

Scottish Social Service Sector: Report on 2018 Workforce Data

An Official Statistics Publication for Scotland

Published 22 November 2019



Contents

Executive summary	5
1 Introduction	6
1.1 Context.....	6
1.2 Changes to this report.....	7
1.3 Changes to data.....	7
1.3.1 Annual returns.....	7
1.3.2 Local Authority Social Work Services (LASWS) Census	7
1.4 Corrections.....	8
2 Service level analysis	9
2.1 Scotland overview and time series	9
2.1.1 Services	12
2.1.2 Service providers	15
2.1.3 Exclusions.....	15
2.2 Local authority areas.....	16
2.2.1 Overview	16
2.2.2 Employer types.....	17
2.3 Sub-sectoral analysis	22
2.3.1 Staffing levels.....	27
2.4 Key messages.....	28
3 Equalities characteristics analysis	30
3.1 Age.....	30
3.2 Gender	34
3.3 Ethnicity	34
3.4 Disability.....	36
3.5 Key messages.....	37
4 Post characteristics analysis	38
4.1 Job function.....	38
4.2 Contract type.....	39
4.3 Hours	42

4.4	Key messages.....	47
5	Key groups	49
5.1	Social workers	49
5.2	Occupational therapists	50
5.3	Nurses.....	51
5.4	Teachers.....	52
6	Conclusion.....	54
6.1	Summary	54
6.2	What next?.....	55
7	Bibliography	56
Appendix A – Background notes.....		57
	Data sources	57
	Notes: Care Inspectorate annual returns	58
	Notes: Staff of Scottish Local Authority Social Work Services Census	60
	Limitations to the data	60
	WTE calculation.....	61
	Stability index calculation	61
	Definitions of sub-sectors	61
	Technical glossary	64
Appendix B – Core Minimum Data Set (CMDS)		65

Note - terminology

The terminology to describe social services in this report is taken in part from the Public Service Reform (Scotland) Act 2010. Sections 46-48 of the Act set out legal definitions for a wide range of categories including social services, care services and social work services. Definitions for all registered care services (for example, housing support) are set out in schedule 12 of the Act.

Those definitions are the ones used by the Care Inspectorate in its register and data collections. The Scottish Social Services Council (SSSC) Register was set up over time by a series of statutory instruments. This has led to some differences between the definitions used by the two organisations.

The sub-sector definitions used in this report are set out in Table 30. Services are registered using the Care Inspectorate definitions and we map these to SSSC definitions. In many cases these are identical but there are some sub-sectors that are parts or combinations of parts of the care services defined in the Act.

The housing support/care at home sub-sector is defined in this way because of the unique way these services are structured and allowed to register. The majority of such services are jointly registered as they work across both functions and it is not possible to entirely separate the workforces.

Other statistics, for example on activity in the sector, may use similarly worded, but different definitions. In the Social Care Services in Scotland statistics (Scottish Government, 2017) the terminology 'home care' is used to refer to some care at home services. The term 'early learning and childcare' is used to refer to a combination of parts of both the childminding and day care of children sub-sectors (those involved in the Scottish Government's policy to provide increased early years support to parents).

Executive summary

This is the 11th workforce data report published by the SSSC and the eighth set of Official Statistics. The report combines administrative data from the Care Inspectorate with data collected directly from local authorities by the SSSC to form a comprehensive picture of the paid workforce employed in the social service sector in Scotland at the end of 2018.

This report provides an overview of the data at a national level and, where possible, also provides data sub-divided by sub-sector or local authority area. The format of the report mainly follows the SSSC's previous workforce data reports for 2008-2017.

As well as this report, the SSSC will publish more detailed tables in late 2019, providing a breakdown of the number of people working in all sub-sectors and employer types in individual local authority areas. Using this data we will also update the 'Explore the data' section on the SSSC Workforce Data website (data.sssc.uk.com).

Key points

- The size of the workforce has increased to 204,610, a rise of 1.2% since 2017. This is the highest level recorded since these reports began. The social service workforce makes up approximately 7.7% of all Scottish employment.
- The whole time equivalent (WTE) measure of the workforce is 153,320, an increase of 1.6% since 2017.
- The stability index of the workforce is 77.7%. This means just over three-quarters of the workforce remained in the same post since last year.
- The largest employer type differs between local authority areas, with services in Orkney, Shetland and Na h-Eileanan Siar (the three island authorities) provided mainly by the public sector. However, in most areas the private sector is the largest employer.
- The three largest sub-sectors are housing support/care at home, care homes for adults and day care of children; together these account for almost 78% of the workforce.
- The median age of the workforce is highest in the public sector (48) and lowest in the private sector (41). Early years workers in the private sector have the lowest median age (28).
- The percentage of men working in the sector is 15%, although it is around double or greater that proportion in criminal justice and residential children's services.
- The workforce is mainly employed on permanent contracts (82%).
- The median figure for the typical weekly hours worked by staff is 32 and 51% of the workforce work full time (more than 30 hours per week).

1 Introduction

The SSSC publishes this report as part of our duties under the Regulation of Care (Scotland) Act 2001. The data provides a comprehensive picture of the sector's workforce at the end of 2018.

Two main sources of data underpin the report. The first is the annual returns collected by the Care Inspectorate. The second is the annual census of local authority social work staff, previously carried out by the Scottish Government and now by the SSSC. As part of the transition to the SSSC, changes were made to the scope and timing of the census to remove overlap with the Care Inspectorate's annual returns and make sure both data sets are collected in the same month. The core minimum data set (CMDS) underpins both data collections.

We produce this report with support from the Scottish Social Services Workforce Data Group (SSSWDG) which provides advice on the reporting and publication of the sector's workforce data. The SSSWDG includes representatives from Scottish Government, the Care Inspectorate, the Convention of Scottish Local Authorities (COSLA), Social Work Scotland and care providers from the private and voluntary sectors.

This report is an Official Statistics publication.

Please see the technical glossary in Appendix A for more information on the technical terms used.

1.1 Context

The calendar year 2018 was a year of challenge and change for the social service sector in Scotland including:

- the difficult wider economic and financial context impacting on budgets for local authorities and social care
- concerns around the outcome of Brexit negotiations and the potential impact on recruitment in the sector
- the integration of social care and health leading to the possible redesign of some services
- preparations for increased early years care entitlement of 1,140 hours per child per year by 2020
- an ageing population that may demand more from services.

The potential long-term trend of the use of arm's length employing organisations (ALEO) to deliver services by some local authorities appears to have ended.

These organisations are typically controlled by a local authority but are classified as private sector employers. Of the three authorities that had established ALEOs

to deliver some aspects of their care provision, Glasgow City moved the services back in house in 2018 and Scottish Borders announced plans to do so in 2019. This leaves only Aberdeen City using this model for delivery of services.

1.2 Changes to this report

Where we present time series and changes over time in this report, we will now adopt a moving 10-year window for comparison. In this report this means we consider the period 2009-2018.

A new section, 5.4, on teachers working in social services was added to the report this year.

1.3 Changes to data

Please take care when interpreting data over time. Statistical recording and coverage changes may overstate or misrepresent actual changes in the workforce. For example, the previously mentioned use of ALEOs will reclassify the workers from public to private, even if the ALEO is wholly owned by the local authority. In addition, from time to time, errors or omissions in the data may be noticed and rectified. Relevant changes are highlighted below.

1.3.1 Annual returns

The services previously belonging to Cordia, the Glasgow City ALEO, were de-registered and new services were registered. This creates a shift from private to public sector provision overall and in housing support/care at home. Due to the way these services have to be registered in their new form, moving from combined services to individual ones, staff were double counted compared to the previous registrations. The size of these services, coupled with the change in employer type, would have led to a large discontinuity so we manually amended this and re-classified them as combined services for consistency in this report.

During the investigation of this issue we identified other potential services which may double count staff by needing to register services in more than one category. However, we could not be as sure of the double counting as in the issue above, and the scale was much smaller, so we did not correct for these services. Examples of service groupings affected by this are: adoption and fostering services; day care of children nurseries and out of school clubs, and; housing support and care at home services.

1.3.2 Local Authority Social Work Services (LASWS) Census

An organisational restructure and changes to payroll systems in Aberdeen City has affected the quality of some data items. Start date in post data is no longer available from that authority and there has also been a moderate reduction in staff reported, mainly in fieldwork services for children.

The reabsorption of Cordia has led to a very large increase in reported staff in Glasgow City, mainly in administrative roles in generic fieldwork services.

Changes in reporting processes in Highland led to a large increase in staff reported.

Restructuring and changes in Midlothian have seen an overall increase in staff, primarily in support staff and senior managers.

1.4 Corrections

An error has been found in Table 26 (nurses) from the 2017 workforce data report.

Due to the way the figures were calculated, a null figure propagated into the final table for voluntary sector nurse agencies and the relevant margins totals. This led to an overall underestimate of around 250 nurses. We have corrected the error and changed the calculation method to prevent this from happening in future. The corrected table is below.

Table 26 (2017, corrected): Estimated number of nurses by sub-sector and employer type, 2017

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	-	0	0
Adult day care	10	0	0	10
Adult placement services	0	-	0	0
Care homes for adults	20	4120	300	4450
Central and strategic staff	0	-	-	0
Child care agencies	0	0	0	0
Childminding	-	0	-	0
Day care of children	0	0	0	10
Fieldwork service (adults)	0	-	-	0
Fieldwork service (children)	80	-	-	80
Fieldwork service (generic)	10	-	-	10
Fieldwork service (offenders)	0	-	-	0
Fostering services	0	-	0	0
Housing support/care at home	0	80	10	90
Nurse agencies	-	2000	250	2250
Offender accommodation services	0	-	10	10
Residential child care	20	0	10	40
School care accommodation	0	-	10	10
Total	150	6200	600	6950

2 Service level analysis

This chapter looks at the level of local authority social work and registered services, providing a high level view of employment. It looks at the numbers employed by sub-sector, the type of employer, the number of registered care services and by local authority area.

2.1 Scotland overview and time series

The overall size of the Scottish social service workforce is shown over time in Figure 1. The fluctuations in the workforce have been relatively small compared to the overall size. Care should be taken with interpreting these figures over time as occasional changes to the data collection and coverage have taken place over the years, please see the notes in chapter 1 and Appendix A for more details.

Figure 1: Time series showing the total Scottish social service workforce, 2009-2018

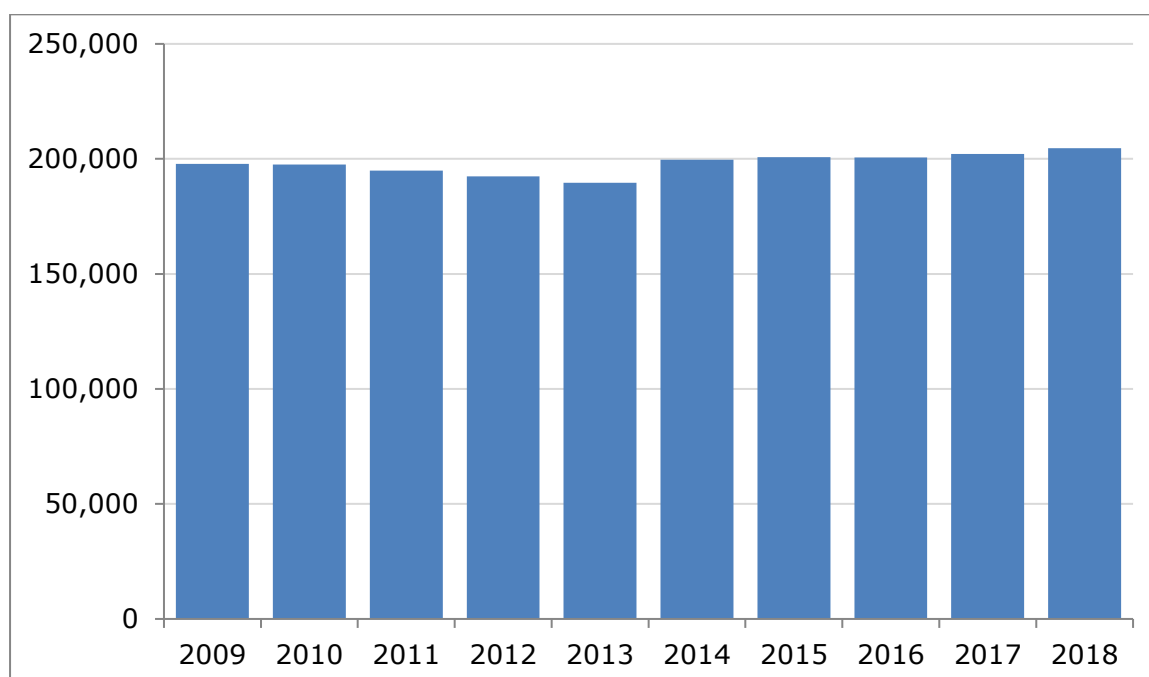


Table 1 presents an overview of the sector's workforce by sub-sector for 2009, 2017 and 2018, as well as the percentage change over the 10-year period since 2009. Some sub-sectors have grown while others have shrunk quite markedly in contrast to the overall picture shown in Figure 1.

Table 1: Headcount¹ of the Scottish social service workforce 2009, 2017 and 2018

Sub-sector	2009	2017	2018	Change since 2009
Adoption services	420	420	430	2.4%
Adult day care	9180	7800	7390	-19.5%
Adult placement services	140	210	200	38.0%
Care homes for adults	54150	52470	53500	-1.2%
Central and strategic staff	4090	2660	2560	-37.4%
Child care agencies	560	370	280	-51.1%
Childminding	5560	5260	4980	-10.5%
Day care of children	31670	34020	34910	10.2%
Fieldwork service (adults)	5070	5340	5340	5.3%
Fieldwork service (children)	5600	5740	5590	-0.3%
Fieldwork service (generic)	3390	1970	2520	-25.7%
Fieldwork service (offenders)	1960	1970	2100	7.2%
Fostering services	880	890	900	2.0%
Housing support/care at home	63750	70900	71350	11.7%
Nurse agencies	2340	2830	2920	24.8%
Offender accommodation services	160	100	100	-38.4%
Residential child care	7490	7920	8280	10.6%
School care accommodation	1490	1220	1280	-14.1%
Total	197900	202090	204610	3.4%

Table 1 shows that between 2017 and 2018 the number of staff in the sector has grown by approximately 1.2% (2,520) to 204,610. This is the largest seen in these data reports, giving an overall increase in the workforce of 3.4% in the 10 years since 2009. The increase in the workforce between 2017 and 2018 is comprised of a very large net increase in the workforce of continuing services (+3,900) and a modest increase in the local authority social work service workforce (+410) opposing a large net decrease in the headcount of services that are new or no longer operating (-1,790). The official estimate for total Scottish employment for the fourth quarter of 2018 is 2,650,000 (Scottish Government, 2019). As a result, the social service sector makes up 7.7% of employment in Scotland, or roughly 1 in 13.

Between 2017 and 2018, just under half of the sub-sectors (7 of 18) recorded a decrease in the estimated headcount. The largest absolute decrease was in adult day care with a decrease of 410 while the largest relative decrease was in child care agencies with a decrease of 26%.

¹ Headcount of filled posts; a small amount of double-counting of individuals may exist. We round figures to the nearest 10 which means that individual columns may not sum to the totals.
Scottish Social Services Council

The largest absolute increase in the workforce was in care homes for adults, with an increase of 1,030, while the largest relative increase was in generic fieldwork services with an increase of around 28%. The headcount of nurse agencies has been quite volatile over time, perhaps reflecting the nature of this sub-sector, but its small size means this isn't reflected in the overall workforce figures.

