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All Social Care staff in Scotland

10 December 2020

Dear Colleague,

MESSAGE TO ALL STAFF, INCLUDING EU AND EEA CITIZENS, WORKING IN SOCIAL CARE IN SCOTLAND

Firstly, we would like to personally thank each and every person who has been working across Social Care in Scotland during this year. We are deeply grateful for the hard work, commitment and professionalism you have shown at this time of unprecedented challenge. We have asked you to work in unfamiliar settings, and often to learn new skills and take on new roles. Many of you have been personally impacted by the Covid-19 virus and some have had to care for their own families alongside work. You can feel justifiable pride in these achievements.

The Scottish Government has announced that health and social care workers in Scotland will be receiving a £500 pro-rata payment to say thank you for your extraordinary service in 2020. These payments will be made as soon as possible over the coming months. Further information of where this payment applies can be found here:

www.gov.scot/news/gbp-500-bonus-for-health-and-social-care-staff/

EU Settlement Scheme

We now want to speak directly to EU and EEA Citizens working in Social Care. We recognise that you have been making your valuable contribution to our Social Care system against a background of uncertainty caused by the UK's departure from the EU. We regret that we are in this position and want to repeat the message that we have given in previous letters: you are welcome in Scotland and we want you to continue to live and work here. You are a vital part of our Social Care workforce. We greatly appreciate your contribution not only to our health service but also to our communities.

The Transition Period, including free movement of workers, will end on 31 December 2020, and EU citizens who want to continue living and working in Scotland after that date have until 30 June 2021 to apply to the UK Government's EU Settlement Scheme. If you have not already done so, we would encourage you and your families to apply – and to do so as soon as possible. Further details are available here:

<https://www.gov.uk/settled-status-eu-citizens-families>

Most people will find the application process straightforward; it can be done online and is free, but some people may require additional help. The Scottish Government funds third sector partners to provide free support from qualified advisors. The EU Citizens' Support Service can be contacted on 0800 916 9847. A number of factsheets explaining the rights of EU citizens in Scotland can be found in six languages at www.justcitizens.scot/EU.

More information about work to support EU citizens can be found at www.mygov.scot/stayinscotland.

Staff Wellbeing

Finally, the wellbeing of all Health and Social Care staff is of the highest importance to us, and that is why we were delighted that we launched and expanded the range of psychological and wellbeing support for the workforce, including our National Wellbeing Hub (www.promis.scot) and 24 hour National Helpline (0800 111 4191).

The Hub signposts Health and Social Care staff, unpaid carers, volunteers and their families to relevant services, and provides a range of self-care and wellbeing resources designed to support the workforce as they respond to the impact of Covid-19.

The helpline, based in NHS 24, is open 24 hours a day, 7 days a week to all Health and Social Care staff who need further psychological support, including in light of the coronavirus crisis.

The Hub and helpline are elements of a wider programme of work to support the workforce. Other activity includes:

- Expansion of Local Support from Territorial Boards
- Workforce Wellbeing Champions Network
- Digital Resources and Treatments
- Online Coaching Support

More information is available at www.promis.scot.

Throughout this challenging time you have delivered first class patient/client care and services proving, again, that our people are our most valuable assets. Our thanks go to each and every one of you for your service.



JEANE FREEMAN



COUNCILLOR STUART CURRIE