

**It's time to turn the page.  
Care workers need a real  
Living Wage.**

**Living Wage  
for Social Care Calendar  
2025**  
citizens<sup>UK</sup>







January

# January 2025

“When I was earning only minimum wage, I experienced problems paying my bills and keeping up with payments. I often missed family and social gatherings as I could not afford it, which really put a strain on my mental health... Care workers deserve the dignity of a real Living Wage.”

Matt, Care manager and ex-care worker from London

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3 Get rota for next week	4	5
6	7	8	9	10 <del>Get rota for next week</del>	11	12 Get rota for next week
13	14	15	16	17 Get rota for next week	18	19
20 Pay off Christmas credit card bill	21	22	23	24 Get rota for next week	25	26
27	28	29	30	31 Get rota for next week		



A photograph of a diverse group of people seated in an audience. In the foreground, a woman with dark hair and glasses is smiling widely, showing her teeth. She is wearing a dark jacket over a grey hoodie. Behind her, several other people are visible, some also smiling. The background is a wooden wall. The word "February" is overlaid in large white text at the bottom.

# February



# February 2025

**73%** of care workers say they struggle to afford their day-to-day essentials like food and bills<sup>1</sup>

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6	7 Get rota for next week	8	9
10	11	12	13	14 Get rota for next week	15	16
17	18	19 Half term trip to cinema	20	21 Get rota for next week	22	23 Get rota for next week
24	25	26	27	28 Get rota for next week		

A photograph of a woman with dark hair, smiling and clapping her hands. She is wearing a light-colored cardigan over a blue and white striped shirt. In the foreground, the back of a person's head with glasses is visible, slightly out of focus. The background is a blurred crowd of people, suggesting a large gathering or event.

**March**



# March 2025

“Our care workers – care professionals - must be recognised for their skills and supported to fulfil their aspirations. It’s so important to me that staff in care have equal professional recognition to staff in the NHS”

Former Health Minister Helen Whatley MP, April 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6	7 Get rota for next week	8 Birthday party	9
10	11	12	13	14 Get rota for next week	15	16
17	18 Unpaid training day <del>Day off</del>		20	21 Get rota for next week	22	23
24	25	26	27	28 Get rota for next week	29	30
31						



April



# April 2025

56% of care workers skip meals due to low pay<sup>2</sup>

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	Get rota for next week	5	6
7	8	9	10	Get rota for next week	12	13
14 Pay car repair bill?	15	16	17	Get rota for next week	19	20
21	22	23	24	Get rota for next week	26	27
28	29	30				

A vibrant outdoor scene featuring a group of people. In the foreground, a Black woman with long dreadlocks is smiling broadly, looking towards the left. She wears a light blue polo shirt over a dark long-sleeved top and a teal lanyard with 'STUDENT' printed on it. To her left, a woman with glasses and large hoop earrings is partially visible, looking towards the center. In the background, a woman in a yellow shirt is clapping and smiling. Another person on the right wears a white floral shirt. The word 'May' is overlaid in large white font across the lower center of the image.

# May



# May 2025

“We won’t be playing party political games with this issue. Instead, it is time for cross-party talks on social care funding, where tough but essential decisions are needed... We will make sure that carers cannot be forgotten again by people in power.” Liberal Democrats, July 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2 Get rota for next week	3	4
5	6	7	8	9 Get rota for next week	10	11
12	13	14	15	16 Get rota for next week	17	18
19 Food bank	20	21	22	23 Get rota for next week	24 Visit family	25 Visit family
26 Visit family	27	28	29	30 Get rota for next week	31	





June



# June 2025

“One friend is a carer by day and a security guard at night to keep food on the table for his kids. As a dad you want to stand tall but sometimes, I see him, and he can barely stand at all.”

A care worker, who has since left the sector

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4	5	6 Get rota for next week	7	8
9	10	11	12	13 Get rota for next week	14 Residential school trip	15 Residential school trip
16 Residential school trip	17 Residential school trip	18 Residential school trip	19 Residential school trip	20 Get rota for next week Residential school trip	21	22
23	24	25	26	27 Get rota for next week	28	29
30						



July



# July 2025

“I was a care worker when I was younger. There were some people that didn't respect us for what we did... The wages and the conditions were not what they ought to be.” Angela Rayner MP, July 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4 Get rota for next week	5	6
7	8	9	10	11 Get rota for next week	12	13
14	15	16 Shift change- work School Leavers' assembly	17	18 Get rota for next week	19	20
21	22	23	24	25 Get rota for next week	26	27
28	29	30	31			





August



# August 2025

**43%** of adult social care workers in England  
earn below the real Living Wage<sup>3</sup>

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1 Get rota for next week	2	3
4	5	6 Food bank	7	8 Get rota for next week	9	10
11	12	13	14	15 Get rota for next week	16 Shift change- work	17
18 Food bank <del>Summer Holiday</del>	19 <del>Summer Holiday</del>	20 <del>Summer Holiday</del>	21 <del>Summer Holiday</del>	22 Get rota for next week <del>Summer Holiday</del>	23 <del>Summer Holiday</del>	24 <del>Summer Holiday</del>
25	26	27	28	29 Get rota for next week	30	31



September



# September 2025

“I've been a care worker for eight years and have three wonderful teenage children. We need at least the real Living Wage for carers so I can spend time with my teenagers.”

