

Scottish Social Service Sector: Report on 2022 Workforce Data

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Note - terminology

The terminology to describe social services in this report is taken from the Public Service Reform (Scotland) Act 2010. Sections 46-48 of the Act set out legal definitions for 'social services', 'care services' and 'social work'. This includes definitions for all types of registered care services (for example, housing support) which are set out in schedule 12 of the Act.

In a small number of cases there are differences between the sub-sector definitions used in this report (as set out in Table 31) and those within the Act (details of these differences can be found in Table 32). For example, we combine housing support and care at home services throughout the report (the latter are 'support services' delivered in someone's own home). This is because most of these services are jointly registered to provide both housing support and care at home and the staff within them deliver both.

Statistics from other bodies may use different terminology and definitions of care services. For example, in the 'Insights in social care: statistics for Scotland' (Public Health Scotland, 2023) the term 'home care' is used. In this context this includes care at home services and combined care at home/housing support services but does **not** include stand-alone housing support services.

The SSSC has recently begun publishing an annual report on the registered workforce. An explanation of the differences between registration data and workforce data, along with their strengths and limitations are provided in the appendix A (see page 64).

1 Executive summary

This is the 15th workforce data report published by the SSSC and the 12th which are a 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 2022.

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 2008-2021.

As well as this report, the SSSC will publish more detailed tables in late 2023, 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 rose slightly to 211,510, an increase of 1.5% since 2021. The social service workforce makes up approximately 7.8% of all Scottish employment.
- This increase has been driven mainly by increases in the housing support/care at home, day care of children and nurse agency sub-sectors.
- The whole time equivalent (WTE) measure of the workforce is 160,960, an increase of 1.1% since 2021.
- The stability index of the workforce is 75.5%. This means just over three-quarters of the workforce remained in the same post from the previous 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 79% of the workforce.
- The median age of the workforce is highest in the public sector (46) and lowest in the private sector (40). Staff working in early years services 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 social work 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 33 and 53% of the workforce work full time (more than 30 hours per week).

1.1 Notice of revisions

In developing and quality assuring our processes ahead of our work on the 2023 workforce data report our analysis processes were reviewed and an anomaly was detected. It was found that when calculating some of the percentage rates on the characteristics of the workforce (e.g. ethnicity, gender, disability etc.) an incomplete version of the data set was used. This has resulted in the need to revise some of the data tables to correct these errors in the published report.

By identifying the underlying cause of the error we are implementing greater quality assurance checks into our process to prevent this in the future.

The affected tables and charts are listed below.

Table 14: Percentage of staff by gender and sub-sector, 2022

Table 15: Percentage of staff by ethnic classification and employer type, 2022

Table 16: Percentage of staff by ethnic classification and sub-sector, 2022

Table 17: Percentage of staff by disability and sub-sector, 2022

Table 19: Percentage of staff by job function and sub-sector 2022

Table 20: Percentage of staff by contract type and sub-sector, 2022

Table 21: Median weekly hours by employer type and sub-sector, 2022

Table 22: Percentage of part time and full time workers by sub-sector, 2022

Table 27: Estimated number of nurses by sub-sector and employer type, 2022

Table 28. Estimated number of teachers by sub-sector and employer type, 2022

Table 30: Response rates by sub-sector, 2022

Figure 9: Histograms of the age of the workforce by employer type and sub-sector, 2022

Figure 10: Histograms of hours by employer type and sub-sector, 2022

Figure 11. Percentage of part time and full time workers by sub-sector, 2022

This report has been revised and all of the affected tables as listed above and associated text have been updated with accurate figures. Other text remains as originally published.

2 Introduction

The SSSC publishes this report as part of our legal duties under the Regulation of Care (Scotland) Act 2001 and as the approved provider of Official Statistics on the social service workforce in Scotland. The data provides a comprehensive picture of the sector's workforce at the end of 2022.

Two main sources of data underpin the report. The first is the annual returns collected by the Care Inspectorate from all registered care services. The annual returns inform the Care Inspectorate's inspection planning and preparation work and also provide essential information and intelligence. The value of these returns is incredibly high as they inform both the Care Inspectorate's regulatory functions and provide crucial data on the social care workforce that feeds into this report. The second source of data is the annual census of local authority social work staff, previously carried out by the Scottish Government and since 2012 by the SSSC. The core minimum data set (CMDs) underpins both data collections.

