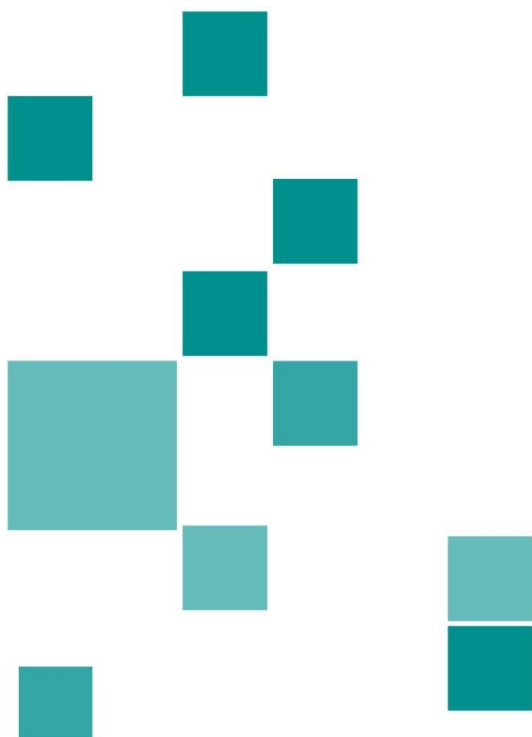


The Adults' Services Workforce 2017

December 2018



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Introduction

This report examines the adults' services workforce in Scotland. It supplements data already published in the Scottish Social Service Sector: Report on 2017 Workforce Data (Scottish Social Services Council, 2018).

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 2017.

Adults' services account for nearly three-quarters of the Scottish social service workforce and are made up 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 two parts:

- 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 care homes for adults and housing support/care at home services (shown in bold above). These two sub-sectors are broken down into further sub-types.

Adults' services overview

Figure 1 and Table 1 shows the adult services workforce which is made up of 143,600 staff. There are about 3,800 registered care services for adults, over half of which are housing support/care at home services.

Adults' services make up 71% of the Scottish social service workforce working in approximately 48% of all registered care services in the social service sector (excluding childminders).

This high proportion of staff in a comparatively lower proportion of services for adults indicates that adults' services tend to have higher numbers of staff per service than other registered services. Within this sector, care homes for adults have the highest median number of staff (41), while adult placement services have the lowest (3).

The central and strategic staff are those based in local authority social work services. This category does not include staff employed by private and voluntary sector care providers in a central office or headquarters. The only private and voluntary sector care staff captured are those based in a children's or adults' service.

