

Workforce Intelligence Summary

Care homes with nursing in the adult social care sector

2021/22

Source: Skills for Care adult social care workforce estimates 2021/22

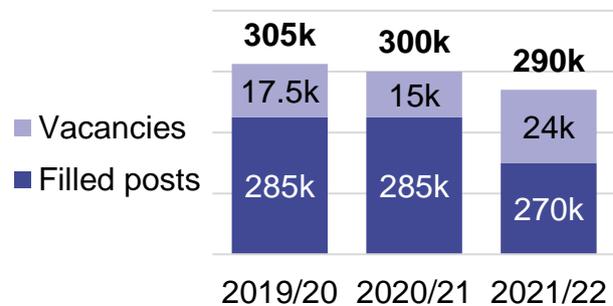
Recent trends – Workforce supply and demand

The number of filled posts across the whole adult social care sector decreased from 1.67 million in 2020/21 to 1.62 million in 2021/22. A decrease of around 50,000 filled posts, and the first decrease since records began in 2012/13. During the same period, the number of vacant posts increased by around 55,000. Therefore, the total number of posts in the sector is around the same (up 0.3%), but far more posts are now vacant.

Between 2020/21 and 2021/22, care homes with nursing saw a decrease of around 15,000 filled posts and an increase of around 9,100 vacant posts (a 62% increase). The total number of posts decreased from 300,000 to 290,000.

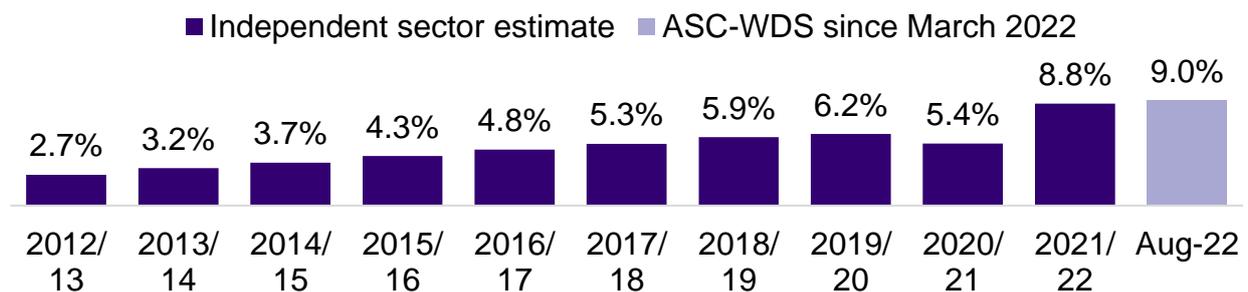
Since 2012/13, the number of care homes with nursing has decreased by around 300 (-6%), however the total number of beds has increased by 5,400 (3%).

Estimated total posts



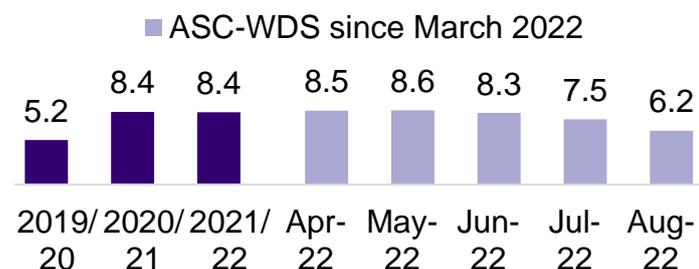
The vacancy rate consistently increased between 2012/13 and 2019/20, but fell in 2020/21, during the start of the COVID-19 pandemic. However, the vacancy rate is now higher than at any point since records began in 2012/13.

Vacancy rate trend from 2012/13 to August 2022



Levels of staff sickness nearly doubled during the COVID-19 pandemic, increasing from 5.2 days over 12 months in 2019/20 to 8.4 days in 2021/22. However, data from the ASC-WDS has shown that staff sickness has been decreasing since March 2022.

