

Workforce Intelligence Summary

Care homes with nursing in the adult social care sector

2020/21

Source: Skills for Care adult social care workforce estimates 2020/21

COVID-19 pandemic and the adult social care workforce

Please note this section presents whole sector workforce estimates as well as more recent data from employers in the ASC-WDS that updated between March 2021 and August 2021.

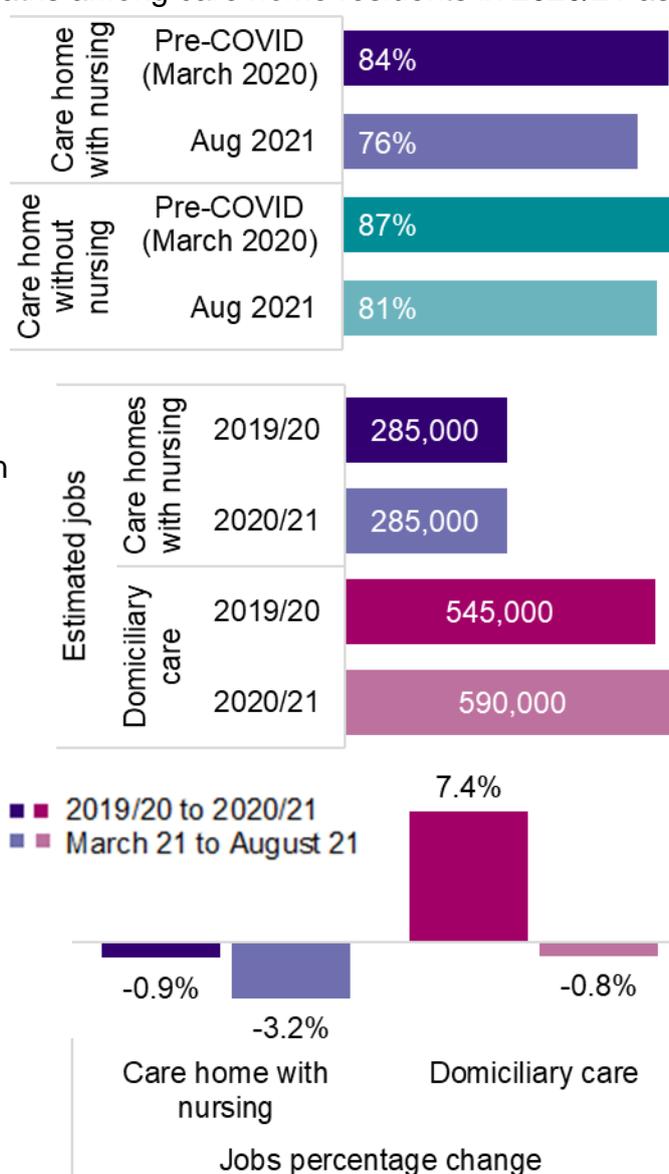
The chart below shows that occupancy in care homes has fallen during the COVID-19 pandemic. There were a high number of deaths among care home residents in 2020/21 as well as a shift in demand away from residential care and towards domiciliary care, both contributing to a decrease.

Despite the decrease in occupancy, we estimate that the number of jobs in care homes with nursing has remained relatively the same between 2019/20 and 2020/21. Whereas jobs in domiciliary care have increased by around 7.4% (40,000 jobs).

Data collected from the ASC-WDS between March 2021 and August 2021 shows a decrease in jobs (filled posts) in recent months. Jobs in care homes with nursing decreased by around -3.2%, which was greater than in domiciliary care (-0.8%).

The decrease in jobs coincides with the announcement of the mandatory vaccination policy¹ for care homes which may be putting some people off joining the sector and contributing to others deciding to leave.

Since March 2021, the opening up of the wider economy has also been reported by employers to be adversely affecting recruitment and retention, with many reporting that finding and keeping staff is now more difficult than before the pandemic.



