

# The workforce employed by adult social services departments in England, 2022

Workers employed by local  
authorities in the adult social care sector

February 2023

## Scope of the report

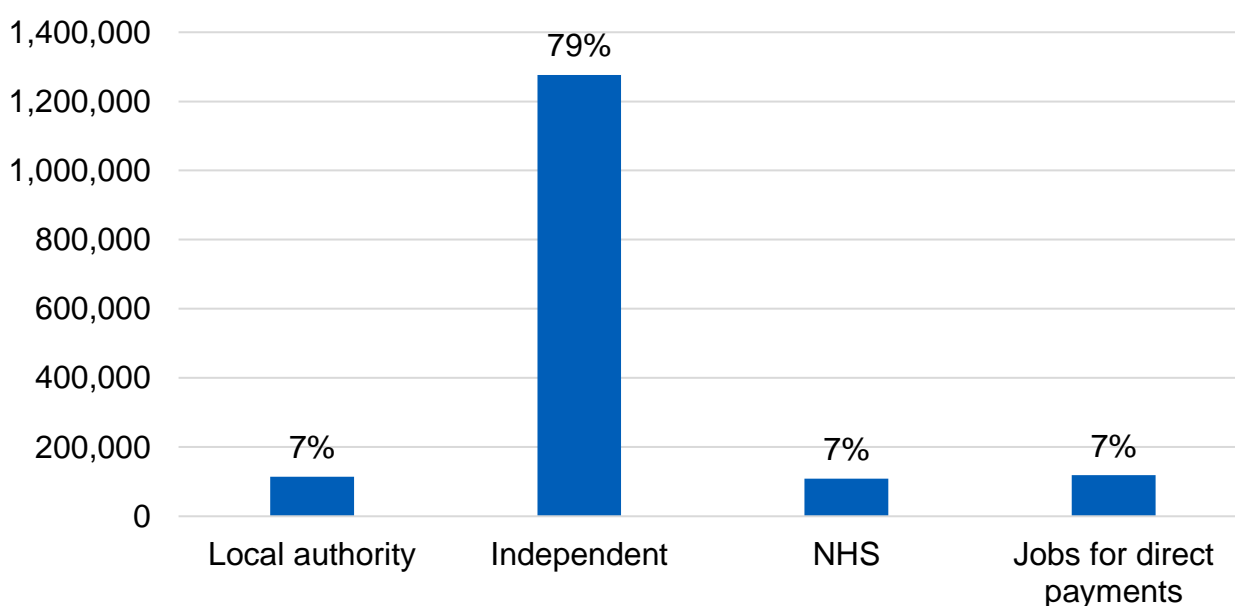
This publication contains information on staff employed (directly and indirectly) by local authority adult social services departments in England who provide social care services to members of the public.

There were 113,900 adult social services filled posts within local authorities in September 2022. This report analyses the 151 out of 152 local authority adult social services departments who completed their data return for 2022 (see section 1.1).

The table below shows that, as at September 2022, adult social care filled posts within local authority adult social services departments accounted for 7% of the estimated 1.62 million adult social care filled posts in England. Over three quarters (79%) of filled posts in adult social care were in the independent sector. Estimates of the size of the rest of the adult social care workforce as at March 2023 will be published by Skills for Care in July 2023.

### Chart 1. Estimated number and proportions of adult social care filled posts, by employer type

Source. Skills for Care's workforce estimates, 2022



As reported in *The Size and Structure of the Adult Social Care Sector and Workforce in England, 2022* (Skills for Care)<sup>1</sup>, since 2012 adult social care filled posts have moved steadily away from local authorities into the independent sector.

The number of local authority filled posts has decreased by 36,700 in total or an average of 4,000 filled posts each year between 2012 and 2022. Other parts of the adult social care sector have grown, between 2012 and 2022, especially the independent sector which increased by 130,000 filled posts as seen in the table below.

<sup>1</sup> Skills for Care, *The Size and Structure of the adult social care sector and workforce in England*  
<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/national-information/The-size-and-structure-of-the-adult-social-care-sector-and-workforce-in-England.aspx>

**Table 1. Estimated change in the number of adult social care filled posts by employer type between 2012 and 2022**

Source. Skills for Care's workforce estimates, 2022

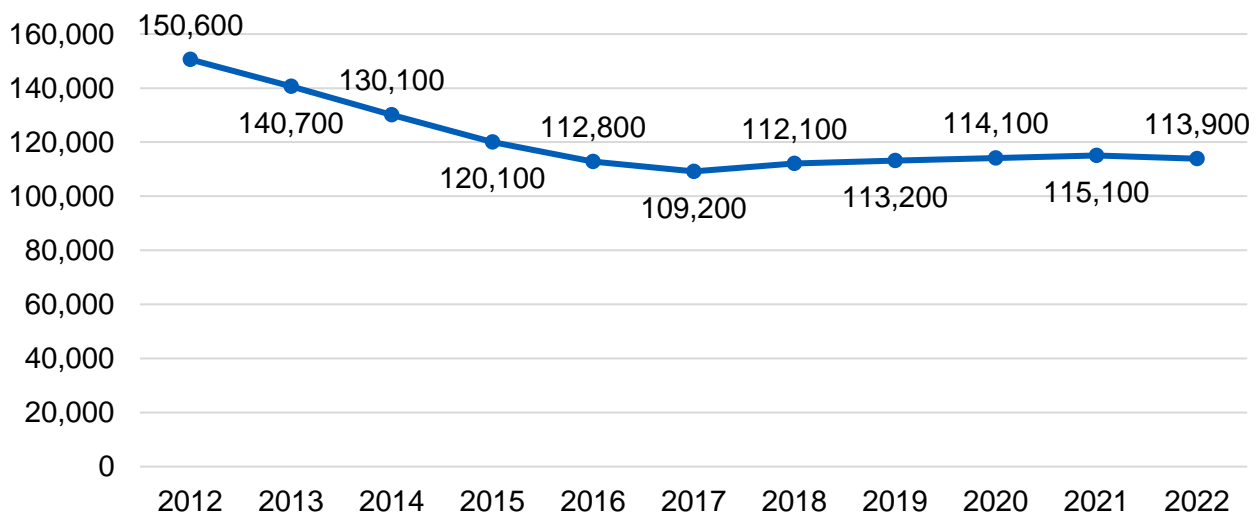
Year	All filled posts	Local authority		Independent		NHS		Filled posts for direct payments	
	Number of filled posts	Number of filled posts	%	Number of filled posts	%	Number of filled posts	%	Number of filled posts	%
2012	1,500,000	150,600	10%	1,145,000	76%	71,600	5%	131,000	9%
2013	1,525,000	140,700	9%	1,170,000	77%	76,600	5%	137,000	9%
2014	1,555,000	130,100	8%	1,200,000	77%	81,100	5%	142,000	9%
2015	1,560,000	120,100	8%	1,215,000	78%	85,500	5%	137,000	9%
2016	1,575,000	112,800	7%	1,230,000	78%	91,300	6%	140,000	9%
2017	1,595,000	109,200	7%	1,255,000	79%	95,000	6%	138,000	9%
2018	1,610,000	112,100	7%	1,265,000	79%	96,500	6%	136,000	8%
2019	1,630,000	113,300	7%	1,285,000	79%	102,100	6%	131,000	8%
2020	1,675,000	114,100	7%	1,325,000	79%	104,400	6%	130,000	8%
2021	1,620,000	115,100	7%	1,280,000	79%	109,000	7%	120,000	7%
2022	*	113,900	*	*	*	*	*	*	*

\*In the year column 2012 is referring to September 2012 Local authority data and March 2013 independent sector, direct payment and NHS data (same for each year).

Between 2012 and 2017 filled posts for local authority adult social services decreased by 28% (41,400 filled posts), since 2017 this figure has remained relatively stable, increasingly slightly from 109,200 to 113,900 in 2022, an increase of 4% (4,700 filled posts).

**Chart 2. Estimated change in the number of adult social care filled posts in local authority adult social services between 2012 and 2021**

Source. Skills for Care's workforce estimates, 2022



## Summary of key findings

This report provides the key findings from the Adult Social Care Workforce Dataset (ASC-WDS) relating to workers in local authority adult social service departments as at September 2022.

**113,900 filled posts**

in local authority adult social services

**7%**

of all filled posts in adult social care in England

**1.0%**

decrease in filled posts since 2021.

### Workforce size

- There were 113,900 adult social services filled posts in local authorities in England (held by 111,100 people), a decrease of 1.0% or 1,150 filled posts from 2021.
- The number of filled posts fell by 28% (41,000 filled posts) between 2012 and 2017. Since 2017 filled posts have increased by 4.3%, an increase of 4,700.
- Nearly half of all local authority job roles (50,400 filled posts or 44%) were in direct care providing roles.
- The number of regulated professional filled posts remained relatively stable, with 21,300 filled posts in 2022. This is the only job role group to have increased since 2012, up 1,300 filled posts (6%) between 2012 and 2022.
- In 2022 an estimated 3.5 million hours per week were worked by 111,100 adult social care staff within local authorities, down 54,000 hours per week since 2021.

### Workforce characteristics

- The average age of adult social care staff in local authorities was 47.7. This was 3.6 years older than the latest available equivalent for the independent sector and 4.9 years older than the NHS workforce average age.
- On average, the mean number of sickness days for staff in local authorities is 11.8 days, up 1.8 days since 2021 but 6.4 days more than the UK employment average.<sup>2</sup>
- Overall, adult social services filled posts saw a nominal pay rise between 2021 and 2022. Care workers median pay rose by 4% from 2021 to £20,500.
- In real terms, between 2012 and 2022 all ten job roles showed a decrease when factoring the Consumer Price Index inflation rate. The rate of inflation was particularly high in 2022 reaching 10.1% in September 2022.

<sup>2</sup> ONS Sickness absence in the UK labour market

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

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## Classification of Statistics

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From 1 October 2021, responsibility for publishing the Personal Social Services: Staff of Social Services Departments report moved from NHS Digital to Skills for Care.

Skills for Care are the leading source of workforce intelligence for the adult social care workforce in England and already release a number of reports and interactive visualisations using the information collected in the Adult Social Care Workforce Data Set (ASC-WDS). In 2021 Staff from the Adult Social Care Statistics team in NHS Digital worked with their Skills for Care counterparts through a transition period to hand over responsibility for the release of Personal Social Services: Staff of Social Services Departments publication. As part of this transition process, the National Statistics badging will be removed but NHS Digital have supported Skills for Care with their voluntary adoption of the Code of Practice for Statistics and will advise on any future application for Skills for Care to become an official statistics producer. Details of Skills for Care's commitment to the code of practice can be found here:

[www.skillsforcare.org.uk/WI-values](http://www.skillsforcare.org.uk/WI-values)

There has been no change to the publication schedules, data standards or data sources during this period, and as Skills for Care already manage the collection process, there are no changes of contact arrangements for local authority data providers. Mandating through the single data list continues, however the list will be updated to reflect the change in statistics producer.

### Uses of this report

This publication may be of interest to members of the public, policy officials and other stakeholders to make local and national comparisons and to monitor the quality and effectiveness of services.

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## 1. Introduction

This publication contains information on filled posts for people employed by 151 of the 152 local authority adult social services departments in England as at 2022. Data on the children's social work workforce is published by the Department for Education<sup>3</sup>.

Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The Adult Social Care Workforce Data Set (ASC-WDS) is an online data collection service which gathers information about the adult social care workforce in England. This service was formerly known as the National Minimum Data Set for Social Care (NMDS-SC), which was launched in 2007. We have been collecting data for over 15 years.

The ASC-WDS is the means of collection for the adult workforce data return for local authorities (Adult social services departments). Between 2012 and 2021 all local authorities in England met the criteria of a full ASC-WDS return for people working in adult social services departments. However, in 2022 all local authorities apart from Salford submitted a return.

### 1.1. Data completeness

This report analyses the 151 out of the 152 local authorities in England that provided Skills for Care with a data return in 2022. At the time of writing Salford local authority area had not submit their data return for 2022. This has been escalated to DHSC where they were given the opportunity to provide their data after the official submission date but as at February 2023 this has not been submitted.

For variables that are unlikely to change year on year, e.g. nationality, average age, gender and ethnicity we used last years data as a proxy. For variables that are likely to change e.g. starters, leavers, vacancies and sickness estimated them to try and reduce the impact on national and regional totals.

We will continue to follow up with Salford as we aim to get 100% completion of local authority data to help support with workforce planning. The missing data will impact future reports and data visualisations that we produce at a local level.

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<sup>3</sup>Statistics: children's social work workforce - <https://www.gov.uk/government/collections/statistics-childrens-social-care-workforce>

## 1.2. Methodology used to estimate characteristics of the adult social care sector

Meeting the criteria for a full ASC-WDS return means that for each workplace the following fields must be completed: type of organisation, service provided, service user groups for whom care is provided, capacity, number of service users, number of staff, vacancies, and number of leaves in the past year.

Also, for every worker a staff record must be completed with the main job role and the employment status. And at least 90% of staff records must have the following information: gender, date of birth, ethnic group, contracted/average hours, sickness, pay and qualifications.

To ensure that the data we provide in our publications is trustworthy, the best quality and adds value to the sector, and as part of our commitment to the Code of Practice for Statistics<sup>4</sup>, we use several methods to quality assure the data. Applicable data is validated at the point of entry into the ASC-WDS and data from local authority employers is checked and approved by Skills for Care's workforce intelligence team.

Due to the mandatory criteria for local authorities, we have complete data for the vast majority of data fields from this part of the sector. We do have some small gaps in completion, and we use our workforce estimates methodology to fill these gaps in order to create a full picture of the adult social care local authority sector and workforce. We have confidence in the quality of these estimates; the methodologies used have been peer reviewed by universities and an independent statistician. For a detailed methodology of how these estimates were produced, please visit the Workforce Intelligence website.

## 1.3. Shortage occupation list

Under the new post-Brexit immigration rules in January 2021 social workers, occupational therapists and registered nurses are listed occupations on the 'skilled worker route' and are on the Shortage Occupation List. Therefore, workers are still able to immigrate to the UK under the new rules providing they have a job offer and can speak English to the required standard.

In February 2022 care workers were added to the shortage occupation list and the Health and Care worker visa route. This means that providing workers meet the salary threshold of £20,480 and have a licenced sponsor they can come to the UK to take up care worker roles.

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<sup>4</sup> <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/about-us/Our-Values.aspx>



## 2. Size of the workforce

In 2022 there were 113,900 adult social services filled posts within local authorities, this was a decrease of 1% from 115,100 in 2021. Between 2012 and 2022 the number of filled posts has fallen by 36,700 filled posts (24.4%).

Local authority filled posts accounted for 7% of the 1.62 million estimated adult social care filled posts in 2022. Almost two fifths (79%) of filled posts in adult social care were in the independent sector. New estimates for the whole adult social care workforce will be published in July 2023.

**Table 2. Estimated number and proportions of adult social care filled posts, by employer type**

*Source. Skills for Care's weighted estimates, 2022*

Year	All filled posts	Local authority		Independent		NHS		Filled posts for direct payments	
	Number of filled posts	Number of filled posts	%	Number of filled posts	%	Number of filled posts	%	Number of filled posts	%
2012	1,500,000	150,600	10%	1,145,000	76%	71,600	5%	131,000	9%
2013	1,525,000	140,700	9%	1,170,000	77%	76,600	5%	137,000	9%
2014	1,555,000	130,100	8%	1,200,000	77%	81,100	5%	142,000	9%
2015	1,560,000	120,100	8%	1,215,000	78%	85,500	5%	137,000	9%
2016	1,575,000	112,800	7%	1,230,000	78%	91,300	6%	140,000	9%
2017	1,595,000	109,200	7%	1,255,000	79%	95,000	6%	138,000	9%
2018	1,610,000	112,100	7%	1,265,000	79%	96,500	6%	136,000	8%
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2021	1,620,000	115,100	7%	1,280,000	79%	109,000	7%	120,000	7%
2022	*	113,900	*	*	*	*	*	*	*

\*Estimates of the total size of the adult social care workforce for 2022 will be published by Skills for Care in July 2023.

\*In the year column 2012 is referring to September 2012 Local authority data and March 2013 independent sector, direct payment and NHS data (same for each year).

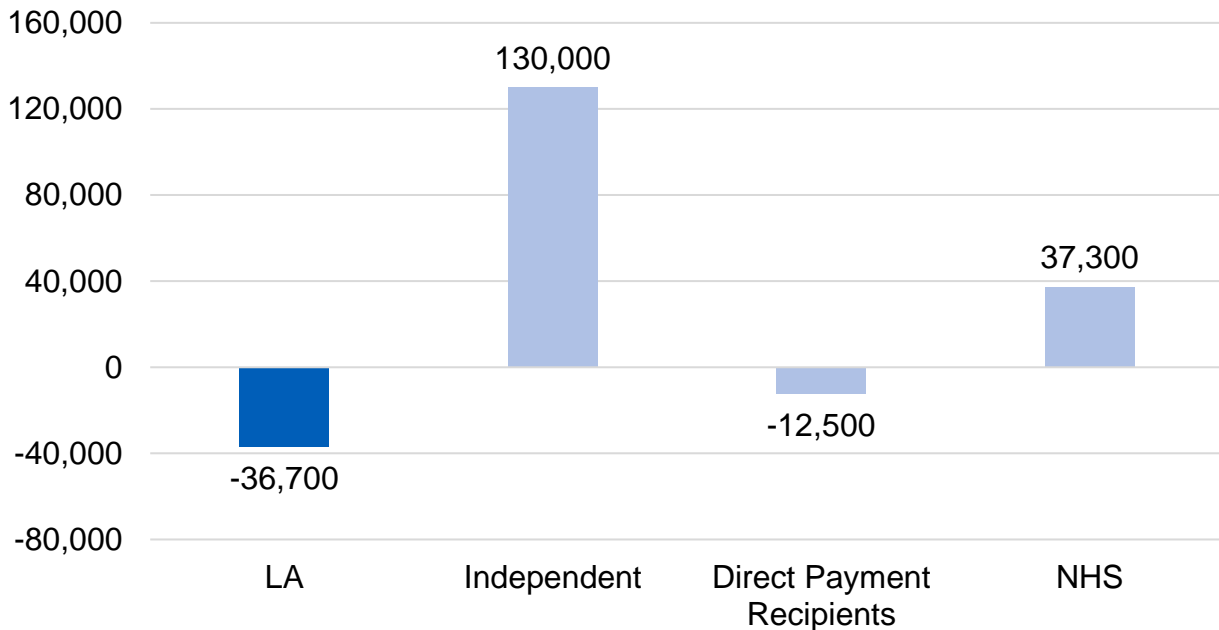
Since 2012, adult social care filled posts have moved away from local authorities to the independent sector.

The number of local authority filled posts has decreased by 36,700 (24.4%) since 2012. Between 2012 and 2017 the number of posts decreased by around 41,400 filled posts. Between 2017 and 2021 the number of filled posts increased by around 5,800. Between 2021 and 2022 there was a decrease of around 1,100 filled posts.

Other parts of the adult social care sector have grown, between 2012 and 2022, especially the independent sector which has increased by 130,000 filled posts.

### Chart 3. Estimated change in the number of adult social care filled posts, by employer type between 2012 to 2022

Source. Skills for Care's workforce estimates, 2022



\*Local authority information as at September 2022, Independent, Direct Payment Recipients and NHS data as at March 2022.

Chart 4 shows that from 2017 to 2022 local authority filled posts increased by 4.3% (4,700 filled posts) following a decrease of 28% (41,400 filled posts) between 2012 and 2017. In 2022 there were 113,900 local authority filled posts, up 1% (1,150 filled posts) from 2021.

### Chart 4. Number of local authority adult social care filled posts, 2011 to 2022

Source. Skills for Care's workforce estimates, 2022

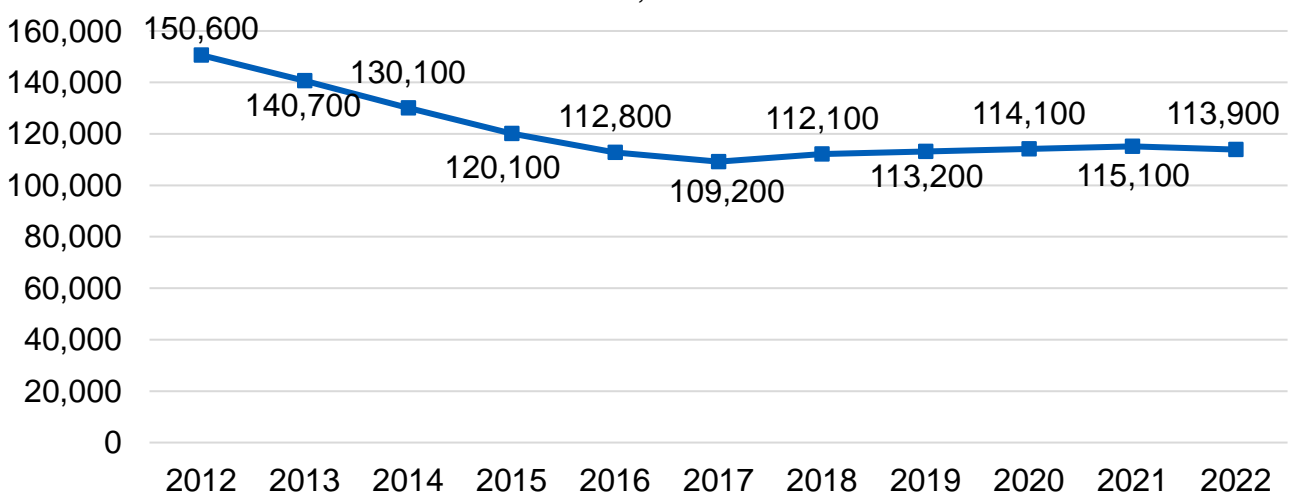


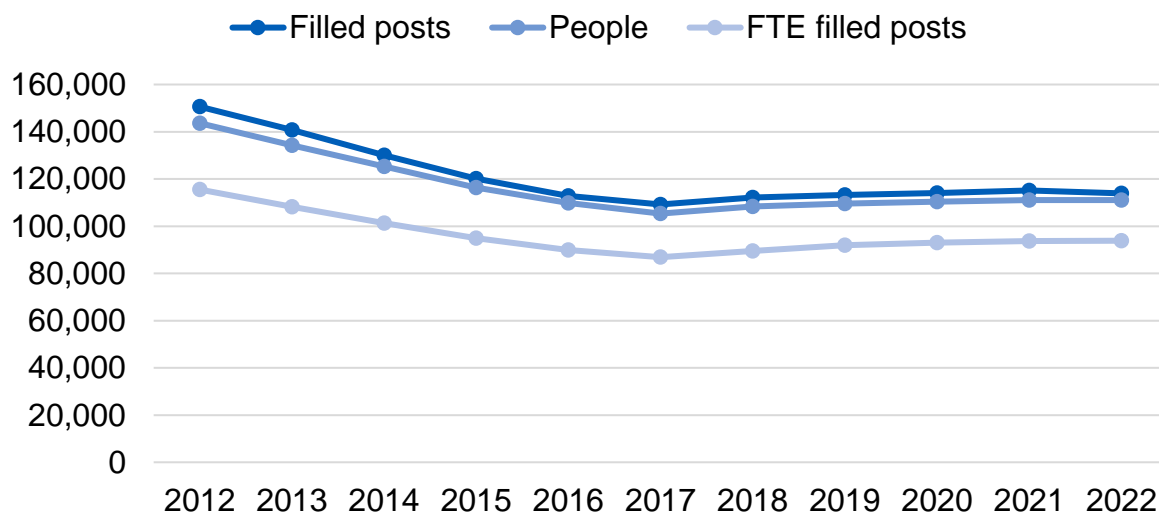
Chart 5 shows that filled posts, headcount and FTE filled posts within adult social services departments in local authorities all showed a steady decrease each year between 2011 and 2017. Between 2017 and 2021 this remained relatively stable, with a slight increase overall.

