

Workforce Intelligence Summary

Care homes with nursing in the adult social care sector

2019/20

Source: Skills for Care adult social care workforce estimates 2019/20

COVID-19 note

It should be noted that the data used in this summary for 2019/20 was collected prior to the height of the COVID-19 pandemic in England. The Adult Social Care Workforce Data Set (ASC-WDS) data used for the 2019/20 period was collected over the course of the year (April 2019 to March 2020). We carefully analysed data submitted in March 2020 to ensure it did not significantly impact the findings.

We are analysing ASC-WDS data on a monthly basis to monitor the impact of COVID-19 on the sector and workforce. The outputs from this analysis can be found on the COVID-19 section of our Workforce Intelligence website¹.

Between March and August 2020, the percentage of days lost to sickness in care homes with nursing was 8.3%, compared to 2.1% pre-COVID-19. Over the same period, establishments updating ASC-WDS, saw a decrease in the vacancy rate from 6.1% to 5.4%.

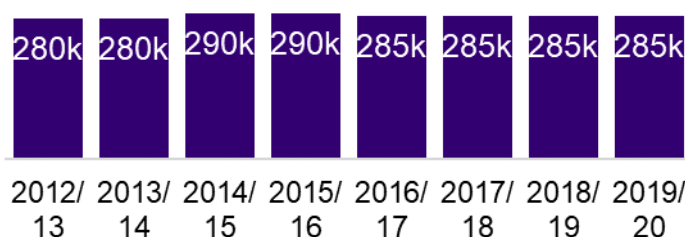
Using data from care homes updating ASC-WDS between March and August 2020, the occupancy rate had fallen from 87% to 79% in care homes with nursing. Over the same period, there was no evidence of the number of staff employed falling overall. It could be the case that the fall in the occupancy has served to reduce the shortfall in workforce supply rather than impacting staffing numbers.

Key findings



This report provides a summary of the adult social care workforce within care homes with nursing and includes Skills for Care's workforce estimates. Across England there were 4,350 care homes with nursing registered with CQC in 2019/20. These care providing locations had an estimated workforce of 285,000. Many of these jobs were in the independent sector, with around 2,400 employed directly by local authorities.

The chart to the right shows that between 2012/13 and 2019/20 the number of jobs in care homes with nursing increased from 280,000 in 2012/13 to 285,000 in 2019/20, an overall **increase of 3%**. The estimated number of locations providing care home services with nursing decreased by 6% over the same period.



¹ www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/Topics/COVID-19

Staffing overview

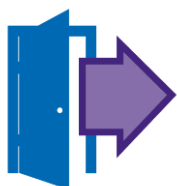


There were an estimated 171,000 direct care providing jobs in care homes with nursing, 10,500 managerial jobs, 34,000 regulated professionals and 71,000 other jobs including ancillary non-care providing roles.

Over half of staff in care homes with nursing were **employed on a full-time basis (63%)** and 37% were employed part-time.

Around 9% of the workforce were employed on zero-hours contracts and this proportion has been relatively stable since 2012/13. Across all services, 24% of the workforce were employed on zero-hours contracts.

Recruitment and retention



The **turnover rate** for care homes with nursing was **36.8%**, which was higher than care homes without nursing (29.6%). This equates to an **estimated 97,000 workers leaving** their role in the previous 12 months. **Registered nurses had a turnover rate of 41.5%**, which equates to an estimated 11,500 leavers, and care workers had a turnover rate of 43.6%, equating to around 58,000 leavers.

Most of the workforce in care homes 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 had an **average of 8.4 years of experience working in social care**. This was similar to the average for workers from care homes without nursing (9.3 years) but higher than the average for domiciliary care services (7.1 years).

The average length of time in current role for the workforce in care homes with nursing was 3.8 years, which was lower than the average of those working in care homes without nursing (4.5 years). This would suggest that workers in nursing homes change roles within the sector more frequently.

The **vacancy rate** for care homes with nursing was **6.4%** in 2019/20, equating to an **estimated 18,000 vacancies at any one time**. This rate was lower than the average across all services (7.3%) but higher than care homes without nursing (4.9%). Care homes with nursing updating between March and August 2020, during the COVID-19 pandemic, reported a decrease in vacancy rates from 6.1% to 5.4%².

Demographics



Around 84% of workers in care homes with nursing were female, and the average worker was 44 years old. These demographic breakdowns broadly match those seen in the rest of the adult social care workforce.

² Analysis of changes during the pandemic is based on those updating ASC-WDS data since March 2020 only. The 2019/20 figures in this report have been weighted to represent the whole sector so may differ.

The nationality of the workforce in care homes with nursing was **75% British, 12% EU (non-British) and 13% non-EU**. This was more diverse than the average across all services (84% British, 7% EU (non-British) and 9% non-EU). This difference was influenced by a large proportion of registered nurses working in these service providers; 36% of registered nurses in care homes with nursing identified as of a non-British nationality. The proportion of registered nurses identifying as of an EU nationality has increased from 8% in 2012/13 to 17% in 2019/20. The proportion of registered nurses with a non-EU nationality decreased over the same period from 32% in 2012/13 to 19% in 2019/20.

Pay

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

	Local authority	Independent sector
FTE annual pay		
Registered manager	£43,500	£34,700
Registered nurse	£37,200	£31,800
Hourly rate		
Senior care worker	£12.12	£9.46
Care worker	£10.52	£8.53

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 or to answer any specific questions you have about the adult social care workforce please contact us using the email below.