

Focus: Job roles January 2016

Introduction

The National Minimum Data Set for Social Care (NMDS-SC) was created by Skills for Care in 2005 and currently holds information on around 23,000 care providing establishments and 730,000 workers in the adult social care sector.

Skills for Care estimate that across the whole sector in England, as at 2014, there were 39,500 care providing establishments and 1,550,000 adult social care jobs.

In Southampton there were an estimated 150 establishments and 5,600 jobs in adult social care, around 3,400 of these jobs were care workers. From CQC data, as at December 2015, there were 75 registered managers in post in Southampton. This report focuses on these two job roles.

Care Workers



Pay

As at December 2015, the average hourly rate across Southampton for a care worker was £8.00, which was greater than the regional average across the South East area (£7.70).

The average hourly rate for a care worker in the statutory sector in Southampton was £10.20 and in the independent sector the average was £7.71.

From April 2016 the National Living Wage (NLW) will be made mandatory for all workers aged 25 and over, initially set at £7.20 per hour. The NMDS-SC shows that across Southampton, around 89% of care workers were aged 25 or over and 22% of these had an hourly rate less than £7.20. From this, we estimate the NLW will have an impact on around 750 care worker jobs across Southampton.

The NMDS-SC shows that 9% of care workers in Southampton were aged between 21 and 24. Given an estimated 3,400 care worker jobs, this equates to around 320 jobs held by people in this age group.

Recruitment and Retention

As at December 2015, the NMDS-SC shows that 59.1% of care workers started in their current role over the previous 12 months in Southampton.

From this we estimate that in total there were around 2,000 care workers starting a new position over the past year across the whole sector. This starter rate was greater than the average across the South East area (38.4%).

During the same period, the NMDS-SC shows 33.9% of care workers left their role in Southampton.

From this we estimate that, across the adult social care sector, around 1,150 left their role in past 12 months.

This turnover rate was greater than the average across the South East area (31.1%).

Furthermore, the NMDS-SC shows that 8.3% of care worker roles in Southampton were vacant as at December 2015.

Across the sector, this equates to an estimated 300 vacant care worker roles. This vacancy rate was similar to the average across the South East area (7.3%).

In Southampton around 25% of care workers have worked in the sector less than 3 years, 47% have been in the sector between 3 and 7 years and 29% have more than 7 years of experience in the sector.

The average age of a care worker in Southampton was 42. This is similar to the average for South East where the average age was 41.

Also, 21% of care workers were aged 55 and over and given an estimated 3,400 care worker jobs in total, this could mean around 700 may retire over the next decade.

Registered Manager



Pay

As at December 2015, the average pay across Southampton for a registered manager was £26,800, which was similar to the average for the South East region (£29,600).

The average annual pay for a registered manager in Southampton in the statutory sector was £31,200 and in the independent sector the average was £24,300.

Recruitment and Retention

As at December 2015, there were 92 regulated care providers in Southampton and 75 registered managers. Some were responsible for more than one location and some locations had a vacant post.

As at December 2015, we estimate that the registered manager turnover rate in Southampton to be 27.7%.

This turnover rate was greater than the average across the South East region which was 22.6%.

As at December 2015 there were 16 vacant positions for a registered manager in Southampton, which equated to a vacancy rate of 17.4%. This rate was greater than the average for the South East region (12.2%). It should be noted that, in rare circumstances, some of these locations may not be required to have a registered manager.

For those regulated care providers that had a vacant post for a registered manager, 1, 5 were vacant for between 1 and 6 months, and 10 had been vacant for more than 6 months.

As at November 2015, we estimate that the starter rate for registered managers in Southampton to be 28.7%. This start rate was greater than the average for the South East region which was 20.6%.

The CQC currently publish the results of official inspections based on the 5 key lines of enquiry (KLOE) which are 'Is the service: safe, effective, caring, well led and responsive'. These areas receive a rating between outstanding, good, requires improvement and inadequate and combine to provide an overall rating. In Southampton, of the 33 regulated providers inspected as at November 2015, none had received an outstanding rating overall, 16 received a rating of good, 16 were rated as requires improvement and 1 received a rating of inadequate.

The average age of a registered manager across Southampton was 46, which was similar to the South East region where the average age is 48.

Around 21% of registered managers were aged 55 or over, which could mean, for the whole sector, around 16 retiring over the next 10 years.

More information

The estimates in this report were produced from *The Size and Structure of the Adult Social Care Sector and Workforce in England, 2015*. For further details visit: www.skillsforcare.org.uk/sizeandstructure.

For more information and to perform your own analysis of data held in the NMDS-SC in your area please visit the Skills for Care Open Access NMDS-SC Dashboards at: www.nmds-sc-online.org.uk/reportengine/dashboard.aspx.

The Open Access NMDS-SC Dashboards act as a diagnostic tool to shine light on issues affecting the social care sector. NMDS-SC data is graphically presented in an easy to understand format with tailored interpretation, simple guidance and links to related resources. Dashboards allow you to explore the following areas:

- Recruitment and retention
- Staff overviews
- Workforce demographics
- Pay
- Qualifications and training
- Local demand and intelligence

These dashboards are available to anyone with an interest in the social care sector, workforce planning, service commissioning or labour market intelligence. With flexible social care workforce information dashboards you can access and understand social care workforce information, select a workforce area of interest and choose your own comparator group and you can see information by your choice of geographical area, service, sector, job role, service user group and more.

For more information on Skills for Care and how the NMDS-SC can benefit your area please visit our website at: <http://www.skillsforcare.org.uk/nmds-sc>

To be kept up to date with news from Skills for Care please join our mailing list by visiting myaccount.skillsforcare.org.uk and select your areas of interest or for the latest reports, briefings and infographics from the NMDS-SC please follow us on twitter [@SfC_NMDS_SC](https://twitter.com/SfC_NMDS_SC).

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