FTE estimates were created by applying contracted hours and average hours data to estimates of the total number of filled posts. 37 hours per week has been classed as 'full-time'.

Between 2017 and 2022 there has been an average increase of 950 filled posts (0.9%) each year.

**Chart 5. Total number of adult social services filled posts in local authorities, people and FTE filled posts, September 2012 to September 2022**

Source. Skills for Care's workforce estimates, 2022



In 2022, there were 111,100 people working in 113,900 filled posts. Between 2021 and 2022 the number of people working in adult social care in local authorities remained the same. There were 103 filled posts per 100 people in local authority adult social care services, this shows that there are a relatively small number of people carrying out more than one adult social services job.

There were 93,900 FTE filled posts in 2022, an increase of 150 filled posts (0.8%) from 2021 to 2022. The FTE filled posts ratio was 0.8, which reflects the full-time nature of many adult social services filled posts.

Nationally, 93,900 FTE filled posts equates to an estimated 3.5 million hours worked per week by adult social care staff within local authorities, down 54,000 hours since last year.

## 2.1. Reasons for change in the number of filled posts

Local authorities were asked to provide reasons for increases and decreases in the number of filled posts reported this year compared to the previous year. In addition to providing reasons for changes in total filled posts, local authorities were also asked for any other comments they wanted to make, including any structural changes that might not have affected the total number of filled posts but the types of filled posts within the local authority. Free text responses from local authorities were coded and verified by Skills for Care.

**Table 3. Reasons for differences in the total number of filled posts between 2021 and 2022**

Reasons for changes in total filled posts	All Local authorities (LAs)		LAs with an increase in filled posts		LAs with a decrease in filled posts	
	Total	%	Total	%	Total	%
No change / small change	63	42%	32	46%	30	38%
Restructure	21	14%	12	17%	9	11%
Closures	17	11%	2	3%	15	19%
No information	15	10%	3	4%	12	15%
Insourcing	13	9%	13	19%	0	0%
Increase in agency / casual staff	12	8%	9	13%	3	4%
Natural turnover, resignations and retirement	9	6%	2	3%	7	9%
Reduction in agency / casual staff	9	6%	1	1%	8	10%
Not filling / unfilled vacancies	7	5%	1	1%	6	8%
Outsourcing	5	3%	0	0%	5	6%
Recruitment / filling vacancies	5	3%	5	7%	0	0%
Data quality issues affecting last years data	4	3%	2	3%	2	3%
Redundancy	4	3%	2	3%	2	3%
Budget cuts/freeze	2	1%	0	0%	2	3%
Due to COVID-19	2	1%	0	0%	2	3%
Additional funding	1	1%	1	1%	0	0%
Increase in apprentices	1	1%	1	1%	0	0%
<b>Total</b>	<b>151</b>		<b>70</b>		<b>80</b>	

<sup>1</sup>Based on 151 local authorities

<sup>2</sup>Local authorities can name more than one reason for changes in their total number of filled posts

Table 3 shows a breakdown of the responses local authorities provided for these queries. The most commonly stated reasons for changes, accounting for both increases and decreases in the number of filled posts, was restructure and closures.

When looking at the responses from just those local authorities which had an increase in the number of filled posts between 2021 and 2022, insourcing, restructure and increase in agency /casual staff were amongst the most commonly stated reason for the changes.

## 2.2. Number of filled posts by job role

Local authorities provided the number of filled posts split by a set list of 29 job roles. During the analysis stage, Skills for Care grouped these job roles into four job group categories; Direct care, Manager / Supervisor, Professional and Other.

Table 4 shows that the change in the number of adult social services filled posts, between both 2012 and 2022 and between 2021 and 2022 has not been evenly distributed in terms of filled posts roles.

In 2022 around half of all filled posts (50,400 or 44%) were in direct care providing roles, this number decreased by 1,900 between 2021 and 2022. Overall filled posts in direct care have reduced by 32,400 (39%) since 2012.

Since 2012, all job role groups have decreased except for the regulated professionals, which has seen an increase of 1,300 filled posts. In 2022 there were 21,300 regulated professional filled posts, the joint highest number recorded.

**Table 4. Total number of adult social services filled posts, by job role group**

Source. Skills for Care's workforce estimates, 2022

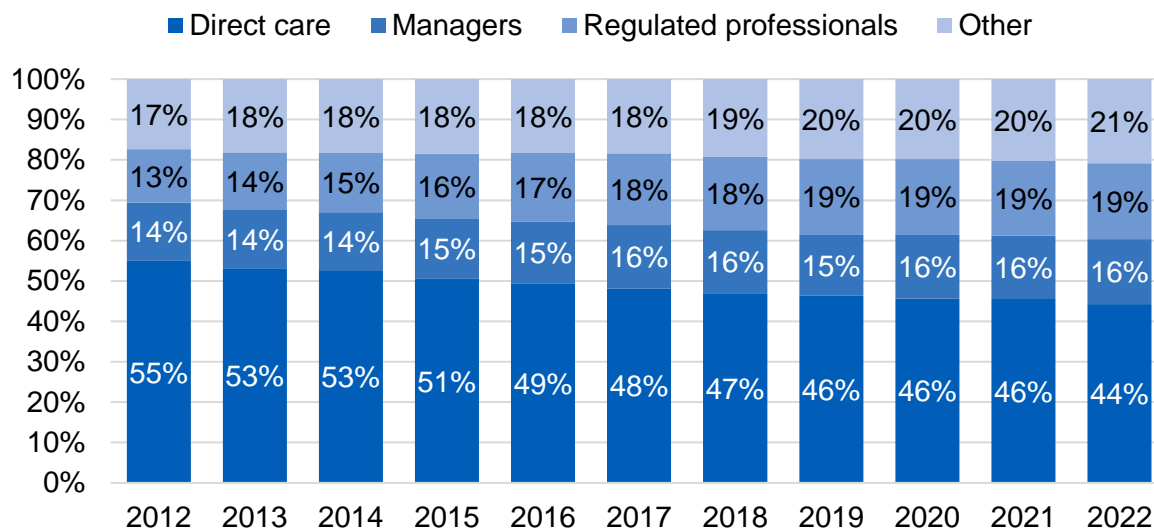
Year	All job roles	Direct care	Managers	Regulated professionals	Other
2012	150,600	82,900	21,600	20,000	26,100
2013	140,700	74,800	20,200	20,100	25,500
2014	130,100	68,500	18,700	19,000	23,800
2015	120,100	60,700	18,000	19,200	22,200
2016	112,800	55,700	17,200	19,200	20,700
2017	109,200	52,600	17,100	19,400	20,100
2018	112,100	52,600	17,600	20,400	21,500
2019	113,300	52,500	17,300	21,100	22,400
2020	114,100	52,100	18,200	21,200	22,600
2021	115,100	52,400	18,100	21,300	23,300
2022	113,900	50,400	18,400	21,300	23,800
Change 2012-2022	-36,700	-32,400	-3,300	1,300	-2,300
% change 2012-22	-24%	-39%	-15%	6%	-9%
Change 2021-22	-1,150	-1,900	300	30	450
% change 2021-22	-1%	-3.7%	1.7%	0.1%	1.9%

Since 2021 direct care was the only job role group to see a decrease in filled posts (by 1,900 posts or 3.7%), with managerial roles, regulated professionals and 'other' job roles seeing an increase over the period. The largest increase was 'other' job roles (by 450 posts or 1.9%).

In local authorities there has been a gradual shift away from direct care providing roles (55% in 2012 to 44% in 2022) into the other three job role groups. After direct care roles, regulated professionals saw the largest change, increasing from 13% in 2012 to 19% in 2022.

**Chart 6. Adult social services filled posts by job role group as a proportion of all filled posts, by year**

Source. Skills for Care's workforce estimates, 2022



Within the local authority sector in 2022 there were 21,300 regulated professional filled posts, this was predominantly made up of social workers filled posts (17,300 filled posts or 87.3%).

Of the estimated 20,000 social worker filled posts across the whole adult social care sector, including independent and the NHS, 87% were employed by the local authorities. In contrast local authority filled posts only made up 7% of all adult social care filled posts as at September 2022.

**Table 5. Total number of local authority adult social services filled posts as a proportion of all sector adult social services filled posts, by job role group**

Source. Skills for Care's workforce estimates, 2022

All Sector data includes the latest local authority data as at September 2022

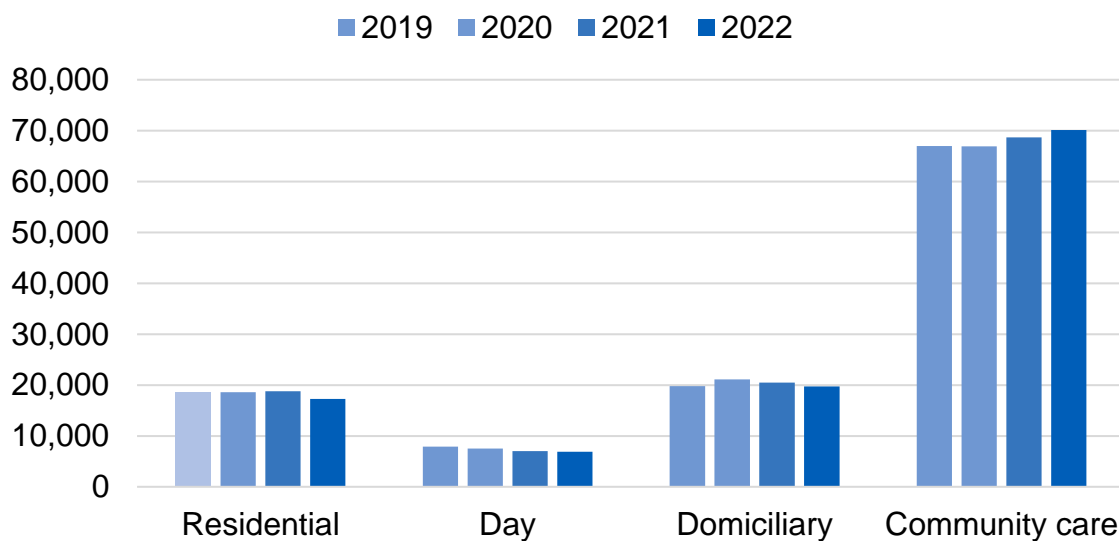
	All sectors (as at 2021/22)	Local Authority (as at Sep 2022)	Proportion of all sectors
<b>All job roles</b>	<b>1,625,000</b>	<b>113,900</b>	<b>7%</b>
Direct care	1,140,000	50,400	4%
Managers	112,000	18,400	16%
Regulated professionals	58,000	21,300	37%
<i>Social worker</i>	20,000	17,300	87%
Other	203,000	23,800	12%

### 2.3. Number of filled posts by service group

Adult social care filled posts are categorised by the 35 care service types offered in ASC-WDS, these are grouped into four service groups: Residential care, Day care, Domiciliary care and Community care. Chart 7 shows the 2019 to 2022 breakdown of local authority adult social services filled posts by main service group which describes the care setting for local authority staff.

