SOCIAL WORK COST AND DEMAND PRESSURES - 2027-28 to 2029-30

APPENDIX 3

		Best Case			Mid Range			Worst Case		
Service	**Cost/Demand Pressure**	**2027-28 £000**	**2028-29 £000**	**2029-30 £000**	**2027-28 £000**	**2028-29 £000**	**2029-30 £000**	**2027-28 £000**	**2028-29 £000**	**2029-30 £000**
All Social Work	Estimated Pay inflation reflecting a best case at 3% up to 2027/28 reflecting the Scottish Government Public Sector Pay Policy before reducing to 2% in 2028/29, a mid-range of 3% and a worst case of 5%. Adjusted for the impact of the increase in the employer's pension contribution rate from 6.5% to 17.5% in 2026/27.	1,282	2,162	3,060	1,282	2,162	3,060	2,137	4,380	6,736
All Social Work	Estimated Pay increments, best case is that 50% of the incremental changes based on 2025/26 are absorbed and in the mid-range and worst case, the increase is in line with the increase in 2025/26.	79	158	237	158	316	474	158	316	474
All Social Work	Inescapable non-pay inflation across a range of activities and activity specific inflation rates with a 0.5% tolerance for the best and worst cases.	777	1,595	2,454	854	1,757	2,710	931	1,919	2,969
All Social Work	Non-pay inflation impact of payroll inflation on NHS posts which are recharged to Social Work.	116	236	362	130	266	409	145	297	456
Adult Care	Older People Demand Growth: The number of older people is increasing and older people are living longer with significant health and support needs and significant expectations of the support they are entitled to receive. Best case assumes that this will be offset by efficiency improvement and increasing unmet need / demand. The mid range allows for a 1.5% increase each year. Worst case is 3% per year on the older adult services budget.	0	0	0	486	980	1,481	972	1,975	3,010
Children and Families	Looked After Children Demand Growth - there is a continuing demand for placements of children who are cared for by the HSCP. The best case scenario is that the expected additional demand can be funded from within existing resources as a result of planned improvements to the service delivery model (eg shift away from high cost external residential care to local foster and kinship care).	41	82	123	81	164	249	122	248	378
All Social Work	2026/27 budget included a one year additional budget of £1m, this will become a a pressure for 2027/28 onwards.	1000	1000	1000	1000	1000	1000	1000	1000	1000
All Social Work	Allowance for unknown cost and demand pressures which could arise.	200	400	600	200	400	600	200	400	600
TOTAL UNFUNDED COST AND DEMAND PRESSURES		**3,495**	**5,633**	**7,836**	**4,191**	**7,045**	**9,983**	**5,665**	**10,535**	**15,623**