

The Adults' Services Workforce 2016

January 2018



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Introduction

This report looks in detail at the adults' services workforce in Scotland. It supplements data already published in the Scottish Social Service Sector: Report on 2016 Workforce Data (Scottish Social Services Council, 2017). Adults' services account for nearly three-quarters of the Scottish social service workforce and take the form of the following sub-sectors:

- adult day care
- adult placement services
- **care homes for adults**
- fieldwork service (adults)
- fieldwork service (generic)
- fieldwork service (offenders)
- **housing support/care at home**
- nurse agencies
- offender accommodation services

This report consists of:

- an overview of the headcount, numbers of services, median number of staff and employer type for all adults' services' sub-sectors.
- median hours, age, gender, part time/full time, job function and contract type for the workforce in the two sub-sectors which can be broken down into this detail: care homes for adults and housing support/care at home (shown in bold above).

The data used in the report comes from the Care Inspectorate's Annual Returns (CIARs) for registered care services in Scotland and from the annual Scottish Local Authority Social Work Services (LASWS) returns for 2016.

Adults' services overview

Overall, as shown in Figure 1 and Table 1, adults' services make up 71% of the Scottish social service workforce with 142,410 staff. There are about 3,800 registered care services for adults, over half of which are housing support/care at home services. Registered care services for adults account for approximately 48% of all services in the social service sector (excluding childminders).

The disparity between the high proportion of staff working in adults' services and the relatively low proportion of care services that are for adults indicates that adults' services tend to have higher numbers of staff than other services. Care homes for older people have the highest median number of staff (48), while adult placement services have the lowest (4).

