



# Statement on job role changes in the ASC-WDS

2024



# Changes to job roles

The ASC-WDS data collection process is continually being reviewed and modified, with regular user-research sessions with our users to improve their experience and reflect the changing nature of the adult social care workforce. As a result, in August 2023, three new job roles were added to the ASC-WDS: learning and development lead, team leader and deputy manager.

Since the introduction of these roles in the ASC-WDS, we have seen many staff records updated to more accurately reflect their role. This has resulted in changes to the number of filled posts in some other job roles, as staff have been re-coded to one of these new options when they were previously recorded as a different job role.

It should be noted that this has caused some discontinuity in trends for different job roles between 2023/24 and previous years. This should be acknowledged when interpreting job role trend information.

In terms of the impact on trends, the number of managers filled posts has increased by 9,500 filled posts in 2023/24. This increase appears to be almost entirely driven by the availability of the new job roles, with 73% of deputy manager and team leader roles previously being classed as non-manager roles (particularly senior care workers and care workers).

We estimate that the increase in managers roles, not accounting for the new job roles, was around 1,200 filled posts higher in 2022/23 than 2023/24.

The number of senior care worker filled posts in 2023/24 decreased by 400 from 2022/23. We estimate that there would have been an increase of around 150 senior care worker filled posts in 2023/24, not accounting for the introduction of the new job roles.

The number of care worker filled posts in 2023/24 increased by 48,000 from 2022/23. We estimate that there would have been an increase of around 54,000 care worker filled posts in 2023/24, not accounting for the introduction of the new job roles.

The introduction of the learning and development lead job role has had little effect on the overall trend in the number of filled posts. 200 of the 250 filled posts for this job role in 2023/24 were staff previously recorded as either senior care worker or care worker job roles. As all of these job roles are part of the direct care job role group, the change between individual job roles has been comparatively small.



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