

A summary of the adult social care sector and workforce in Herefordshire

August 2017



This summary provides an overview of the adult social care sector and workforce within the Herefordshire area. Skills for Care, as the leading source of adult social care workforce intelligence, have created this summary because good quality information about the workforce is vital to improving the planning, insight and quality of social care services at a local level, which will improve outcomes for people who use these services - both now and in the future.

The information within this summary has been produced by Skills for Care using the National Minimum Data Set for Social Care (NMDS-SC). We use the data collected by the NMDS-SC to create workforce models that, in turn, allow for estimates of the whole adult social care workforce and its characteristics to be produced.

Size and structure of the workforce in this area



In 2016 the adult social care sector in England had an estimated **20,300** organisations, **40,400** care providing locations and **1.58**

million jobs. In Herefordshire there were an estimated 6,200 jobs in adult social care split between local authorities (5%), independent sector providers (86%) and jobs for direct payment recipients (10%). As at March 2017 Herefordshire contained 134 CQC regulated services; of these, 89 were residential and 45 were non-residential services.



The adult social care workforce is growing. In England it has increased by 19% since 2009, and in the West Midlands, by 8% since 2012. If the workforce grows proportionally to the

projected number of people aged 65 and over then the number of adult social care jobs in West Midlands will increase by 28% (215,000 jobs) by 2030. Skills for Care can produce workforce forecasts at a local level, for more information please see:

www.skillsforcare.org.uk/workforceforecasts

As at 2016/17 the adult social care sector was estimated to contribute £41.6 billion per annum to the English economy and £4.4 billion in the West Midlands region. Almost half of this is estimated to be the wage bill of the sector. Skills for Care can produce economic contribution estimates at a local level, for more information please see:

www.skillsforcare.org.uk/economiccontribution

Recruitment and retention



Skills for Care estimates that the turnover rate in Herefordshire was 37%, this was higher than the region average of

28% and higher than England at 28%. Not all turnover results in workers leaving the sector, of new starters in this area over half (56%) were recruited from within the adult social care sector, therefore although employers need to recruit to

these posts, the sector retains their skills and experience.

Adult social care has an experienced 'core' of workers. Workers in Herefordshire had on average 7.9 years of experience in the sector and 68% of the workforce had been working in the sector for at least three years.

Skills for Care estimates that in Herefordshire, 3.3% of roles in adult social care were vacant, this gives an average of approximately 200 vacancies at any one time. This vacancy rate was lower than the region average, at 5.6% and lower than England at 6.6%.

Using both workforce intelligence evidence and our links with employers and stakeholders across England, we know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to employers to help with recruitment and retention issues. For more information please visit:

www.skillsforcare.org.uk/recruitment-retention

Staffing overview

The estimated number of adult social care jobs in the Herefordshire area in 2016 was 6,200 including 500 managerial roles, 250 regulated professionals, 4,700 direct care (including 3,350 care workers), and 750 other-non-care providing roles.

The average number of sickness days taken in the last year in Herefordshire was 5.0 (5.0 in the West Midlands and 5.2 across England). With an estimated workforce of 6,200 this would mean employers in Herefordshire lost approximately 31,100 days to sickness in 2016/17.

Chart 1. Proportion of workers on zero hours contracts by area



Around a fifth (20%) of the workforce in Herefordshire were on zero-hours contracts.

Approximately half (47%) of the workforce worked on a full-time basis, 44% were part-time and the remaining 9% had no fixed hours.

Demographics



The majority (82%) of the workforce in Herefordshire were female and the average age was 43 years old. Those aged 24 and under made up 12% of the workforce and those aged over 55 represented 25%. Given this age profile approximately 1,500 people will be reaching retirement age in the next 10 years.

Nationality varied by region, in England 83% of the workforce were British, while in the West Midlands this was 88%. An estimated 88% of the workforce in Herefordshire had a British nationality, 9% were from within the EU and 3% from outside the EU, therefore there was a greater reliance on EU workers than non-EU workers.

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Herefordshire (area), the West Midlands (region) and England. On 1 April 2016 the Government introduced a new mandatory National Living Wage (NLW). For the purpose of this report, the NLW of £7.20 has been quoted to match the timescale in which the data was collected. In April 2017, after the data in this report was analysed, the National Living wage increased to £7.50.

Skills for Care can produce national living wage tools and analysis at a local level, for more information please see: www.skillsforcare.org.uk/NLW

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social worker	£33,300	£33,000	£35,500
Registered nurse	£27,900	£27,500	£26,500
Hourly pay			
National Living Wage	£7.20	£7.20	£7.20
Senior care worker	£8.66	£8.44	£8.43
Care worker	£7.85	£7.63	£7.80
Support & outreach	£9.11	£9.22	£9.22

Please note that pay varies by sector, with local authority pay generally being higher than independent sector pay.

Qualifications, training and skills



Skills for Care believe that everyone working in adult social care should be able to take part in learning and development so they can carry out their role effectively, this will help to develop the right skills and knowledge so they can provide high quality care and support.

Skills for Care estimates show that 54% of the workforce in Herefordshire hold a *relevant* adult social care qualification (53% in the West Midlands and 50% in England).

Of those workers without a relevant adult social care qualification recorded, 32% had five or more years of experience in their current role, 78% had completed an induction and 25% had engaged with the Care Certificate.

Further information and relevant resources

2016/17 workforce estimates were based on independent sector information derived from the NMDS-SC as at March 2017 and local authority information as at September 2016. For more detail about the methodology used to create these estimates please see:

www.skillsforcare.org.uk/workforceestimates

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more workforce intelligence publications, including The State of the Adult Social Care Sector and Workforce in West Midlands and short briefings covering topics such as pay trends, social workers, registered nurses in the adult social care sector and the nationality of the workforce please see: www.skillsforcare.org.uk/WIpublications

For a bespoke analysis of workforce information at a local level or to answer any specific questions you have about the adult social care workforce please contact: analysis@skillsforcare.org.uk Example topics include; a more detailed workforce report about adult social care within this area, provision of care for people with learning disabilities or other types of people who use social care services, and much more.



To be kept up to date with workforce intelligence news please join our mailing list by registering with Skills for Care and selecting "workforce intelligence publications". You can also follow us on twitter @SfC_NMDS_SC

For more information please email analysis@skillsforcare.org.uk