Figure 1: The adults' services workforce in context, 2016

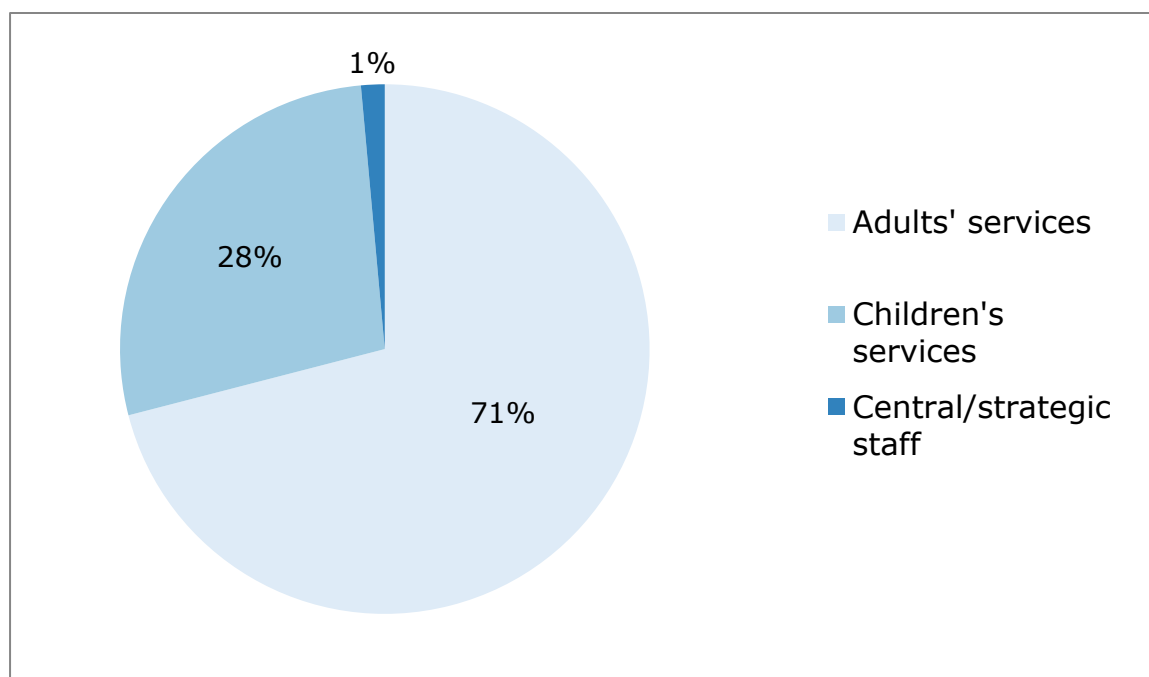


Table 1: The adults' services workforce, 2016

Adults' service	Headcount¹	Registered Services	Median staff
Adult day care	7780	492	11
Adult placement services	190	39	4
ALL Care homes for adults	53680	1149	41
• Alcohol and drug misuse	290	15	17
• Blood borne virus	10	1	12
• Learning disabilities	3740	167	18
• Mental health problems	1330	60	13
• Older people	46760	856	48
• Physical and sensory impairment	1200	37	23
• Respite care and short breaks	350	13	22
Fieldwork service (adults)²	5100	NA	NA
Fieldwork service (generic)²	2250	NA	NA
Fieldwork service (offenders)²	1950	NA	NA
ALL Housing support/care at home	68970	2041	24
• Combined	45360	1291	40 ³
• Sole care at home	14880	321	24
• Sole housing support	8740	429	13
Nurse agencies	2400	71	17
Offender accommodation services	100	5	16
Total	142410	3797	NA

¹ Headcounts are rounded to nearest 10, so components may not sum exactly to totals.

² No registered services or median staff data is given for fieldwork services because they are provided by local authorities and are not registered services.

³ Median staff for combined housing support/care at home services is based on staffing returns from 645 lead services – see page 10.

Figure 2 and Table 2 show that the private sector is the largest employer type in adults' services with 43% of the total workforce. Just over a quarter of adults' services staff work in the public sector and just under a third in the voluntary sector. The private sector share of the adults' services workforce mirrors the private sector share of the whole Scottish social service workforce in 2016.