The largest sub-sectors continue to be housing support/care at home, care homes for adults and day care of children which together account for just over 78% of the whole workforce. Community care services (housing support/care at home, care homes for adults, adult day care) account for 65% of the workforce and childcare services (child care agencies, childminding and day care of children) account for around 20% of the workforce.

Since 2009, some sub-sectors have seen a large amount of growth, while others have shrunk dramatically. Adult day care, central and strategic staff and generic fieldwork services all had more than 3,000 staff in 2009 and have seen their workforces reduce by around 20% or more. Adult day care has seen a steady decline over the years and the number of services has reduced (see Table 3). Some local authorities have centralised administrative support and as a result they no longer define such staff as social work staff and they do not fall into the scope of our data returns. In practice however, many will still provide support to social work services. This partly explains the fall in the numbers of central and strategic staff and generic fieldwork staff. Other reasons for these falls include policies to reduce the number of senior posts in public bodies. However as noted above, between 2017 and 2018, there has been a large increase in the size of generic fieldwork services as administrative staff have been included in the return by Glasgow City after reabsorption of Cordia. More details about this can be seen in section 1.3.2.

It is noteworthy that the number of active childminders has fallen below 5,000 for the first time since these reports have been produced, with an overall fall of over 10% since 2009. This contrasts with the increase in the size of the workforce of day care of children services noted below. This is discussed in detail in the Care Inspectorate's childcare publication (Care Inspectorate, 2019).

As discussed above, the nurse agencies workforce has been somewhat erratic over time.

Day care of children, housing support/care at home and residential child care all had workforces of more than 3,000 in 2009 and have seen an increase of 10% or more since. Housing support/care at home being by far the biggest sub-sector is the biggest driver of overall increase and this is likely due to policy changes designed to enable more people to be cared for in their own homes. The day care of children sub-sector has also seen a sizeable absolute increase and this is expected to grow further as policies to increase the provision of free early learning and childcare are implemented.

A time series for the whole time equivalent (WTE) estimates for the workforce is given in Table 2. The data is derived from the reported weekly working hours and is based on a whole time working week of 37.5 hours. You can find more detail on how we calculate this in Appendix A.

The overall WTE of the workforce has increased and decreased in a similar fashion to changes in headcount, though the ratio of WTE to headcount has fallen slightly over time. This means that while new headcount records have been set in previous reports, this report is the first with both the highest headcount and the highest WTE since 2009.

It is noteworthy that while the headcount increased by 1.2% between 2017 and 2018 the WTE rose faster, by 1.6%.

Table 2: WTE and headcount figures for the Scottish social service workforce, 2009-2018

Year	WTE (37.5 hours)	Headcount (HC)	Ratio of WTE to HC
2009	152220	197900	0.77
2010	151630	198690	0.76
2011	147380	194890	0.76
2012	145670	192360	0.76
2013	143410	189670	0.76
2014	150050	199670	0.75
2015	150310	200710	0.75
2016	150540	200650	0.75
2017	150960	202090	0.75
2018	153320	204610	0.75

2.1.1 Services

The number of active registered services at the time of data collection is in Table 3. Since 2017 the total number of services has fallen slightly. Of the 13 sub-sectors covered by registered services, four had fewer services, five had a larger number of services and four remained constant between 2017 and 2018.

There was a sizeable fall in the number of childminding services between 2017 and 2018 (-5.3%), contributing to the 10.5% fall since 2009. This is discussed in the previous section.

Since 2009, there has been an 8.6% reduction in services overall, though this varies quite markedly by sub-sector. Of note is that there are 20.6% fewer care homes for adults services despite the workforce only falling by 1.2%, and there are 11.2% fewer day care of children services despite an increase in the workforce of 10.2%

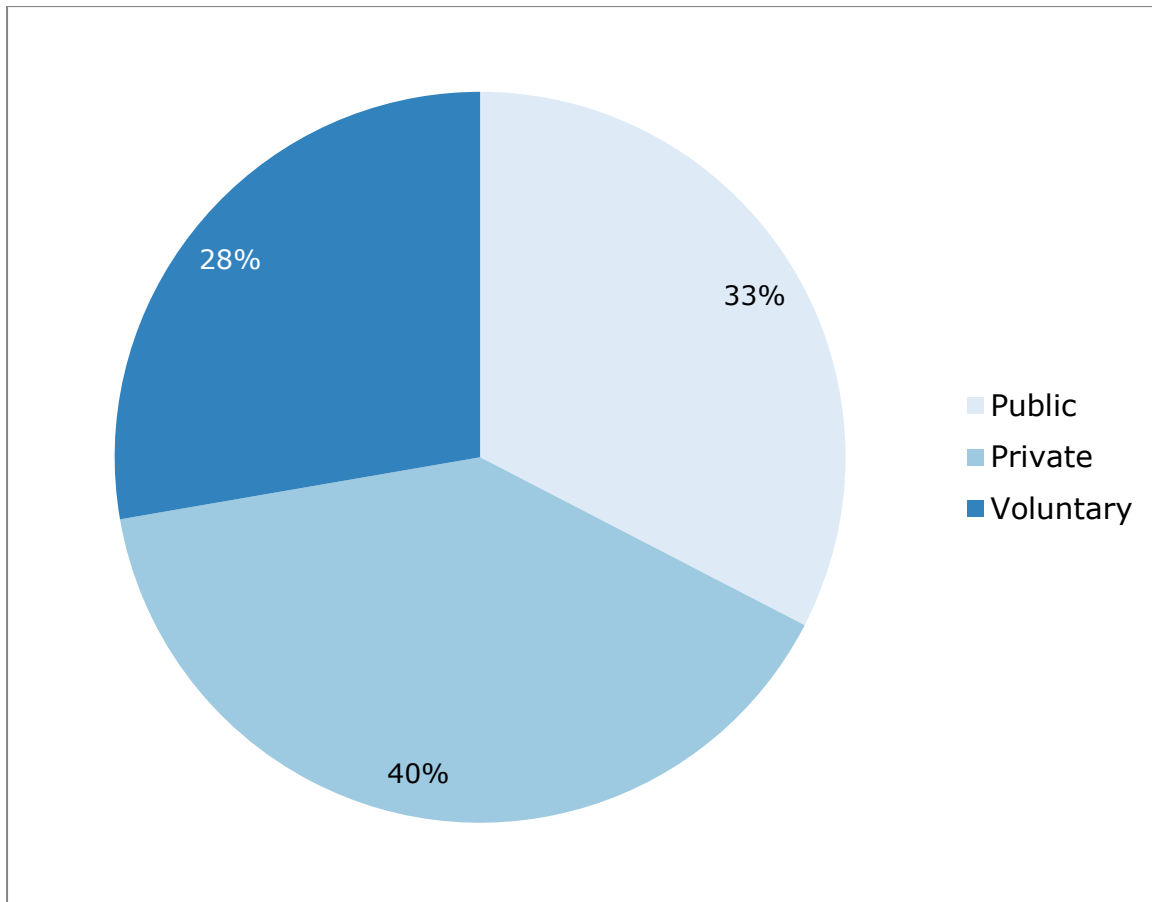
Table 3: Number of active services registered with the Care Inspectorate at 31 December 2009, 2017 and 2018

Sub-sector	2009	2017	2018	Change since 2009
Adoption services	39	38	38	-2.6%
Adult day care	592	479	448	-24.3%
Adult placement services	31	39	45	45.2%
Care homes for adults	1386	1125	1100	-20.6%
Child care agencies	36	25	25	-30.6%
Childminding²	5559	5257	4978	-10.5%
Day care of children	4084	3682	3627	-11.2%
Fostering services	62	60	60	-3.2%
Housing support/care at home	1916	2064	2067	7.9%
Nurse agencies	46	78	93	102.2%
Offender accommodation services	12	5	5	-58.3%
Residential child care	262	332	339	29.4%
School care accommodation	31	27	27	-12.9%
Total	14056	13211	12852	-8.6%

The mix of employer types in the sector is shown in Figure 2. The private sector makes up around two-fifths of the workforce, the public sector just under one-third and the voluntary sector over a quarter. This pattern is similar to last year, though the private sector has reduced its share slightly while the public and voluntary sectors increased. This is because the public (+6.0%) and voluntary (+1.2%) sectors saw rises in headcount while the private (-0.2%) sector shrank in size. A large part of the increase in the public sector was due to the reabsorption of the Cordia services in Glasgow and the decentralisation of administrative staff in some local authorities, as explained in section 1.3. We provide greater detail on breakdowns by employer type later in this chapter.

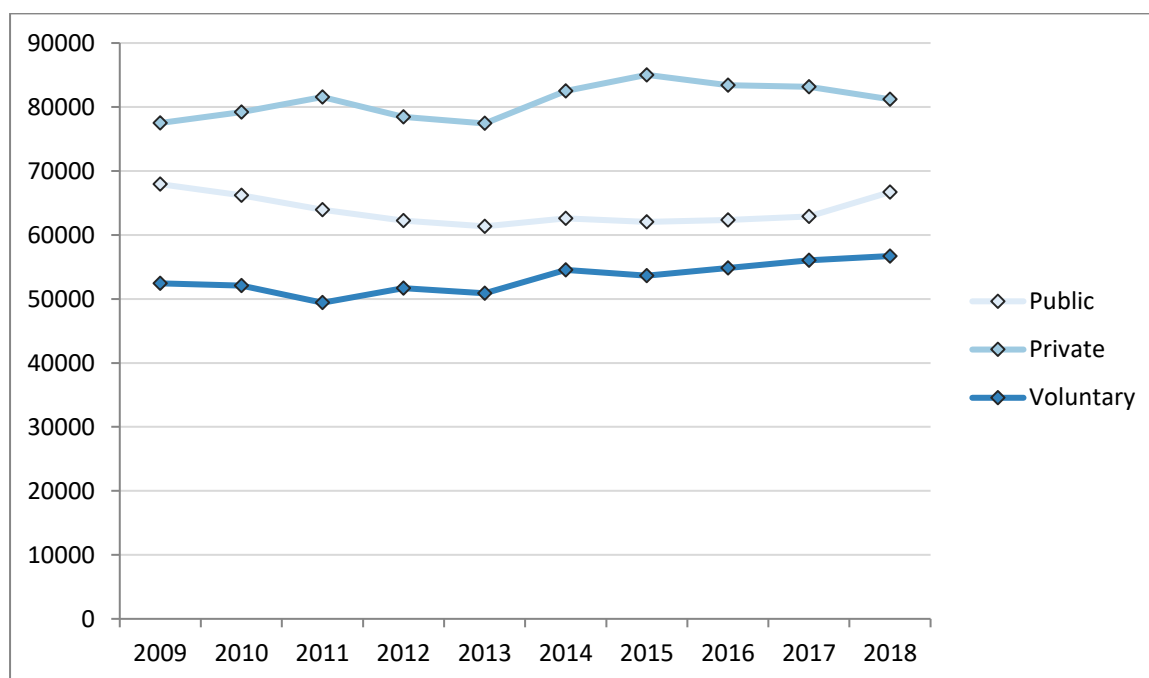
² Counts of the number of active childminding and day care services are also published by the Care Inspectorate in their report, Early learning and childcare statistics 2018, published September 2019. The counts may vary slightly due to differences in the way the Care Inspectorate and the SSSC classify an active service. See Appendix A for more information.

Figure 2: Scottish social service workforce - estimated split by employer type, 2018



Over time there has been a shift from public to private provision, reversed this year with the reabsorption of Cordia, while the voluntary sector has increased slightly. This can be seen in Figure 3.

Figure 3: Time series of the workforce by employer type, 2009-2018



2.1.2 Service providers

Individual services may operate as part of a larger group of services under a service provider registered with the Care Inspectorate. In turn, some large organisations may have several service providers registered under them. In 2017 the 12,852 active registered services were distributed among 7,528 service providers. Excluding childminders, there were 7,874 active registered services under 2,550 service providers.

2.1.3 Exclusions

There are a number of groups working in the social service sector that these statistics do not capture. These include childminding assistants, volunteers and personal assistants (PA). We can provide estimates of the total number for the first two groups from the Care Inspectorate's data. These estimates are in Table 4, with the volunteers disaggregated by employer type. Note that some of the people in these roles may also have jobs covered by this report. There are no reliable estimates for the number of PAs employed in the sector.

Table 4: Estimates for excluded groups, 2018

Group	Estimate
Childminding assistants	600
Volunteers (public)³	720
Volunteers (private)	580
Volunteers (voluntary)	3280

³ Registered services only
Scottish Social Services Council

Another group not included in these statistics is centrally based office staff in private and voluntary organisations. This is because they are not based in a registered service and so are not included in the scope of the Care Inspectorate's data collection. Previously, such staff in the public sector were fully captured by the local authority data collection if they worked in social work services. However, as already noted, many local authorities have centralised administrative staff which makes it increasingly difficult to capture them in the annual data collection.

We also understand that from time to time local authority social work services will commission private and voluntary sector organisations to carry out some of their functions. Staff employed in this work are not captured by the SSSC's local authority data collection as they are not local authority employees. The Care Inspectorate's returns do not capture these staff as they are not part of a registered care service. We don't currently know the scale and extent of this type of commissioning or the numbers of people employed in such services.

2.2 Local authority areas

2.2.1 Overview

This section provides a picture of the workforce at the level of individual local authority areas in 2018. Table 5 shows the number of people working in each local authority area by employer type. The areas with the largest workforces are City of Edinburgh and Glasgow City (with just over 23% of the sector combined). Glasgow is the area with the largest employment for the public and voluntary sectors, while Edinburgh is now the largest employer in the private sector. Fife and North Lanarkshire are the only other areas with workforces of more than 10,000.

In 18 of the 32 local authority areas the size of the workforce increased between December 2017 and December 2018. The City of Edinburgh and Glasgow City areas saw the largest absolute rises, while Midlothian and Perth and Kinross saw the largest absolute falls. The size of the changes varies from almost none to just over 800. The largest absolute increase was in Glasgow City, where the reabsorption of Cordia has obviously led to a large increase in the public sector and a large shrinkage in the private sector. This would be net neutral, however, there is another large component of increase in the public sector (overall a 64% increase) which more than makes up for a small fall in the voluntary sector. The largest absolute decrease was in Midlothian, driven largely by a fall in the size of the private sector.