This report is an Official Statistics publication.

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

2.1 Context

The calendar year 2022 was a year of challenge and change for the social service sector in Scotland including:

- large increases in the cost of fuel, increases in inflation and the general cost of living putting pressure on employers to meet some of this additional cost in staff wages
- the difficult wider economic and financial context impacting on budgets for local authorities and social care
- concerns around the ongoing issues around Brexit and the impact this is having on recruitment in the sector
- adjusting to return service provision back to pre-COVID-19 pandemic levels of service while continuing to provide a safe service that meets service user needs.
- the integration of social care and health and the National Health and Social Care Workforce Plan
- implementation and delivery of the expanded statutory early learning and childcare entitlement of 1,140 hours per child
- an ageing population that may demand more from services.

2.2 Changes to this report

There have been no changes made to the structure of this report compared to last year's.

2.3 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. In addition, from time to time, errors or omissions in the data may be noticed and rectified.

As with last year, the services previously belonging to Cordia, the Glasgow City ALEO, were recorded as separate services rather than combined ones due to regulatory reasons. We have again manually amended and re-classified them as combined services for consistency in this report.

2.4 Corrections

There are no corrections to previous year's data to note.

3 National overview

This chapter looks at the national picture of the social service workforce, providing a high level view of employment. It gives an overview of the numbers employed by sub-sector and type of employer, the number of registered care services and time-series figures for headcount and WTE measures.

3.1 Headcount

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. Take care when 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 2 and Appendix A for more details of these changes.

Figure 1: Time series showing the total Scottish social service workforce, 2013-2022

