

The workforce employed by adult social services departments in England, 2023

Workers employed by local
authorities in the adult social care
sector

February 2024



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Adult social care in the local authority sector

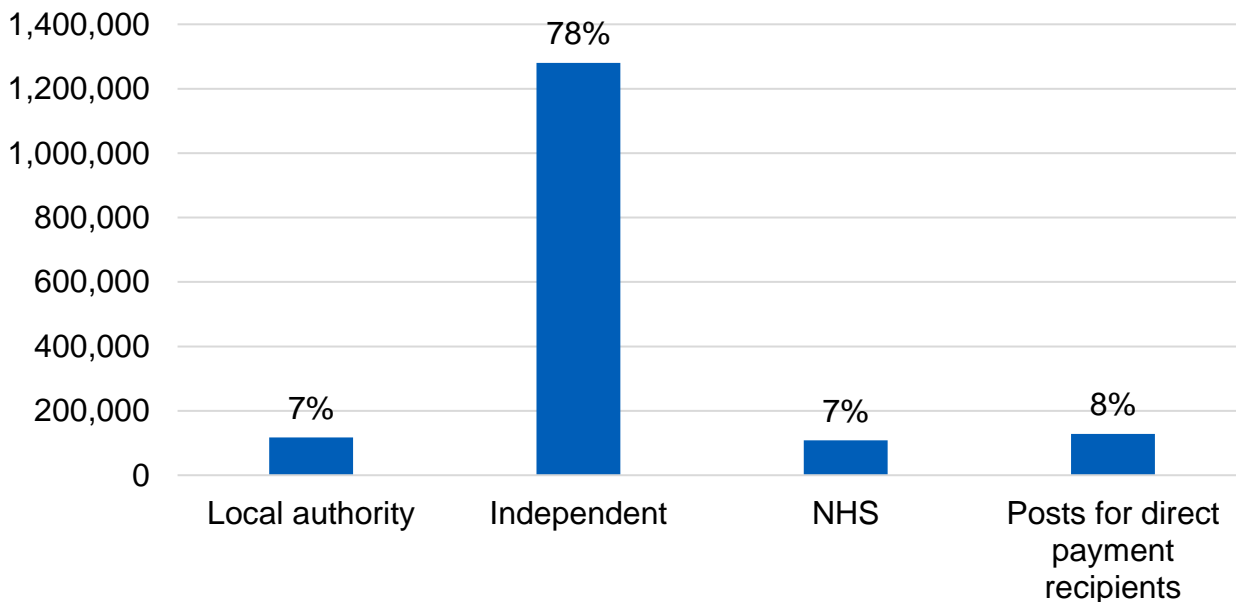
This publication contains information on staff employed (directly and indirectly) by local authority adult social services departments in England who provide social care services to members of the public. For further information on all variables analysed in this report, including trended data, please see the accompanying [reference tables](#).

There were 117,400 adult social services filled posts within local authorities in September 2023. In 2023, 151 out of 153 local authority adult social services departments provided a completed data return to the Adult Social Care Workforce Data Set (ASC-WDS). The remaining 2 local authorities provided a partial return. This report uses estimates created from all data returns to analyse the workforce (see [Section 1.1 - Data completeness](#)).

Table 1 below shows that, as at September 2023, adult social care filled posts within local authority adult social services departments accounted for 7% of the estimated 1.635 million adult social care filled posts in England. Over three quarters (78%) of filled posts in adult social care were in the independent sector. Estimates of the size of the rest of the adult social care workforce as at March 2024 will be published by Skills for Care in July 2024.

Chart 1. Estimated proportions of adult social care filled posts by sector, 2023

Source: Skills for Care estimates



Adult social care filled posts have moved steadily away from local authorities into the independent sector. Since 2012 the number of local authority filled posts has decreased by 33,200. Other parts of the adult social care sector have grown, between 2012 and 2023, especially the independent sector which increased by 139,000 filled posts as seen in the table below.

Table 1. Estimated change in the number of adult social care filled posts by sector*, 2012 to 2023

Source: Skills for Care estimates

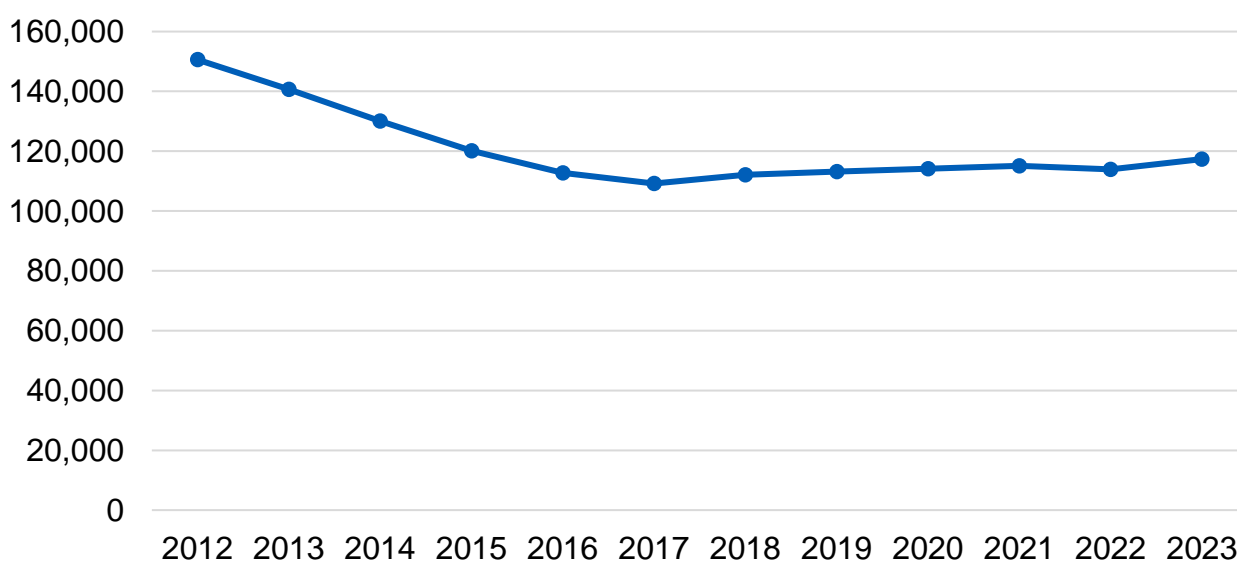
| Year | All filled posts | Local authority | | Independent | | NHS | | Filled posts for direct payment recipients | |
|---------|------------------------|------------------------|-----|------------------------|-----|------------------------|----|--|----|
| | Number of filled posts | Number of filled posts | % | Number of filled posts | % | Number of filled posts | % | Number of filled posts | % |
| 2012/13 | 1,500,000 | 150,600 | 10% | 1,140,000 | 76% | 71,600 | 5% | 128,000 | 9% |
| 2013/14 | 1,520,000 | 140,700 | 9% | 1,160,000 | 77% | 76,600 | 5% | 135,000 | 9% |
| 2014/15 | 1,545,000 | 130,100 | 8% | 1,190,000 | 77% | 81,100 | 5% | 142,000 | 9% |
| 2015/16 | 1,545,000 | 120,100 | 8% | 1,200,000 | 78% | 85,500 | 6% | 133,000 | 9% |
| 2016/17 | 1,570,000 | 112,800 | 7% | 1,220,000 | 78% | 91,300 | 6% | 142,000 | 9% |
| 2017/18 | 1,595,000 | 109,200 | 7% | 1,240,000 | 78% | 95,000 | 6% | 143,000 | 9% |
| 2018/19 | 1,610,000 | 112,100 | 7% | 1,255,000 | 78% | 95,000 | 6% | 145,000 | 9% |
| 2019/20 | 1,640,000 | 113,300 | 7% | 1,275,000 | 78% | 100,000 | 6% | 141,000 | 9% |
| 2020/21 | 1,680,000 | 114,100 | 7% | 1,315,000 | 78% | 105,000 | 6% | 140,000 | 8% |
| 2021/22 | 1,615,000 | 115,100 | 7% | 1,255,000 | 78% | 110,000 | 7% | 130,000 | 8% |
| 2022/23 | 1,635,000 | 113,900 | 7% | 1,280,000 | 78% | 110,000 | 7% | 130,000 | 8% |
| 2023/24 | * | 117,400 | * | * | * | * | * | * | * |

* In the year row, 2012/13 is referring to September 2012 Local authority data and March 2013 for independent sector, NHS and direct payment data (same for each year).

Between 2012 and 2017 adult social services filled posts for local authorities decreased by 28% (41,400 filled posts). Since 2017 this figure has increased slightly from 109,200 to 117,400 in 2023, an increase of 7% (8,200 filled posts).

Chart 2. Estimated number of adult social care filled posts in local authority adult social services, 2012 to 2023

Source: Skills for Care estimates



Key findings

This report provides the key findings from the Adult Social Care Workforce Dataset (ASC-WDS) relating to workers in local authority adult social service departments as at September 2023.

117,400

adult social services filled posts in local authorities

7%

of all filled posts in adult social care in England

3.0%

increase in filled posts since 2022

Workforce size

- There were 117,400 adult social services filled posts in local authorities in England (held by 114,500 people), an increase of 3.0% or 3,500 filled posts from 2022.
- The number of filled posts fell by 28% (41,000 filled posts) between 2012 and 2017. Since 2017 filled posts have increased by 7%, an increase of 8,200.
- Two in five of all local authority job roles in 2023 (50,700 filled posts or 43%) were in direct care providing roles. This is an increase of 275 filled posts (1%) from 2022.
- The number of regulated professions filled posts remained relatively stable, with 22,600 filled posts in 2023. This is the only job role group to have increased since 2012, up 1,200 filled posts (6%) between 2022 and 2023.
- In 2023 an estimated 3.6 million hours per week were worked by 114,500 adult social care staff within local authorities, up 81,000 hours per week since 2022.

Workforce characteristics

- The average age of adult social care staff in local authorities was 47.6. This was 3.6 years older than the latest available equivalent for the independent sector.
- On average, the mean number of sickness days for staff in local authorities is 10.7 days, down 1.1 days from 2022 but 5 days more than the latest UK employment average¹.
- Overall, adult social services filled posts saw a mean nominal full-time equivalent (FTE) annual pay rise between 2022 and 2023². Care worker pay rose by 9.6% to £23,900.
- In real terms³, between 2016 and 2023 eight of the ten job roles analysed showed a decrease in mean FTE annual pay when factoring in the Consumer Price Index inflation rate.

¹ ONS Sickness absence in the UK labour market, April 2023

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

² 'Nominal pay': pay is not adjusted for inflation and shows the actual pay rates as they were at the time.

³ 'Real terms pay': pay rates have been adjusted to take inflation into account. Real terms pay rates in this report have been calculated using the Consumers Price Index expressed in prices, as at September 2023.

Classification of Statistics

Skills for Care is the leading source of workforce intelligence for the adult social care workforce in England. We release a number of reports and interactive visualisations each year using information collected in the Adult Social Care Workforce Data Set (ASC-WDS).

From 1 October 2021, responsibility for publishing the 'Personal Social Services: Staff of Social Services Departments' report moved from NHS Digital (now part of NHS England) to Skills for Care. In 2021, staff from the Adult Social Care Statistics team in NHS Digital worked with Skills for Care during the transition period and supported Skills for Care with their voluntary adoption of the [Code of Practice for Statistics](#).

The code plays an important role in ensuring that producers of official statistics inspire public confidence by demonstrating trustworthiness, quality and value in the statistics they produce. Details of Skills for Care's commitment to the Code of Practice for Statistics can be found here: www.skillsforcare.org.uk/WI-values

In 2023 Skills for Care became an official statistics provider, having been added to the [Official Statistics Order 2023](#). This means that all official statistics provided by Skills for Care will include oversight from the [Office for Statistics Regulation](#) (OSR), ensuring it follows the Code of Practice for Statistics.

Since taking ownership of the report in 2021, there have been no changes to the data collection, data sources, data standards or publication schedules. As Skills for Care already manages the collection process, there are no changes of contact arrangements for local authority data providers. Mandating through the single data list continues, however the list has been updated to reflect the change in statistics producer.

In this report we have compared our findings to other data sources where a comparison is useful and appropriate. Links to these sources are provided at the point of discussion and we are confident in these as valid comparators for the adult social care workforce.

This is an annual publication, as such there are no scheduled revisions after publication. If any unscheduled revisions are required, we would follow the [Revisions policy](#) which can be found on our website.

