

Care homes without nursing in the adult social care sector

2021/22

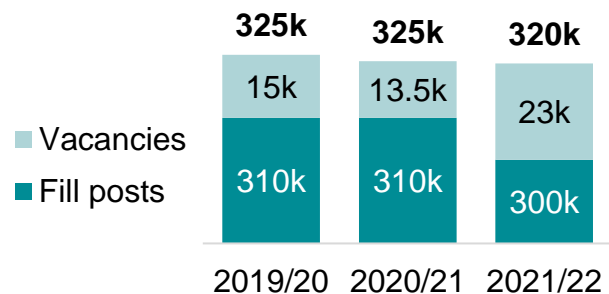
Source: Skills for Care adult social care workforce estimates 2020/21

Recent trends – Workforce supply and demand

The number of filled posts across the whole adult social care sector decreased from 1.67 million in 2020/21 to 1.62 million in 2021/22. A decrease of around 50,000 filled posts, and the first decrease since records began in 2012/13. During the same period, the number of vacant posts increased by around 55,000. Therefore, the total number of posts in the sector is around the same (up 0.3%), but far more posts are now vacant.

Between 2020/21 and 2021/22, care homes without nursing saw a decrease of around 13,000 filled posts and an increase of around 9,400 vacant posts (a 70% increase). The total number of posts decreased from 325,000 to 320,000.

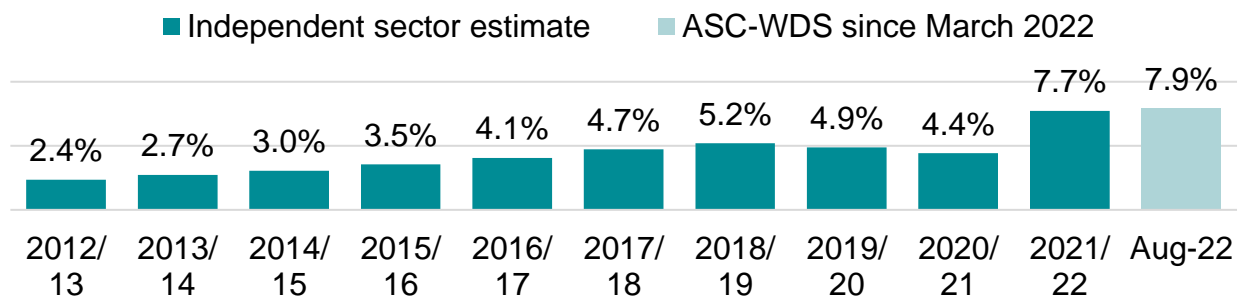
Estimated total posts



Since 2012/13, the number of care homes without nursing has decreased by around 1,700 (-14%), and the total number of beds has decreased by around 3,500 (-2%).

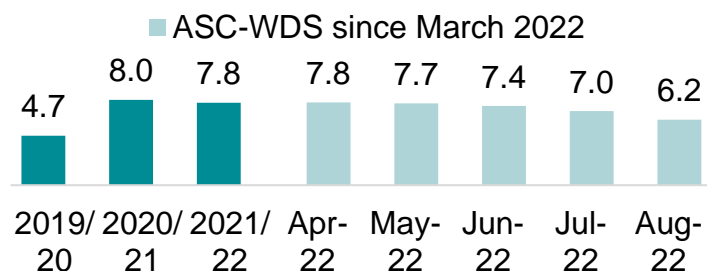
The vacancy rate consistently increased each year from 2.4% in 2012/13 to 5.2% in 2018/19, but decreased to 4.4% in 2020/21 during the start of the COVID-19 pandemic. However, the vacancy rate is now higher than at any point since records began in 2012/13.

Vacancy rate trend from 2012/13 to August 2022



Levels of staff sickness nearly doubled during the COVID-19 pandemic, increasing from 4.7 days over 12 months in 2019/20 to 7.8 days in 2021/22. However, data from the ASC-WDS has shown that staff sickness has been decreasing since March 2022.