Figure 2: Share of the workforce by employer type in adults' services, 2016

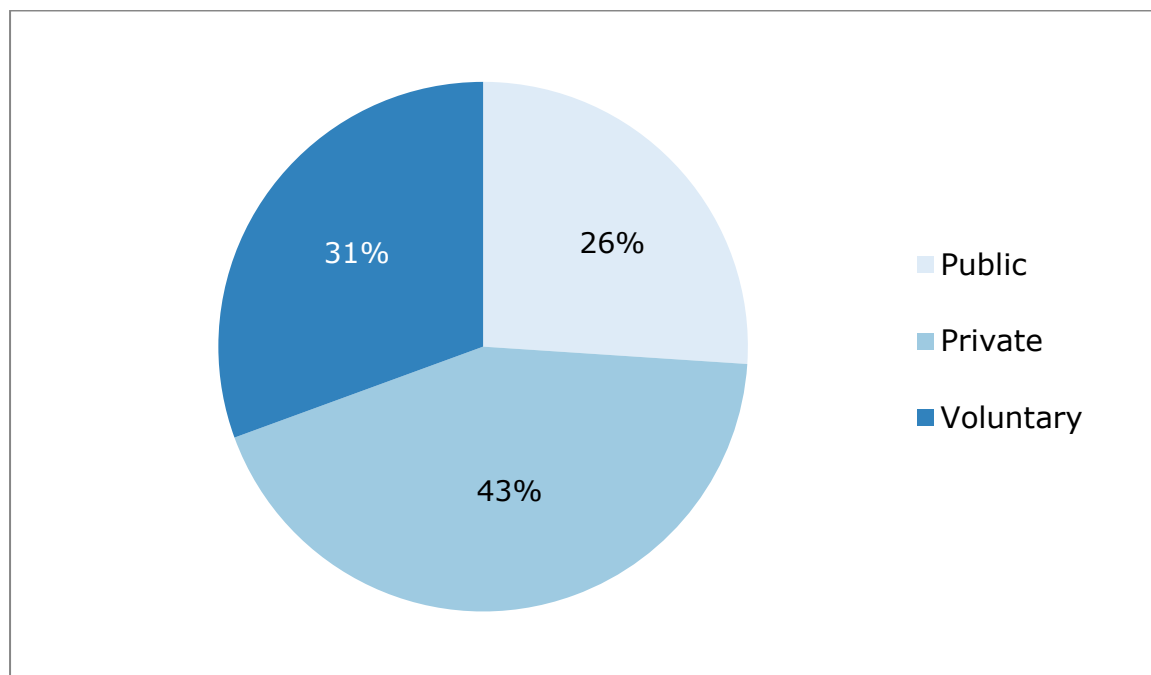


Table 2: Distribution of the workforce by sub-sector and employer type in adults' services, 2016

Sub-sector	Public	Private	Voluntary	Total
Adult day care	4100	700	2970	7780
Adult placement services	130	-	60	190
Care homes for adults	6900	38130	8640	53680
Fieldwork service (adults)	5100	-	-	5100
Fieldwork service (generic)	2250	-	-	2250
Fieldwork service (offenders)	1950	-	-	1950
Housing support/care at home	16650	20590	31730	68970
Nurse agencies	-	2340	50	2400
Offender accommodation services	20	-	80	100
Total	37090	61770	43550	142410

Figures are rounded to the nearest 10, so components may not sum exactly to totals. A dash (-) indicates that there were no services of that employer type in that sub-sector in 2016.

Care homes for adults

The care homes for adults sub-sector can be subdivided into the seven service types below:

- alcohol and drug misuse
- blood borne virus
- learning disabilities
- mental health problems
- older people
- physical and sensory impairment
- respite care and short breaks

Table 3 shows the distribution of services by service type and employer type for care homes for adults. Services for older people make up three-quarters of the overall total, while there is only one blood borne virus service. The private sector has 60% of total services, with 14% of services in the public sector and a quarter in the voluntary sector. Nine out of 10 private sector services and just over eight out of 10 public sector services are for older people. The two biggest service types in the voluntary sector are learning disabilities and older people with 35% of the voluntary sector total apiece.

Table 3: Distribution of services by service type and employer type in care homes for adults, 2016

Service type	Public	Private	Voluntary	Total
Alcohol and drug misuse	0	1	14	15
Blood borne virus	0	0	1	1
Learning disabilities	21	45	101	167
Mental health problems	0	18	42	60
Older people	133	622	101	856
Physical and sensory impairment	2	7	28	37
Respite care and short breaks	7	1	5	13
Care homes for adults	163	694	292	1149

Table 4 shows the distribution of staff by service type and employer type. The older people service type is by far the largest, accounting for 87% of this sub-sector. The smallest service type is blood borne virus care homes with only 10 staff.

The public sector is the smallest employer type in care homes for adults overall, while the private sector is the largest. The largest share of all three employer types is the care homes for older people workforce. In the voluntary sector, the learning disabilities service type is the second biggest with over a fifth of the total workforce.

Table 4: Distribution of staff by service type and employer type in care homes for adults, 2016

Service type	Public	Private	Voluntary	Total
Alcohol and drug misuse	0	30	260	290
Blood borne virus	0	0	10	10
Learning disabilities	450	1460	1860	3740
Mental health problems	0	810	520	1330
Older people	6230	35610	4910	46760
Physical and sensory impairment	40	210	940	1200
Respite care and short breaks	180	20	150	350
Care homes for adults	6900	38130	8640	53680

Figures are rounded to the nearest 10, so components may not sum exactly to totals.

The median weekly hours and age for each service type is shown in Table 5. Blood borne virus care homes have the highest weekly hours at 38, while respite care and short breaks care homes have the lowest at 21. Weekly hours for the remaining service types fall within the range 33 to 37.

