A summary of the adult social care sector and workforce in Kensington and Chelsea
2017/18

Skills for Care, as the leading source of adult social care workforce intelligence, has created this summary because good quality information about the workforce is vital to help inform planning and decision making. This will contribute to the delivery of high quality social care services and improve outcomes for people who use these services, both now and in the future.

The information within this summary has been produced by Skills for Care using the National Minimum Data Set for Social Care (NMDS-SC). We use the data collected by the NMDS-SC to create workforce models that, in turn, allow for estimates of the whole adult social care workforce and its characteristics to be produced. The * notation throughout refers to use of raw data from the NMDS-SC.

Size and structure of the workforce in this area

In 2017 the adult social care sector in England had an estimated 21,200 organisations, 41,000 care providing locations and 1.6 million jobs. In Kensington and Chelsea there were an estimated **4,200** jobs in adult social care split between local authorities (**6%**), independent sector providers (**78%**) and jobs for direct payment recipients (**16%**). As at September 2018 Kensington and Chelsea contained 34 CQC regulated services; of these, 12 were residential and 22 were non-residential services.

The adult social care workforce is growing. Across England it has increased by 21% since 2009, and in the London region, by 17% since 2012.

21%
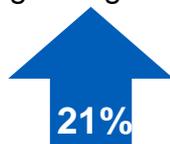
If the workforce grows proportionally to the projected number of people aged 65 and over then the number of adult social care jobs in the London region will increase by 38% (from 229,000 to 315,000 jobs) by 2035. Skills for Care can produce workforce forecasts at a local level, for more information please see: www.skillsforcare.org.uk/ wiandlocalauthorities

The adult social care sector was estimated to contribute £38.5 billion per annum to the English economy and in the London region, this contribution was estimated to be between £5.2 and £5.5 billion[1]. Almost half of this is estimated to be the wage bill of the sector. Skills for Care can produce economic contribution estimates at a local level, for more information please see: www.skillsforcare.org.uk/ economiccontribution

Recruitment and retention

Skills for Care estimates that the turnover rate in Kensington and Chelsea was 32.9%, which was higher than the region average of 27.2% and similar to England at 30.70%. Not all turnover results in workers leaving the sector, over half (52%) of those recruited came from within the adult social care sector, therefore although employers need to recruit to these posts, the sector retains their skills and experience.

Adult social care has an experienced 'core' of workers. Workers in Kensington and Chelsea had on average 8 years of experience in the sector and 89% of the workforce had been working in the sector for at least three years.

[1]The Economic Value of the Adult Social Care sector – England, June 2018
https://www.skillsforcare.org.uk/economicvalueengland

Skills for Care estimates that in Kensington and Chelsea, *22.1% of roles in adult social care were vacant. This vacancy rate was higher than the region average, at 10.5% and higher than England at 8.0%.

Using both workforce intelligence evidence and our links with employers and stakeholders across England, we know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to employers to help with recruitment and retention issues. For more information please visit: www.skillsforcare.org.uk/recruitment-retention

Staffing overview

The estimated number of adult social care jobs in the Kensington and Chelsea area was 4,200 including 300 managerial roles, 150 regulated professionals, 3,400 direct care (including 2,200 care workers), and 375 other-non-care proving roles.

The average number of sickness days taken in the last year in Kensington and Chelsea was 3.9 (4.1 in London and 5.1 across England). With an estimated directly employed workforce of 3,300 this would mean employers in Kensington and Chelsea lost approximately 13,000 days to sickness in 2017/18.

Around two fifths (40%) of the workforce in Kensington and Chelsea were on zero-hours contracts.

Chart 1. Proportion of workers on zero hours contracts by area

England 25%
London 39%
Kensington and Chelsea 40%

Approximately half (53%) of the workforce worked on a full-time basis, 31% were part-time and the remaining 16% had no fixed hours.

Demographics

The majority (80%) of the workforce in Kensington and Chelsea were female and the average age was 44 years old. Those aged 24 and under made up 5% of the workforce and those aged over 55 represented 23%. Given this age profile approximately 950 people will be reaching retirement age in the next 10 years.

Nationality varied by region, in England 83% of the workforce were British, while in London this was 61%. An estimated 64% of the workforce in Kensington and Chelsea had a British nationality, 15% had an EU nationality and 20% had a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers.

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Kensington and Chelsea (area), London (region) and England. These data were captured for the local authority sector as at September 2017 and the independent sector as at March 2018. At the time of analysis the National Living Wage was £7.50.

Skills for Care can produce national living wage tools and analysis at a local level, for more information please see: www.skillsforcare.org.uk/NLW

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker*	£34,900	£42,100	£39,700
Registered nurse**	£29,400	£30,600	£31,200
Hourly pay			
National Living Wage	£7.50	£7.50	£7.50
Senior care worker	£8.96	£9.57	£9.57
Care worker	£8.19	£8.68	£8.43
Support and outreach	£9.37	£9.99	£9.82

*Statutory sector social workers only.
**Independent sector registered nurses only.

Please note that pay varies by sector, with local authority pay generally being higher than independent sector pay.

Qualifications, training and skills

Skills for Care believes that everyone working in adult social care should be able to take part in learning and development so they can carry out their role effectively, this will help to develop the right skills and knowledge so they can provide high quality care and support.

Skills for Care estimates show that 53% of the workforce in Kensington and Chelsea hold a *relevant* adult social care qualification (53% in London and 53% in England).

Further information and relevant resources

Workforce estimates were based on independent sector information derived from the NMDS-SC as at March 2018 and local authority information as at September 2017. For more detail about the methodology used to create these estimates please see: www.skillsforcare.org.uk/workforceestimates

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the State of the adult social care sector and workforce in the London region and short briefings covering topics such as pay trends, social workers, registered nurses in the adult social care sector and the nationality of the workforce please see:
www.skillsforcare.org.uk/WIpublications

For a bespoke analysis of workforce information at a local level or to answer any specific questions you have about the adult social care workforce please contact: analysis@skillsforcare.org.uk Example topics include; a more detailed workforce report about adult social care within this area, provision of care for people with learning disabilities or other types of people who use social care services, and much more.

To be kept up to date with workforce intelligence news please join our mailing list by registering with Skills for Care and selecting "workforce intelligence publications". You can also follow us on twitter @SfC_NMDS_SC

For more information please email analysis@skillsforcare.org.uk