



LONDON CARE AND SUPPORT FORUM

social care, personal support and health services across the Capital

Social Care Fair Pay

What is it & how might it affect your organisation?

What is the Adult Fair Pay Negotiating Body consultation?

On 30 September, the UK Government launched a consultation on the fair pay agreement process in the adult social care sector (for England only). The consultation will remain open until **16 January 2026**.

It covers:

- Who and what should come within the scope of negotiations
- How the negotiations process should work, including:
- Who should be involved
- How disputes should be resolved
- How the agreement process should be implemented

The government has also set out a timetable for a four-stage process to implement the first fair pay agreement. This would see it approved and applied to every relevant worker's contract by **April 2028**.

As the majority of adult social care provision is funded by the state, through councils and the NHS, the government will financially contribute to the fair pay agreement. The 2025 Spending Review allows for an increase of over £4 billion of funding available for adult social care in the 2028 to 2029 financial year, compared to 2025 to 2026. As part of this, £500 million has been earmarked for improving pay, terms and conditions, and other matters such as - potentially - training and development for adult social care workers as part of the first ever fair pay agreement.

1) This additional government funding will be paid to councils to reflect the increased cost of care.

2) The government believes that funding for adult social care should be targeted towards those providers who are socially responsible, who do not pass on costs to councils if they can cover these themselves.

The consultation covers six key areas:

The ASC Negotiating Body

The negotiation process

Coverage and remit

Dispute resolution

Implementation

Compliance and enforcement

These are the broad timelines

- **Autumn 2025:** Launch of consultation
- **Early 2026:** Establishment of the Fair Work Agency to oversee implementation
- **October 2026:** Launch of the Social Care Negotiating Body
- **2027/8:** Rollout of Fair Pay Agreements

How does this affect you & your organisation now?

Be prepared, this affects training and staff support.

MORE INFORMATION

Open consultation

Fair pay agreement process in adult social care - consultation document

Updated 20 October 2025

<https://www.gov.uk/government/consultations/fair-pay-agreement-process-in-adult-social-care/fair-pay-agreement-process-in-adult-social-care-consultation-document#background>

There are many sources of “advice” & “comment” on the process, lawyers, unions, bodies such as The Kings Fund, etc.

<https://workdrive.zohopublic.eu/external/bc391119f23025319a0f418c54ad92ae0adfbdc06006070af208d2bdf0c41263>

currently undertaking [a public consultation](#) on Fair Pay Agreements (FPA) for adult social care. We are delighted to let you know that we have now published some FPA explainer animations. You can access them here:

- On [X](#)
- On [Facebook](#)
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