**Chart 7. Number of adult social services filled posts, by service group, 2019-2022**

Source. Skills for Care's workforce estimates



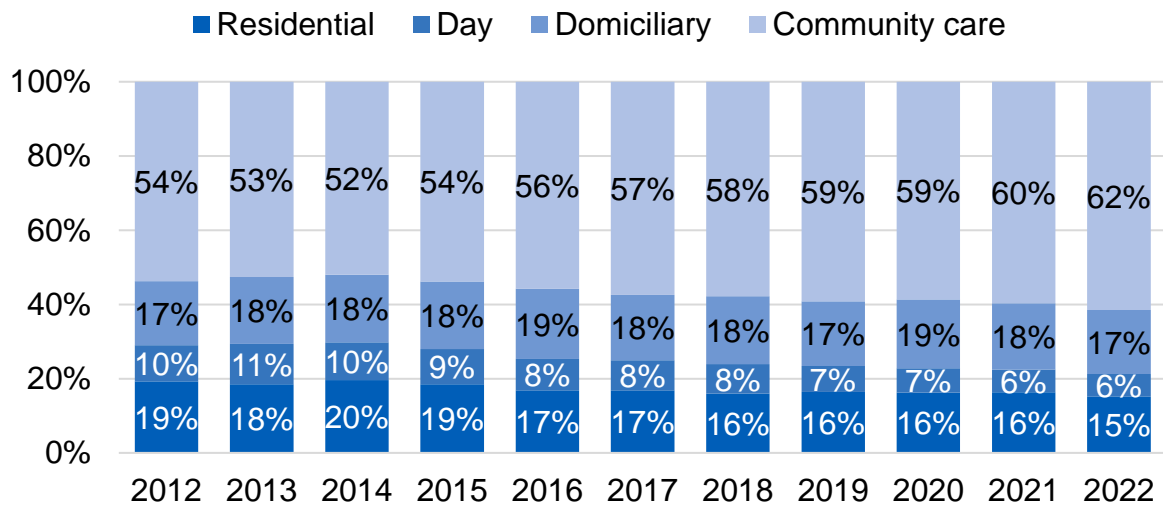
Adult community care had the largest proportion of filled posts, comprising of 62% of adult social care filled posts in local authorities, in 2022.

The change in the number of filled posts in each service group within local authorities varied between 2021 and 2022. Adult day, domiciliary care and residential decreased (2.7%, 3.9% and 8% respectively), whilst community care saw an increase of 2% (1,400 filled posts) between 2021 and 2022.

Since 2012 the number of filled posts in day care services has more than halved (53.4%). Filled posts in residential services fell by two fifths (40.3%). Filled posts in domiciliary and community care service groups also decreased between 2012 and 2022 but at a slower rate. In 2016 there were more filled posts in local authority domiciliary than residential services for the first time, this is a pattern that has continued to 2022.

**Chart 8. Proportion of adult social services filled posts, by service group, 2012-2022**

Source. Skills for Care's workforce estimates, 2022





## 3. Employment Overview

### 3.1. Employment Status

The majority (92%) of the 113,900 adult social services filled posts in 2022 were permanent and temporary roles (directly employed by the local authority).

Between 2021 and 2022 there was a decrease 1,150 adult social services filled posts. This was driven by a decrease in permanent, temporary and bank or pool workers, which decreased by 600, 300 and 450 filled posts respectively. Agency and 'other' posts saw an increase of 70 and 160 filled posts respectively over the same period. The movement of workers within the adult social care workforce may have an adverse impact on service delivery and continuity of care.

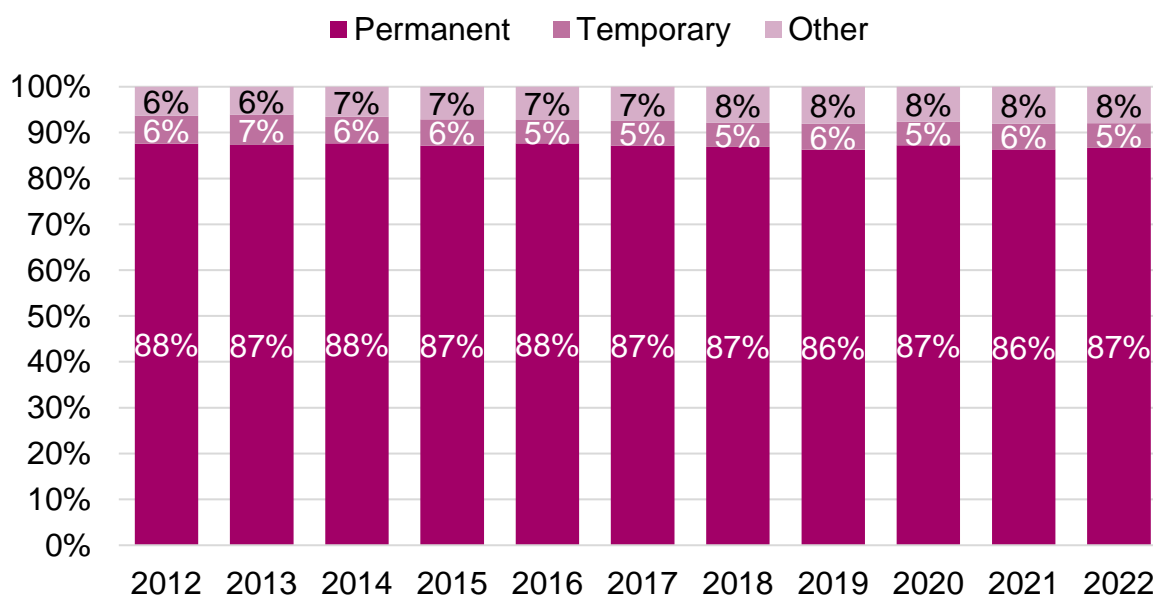
Most posts (87%) were filled by staff on permanent contracts (98,700 filled posts), with a further 5% of filled posts filled by staff working on a temporary basis (6,200 filled posts). The remaining 8% (9,000 filled posts) were filled by bank/pool, agency or other workers not directly employed by local authorities.

It should be noted that these figures refer to a snapshot in time. Therefore, these estimates should be interpreted as an indication of the average number of the above types of worker being utilised at any one time. The total number of workers used throughout the year that aren't directly employed will be higher.

The employment status of the workforce has remained relatively stable between 2012 and 2022.

#### Chart 9. Proportion of adult social services filled posts, by employment status 2012 to 2022

Source. Skills for Care workforce estimates

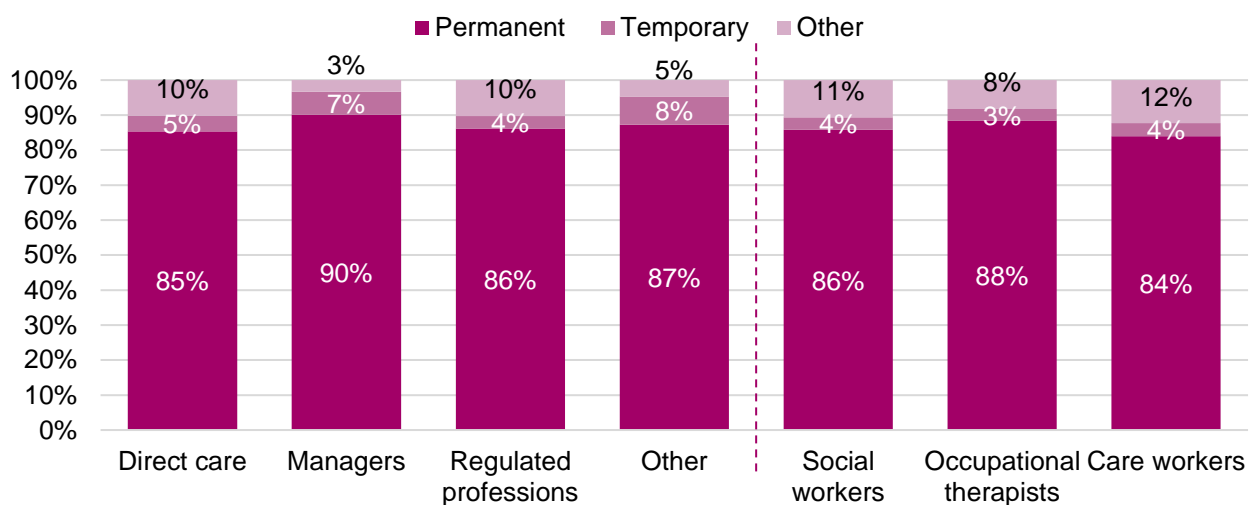


In terms of job role groups, employment status type did not vary greatly. Notably, a higher proportion of permanent workers were seen in managerial roles (90%) as seen in the chart below.

When analysing the 'other' employment status further (which includes 'Bank or pool', 'Agency' and 'Other' workers), Direct care roles had the highest proportion of bank or pool workers (7%) and the professional group had the highest number of agency staff (8%).

### Chart 10. Proportion of adult social services filled posts, by employment status and job role group, 2022

Source. Skills for Care's workforce estimate, 2022



### 3.2. Zero Hours Contracts

A zero-hours contract is a contract type where the employer is not obliged to provide any minimum working hours. For some employees, a zero-hours contract can lead to challenges around financial planning and feelings of job insecurity. For others, the flexibility can appeal.

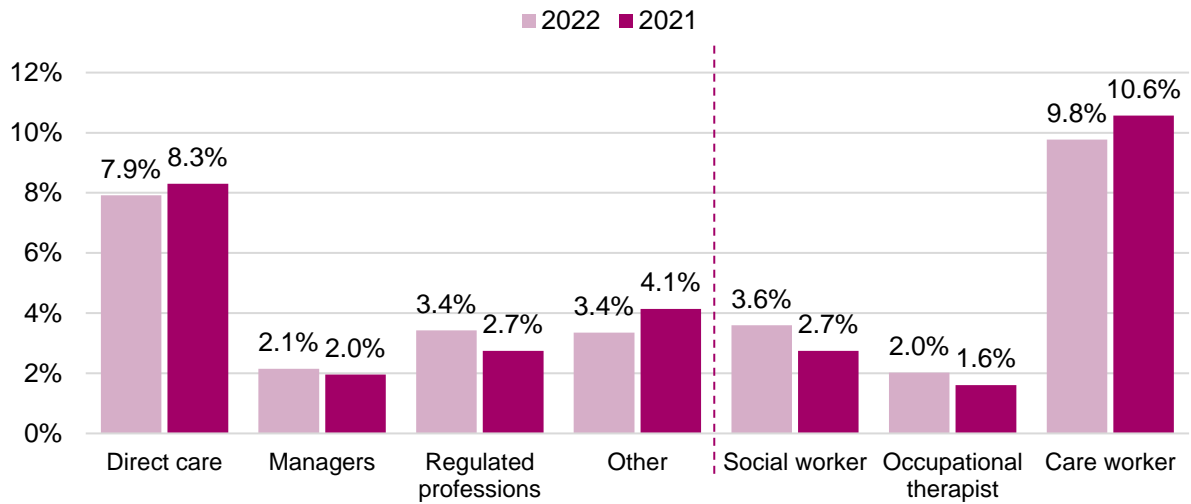
In 2022, 5,900 (5%) filled posts in local authority adult social care workforce were zero-hours contracts.

