



Minister for Public Health and Women's Health
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To: Health, Social Care and Sport Committee
By email: HSCS.committee@Parliament.Scot

25 July 2025

Dear Convener,

FUNDING TO SUPPORT PAY PARITY FOR INDEPENDENT HOSPICES

As you will be aware, the Scottish Budget for 2025-26 includes £5 million of investment to support independent hospices to provide pay parity with NHS levels for staff who deliver essential palliative care services.

Over the past few months, Scottish Government officials have been working closely with Jacki Smart, Chair of the Scottish Hospice Leadership Group (SHLG), to gather relevant information from hospices to help ensure our governance and approval procedures are correctly followed prior to any allocation of funding being agreed. This work has now concluded.

I am therefore pleased to be able to confirm that the £5m of funding is being made available to hospices through NHS Boards and Integration Authorities, to provide support to recruit and retain skilled healthcare professionals during a time of rising workforce pressures and increasing demand for palliative care services.

This funding will be provided to hospices via allocations to NHS Boards for immediate onward payment to hospices. A breakdown of these costs is available at Annex A with the relevant Integration Authority and NHS Board beside each.

Integration Authorities have been made aware that this pay parity funding is being provided to hospices in this manner to help resolve urgent staffing challenges, and that we expect the commissioning relationships between hospices and Integration Authorities to continue as usual.

I have asked officials over the coming months to work with Scottish Hospices to develop and agree a robust process for future years.

I hope this information is helpful to you and the Committee.

Yours sincerely,

JENNI MINTO

Hospice Funding Allocations

Lead Integration Authority*	NHS Board	Hospice Organisation	Amount
Renfrewshire IJB	NHS Greater Glasgow and Clyde	ACCORD	£175,619
Inverclyde IJB	NHS Greater Glasgow and Clyde	Ardgowan	£157,038
East Ayrshire IJB	NHS Ayrshire and Arran	Ayrshire	£380,630
Western Isles IJB	NHS Western Isles	Bethesda	£124,277
Bespoke Arrangement**	NHS Lothian	CHAS	£854,571
NHS Highland ***	NHS Highland	Highland	£290,955
South Lanarkshire IJB	NHS Lanarkshire	Kilbryde	£133,894
Glasgow City IJB****	NHS Greater Glasgow and Clyde	Marie Curie	£919,420
Glasgow City IJB	NHS Greater Glasgow and Clyde	Prince & Princess of Wales	£268,738
North Lanarkshire IJB	NHS Lanarkshire	St Andrew's	£346,471
City of Edinburgh IJB	NHS Lothian	St Columba's	£496,275
West Dunbartonshire IJB	NHS Greater Glasgow and Clyde	St Margaret of Scotland	£233,773
Renfrewshire IJB	NHS Greater Glasgow and Clyde	St Vincent's	£113,416
Falkirk IJB	NHS Forth Valley	Strathcarron	£504,922

**Please note that this does not reflect that some hospices provide services to multiple Integration Authorities. Where this is the case, we expect the hospices, Integration Authorities and NHS Boards to work together to agree reporting arrangements in line with the guidance above.*

***CHAS provides a Scotland wide service and therefore this allocation will be made via NHS Lothian due to the existing commissioning relationship.*

****Lead agency model in place.*

*****Marie Curie have nursing services across Scotland in addition to the two hospices. Glasgow City IJB will facilitate payment.*