

# Care homes with nursing in the adult social care sector

2017/18



Source: Skills for Care adult social care workforce estimates 2017/18

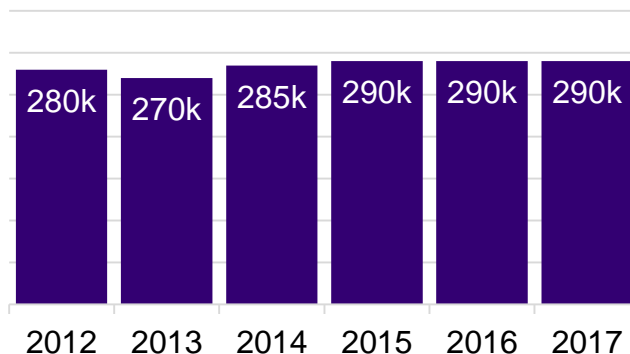
### Key findings

- **290,000** jobs in care home services with nursing.
- **4,450** care providing locations across England.
- **29.9%** turnover rate in the previous 12 months.

This report provides a summary of adult social care workforce within care home services with nursing and includes Skills for Care's estimates created using the NMDS-SC. Across England there were 4,450 care homes services with nursing registered with CQC as at September 2017. These care providing locations had an estimated workforce of 290,000. The majority of these jobs were in the independent sector with around 2,800 employed directly by local authorities.

**Chart 1. Care homes with nursing jobs between 2012 and 2017**

Chart 1 shows that between 2012 and 2017 the number of jobs in care home services with nursing increased from 280,000 in 2012 to 290,000 in 2017, an overall increase of 4%. The estimated number of locations providing care home services with nursing decreased by 4% over the same period.



### Staffing overview



There were an estimated 173,000 direct care providing jobs in care home services with nursing, 12,500 managerial jobs, 38,000 regulated professionals and 66,000 other jobs including ancillary non-care providing roles.

Over half of staff in care home services with nursing were employed on a full-time basis (55%), with 37% employed part time and 9% employed as neither full nor part-time (no set hours).

Around 10% of the workforce were employed on zero-hours contracts and this proportion has been relatively stable since 2012. Across all services, 25% of the workforce were employed on zero-hours contracts.

### Recruitment and retention



The turnover rate for care home services with nursing was 29.9%, which was higher than care home services without nursing (27.4%). This equates to an estimated 80,000 workers leaving their role in the previous 12 months. Registered nurses had a turnover rate of 32.6%, which equates to an estimated 10,700 leavers, and care workers had a turnover rate of 35.0%, equating to around 47,500 leavers.

The majority of the workforce in care home services with nursing were recruited from within adult social care (60%). 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 services had an average of 8.7 years of working in social care. This was similar to the average for workers from care home services without nursing (9.1 years) and higher than the average for domiciliary care services (6.8 years).

The average length of time in current role for the workforce in care home services with nursing was 3.9 years, which was lower than the average of those working care home services without nursing (4.6 years). This would suggest that workers in nursing homes change roles within the sector more frequently.

The vacancy rate for care home services with nursing was 8.9%, equating to an estimated 25,000 vacancies at any one time. This rate is higher than the average across all services (8.0%) and care homes services without nursing (5.3%).

## Demographics

Around 84% of workers in care homes with nursing were female and the average worker was 43 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 home services with nursing was 75% British and 25% non-British. This was more diverse than the average across all services (83% British, 17% non-British). This difference was influenced by a large proportion of registered nurses working in these service providers; 36% of registered nurses had a non-British nationality.

The proportion of registered nurses with an EU nationality has increased from 8% in 2012/13 to 17% in 2017/18. The proportion of registered nurses with a non-EU nationality decreased over the same period from 32% in 2012/13 to 19% in 2017/18.

## Pay

The table below shows the full-time equivalent (FTE) mean pay rates of selected job roles in care home services with nursing. Pay tended to be higher in local authorities, which mirrors the national trend in social care.

**Table 1. FTE and hourly pay by job role in care home services with nursing, 2017/18**

	All sectors	Local authority	Independent
Registered manager	£34,900	£40,700	£34,900
Registered nurse	£29,200	£28,200	£29,200
Care worker	£15,200	£18,100	£15,200
Senior care worker	£16,900	£22,400	£16,900

## Further information

For more information about the adult social care sector and workforce in England please see [www.skillsforcare.org.uk/stateof](http://www.skillsforcare.org.uk/stateof).

For bespoke analysis of workforce information at local level or to answer any specific questions you have about the adult social care workforce please contact [analysis@skillsforcare.org.uk](mailto:analysis@skillsforcare.org.uk).