Figure 1: The adults' services workforce in context, 2017

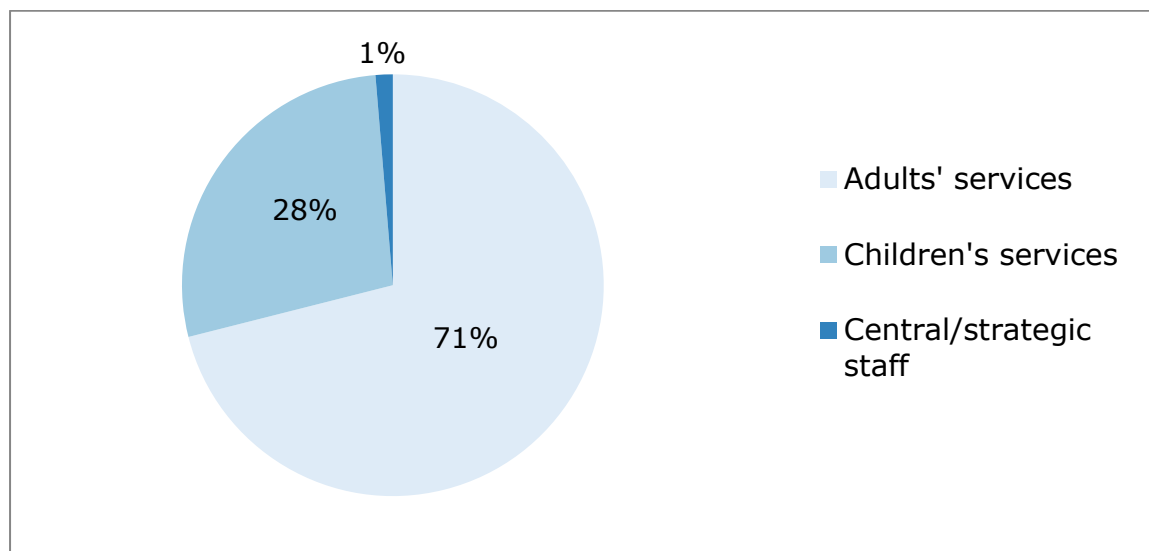


Table 1: The adults' services workforce, 2017

Adults' service	Headcount¹	Registered Services	Median staff
Adult day care	7800	479	11
Adult placement services	210	39	3
ALL Care homes for adults	52470	1125	41
• Alcohol and drug misuse	310	16	17.5
• Blood borne virus	10	1	6
• Learning disabilities	3690	159	18
• Mental health problems	1160	55	12
• Older people	45600	841	49
• Physical and sensory impairment	1390	40	27.5
• Respite care and short breaks	330	13	19
Fieldwork service (adults)²	5340	NA	NA
Fieldwork service (generic)²	1970	NA	NA
Fieldwork service (offenders)²	1970	NA	NA
ALL Housing support/care at home	70900	2064	25
• Combined	46860	1310	40.5 ³
• Sole care at home	15920	345	25
• Sole housing support	8120	409	13
Nurse agencies	2830	78	20.5
Offender accommodation services	100	5	15
Total	143600	3790	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 654 lead services – see page 13.

Figure 2 and Table 2 show that the private sector is the largest employer type in adults' services with 43% of the total workforce; this is slightly higher than the private sector share of the whole Scottish social service workforce in 2017 of 41%.

Just over a quarter of adults' services staff work in the public sector and just under a third in the voluntary sector.

Figure 2: Share of the workforce by employer type in adults' services, 2017

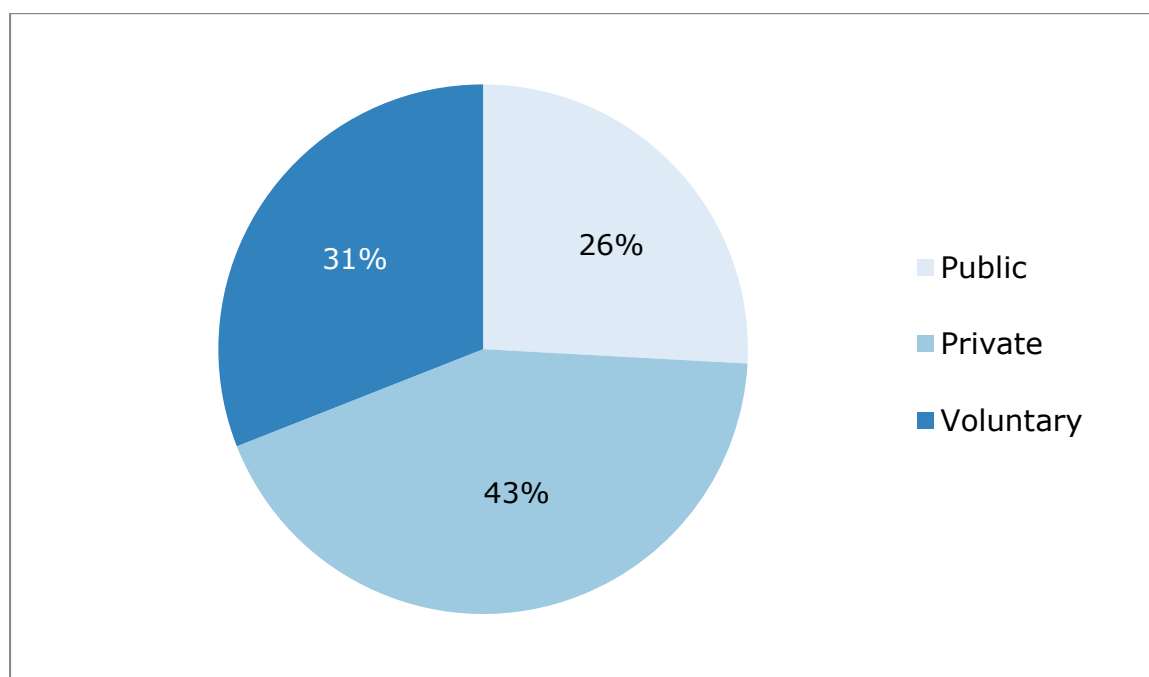


Table 2: Distribution of the workforce by sub-sector and employer type in adults' services, 2017

Sub-sector	Public	Private	Voluntary	Total
Adult day care	4060	680	3060	7800
Adult placement services	130	-	70	210
Care homes for adults	6540	37430	8500	52470
Fieldwork service (adults)	5340	-	-	5340
Fieldwork service (generic)	1970	-	-	1970
Fieldwork service (offenders)	1970	-	-	1970
Housing support/care at home	17100	21290	32500	70900
Nurse agencies	-	2570	260	2830
Offender accommodation services	20	-	80	100
Total	37140	61980	44480	143600

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 2017.