Table 5: Headcount by local authority area and employer type, 2018

Local authority area	Public	Private	Voluntary	Total
Aberdeen City	1560	3720	2640	7920
Aberdeenshire	3680	3850	1840	9370
Angus	1260	1840	880	3980
Argyll and Bute	1170	1140	800	3110
Clackmannanshire	580	970	460	2010
Dumfries and Galloway	1310	2190	1980	5480
Dundee City	2080	2400	2040	6520
East Ayrshire	2000	2630	1100	5730
East Dunbartonshire	980	2170	800	3960
East Lothian	990	1440	1260	3690
East Renfrewshire	990	1250	680	2920
Edinburgh, City of	4740	7990	7700	20420
Falkirk	1880	2270	870	5020
Fife	4660	6040	2550	13260
Glasgow City	8710	7610	10410	26730
Highland	3000	3810	2210	9010
Inverclyde	1330	1520	1080	3930
Midlothian	990	1470	570	3030
Moray	1290	1140	1380	3820
Na h-Eileanan Siar	990	100	280	1360
North Ayrshire	2160	2420	920	5500
North Lanarkshire	4020	4290	3310	11620
Orkney Islands	1060	120	130	1310
Perth and Kinross	1680	2540	1690	5910
Renfrewshire	2020	2940	2540	7500
Scottish Borders	690	1970	1090	3750
Shetland Islands	1460	40	130	1630
South Ayrshire	1390	2360	1300	5050
South Lanarkshire	3820	4260	1470	9550
Stirling	880	1340	1120	3340
West Dunbartonshire	1620	860	440	2920
West Lothian	1690	2320	1070	5090
Outwith Scotland⁴	0	170	10	180
Total	66700	81200	56710	204610

2.2.2 Employer types

Figure 4 shows the proportion of staff in each local authority area from the different employer types in 2018. The three island areas, Orkney, Shetland and Na h-Eileanan Siar, continue to have the highest proportion of staff working in the public sector. In each of these authorities the public sector employs over 70% of the workforce. West Dunbartonshire is the only other area where more than 50% of the workforce is in the public sector. Only two local authority areas, Scottish Borders and Aberdeen City, now have 20% or less of the workforce in

⁴ A small number of staff in the private and voluntary sectors have given office addresses outwith Scotland.
Scottish Social Services Council

the public sector. These are areas which have large ALEOs delivering care on behalf of the councils. It has been announced that the ALEO in Scottish Borders, SB Cares, will be reabsorbed into the council on 1 December 2019⁵. This naturally means the size of the public sector will rise and the private sector will fall in next year's report, as with the change noted in Glasgow in this report, so Scottish Borders will no longer form part of this group or be the local authority with the lowest proportion of staff in the public sector (18%).

East Dunbartonshire, which had been long part of this group despite not having an ALEO, has seen an increase in its share of workforce in the public sector to around 25%.

5

https://www.scotborders.gov.uk/news/article/3709/council_reassures_clients_and_staff_as_plans_are_approved_to_bring_sb_cares_back_into_council

Figure 4: Proportion of employment in each local authority area by employer type, 2018

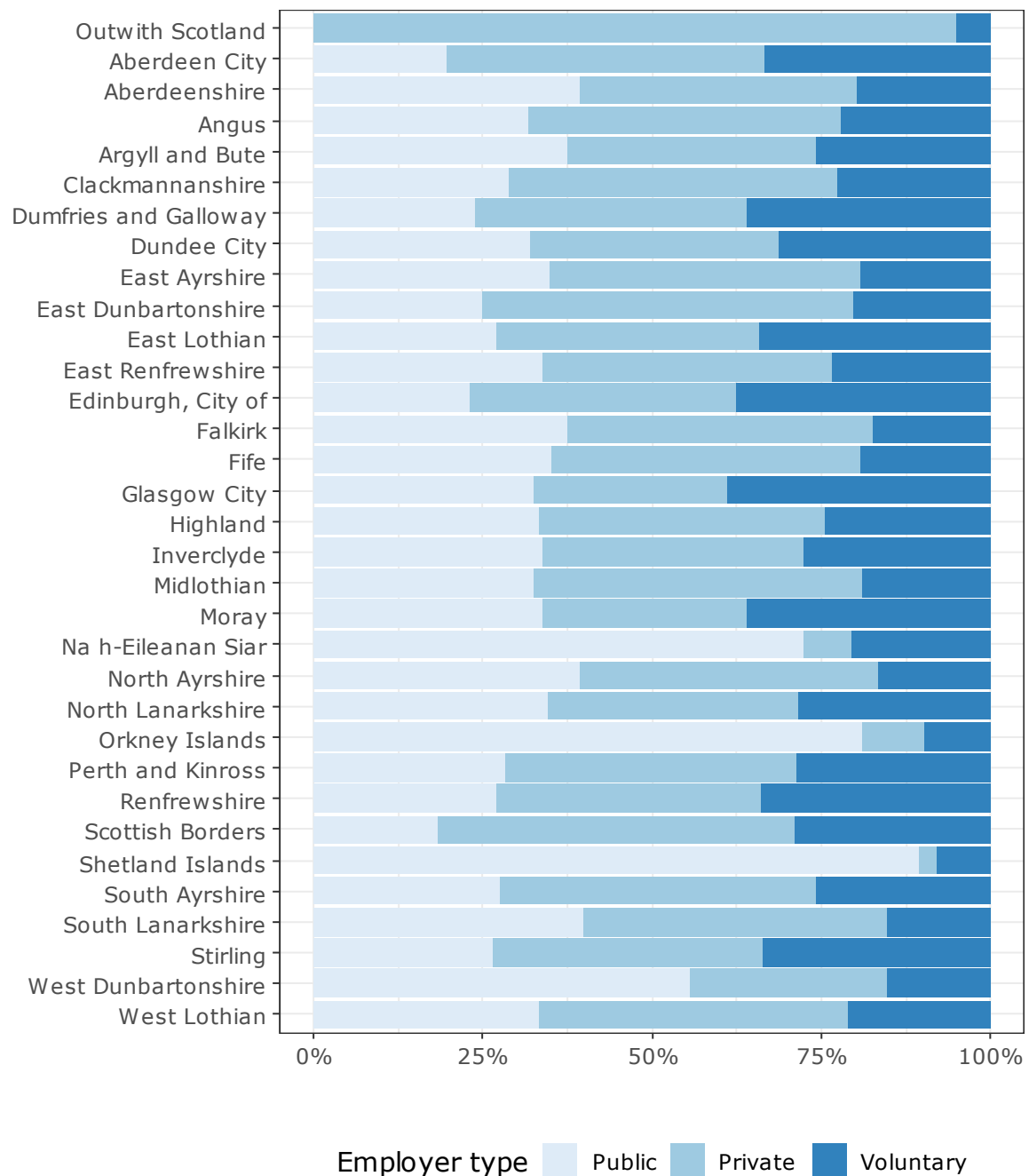
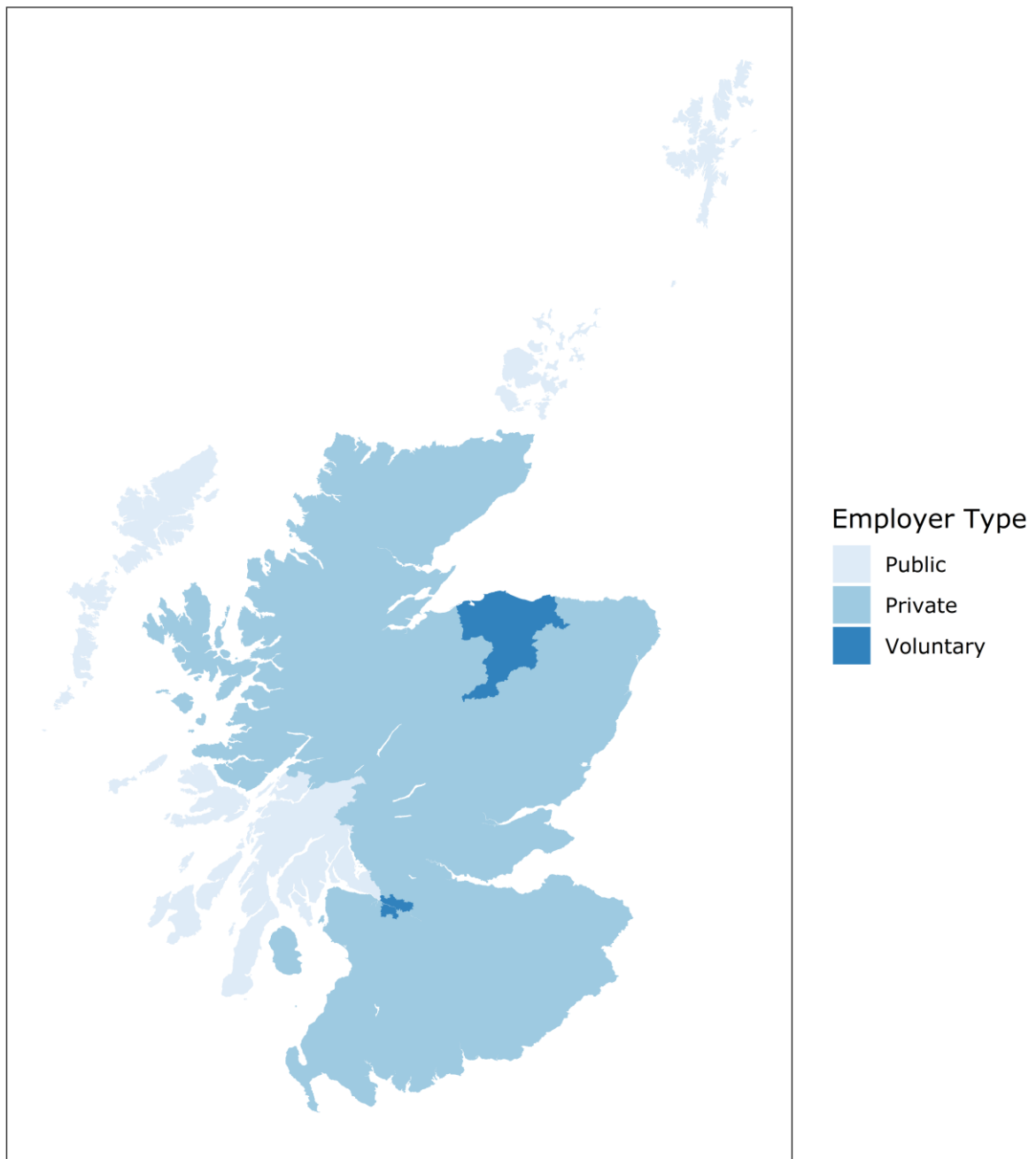


Figure 5 shows the largest employer type by local authority area. In total, the public sector is the largest employer in five areas, 25 have the private sector as the largest employer and two (Glasgow City and Moray) have a majority of staff in the voluntary sector. This is a slight change from last year. Moray now has the voluntary sector as the largest employer rather than the private sector. Argyll and Bute and North Lanarkshire have exchanged dominant sectors with the former going from private to public and the latter going the other way.

Figure 5: Map of Scotland with local authority areas coloured by largest employer type, 2018



We can use the 2018 mid-year population estimates (National Records of Scotland, 2019) to calculate the number of people in the workforce per 10,000 of the population (staff density). Figure 6 shows that the island authority areas (Orkney, Shetland and Na h-Eileanan Siar), along with Inverclyde, have the greatest staff density. The ratio of the smallest to the greatest is just over 2.5 to 1. Table 6 shows the data used in this figure.

Figure 6: Map of Scotland with local authority areas coloured by staff density, 2018

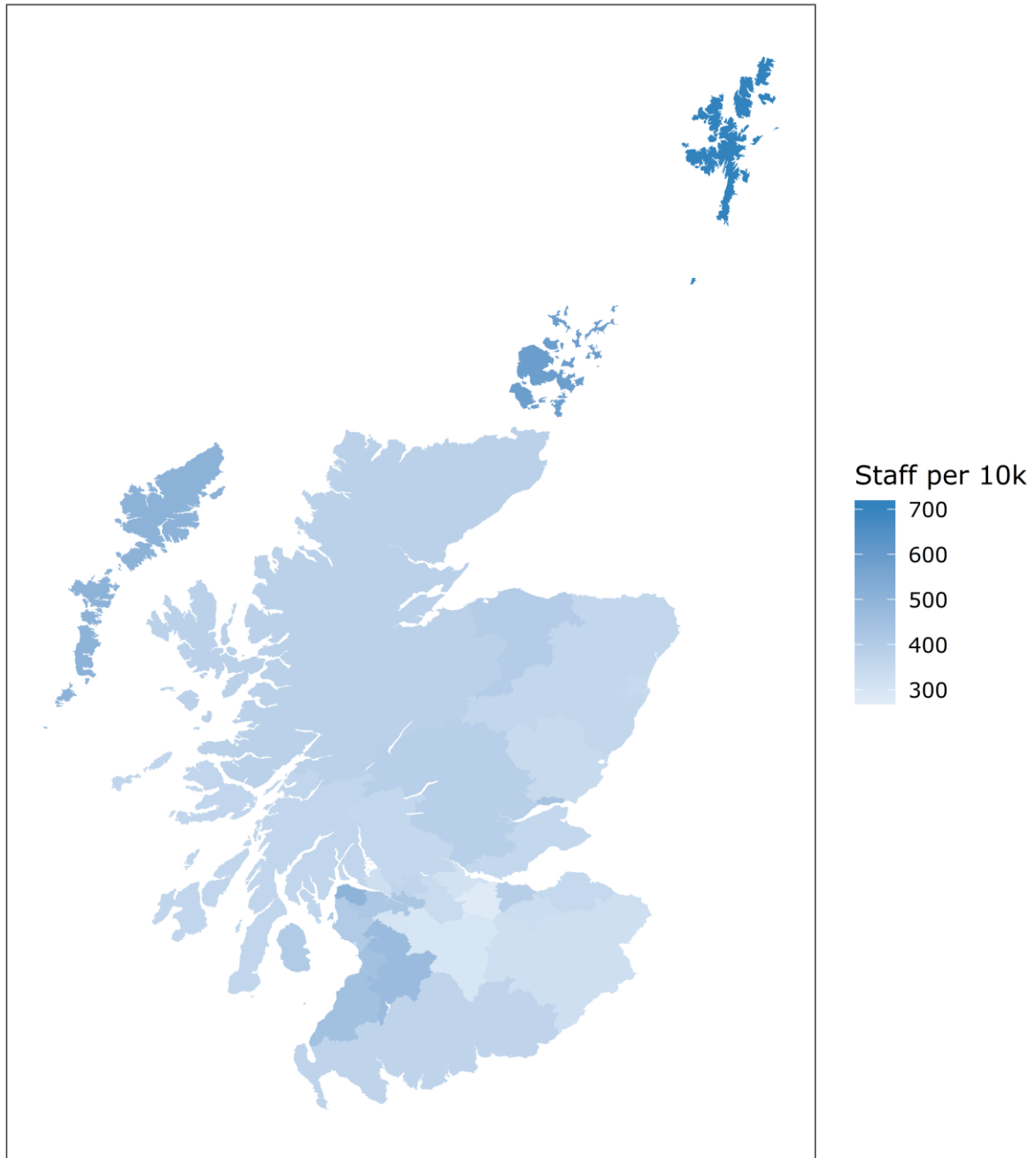


Table 6: Staff densities by local authority area, 2018

Local authority	Population	Staff	Density (per 10k)
Aberdeen City	227560	7920	348
Aberdeenshire	261470	9370	358
Angus	116040	3980	343
Argyll and Bute	86260	3110	361
Clackmannanshire	51400	2010	390
Dumfries and Galloway	148790	5480	368
Dundee City	148750	6520	438
East Ayrshire	121840	5730	470
East Dunbartonshire	108330	3960	365
East Lothian	105790	3690	349
East Renfrewshire	95170	2920	307
Edinburgh, City of	518500	20420	394
Falkirk	160340	5020	313
Fife	371910	13260	357
Glasgow City	626410	26730	427
Highland	235540	9010	383
Inverclyde	78150	3930	503
Midlothian	91340	3030	332
Moray	95520	3820	399
Na h-Eileanan Siar	26830	1360	508
North Ayrshire	135280	5500	406
North Lanarkshire	340180	11620	342
Orkney Islands	22190	1310	589
Perth and Kinross	151290	5910	391
Renfrewshire	177790	7500	422
Scottish Borders	115270	3750	325
Shetland Islands	22990	1630	709
South Ayrshire	112550	5050	449
South Lanarkshire	319020	9550	299
Stirling	94330	3340	354
West Dunbartonshire	89130	2920	327
West Lothian	182140	5090	279
Scotland	5438100	204610	376

2.3 Sub-sectoral analysis

This section provides an examination and comparison of the different sub-sectors in the Scottish social service sector in 2018. Table 7 gives a breakdown by sub-sector and employer type (public, private and voluntary sectors).

