

# nmuds-sc briefing



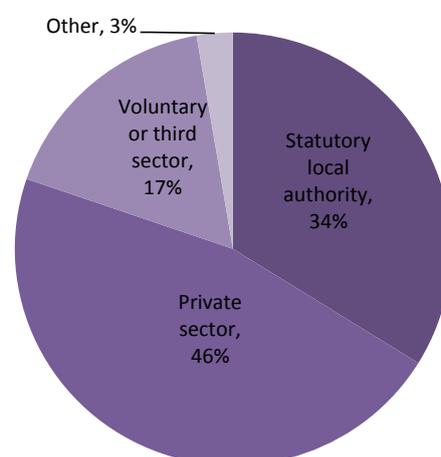
## Issue 19 - update on the use of NMDS-SC data across the social care sector

Skills for Care provides outstanding workforce intelligence relied upon by government, strategic bodies, employers and individuals to make decisions that will improve outcomes for people who use services. Skills for Care's National Minimum Data Set for Social Care (NMDS-SC) is recognised as the leading source of workforce intelligence for adult social care. This briefing provides an update on the use of NMDS-SC data across social care.

The NMDS-SC collects information about providers offering a social care service and their workers. All social care providers can register and keep their business information up to date at [www.nmuds-sc-online.org.uk](http://www.nmuds-sc-online.org.uk). The NMDS-SC has received data from almost 27,000 care-providing locations (across statutory and independent employers) and has individual worker data for approximately 750,000 workers spread across the 152 local authority areas in England. Although the data is primarily from social care providers for adults it also has data submitted by children's services. Most local authorities have submitted data as the NMDS-SC has now replaced the previous local authority workforce return (SSDS001).

**Table 1 and Chart 1: NMDS-SC establishments by sector, July 2012**

Sector	Number	Percentage
Statutory local authority	9,007	34%
Private sector	12,350	46%
Voluntary or third sector	4,549	17%
Other	710	3%
<b>Base (all establishments)</b>	<b>26,616</b>	<b>N/A</b>



### Reports from the NMDS-SC provided to the Department of Health

The high level of accurate workforce data now available for adult social care, including from local authorities, provides DH with the information they need to help plan and fund the social care sector. Recently a range of reports using NMDS-SC data were co-produced with the Centre for Workforce Intelligence (CfWI) to inform the workforce elements of the White Paper, Caring for our future: reforming care and support (published in July 2012). Local authorities use the data for



workforce planning and commissioning and there are now over 175 academic journal articles published which cite NMDS-SC data.

“Achieving the best outcomes for people using social care services requires the right configuration of services and delivery models alongside a well-trained and skilled workforce. Workforce information from the NMDS-SC is essential to promote rigorous planning and develop good intelligence. These are the essential elements in ensuring social care has the right people, in the right places with the right skills to deliver high quality care and support both today, and in the future”.

*Glen Mason, Director for People, Communities and Local Government. Department of Health*

**Other regular reports** are provided to DH to inform future policy on social care and other initiatives such as the Dementia Compact. Skills for Care work in partnership with the CfWI and the Health and Social Care Information Centre (HSCIC) to provide workforce intelligence reports and workforce planning tools for the social care sector. Further reports and data outputs include:

- A series of topical [NMDS-SC based briefings](#)<sup>1</sup> for employers and commissioners on sector turnover and pay rates, levels of dementia qualifications and on social workers.
- Quarterly reports for DH based on the agreed items of vital workforce data.
- Skills for Care and HSCIC co-produced the local authority workforce report: [Personal Social Services: Staff of Social Services Departments, England - as at September 2011](#)<sup>2</sup> which has been assigned national statistics status.
- Workforce data to inform the production of (workforce) supply and demand models in partnership with CfWI.

## Published reports

Skills for Care produce an annual report on [The Size and Structure of the Adult Social Care Sector and Workforce in England](#)<sup>3</sup>. NMDS-SC data is the primary source of data used to estimate the size and structure of the adult social care workforce. It identifies the numbers employed in the private and voluntary sectors, through which most social care is delivered. This information is crucial to DH and others, as it allows them to understand which types of workers work where, their current skills profile and their future skills needs. As can be seen from Table 2 Skills for Care has calculated that there are approximately 1.85 million jobs in social care performed by 1.63 million people.