The median age of workers varies modestly across the service types from early to late forties. Physical and sensory impairment has the lowest median age at 42, while blood borne virus and mental health problems have the highest at 47. Please note that the age distribution of staff in the care homes for adults sub-sector as a whole features clusters of younger and older workers in 2016 (see page 31 of the Scottish Social Service Sector: Report on 2016 Workforce Data). This means that median age for any service type may fall between these clusters and you should take care when interpreting it.

Table 5: Median weekly hours and age by service type in care homes for adults, 2016

Service type	Weekly hours	Age
Alcohol and drug misuse	37	45
Blood borne virus	38	47
Learning disabilities	35	43
Mental health problems	36	47
Older people	33	45
Physical and sensory impairment	35	42
Respite care and short breaks	21	46
Care homes for adults	33	45

The prevalence of full time working (defined as more than 30 hours per week) in each of the service types can be seen in Table 6. The majority of the workforce is full time in all service types except respite care and short breaks, which is reflected by the median weekly hours seen in Table 5. Please note that for some services, lower median weekly hours and levels of full time working reflect the operating hours of the service and staff may be working all of the available hours.

Table 6: Percentage of staff by part time/full time by service type in care homes for adults, 2016

Service type	% Part time	% Full time	% Not known
Alcohol and drug misuse	35	65	0
Blood borne virus	17	83	0
Learning disabilities	44	56	0
Mental health problems	34	65	1
Older people	47	53	0
Physical and sensory impairment	44	56	0
Respite care and short breaks	72	28	0
Care homes for adults	46	54	0

The gender split in the care homes for adults sub-sector (85% female) is identical to that in the social service sector as a whole in 2016. However, as Table 7 shows, not all service types have a large majority of female staff; alcohol and drug misuse has a 60/40 split and blood borne virus a 50/50 split. By contrast, only one in every 10 staff in respite care and short breaks is male.

Table 7: Percentage of staff by gender by service type in care homes for adults, 2016

Service type	% Female	% Male
Alcohol and drug misuse	60	40
Blood borne virus	50	50
Learning disabilities	79	21
Mental health problems	76	24
Older people	86	14
Physical and sensory impairment	80	20
Respite care and short breaks	90	10
Care homes for adults	85	15

NB. There are very small numbers of 'not known' and 'other' gender instances in the older people service type which are not included in this table and whose inclusion would not alter the proportions given.

Table 8 shows the proportions of staff by job function in the care homes for adults service types. Overall, three-quarters of staff in the sub-sector are care staff, just over a fifth are auxiliary staff and only 3% are managers. Alcohol and drug misuse has the highest proportion of managers at 9%, while learning disabilities has the highest proportion of care staff at 87%.

There are more auxiliary staff than care staff in the blood borne virus service type, but it must be remembered that this service type has only about 10 staff in total.

Table 8: Percentage of staff by job function by service type in care homes for adults, 2016

Service type	%			
	Auxiliary	Care	Managers	Not known
Alcohol and drug misuse	11	79	9	1
Blood borne virus	50	42	8	0
Learning disabilities	8	87	5	1
Mental health problems	16	78	6	0
Older people	24	74	2	0
Physical and sensory impairment	11	83	5	0
Respite care and short breaks	17	77	7	0
Care homes for adults	22	75	3	0

Auxiliary = Administrative/support and ancillary workers

Care = Class 2, 3 and 4 care workers

Managers = Unit/project managers, group managers and directors/chief executives

Percentages are rounded to the nearest integer, so components may not sum exactly to 100%.

Table 9 shows the contract type breakdown for each care homes for adults service type. The main figures are the total proportions for each contract type, with the no guaranteed hours (NGH) element shown in brackets – for example, 88% of staff in the mental health problems service type are on permanent contracts, 87% with guaranteed hours and 1% without guaranteed hours.