Table 7: Headcount by sub-sector and employer type, 2018

Sub-sector	Public	Private	Voluntary	Total
Adoption services	340	-	100	430
Adult day care	3930	540	2920	7390
Adult placement services	130	-	70	200
Care homes for adults	6440	38060	9000	53500
Central and strategic staff	2560	-	-	2560
Child care agencies	10	150	120	280
Childminding	-	4980	-	4980
Day care of children	15200	13540	6160	34910
Fieldwork service (adults)	5210	-	-	5210
Fieldwork service (children)	5590	-	-	5590
Fieldwork service (generic)	2520	-	-	2520
Fieldwork service (offenders)	2230	-	-	2230
Fostering services	430	-	470	900
Housing support/care at home	19580	18770	33000	71350
Nurse agencies	-	2710	210	2920
Offender accommodation services	10	-	90	100
Residential child care	2400	2450	3440	8280
School care accommodation	130	-	1150	1280
Total	66700	81200	56710	204610

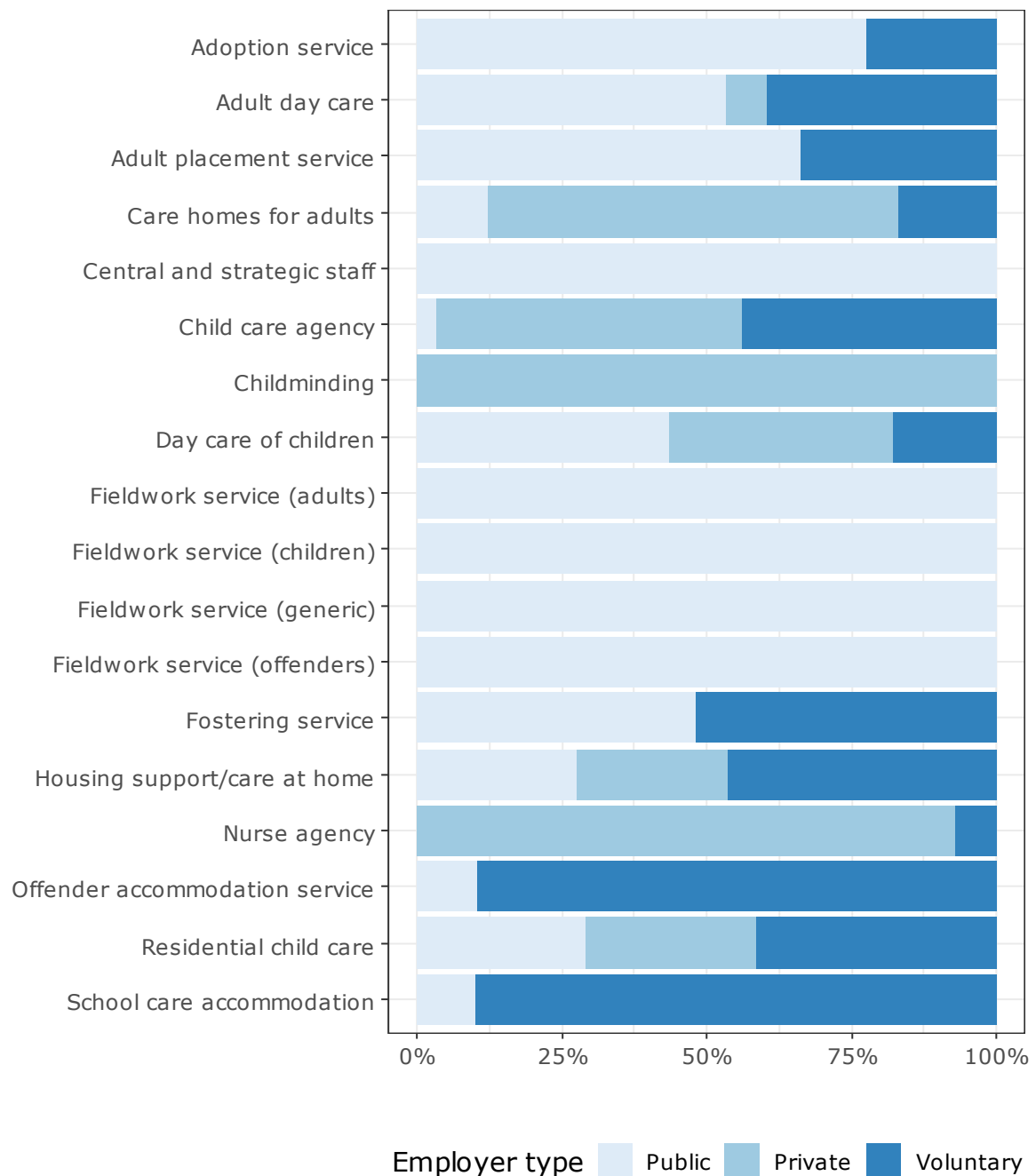
Almost half of private sector staff work in care homes for adults, while over half of voluntary sector staff work in the housing support/care at home sub-sector. Voluntary sector staff form the largest part of that sub-sector and also the fostering, offender accommodation, residential child care and school care accommodation sub-sectors. Just over 71% of staff in care homes for adults are from the private sector. The public sector provides a wide spread of services and is the largest employer in adult day care.

Services that are primarily for children (adoption, child care agency, childminding, day care of children, fieldwork service (children), fostering, residential child care and school care accommodation) account for almost 28% of the workforce.

The private sector is the largest employer type for adults' services at 41%, and second in services for children at 37%, largely reflecting its overall share of the workforce. The public and voluntary sectors differ, with the public sector having a 43% share of services for children and 28% of services for adults, and the voluntary sector with 20% and 31% respectively.

A visual representation of the mix of employer types among the different sub-sectors is in Figure 7. It is apparent that most sub-sectors are dominated by a single employer type, while residential child care, housing support/care at home and day care of children have a more even mix. These three sub-sectors account for over half of the workforce.

Figure 7: Percentage of the workforce by sub-sector and employer type, 2018



In Table 8 the WTE, headcount (HC) and ratio of WTE:HC can be seen for each sub-sector. Most sub-sectors have a ratio close to the overall ratio. Housing support/care at home has a slightly lower ratio but remains the largest sub-sector by WTE. Sub-sectors that are predominately public sector have a higher ratio. Childminders and school care accommodation have the highest ratios. Child care and nurse agencies have by far the lowest ratios.

Table 8: WTE, headcount and ratio by sub-sector, 2018

Sub-sector	WTE (37.5 hours)	Headcount (HC)	Ratio
Adoption services	330	430	0.75
Adult day care	5170	7390	0.70
Adult placement service	140	200	0.71
Care homes for adults	41240	53500	0.77
Central and strategic staff	2170	2560	0.85
Child care agencies	70	280	0.27
Childminding	4790	4980	0.96
Day care of children	25880	34910	0.74
Fieldwork services (adults)	4480	5340	0.84
Fieldwork services (children)	4750	5590	0.85
Fieldwork services (generic)	1880	2520	0.75
Fieldwork services (offenders)	1790	2100	0.85
Fostering services	750	900	0.83
Housing support/care at home	50370	71350	0.71
Nurse agencies	1550	2920	0.53
Offender accommodation services	80	100	0.78
Residential child care	6800	8280	0.82
School care accommodation	1090	1280	0.85
All	153320	204610	0.75

An alternative measure of staff retention to turnover, the stability index (SI) measures the proportion of staff who have been retained from the previous year. We calculate this using the start date in post variable collected. For example, a stability index of 50% means that half of the staff present in 2017 are present in the same post in 2018. More information on how this statistic is calculated can be found in Appendix A.

Table 9 shows the stability index by employer type for 2016, 2017 and 2018. For 2018, the public sector has the highest stability, while the private sector has the lowest. The voluntary sector is in the middle, at approximately the same level as the overall stability index of 77.7%, which means just over three-quarters of staff have been retained since last year. These figures have changed slightly but are similar to the 2017 figures.

Table 9: Stability index by employer type, 2016-2018

Employer type	2016 (%)	2017 (%)	2018 (%)
Public	83.6	82.5	87.8
Private	72.5	72.5	71.0
Voluntary	80.0	77.5	76.5
All	78.0	77.1	77.7

The stability index by sub-sector is given in Table 10. More variation can be seen here than between the employer types. In 2018, generic fieldwork services have the highest stability index at 100.0%. This would suggest that everyone who was working in this sub-sector in 2017 continued to do so in 2018, however this is not the case as the statistic is skewed by the fact that this sub-sector saw a large growth but didn't reflect new staff properly since start dates were not provided for them. So, some caution should be taken with this figure and to a lesser extent with the overall public sector SI this year. Outside this, adoption services have the highest stability index at 90.1% while child care agencies have the lowest at 54.4%.

Table 10: Stability index by sub-sector, 2016-2018

Sub-sector	2016 (%)	2017 (%)	2018 (%)
Adoption services	87.7	82.9	90.1
Adult day care	80.3	81.8	77.8
Adult placement service	94.4	90.1	83.3
Care homes for adults	79.3	76.8	80.0
Central and strategic staff	73.8	68.4	73.0
Child care agencies	51.1	60.7	54.4
Childminding⁶	NA	NA	NA
Day care of children	76.2	76.1	75.1
Fieldwork services (adults)	82.8	75.5	79.5
Fieldwork services (children)	68.7	76.4	77.4
Fieldwork services (generic)⁷	81.0	64.7	100.0
Fieldwork services (offenders)	84.3	71.7	83.7
Fostering services	85.3	78.7	85.8
Housing support/care at home	79.0	78.5	76.9
Nurse agencies	49.1	72.9	66.6
Offender accommodation services	54.9	61.9	67.4
Residential child care	79.3	77.2	78.8
School care accommodation	81.0	85.1	86.9
All	78.0	77.1	77.7

2.3.1 Staffing levels

Table 11 shows the median staffing levels in registered services in 2018. We can see, for example, that half of all private sector care homes for adults have 50 or fewer staff, which contrasts with voluntary sector services in this sub-sector where the median is 22. This may be because the voluntary sector operates largely in care homes for adults with learning disabilities, which are typically smaller than care homes for older people run mostly by the private sector. Other sub-sectors tend to have smaller differences between employer types.

⁶ Start date in post data not available for childminders.

⁷ The high SI for 2018 is reflecting the reclassification of admin staff within local authorities rather than no leavers.

Table 11: Median staffing complement of registered services by employer type and sub-sector, 2018

Sub-sector	Public	Private	Voluntary
Adoption services	9	-	12.5
Adult day care	13	6	11
Adult placement services	4	-	4
Care homes for adults	40	50	22
Child care agencies	9	6	9
Childminding⁸	-	1	-
Day care of children	7	11	6
Fostering services	11.5	-	9.5
Housing support/care at home	29	27	24
Nurse agencies	-	20	44
Offender accommodation services	10	-	19
Residential child care	18	12	21
School care accommodation	15	-	20

2.4 Key messages

- The estimate for the number of people working in the sector in 2018 is 204,610.
- This represents a rise of 1.2% on the 2017 figure and is the highest since these reports began.
- The estimate for the WTE of people working in the sector is 153,320.
- The care homes for adults sub-sector saw the largest actual rise in headcount.
- Adult day care saw the largest actual fall in staffing of all the sub-sectors, while it is noteworthy that the number of childminders has fallen below 5,000 for the first time.
- At 40% the private sector has the largest share of the sector's workforce.
- As noted in previous reports, there are significant differences between different local authority areas and the proportions of staff employed by public, private and voluntary providers of care within them.
- Public sector providers of social services⁹ are the largest employers in five of the local authority areas. In four of those local authority areas, the public sector employs more than 50% of the sector's workforce. The parts of Scotland with the largest public sector presence are the three island

⁸ Counts of the number of active childminding and day care services are also published by the Care Inspectorate in their report, Early learning and childcare statistics 2018, published September 2019. The counts may vary slightly due to differences in the way the Care Inspectorate and the SSSC classify an active service. See Appendix A for more information.

⁹ Local authorities are the main public providers of social services; however, the NHS also delivers a small number of these services.

local authority areas (Orkney Islands, Shetland Islands and Na h-Eileanan Siar).

- The private sector is the largest employer in just under four-fifths of local authority areas.
- The voluntary sector is the largest employer in two local authority areas (Glasgow City and Moray).
- 15 of the 18 sub-sectors have fewer than 10,000 people working in them.
- 15 of the 18 sub-sectors have a dominant employer type (that is, one type of employer has at least 50% of the workforce).
- Services for children employ 28% of the sector's workforce.
- Median staffing levels can differ between employer types in a sub-sector, which may be due to differences between the types of people they deliver services to.
- Just over three-quarters of staff have been retained since last year.

3 Equalities characteristics analysis

This section focuses on the profile of the workforce in terms of age, gender, ethnicity and disability to investigate variation in these characteristics across sub-sectors and employer types. The data presented comes from individual records and there was a 95% return rate (approximately 194,000 records), although this does differ between sub-sectors and data items. More details of these differences are set out in Appendix A.

3.1 Age

Table 12 shows the median¹⁰ age of the workforce in the different sub-sectors and by type of employer in 2018.

Table 12: Median age of the workforce by sub-sector and employer type, 2018

Sub-sector	Public	Private	Voluntary	All
Adoption services	48	-	49.5	48
Adult day care	51	49	45	49
Adult placement services	52	-	41.5	51
Care homes for adults	50	44	46	45
Central and strategic staff	48	-	-	48
Child care agencies	34	31	35	32
Childminding	-	46	-	46
Day care of children	42	28	36	36
Fieldwork service (adults)	49	-	-	49
Fieldwork service (children)	46	-	-	46
Fieldwork service (generic)	49	-	-	49
Fieldwork service (offenders)	47	-	-	47
Fostering services	48	-	46	47
Housing support/care at home	51	42	45	46
Nurse agencies	-	45	51	46
Offender accommodation services	46	-	47	47
Residential child care	47	37	41	42
School care accommodation	51	-	47	47
All	48	41	44	44

The public sector has the highest median age overall and also in all sub-sectors that it operates in (except for adoption services, child care agencies and offender accommodation services). The private sector has the youngest median age in all but one of the sub-sectors it operates in (adult day care) and also contains the groups with the youngest median age overall, in child care agencies and day

¹⁰ The definition of median is in the glossary (p61).
Scottish Social Services Council

care of children. Other employer types engaging in these sub-sectors have markedly higher median ages.

To put these figures into context, it should be noted that the median age for the total Scottish population aged over 16 is 48 years and that the median age for those between 16 and 65 years old (the traditional working age population) in Scotland is 41 years (National Records of Scotland, 2019). For this reason, the sector's workforce is on average older than would be expected given the age profile of Scotland's working age population.