Average sickness days over 12 months, 2019/20 to August 2022



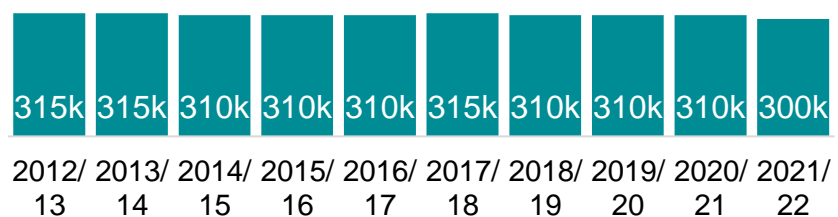
Key findings



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 around 10,750 care homes without nursing registered with CQC as at 2021/22. These care providing locations had an estimated workforce of 300,000 posts. Around 285,000 of these roles were within the independent sector, with 14,500 in local authorities.

The chart below shows that the number of filled posts in care homes without nursing remained relatively stable between 2012/13 and 2020/21, before decreasing by 4% between 2020/21 and 2021/22.

Estimated number of filled posts



The estimated number of locations providing care home services without nursing decreased by 14% over the same period and the total number of beds decreased by 2%. Therefore, although there are fewer locations, the overall capacity of this service across England is relatively the same.

Staffing overview

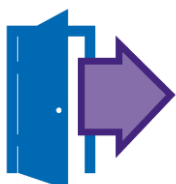


There were an estimated 216,000 direct care providing filled posts in care homes without nursing, 26,000 managerial filled posts, 550 regulated professionals and 56,000 other filled posts including ancillary non-care providing roles.

Over half of staff in care homes without nursing were employed on a full-time basis (54%) and 46% 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 the whole adult social care sector, 24% of the workforce were employed on zero-hours contracts.

Recruitment and retention

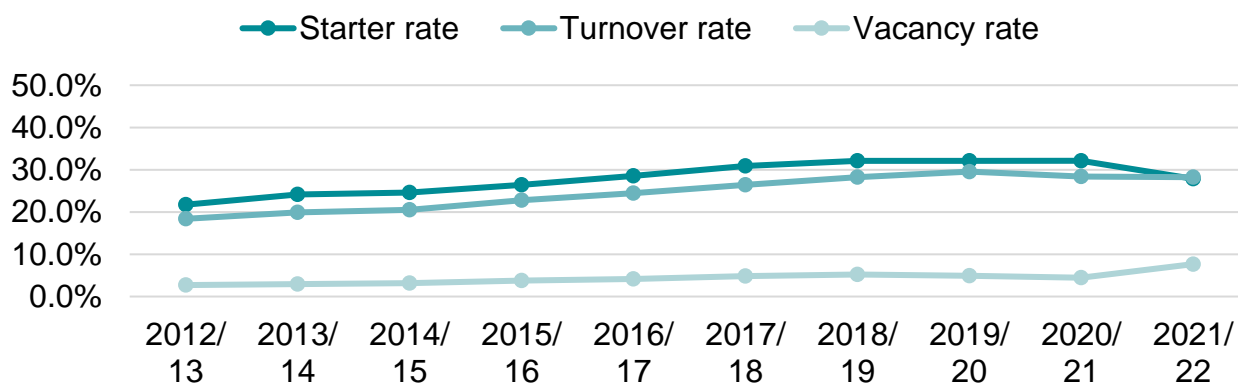


The turnover rate for care homes without nursing was 28.2%, which was lower than care homes with nursing (39.4%). This equates to an estimated 78,000 workers leaving their role in the previous 12 months. Care workers had a turnover rate of 34.6%, which equates to an estimated 56,000 leavers.

The turnover rate had been increasing between 2012/13 and 2019/20, but the starter rate was also increasing, which replenished the workforce. This pattern changed after 2019/20, as the turnover rate remained stable, but the starter rate decreased into 2021/22. Please note that the turnover rate only includes locations which were active in March during each period, and leavers from locations that closed down are not included, therefore the total number of leavers may be higher.

The vacancy rate increased sharply in 2021/22, as filled posts decreased, therefore the demand for people to work in the sector is relatively similar to the previous year, but many more posts are now vacant.