The respite care and short breaks service type has the smallest proportion of staff on permanent contracts (78%) and the highest proportions of casual/relief staff (10%) and staff on temporary contracts (6%). This profile is reflected by the service type's relatively low median weekly hours (21). However, no staff on no guaranteed hours contracts were reported for this service type for 2016. All staff in blood borne virus care homes are on permanent contracts, but as already mentioned, this service type has only about 10 staff in total. The other service types have between 81% and 88% of their staff on permanent contracts.

The alcohol and drug misuse service type has the highest proportion of staff on sessional contracts (6%).

Physical and sensory impairment care homes have the highest proportion of staff on contracts with no guaranteed hours (3%) and the second highest proportion of casual/relief staff (9%).

Table 9: Percentage of staff by contract type by service type in care homes for adults, 2016

Contract type	%							Total
	ADM	BBV	LD	MHP	OP	PSI	RCSB	
Permanent	81(0)	100(0)	83(0)	88(1)	88(0)	84(2)	78(0)	87(0)
Temporary	2(0)	0(0)	2(0)	1(0)	2(0)	2(0)	6(0)	2(0)
Agency	0	0	0	0	0	0	0	0
Bank	1	0	4	4	8	3	6	7
Fixed term	3(0)	0(0)	0(0)	0(0)	0(0)	1(0)	0(0)	0(0)
Sessional	6(0)	0(0)	1(0)	2(0)	0(0)	0(0)	0(0)	0(0)
Casual/relief	7	0	8	4	2	9	10	3
Trainee	0(0)	0(0)	0(0)	0(0)	0(0)	0(0)	0(0)	0(0)
Other	1	0	1	0	0	0	0	0
Not known	0	0	0	0	0	0	1	0
All NGH	0	0	1	1	0	3	0	1

Percentages are rounded to the nearest integer, so components may not sum exactly to 100%.

ADM = alcohol and drug misuse

BBV = blood borne virus

LD = learning disabilities

MHP = mental health problems

OP = older people

PSI = physical and sensory impairment

RCSB = respite care and short breaks

Housing support/care at home

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.

Care at home: A service which delivers assessed and planned personal care and support which enables the person to stay in their own home.

The 2016 Workforce Data Report presents data on housing support and care at home services as a combined housing support/care at home sub-sector. This is because most of these services register jointly with the Care Inspectorate and so provide a single annual return – see the footnote in Table 10.

It is not possible to separate out and identify the staffing resource used just for the housing support or the care at home element of services. However we can divide it into combined services and those which only deliver care at home or housing support. We refer to these as combined housing support/care at home (CHSCAH), sole care at home (SCAH) and sole housing support (SHS).

Table 10 shows the distribution of services by service type and employer type for housing support/care at home services. Nearly two-thirds of total services are combined services. The voluntary sector has 57% of total services, with 28% in the private sector and 15% in the public sector. The voluntary sector is the largest sector in combined and sole housing support services, while the private sector is the largest in sole care at home services.

Table 10: Distribution of services by service type and employer type in housing support/care at home, 2016

Service type	Public	Private	Voluntary	Total
Combined	194	364	733	1291 ¹
Sole care at home	27	157	137	321
Sole housing support	91	39	299	429
Total	312	560	1169	2041

¹ 645 lead services each submitted a single staffing return for 2016 covering their jointly registered combined services.

Table 11 shows the distribution of staff by service type and employer type. Two-thirds of housing support/care at home staff work in combined services, a fifth in sole care at home and 13% in sole housing support.

The voluntary sector is the largest employer type in all three service types, substantially so in combined and sole housing support, but in sole care at home it has only a slighter larger proportion of staff than the private sector.

Table 11: Distribution of staff by service type and employer type in housing support/care at home, 2016

Service type	Public	Private	Voluntary	Total
Combined	12800	12980	19580	45360
Sole care at home	2060	6230	6590	14880
Sole housing support	1790	1390	5560	8740
Total	16650	20590	31730	68970

Figures are rounded to the nearest 10, so components may not sum exactly to totals.