Nkem from London Citizens

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<div>1</div> <div>Buy new school shoes</div>	<div>2</div>	<div>3</div>	<div>4</div>	<div>5</div> <div>Get rota for next week</div>	<div>6</div>	<div>7</div>
<div>8</div>	<div>9</div>	<div>10</div>	<div>11</div>	<div>12</div> <div>Get rota for next week</div>	<div>13</div>	<div>14</div>
<div>15</div>	<div>16</div>	<div>17</div>	<div>18</div>	<div>19</div> <div>Get rota for next week</div>	<div>20</div>	<div>21</div> <div>Get rota for next week</div>
<div>22</div>	<div>23</div>	<div>24</div>	<div>25</div>	<div>26</div> <div>Get rota for next week</div>	<div>27</div>	<div>28</div>
<div>29</div>	<div>30</div>					



CARERS  
NOT  
JUGGLERS



October

How can we take  
care of others if we  
aren't paid enough to  
take care of ourselves?"

citizens

BUP  
A



# October 2025

**87%** of care workers worry so much about money that it affects their everyday life<sup>4</sup>

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3 Get rota for next week	4	5
6	7	8	9 <del>Grocery shopping</del> Visit Foodbank	10 Get rota for next week	11	12
13	14	15	16	17 Get rota for next week	18	19
20	21	22	23	24 Get rota for next week	25	26
27	28	29	30	31 Get rota for next week		



# November



# November 2025

“Care work is demanding... we care for vulnerable people physically, psychologically, and emotionally in their homes. Yet so many care workers are not able to put food on their own tables or are falling behind on bills.”  
Fredlyne, a care worker and Citizens UK leader

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

						1	2
3	4	5	6	7 Get rota for next week	8	9	
10	11	12	13	14 Get rota for next week	15 <del>Birthday party</del>	16	
17	18	19	20	21 Get rota for next week	22	23	
24	25	26	27	28 Get rota for next week	29	30	



A man with grey hair and glasses, wearing a dark suit, is speaking at a podium. Behind him is a blue banner with the text "London citizens" and "BRINGING COMMUNITIES TOGETHER". To the right, a Christmas tree is visible, decorated with lights and ornaments. The word "December" is overlaid in large white text across the bottom of the image.

# December



# December 2025

“You live on the edge, waking up each morning not knowing if a shift cancellation notification awaits...Your life is planned week to week, from hand to mouth as shifts are not assured. Care workers, like all workers, need real stability and security before statements about the valuable role we play in society can be truly and genuinely made.” Edel Anabwani, a former care worker

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5 Get rota for next week	6 <del>Buy kids' winter coats</del>	7
8	9	10	11	12 Get rota for next week	13	14
15	16	17	18	19 Get rota for next week	20	21
22	23	24	25	26 Get rota for next week	27	28
29	30	31				



**citizens**UK

**I stand with care workers**



**Together, for the real  
Living Wage**

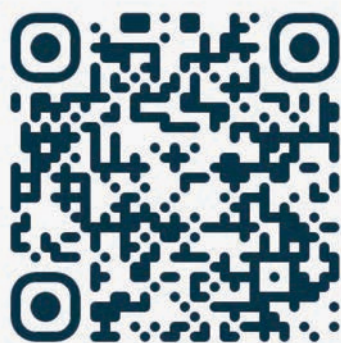




**This calendar shows the real impact on the lives of over 400,000 care workers in England who are not paid a real Living Wage.**

**Social care workers do vital, skilled and demanding work, but this is often not reflected in their pay. We are calling for the Government to fulfil their promise to ensure that all social care workers are paid at least the real Living Wage for all hours worked, including in-work travel time and sleep-in shifts.**

**Every month that goes past without delivery on this promise is another month where care workers are losing money. It's time to turn the page and give them the dignity they deserve.**



**Learn more**

[1] [2] [4] Data from Citizens UK, November 2021, Available at: <https://www.citizensuk.org/about-us/news/new-data-shows-56-of-care-workers-skip-meals-due-to-low-pay/>

[3] The Real Living Wage in Social Care: Living Wage Foundation Policy Paper (2024), Available here: <https://www.livingwage.org.uk/real-living-wage-social-care-living-wage-foundation-policy-paper>