Table 3: Headcount of the adults' services workforce as a percentage of the Scottish social services workforce 2008, 2016 and 2017

Year	Adults' services workforce	Scottish social services workforce	Adults' services workforce as a % of Scottish social services workforce
2008	140590	196970	71.4
2016	142410	200650	71.0
2017	143600	202090	71.1
Percentage point change 2008 to 2017			-0.3

Table 3 shows that there has been a small drop of less than half a percentage point of the adults' services share of the Scottish social services workforce between 2008 and 2017.

Table 4: Number of the adults' services as a percentage of the registered Scottish social services 2008, 2016 and 2017

Year	Adults' services	Scottish social services	Adults' services as a % of Scottish social services active services
2008	4090	14274	28.7
2016	3797	13481	28.2
2017	3790	13211	28.7
Percentage point change 2008 to 2017			-0.0

Figures are the active services registered with the Care Inspectorate as at 31 December 2008, 2016 and 2017.

Table 4 shows that there was no change between 2008 and 2017 in the adults' active services share of registered Scottish social services.

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 5 shows the service types and employer types 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 61% of total services, with 25% in the voluntary sector and 14% of services in the public sector. Nearly nine out of 10 private sector services and just over eight out of 10 public sector services are for older people, with more than a third of the voluntary sector also being services for older people. So in all, older people services account for nearly 75% of all adult services. The service type with the next highest percentage is services for people with learning disabilities at 14%.

Table 5: Distribution of services by service type and employer type in care homes for adults, 2017

Service type	Public	Private	Voluntary	Total
Alcohol and drug misuse	0	3	13	16
Blood borne virus	0	0	1	1
Learning disabilities	18	45	96	159
Mental health problems	0	18	37	55
Older people	126	613	102	841
Physical and sensory impairment	2	10	28	40
Respite care and short breaks	7	1	5	13
Care homes for adults	153	690	282	1125

Table 6 shows the distribution of staff by service type and employer type. As would be expected by the dominance of the care home for adults sub-sector, the older people service type is by far the largest accounting for 87% of staff. The smallest service type is blood borne virus care homes with only 10 staff.

The private sector is by far the largest employer type in care homes for adults employing 71% of the staff, while the public sector is the smallest. The largest share of all three employer types is the care homes for older people workforce at 87%. The learning disabilities service type is the second biggest with 7% of the total workforce.

Table 6: Distribution of staff by service type and employer type in care homes for adults, 2017

Service type	Public	Private	Voluntary	Total
Alcohol and drug misuse	0	80	230	310
Blood borne virus	0	0	10	10
Learning disabilities	380	1470	1840	3690
Mental health problems	0	710	450	1160
Older people	5950	34790	4860	45600
Physical and sensory impairment	50	370	970	1390
Respite care and short breaks	160	20	150	330
Care homes for adults	6540	37430	8500	52470

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 7. Blood borne virus care homes have the highest weekly hours at 37.5, while respite care and short breaks care homes have the lowest at 21. Weekly hours for the remaining service types fall between 33 and 36.15.

The median age of workers is in the forties, varying across the service types from early to late forties. Physical and sensory impairment has the lowest median age at 42, while blood borne virus has the highest at 49 years 6 months. 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 2017 (see page 30 of the Scottish Social Service Sector: Report on 2017 Workforce Data).

Table 7: Median weekly hours and age by service type in care homes for adults, 2017

Service type	Weekly hours	Age
Alcohol and drug misuse	36.15	46
Blood borne virus	37.5	49.5
Learning disabilities	35	43
Mental health problems	35	46
Older people	33	45
Physical and sensory impairment	34.5	42
Respite care and short breaks	21	48
Care homes for adults	33	45

Table 8 shows that the majority of the workforce is full time (defined as more than 30 hours per week) in all service types except respite care and short breaks, which is reflected by the median weekly hours seen in Table 7.