Uses of this report

This publication may be of interest to members of the public, policy officials and other stakeholders to make local and national comparisons and to monitor the quality and effectiveness of services.

It is appropriate to use this report when specifically thinking about the adult social care workforce employed by local authorities. The data analysed in this report is a snapshot in time as at September 2023.

When discussing the whole adult social care sector workforce (including local authorities, independent providers, people working for direct payment recipients) this report should be looked at alongside other Skills for Care workforce intelligence reports. Information on these reports and others can be found in the 'Further resources' section of this report.

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1. Introduction

This publication contains information on posts filled by people employed by the 153 local authority adult social services departments in England as at September 2023. Data on the children's social work workforce is published by the Department for Education⁴.

Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The Adult Social Care Workforce Data Set (ASC-WDS) is an online data collection service that gathers information about the adult social care workforce in England. Prior to 2019 it was known as the National Minimum Data Set for Social Care (NMDS-SC) service, which had been collecting information about social care providers and their staff since 2006. For more information about the ASC-WDS, please visit the [Skills for Care website](#).

The ASC-WDS is the means of collection for the adult workforce data return for local authorities (adult social services departments). Between 2012 and 2021 all local authorities in England met the criteria of a full ASC-WDS return for people working in adult social services departments. However, in 2022 all local authorities apart from Salford submitted a return. In 2023 Cumbria divided into two new local authority areas (Cumberland, and Westmoreland and Furness) but neither of the new areas provided a complete data return. Despite this we are confident in the accuracy of our analysis due to our quality assurance processes and methodologies, as outlined below.

For information about our other publications and how workforce intelligence is used in the adult social care sector, see the 'Further resources' section of this report.

1.1 Data completeness

This report analyses the 153 local authorities in England that provided Skills for Care with a data return in 2023. However, both Cumberland and Westmoreland and Furness only provided a total number of filled posts and vacant posts via email for each area in September 2023. No further information about the workforce for either

⁴ Statistics: children's social work workforce - <https://www.gov.uk/government/collections/statistics-childrens-social-care-workforce>

area was provided via the ASC-WDS or via a data return. Data from Cumbria local authority area in 2022 was used to create 2023 estimates for Cumberland and Westmoreland and Furness.

In 2022 Salford local authority did not submit a data return to Skills for Care. To account for the missing information, we based the figures for that year on the 2021 Salford submission.

There is no evidence to suggest that adult social service departments systematically omit information from a completed data return. As such, we trust the information provided to be unbiased. Any missing information identified during data quality checks in the data return period is assessed accordingly by the Workforce Intelligence team.

When local authorities do not provide a complete data submission, we use proxy information and estimations in place of the missing data. For further information on data completeness across all local authorities in 2023, please see the accompanying [reference tables](#).

- For variables that are similar year on year, e.g. average age, gender and ethnicity, we use the local authorities data from the previous year as a proxy (where possible).
- For variables that are likely to change e.g. starters, leavers, sickness and pay using a proxy is not possible. Instead, we use estimates based on the local authority's data return from the previous year alongside regional trends to try and reduce the impact on national and regional totals.

From 2012 to 2021 all adult social services departments in local authorities completed a data return. However, some individual data items may be missing each year. [Workforce estimates](#) are created to compensate for any missing data items across all local authorities. Despite this and the lack of coverage in the local authorities in 2022 and 2023 referenced above, there is still minimal uncertainty in the dataset due to the high levels of overall coverage and our [methodologies](#) in place to create our workforce estimates (see Section 1.2 below). All information included in this report has been aggregated and rounded, and therefore does not provide an exact count.

1.2 Methodology used to estimate characteristics of the adult social care sector

Meeting the criteria for a full ASC-WDS return means that for each workplace the following fields must be completed: type of organisation, service provided, service user groups for whom care is provided, capacity, number of service users, number of staff, number of vacant posts, and number of leavers in the past year.

Also, for every worker a staff record must be completed with the main job role and the employment status. And at least 90% of staff records must have the following information: gender, date of birth, ethnicity, contracted/average hours, sickness, pay and qualifications. The ASC-WDS collects other data items including staff training, experience, and nationality but these data items were voluntary for local authorities to complete and have not been included in this publication.

Due to the mandatory criteria for local authorities, we have complete data for the vast majority of data fields from this part of the sector. For further information on data completeness across all local authorities in 2023, please see the accompanying [reference tables](#). We do have some small gaps in completion, and we use our workforce estimates methodology to fill these gaps in order to create a full picture of the adult social care local authority sector and workforce. We have confidence in the quality of these estimates; the methodologies used have been peer reviewed by universities and an independent statistician. For a detailed methodology of how these estimates were produced, please visit the [methodology page](#) of our Workforce Intelligence website.

To ensure that the data we provide in our publications is trustworthy and adds value to the sector, and as part of our commitment to the Code of Practice for Statistics, we use several methods to quality assure the data. In September each year Skills for Care works with each local authority to collect a complete and accurate data return. Applicable data is validated at the point of entry into the ASC-WDS and data from local authority employers is checked by the Workforce Intelligence team. Issues with data quality (if any) are then fed back to the local authority who are asked to re-submit their data return. This can be a time-consuming process, but Skills for Care is dedicated to working with local authorities to provide high-quality intelligence about their workforces.

Throughout this report we have adhered to statistical disclosure controls whereby we have aggregated the data and suppressed our findings where appropriate. This is to protect individuals from being identified in this publication and any accompanying documents. As a result, charts and tables shown here display rounded whole numbers and percentages. It should be noted therefore that charts and tables may not always total to 100%. For more information on our suppression and rounding rules and the rationale behind these, please visit the [Workforce Intelligence website](#).

Prior to publication this report undergoes an internal peer review process. This is an additional measure to maintain our high standards of quality assurance.

1.3 Job roles within the Adult Social Care Workforce Data Set

In September 2023 the ASC-WDS collected information on 32 job roles. These were then aggregated into four groups for the purposes of analysis. The main roles within each job role group are as follows:

- **Managers**, including senior, middle and first-line managers, registered managers, supervisors, managers and 'staff in care-related but not care providing roles', deputy managers and team leaders.
- **Regulated professions**, including social workers, occupational therapists, registered nurses, allied health professionals, 'safeguarding and reviewing officers' and registered nursing associates.
- **Direct care**, including senior care workers, care workers, community support and outreach workers (referred to as 'support and outreach workers' throughout this report) and other care providing job roles.
- **Other roles**, including administrative or office staff who are not providing care, ancillary staff who are not providing care, activities worker or co-ordinators, care co-ordinators, assessment officers, learning and development leads and other job roles which are not care providing.

Information provided in this report is either reported by job role group, or for selected individual job roles of interest.

1.4 Shortage occupation list

Under the new post-Brexit immigration rules in January 2021 social workers, occupational therapists and registered nurses are listed occupations on the 'skilled worker route' and are on the Shortage Occupation List. Therefore, workers are still able to immigrate to the UK under the new rules providing they have a job offer and can speak English to the required standard.

In April 2021, the senior care worker job role was added to the Shortage Occupation List and the Health and Care worker visa route. In February 2022 care workers were also added to the shortage occupation list and the Health and Care worker visa route. This means that providing workers meet the salary threshold (£20,960 in September 2023) and have a licenced sponsor they can come to the UK to take up care worker roles.

2. Size of the workforce

In this chapter we have analysed trended filled posts information from September 2012 to September 2023 due to substantial changes in the size of the workforce between 2012 and 2017. **For subsequent chapters we have analysed trends from September 2016 to September 2023 only.** Further analysis of the local authority adult social services workforce in this report, including splits by local authority, can be found in the [reference tables](#) that accompany this report.

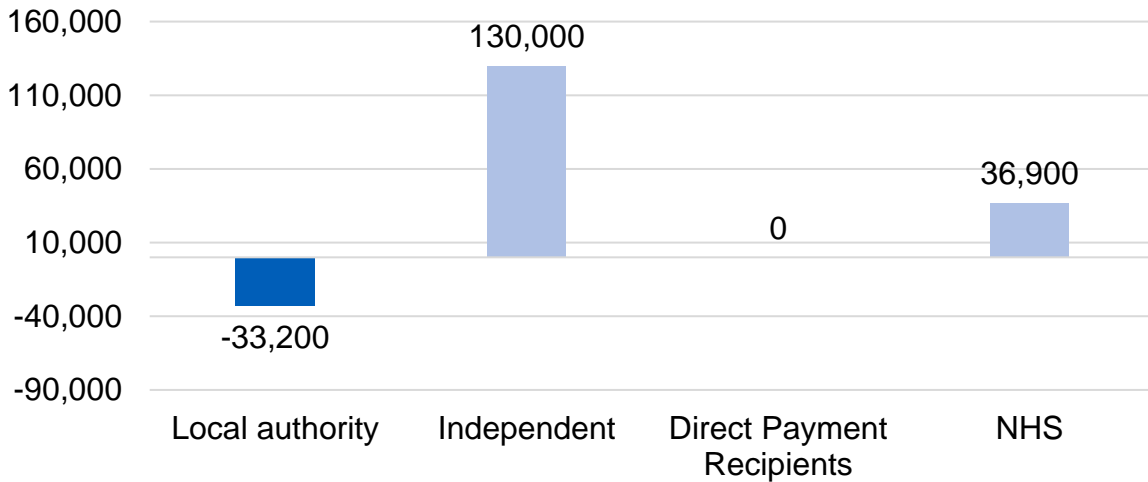
A filled post is defined as a role filled by a worker (person); a worker may fill a single post, or multiple posts. In this report 'people' refers to the number of individuals working in these posts. A vacant post is defined as a post that is not filled and was being advertised by the local authority at the time of data collection.

In 2023 there were 117,400 adult social services filled posts within local authorities. This was an increase of 3% from 113,900 in 2022. Chart 3 below shows the number of local authority filled posts has decreased from 2012 to 2023 by 33,200 (22.1%). Between 2012 and 2017 the number of filled posts decreased by around 41,400 filled posts (28%). However, between 2017 and 2023 the number of filled posts increased by around 8,200 (7%). Between 2022 and 2023 the number of filled posts in local authorities increased by 3,500.

Local authority sector filled posts accounted for 7% of the 1.635 million estimated adult social care filled posts in 2023. Since 2012/13, other parts of the adult social care sector have grown, specifically the independent sector which has increased by 139,000 filled posts between 2013 and 2023. In 2023 over three quarters (78%) of filled posts in adult social care were in the independent sector, as shown in Chart 1. New estimates for the whole adult social care workforce will be published in July 2024 as part of [The size and structure of the adult social care sector and workforce in England](#) report.

Chart 3. Estimated change in the number of adult social care filled posts by sector*, 2012 to 2023

Source: Skills for Care estimates



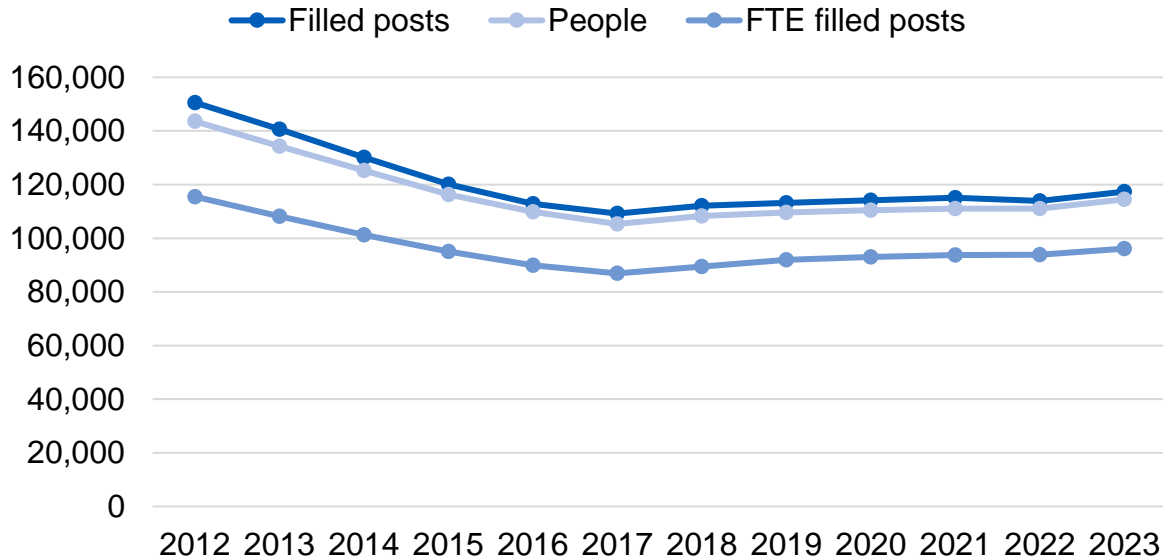
* Local authority information as at September 2023, independent, direct payment recipients and NHS data as at March 2023

Chart 4 shows the number of filled posts, people (headcount) and full-time equivalent (FTE) filled posts within adult social services departments in local authorities. FTE estimates were created by applying contracted hours and average hours data to estimates of the total number of filled posts. 37 hours per week has been classed as 'full-time'.

