

Supporting your registered managers



Skills for Care is the membership organisation for registered managers in England. Through our day-to-day work with managers, as well as specific research and consultation activities we understand and respond to the workforce, leadership and management challenges and opportunities facing registered managers.

What you need to know...the big picture

- The first two years of the CQC's new inspection process found more than 90% of services getting good or outstanding in 'well-led' were rated good or outstanding overall.
- There are 22,000 registered managers in adult social care in England. The majority manage a single service at a single site and reports of professional isolation are common.
- There is a turnover rate of 24.1% and a vacancy rate of 12.4% associated with the registered manager role. Around 10,000 registered managers may retire within the next 15 years.
- Your next manager is likely to be an existing member of staff and they may not yet have planned to become a manager.



What does this mean for my service?

- You need to think about succession planning – there's a very good chance that your next manager is already working for you in a different role.
- It's important that your registered manager has the time to engage with their peers and other managers.
- Whilst most new registered managers have a significant degree of experience in the sector, early structured support to build skills, knowledge and confidence is important.
- Managers are frequently motivated by personal development and opportunities to grow their skills; they recognise the need to stay up-to-date.
- Supporting, developing and retaining your manager has a direct link to the quality of care delivered by your service.

Skills for Care's support for registered managers

Registered manager membership of Skills for Care

Membership supports the professional identity of registered managers and provides access to regular, practical and relevant information and support. It's the best way for registered managers to access our support for them.

Aspiring manager's pilot 2018 – supporting succession planning

- ✓ Bespoke events with Skills for Care
- ✓ Buddying with other aspiring managers
- ✓ The leadership programme 'Lead to Succeed'
- ✓ Complete the Manager Induction Standards