Average sickness days over 12 months, 2019/20 to August 2022



Key findings

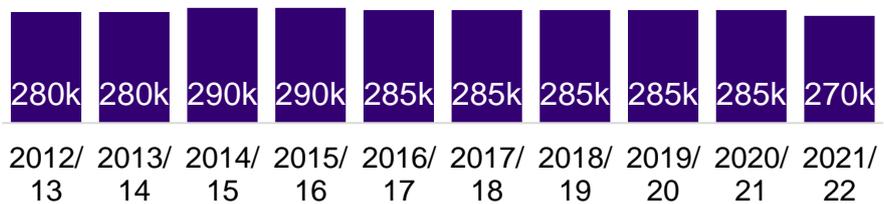


This report provides a summary of the adult social care workforce within care homes with nursing and includes Skills for Care's workforce estimates. Across England there were around 4,300 care homes with nursing registered with CQC in 2021/22. These care providing locations had an estimated workforce of 270,000 filled posts. Many of these posts were in the independent sector, with around 3,200 employed directly by local authorities.

The chart below shows that the number of filled posts in care homes with nursing remained stable between 2012/13 and 2020/21, increasing by around 2% over the period, before decreasing by 5% in 2021/22:

Estimated number of filled posts

The estimated number of locations providing care home services with nursing decreased by 6% between 2012/13 and 2021/22, but the total



number of beds increased by 3% over the same period. Therefore, although there are fewer locations, the overall capacity of this service across England is greater.

Staffing overview

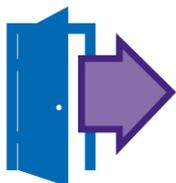


There were an estimated 160,000 direct care providing filled posts in care homes with nursing, 9,600 managerial filled posts, 31,000 regulated professionals and 68,000 other filled post including ancillary non-care providing roles.

Over half of staff in care homes with nursing were employed on a full-time basis (64%) and 36% were employed part-time.

Around 8% of the workforce were employed on zero-hours contracts and this proportion has been relatively stable since 2012/13. Across the whole adult social care sector, 24% of the workforce were employed on zero-hours contracts.

Recruitment and retention

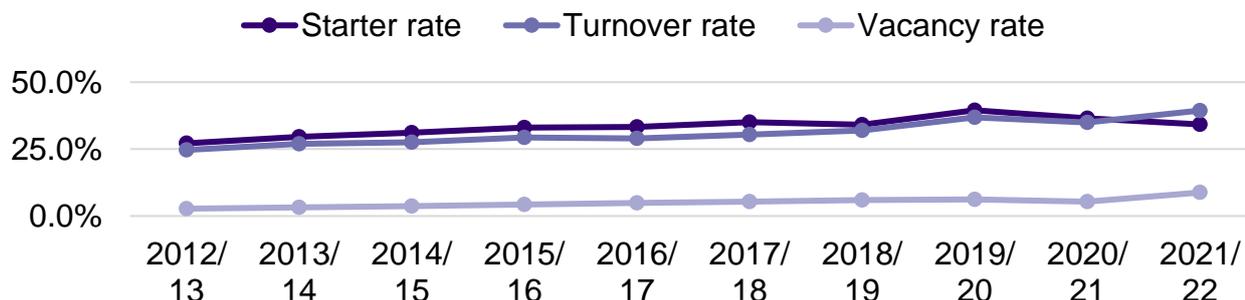


The turnover rate for care homes with nursing was 39.4%, which was higher than care homes without nursing (28.2%). This equates to an estimated 98,000 workers leaving their role in the previous 12 months. Registered nurses had a turnover rate of 44.9%, which equates to an estimated 12,000 leavers, and care workers had a turnover rate of 43.7%, equating to around 54,000 leavers.

The turnover rate has been increasing between 2012/13 and 2019/20, but the starter rate was also increasing, which replenished the workforce. This pattern changed in 2019/20, in which turnover continued to increase into 2021/22, whereas the starter rate declined. Therefore, the number of filled posts decreased in 2021/22 compared to the previous year.

The vacancy rate increased sharply in 2021/22, as filled posts decreased, therefore the demand for people to work in the sector is relatively similar to the previous year, but many more posts are now vacant.

Comparison of starter, turnover and vacancy rate trend from 2012/13 to 2021/22



Registered nurses had the highest turnover rate at 44.9% in 2021/22, equivalent to around 12,000 leavers in the previous 12 months.

The number of registered nurse's working in care homes with nursing has fallen each year since 2012/13 when there were around 44,000 filled posts, to around 30,000 filled posts in 2021/22 (a decrease of 31% over the whole period).

Most of the workforce in care homes with nursing were recruited from within adult social care (57%). This means that although the high turnover rate results in employers going through the recruitment process, with its associated costs, the skills and experience of many workers are retained by the sector.