The chart shows that filled posts, people and FTE filled posts all had a steady decrease each year between 2012 and 2017. Between 2017 and 2022 the number of FTE filled posts has increased at a steady rate with an average increase of 1,400 filled posts (1.6%) each year. From 2022 to 2023 the number of FTE filled posts increased again by 2,200 (2.3%) to 96,100 FTE filled posts.

Chart 4. Total number of adult social services filled posts in local authorities, people and full-time equivalent (FTE) filled posts, 2012 to 2023

Source: Skills for Care estimates, 2023



In 2023, there were 114,500 people working in 117,400 adult social care filled posts in local authorities, an increase of 3,400 people from 2022. Chart 4 shows the relationship between people and filled posts has been relatively consistent since 2012. In 2023 the ratio of people to filled posts was 100 filled posts per 98 people in local authority adult social care services. This indicates that there are a relatively small number of people filling more than one adult social services post (in other words, workers usually work in only one role).

There were 96,100 FTE filled posts in 2023. The FTE filled posts ratio was 0.82, which reflects the full-time nature of many adult social services filled posts.

Nationally, 96,100 FTE filled posts equates to an estimated 3.6 million hours worked per week by adult social care staff within local authorities, up 81,000 hours since last year.

2.1 Reasons for change in the number of filled posts

Between 2012 and 2017 the number of filled posts in adult social services departments fell from 150,600 to 109,200 (see Table 1). This large decrease in filled posts was driven by predominantly local authorities moving towards outsourcing adult social care to independent providers in their respective areas.

Each year on completion of their data return, local authorities are asked to provide reasons for changes in the number of filled posts compared to the previous year.

Local authorities are also asked for any other comments, including any structural changes that might have affected the types of filled posts within the local authority. Free text responses from local authorities are then coded and verified by Skills for Care.

Table 2 shows a breakdown of the responses local authorities provided for these questions in 2023. Local authorities can name more than one reason for changes in their total number of filled posts. The most commonly stated reasons, accounting for both increases and decreases in the number of filled posts, were restructures.

When looking at the responses from just those local authorities which had an increase in the number of filled posts between 2022 and 2023, recruitment, restructure and increase in agency / casual staff were amongst the most commonly stated reason for the changes.

Table 2. Reasons for differences in the total number of adult social services filled posts in local authorities between 2022 and 2023*

Source: Information provided by local authorities alongside their annual data return

| Reasons for changes in total filled posts | All Local authorities (LAs) | | LAs with an increase in filled posts | | LAs with a decrease in filled posts | |
|--|-----------------------------|-----|--------------------------------------|-----|-------------------------------------|-----|
| | Total | % | Total | % | Total | % |
| No change / small change | 66 | 44% | 37 | 38% | 26 | 52% |
| Restructure | 31 | 21% | 18 | 18% | 13 | 26% |
| Recruitment / filling vacancies | 20 | 13% | 20 | 20% | 0 | 0% |
| Data quality issues affecting last years data | 15 | 10% | 11 | 11% | 4 | 8% |
| Agency / casual staff increase | 12 | 8% | 12 | 12% | 0 | 0% |
| Natural turnover, resignations and/or retirement | 12 | 8% | 7 | 7% | 5 | 10% |
| Other (please enter details in the text box above) | 12 | 8% | 10 | 10% | 2 | 4% |
| Closures | 11 | 7% | 4 | 4% | 7 | 14% |
| Agency / casual staff decrease | 5 | 3% | 3 | 3% | 2 | 4% |
| Insourcing / TUPE | 5 | 3% | 5 | 5% | 0 | 0% |
| Not filling vacancies / unfilled vacancies | 5 | 3% | 3 | 3% | 2 | 4% |
| Budget cuts/freeze | 4 | 3% | 3 | 3% | 1 | 2% |
| Additional funding | 2 | 1% | 2 | 2% | 0 | 0% |
| Outsourcing | 2 | 1% | 0 | 0% | 2 | 4% |
| COVID-19 related | 1 | 1% | 1 | 1% | 0 | 0% |
| International recruitment | 1 | 1% | 1 | 1% | 0 | 0% |
| Increase in apprentices | 0 | 0% | 0 | 0% | 0 | 0% |
| Redundancy | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 151 | | 98 | | 50 | |

* Based on 151 of 153 local authorities

2.2 Number of filled posts by job role

Local authorities provided the number of filled posts split by a set list of 32 job roles. During the analysis we group these job roles into four job group categories: Direct care, Managers, Regulated professions and Other.

Table 3 shows the number of adult social services filled posts in local authorities, split by job role group. The change in the number of filled posts, between both 2012 and 2023 and between 2022 and 2023, has not been evenly distributed in terms of job role groups.

Table 3. Total number of adult social services filled posts by job role group, 2012 to 2023

Source: Skills for Care estimates

| Year | All job roles | Direct care | Managers | Regulated professions | Other |
|------------------|---------------|-------------|----------|-----------------------|--------|
| 2012 | 150,600 | 82,900 | 21,600 | 20,000 | 26,100 |
| 2013 | 140,700 | 74,800 | 20,200 | 20,100 | 25,500 |
| 2014 | 130,100 | 68,500 | 18,700 | 19,000 | 23,800 |
| 2015 | 120,100 | 60,700 | 18,000 | 19,200 | 22,200 |
| 2016 | 112,800 | 55,700 | 17,200 | 19,200 | 20,700 |
| 2017 | 109,200 | 52,600 | 17,100 | 19,400 | 20,100 |
| 2018 | 112,100 | 52,600 | 17,600 | 20,400 | 21,500 |
| 2019 | 113,300 | 52,500 | 17,300 | 21,100 | 22,400 |
| 2020 | 114,100 | 52,100 | 18,200 | 21,200 | 22,600 |
| 2021 | 115,100 | 52,400 | 18,100 | 21,300 | 23,300 |
| 2022 | 113,900 | 50,400 | 18,400 | 21,300 | 23,800 |
| 2023 | 117,400 | 50,700 | 18,400 | 22,600 | 25,300 |
| Change 2012-23 | -33,200 | -32,200 | -2,800 | 2,500 | -800 |
| % change 2012-23 | -22% | -39% | -13% | 13% | -3% |
| Change 2022-23 | 3,500 | 280 | 400 | 1,200 | 1,500 |
| % change 2022-23 | 3.0% | 0.5% | 2.4% | 5.8% | 6.3% |

In 2023 around two in five of all filled posts (50,700 or 43%) were in direct care providing roles, an increase of 280 between 2022 and 2023. Overall, filled posts in direct care providing roles have reduced by 32,200 (39%) since 2012.

Between 2012 and 2023, all job role groups have decreased except for regulated professions, which have seen an increase of 2,500 filled posts. This shows that even during the period of outsourcing (2012 to 2017), regulated professions job roles were generally kept within the adult social services departments. In 2023 there were 22,600 regulated professions filled posts, the highest number recorded.

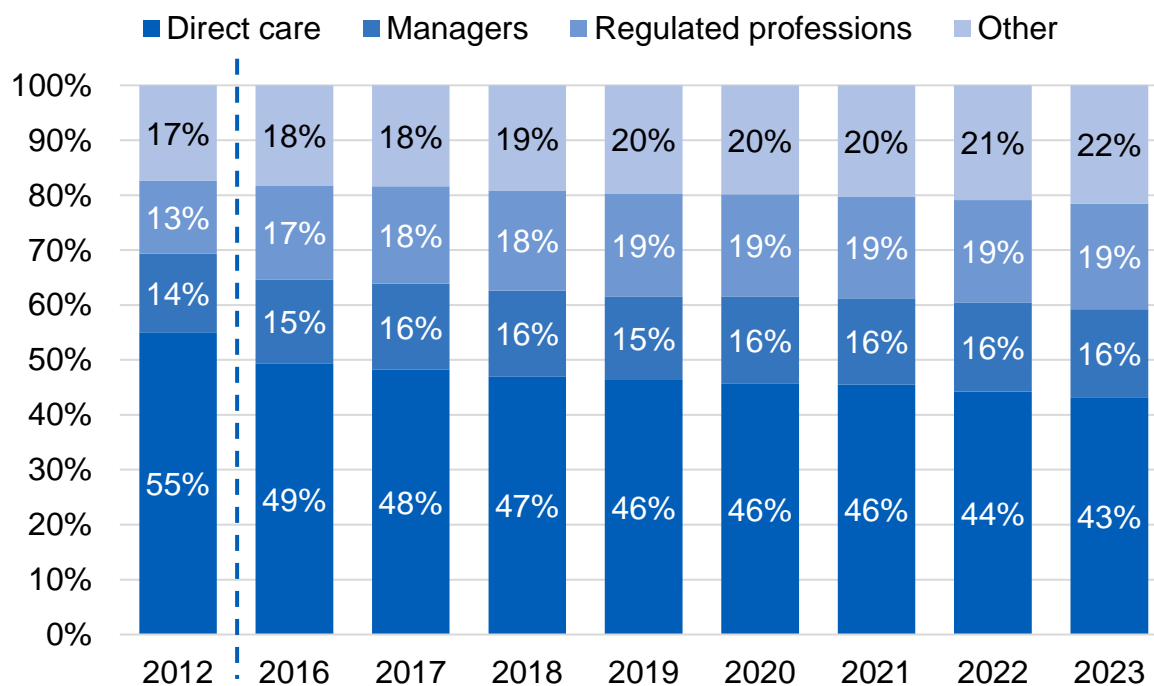
All job role groups saw an increase in filled posts in 2023 from the previous year, though direct care saw the smallest increase in filled posts (280 filled posts or 0.5%). The largest increase was 'other' job roles, which increased by 1,500 posts from 2022 (6.3%).

In local authorities there has been a gradual proportional shift away from direct care providing roles (55% in 2012 to 43% in 2023) to the other three job role groups. After direct care roles, regulated professions saw the largest change, increasing from 13%

in 2012 to 19% in 2019 and have stayed at 19% of the local authority adult social services workforce since then.

Chart 5. Proportion of adult social services filled posts by job role group, 2012 and 2016 to 2023

Source: Skills for Care estimates



Within the local authority sector in 2023 there were 26,600 regulated professions filled posts. This was predominantly made up of social worker filled posts (18,500 filled posts or 82% of the local authority regulated professions workforce).

Of the estimated 23,400 social worker filled posts across the whole adult social care sector in 2022/23⁵, including the independent sector and the NHS, 74% were employed by the local authorities. In contrast local authority filled posts only made up 7% of all adult social care filled posts.