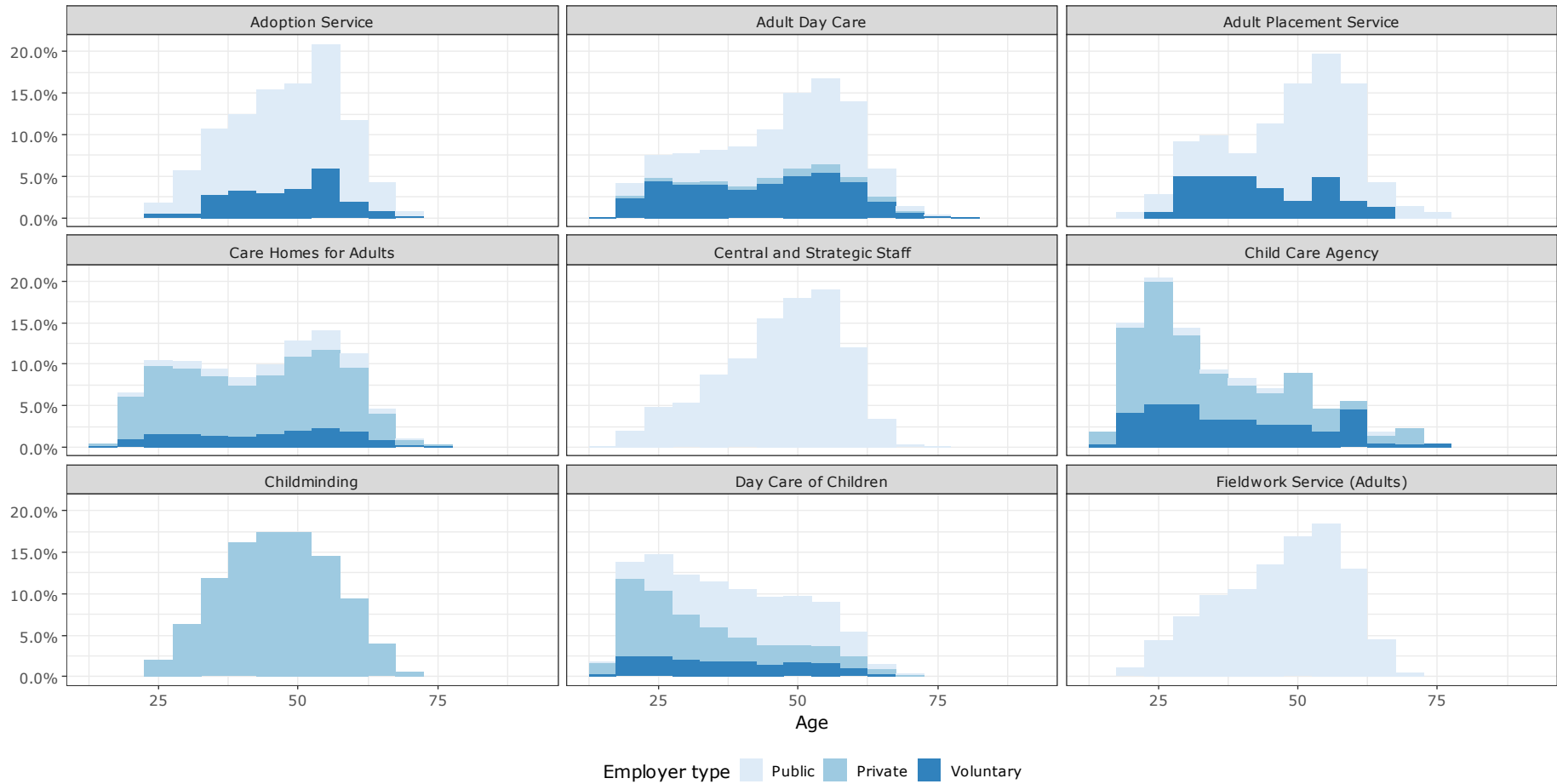
The data in Table 12 presents only a single characteristic of a sometimes complex distribution. Figure 8 however shows the age profile for the workforce for each sub-sector and by employer type. The bars in each chart represent five-year age bands, for example people aged 25-29 are represented by one bar. We have set out the charts by sub-sector, with the bars stacked by employer type to allow comparison across these data items. This means that a bar will have up to three colours representing the proportion of each employer type in that age band.

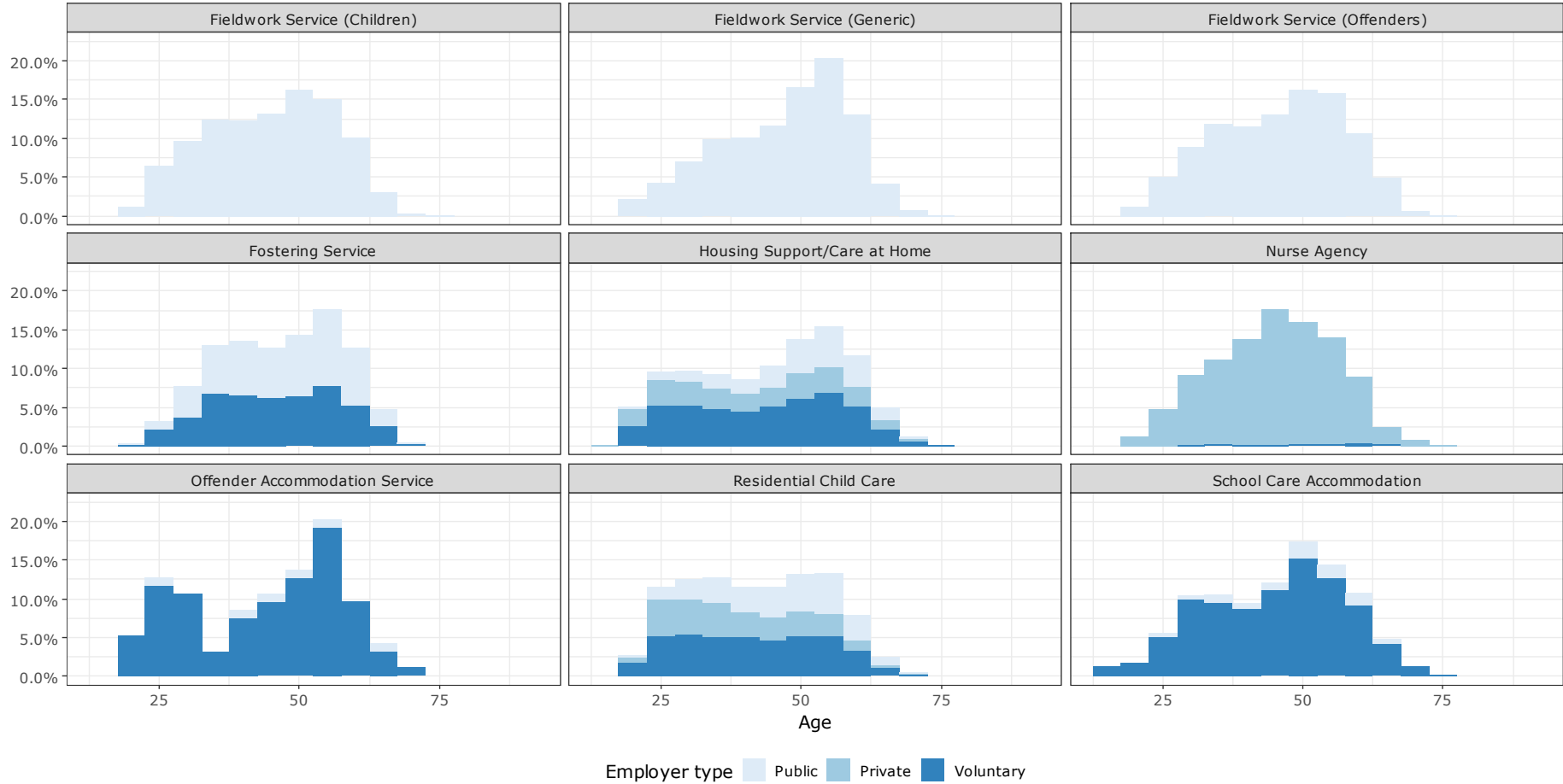
Some sub-sectors show little difference between different types of employer in the age distribution while others show a marked difference. For instance, in day care of children, the private sector has a heavy concentration of younger workers whereas the public sector has a majority of older workers. The voluntary sector has two different peaks (or modes¹¹) of workers with a noticeable gap in between. This distinction is also seen in child care agencies.

While in most sub-sectors the mode age appears to be in the mid to late forties, there are some sub-sectors (such as care homes for adults and housing support) where a significant proportion of younger workers are employed (mainly in the private sector). In such cases we have identified two separate peaks (or modes).

¹¹ The definition of mode is in the glossary (p61).
Scottish Social Services Council

Figure 8: Histograms of the age of the workforce by employer type and sub-sector, 2018





3.2 Gender

Table 13 provides data on the proportion of staff by gender in each of the sub-sectors in 2018. As a whole, the workforce has a very high proportion of female staff with only around one in six being male.

There are some areas where men have a higher representation, namely criminal justice (fieldwork services for offenders and offender accommodation services) and residential children's services (residential child care and school care accommodation), where they make up around one third or more of people working in those sub-sectors.

Non-residential children's services (adoption services, child care agencies, childminders, day care of children and fostering services) have the highest proportion of female workers at 87% or higher.

Table 13: Percentage of staff by gender and sub-sector, 2018

Sub-sector	Female	Male	Unknown¹²
Adoption services	88	12	0
Adult day care	78	22	0
Adult placement services	88	12	0
Care homes for adults	86	14	0
Central and strategic staff	78	22	0
Child care agencies	97	3	0
Childminding	100	0	0
Day care of children	96	4	0
Fieldwork service (adults)	81	19	0
Fieldwork service (children)	84	16	0
Fieldwork service (generic)	74	26	0
Fieldwork service (offenders)	68	32	0
Fostering services	87	13	0
Housing support/care at home	81	19	0
Nurse agencies	82	18	0
Offender accommodation services	68	32	0
Residential child care	70	30	0
School care accommodation	62	38	0
All	85	15	0

3.3 Ethnicity

The Scottish Government produces a detailed classification of ethnicity which is used to underpin data collections. This is incorporated into the CMDS and has

¹² Includes the categories "other" and "unknown". These categories have been merged in this table as numbers are small.

been used in both the local authority census and the Care Inspectorate annual returns. For the purposes of presentation, we show the aggregated high-level categories (for example White or Asian) in this report.

This data item has a high proportion of unknown responses (including not disclosed). The proportion of unknowns has increased from last year (+4 p.p.). It is not clear why this is the case however we did identify a higher rate of 'unknown' responses for newer staff, so this could be related to new data protection regulations. This creates some difficulty in interpreting the data; however, it is still possible to be confident of a minimum proportion. Table 14 shows that the sector is mainly white and that ethnic minorities seem to have a higher representation in the private sector. Overall, 3% of the workforce reported as belonging to an ethnic minority which ranged from 1% in the public sector to 5% in the private sector. Note that summing the figures in the table may not equal the combined figures above due to rounding.

Table 14: Percentage of staff by ethnic classification and employer type, 2018

Employer type	White	Mixed	Asian	Black¹³	Other	Unknown
Public	78	0	1	0	0	20
Private	75	0	2	2	1	21
Voluntary	76	0	1	1	0	22
All	76	0	1	1	0	21

Table 15 provides the ethnic mix of each of the sub-sectors. The two sectors with the largest proportion of ethnic minorities (care homes for adults and nurse agencies) are ones with a large private sector presence. The data here also shows a wider variation in the percentage of unknowns, which makes it more difficult to interpret. Despite this, we can say that a minimum of 5% of staff working in care homes for adults and 27% of nurse agency staff are from ethnic minorities.

¹³ This combines the new census categories, 'African' and 'Caribbean or Black'.
Scottish Social Services Council

Table 15: Percentage of staff by ethnic classification and sub-sector, 2018

Sub-sector	White	Mixed	Asian	Black¹⁴	Other	Unknown
Adoption services	77	0	1	0	0	22
Adult day care	83	0	1	0	0	15
Adult placement services	79	0	0	1	0	20
Care homes for adults	75	0	2	1	1	20
Central and strategic staff	82	0	1	0	0	17
Child care agencies	77	0	4	0	0	19
Childminding	98	0	1	0	0	1
Day care of children	88	0	1	0	0	10
Fieldwork service (adults)	78	0	1	1	0	20
Fieldwork service (children)	66	0	1	1	0	32
Fieldwork service (generic)	71	0	2	1	1	25
Fieldwork service (offenders)	72	0	0	1	0	27
Fostering services	84	0	0	0	0	15
Housing support/care at home	70	0	1	1	0	27
Nurse agencies	45	0	7	18	1	28
Offender accommodation services	95	0	1	0	0	4
Residential child care	78	0	0	0	0	21
School care accommodation	51	0	0	0	0	49
Total	76	0	1	1	0	21

3.4 Disability

As with ethnicity, the data on whether workers regard themselves as having a disability is difficult to interpret due to a large proportion of unknown responses,

¹⁴ This combines the new census categories, 'African' and 'Caribbean or Black'.
Scottish Social Services Council

though this varies by sub-sector. However, the proportion of the workforce reported as having a disability is low in all sub-sectors, ranging from 0 to 4%.

Table 16: Percentage of staff by disability and sub-sector, 2018

Sub-sector	No disability	Disability	Unknown
Adoption services	88	2	11
Adult day care	89	3	8
Adult placement services	84	1	15
Care homes for adults	90	2	9
Central and strategic staff	49	3	48
Child care agencies	94	1	5
Childminding	98	1	1
Day care of children	95	2	3
Fieldwork service (adults)	51	4	45
Fieldwork service (children)	43	2	55
Fieldwork service (generic)	29	3	68
Fieldwork service (offenders)	49	3	48
Fostering services	86	3	11
Housing support/care at home	81	2	17
Nurse agencies	92	1	7
Offender accommodation services	95	2	3
Residential child care	85	1	13
School care accommodation	53	0	47
Total	83	2	15

3.5 Key messages

- Public sector services tend to have the oldest workforces, while the private sector has the youngest.
- Non-residential children's services (except for adoption services) have the youngest workforce and also the greatest proportion of female workers.
- Men account for 15% of the overall workforce but have around double or greater representation in criminal justice services and residential children's services.
- At least 3% of the workforce is from an ethnic minority.
- At least 2% of the workforce report having a disability.

4 Post characteristics analysis

This chapter focuses on the characteristics of the posts that members of the workforce hold. It looks at the job function classification, contract type and typical weekly hours.

4.1 Job function

The job function classification categorises posts according to the function and level of responsibility. The codes are set out in the CMDS and the high-level codes and descriptions are in Table 17.

Table 17: Job function codes and their descriptions

Code	Description
C0	Administrative/support staff - for example, clerical, finance and HR.
C1	Ancillary staff – for example, catering, domestic, gardening.
C2	Care staff - provide direct care and support (for example, support workers in day care of children services).
C3	Care staff – may supervise work of C2 staff and contribute to assessment of care needs and development and implementation of care plans (for example, senior residential care workers).
C4	Care staff – responsible for assessment of care needs (for example, social workers, occupational therapists, registered nurses).
C5	Unit/project managers – have responsibility for the management of care and service provision in a discrete service delivery area.
C6	Group managers – have overall responsibility for the management of care and service provision in two or more discrete service delivery areas (for example, a group of care homes, a care home comprising a number of service delivery units).
C7	Directors/chief executives – have highest level of overall responsibility for the management of care and service provision. Staff at this level are on the organisation’s governing body.

For the purposes of this report we have aggregated the eight sub-classes into three main classes, namely: auxiliary (C0 and C1), care (C2-C4) and managerial (C5-C7). Table 18 shows the proportions in each of these groups by sub-sector. The completion rate of this data item was very good, with only a small number of unknowns.

