

Introduction to the local authority area profile

This profile is an analysis of latest available NMDS-SC returns in a CSSR's geographical area. It covers returns from all types of social care organisations in all sectors (statutory, private and voluntary/third sector). It consists of a series of tables and charts of key data items. An updated version can be downloaded each month, as a pdf file or as excel spreadsheets for further analysis. A more detailed profile, giving breakdowns by sector, will be available in early 2008.

These analyses come from two different parts of the NMDS-SC return:

- Tables 1-10 are from the "organisational questionnaire", and give a picture of social care provision in the area and overall workforce numbers;
- Tables 11-32 are from the individual "worker questionnaires" and provide more detailed information about the workers.

Because some establishments have not yet completed questionnaires for all their individual workers, the worker tables show **lower** figures than the overall workforce numbers in the workforce tables.

Most tables show nine reporting categories which are defined by **main** type of service provided. The numbers of each if these responding to date in the authority's area are shown in the overview.

Reading the tables

The numbers in the tables are absolute numbers. .. indicates no records in a particular cell. Percentages where given are clearly marked. All data are unweighted. To avoid blank rows and columns, if a row or column has no records in it, it does not show in the tables. Therefore, if the expected row or column does not appear, it means there are no records in this category. Any reporting categories with no records are also shown in the overview.

To prevent disclosure of individual establishments' data, * appears where there are fewer than 5 establishments in any reporting category. Such categories are also shown in the overview.

Definitions: employees and workers

- Employees = staff permanently or temporarily/casually employed at the organisation, i.e. with a contract of employment.
- Workers = employees + non-employees such as bank/pool staff, agency staff, students, volunteers/voluntary workers and other non-employed workers.

Definitions: vacancy and turnover rates

The definitions of vacancy and turnover rates used are those used in the annual local authority social services workforce surveys conducted by Local Government Analysis and Research (former Local Government Employers' Organisation), and are as follows:

- Vacancy rate = number of vacancies on the completion date as a % of (total number employed + number of vacancies on the completion date)
- Turnover rate = number of staff leaving in the 12 months preceding the completion date as a % of number of staff employed on the completion date

Data quality

The NMDS-SC was originally collected via paper and excel questionnaires, so the extent to which the information could be checked and validated was limited. Consequently there is a small number of records which contain suspect information, generally on pay or qualifications. The advent of the data warehouse means that such data will be queried, and data quality should improve steadily. Completeness should also improve as employers update their records and begin to collect previously missing information.

Comparability of data

At the end of each month the data in the data warehouse is archived and, barring exceptional circumstances, not retrospectively amended. This may mean that, in the early months, monthly versions of the area profiles may contain some unexpected differences, caused by employers updating their original data. These should become less marked in time.

Coverage and representativeness of data

When interpreting these analyses the following should be borne in mind:

- So far most NMDS-SC returns have been from CSCI-registered private and voluntary sector providers, mainly care homes and domiciliary care. This is in line with Skills for Care Year roll-out strategy which was to concentrate initially on the independent sector and those already known to or engaged with Skills for Care at regional level, e.g. by being CSCI registered, by being involved in employer networks, by having received funding for training etc. This means that the response to date may over-represent providers which are more actively involved in training and workforce development.
- Response to date also over-represents small and medium-sized providers, because many larger employers are awaiting the ability to complete their NMDS-SCs via bulk upload from their electronic HR systems, due early 2008.
- A few local authority-owned care providing establishments have completed NMDS-SC returns but most authorities are awaiting the bulk upload tool. Therefore authorities' own provision will be missing from most profiles.
- Very little NHS-owned social care provision is included at present. This will be addressed in a later phase of the NMDS-SC roll-out.

If you have queries about the analyses, please call the NMDS-SC help Desk or email us via the website.

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