⁵ Skills for Care's weighted workforce estimates 2022/23 – www.skillsforcare.org.uk/stateof

Table 4. Total number of adult social services filled posts as a proportion of all adult social care sector filled posts, by job role group, 2023

Source: Skills for Care estimates

| | All sectors* | Local Authority (as at Sep 2023) | Proportion of all sectors |
|-----------------------|------------------|-------------------------------------|------------------------------|
| All job roles | 1,638,000 | 117,400 | 7% |
| Direct care | 1,236,000 | 50,700 | 4% |
| Managers | 114,000 | 18,800 | 17% |
| Regulated professions | 82,000 | 22,600 | 28% |
| <i>Social worker</i> | 25,000 | 18,500 | 75% |
| Other | 207,000 | 25,300 | 12% |

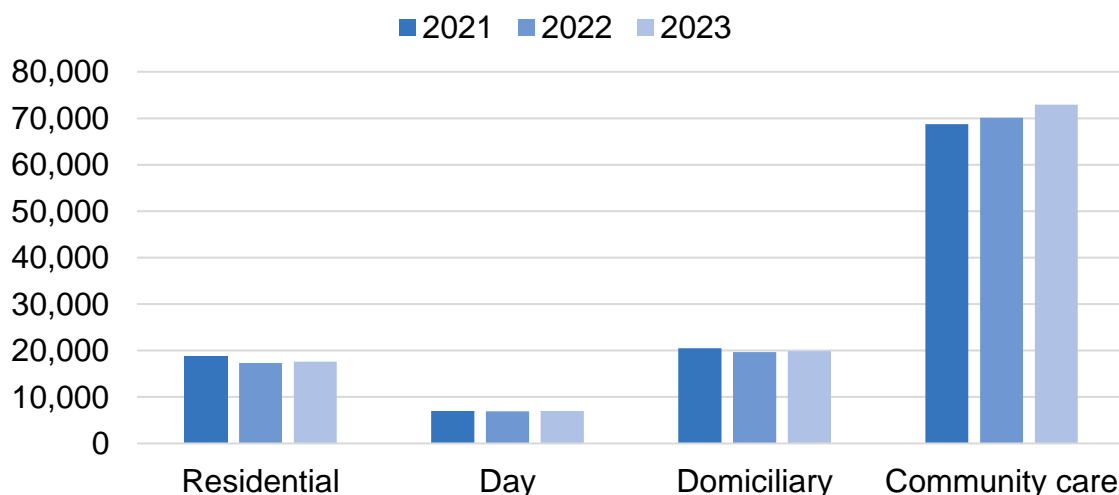
* All Sector data includes the latest local authority information as at September 2023, and independent, direct payment recipients and NHS data as at March 2023

2.3 Number of filled posts by service group

Adult social care filled posts are categorised by the 35 care service types offered in ASC-WDS, these are grouped into four service groups: residential care, day care, domiciliary and community care. Chart 6 shows the 2021 to 2023 breakdown of local authority adult social services filled posts by main service group which describes the care setting for local authority staff.

Chart 6. Number of adult social services filled posts by service group, 2021 to 2023

Source: Skills for Care estimates



The community care service group includes social work and care management services, carers support, community support and outreach, occupational or employment related services and other services that are delivered within the

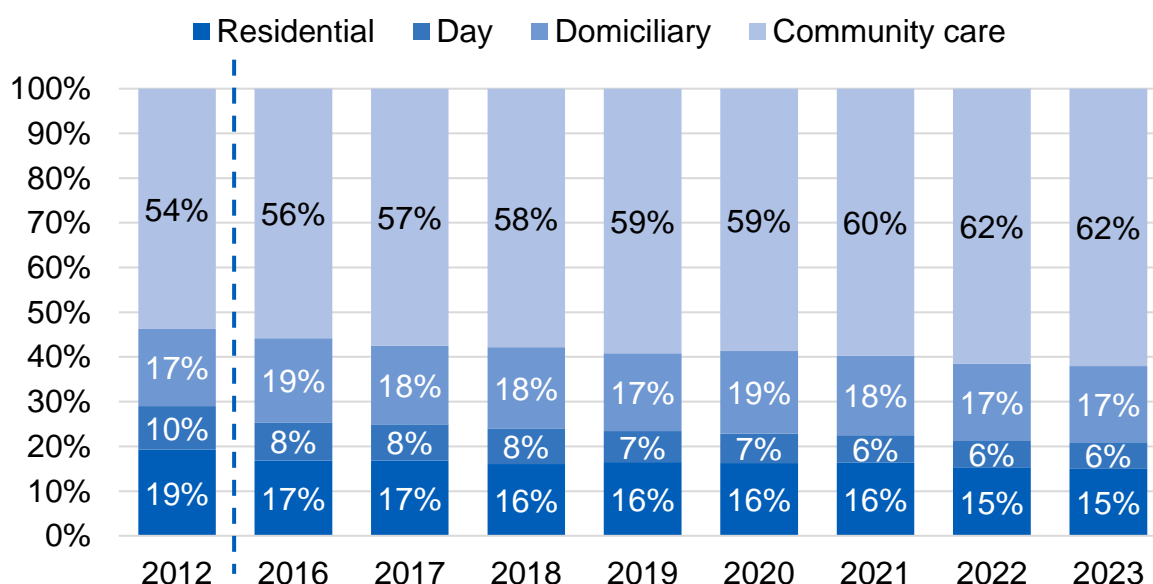
community⁶. Commissioning and organisation of these services are also included here. Community care has had the largest proportion of adult social services filled posts in local authorities for the past three years, comprising of 62% of all adult filled posts in 2023.

The change in the number of filled posts in each service group within local authorities varied between 2022 and 2023. All groups increased in size but by a very small proportion; domiciliary increased by 1%, residential and day services by 2% and community care by 4%. Residential and domiciliary service groups still have fewer filled posts in 2023 compared to 2021, Skills for Care will continue to monitor this trend in 2024.

Since 2012 the number of filled posts in day care services has more than halved (52%). Filled posts in residential services fell by two fifths (39%). Filled posts in domiciliary and community care service groups also decreased between 2012 and 2023 but at a slower rate. In 2016 there were more filled posts in local authority domiciliary than residential services for the first time, this is a pattern that has continued to 2023.

Chart 7. Proportion of adult social services filled posts by service group, 2012 and 2016 to 2023

Source: Skills for Care estimates



⁶ Service group definitions and breakdowns of the individual service types in each can be found on the 'Definitions' tab of the Workforce Estimates excel file published alongside '[The state of the adult social care sector and workforce in England](#)' report.

3. Employment Overview

This section covers employment status and zero-hours contract information for local authority adult social services staff.

3.1 Employment status

The majority (92%) of the 117,400 adult social services filled posts in 2023 were permanent and temporary roles (directly employed by the local authority). Most posts (87%) were filled by workers on permanent contracts (102,100 filled posts), with a further 5% of filled posts filled by those working on a temporary basis (5,500 filled posts). The remaining 8% (9,800 filled posts) were filled by workers indirectly employed by local authorities (agency, bank or pool, or 'other' contract types).

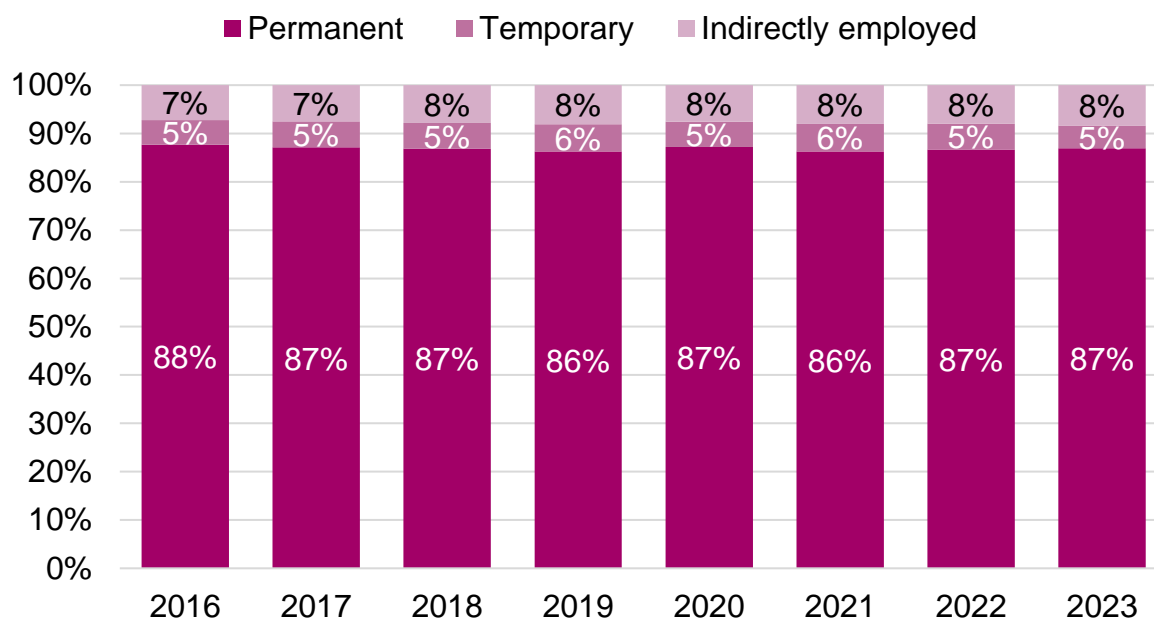
Between 2022 and 2023 there was an increase of 3,500 adult social services filled posts. This was predominantly driven by an increase in workers employed on permanent contracts (3,300 more filled posts compared to 2022). Agency and 'other' contract type workers also increased by 700 and 40 filled posts respectively.

There was however a decrease in the number of filled posts for temporary and bank or pool workers between 2022 and 2023. Temporary contract workers decreased by 10% (600 filled posts) and bank or pool staff decreased by 0.2%.

It should be noted that these figures refer to a snapshot in time. Therefore, these estimates should be interpreted as an indication of the average number of the above types of worker being utilised at any one time. The total number of workers used throughout the year that aren't directly employed will be higher. The employment status of the workforce has remained relatively stable between 2016 and 2023.

Chart 8. Proportion of adult social services filled posts by employment status, 2016 to 2023

Source: Skills for Care estimates

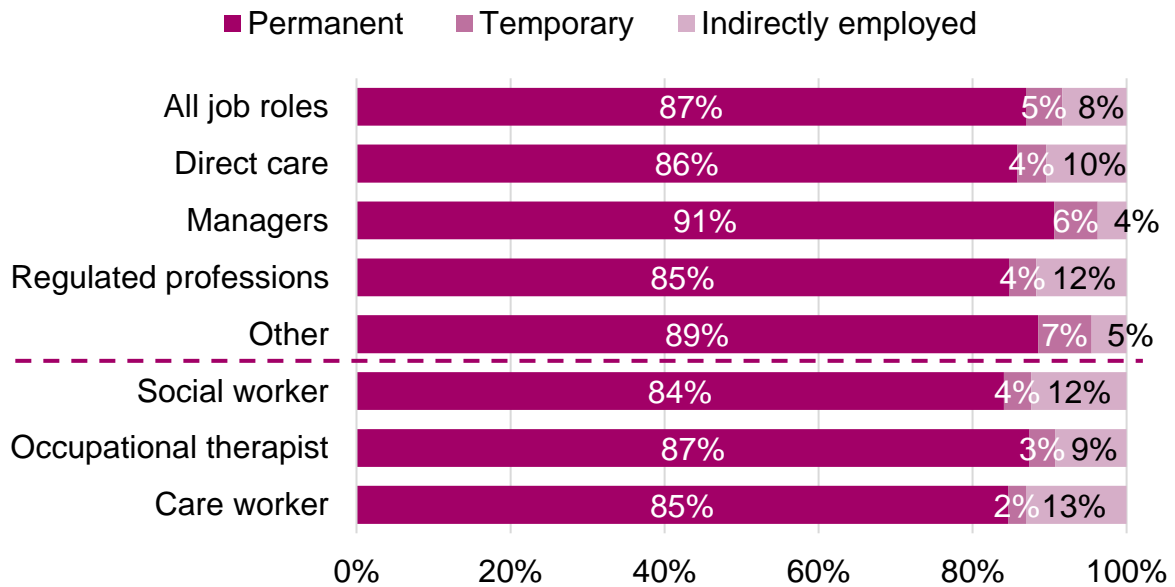


In terms of job role groups, employment status type did not vary greatly. Notably, a higher proportion of permanent workers were seen in managers roles (91%) as seen in Chart 9 below.

When analysing indirectly employed workers further (agency, bank or pool and 'other' contract types), direct care roles had the highest proportion of bank or pool workers (7%) and the highest proportion of agency workers were in the regulated professions group (10%).