Table 8: Percentage of staff by part time/full time by service type in care homes for adults, 2017

Service type	% Part time	% Full time
Alcohol and drug misuse	39	61
Blood borne virus	0	100
Learning disabilities	46	54
Mental health problems	36	64
Older people	47	53
Physical and sensory impairment	45	55
Respite care and short breaks	73	27
Care homes for adults	46	54

Table 9 shows the proportion of staff by gender in the care homes for adults sub-sector. This gender split (85% female 15% male) is identical to that in the social service sector as a whole in 2017. However this percentage split is not constant throughout the service types. Alcohol and drug misuse has a 64/36 split whereas only one in every 10 staff in respite care and short breaks is male.

Table 9: Percentage of staff by gender by service type in care homes for adults, 2017

Service type	% Female	% Male
Alcohol and drug misuse	64	36
Blood borne virus	67	33
Learning disabilities	79	21
Mental health problems	74	26
Older people	86	13
Physical and sensory impairment	80	20
Respite care and short breaks	91	9
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 round to zero and, for clarity, are not included in this table.

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

Table 10 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. Blood borne virus has the highest proportion of managers at 17%, while learning disabilities has the highest proportion of care staff 88%.

Table 10: Percentage of staff by job function by service type in care homes for adults, 2017

Service type	%			
	Auxiliary	Care	Managers	Not known
Alcohol and drug misuse	16	76	7	0
Blood borne virus	0	83	17	0
Learning disabilities	8	88	5	0
Mental health problems	15	79	6	0
Older people	24	74	2	0
Physical and sensory impairment	14	82	4	0
Respite care and short breaks	17	75	7	1
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 11 shows the contract type breakdown for each care home for adults' service type.

The no guaranteed hours (NGH) are only shown where the proportion rounds to 1% or more, and the only contract type where this applies are permanent contracts. For example, 87% of staff in the mental health problems service type are on permanent contracts, 86% with guaranteed hours and 1% without guaranteed hours. Physical and sensory impairment care homes have the highest proportion of staff on contracts with no guaranteed hours (2%).

All the other contract types may have a small percentage of NGH which, when added, leads to the overall total percentage of all NGH staff at the bottom of the table.

The respite care and short breaks service type has the smallest proportion of staff on permanent contracts (80%) and the joint highest proportions of casual/relief staff (10%) along with physical and sensory impairment. All staff in blood borne virus care homes are on permanent contracts, but this service type has only about 10 staff in total. The other service types have between 83% 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%).

Please note that although the table may have a zero in a cell, for instance the whole of the trainee row shows 0%, it does not mean that there were no staff which fall into that category. It means that the amount of staff which fall into the category were less than half of 1% of all the staff in the same service type.

Table 11: Percentage of staff by contract type by service type in care homes for adults, 2017

	%							
Contract type	Alcohol and drug misuse	Blood borne virus	Learning disabilities	Mental health problems	Older people	Physical and sensory impairment	Respite care and short breaks	Total
Permanent	83	100	83	87	88	84	80	88
of which NGH	0	0	0	1	0	2	0	0
Temporary	1	0	2	2	1	1	4	1
of which NGH	0	0	0	0	0	0	0	0
Fixed term	3	0	0	0	0	1	0	0
of which NGH	0	0	0	0	0	0	0	0
Sessional	6	0	2	3	0	0	0	0
of which NGH	0	0	0	0	0	0	0	0
Trainee	0	0	0	0	0	0	0	0
of which NGH	0	0	0	0	0	0	0	0
Agency	0	0	0	0	0	0	0	0
Bank	1	0	4	4	8	4	6	7
Casual / relief	5	0	7	4	2	10	10	3
Other	2	0	1	0	0	0	0	0
All NGH*	0	0	1	1	1	2	0	1

*Percentages are rounded to the nearest integer, so components may not sum exactly to the sum of All NGH.

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 2017 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 12.

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 combined 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 12 shows the distribution of services by service type and employer type for housing support/care at home services. The voluntary sector has 56% of total services, with 29% 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 12: Distribution of services by service type and employer type in housing support/care at home, 2017

Service type	Public	Private	Voluntary	Total
Combined	206	365	739	1310 ¹
Sole care at home	26	186	133	345
Sole housing support	81	38	290	409
Total	313	589	1162	2064

¹ 654 lead services each submitted a single staffing return for 2017 covering their jointly registered combined services.

Table 13 shows the distribution of staff by service type and employer type.

Just over 11% of housing support/care at home staff work in sole housing support, double this (just over 22%) in sole care at home, and 66% work in combined services.

