

Care homes without nursing in the adult social care sector

2017/18



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

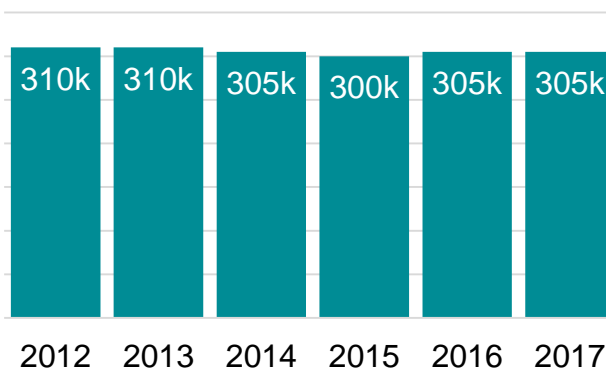
Key findings

- **305,000** jobs in care home services without nursing.
- **11,650** care providing locations across England.
- **27.4%** turnover rate in the previous 12 months.

This report provides a summary of adult social care workforce within care home services without nursing and includes Skills for Care’s estimates created using the NMDs-SC. Across England there were 11,650 care homes without nursing services registered with CQC as at September 2017. These care providing locations had an estimated workforce of 310,000. Around 14,500 of these jobs were in local authority authorities with the majority employed in the independent sector.

Chart 1. Care homes without nursing jobs between 2012 and 2016

Chart 1 shows that between 2012 and 2017 the number of jobs in care home services without nursing decreased from 310,000 in 2012 to 305,000 in 2017, an overall decrease of 2%. The estimated number of locations providing care home services without nursing decreased by 10% over the same period.



Staffing overview



There were an estimated 225,000 direct care jobs in care homes without nursing services, 30,000 managerial jobs, 850 regulated professionals and 52,000 other jobs including ancillary non-care providing roles.

Over half of staff in care home services without nursing were employed on a full-time basis (52%) with 40% employed part time and 8% employed as neither full nor part-time (no set hours).

Around 8% of the workforce were employed on zero-hours contracts and this proportion has not changed since 2012. Across all services, 25% of the workforce were employed on zero-hours contracts.

The nationality of the workforce in care home services without nursing was 85% British and 15% non-British. The diversity of the workforce this service was similar to the average of all services of which 83% were British and 17% were non-British. Care home services without nursing had a marginally greater reliance on non-EU workers (8%) than on workers from the EU (7%).

Recruitment and retention



The turnover rate for care home services without nursing was 27.4%, which was lower than care home services with nursing (29.9%). This equates to an estimated 79,000 workers leaving their role in the previous 12 months. Care workers had a turnover rate of 33.0%, equating to an estimated 56,000 leavers in the past 12 months, which was higher than most other job roles including senior care workers (21.0%), support and outreach workers (16.5%) and registered managers (21.4%).

The majority of the workforce in care home services without nursing were recruited from within adult social care (70%). 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 without nursing services had an average of 9.1 years of working in social care. This was similar to the average for workers from care home services with nursing (8.7 years) and higher than the average for domiciliary care services (6.8 years).

The average length of times in current role for the workforce in care home services without nursing was 4.6 years, which was higher than the average of those working care home services without nursing (3.9 years).

The vacancy rate for care home services without nursing was 5.3%, equating to an estimated 16,000 vacancies at any one time. This rate was lower than the average across all services (8.0%) and lower than in care home services with nursing (8.9%).

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.

Pay

The table below shows the full-time equivalent (FTE) and hourly mean pay rates for selected job roles in care homes without nursing services. Pay was consistently 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 without nursing, 2017/18

	All sectors	Local authority	Independent
Senior manager	£29,200	£61,700	£29,200
Registered manager	£30,100	£37,200	£29,900
Care worker	£7.97	£9.46	£7.90
Senior care worker	£8.85	£11.39	£8.79
Support and outreach	£9.50	£10.23	£8.01

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 at local level or to answer any specific questions you have about the adult social care workforce please contact analysis@skillsforcare.org.uk.