Chart 9. Proportion of adult social services filled posts by employment status and job role group, 2023

Source: Skills for Care estimates



3.2 Zero-hours contracts

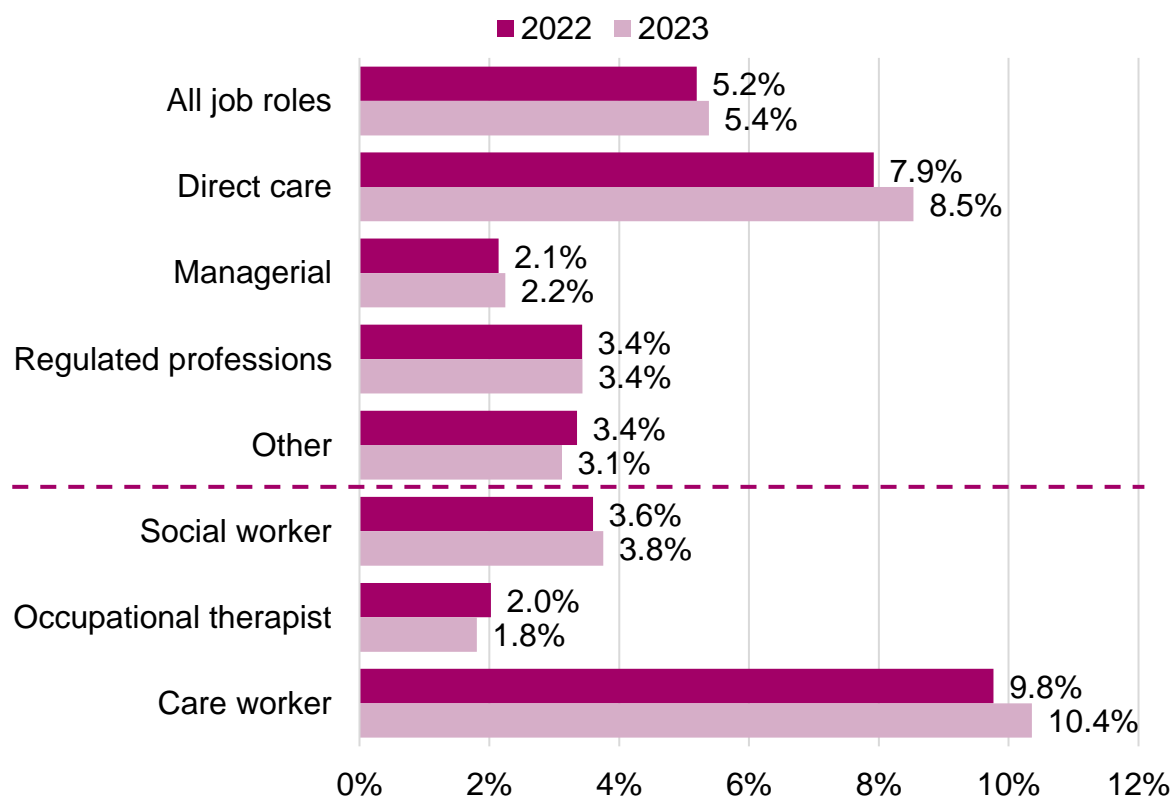
A zero-hours contract is a contract type where the employer is not obliged to provide any minimum working hours. For some workers, a zero-hours contract can lead to challenges around financial planning and feelings of job insecurity. For others, the flexibility can appeal.

In 2023, 6,300 (5.4%) adult social services filled posts in local authorities were employed on zero-hours contracts. This is an increase from 2022 when 5.2% of adult social services filled posts in local authorities were employed on a zero-hours contract.

There has been an increase in the proportion of zero-hours contracts across the direct care and managers job role groups between 2022 and 2023. The proportion of other job role group workers employed on zero-hours contracts decreased by 0.2% between 2022 and 2023 and the proportion of regulated professions workers remained the same at 3.4%. Direct care workers remain the highest proportion of zero-hours contract workers at 8.5%.

Chart 10. Proportion of adult social services filled posts employed on a zero-hours contract by job role group, 2022 to 2023

Source: Skills for Care estimates



The use of zero-hours contracts within adult social services departments in local authorities is considerably lower than within the independent sector, where 24% of all job roles are zero-hours contracts.

In 'The state of adult social care sector and workforce in England, 2023' report published in October 2023, [Section 8.1.8 \(Factors affecting turnover – Contracts hours and zero-hours contracts\)](#) shows that between March 2022 and March 2023 those on zero-hours contracts were more likely to leave their role. Therefore, the lower reliance on zero-hours contracts in the local authority sector may be contributing to a lower turnover rate (see Section 4.1 of this report).

'The state of adult social care sector and workforce in England, 2023' report also found that workers on zero-hours contracts are also found more likely to be employed in domiciliary care services. In 2022/23 41.8% of all workers in adult social care were employed on zero-hours contracts but only 6.8% in local authorities. There are fewer domiciliary care services in local authorities compared to the independent sector, as shown in Chart 6 of this report, which could be one of the reasons why adult social service departments are less reliant on zero-hour contracted workers.

For more information on zero-hours contracted workers across the adult social care sector please visit our [Workforce Intelligence website](#).

4. Recruitment and retention

This section covers starters, leavers, vacancy and sickness information for adult social services staff in local authorities.

4.1 Turnover and starter rates

In 2023 the starter rate within local authorities was 16.2% (17,400 starters). This includes those workers that were new to their role in the previous 12 months and all new roles within adult social care services department teams or services which were newly opened within the past year. The number of starters has increased by 900 since 2022 which has contributed to the increase in adult social services filled posts in local authorities.

The turnover rate in 2023 was 13.0% (14,000 leavers) which includes leavers from local authority adult social care services department teams or services which were in operation as at September 2023. Local authorities also reported that there were an additional 750 leavers which were employed by teams or services that closed between September 2022 and September 2023.

In general, the turnover rates for staff within social care departments in local authorities are much lower than rates in the independent social care sector where the turnover rate was 30.4% as at March 2023. Further analysis of this can be found in [‘The state of the adult social care sector and workforce in England, 2023’](#) report.

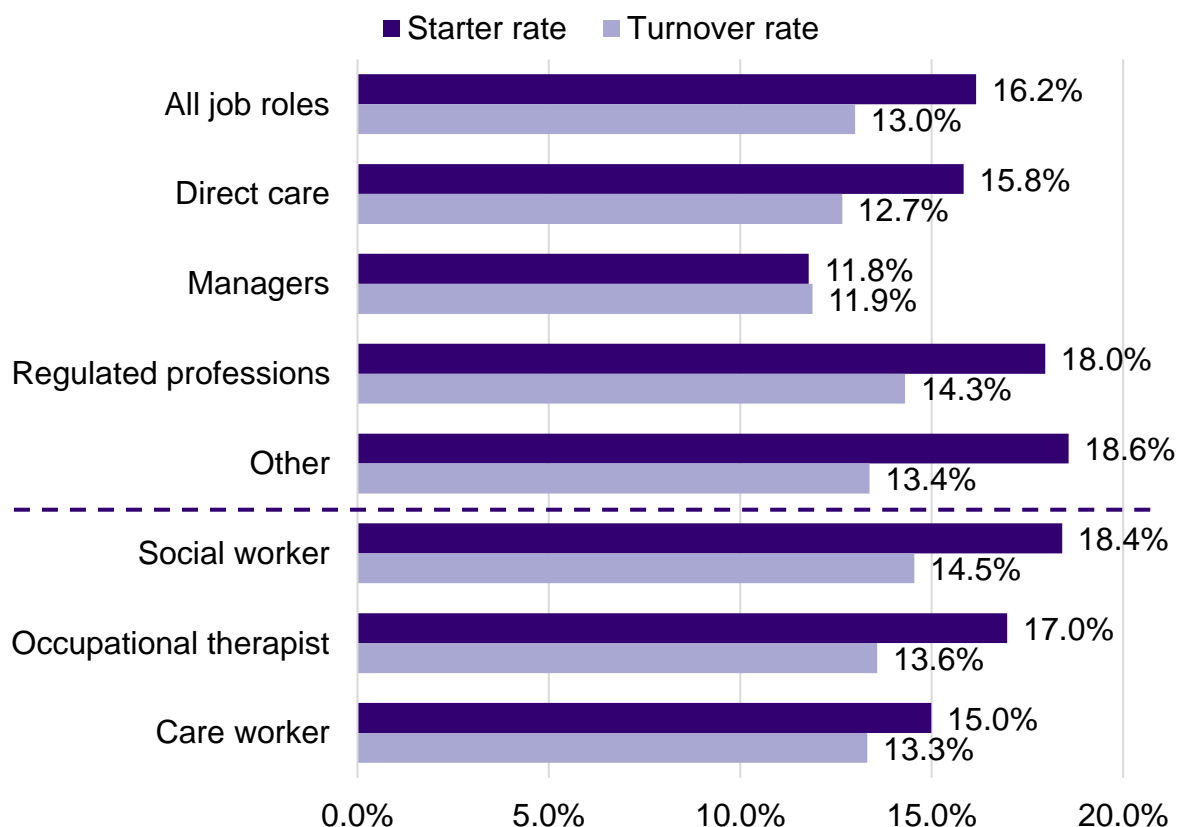
Chart 11 shows starter and turnover rates in local authorities by job role group and specific job role. Starter rates were higher than turnover rates for all job role groups except the managers job role group. ‘Other’ job role group had the highest starter rate (18.6%) with 4,500 people starting adult social services filled posts in local authorities. This was followed by the regulated professions group with a starter rate of 18.0% (3,600 starters).

Within the regulated professions group, the starter rates for social workers and occupational therapists in 2023 were 18.4% (3,000 starters) and 17.0% (475 starters), respectively. Social workers had a turnover rate of 14.5% (2,400 leavers) and occupational therapists had a turnover rate of 13.6% (400 leavers).

In 2022 the turnover rate for care workers was 16.5%. In 2023 this decreased to 13.3%. This decrease in turnover rate is a result of the decrease in the number of leavers between September 2023 and September 2022 (4,300 leavers in 2022 compared to 3,700 leavers in 2023).

Chart 11. Starter and turnover rates for adult social services filled posts by job role group, 2023

Source: Skills for Care estimates



4.2 Vacancy rates

There were 8,300 vacant posts in adult social services departments within local authorities as at September 2023, a decrease of 1,000 from September 2022. This equates to a vacancy rate of 7.2% in September 2023, a decrease from 8.1% in September 2022 and comparable to September 2021 (7.1% vacancy rate).

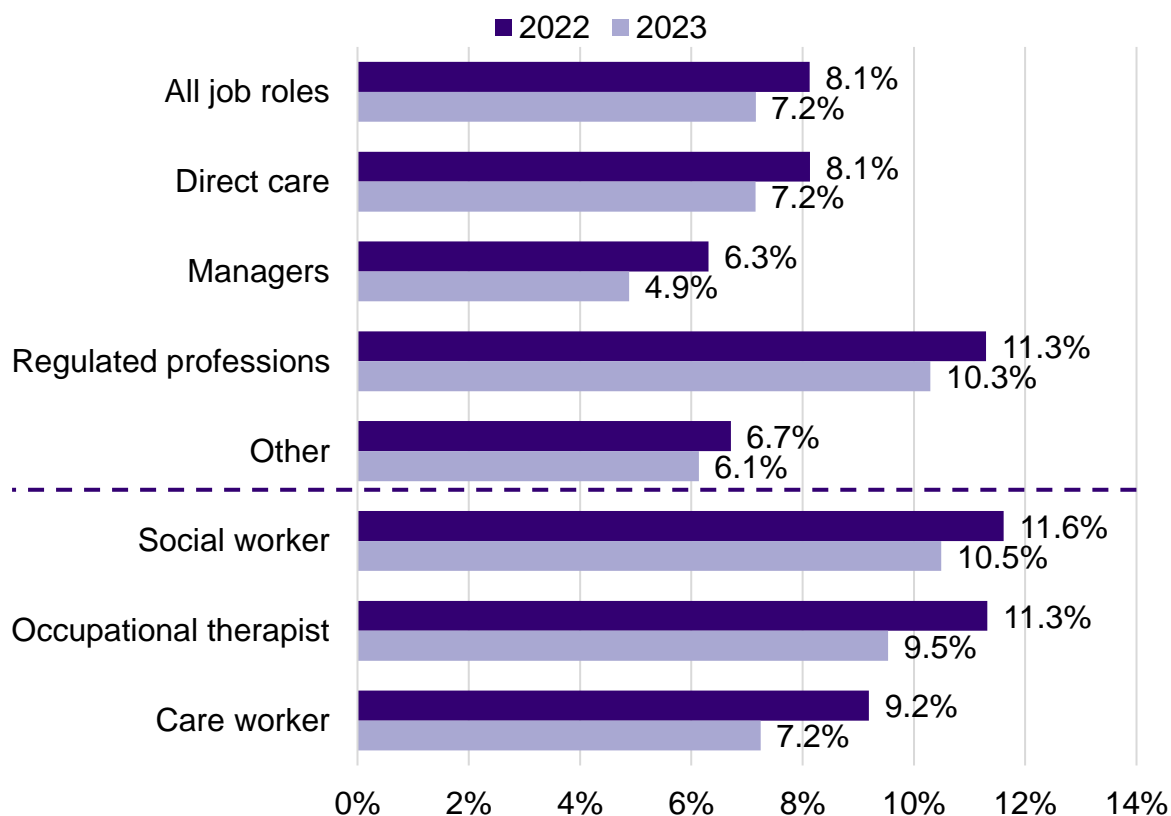
The vacancy rate in the local authority sector in 2023 was lower than in the independent sector (9.9%) and for direct payment recipients (11.4%). Vacancy rates across the whole adult social care sector have been decreasing since 2022; the independent sector in particular continues to see falling vacancy rates, please see our [monthly vacancy rate tracker](#) for more information.

