Workforce Intelligence Summary
Care homes with nursing in the adult social care sector
2018/19

Source: Skills for Care adult social care workforce estimates 2018/19

Key findings

<table>
<thead>
<tr>
<th>295,000</th>
<th>4,400</th>
<th>31.5%</th>
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</thead>
<tbody>
<tr>
<td>Jobs in care home services with nursing.</td>
<td>Care providing locations across England.</td>
<td>Turnover rate in the previous 12 months.</td>
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</table>

This report provides a summary of the adult social care workforce within care home services with nursing and includes Skills for Care’s workforce estimates. Across England there were 4,400 care home services with nursing registered with CQC as at September 2018. These care providing locations had an estimated workforce of 295,000. Many of these jobs were in the independent sector, with around 2,500 employed directly by local authorities.

The chart to the right shows that between 2012/13 and 2018/19 the number of jobs in care home services with nursing increased from 280,000 in 2012/13 to 295,000 in 2018/19, an overall increase of 6%.

The estimated number of locations providing care only home services decreased by 2% over the same period.

Staffing overview

There were an estimated 177,000 direct care providing jobs in care home services with nursing, 13,000 managerial jobs, 38,000 regulated professionals and 68,000 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 8% employed as neither full nor part-time (no set hours).

Around 9% of the workforce were employed on zero-hours contracts and this proportion has been relatively stable since 2012. Across all services, 24% of the workforce were employed on zero-hours contracts.

Recruitment and retention

The turnover rate for care home services with nursing was 31.5%, which was higher than care only home services (29.6%). This equates to an estimated 87,000 workers leaving their role in the previous 12 months.

Registered nurses had a turnover rate of 34.2%, which equates to an estimated 11,500 leavers, and care workers had a turnover rate of 36.9%, equating to around 52,000 leavers.
Most of the workforce in care home services with nursing were recruited from within adult social care (62%). 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 home services with nursing had an average of 8.5 years of experience working in social care. This was similar to the average for workers from care only home services (9.2 years) but higher than the average for domiciliary care services (6.9 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 in care only home services (4.5 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 6.3%, equating to an estimated 18,500 vacancies at any one time. This rate was lower than the average across all services (7.8%) but higher than care only homes services (5.5%).

**Demographics**

Around 84% of workers in care home services 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 74% British, 13% EU (non-British) and 13% non-EU. This was more diverse than the average across all services (84% British, 8% EU (non-British) and 9% non-EU). This difference was influenced by a large proportion of registered nurses working in these service providers; 37% of registered nurses in care home services with nursing had a non-British nationality.

The proportion of registered nurses with an EU nationality has increased from 8% in 2012/13 to 18% in 2018/19. The proportion of registered nurses with a non-EU nationality decreased over the same period from 32% in 2012/13 to 19% in 2018/19.

**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>
<thead>
<tr>
<th></th>
<th>Local authority</th>
<th>Independent sector</th>
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</thead>
<tbody>
<tr>
<td><strong>FTE annual pay</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered manager</td>
<td>£41,800</td>
<td>£34,500</td>
</tr>
<tr>
<td>Registered nurse</td>
<td>£37,000</td>
<td>£30,300</td>
</tr>
<tr>
<td><strong>Hourly rate</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior care worker</td>
<td>£11.56</td>
<td>£9.05</td>
</tr>
<tr>
<td>Care worker</td>
<td>£9.89</td>
<td>£8.15</td>
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**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 or to answer any specific questions you have about the adult social care workforce please contact us using the email below.