There has been a decrease in the proportion of zero hours contracts across all job roles between 2021 and 2022. Direct care filled posts have the highest proportion of zero-hour contract at 8%.

The use of zero hours contracts within adult social services departments in local authorities is considerably lower than within the independent sector, where 26% of all job roles are zero hours contracts. As shown in section 8.1.8 of the State of adult social care report those with fewer contracted hours were more likely to leave their role, therefore the lower reliance on zero hours contracts in the local authority sector may be contributing to a lower turnover rate (see section 4.1).

**Chart 11. Proportion of adult social services filled posts with zero hours contracts, by job role group, 2021 to 2022**

Source. Skills for Care's workforce estimates



## 4. Recruitment and retention

This section covers starters, leavers, vacancy and sickness information for local authority adult social services staff.

### 4.1 Turnover and starters rates

In 2022 the starter rate within local authorities was 15.7% (16,400 starters) which includes those workers that were new to their role in the previous 12 months and all new roles within establishments which were newly opened within the past year.

The turnover rate of 15.4% (16,200) includes leavers from local authority adult social care services departments which were in operation as at September 2022. Local authorities reported that there were an additional 750 leavers which were employed by teams or services that closed between September 2021 and September 2022.

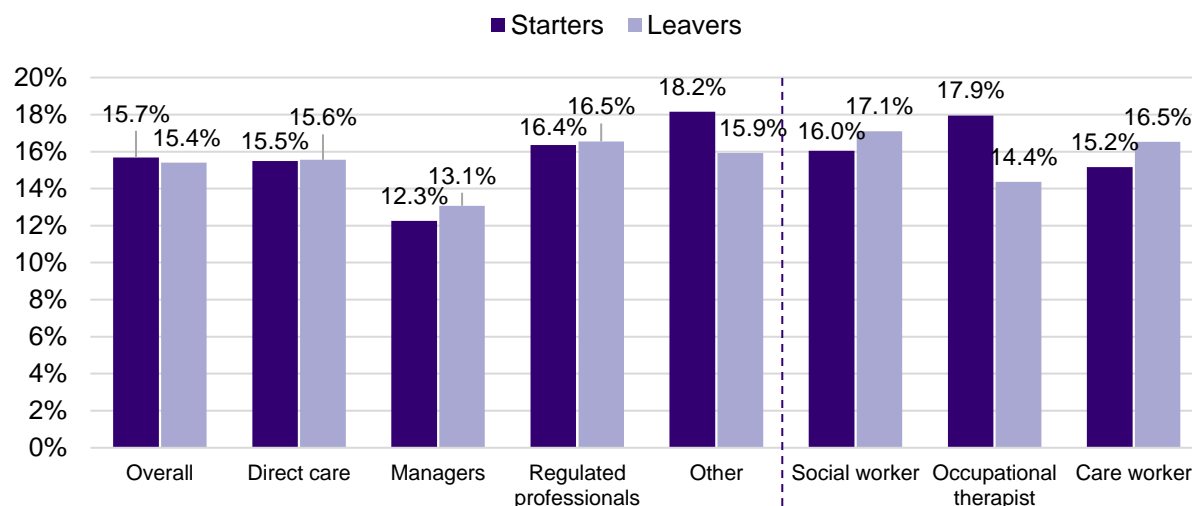
Taking leavers from closed local authority adult social care services departments into account, more people have left the local authority sector than have joined, resulting in a decrease in the number of filled posts.

In general, the turnover rates for staff within social care departments in local authorities are much lower than rates in the independent social care sector where the turnover rate was 31.6% as at March 2022.

Chart 12 shows starters and turnover rates by job role group. Leavers rates were higher than starters rates for all job role groups except 'other' job role which had higher starter rates. 'Other' job roles had the highest starter rate (18.1%) with 4,100 people starting local authority social care filled posts. This was followed by the regulated professionals group with a starter rate of 16.4%.

## Chart 12. Starters and turnover rate for adult social services filled posts, by job role group

Source. Skills for Care's workforce estimates, 2022



Overall starters and leavers rates were similar (15.7% and 15.4% respectively). There was a bit of variation within job roles and job role groups. Within the regulated profession group, the starter rates for social workers and occupational therapists in 2022 were 16% (2,500 starters) and 17.9% (500 starters), respectively. Social workers had a turnover rate of 17.1% (2,600 leavers) and occupational therapists had a turnover rate of 14.4% (425 leavers).

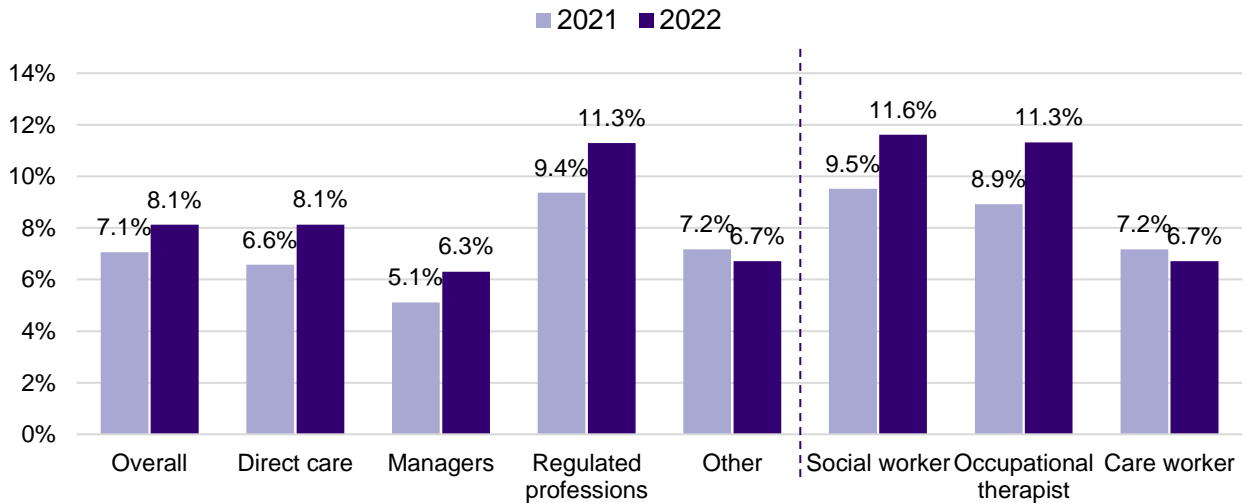
### 4.2. Vacancy rates

There were 9,300 vacant posts in adult social services departments within local authorities in 2022, an increase of 1,200 from 2021. This equates to a vacancy rate of 8.1% in 2022, comparable to September 2021, which showed a 7.1% vacancy rate, based on data from all local authorities. The vacancy rate in the local authority sector (8.1%) was lower than in the independent sector (10.7%) and for direct payment recipients (13.1%). Vacancy rates are currently high across the whole adult social care sector<sup>5</sup> and in the independent sector they are continuing to increase<sup>6</sup>.

As at September 2022, vacancy rates were highest for regulated profession job roles with a rate of 11.3% (2,400 vacant posts compared to 19,100 employees). This was an increase from 2021. Most job role groups saw an increase in vacancy rates apart from 'other' job roles that saw a decrease from 7.2% to 6.7% (or 100 vacancies).

<sup>5</sup> <https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/documents/State-of-the-adult-social-care-sector/The-state-of-the-adult-social-care-sector-and-workforce-2022.pdf>

<sup>6</sup> <https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/Topics/Monthly-tracking/Monthly-tracking.aspx>

**Chart 13. Vacancy rate for adult social services filled posts, by job role group***Source. Skills for Care's workforce estimates, 2022*

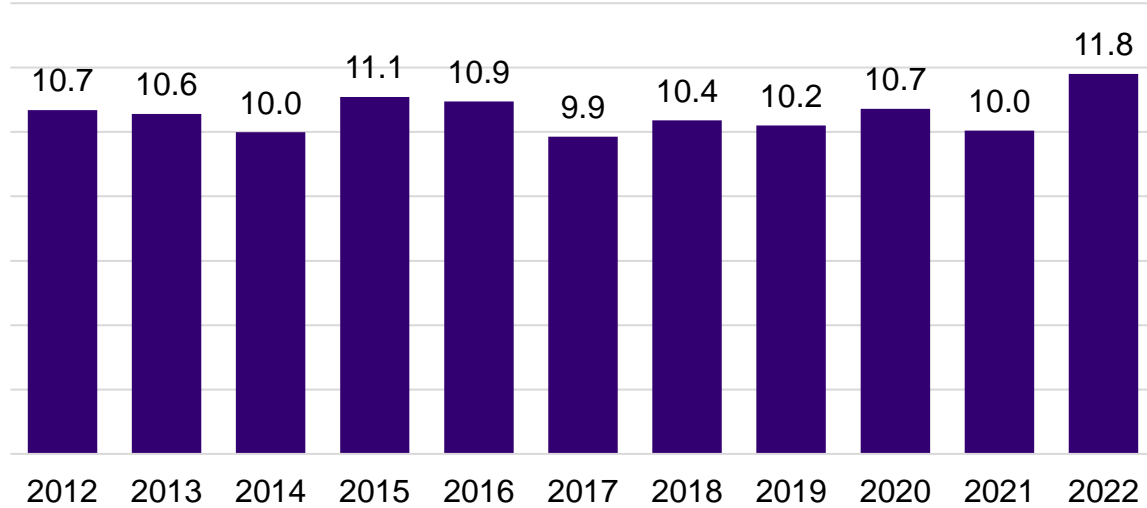
In the independent sector regulated professionals also had the highest vacancy rate at 14%. In 2022 the local authority vacancy rate was 11.6% for social workers (who make up most of the regulated professionals job group) and 11.3% for occupational therapists.

### 4.3. Sickness

In 2022, the mean number of sickness days for the 104,900 directly employed adult social care staff in local authorities was 11.8 days. This equates to just under 1.24 million estimated days lost to sickness in the year. Since 2022 the mean number of sickness days has decreased by 1.8 days.

Workers in direct care filled posts had the highest number of sickness days with an average of 14.5 days and workers in managerial roles had fewer sickness days on average, at 8.4 days.

The mean number of sickness days in the previous 12 months for directly employed workers in adult social services filled posts is shown in Chart 14.

**Chart 14. Mean number of sickness days in 2012 and 2022, by job role group***Source. Skills for Care's workforce estimates*

The local authority average sickness days of 11.8 is higher than their independent sector counterparts where the mean number of sickness days is 8.1, which may reflect differing terms and conditions. When compared to the UK employment and labour market population<sup>7</sup> sickness average of 3.6 days per worker the gap increases further with local authority workers taking on average over six (6.4) more days sickness.