The workforce in care homes with nursing had an average of 9.6 years of experience working in social care. This was similar to the average for workers from care homes without nursing (9.8 years) but higher than the average for domiciliary care services (8.2 years).

The average length of time in current role for the workforce in care homes with nursing was 4.8 years, which was lower than the average of those working in care homes without nursing (5.3 years). This would suggest that workers in nursing homes change roles within the sector more frequently than those in care homes without nursing.

Demographics



Around 83% of workers in care homes with nursing were female, and the average worker was 44 years old. These demographic breakdowns broadly match those seen in the rest of the adult social care workforce.

The nationality of the workforce in care homes with nursing was 75% British, 11% EU (non-British) and 14% non-EU. This was more diverse than the average across all services (84% British, 7% EU (non-British) and 9% non-EU). This difference was influenced by a large proportion of registered nurses working in these service providers; 39% of registered nurses in care homes with nursing identified as non-British.

The proportion of registered nurses with an EU nationality increased from 8% in 2012/13 to 18% in 2018/19 but has since fallen to 16% in 2021/22.

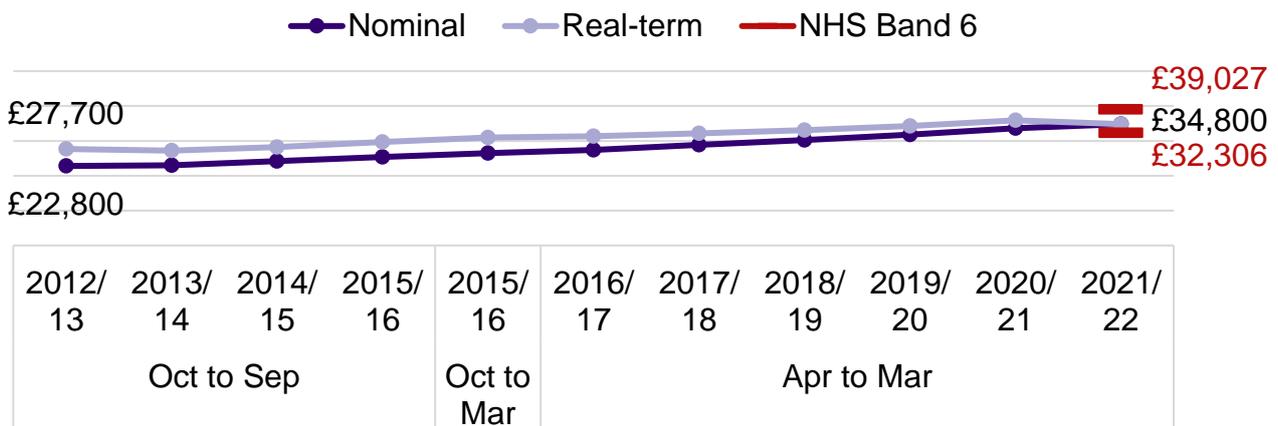
Registered nurses with a non-EU nationality showed the opposite trend, decreasing from 32% in 2012/13 to 18% in 2018/19 but then increasing to 23% in 2021/22.

Pay

The chart below shows the FTE annual pay trend of registered nurses working at care homes with nursing in the independent sector, in both nominal and real-term amounts. Nominal pay rates are not adjusted for inflation and present the rates as they were in each year. '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 March 2022. As an example, a worker's wage may have increased by 2% in a year. However, if inflation also rises by 2% then the worker will be no better off as a result of the pay rise; the nominal pay rise was 2%, but in real terms, the 'rise' would have been zero.

The nominal pay of registered nurses has increased every year from £22,800 in 2012/13 to £34,800 in 2021/22, an increase of 53% over the whole period. Their real-term pay also increased almost every year up to 2020/21, therefore the nominal increases were usually above the change in inflation. However, their real-term pay then decreased by 3.1% between 2020/21 and 2021/22, which highlights the increased cost of living during this period when inflation increased prices by 7%. Between 2012/13 and 2021/22, the real-term pay of registered nurses increased from £27,700 to £34,800, an increase of 26%. This was within the NHS Band 6, which ranged from £32,306 to £39,027 in 2021/22.

Nominal and real-term registered nurse mean FTE annual pay from 2012/13 to 2021/22



Further information

For more information about the adult social care sector and workforce in England please see www.skillsforcare.org.uk/stateof.

For bespoke analysis of workforce information or to answer any specific questions you have about the adult social care workforce please contact us using the email below.