In our 2016 adults' services report the voluntary sector was the largest employer type in all three service types but this has changed as the private sector now has a slightly larger proportion of staff in sole care at home services.

Table 13: Distribution of staff by service type and employer type in housing support/care at home, 2017

Service type	Public	Private	Voluntary	Total
Combined	13580	13030	20250	46860
Sole care at home	1900	7160	6860	15920
Sole housing support	1620	1100	5400	8120
Total	17100	21290	32510	70900

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

Table 14 shows the median weekly hours and age for each service type. Sole care at home has the lowest at 25, while sole housing support has the highest at 35. By contrast, median age is very similar across the service types within the range 46 to 48.

Table 14: Median weekly hours and age by service type in housing support/care at home, 2017

Service type	Weekly hours	Age
Combined	30	46
Sole care at home	25	45
Sole housing support	35	48
Housing support/care at home	30	46

The median weekly hours are reflected in the profile of part time and full time working staff as shown in Table 15. 70% of sole care at home staff work part time, while more than half of sole housing support staff work full time.

Table 15: Percentage of staff by part time/full time by service type in housing support/care at home, 2017

Service type	% Part time	% Full time	% Not known
Combined	60	40	0
Sole care at home	70	29	1
Sole housing support	45	55	0
Housing support/care at home	60	39	0

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

Table 16 shows the percentage of staff by gender broken down by service type. The housing support/care at home sub-sector overall has a higher proportion of male staff (18%) than the social service sector as a whole in 2017 of 15%.

Table 16: Percentage of staff by gender by service type in housing support/care at home, 2017

Service type	% Female	% Male
Combined	81	19
Sole care at home	86	14
Sole housing support	76	24
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 17 shows the percentage of staff by service type and job function. Just over 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 17: Percentage of staff by job function by service type in housing support/care at home, 2017

Service type	%			
	Auxiliary	Care	Managers	Not known
Combined	4	93	3	0
Sole care at home	4	93	3	1
Sole housing support	11	80	8	0
Housing support/care at home	5	91	4	0

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

Table 18 shows the contract type breakdown for each housing support/care at home service type.

This table shows the overall percentage and how this is split between no guaranteed hours (NGH) and guaranteed hours. For example, 84% of staff in the combined service type are on permanent contracts, 76% with guaranteed hours and 8% without guaranteed hours. Also, for the combined service type, 2% are on a temporary contract and less than 0.5% are on both a temporary contract and NGH.

83% of staff hold permanent contracts with 75% guaranteed hours and 8% NGH.

The sole care at home service type has the smallest proportion of staff on permanent contracts (77%), with a sizeable element of NGH through all contract types of (15%).

The percentage of all NGH across the sub-sector is 9%. This is made up by a relatively low percentage of NGH in sole housing support of 6% and a slightly higher rate of 8% in the combined service type and a substantially higher rate of 15% in sole care at home.

Table 18: Percentage of staff by contract type by service type in housing support/care at home, 2017

Contract Type	%			
	Combined	Sole care at home	Sole housing support	Total
Permanent	84	77	83	83
of which NGH	8	12	5	8
Temporary	2	1	3	2
of which NGH	0	0	0	0
Fixed term	1	1	3	1
of which NGH	0	0	0	0
Sessional	3	5	3	3
of which NGH	1	2	1	1
Trainee	0	0	0	0
of which NGH	0	0	0	0
Agency	1	3	0	1
Bank	2	3	1	2
Casual or relief	7	9	5	7
Other	1	1	1	1
Not known	0	1	0	0
All NGH*	8	15	6	9

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 report **Scottish Social Service Sector: Report on 2017 Workforce Data**. You can download this and reports for previous years back to 2008 from our website at:

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

If you have any enquiries about this report please contact:

Zara Gall
Workforce Intelligence Team
Scottish Social Services Council
Compass House, 11 Riverside Drive, Dundee DD1 4NY
Tel: 01382 207135
Fax: 01382 207215
Email: zara.gall@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
Compass House, 11 Riverside Drive, Dundee DD1 4NY
Tel: 01382 207266
Fax: 01382 207215
Email: mike.docherty@sssc.uk.com



If you would like this document in an alternative format please contact us.

Scottish Social Services Council
Compass House
11 Riverside Drive
Dundee
DD1 4NY

Tel: 0345 60 30 891
Email: enquiries@sssc.uk.com
www.sssc.uk.com

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