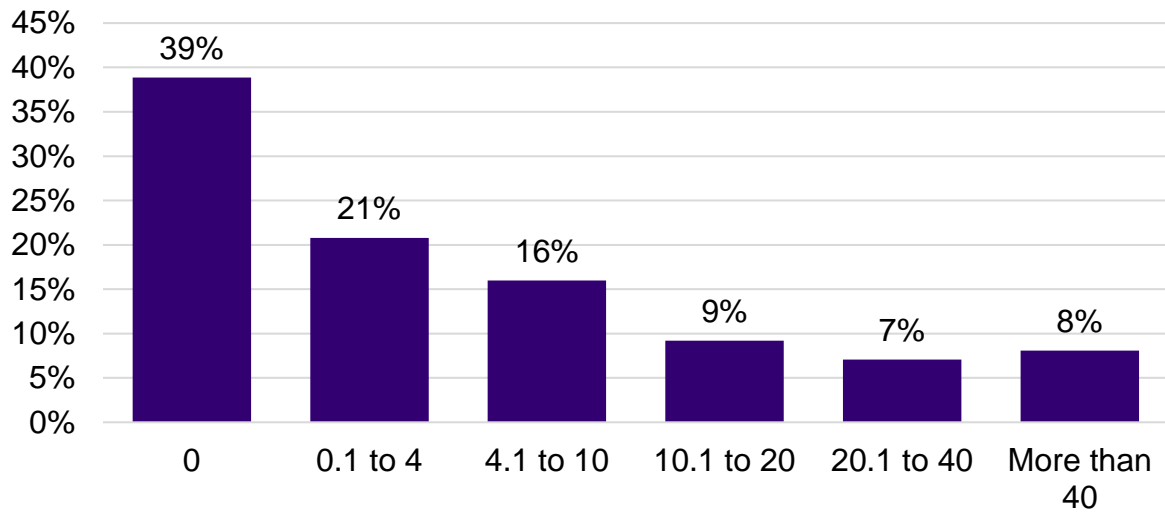
Although the mean number of sickness days for workers in adult social services filled posts in 2022 was relatively high (11.8 days), chart 15 shows that it is important to note over a third of workers (39%) had no sickness days and two in five workers (60%) had four or fewer sickness days in the previous 12 months. 8% of workers had over 40 sickness days, and particularly high numbers of sickness days can have an impact on the overall mean. Median numbers of sick days per local authority are available in the reference data tables which accompany this publication.

<sup>7</sup> ONS Sickness absence in the UK labour market, March 2021,

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

**Chart 15. Distribution of days of sickness (all job roles), 2022**

Source. *Skills for Care's workforce estimates, 2022*





## 5. Demographics

This section contains detailed demographics information about local authority adult social services staff in 2022. Local authorities are required to complete worker level information, the topic areas covered are gender, age, ethnicity, pay and qualifications. The ASC-WDS collects other data items including training, experience, and nationality but these data items were voluntary for local authorities to complete and have not been included in this publication.

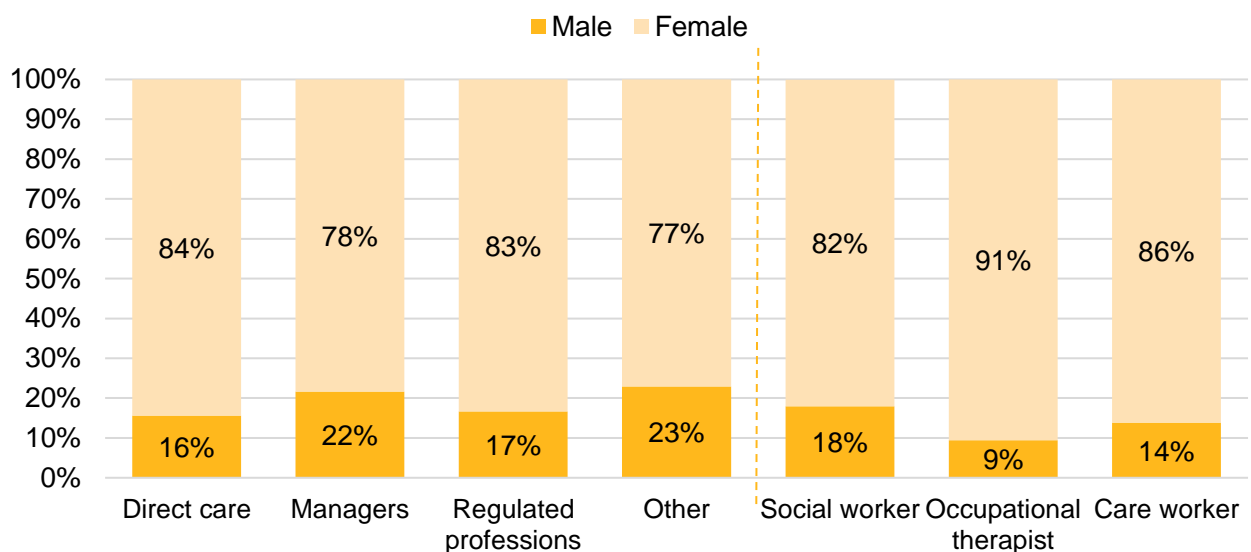
### 5.1. Gender

The majority (82%) of the adult social services filled posts in 2022 were carried out by female workers. These proportions have remained unchanged since 2011.

The proportion of male workers was highest for managerial and other roles (22% and 23% respectively), and lowest in direct care providing roles (16%).

#### Chart 16. Proportion of adult social services filled posts, by gender (where known) and job role group, 2022

Source. Skills for Care's workforce estimates, 2022



### 5.2. Age

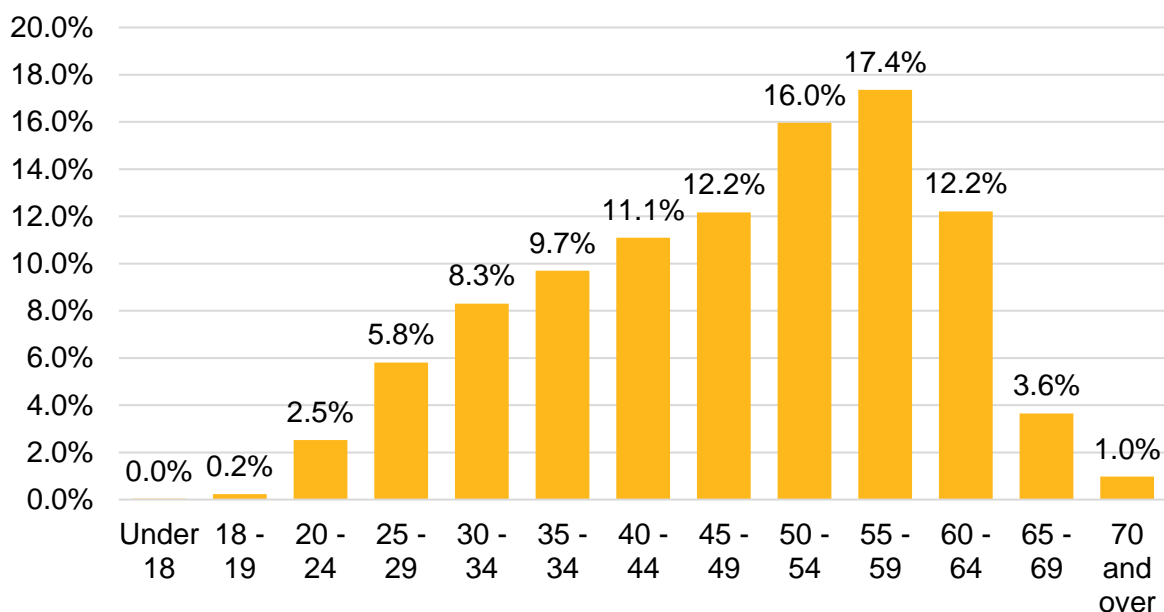
In 2022, three quarters of the filled posts in adult social care in local authorities (73.4%) were filled by workers aged 40 or over and a third (34.2%) by workers aged 55 or over. Furthermore, very few filled posts (2.8%) were filled by workers aged 24 and below.

The mean age of workers in local authority adult social services filled posts has increased from 47 to 48 years old since 2012. Local authority adult social services

workers are older, on average, than workers in the independent sector where the average age was 44 years old. This is also higher than the average age of the NHS workforce<sup>8</sup>, which is 42.8. Chart 17 shows the age distribution of all workers in local authority adult social services filled posts at September 2022.

### Chart 17. Proportion of local authority adult social services filled posts, by worker age band, 2022.

Source. *Skills for Care's workforce estimates, 2022*



The average age differed slightly by job role group, with workers in direct care and managerial roles having the oldest average age of 48.8 and 48.3 respectively. Workers in professional roles were youngest on average (45.1 years old).

When compared to the age bands of the labour market population<sup>9</sup> of people in work, as seen in Chart 18, workers in local authority adult social services filled posts are much older than those from the labour market population. Half (50%) of the local authority workers are aged 50 and over compared to just 32% of the labour market. From a workforce planning point of view, workers aged 50 and over could retire within the next ten to fifteen years.

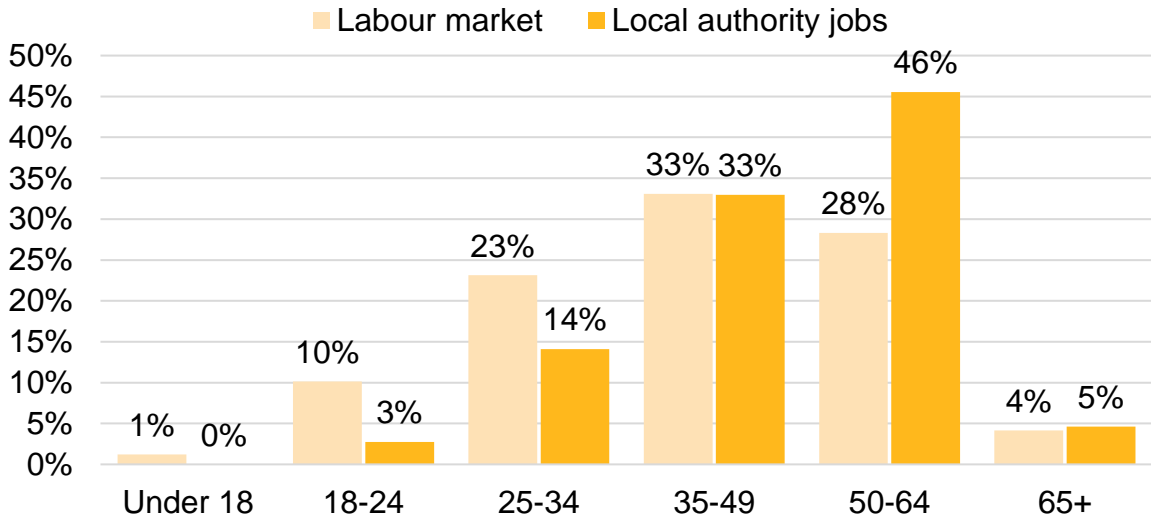
At the younger end of the age bands (18-24 and 25-34) the local authority workforce has lower proportions (3% and 14% respectively) than the wider labour market population showing that younger people are less likely to be employed in adult social care filled posts within the local authority.