Table 18: Percentage of staff by job function and sub-sector¹⁵, 2018

Sub-sector	Auxiliary	Care	Managerial	Unknown
Adoption services	9	76	15	0
Adult day care	12	82	6	0
Adult placement services	10	69	20	1
Care homes for adults	22	75	3	0
Central and strategic staff	85	1	15	0
Child care agencies	6	87	7	0
Day care of children	5	85	10	0
Fieldwork service (adults)	21	65	14	0
Fieldwork service (children)	13	70	17	0
Fieldwork service (generic)	46	39	14	0
Fieldwork service (offenders)	11	77	12	0
Fostering services	13	71	16	0
Housing support/care at home	5	92	3	0
Nurse agencies	2	97	1	0
Offender accommodation services	15	72	12	0
Residential child care	9	86	6	0
School care accommodation	31	65	4	0
All	12	82	6	0

The majority of staff in each sub-sector are employed in frontline care roles with the exception of central and strategic staff and generic fieldwork services who work in auxiliary roles. Generic fieldwork services once again have auxiliary staff as the largest group as some local authorities have reversed the centralisation of some support staff from these services and the movement of staff from Cordia back into the council in Glasgow this year. This and other types of fieldwork, adoption, adult placement and fostering services have a higher proportion of staff classified as managerial (between two and three times that of the overall proportion). This is thought to reflect the requirements for specific qualifications and experience required to perform some of the functions delivered by those services. In particular, the role of senior social worker which features in these sub-sectors sits at the C5 level.

Since 2009 there has been a nine percentage point (pp) increase in the proportion of staff in care roles, while auxiliary (-5 pp), managerial (-1 pp) and unknowns (-3 pp) have all decreased.

4.2 Contract type

The data gathered includes details of the way people are employed and their types of contracts of employment. Table 19 shows that around four-fifths of the

¹⁵ We have excluded childminding since no job function classification exists for it.
Scottish Social Services Council

sector were employed on a permanent contract in 2018, a proportion that is largely replicated across the sub-sectors. The obvious exceptions are child care and nurse agencies which have the highest proportion of staff employed on agency, casual and sessional¹⁶ contracts. Offender accommodation services are also noteworthy in their use of sessional contracts, with around one in eight of the workforce retained in this way.

Some contract types have two codes in our definitions to account for contracts with no guaranteed hours (NGH). This is a type of zero-hours contract (ZHC), though they come in many forms which can cause some confusion (Freeman, 2014). The data items permanent, temporary, fixed term, sessional and trainee all have counterpart selections to record when guaranteed hours are not provided, for example, there are options 'permanent (with guaranteed hours)' and 'permanent (no guaranteed hours)'. We have recorded the no guaranteed hours percentages in the table in brackets after the figure for the overall amount. For example, for day care of children services 82% of the workforce was employed on permanent contracts, of which 1% had no guaranteed hours permanent contracts. The highest proportions of NGH contracts occur in the child care agencies and housing support/care at home sub-sectors. Overall, 4% of the workforce is identified as having an NGH contract. When combined with the other contract types that may also be considered a ZHC (bank and casual/relief), they make up roughly 11% of the contracts in the workforce.

¹⁶ Someone not employed under a contract of employment but paid for doing work or providing a service on the basis of an agreed range of hours worked.
Scottish Social Services Council

Table 19: Percentage of staff by contract type and sub-sector¹⁷, 2018

Sub-sector	Permanent	Temp	Agency	Bank	Fixed term	Sessional	Casual/relief	Trainee	Other	Unknown	All NGH ¹⁸
Adoption services	93(0)	4(0)	1	0	1(0)	0(0)	0	0(0)	0	0	0
Adult day care	80(0)	4(0)	0	2	2(0)	4(1)	7	0(0)	1	0	2
Adult placement services	86(0)	5(0)	1	0	1(0)	0(0)	0	0(0)	7	1	0
Care homes for adults	88(1)	1(0)	0	7	0(0)	0(0)	3	0(0)	0	0	1
Central and strategic staff	89(0)	8(0)	0	0	3(0)	0(0)	0	0(0)	0	0	0
Child care agencies	23(4)	0(0)	21	0	1(0)	35(14)	18	0(0)	0	0	19
Day care of children	82(1)	6(0)	0	2	2(0)	3(1)	2	3(0)	1	0	2
Fieldwork service (adults)	92(0)	5(0)	0	0	1(0)	0(0)	1	0(0)	0	0	0
Fieldwork service (children)	90(0)	4(0)	0	0	1(0)	0(0)	1	0(0)	0	4	0
Fieldwork service (generic)	77(0)	15(0)	0	0	2(0)	1(1)	4	0(0)	0	0	1
Fieldwork service (offenders)	90(0)	5(0)	0	0	2(0)	1(0)	1	0(0)	0	2	1
Fostering services	93(0)	4(0)	0	0	1(1)	0(0)	0	0(0)	0	0	1
Housing support/care at home	83(8)	2(0)	1	2	1(0)	3(1)	7	0(0)	0	0	9
Nurse agencies	9(1)	4(3)	83	3	0(0)	0(0)	0	0(0)	0	0	4
Offender accommodation services	80(0)	1(0)	1	0	4(0)	8(7)	6	0(0)	0	0	7
Residential child care	80(0)	3(0)	0	2	1(0)	6(2)	7	0(0)	1	0	2
School care accommodation	88(1)	1(0)	0	1	2(0)	1(0)	3	0(0)	1	2	1
Total	82(3)	3(0)	1	3	1(0)	2(1)	4	1(0)	0	2	4

¹⁷ Numbers in parentheses indicate no guaranteed hours (NGH) contracts within that contract type.

¹⁸ All no guaranteed hours contracts (this may be different to the sum of individual elements due to rounding).

4.3 Hours

We can also present information on the typical weekly hours worked by the sector. Table 20 shows the breakdown of the median weekly hours staff work by employer type and sub-sector in 2018.

Table 20: Median weekly hours by employer type and sub-sector, 2018

Sub-sector	Public	Private	Voluntary	All
Adoption services	35	0	31	35
Adult day care	33	24	28	30
Adult placement services	35	0	36.3	35
Care homes for adults	30	33	30	33
Central and strategic staff	35	0	0	35
Child care agencies	0	5	5.5	5
Childminding	0	40	0	40
Day care of children	35	35	20	32.5
Fieldwork service (adults)	35	0	0	35
Fieldwork service (children)	35	0	0	35
Fieldwork service (generic)	35	0	0	35
Fieldwork service (offenders)	35	0	0	35
Fostering services	35	0	36	35
Housing support/care at home	26.3	30	30	30
Nurse agencies	0	17.5	16.6	17.5
Offender accommodation services	36	0	37	37
Residential child care	36	39	37	37
School care accommodation	29	0	37.5	37
All	35	33	30	32

Linking with the data on contract types, it is clear the sub-sectors with the lowest median hours are those that employ the fewest permanent contracts, namely the two agency sub-sectors. All other sub-sectors have close to full time median hours, except for day care of children services in the voluntary sector. The three largest sub-sectors (day care services for children, care homes for adults and housing support/care at home) all have slightly lower than full time median hours.

Figure 9 presents charts with the distribution of hours worked in each sub-sector and by employer type (each bar is five hours wide). We have set out the histograms by sub-sector and the bars stacked by employer type to allow comparison across these data items. This means each bar will have up to three colours representing the proportion of each employer type in that age band.

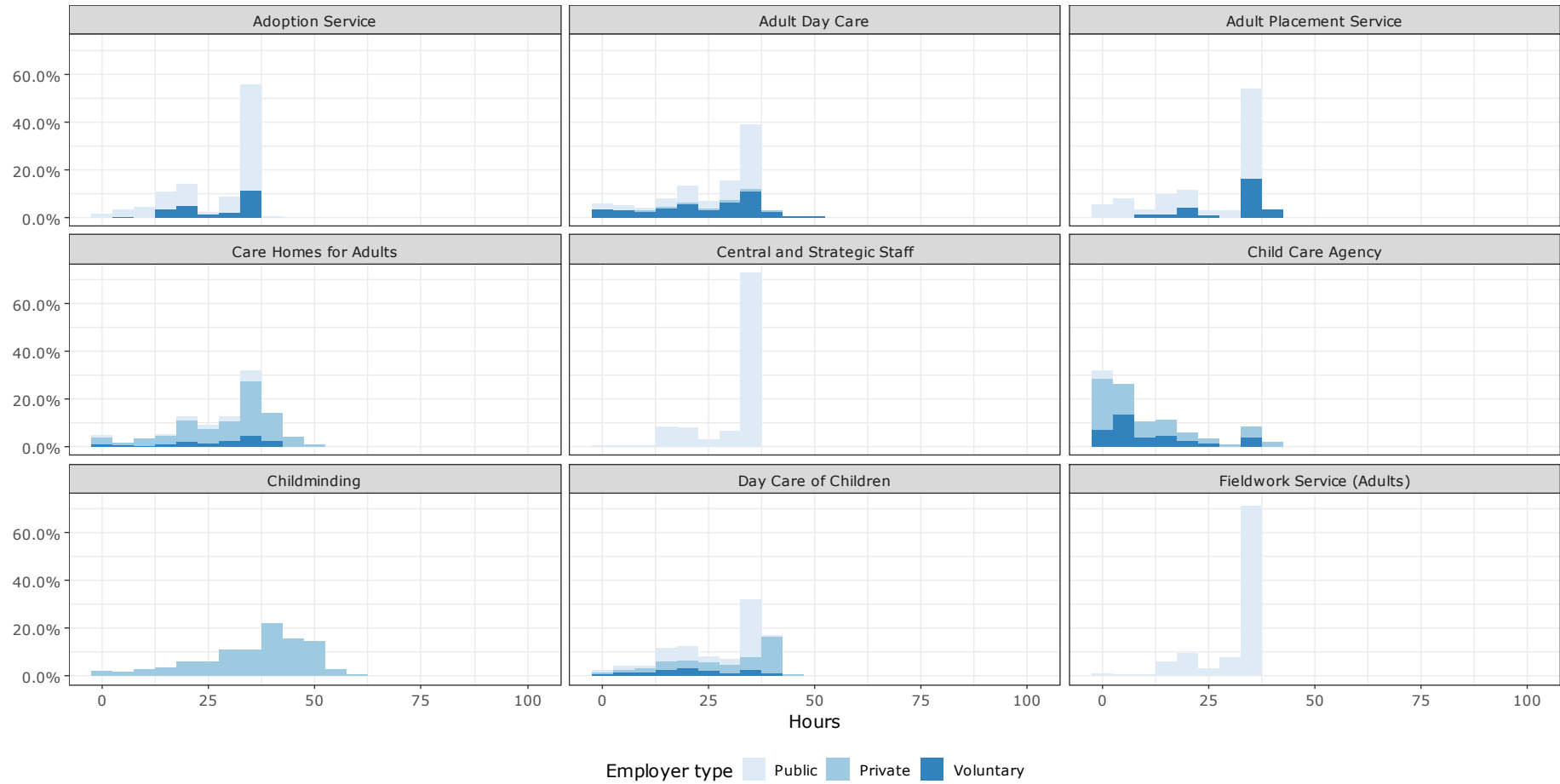
In most sub-sectors there is a clear concentration of people working in the 35-40 hour range. However, in some sub-sectors there is a greater spread and evidence of two modes in the distribution, one at around 20 hours and the other

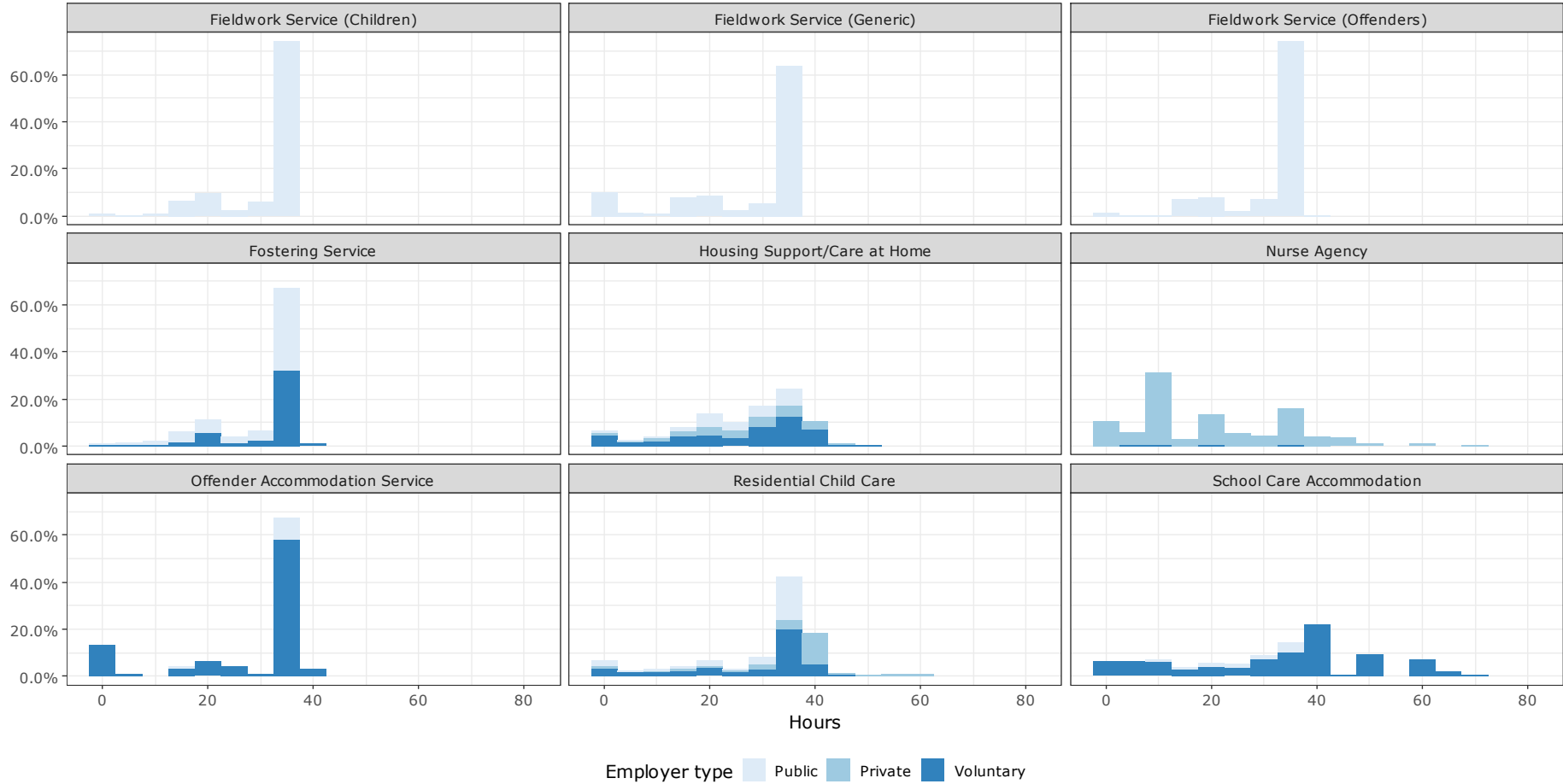
at around 35 hours (this is particularly so in the larger sub-sectors: care homes for adults, day care of children and housing support/care at home). These are due to separate groupings of staff working full time or part time in these sub-sectors.

In day care of children, it is clear there are more part time roles in the voluntary sector. This is likely to be due to the fact many day care of children services the voluntary sector provides operate for less than a full day (for example, out of school clubs and playgroups). However, the bulk of private and public sector employees in day care of children services work in nurseries. We will provide more detailed datasets later to illustrate this.

There is a slight overall difference in median hours between employer types but this is likely to reflect the sub-sectors that employer types operate in most rather than the employer type itself.

Figure 9: Histograms of hours by employer type and sub-sector, 2018





While we can informally identify groups of part time and full time workers in the histograms, we can also use the hours variable to formally classify the workforce. The formal definition of part time working for statistical purposes is 30 hours or less per week (van Bastelaer, Lemaître, & Marianna, 1997), while full time working is more than 30 hours per week.