As at September 2023, all job role groups saw a decrease in vacancy rates. Managers saw the biggest decrease from 6.3% to 4.9% between 2022 and 2023 (or

275 vacant posts). The regulated professions job role group had the highest vacancy rate in 2023 at 10.3% (2,300 vacant posts compared to 19,900 employees).

Chart 12. Vacancy rates for adult social services filled posts by job role group, 2022 to 2023

Source: Skills for Care estimates



The vacancy rate for care workers in adult social services departments in local authorities in September 2022 was 9.2%, the highest ever recorded for this job role. However, in September 2023 the vacancy rate had fallen to 7.2%. This decrease may in part be due to the care worker job role being added to the Shortage Occupation List in February 2022, allowing workers from overseas to come to the UK and fill care worker posts in the adult social care sector. For further details of care worker vacancy trends, please see table T6.2 (Number of vacant posts by local area and year) of the accompanying [reference tables](#).

In the independent sector in March 2023 regulated professions and direct care had the highest vacancy rate at 11.2%. This was reflected in the vacancy rates for social workers and occupational therapists in the independent sector (9.8% and 12.0% respectively) as well as care workers (11.9%). It should be noted however that social

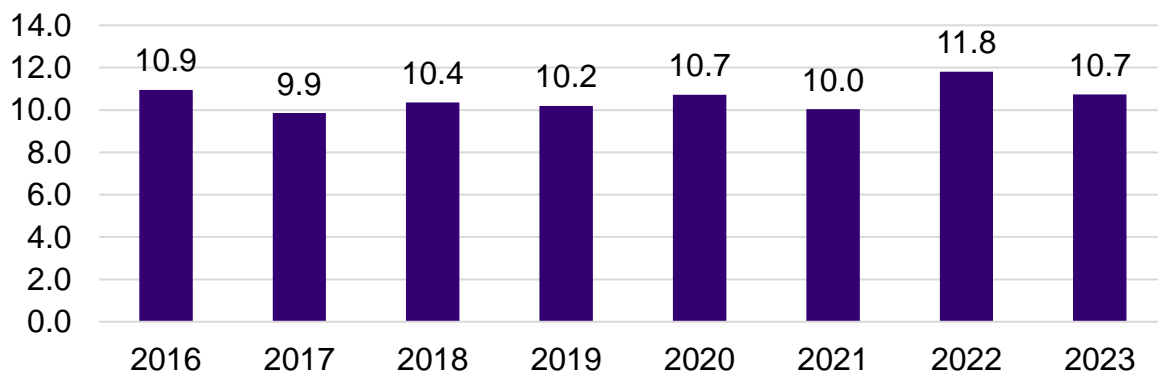
workers and occupational therapists are predominantly employed by local authorities, rather than by independent sector employers.

4.3 Sickness

In 2023, the mean number of sickness days for the 107,600 directly employed (permanent and temporary contracted workers only) adult social services workers in local authorities was 10.7 days. This is now the same as reported in September 2020, and a decrease of 1.1 days from 2022. The mean number of sickness days in the previous 12 months for directly employed workers in adult social services filled posts is shown in Chart 13.

Chart 13. Mean number of sickness days in adult social services filled posts (all job roles), 2016 to 2023

Source: Skills for Care estimates

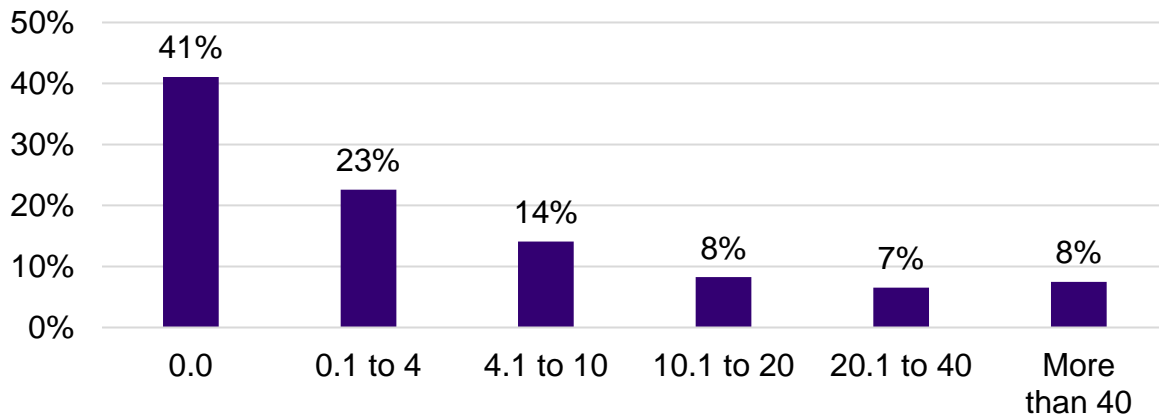


In 2023 workers in direct care job roles had the highest number of sickness days with an average of 13.1 days. Managers had fewer sickness days on average, at 7.6 days.

Although the mean number of sickness days for workers in adult social services in local authorities in 2023 was relatively high (10.7 days), Chart 14 shows that it is important to note two in five workers (41%) had no sickness days and nearly two thirds of workers (64%) had four or fewer sickness days in the previous 12 months. 8% of workers had over 40 sickness days, and particularly high numbers of sickness days can have an impact on the overall mean.

Chart 14. Distribution of days of sickness in adult social services filled posts (all job roles), 2023

Source: Skills for Care estimates



10.7 mean days of sickness in local authorities in 2023 equates to just under 1.16 million estimated days lost to sickness in the year. The local authority average sickness days was higher than in the independent sector where the mean number of sickness days in March 2023 was 5.7 days. This may reflect differing terms and conditions between the two sectors. Data from the ASC-WDS showed that as at September 2023, over 90% of local authorities offered enhanced sick pay to their care workers.

The latest available data for the overall UK employment and labour market population⁷ includes data to 2022. The average number of days lost through sickness absence per worker in the labour market population in 2022 was 5.7 days, the same as the independent adult social care sector in March 2023. This again shows that local authority workers took on average 5 more days sickness compared to other sectors.

⁷ ONS Sickness absence in the UK labour market, April 2023

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

5. Demographics

This section contains detailed demographics information about local authority adult social services staff in 2023 including gender, age and ethnicity.

5.1 Gender

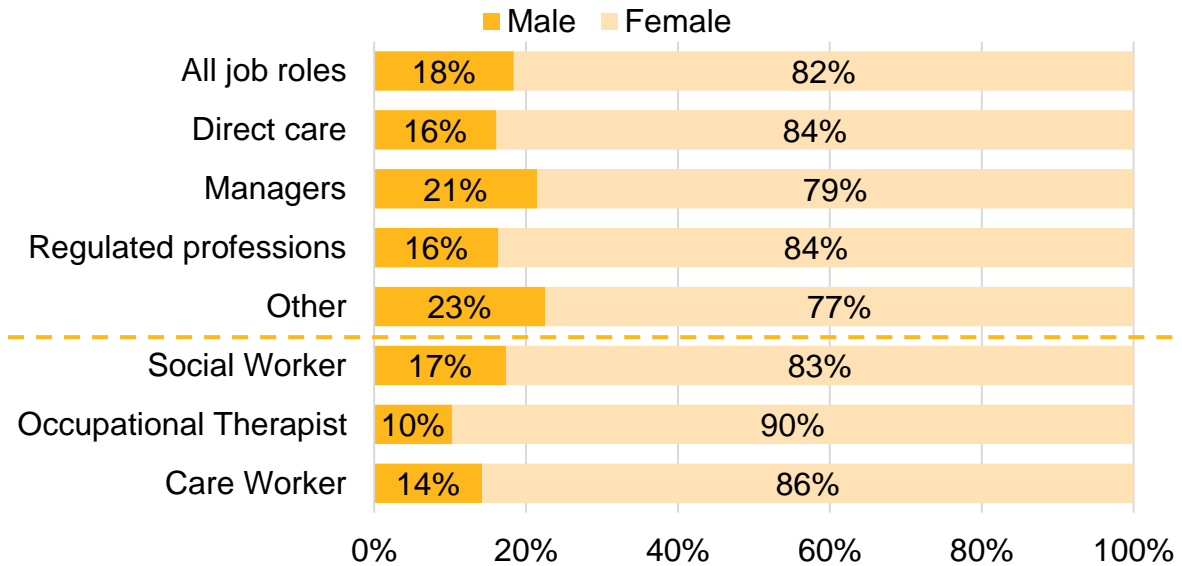
In 2020 the gender question was changed in the ASC-WDS from 'gender' to 'gender identity' and the option of 'other' was added alongside 'male', 'female' and 'I don't know'. In 2023, around 25 filled posts (0.02%) across adult social services in local authorities were recorded as having 'other' gender identity.

It is important to note that our data is reported by employers (local authorities), not the workers themselves and this may result in an underestimation of people with a gender identity other than male and female recorded. The following detailed analysis includes 'male' and 'female' gender identities only. The 'other' gender identity responses are not included in the detailed analysis because the national base is very low, and we are still understanding its representativeness.

The majority (82%) of the adult social services filled posts in local authorities in 2023 were carried out by female workers. These proportions have remained unchanged since 2016. The proportion of male workers was highest in the 'other' job role and managers groups (23% and 21% respectively), and lowest in direct care providing roles (16%).

Chart 15. Proportion of adult social services filled posts by gender (where known) and job role group, 2023

Source: Skills for Care estimates

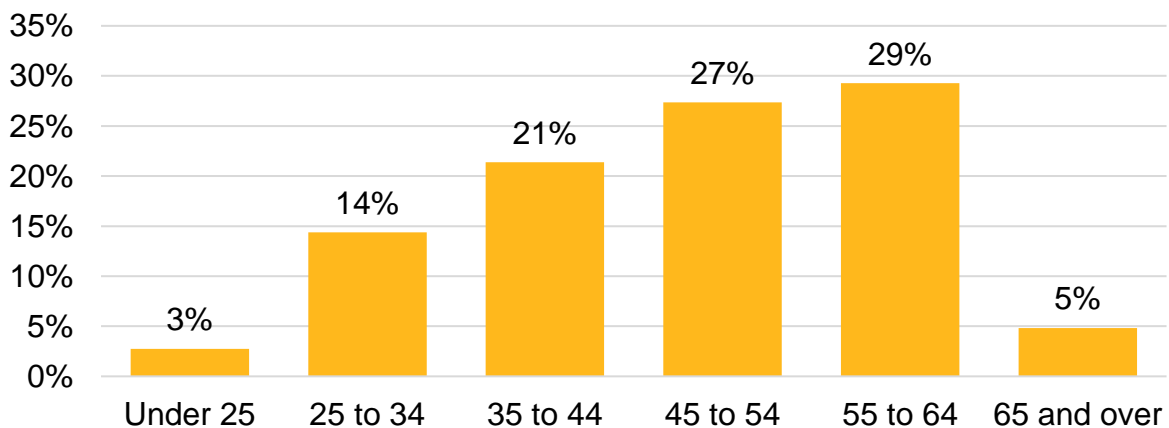


5.2 Age

In 2023, nearly two thirds of the adult social services filled posts in local authorities (61%) were filled by workers aged 40 or over and a third (34%) by workers aged 55 or over. Furthermore, very few filled posts (3%) were filled by workers aged under 25. From a workforce planning point of view, workers aged 50 and over could retire within the next ten to fifteen years. Chart 16 shows the age distribution of all workers in adult social services filled posts in local authorities at September 2023.

Chart 16. Proportion of local authority adult social services filled posts, by age band, 2023

Source: Skills for Care estimates



In comparison, in September 2023 the NHS reported a higher proportion of their workers were aged under 45 years (6% under 25, 25% aged 25 to 34, and 25% aged 35 to 44). There were fewer NHS workers in the older age groups compared to adult social services filled posts in local authorities (23% aged 45 to 54, 18% aged 55 to 64, and 3% aged 65 and over). This shows that the NHS on average has a younger workforce than adult social services departments in local authorities⁸.