The median weekly hours and age for each service type is in Table 12. Median weekly hours vary across the service types; sole care at home has the lowest at 25, while sole housing support has the highest at 34. By contrast, median age is very similar across the service types within the range 45 to 47.

Table 12: Median weekly hours and age by service type in housing support/care at home, 2016

Service type	Weekly hours	Age
Combined	30	46
Sole care at home	25	45
Sole housing support	34	47
Housing support/care at home	30	46

The median weekly hours reflect the profile of part time and full time working shown in Table 13. Nearly three quarters of sole care at home staff work part time, while more than half of sole housing support staff work full time.

Table 13: Percentage of staff by part time/full time by service type in housing support/care at home, 2016

Service type	% Part time	% Full time	% Not known
Combined	59	41	0
Sole care at home	71	29	0
Sole housing support	47	53	1
Housing support/care at home	60	40	0

Percentages are rounded to the nearest integer, so components may not sum exactly to 100%.

Table 14 shows the percentage of staff by gender broken down by service type. The housing support/care at home sub-sector overall has a slightly higher proportion of male staff than the social service sector as a whole in 2016. The sole housing support service type has the highest proportion of men in its workforce, with nearly a quarter. Sole care at home has the lowest proportion of men at just over one in 10.

Table 14: Percentage of staff by gender by service type in housing support/care at home, 2016

Service type	% Female	% Male
Combined	81	19
Sole care at home	89	11
Sole housing support	77	23
Housing support/care at home	82	18

NB. There are very small numbers of 'not known' and 'other' gender instances across the service types which are not included in this table and whose inclusion would not alter the proportions given.

Table 15 shows the percentage of staff by service type and job function. Overall, nine out of 10 staff are care staff. Sole housing support has more than double the proportion of auxiliary staff and managers than the other two service types.

Table 15: Percentage of staff by job function by service type in housing support/care at home, 2016

Service type	%			
	Auxiliary	Care	Managers	Not known
Combined	5	92	3	0
Sole care at home	5	92	3	0
Sole housing support	12	80	8	0
Housing support/care at home	6	90	4	0

Table 16 shows the contract type breakdown for each housing support/care at home service type. The main figures are the total proportions for each contract type, with the no guaranteed hours (NGH) element shown in brackets – for example, 83% of staff in the sole housing support service type are on permanent contracts, 77% with guaranteed hours and 6% without guaranteed hours.

Overall 83% of staff are on permanent contracts, with a NGH element of 9%. The sole care at home service type has the smallest proportion of staff on permanent contracts (79%), with a sizeable element of NGH (16%). This profile is reflected by the service type's relatively low median weekly hours (25). This service type also has the highest proportion of sessional staff (8%). The combined service type has the highest proportion of casual/relief staff (7%).

The sole care at home service type has the highest proportion of staff on contracts with no guaranteed hours (20%).

Table 16: Percentage of staff by contract type by service type in housing support/care at home, 2016

Contract type	%			Total
	CHSCAH	SCH	SHS	
Permanent	84(7)	79(16)	83(6)	83(9)
Temporary	2(0)	2(1)	3(0)	2(0)
Agency	1	2	0	1
Bank	2	3	1	2
Fixed term	1(0)	1(0)	4(0)	1(0)
Sessional	3(1)	8(3)	4(1)	4(1)
Casual/relief	7	4	5	6
Trainee	0(0)	1(0)	0(0)	0(0)
Other	1	1	0	1
Not known	0	0	0	0
All NGH	8	20	7	10

Percentages are rounded to the nearest integer, so components may not sum exactly to 100%.

For more information on the background to this data, please see our publication **Scottish Social Service Sector: Report on 2016 Workforce Data**. You can download this and reports for previous years back to 2008 from our website at:

<http://data.sssc.uk.com/wdr>

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