¹ <https://www.gov.uk/government/consultations/making-vaccination-a-condition-of-deployment-in-older-adult-care-homes>

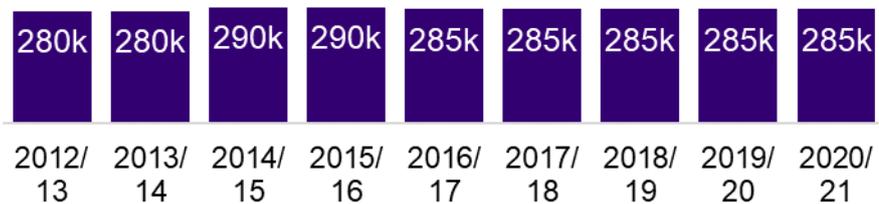
Key findings



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 2020/21. These care providing locations had an estimated workforce of 285,000. Many of these jobs were in the independent sector, with around 2,900 employed directly by local authorities.

The chart below shows that the number of jobs in care homes with nursing have remained stable between 2012/13 and 2020/21, increasing by around 2% over the period before the recent decrease since March 2021.

The estimated number of locations providing care home services with nursing decreased by 6% over the same period.



Staffing overview

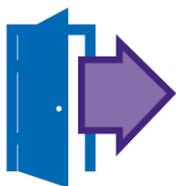


There were an estimated 172,000 direct care providing jobs in care homes with nursing, 9,300 managerial jobs, 32,000 regulated professionals and 70,000 other jobs including ancillary non-care providing roles.

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

Around 8% 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 **35.0%**, which was higher than care homes without nursing (28.4%). This equates to an **estimated 91,000 workers leaving** their role in the previous 12 months. **Registered nurses had a turnover rate of 38.9%**, which equates to an estimated 10,500 leavers, and care workers had a turnover rate of 37.5%, equating to around 50,000 leavers.

We estimate that turnover rates decreased during the pandemic between 2019/20 and 2020/21 but may have increased in recent months. Skills for Care has received feedback from employers in the sector about staff and registered managers experiencing 'burn-out' due to the pressures of the pandemic and that there's a risk of staff leaving as a result. The opening of the wider economy has also been reported to be adversely affecting recruitment and retention.

Most of the workforce in care homes with nursing were recruited from within adult social care (59%). 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 8.9 years of experience working in social care**. This was lower than the average for workers from care homes without nursing (9.5 years) but higher than the average for domiciliary care services (7.9 years).

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

The **vacancy rate** for care homes with nursing was **5.2%** in 2020/21, equating to an **estimated 14,500 vacancies at any one time**. This rate was lower than the average across all services (6.8%) but higher than care homes without nursing (4.1%).

Care homes with nursing that updated the ASC-WDS between March 2020 and August 2021 reported decreasing vacancy rates during the start of the pandemic, potentially due to fewer jobs being available in the wider economy during this period. Since May 2021, vacancy rates have begun to increase as the wider economy re-opens. The increase in the vacancy rate alongside decreasing jobs points towards a supply and demand mismatch with employers unable to find the staff they need to meet demand for services.



Demographics



Around 83% 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.

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; 37% 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 2020/21. The proportion of registered nurses with a non-EU nationality decreased over the same period from 32% in 2012/13 to 20% in 2020/21.

New immigration rules came into place in the UK on 1 January 2021. The new rules effectively mean that people can't come to the UK to take up care worker roles. Social workers, registered nurses and occupational therapists are listed occupations for the 'Skilled Workers' route and are also on the Shortage Occupation List. Therefore, workers are able to immigrate to the UK to take up these regulated professional roles providing they meet the additional criteria.

There has been no evidence of the existing non-British workforce leaving at an increased rate since the new rules came into place. However, with this route of supply no longer available for front line workers, employers will have to find more staff from the domestic labour market in order keep up with demand.

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.

| FTE annual pay (Local authority / Independent sector) | | |
|---|--------------------|-------------------|
| FTE annual pay | Registered manager | £44,000 / £35,100 |
| | Registered nurse | £34,100 / £33,600 |
| Hourly rate (Local authority / Independent sector) | | |
| Hourly rate | Senior care worker | £12.22 / £9.96 |
| | Care worker | £10.47 / £9.07 |

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.