen yn ei ennill yn ychwanegu 64c at yr economi leol.

Mae angen sefydlu'r Corff Negodi Cyflog Teg ar gyfer Cymru a addawyd o dan y Ddeddf Hawliau Cyflogaeth cyn gynted â phosibl. Bydd aelodau UNISON yn ei ddefnyddio i fargeinio am isafswm o £15 yr awr yn ogystal â thâl salwch priodol.

Rhaid i Lywodraeth nesaf Cymru ymrwymo i gytundeb cyflog teg wedi'i ariannu'n llawn ar gyfer pob gweithiwr gofal, gyda mesurau trosglwyddo ar waith a chyllid wedi'i glustnodi i ddod â chyflogau i fyny i'r un lefel â chydweithwyr y GIG ar frig Band 3.

O'r diwedd, cyflwyno Gwasanaeth Gofal a Chymorth Cenedlaethol i Gymru

Mae'r model presennol ar gyfer darparu gofal wedi torri. Mae angen Gwasanaeth Gofal Cenedlaethol arnom sy'n sicrhau bod mwy o gyllid yn mynd yn uniongyrchol i ddarpariaeth rheng-flaen.

Cafodd tynnu elw o ofal plant groeso gan aelodau UNISON. Rhaid i lywodraeth nesaf Cymru fynd hyd yn oed ymhellach a mynd i'r afael â'r cymhelliad elw mewn gofal cymdeithasol i oedolion. Byddai gwasanaeth gofal wedi'i ddarparu'n gyhoeddus yn rhoi terfyn ar ddarnio'r ddarpariaeth, yn gwella safonau monitro a diogelu ac yn mynd i'r afael â phroblemau capasiti sy'n effeithio ar y GIG.

Bydd rhoi terfyn ar elw mewn gofal yn atal miliynau o bunnoedd o arian cyhoeddus rhag mynd i elw preifat bob blwyddyn. Mae angen sefydlu Gwasanaeth Gofal a Chymorth Cenedlaethol ar gyfer Cymru, sy'n cael ei ariannu'n gyhoeddus, ei berchenogi'n gyhoeddus a'i ddarparu'n gyhoeddus, erbyn diwedd tymor nesaf y Senedd.

Rhoi terfyn ar gaethwasiaeth fodern a chamfanteisio ar fisâu gan gyflogwyr twyllodrus

Mae'r staff gofal mudol a atebodd yr alwad i ddatrys yr argyfwng recriwtio mewn gofal cymdeithasol wedi gwneud cyfraniad eithriadol i Gymru, yn aml gydag ychydig iawn o ddiolch, a heb unrhyw arian cyhoeddus i droi ato. Mae dyluniad y fisa gofal wedi arwain at bwysau ac anghydraddoldeb annerbyniol rhwng staff gofal cymdeithasol yng Nghymru.

Mae aelodau UNISON eisiau i Lywodraeth Cymru gymryd cyfrifoldeb am roi terfyn ar gamfanteisio ar weithwyr mudol ac annog awdurdodau lleol i weithredu ein siarter gweithwyr gofal cymdeithasol mudol. Mae'r siarter yn mynd i'r afael â risg caethwasiaeth fodern ac arferion camfanteisiol sydd wedi tyfu mewn gofal cymdeithasol dros y blynyddoedd diwethaf.

Mae UNISON yn gofyn y canlynol i Aelodau newydd-etholedig Senedd Cymru:

- A wnewch chi ariannu Cytundeb Cyflog Teg yn llawn sy'n darparu isafswm o £15 yr awr a thâl salwch priodol i staff gofal cymdeithasol eleni, yn ogystal â threfniadau pontio?
- A wnewch chi gyflwyno gwasanaeth Gofal a Chymorth Cenedlaethol yn nhymor nesaf y Senedd?
- A wnewch chi gefnogi staff gofal mudol sy'n wynebu camfanteisio, caethwasiaeth fodern a dadleoli mewnol heb unrhyw fai arnyn nhw eu hunain a gweithredu ein siarter gweithwyr mudol?