The mean age of workers in local authority adult social services filled posts has remained at 47 years between 2016 and 2023. Local authority adult social services workers are older, on average, than workers in the independent sector. There the average age increased from 43 years in 2016 to 44 years in 2020 and has remained at 44 years since then.

The average age of workers in adult social services filled posts in 2023 differed slightly by job role group. Workers in direct care roles having the oldest average age of 49 years, followed by managers at 48 years. Workers in regulated professions were the youngest on average (45 years).

Chart 17 compares the age of workers in adult social services filled posts in local authorities to the UK labour market population⁹ of people in work. At the time of publication, the Office of National Statistics (ONS) had paused regular updates of the Labour Force Survey therefore comparisons made in this report refer to the latest labour market population information from May-July 2023. A full statement can be found on the ONS [website](#).

Chart 17 shows that workers in adult social services filled posts in local authorities are older than those from the labour market population. Half (49%) of the local authority workers were aged 50 and over compared to just 33% of the labour market.

At the younger end of the age bands (18-24 and 25-34) the local authority workforce has lower proportions than the wider labour market population (3% and 14% respectively compared to 10% and 23%). This shows that younger people are less likely to be employed in adult social care filled posts within the local authority.

⁸ NHS Workforce Statistics - September 2023

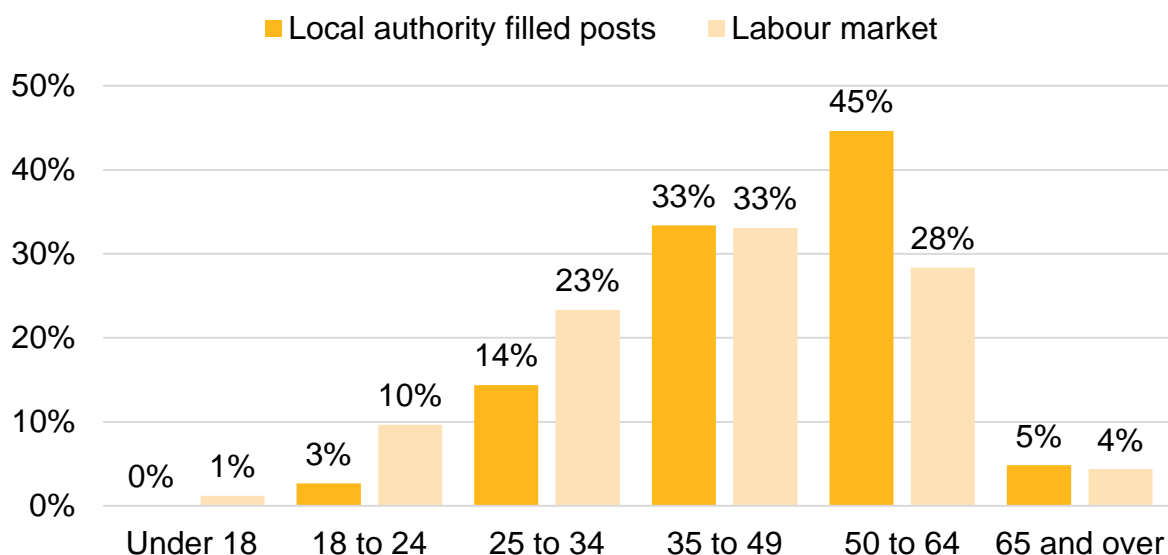
<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics/september-2023#top>

⁹ ONS Labour market population figures – May-July 2023

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupnotseasonallyadjusteda05nsa>

Chart 17. Comparison of workers in adult social services filled posts against labour market by age bands, 2023

Source: Skills for Care estimates, ONS Labour market population figures



5.3 Ethnicity

The majority (81%) of the adult social services filled posts within local authorities in 2023 were carried out by workers had a white ethnic background. Across all job roles 10% of the adult social services workforce had a Black/ African/ Caribbean/ Black British ethnicity, 6% had an Asian/ Asian British ethnicity, 2% had a Mixed ethnicity/ Multiple ethnic group and 1% had an Other ethnic background.

Table 5. Proportion of adult social services filled posts by ethnicity and job role group, 2023

Source: Skills for Care estimates

| Job role | White | Black/ African/ Caribbean/ Black British | Asian/ Asian British | Mixed/ multiple ethnic groups | Other |
|-------------------------------|------------|---|----------------------------|--|-----------|
| All job roles | 81% | 10% | 6% | 2% | 1% |
| Direct care | 81% | 10% | 6% | 2% | 1% |
| <i>Care Worker</i> | 80% | 12% | 6% | 2% | 1% |
| Managers | 86% | 7% | 5% | 2% | 1% |
| Regulated professions | 72% | 17% | 7% | 3% | 1% |
| <i>Social Worker</i> | 70% | 19% | 7% | 3% | 1% |
| <i>Occupational Therapist</i> | 84% | 8% | 5% | 2% | 0% |
| Other | 84% | 7% | 7% | 2% | 1% |

As shown in Table 5 above, in 2023 the regulated professions job role group had the highest proportion of Black/ African/ Caribbean/ Black British ethnicity workers (17%). This is particularly true of social worker filled posts which saw 19% of workers with a Black/ African/ Caribbean/ Black British ethnicity. This is higher than social worker filled posts in the independent adult social care sector, where 17% had a Black/ African/ Caribbean/ Black British ethnicity in March 2023.

In comparison, managers had the least diverse workforce with only 7% of workers having a Black/ African/ Caribbean/ Black British ethnicity, 5% had an Asian/ Asian British ethnicity, 2% had a Mixed ethnicity/ Multiple ethnic group and 1% had an Other ethnic background.

In 2023 the ethnic diversity of the adult social services workforce in local authorities in England varied between regions. In the North East 97% of the workforce had a white ethnic background, while in London only 43% of workers had a white ethnic background.

The ethnicity of workers in the wider population also varied across regions (as reported in the 2021 census)¹⁰. Table 6 shows that in general, the ethnicity of workers in adult social service filled posts in local authorities reflected that of the wider population.

However, in September 2023 there was a lower proportion of workers in adult social services filled posts with an Asian/ Asian British ethnicity (6%), compared to the general population in 2021 (10%). Conversely, there was a higher proportion of workers in adult social services filled posts with a Black/ African/ Caribbean/ Black British ethnicity (10%) compared to the general population (4%).

¹⁰ Nomis (2021 census estimates – Table TS021 - Ethnic group)

https://www.nomisweb.co.uk/sources/census_2021

Table 6. Proportion of adult social services filled posts by ethnicity and region, compared to the wider general population, 2023

Source: Skills for Care estimates, Census 2021

| Region | White | Black/ African/ Caribbean/ Black British | Asian/ Asian British | Mixed/ multiple ethnic groups | Other |
|--|------------|---|----------------------------|--|-----------|
| Adult social services workforce in local authorities | | | | | |
| England | 81% | 10% | 6% | 2% | 1% |
| Eastern | 80% | 12% | 5% | 2% | 1% |
| East Midlands | 84% | 6% | 7% | 2% | 1% |
| London | 43% | 39% | 12% | 4% | 1% |
| North East | 97% | 1% | 1% | 1% | 0% |
| North West | 89% | 5% | 4% | 1% | 0% |
| South East | 83% | 7% | 7% | 2% | 1% |
| South West | 92% | 3% | 2% | 1% | 0% |
| West Midlands | 72% | 13% | 13% | 2% | 0% |
| Yorkshire and the Humber | 88% | 4% | 6% | 2% | 1% |
| General population | | | | | |
| England | 81% | 4% | 10% | 3% | 2% |
| Eastern | 86% | 3% | 6% | 3% | 1% |
| East Midlands | 86% | 3% | 8% | 2% | 1% |
| London | 54% | 14% | 21% | 6% | 6% |
| North East | 93% | 1% | 4% | 1% | 1% |
| North West | 86% | 2% | 8% | 2% | 1% |
| South East | 86% | 2% | 7% | 3% | 1% |
| South West | 93% | 1% | 3% | 2% | 1% |
| West Midlands | 77% | 5% | 13% | 3% | 2% |
| Yorkshire and the Humber | 85% | 2% | 9% | 2% | 1% |

6. Pay

This section contains pay information about local authority adult social services staff in **September 2023** including mean average annual pay, nominal pay and real terms pay. Comparisons to pay information in previous years always refers to the data as at September of that year. This is when the annual data return by adult social service departments in local authorities takes place.

The ASC-WDS collects pay data for both annual and hourly rates. It also collects information about workers' contracted hours and usual hours worked for both agency and zero-hours contracted staff. The information in this chapter shows full-time equivalent (FTE) average salaries. Pay data was converted into FTE annual salaries using an average working week of 37 hours (the full-time equivalent). Hourly pay data was also converted into annual salaries, based on the full-time equivalent. Converting pay in this way allows for the pay of full-time and part-time workers to be compared.

Table 7 'Nominal' pay and Table 8 'Real terms' pay show the change in full-time equivalent pay rates between September 2016 and September 2023 by job role. Please note that at the time of data collection, September 2023, the National Living Wage (NLW) was £10.42.

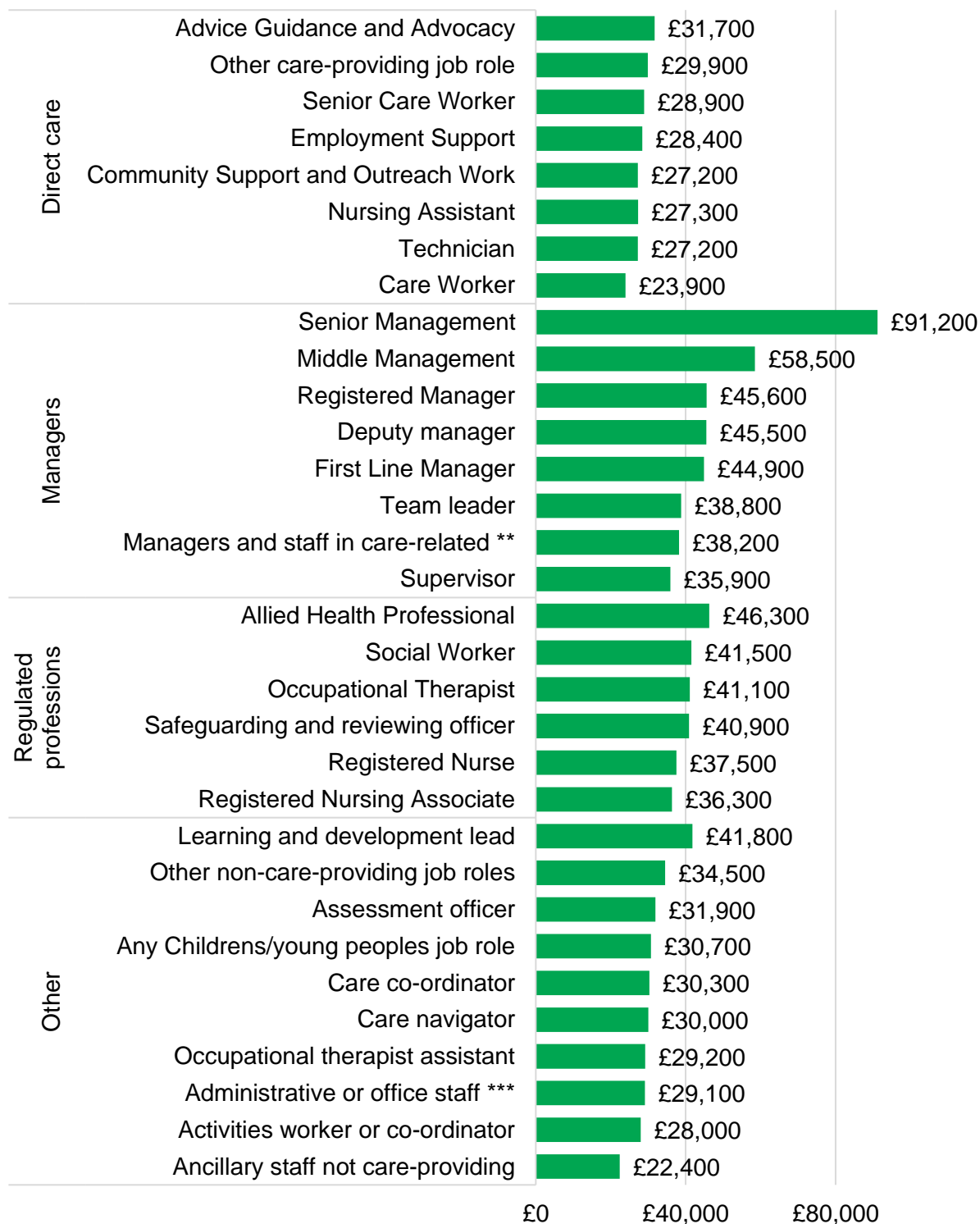
6.1 Full-time equivalent (FTE) annual pay

Chart 18 shows the mean full-time equivalent pay in September 2023 by job role. The chart has been ordered from the highest paid role to the lowest paid role within each job role group to display the distribution.