### Chart 18. Comparison of workers in local authority adult social services filled posts against labour market, by age bands

<sup>8</sup> <https://digital.nhs.uk/supplementary-information/2022/hchs-staff-age-breakdown-sep21>

<sup>9</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupnotseasonallyadjustedada05nsa>

Source. Skills for Care’s workforce estimates and ONS Labour market population figures<sup>10</sup>

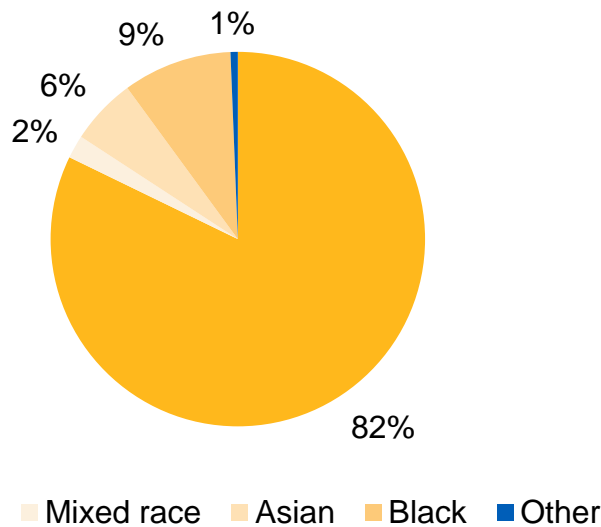


### 5.3. Ethnicity

The majority (82%) of the adult social services filled posts within local authorities in 2022 were carried out by workers who identified as White, with 18% carried out by workers from a black, Asian and minority ethnic background.

**Chart 19. Proportion of adult social services filled posts by ethnicity, 2022**

Source. Skills for Care workforce estimates, 2022



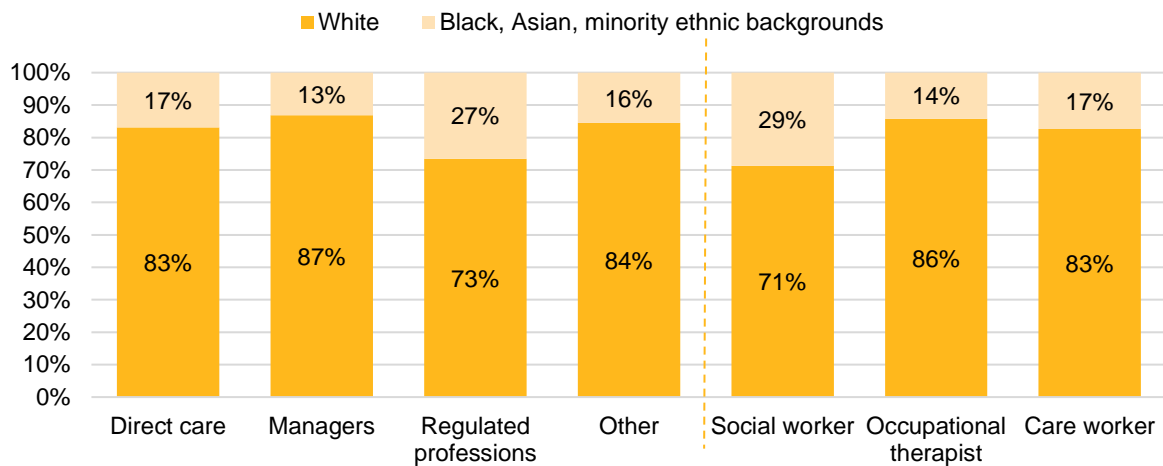
When looking at ethnicity of local authority social services workers by job role group, regulated professionals had the highest amount of black, Asian and minority ethnic

<sup>10</sup> ONS labour market population figures – Sep-Nov 2022-  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupnotseasonallyadjusted05nsa>

background workers with 27%. The proportion of workers from a black, Asian and minority Ethnic background is even higher, at 29%, for Social Worker roles. In comparison, the managerial and supervisor job role group had the least amount of black, Asian and minority ethnic workers (13%).

### Chart 20. Proportion of adult social services filled posts, by ethnicity group of worker and job role group, 2022

Source. Skills for Care's workforce estimates, 2022

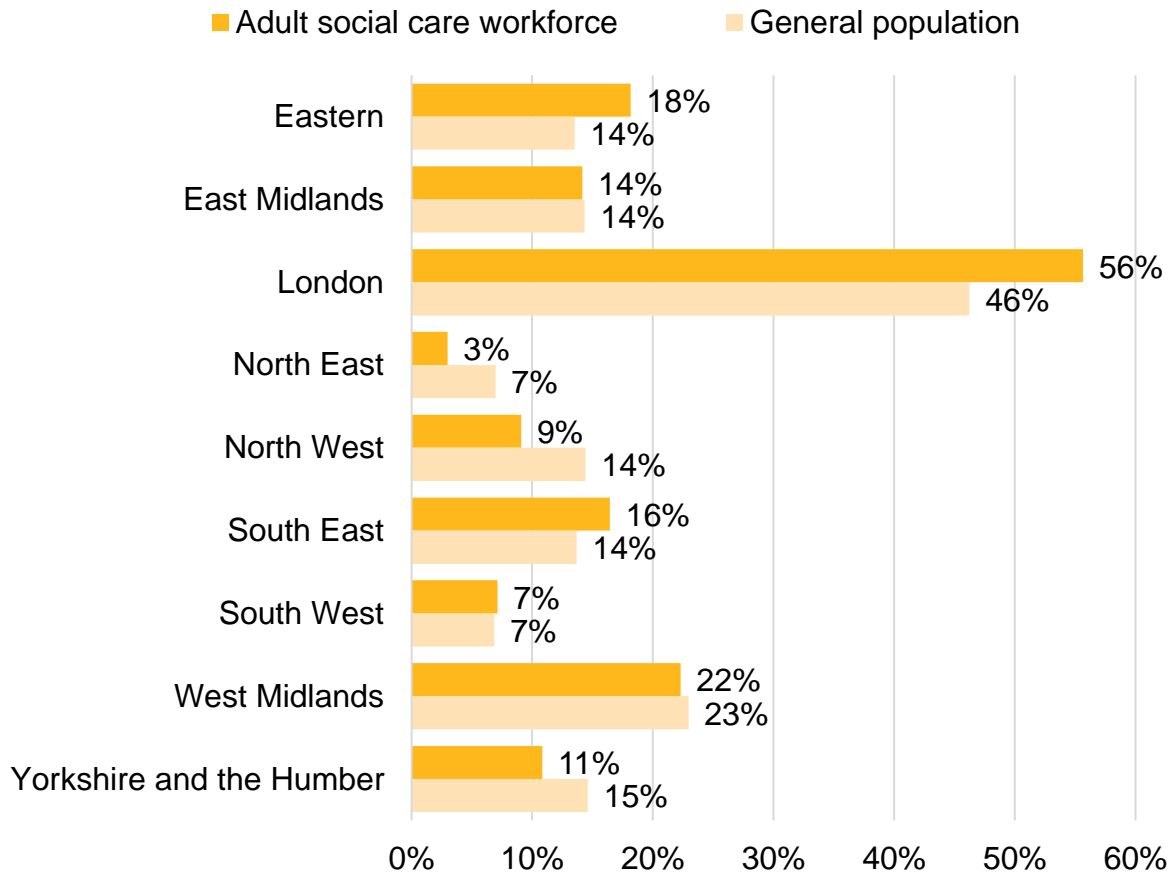


The proportion of workers from a black, Asian and minority ethnic background in the local authority workforce varied between region; accounting for 56% of total workers in London, and just 3% of the total workforce in the North East.

The proportion of workers from a black, Asian and minority ethnic background in the wider population varied across regions. In general the proportion of workers from a black, Asian and minority ethnic background in the local authority sector of the adult social care workforce reflected that of the wider population. In the Eastern region, London and the South East there was a slightly higher proportion of workers from a black, Asian and minority ethnic background in the local authority adult social care workforce than in the general population (data taken from the 2021 census).

**Chart 21. Workers from a black, Asian, or minority ethnic background proportion of local authority adult social care workforce population versus wider general population, by region, 2022<sup>11</sup>**

Source. Skills for Care's workforce estimates, 2022



<sup>11</sup> Nomis (2021 census estimates – Table TS021 - Ethnic group, <https://www.nomisweb.co.uk/default.asp>)

## 6. Pay

The ASC-WDS collects pay data for both annual and hourly rates. The ASC-WDS also collects information about workers' contracted hours and usual hours worked for both agency and zero-hours staff. The information in this section shows full-time equivalent (FTE) average salaries. Pay data was converted into FTE annual salaries using an average working week of 37 hours (the full-time equivalent). Hourly pay data was also converted into annual salaries, based on the full-time equivalent. Converting pay in this way allows for the pay of full-time and part-time workers to be compared.

Chart 22 shows full time equivalent pay in 2022 ordered from the highest paid role to the lowest paid role within each job role group. Senior management roles were the highest paid with a median of £83,100 (up £1,400 or 1.7% since 2021) and ancillary staff were the lowest paid with a median pay of £19,300 (up £600 or 3.2% since 2021). Care workers (who represent 28.3% of all filled posts) had the second lowest median pay at just over £20,500 (up £800 or 4.0% since 2021).

**Chart 22. Full time equivalent annual 'median' pay of adult social services filled posts, by job roles** Source. *Skills for Care's workforce estimates, 2022*