Comparison of starter, turnover and vacancy rate trend from 2012/13 to 2021/22



Care workers had one of the highest turnover rates at 34.6% in 2021/22, equivalent to around 56,000 leavers in the previous 12 months. The number of filled care worker posts decreased from 189,000 in 2020/21 to 180,000 in 2021/22 (a decrease of 4.5%).

Most of the workforce were recruited from within adult social care (67%). 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 had an average of 9.8 years of experience working in social care. This was similar to the average for workers from care homes with nursing (9.6 years) but higher than the average for domiciliary care services (8.2 years).

The average length of time in current role was 5.3 years, which was higher than the average of those working in care homes with nursing (4.8 years). This would suggest that workers in nursing homes change roles within the sector more frequently than those in care homes without nursing.

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.

The nationality of the workforce in care homes without nursing was 85% British, 6% 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 non-British (7% EU; 10% non-EU).

The proportion of workers at care homes without nursing that identified as of an EU nationality has increased from 4% in 2012/13 to 6% in 2020/21. The proportion identified as of a non-EU nationality decreased over the same period from 10% in 2012/13 to 8% in 2021/22.

Pay

The chart below shows the mean hourly pay trend of care workers at care homes without nursing in the independent sector, in both nominal and real-term amounts.

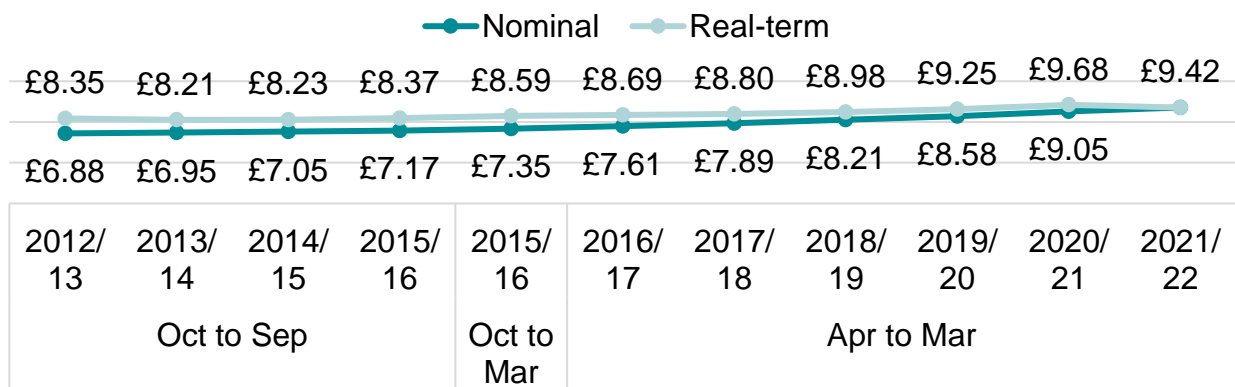
Nominal pay rates are not adjusted for inflation and present the rates as they were in each year. 'Real terms' means that pay rates have been adjusted to take inflation into account and have been calculated using the Consumers Price Index (CPI) (the official measure of inflation of consumer prices in the UK) and expressed in prices as at March 2022.

As an example, a worker's wage may have increased by 2% in a year. However, if inflation also rises by 2% then the worker will be no better off as a result of the pay rise; the nominal pay rise was 2%, but in real terms, the 'rise' would have been zero.

The mean nominal hourly rate of care workers has increased every year from £6.88 in 2012/13 to £9.42 in 2021/22, an increase of 37% over the whole period.

Their real-term pay also increased almost every year up to 2020/21, therefore the nominal increases were usually above the change in inflation. However, their real-term pay then decreased by 2.7% between 2020/21 and 2021/22, which highlights the increased cost of living during this period when inflation increased prices by 7%. Between 2012/13 and 2021/22, the real-term pay of care workers increased from £8.37 to £9.42, an increase of 13%.

Nominal and real-term care worker mean hourly rate from 2012/13 to 2021/22



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.