Senior management roles were the highest paid of all job roles with a mean FTE annual salary of £91,200 (up £3,300 or 3.8% since September 2022) and ancillary staff were the lowest paid with a mean FTE annual salary of £22,400 (up £2,000 or 10.0% since September 2022). Care workers (who represent 27% of all filled posts) had the second lowest mean FTE annual salary at £23,900 (up £2,100 or 9.6% since September 2022).

Chart 18. Mean average full-time equivalent annual pay of adult social services filled posts by job role*, September 2023

Source: Skills for Care estimates



* Only job roles with 100 or more filled posts are shown here

** Managers and staff in care-related but not care-providing roles

*** Administrative or office staff not care-providing

6.2 Nominal pay

‘Nominal’ pay is not adjusted for inflation and shows the actual pay rates as they were at the time. All the listed job roles in Table 7 received a nominal increase in pay between 2022 and 2023, however this change differed for specific roles. Ancillary staff received the highest proportional nominal increase in pay since 2022 (up 10.0% or £2,000). Meanwhile senior managers saw the lowest proportional nominal increase of 3.8%, but their pay increased by the most in terms of monetary value was (up £3,300).

When comparing the changes between 2016 to 2023 all job roles shown below saw a nominal pay increase. Ancillary staff again had the biggest percentage increase (33.4% or £5,600), followed by supervisor roles (up 32.1% or £8,700). Senior manager roles again had the smallest increase in nominal pay (up 18.7%) but their pay increased by the most in terms of monetary value (up £14,400 between 2016 and 2023).

Table 7. Mean full-time equivalent annual nominal pay of adult social services filled posts by year and selected job role, September 2023

Source: Skills for Care estimates

| Job role | Year | | | Percentage change | |
|--------------------------------------|---------|---------|---------|-------------------|---------|
| | 2016 | 2022 | 2023 | 16 - 23 | 22 - 23 |
| Direct Care | | | | | |
| Senior care worker | £23,900 | £27,400 | £28,900 | 20.8% | 5.7% |
| Care worker | £18,700 | £21,800 | £23,900 | 27.7% | 9.6% |
| Support and outreach | £22,200 | £25,500 | £27,200 | 22.7% | 7.1% |
| Managers | | | | | |
| Senior manager | £76,800 | £87,900 | £91,200 | 18.7% | 3.8% |
| Supervisor | £27,200 | £33,000 | £35,900 | 32.1% | 8.8% |
| Managers in non care-providing roles | £31,800 | £35,500 | £38,200 | 20.3% | 7.7% |
| Regulated professions | | | | | |
| Social worker | £34,200 | £39,100 | £41,500 | 21.1% | 6.1% |
| Occupational therapist | £34,200 | £38,900 | £41,100 | 20.2% | 5.5% |
| Other | | | | | |
| Administrative non care-providing | £23,200 | £27,300 | £29,100 | 25.1% | 6.6% |
| Ancillary staff not care-providing | £16,800 | £20,400 | £22,400 | 33.4% | 10.0% |

6.3 Real terms pay

‘Real terms’ pay means that pay rates have been adjusted to take inflation into account. Real terms pay rates in this report have been calculated using the Consumers Price Index (CPI), expressed in prices as at September 2023. The CPI is the official measure of inflation of consumer prices in the UK.

When factoring the CPI inflation rate, five of the ten job roles listed in Table 8 below show decreases in FTE annual real terms pay between September 2022 and September 2023. The rate of inflation rose during 2022, peaking at 11.1% in October 2022. It remained high during 2023, falling to 6.7% in September 2023.

Between 2022 and 2023 in real terms, the largest increase in real terms pay was for ancillary staff (up 3.1%), however supervisor roles saw the largest increase in monetary value (up £700). Senior managers saw the largest decrease in real terms pay between 2022 and 2023 (down 2.7% or £2,500).

In real terms between 2016 and 2023, eight out of the ten job roles showed a decrease in their FTE annual pay. Senior manager roles showed the largest decrease, down 9.1% over this period. Ancillary staff and supervisor roles however had an increase in FTE annual pay in real terms (up 2.2% and 1.2% respectively). This is due to the large nominal pay increases which were higher than the rate of inflation over the period.

Table 8. Mean full-time equivalent annual real terms pay of adult social services filled posts by year and selected job role, September 2023

Source: Skills for Care estimates

| Job role | Year | | | Percentage change | |
|--------------------------------------|----------|---------|---------|-------------------|-------|
| | 2016 | 2022 | 2023 | 16-23 | 22-23 |
| Direct Care | | | | | |
| Senior Care Worker | £31,300 | £29,200 | £28,900 | -7.5% | -0.9% |
| Care Worker | £24,500 | £23,300 | £23,900 | -2.2% | 2.8% |
| Support and Outreach | £29,000 | £27,100 | £27,200 | -6.0% | 0.4% |
| Managers | | | | | |
| Senior Manager | £100,200 | £93,700 | £91,200 | -9.1% | -2.7% |
| Supervisor | £35,500 | £35,200 | £35,900 | 1.2% | 2.1% |
| Managers in non care-providing roles | £41,500 | £37,800 | £38,200 | -7.9% | 1.0% |
| Regulated professions | | | | | |
| Social Worker | £44,700 | £41,700 | £41,500 | -7.2% | -0.5% |
| Occupational Therapist | £44,600 | £41,500 | £41,100 | -7.9% | -1.0% |
| Other | | | | | |
| Administrative non care-providing | £30,300 | £29,100 | £29,100 | -4.2% | -0.0% |
| Ancillary staff not care-providing | £22,000 | £21,800 | £22,400 | 2.2% | 3.1% |

Further resources

We provide outstanding workforce intelligence which the Government, strategic bodies, employers, and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services. This chapter provides an overview of some of the reports and resources published by our Workforce Intelligence team.

The ASC-WDS is recognised as the leading source of workforce intelligence for adult social care in England. We're grateful to all the employers who have completed ASC-WDS data. Without their contributions, our workforce intelligence wouldn't be possible.

For similar information on the adult social care workforce in the other UK nations please see:

- Scotland – [Scottish Social Services Council \(SSSC\)](#)
- Wales – [Social Care Wales](#)
- Northern Ireland – [Northern Ireland Social Care Council \(NISCC\)](#)

The workforce employed by adult services departments in England – reference tables

To accompany this report, we have published a '[The workforce employed by adult services departments in England – reference tables](#)' excel file. This file includes further information and trends of the areas covered in chapters of this report split by region, local authority, service and job role.

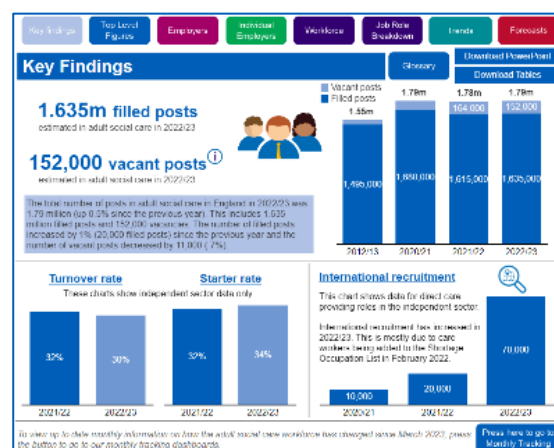
Skills for Care's workforce intelligence publications

The size and structure of the adult social care sector and workforce in England

This data visualisation provides estimates of the number of organisations and establishments involved in providing or organising adult social care, as well as the size and structure of the workforce, including people and filled posts estimates, trend data, and future projections.

To access this webpage, please visit www.skillsforcare.org.uk/sizeandstructure

Latest version, July 2023. Updated information is due in July 2024.



The state of the adult social care sector and workforce report in England



This report and data visualisation provides comprehensive workforce characteristics about the 1.635 million filled posts working in adult social care in England in 2022/23. It includes information on employment, recruitment and retention, workforce demographics, pay, and qualifications and skills, as well as workforce forecasts, factors affecting turnover rates and CQC ratings.

To access this report please visit www.skillsfor care.org.uk/stateof

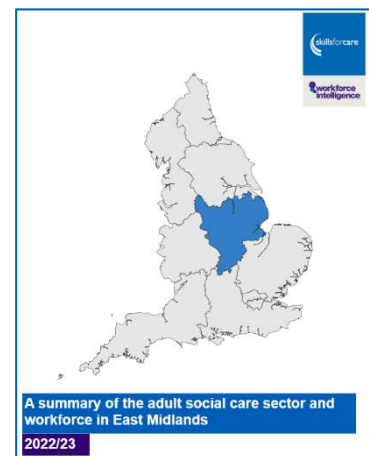
Latest version, October 2023. Updated information is due in mid-October 2024.

Regional information

We have published a data visualisation showing regional level information, one region at a time. This report provides an annual overview of adult social care services and the workforce in each region. Also available is a regional comparison data visualisation, comparing key variables. Alongside these data visualisation are nine regional written summaries.

To access these, please visit www.skillsfor care.org.uk/regionalreports

Latest version, October 2023. Updated information is due October 2024.



Local area information

There are six pages of local area information:

- 'My local area' page is a detailed interactive visualisation showing local areas in England one at a time.
- 'Local area comparison', is where you'll find the local authority comparison interactive visualisation which allows you to compare multiple local areas in England.
- 'Local area summary reports' page contains written summary reports for each area.
- 'My ICB area', showing the latest information from ASC-WDS split into Integrated Care Board (ICB) areas.

- 'ICB comparison area' page is where you can compare multiple ICB areas in England.
- 'My ICB area (MH and LD&A)', showing the latest information from ASC-WDS for the mental health and learning disability and/or autism workforces split into Integrated Care Board (ICB) areas.

To access these data visualisations and reports, please visit

www.skillsforcare.org.uk/local-information

Latest versions, October 2023. Updated information is due in October 2024.

Key topic areas

The Workforce Intelligence website includes information on the following popular topic areas. Each topic includes a summary of the workforce information available, and signposts to the latest publications and relevant resources. Many of the topic areas include an interactive visualisation:

- Monthly tracking of key metrics
- Learning disability and/or autism workforce
- Apprenticeships
- Pay rates
- Personal assistants
- Nurses in social care
- Recruitment and retention
- Registered managers
- Social work
- Workforce nationality

To access these topics, visit www.skillsforcare.org.uk/topics

Our values

Skills for Care is guided by core values. Throughout everything we do, we're inclusive, motivated, passionate, ambitious, collaborative and trustworthy. For more information about the Skills for Care strategy, our vision, mission, values and plan to achieve our mission, please visit skillsforcare.org.uk/Our-strategy.

As a Workforce Intelligence team, we:

- help people to understand what's already available without commissioning our services and what options are available
- aren't selling the data, we're selling our analysis and sector expertise
- carry out bespoke work in particular areas that we can't cover in general outputs
- have a 'good for the sector' aim on all projects we work on
- channel any money we earn straight back into the sector.

All analysts leading on the production of this report are certified statisticians, meaning we work to the standard of the 'five safes'. We always make sure that our research and outputs are appropriate and trustworthy, and that there's no risk of

misuse or confidentially breach. When creating outputs, we always adhere to statistical disclosure controls.

The Skills for Care Workforce Intelligence team are committed to the three pillars of trustworthiness, quality and value, and principles of the Code of Practice for Statistics. To learn more about our values and read our full statement visit www.skillsforcare.org.uk/WI-values.

Keeping informed



To be kept up to date with Workforce Intelligence news, please join our mailing list by registering with us and selecting 'Workforce Intelligence publications'.

You can also follow us on Twitter: [@SfC_Data](https://twitter.com/SfC_Data) or [@skillsforcare](https://twitter.com/skillsforcare)
Or visit www.skillsforcare.org.uk/contactWI



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