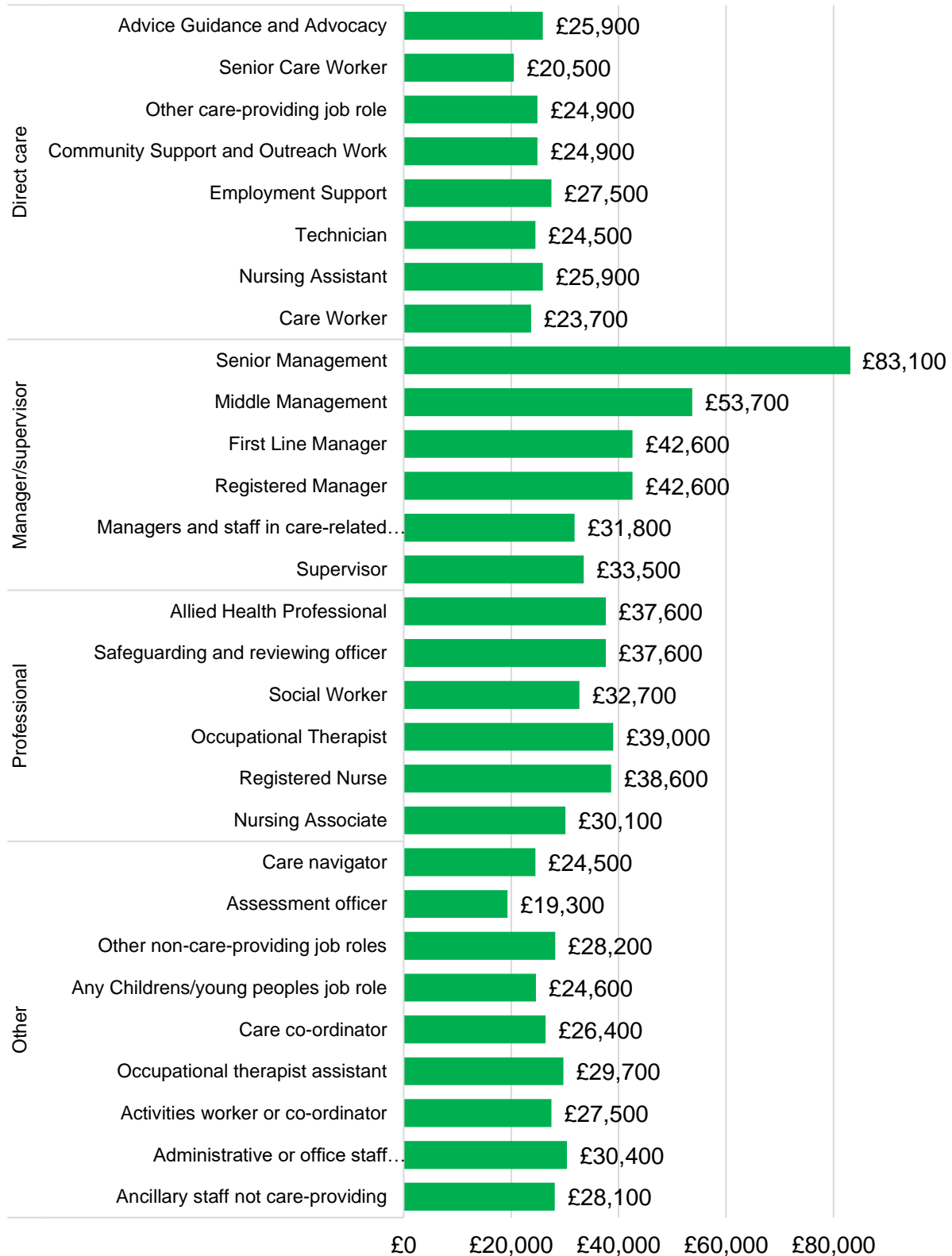


Table 6 'Nominal and Table 7 'real terms' show the change in whole time equivalent pay rates between 2012 and 2022 by job role.

**'Real terms' means that pay rates have been adjusted to take inflation into account** and have been calculated using the Consumers Price Index (CPI) (the official measure of inflation of consumer prices in the UK) and expressed in prices as at September 2022.

**'Nominal' pay isn't adjusted** for inflation and shows the actual pay rates as they were at the time.

In cash terms, all the listed job roles below received a nominal increase of up to 5.9%, between 2021 and 2022. Occupational therapist (up £1,500) received the highest nominal increase in pay since 2021.

When comparing the changes between 2012 to 2022 all job roles saw a nominal pay increase. Administrative non care-providing roles had the biggest percentage increase (28% or £5,400), although First Line Manager roles increased by the most in terms of monetary value (£8,100 or 23.3%) between 2012 and 2022.

**Table 6. Median whole time equivalent annual pay of adult social services filled posts in cash terms by year<sup>1</sup> and job role<sup>2</sup>, September 2022**

Source. Skills for Care's workforce estimates, 2022

Job role	Year			Percentage change	
	2012	2021	2022	12-22	21-22
<b>Direct Care</b>					
Senior care worker	£22,600	£24,500	£25,900	14.5%	5.9%
Care worker	£17,100	£19,700	£20,500	19.8%	4.0%
Support and outreach	£20,900	£24,400	£24,900	19.2%	1.8%
<b>Managers</b>					
First line manager	£34,500	£41,900	£42,600	23.3%	1.8%
Supervisor	£26,200	£31,300	£31,800	21.4%	1.7%
Managers in non care-providing roles	£29,600	£32,200	£33,500	13.0%	3.9%
<b>Regulated professions</b>					
Social worker	£31,800	£36,700	£37,600	18.3%	2.3%
Occupational therapist	£30,800	£36,100	£37,600	21.8%	4.2%
<b>Other</b>					
Administrative non care-providing	£19,100	£23,200	£24,500	28.0%	5.6%
Ancillary staff not care-providing	£15,100	£18,700	£19,300	27.9%	3.1%

Real term changes between 2021 and 2022 (in Table 7 below) shows decreases in average pay for all ten job roles, when factoring the Consumer Price Index (CPI) inflation rate. The rate of inflation was particularly high in 2022 reaching 10.1% in September 2022.



In real terms, between 2012 and 2022 again all ten job roles showed a decrease. Managers in non care-providing roles showed the largest decrease, down 11.9% over this period, followed by senior care workers who saw a 10.8% decrease.

**Table 7. Median whole time equivalent annual pay of adult social services filled posts in real terms\* by year\*\* and job role\*\*\*, September 2022**

Source. Skills for Care's workforce estimates, 2022

Job role	Year			Percentage change	
	2012	2021	2022	12-22	21-22
<b>Direct Care</b>					
Senior Care Worker	£29,100	£27,000	£25,900	-10.8%	-3.9%
Care Worker	£22,000	£22,200	£20,500	-6.7%	-5.6%
Support and Outreach	£26,800	£27,000	£24,900	-7.1%	-7.6%
<b>Managers</b>					
First Line Manager	£44,300	£46,300	£42,600	-3.9%	-7.6%
Supervisor	£33,600	£33,600	£31,800	-5.4%	-7.7%
Managers in non care-providing roles	£38,000	£35,600	£33,500	-11.9%	-5.7%
<b>Regulated professions</b>					
Social Worker	£40,700	£40,600	£37,600	-7.8%	-7.2%
Occupational Therapist	£39,600	£40,400	£37,600	-5.1%	-5.4%
<b>Other</b>					
Administrative non care-providing	£24,500	£25,600	£24,500	-0.2%	-4.1%
Ancillary staff not care-providing	£19,300	£20,800	£19,300	-0.3%	-6.4%

\*Cash terms pay was converted into 2022 prices (real terms) using CPI inflation.

\*\*Timeline data starts from 2012 when data is based on 152 local authorities with whole time equivalent pay data recorded. 2022 is based on 151 local authorities (see section 1.1).

\*\*\*Only job roles with 2,000 or more worker records are shown as median pay trends are more vulnerable to skew as a result of small numbers of workers.

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## Further resources

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We provide outstanding workforce intelligence which the Government, strategic bodies, employers, and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services. This chapter provides an overview of some of the reports and resources published by our Workforce Intelligence team.

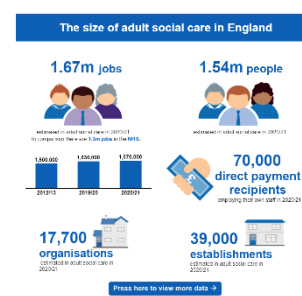
The ASC-WDS is recognised as the leading source of workforce intelligence for adult social care. We're grateful to all the employers who have completed ASC-WDS data. Without their contributions, our workforce intelligence wouldn't be possible.

### Workforce intelligence publications

#### The size and structure of the adult social care sector and workforce in England

This data visualisation provides estimates of the number of organisations and establishments involved in providing or organising adult social care, as well as the size and structure of the workforce, including people and job estimates, trend data, and future projections. To access this webpage, please visit [www.skillsforcare.org.uk/sizeandstructure](http://www.skillsforcare.org.uk/sizeandstructure).

*Latest version, July 2022. Updated information is due in July 2023*



#### The state of the adult social care sector and workforce report in England



This report and data visualisation provides comprehensive workforce characteristics about the 1.62 million filled posts working in adult social care in England. It includes information on employment, recruitment and retention, workforce demographics, pay, and qualifications and skills, as well as workforce forecasts, factors affecting turnover rates and CQC ratings. To access this report please visit [www.skillsforcare.org.uk/stateof](http://www.skillsforcare.org.uk/stateof)

*Latest version, October 2022. Updated information is due in mid-October 2023*

#### Regional reports

We have published nine data visualisations which provide an annual overview of adult social care services and the workforce in each region. Each page contains key findings, the interactive visualisation, and a short summary report. Also available is a regional comparison data visualisation. To access these, please visit [www.skillsforcare.org.uk/regionalreports](http://www.skillsforcare.org.uk/regionalreports).

*Latest version, October 2022. Updated information is due in mid-October 2023*



## Local area information

There are five pages of local area information:

- 'Local area comparison', where you'll find the local authority comparison interactive visualisation which allows you to compare two or more local areas in England.
- 'My local area' page is a detailed interactive visualisation showing local areas in England one at a time, and summary reports for each area.
- 'My ICS area', showing the latest information from ASC-WDS split into Integrated Care System (ICS) areas.
- 'ICS comparison area' a page where you can compare two or more ICS areas in England.
- 'My TCP area' showing information for the mental health and learning disability and/or autism workforces split by Transforming Care Partnership (TCP) area.

To access these data visualisations and reports, please visit

[www.skillsforcare.org.uk/lasummaries](http://www.skillsforcare.org.uk/lasummaries).

*Latest version, October 2022. Updated information is due in October 2023.*

## Key topic areas

The Workforce Intelligence website includes information on the following popular topic areas. Each topic includes a summary of the workforce information available, and signposts to the latest publications and relevant resources. Many of the topic areas include an interactive visualisation:

- Monthly tracking
- Learning disability and/or autism workforce
- Apprenticeships
- Pay rates
- Personal assistants
- Nurses in social care
- Recruitment and retention
- Registered managers
- Workforce nationality
- Social workers
- Occupational therapists.

To access these topics, please visit [www.skillsforcare.org.uk/topics](http://www.skillsforcare.org.uk/topics).

## Commission our services

Our Workforce Intelligence team are the experts in adult social care workforce insight. The data we collect in the ASC-WDS gives an unrivalled overview of the adult social care workforce in England. We have over 15 years of experience in analysing and interpreting social care data - it's what we do.

Beyond the wealth of information already available publicly on our website you can commission the services of the Workforce Intelligence team to produce bespoke reports and analysis for your organisation or area.

## How we can help you

- We can partner with you or form part of your project team on tenders and bids. By using our expertise and sector knowledge we can add value to your research or project.

- We can use advanced analytics techniques to help you understand how key outcomes such as CQC scores, turnover and vacancy rates can be improved.
- We can produce bespoke reports and analysis and help you solve problems and provide data solutions to help you improve your services.
- We can provide a detailed analysis into the adult social care workforce in your local area or look at performance in comparison to other areas.
- Request a feed of data to enhance or improve a product or service.

## Our values

Skills for Care is guided by core values. Throughout everything we do, we're inclusive, motivated, passionate, ambitious, collaborative and trustworthy. For more information about the Skills for Care strategy, our vision, mission, values and plan to achieve our mission, please visit [strategy.skillsforcare.org.uk](https://strategy.skillsforcare.org.uk).

As a Workforce Intelligence team we:

- help people to understand what's already available without commissioning our services and what options are available
- aren't selling the data, we're selling our analysis and sector expertise
- carry out bespoke work in particular areas that we can't cover in general outputs
- have a 'good for the sector' aim on all projects we work on
- channel any money we earn straight back into the sector.

All our analysts are certified statisticians, meaning we work to the standard of the 'five safes'. We always make sure that our research and outputs are appropriate and trustworthy, and that there's no risk of misuse or confidentially breach. When creating outputs, we always adhere to statistical disclosure controls.

The Skills for Care Workforce Intelligence team are committed to the three pillars of trustworthiness, quality and value, and principles of the Code of Practice for Statistics. To learn more about our values and read our full statement please visit [www.skillsforcare.org.uk/WI-values](https://www.skillsforcare.org.uk/WI-values).

## Keeping informed



To be kept up to date with Workforce Intelligence news, please join our mailing list by registering with us and selecting 'Workforce Intelligence publications'. You can also follow us on Twitter @ASCWDS or visit

[www.skillsforcare.org.uk/contactWI](https://www.skillsforcare.org.uk/contactWI).



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