**Table 2: Total number of adult social care jobs and people working in these jobs by job role, 2011**

Job role group	Total jobs	Percentage of jobs	Number of people doing these jobs*	Percentage of people
Direct care	1,437,000	78%	1,262,000	77%
Managerial	132,000	7%	130,000	8%
Professional	93,000	5%	91,000	6%
Other	191,000	10%	189,000	12%
<b>Total</b>	<b>1,853,000</b>		<b>1,633,000</b>	

\*People calculations do not sum to the total as people can have jobs in more than one sector

<sup>1</sup> <https://www.nmds-sc-online.org.uk/research/researchdocs.aspx?id=1>

<sup>2</sup> <http://www.ic.nhs.uk/statistics-and-data-collections/social-care/adult-social-care-information/personal-social-services-staff-of-social-services-departments-england--as-at-september-2011>

<sup>3</sup> <http://www.skillsforcare.org.uk/newresearchreports>



As well as estimating the current size of the workforce, NMDS-SC data is also used as the basis of a forecasting model developed by Skills for Care. Skills for Care projections of the number of adult social care workers that may be needed to meet the future social care needs of adults and older people in England are shown below. They also appear in *The State of the Adult Social Care Workforce Report in England 2012* due to be published in the autumn.

A range of scenarios were developed with sector experts. Chart 2 below shows that, depending on the scenario, the number of jobs in adult social care is projected to grow by between 24% and 82% between 2010 and 2025. This means there could be a total of between 2.1 million and 3.1 million social care jobs by 2025.

**Chart 2: Adult social care workforce jobs projections (000's)**



Although aspects of each of these scenarios have materialised over the past two years, the growth of the workforce has most closely followed that projected by the 'maximising choice' scenario. The workforce has grown at broadly the rate projected under this model and in particular the growth in the number of personal assistants has been realised due to the continued shift towards personalisation and take up of direct payments. It should be noted that under all scenarios (even the most pessimistic in terms of resources) the workforce is projected to grow due to the increasing health and social care needs of an ageing population.

### Future reports

[\*The State of the Social Care Workforce Report in England 2012\*<sup>3</sup>](#) will be published in October along with an updated report on [\*The Size and Structure of the Adult Social Care Sector and Workforce in England\*<sup>3</sup>](#). [\*Nine regional reports\*<sup>3</sup>](#) have been published that will highlight important findings about the workforce in your region including turnover, vacancy and pay rates.

### Provider Quality Profiles using NMDS-SC data

The government published a White Paper, *Caring for our future: reforming care and support*, in July 2012. By April 2013, the DH will publish clear and accessible information on staff training

as part of social care and health [provider quality profiles](#)<sup>4</sup>, so that people can understand for themselves the skill levels of staff at different care providers. In total there are nine quality measures two of which will come from NMDS-SC data:

- An indicator looking at staff qualifications
- Overall staff turnover rate

The nine proposed measures aim to give service users, carers and commissioners a rounded picture of the quality of the care provided by their local residential and domiciliary care providers. They will provide one element of the proposed comparative information that will give providers the opportunity to demonstrate their reputation in the market.

Enabling DH to automatically populate an online portal with NMDS-SC data for the two of the proposed measures will help providers by enabling their performance on these quality measures to be published. Employers will be able to opt out of sharing their data. However, a significant number of large providers and trade organisations are now signed up to this voluntary industry-led compact to provide transparency on the quality of care.

## Care Quality Commission (CQC)

The CQC were one of the stakeholders who advised on their requirements when the NMDS-SC was first being developed. The definitions of service types in the NMDS-SC reflect the regulation framework adopted by CQC. Skills for Care is committed to the COUNT principle of 'collect once and use numerous times'. As well as NMDS-SC data being used by the DH for the provider quality profiles, CQC are using NMDS-SC data to develop the quality risk profiles (QRP) of regulated providers.

This means that data supplied to Skills for Care through the NMDS-SC can be directly provided to CQC (with employers' permission) for the QRP. CQC have undertaken not to ask employers for the same information that they have entered into the NMDS-SC if the data supplied is up to date.

## Improving NMDS-SC reports for employers

Skills for Care has made the information derived from the NMDS-SC more accessible for employers. The NMDS-SC reporting module for employers has been improved in order to engage employers and encourage the use of the NMDS-SC for workforce and business planning. [New 'dashboard' reports](#)<sup>5</sup> include:

- flexible benchmarking of a social care provider against other providers
- key interpretation of information at a glance
- links to relevant Skills for Care resources.

The reports significantly improve the way logged in employers access and interpret NMDS-SC information to make informed business decisions. This further enhances the NMDS-SC as the leading source of key workforce intelligence for adult social care. The dashboards are available now to all logged-in NMDS-SC users. Skills for Care have also produced a [tutorial video](#)<sup>6</sup> that can guide you through each dashboard, explaining the new features and how you can make the most out of them.

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<sup>4</sup> <http://www.dh.gov.uk/health/2012/08/pqp>

<sup>5</sup> [http://www.skillsforcare.org.uk/research/N\\_M\\_D\\_S\\_-\\_S\\_C/dashboards.aspx](http://www.skillsforcare.org.uk/research/N_M_D_S_-_S_C/dashboards.aspx)

<sup>6</sup> [http://www.skillsforcare.org.uk/research/N\\_M\\_D\\_S\\_-\\_S\\_C/dashboards\\_tutorial.aspx](http://www.skillsforcare.org.uk/research/N_M_D_S_-_S_C/dashboards_tutorial.aspx)