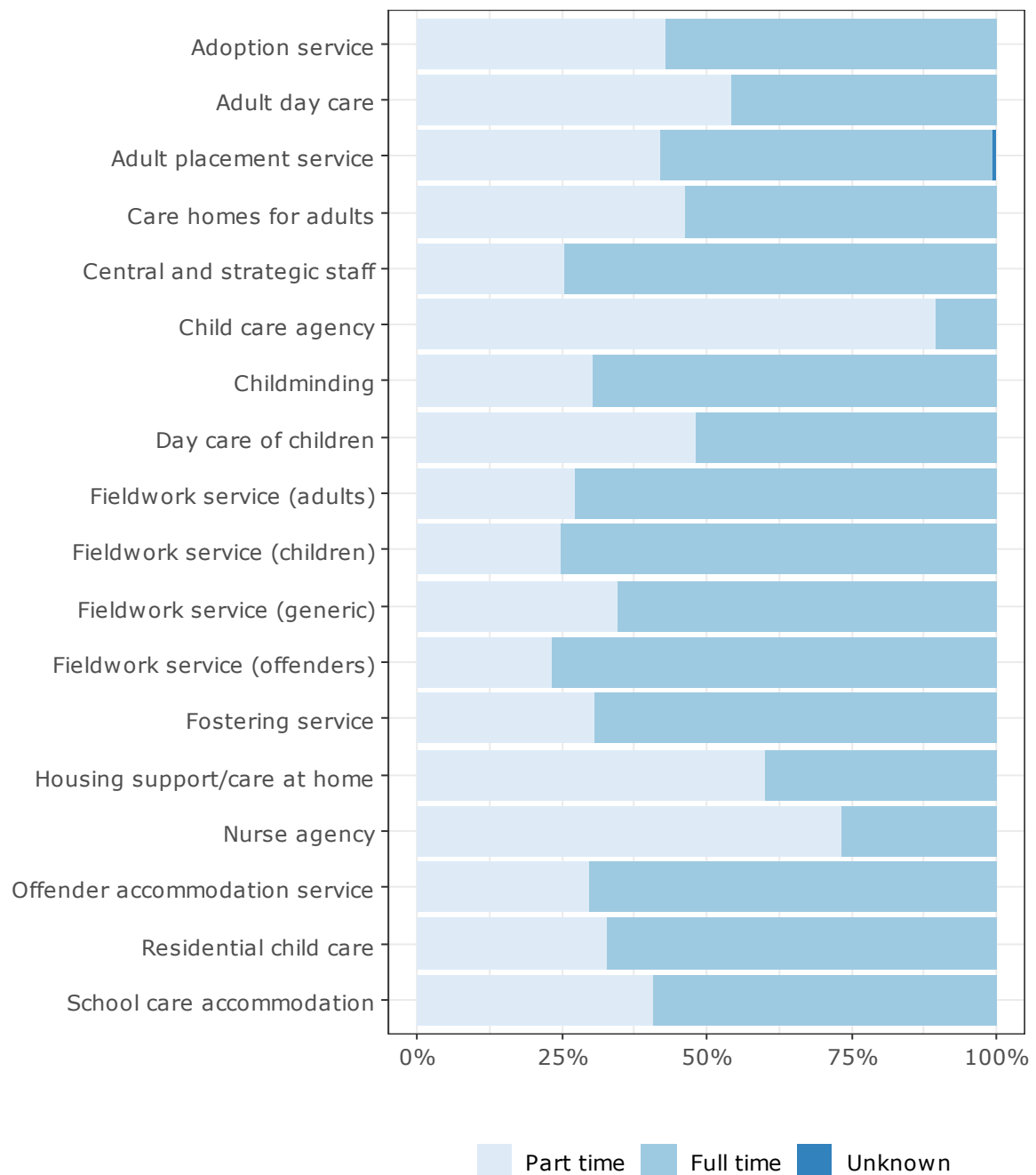
Table 21 and Figure 10 show that while overall there is only a slight majority working full time, there are significant differences between the sub-sectors. Of the 18 sub-sectors, 13 have full time workers as the largest group.

Childminders, local authority central and strategic staff, all types of fieldwork service except generic, and offender accommodation services have the highest at over 70% of their workforces employed on a full time basis. Of the five sub-sectors with part time working as the most common, childcare and nurse agencies have the highest proportions at 90% and 73% respectively.

Table 21: Percentage of part time and full time workers by sub-sector, 2018

Sub-sector	Part time	Full time	Unknown
Adoption service	43	57	0
Adult day care	54	46	0
Adult placement service	42	58	1
Care homes for adults	46	54	0
Central and strategic staff	25	75	0
Child care agency	90	10	0
Childminding	30	70	0
Day care of children	48	52	0
Fieldwork service (adults)	27	73	0
Fieldwork service (children)	25	75	0
Fieldwork service (generic)	35	65	0
Fieldwork service (offenders)	23	77	0
Fostering service	31	69	0
Housing support/care at home	60	40	0
Nurse agency	73	27	0
Offender accommodation service	30	70	0
Residential child care	33	67	0
School care accommodation	41	59	0
Total	49	51	0

Figure 10. Percentage of part time and full time workers by sub-sector, 2018



4.4 Key messages

- As expected, frontline care roles are the most common types of roles in the sector although in some sub-sectors the high managerial presence is thought to reflect the demand for particular qualifications, skills and experience.
- Around four-fifths of the workforce is employed on permanent contracts.

- No guaranteed hours contracts make up around 4% of all contracts, though it is around two to five times higher for child care agencies and housing support/care at home.
- The median typical weekly hours for most sub-sectors is at least 35, though for the largest sub-sectors it is slightly less than this, due to greater proportions of part time working.
- Roughly half of the workforce is employed full time, though this varies from 10% to 77% by sub-sector.

5 Key groups

This chapter looks in detail at four key professional groups of workers: social workers, occupational therapists, nurses and teachers.

5.1 Social workers

We identify social workers in two ways; one is social workers in local authority fieldwork services who perform statutory duties and the other is people registered on the social worker part of the SSSC Register. This group includes people working in private and voluntary organisations as well as those who work in non-practising roles and those not working but who wish to maintain their professional registration.

Table 22 shows a time series of local authority social workers in 2009, 2017 and 2018. The number of social workers decreased by 0.7% between 2017 and 2018 but has still risen by 1.4% since 2009. It is still less than the high figure in 2015 of 5987. All measures of social workers presented have a similar percentage change since 2009. However, the number of social workers on the SSSC Register has changed by a larger percentage than the other measures between 2017 and 2018 (-2.4%), but this includes people who maintain a registration but do not work in front line social work roles and some who are retired.

Table 22: Numbers of social workers, 2009, 2017 and 2018

	2009 ¹⁹	2017	2018	Change since 2009
Local authority – headcount	5784	5905	5864	1.4%
Local authority – (WTE)²⁰	5235	5344	5312	1.5%
Local authority – (WTE 37.5 hours)²¹	4979	5082	5043	1.3%
SSSC Register²²	10506	10913	10647	1.3%

When interpreting these figures, please be aware of the following that affect the comparability of the local authority figures.

- The integration of health and social care services in the Highland area saw a number of social workers in adult fieldwork services move into the NHS so they are not part of our data collection after 2012.

¹⁹ Note the census date was in October at this time.

²⁰ Rounded to nearest whole number, using LA measure of WTE, not 37.5 hour measure.

²¹ Rounded to nearest whole number, using 37.5 hour measure of WTE.

²² During the census week. Active registrants only.

- The census date moved from October to December from the 2011 data collection.

Table 23 shows the headcount and WTE of social workers in the various local authority fieldwork services for 2018. Fieldwork services for children continue to employ the most social workers. Generic fieldwork services have a significantly smaller WTE compared to their headcount than the other three types of fieldwork service.

Table 23: Number and WTE of local authority social workers, 2018

Sub-sector	Headcount	WTE²³	WTE (37.5 hours)²⁴
Fieldwork service (adults)	1930	1763	1673
Fieldwork service (children)	2572	2377	2256
Fieldwork service (generic)	373	268	255
Fieldwork service (offenders)	989	904	859
Total	5864	5312	5043

You can find more detail on social workers in our interactive social worker tool, which is on our website: data.sssc.uk.com/swtool

5.2 Occupational therapists

Table 24 shows a time series of local authority occupational therapists (OTs) in 2009, 2017 and 2018. The numbers of OTs increased between 2017 and 2018 and have risen by 4.4% since 2009. The headcount rose faster than the WTE measures, suggesting a greater incidence of part time working.

Table 24: Number of occupational therapists, 2009, 2017 and 2018

	2009²⁵	2017	2018	Change since 2009
Local authority – headcount	546	544	570	4.4%
Local authority – (WTE)²⁶	458	456	476	3.9%
Local authority – (WTE 37.5 hours)²⁷	439	436	454	3.4%

²³ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²⁴ Rounded to nearest whole number, using 37.5 hour measure of WTE.

²⁵ Note the census date was in October at this time.

²⁶ Rounded to nearest whole number, using LA measure of WTE, not 37.5 hour measure.

²⁷ Rounded to nearest whole number, using 37.5 hour measure of WTE.

Table 25 shows the headcount and WTE of occupational therapists in the various local authority fieldwork services for 2018. Fieldwork services for adults employ the most occupational therapists. There is roughly one-tenth the number of occupational therapists as there are social workers. There were no occupational therapists based in fieldwork services for offenders in 2018.

Table 25: Number and WTE of local authority occupational therapists, 2018

Sub-sector	Headcount	WTE²⁸	WTE (37.5 hours)²⁹
Fieldwork service (adults)	414	348	333
Fieldwork service (children)	15	14	14
Fieldwork service (generic)	141	114	108
Fieldwork service (offenders)	0	0	0
Total	570	476	454

5.3 Nurses

To identify nurses working in the sector we need to use the job function classification. Due to missing data and incomplete responses we have to gross up the figures so you should interpret them with caution. The overall grossing factor is 1.08.

Table 26 shows the estimated number of nurses by sub-sector and employer type for 2018. It is clear the vast majority of nurses in the sector (around three-fifths) work in private care homes for adults. Naturally, nurse agencies employ a large number of nurses too and these are also largely private services.

Note that an issue was identified in the equivalent table in the 2017 report. Please see section 1.4 for more details.

²⁸ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²⁹ Rounded to nearest whole number, using 37.5 hour measure of WTE.

Table 26: Estimated number of nurses by sub-sector and employer type, 2018

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	-	0	0
Adult day care	10	0	0	10
Adult placement services	0	-	0	0
Care homes for adults	20	4190	390	4610
Central and strategic staff	0	-	-	0
Child care agencies	0	0	0	0
Childminding	-	0	-	0
Day care of children	0	0	0	10
Fieldwork service (adults)	0	-	-	0
Fieldwork service (children)	0	-	-	0
Fieldwork service (generic)	0	-	-	0
Fieldwork service (offenders)	0	-	-	0
Fostering services	0	-	0	0
Housing support/care at home	0	40	20	60
Nurse agencies	-	2130	190	2320
Offender accommodation services	0	-	10	10
Residential child care	20	0	10	40
School care accommodation	0	-	10	10
Total	60	6380	640	7070

5.4 Teachers

Teachers are identified in a similar way to nurses by using the job function variable and grossing up accordingly for missing data and incomplete responses. The overall grossing factor is 1.03. Any misclassification in job function classification will lead to an incorrect identification of teachers here as we cannot validate against other data reliably. Please use appropriate caution when interpreting these figures.

Table 27 shows the estimated number of teachers by sub-sector and employer type for 2018. Almost two-thirds of the teachers identified work in public sector day care of children. Almost all of the teachers work in services for children, specifically, day care of children, residential child care and school care accommodation, with the teachers in the latter two mainly working in the voluntary sector. A small number of teachers have been identified working in care homes for adults, although this may be a misclassification.

Table 27. Estimated number of teachers by sub-sector and employer type, 2018

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	-	0	0
Adult day care	0	0	0	0
Adult placement services	0	-	0	0
Care homes for adults	0	10	0	10
Central and strategic staff	0	-	-	0
Child care agencies	0	0	0	0
Childminding	-	0	-	0
Day care of children	1190	90	70	1350
Fieldwork service (adults)	0	-	-	0
Fieldwork service (children)	0	-	-	0
Fieldwork service (generic)	0	-	-	0
Fieldwork service (offenders)	0	-	-	0
Fostering services	0	-	0	0
Housing support/care at home	0	0	0	0
Nurse agencies	-	0	0	0
Offender accommodation services	0	-	0	0
Residential child care	0	40	120	170
School care accommodation	0	-	340	340
Total	1200	150	530	1880

6 Conclusion

6.1 Summary

This report presents a comprehensive view of those in paid employment in the Scottish social service sector at the end of 2018³⁰. The sector has seen a 1.2% increase in the headcount figure to 204,610. This is a rise of around 2,520 since 2017 and is the highest recorded since 2008 when these reports began.

Over half of the sub-sectors recorded a rise in headcount. The main sub-sector accounting for the overall rise is care homes for adults, while adult day care saw a substantial fall in headcount.

The largest employer type is the private sector with 40% of the employment. This is followed by the public sector with 33% and the voluntary sector with 28%. However, in some local authority areas, the public sector accounts for more than 70% of employment.

The WTE figure for the sector is around 0.75 of the headcount estimate at 153,320 – a rise of 1.6% since 2017.

The stability index statistic is at 77.7% for the whole workforce which suggests more than three-quarters of people stayed in the same post since the 2017 data collection. It is higher in the public sector and lower in the private sector.

By far the largest sub-sectors continue to be housing support/care at home, care homes for adults and day care of children.

The median age of the workforce is 44 but this varies significantly by sub-sector and employer type. Workers in the private sector tend to be younger than those in other employer types and those in the public sector tend to be older.

The sector's workforce is characterised as predominantly female (85%). There are, however, certain sub-sectors where men are more prevalent (for example, in services for offenders).

Ethnicity and disability data is difficult to interpret due to high levels of non-response but we can say that at least 3% of the workforce is from an ethnic minority and at least 2% has a disability.

More than four-fifths of the workforce is employed in direct care roles. Some sub-sectors have a higher proportion of managerial staff, reflecting the higher proportions of more senior staff working in those sub-sectors. Other sub-sectors have higher proportions of ancillary staff, reflecting the nature of those sub-

³⁰ As identified in the report a small number of those in paid employment are not currently covered, including: personal assistants employed under self-directed support (SDS), childminding assistants and central and strategic staff working for private and voluntary sector care providers.

sectors which may have more of a support role or have physical infrastructure to maintain.

Most of the workforce have permanent contracts (82%) and around 11% of the workforce appear to be on zero hours contracts or equivalent.

Slightly more than half are in full time positions (51%) and the median number of hours worked is 32.

Of the key job groups investigated in this report, local authority social workers are most numerous in fieldwork services for children while occupational therapists are most numerous in fieldwork services for adults. Nurses are most commonly employed in the care homes for adults sub-sector and with private employers. Teachers are most prevalent in day care of children and with public employers.

6.2 What next?

In winter 2019 we will release detailed data tables to accompany this report so employers and others can analyse data in local authority areas. The tables will allow an in-depth analysis at the level of individual local authority areas. These will be available on our website: <https://data.sssc.uk.com>

We will also publish further datasets in the following months. One will go into more detail on the workforce of children's services and the other will go into more detail on adults' services.

