

Workforce Intelligence Summary

Care homes without 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 was 7.2%, compared to 2.6% pre-COVID-19 in care homes without nursing. Over the same period, establishments updating ASC-WDS, saw a decrease in the vacancy rate from 7.2% to 5.4%.

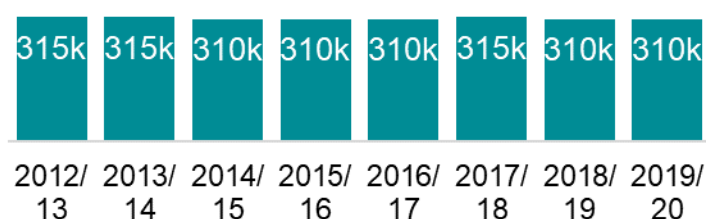
Using data from care homes updating ASC-WDS between March and August 2020, the occupancy rate had fallen from 87% to 82% in care homes without nursing. Over the same period, there was no evidence of the number of staff employed falling overall. It could be the case that the fall in the occupancy has 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 without nursing and includes Skills for Care's workforce estimates. Across England there were 11,100 care homes without nursing registered with CQC as at 2019/20. These care providing locations had an estimated workforce of 310,000. Around 295,000 of these roles were within the independent sector, with 15,200 in local authorities.

The chart to the right shows that between 2012/13 and 2019/20 the number of jobs in care homes without nursing decreased from 315,000 in 2012/13 to 310,000 in 2019/20, an overall **decrease of 2%**. The estimated number of locations providing care home services without nursing decreased by 14% over the same period.



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

Staffing overview

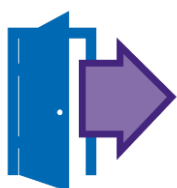


There were an estimated 226,000 direct care providing jobs in care homes without nursing, 26,000 managerial jobs, 550 regulated professionals and 58,000 other jobs including ancillary non-care providing roles.

Over half of staff in care homes without nursing were **employed on a full-time basis (53%)** and 47% employed part-time.

Around 8% 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 homes without nursing **was 29.6%**, which was lower than care homes with nursing (36.8%). This equates to an **estimated 85,000 workers leaving** their role in the previous 12 months. **Care workers had a turnover rate of 35.6%**, which equates to an estimated 60,000 leavers. Registered managers and support and outreach workers had turnover rates of 25.2% and 20.1% respectively, equating to around

2,400 and 350 leavers.

Most of the workforce in care homes without nursing were recruited from within adult social care (72%). 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 had an **average of 9.3 years of experience working in social care**. This was similar to the average for workers from care homes with nursing (8.4 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 without nursing was 4.5 years, which was higher than the average of those working in care homes with nursing (3.8 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 without nursing was **4.9%** in 2019/20, equating to an **estimated 15,000 vacancies at any one time**. This rate was lower than the average across all services (7.3%) and care homes with nursing (6.4%).

Care homes without nursing updating ASC-WDS between March and August 2020, during the COVID-19 pandemic, reported a decrease in vacancy rates from 7.2% to 5.4%².

Demographics



Around 84% of workers in care homes without 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 without nursing was **86% British, 7% EU (non-British) and 8% non-EU**. This was similar to the diversity across all services (84% British, 7% EU (non-British) and 9% non-EU). Care workers at care homes without nursing had a slightly higher proportion of workers identified as of non-British (7% EU; 9% non-EU).

The proportion of workers at care homes without nursing identified as of an EU nationality has increased from 4% in 2012/13 to 7% in 2019/20. The proportion identified as of a non-EU nationality decreased over the same period from 10% in 2012/13 to 8% in 2019/20.

Pay

The table below shows the full-time equivalent (FTE) mean pay rates of selected job roles in care homes without 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	£40,100	£30,500
Hourly rate		
Senior care worker	£11.82	£9.48
Care worker	£10.34	£8.58
Support and outreach	£11.05	£8.63

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.