The SSSC will continue to collect the information from the local authority census and receive data from the Care Inspectorate. We will publish an updated report on the workforce as of December 2019 in August 2020.

7 Bibliography

- Care Inspectorate. (2019, September). *Early learning and childcare statistics 2018*. Retrieved from <https://www.careinspectorate.com/index.php/statistics-and-analysis#Childcare>
- Freeman, D. (2014, April 30). *Analysis of Employee Contracts that do not Guarantee a Minimum Number of Hours*. Retrieved September 1, 2014, from Office for National Statistics: <http://www.ons.gov.uk/ons/rel/lmac/contracts-with-no-guaranteed-hours/zero-hours-contracts/art-zero-hours.html>
- National Records of Scotland. (2019, April 25). *Mid-2018 population estimates Scotland*. Retrieved from <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2018>
- Scottish Government. (2017, December 19). *Social Care Services in Scotland: 2017*. Retrieved from <https://beta.gov.scot/publications/social-care-services-scotland-2017/>
- Scottish Government. (2019, March 19). *Public sector employment in Scotland: statistics for fourth quarter 2018*. Retrieved from <https://www.gov.scot/publications/public-sector-employment-scotland-statistics-4th-quarter-2018/>
- van Bastelaer, A., Lemaître, G., & Marianna, P. (1997). The Definition of Part-Time Work for the Purpose of International Comparisons. *OECD Labour Market and Social Policy Occasional Papers*, 22.

Appendix A – Background notes

Data sources

Care Inspectorate service lists (as at 1 January 2009-2019) have been used to provide data on:

- the total number of registered services
- whether services were active or inactive
- whether services were run by local authority, private or voluntary organisations
- the postcode of the service, from which we have derived the local authority area where the service is based (we can also present this data at the level of individual health boards).

Annual returns submitted by registered services to the Care Inspectorate (as at 31 December 2008-2018) provided data for the following.

- The total number of staff per registered service (note that these figures include estimates where services did not submit annual returns).
- The characteristics (age, gender, and ethnicity etc) of employees (note that these figures are used as submitted in the employee details sections of the annual returns and no estimation has been carried out to cater for non-response). We use percentages in this report to present these data items; the detailed data tables and online visualisation on our website gross up this data to account for the non-response.

Please see the notes below for more details of the estimates for missing data and what this means for interpreting the figures presented in this report.

The SSSC does not count the data from inactive services as part of the workforce. This differs from the way the Care Inspectorate reports on services, such as in its Early learning and childcare publications. Therefore, there may be a difference between figures produced by the two organisations.

The Care Inspectorate collects annual returns primarily to assist with inspection purposes for individual services, however, you can also aggregate the data collected to produce summary information and provide a statistical overview of services. We supplement this with the Staff of Scottish Local Authority Social Work Services Census data that we collect directly from local authorities. We use this to provide figures on the number of filled posts (as at 3 December 2018) in non-registered local authority social work services and the characteristics (age, gender, ethnicity etc) of employees in these non-registered services.

Notes: Care Inspectorate annual returns

Not all services have submitted an annual return to the Care Inspectorate. This means there are some gaps in the data which we need to take account of or be aware of.

For the total number of staff as at December 2018, we corrected or estimated figures for around 3% of the returns received from services. We based these estimates on either:

- historic data for the same service where this was available, or
- the median value of staff figures for similar services, or
- capacity ratios (people who use services/staff) or WTE/staff-count ratios for the service.

The aim of these estimates is to fill in the gaps in a logical and structured way so we can produce overall estimates for total staff numbers per service across each sub-sector and employer type.

Overall fewer than 3% of services needed an estimated/corrected total staff figure as at December 2018, this proportion varied by type of service. See Table 28 for more details.

Table 28: Percentage of services by sub-sector that provided a current staffing figure, 2018

Sub-sector	Response
Adoption services	100.0
Adult day care	93.5
Adult placement services	80.0
Care homes for adults	97.8
Child care agencies	80.0
Childminding	100.0
Day care of children	95.8
Fostering services	96.7
Housing support/care at home	95.5
Nurse agencies	79.6
Offender accommodation services	100.0
Residential child care	95.9
School care accommodation	96.3
Overall	97.3

The data on characteristics of employees (age, gender, ethnicity etc) comes from the staff details section of the annual returns. It is important to note that not every submitted annual return will contain a completed staff details section. We received 176,070 records, 94% of the employment estimate within the annual returns data. There has been no estimating carried out to attempt to fill in these missing employee records due to the level of complexity this would

require. This means that the employee characteristic figures in this report are only representative of the services that have provided employee-level returns. So the figures presented may not be entirely representative of the social service sector as a whole. You should use figures on age, ethnicity or gender with caution and as indicative totals only. We combine these records with the data from the local authority census to give a total of 194,170 staff records (95% of the overall staffing estimate). Table 29 provides a breakdown of the response rate for individual data items by sub-sector and also includes the response rates from the local authority census. The response rate represents the number of returns received for each data item as a percentage of the total headcount for each sub-sector.

There are differences in the levels of response rates between different sub-sectors and for different data items. The most problematic items are ethnicity and disability.

Table 29: Response rates by sub-sector, 2018

Sub-sector	Age	Gender	Ethnicity	Disability	Job function	Contract	Hours	Start date in post
Adoption services	92	100	78	89	100	100	100	100
Adult day care	91	95	81	88	95	95	95	95
Adult placement services	72	78	62	66	78	78	78	78
Care homes for adults	91	97	78	89	97	97	97	97
Central and strategic staff	100	100	83	52	100	100	100	73
Child care agencies	78	81	66	77	81	81	81	81
Childminding	85	85	84	84	85	0	85	0
Day care of children	95	98	88	95	98	98	98	97
Fieldwork service (adults)	100	100	80	55	100	100	100	81
Fieldwork service (children)	100	100	68	45	100	96	100	79
Fieldwork service (generic)	100	100	75	32	100	100	100	59
Fieldwork service (offenders)	100	100	73	52	100	98	100	77
Fostering services	84	89	76	80	89	89	89	89
Housing support/care at home	88	92	67	76	92	92	92	92
Nurse agencies	82	82	59	77	82	82	82	82
Offender accommodation services	96	100	96	97	100	100	100	100
Residential child care	91	95	75	83	95	95	95	95
School care accommodation	99	100	51	53	100	97	100	99
Overall	91	95	75	81	95	93	95	91

Notes: Staff of Scottish Local Authority Social Work Services Census

The SSSC took responsibility for collecting this data in 2011. We changed the reference date from the first week in October to the first week in December to bring it closer to the reference date for the annual returns. We also reduced the scope of the census to remove overlap with the annual returns.

On 1 April 2012, Highland Council and NHS Highland integrated their care services, with Highland Council taking the lead role in children's services and NHS Highland taking the lead role for adult's services. Most of those previously working in adult's services for the local authority no longer appear in the census.

Many local authorities have made changes to the structure of their support services. As a result, support staff previously considered part of social work departments have moved to a central reporting structure. While they may still engage in the same tasks, the reporting systems that inform the census can no longer allocate them to the social work department. In some authorities, this has been reversed later or other reclassifications such as the reabsorption of ALEOs has taken place. This goes some way to explain the large drops in the number for central and strategic staff and generic fieldwork services over time, and sudden recoveries.

Limitations to the data

Limitations resulting from missing/estimated data

We round all estimated total staff figures to the nearest 10 to express the uncertainty inherent in these estimates. Statistical rounding (round half towards even) is used so figures of five or less will appear as zero.

Impacts resulting from definitional issues

It is important to note that figures presented on total numbers of staff from the Care Inspectorate annual returns and Staff of Scottish Local Authority Social Work Services (SLASWS) survey are a count of the staff working in each post within a service. If an individual works for more than one service or employer, or in more than one post, the person is likely to be counted more than once. So the figures presented on headcount are not a precise count of the number of separate individuals working in the social service sector. From Care Commission (now Care Inspectorate) annual returns data as at December 2008 we estimate that this double counting of individuals accounts for approximately 2% of the headcount figure.

Applying this 2% estimate to the total headcount figure of around 204,610 means that we can estimate the total number of individuals in the sector to be around 200,520.

WTE calculation

We calculate WTE by computing the mean number of hours worked by each employee, dividing by 37.5 and then multiplying by the staffing estimate. Due to differential non-response rates, WTE estimates may differ when using different disaggregations. We disaggregate by sub-sector and then sum the resulting estimates to give the total estimate.

Stability index calculation

In theory, the stability index is calculated by matching records from year to year to find the percentage of people in the current year's data that were in the previous year's data.

However, since we do not have a unique person identifier in the data we collect, we use an alternative formulation, using the start date in post variable.

We calculate the proportion of staff in the current year's data who have been in post for a year or more (defined as 365 days). We then multiply this by the staffing estimate for the current year divided by the staffing estimate for the previous year. This may be viewed as the proportion of staff in post for a year or more multiplied by the growth rate of staff.

It can be proven that the stability index and the turnover rate will sum to 100% if there are no in-year leavers and no overall growth rate in the staff.

Definitions of sub-sectors

It should be noted that the definitions for individual sub-sectors are those used by the SSSC, which are not in all cases the same as those used by the Care Inspectorate (for example, school care accommodation services and residential child care services).

Table 30: Definition of sub-sectors used in this report

Sub-sectors	Definition
Adoption service	A service that makes arrangements in connection with the adoption of children. This does not include services in which the proposed adopter is a relative of the child.
Adult day care	Day care services can be provided from registered premises in a variety of settings.
Adult placement service	Adult placement services provide or arrange accommodation for vulnerable adults (aged 18 or over) in the homes of families or individuals, together with personal care, personal support, or counselling or other help, provided other than as part of a planned programme of care.
Care homes for adults	Care homes relating to, for example, alcohol and drug misuse, learning disabilities, mental health problems, older people, physical and sensory impairment, respite care and short breaks.
Central and strategic staff	Staff with a strategic and/or central role, including senior management, administrators and support staff.
Child care agency	Child care agencies supply or introduce to parents a carer who looks after a child or young person up to the age of 16, wholly or mainly in the home of that child's parent or parents. For example, nanny agencies and home-based childcare services or sitter services.
Childminding	A childminder is a person that looks after at least one child (up to the age of 16 years) for more than a total of two hours per day. The childminder looks after the child on domestic premises for reward but not in the home of the child's parent(s). A parent/relative/foster carer of the child cannot be regarded as his/her childminder.
Day care of children	A service which provides care for children on non-domestic premises for a total of more than two hours per day and on at least six days per year. It includes nursery classes, crèches, after school clubs and play groups. The definition does not include services which are part of school activities or activities where care is not provided such as sports clubs or uniformed activities such as Scouts or Guides.
Fieldwork service (adults)	Fieldwork staff in divisional and area offices who work mainly with adults. This includes teams who specialise in older people and learning disabilities.
Fieldwork service (children)	Fieldwork staff in divisional and area offices who work mainly with children and families. This includes teams who specialise in children at risk and youth offending.
Fieldwork service (generic)	Fieldwork staff in divisional and area offices with no specialised role. May work across other disciplines.

Fieldwork service (offenders)	Fieldwork staff in divisional and area offices who work with offenders. Also known as criminal justice social work. Elsewhere in the UK probation officers do some of this work.
Fostering service	Fostering agencies may provide substitute care where a child's family is unable to provide care. They may provide complementary care to provide additional opportunities for a child or to give parents a break. These carers are sometimes called respite or family placement carers. The term foster care describes all these situations.
Housing support/care at home	<p>Housing support: A service which provides support, assistance, advice or counselling to enable an individual to maintain their tenancy. Housing support can be for people living in ordinary homes, sheltered housing, hostels for the homeless, accommodation for the learning disabled, women's refuges and shared dwellings.</p> <p>Care at home: A service which delivers assessed and planned personal care and support which enables the person to stay in their own home.</p> <p>Many of these services register jointly with the Care Inspectorate so we present them as a combined sub-sector.</p>
Nurse agency	Nurse agencies introduce and supply registered nurses to independent and voluntary sector health care providers and to the NHS in Scotland.
Offender accommodation service	A service which provides advice, guidance or assistance to people such as ex-offenders, people on probation or those released from prison, who have been provided accommodation by a local authority.
Residential child care	These services are care homes for children and young people, special school accommodation services, and secure accommodation services for children looked after away from home.
School care accommodation	This includes boarding schools and school hostels (but not services for children looked after away from home).

Technical glossary

A number of technical terms appear in this document. Table 31 gives definitions for these terms.

Table 31: Glossary of technical terms

Term	Definition
Median	A type of average. If all the values in a data set are ranked in order, the middle value will be the median. When there is an even number of data items, the values of the two middle values are averaged using the mean. At least half of the values will be greater than or equal to the median.
Mode	A type of average. The most common value in a set of data. A peak in a distribution will be at the mode.
Histogram	A form of bar chart where the bars represent counts of items within value ranges. They are useful for describing distributions.
Economies of scale	An effect where cost savings are made in larger organisations due to fuller and more efficient use of resources.

Appendix B – Core Minimum Data Set (CMDS)

These are the common data standards across the Scottish social service sector and we use them to ensure consistency between workforce data collected by different organisations. We do not collect every single data item from all data sources. The data items are listed below.

- Employer data set (3):
 - unique employer identifier
 - employing organisation name
 - organisation type.
- Unit dataset (4):
 - unique unit identifier
 - unit name
 - unit postcode
 - induction training offered.
- Person dataset (11):
 - unique employee identifier
 - start date with employing organisation
 - employee status
 - gender
 - ethnic group
 - National Insurance (NI) number (proposed but not gathered)
 - date of birth
 - disability indicator
 - home postcode
 - qualifications held:
 - year qualification awarded
 - qualifications in progress
 - target completion date (year).
- Post dataset (14):
 - start date in post
 - entry source
 - (main) focus of service provision
 - (main) employee service user group
 - job title
 - (main) job function
 - SSSC registration category
 - pay/salary:
 - gross annual wage or
 - gross hourly wage
 - contract type
 - contracted hours
 - (main nature of) working hours pattern

- end date in post
- leaving destination
- main reason for leaving.

This report is an Official Statistics publication from the Scottish Social Services Council.

This report and previous editions are online at: <https://data.sssc.uk.com/wdr>

If you have any enquiries about the report please contact:

James Arnold
Data Researcher, Workforce Intelligence Team
Scottish Social Services Council
Compass House, 11 Riverside Drive, Dundee, DD1 4NY
Tel: 01382 207305
Fax: 01382 207215
Email: james.arnold@sssc.uk.com

If you have general enquiries about the SSSC's workforce intelligence publications please contact:

Mike Docherty
Workforce Intelligence Manager
Scottish Social Services Council – Skills for Care and Development
Compass House, 11 Riverside Drive, Dundee, DD1 4NY
Tel: 01382 207266
Fax: 01382 207215
Email: mike.docherty@sssc.uk.com

All the SSSC's workforce data, information and intelligence have been brought together in one easily accessible data website which includes our workforce data publications, data by area and interactive data visualisations that you can customise: <https://data.sssc.uk.com/>

If you would like to hear about new or existing statistical collections or upcoming statistical publications, please register your interest on the Scottish Government ScotStat website: <https://www2.gov.scot/Topics/Statistics/scotstat>

This report was published on 22 November 2019.



Scottish Social Services Council
Compass House
11 Riverside Drive
Dundee
DD1 4NY
Telephone: 0345 60 30 891
Fax: 01382 207215
Email: enquiries@sssc.uk.com
www.sssc.uk.com

If you would like to request this document in another format
please contact the SSSC on 0345 60 30 891.

© Scottish Social Services Council 2019