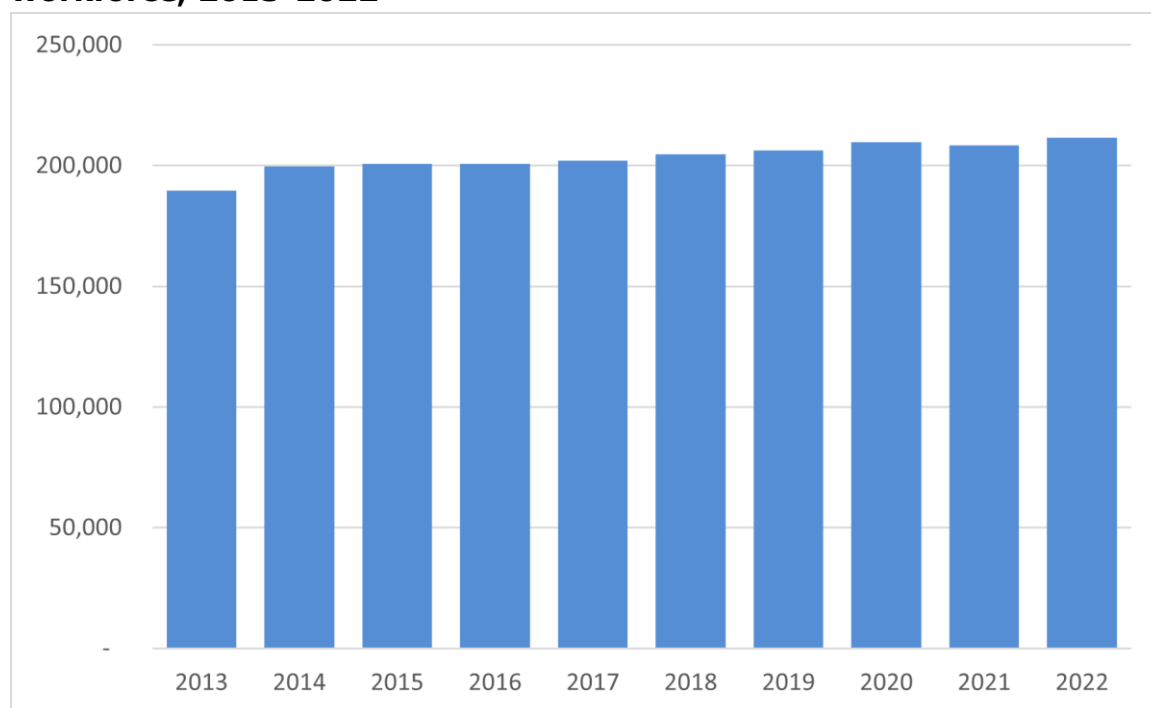


Table 1 presents an overview of the sector's workforce by sub-sector for 2013, 2021 and 2022, as well as the percentage change over the 10 yearly snapshots since 2013. There have been considerable changes over time in some sub-sectors, contrasting the overall relative stability in the workforce shown in Figure 1.

Table 1: Headcount¹ of the Scottish social service workforce 2013, 2021 and 2022

Sub-sector	2013	2021	2022	Change since 2013
Adoption services	400	440	430	7.5%
Adult day care	8,240	6,170	5,520	-33.0%
Adult placement services	180	180	240	33.3%
Care homes for adults	52,430	51,010	51,040	-2.7%
Central and strategic staff	3,280	2,800	2,940	-10.4%
Child care agencies	390	120	60	-84.6%
Childminding	5,720	3,960	3,500	-38.8%
Day care of children	30,250	41,180	42,190	39.5%
Fieldwork service (adults)	5,200	5,480	5,800	11.5%
Fieldwork service (children)	5,780	5,820	5,810	0.5%
Fieldwork service (generic)	2,930	2,200	2,060	-29.7%
Fieldwork service (offenders)	2,100	2,050	2,030	-3.3%
Fostering services	950	840	820	-13.7%
Housing support/care at home	62,170	73,120	74,620	20.0%
Nurse agencies	1,400	3,420	4,940	252.9%
Offender accommodation services	120	110	110	-8.3%
Residential child care	6,810	8,200	8,230	20.9%
School care accommodation	1,330	1,260	1,170	-12.0%
Total	189,670	208,360	211,510	11.5%

Table 1 shows that between 2021 and 2022 the number of staff in the sector increased by 1.5% (+3,150) to 211,510. This increase means that the workforce is at its largest level since these reports began, exceeding the previous highest workforce recorded in 2020. This results in an overall increase of 11.5% in the workforce in the 10 yearly snapshots since 2013.

The official estimate for total Scottish employment for the fourth quarter of 2022 is 2,721,000 (Scottish Government, 2023). As a result, the social service sector makes up 7.8% of employment in Scotland, or roughly 1 in 13 jobs.

Between 2021 and 2022, half of the sub-sectors (9 of 18) recorded a decrease in the estimated headcount. The largest absolute decrease was in adult day care with a decrease of 650 while the largest relative decrease was in child care agencies with a decrease of 50.0% (note there was a net decrease of around 24% in the number of child care agency services operating compared to 2021). The largest absolute increase in the workforce was in housing support/care at

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.

home services, with an increase of 1,500, while the largest relative increase was in adult placement services with an increase of around 33%.

The care homes for adults sub-sector headcount in 2021 was reported as the lowest since records began, and this level has stayed relatively stable in 2022, with a small increase in headcount of 30 staff (a 0.1% increase). The housing support/care at home sub-sector increased by 1,500 staff in 2022, almost returning to the level reported in 2020 after falling by 1,750 in 2021. The housing support/care at home sub-sector remains the largest employer of social care staff, accounting for around 35% of the total workforce.

The increase in the day care of children sub-sector continues following the implementation of the increased statutory early learning and childcare hours for 3- and 4-year-olds (and eligible 2- year olds) in 2021. Again in 2022, as was the case in 2021, it is now the largest the sub-sector has been and there has been a growth of 39.5% since 2013. The growth has primarily been in public sector provision.

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 79% of the whole workforce. Community care services (housing support/care at home, care homes for adults, adult day care) account for 62% of the workforce and childcare services (child care agencies, childminding and day care of children) account for around 22% of the workforce.

Since 2013, some sub-sectors have experienced a large amount of growth, while others have notably decreased. Both adult day care and childminding have seen their workforces reduce by over 30% since 2013. Likewise the number of active registered adult day care and childminding services has declined by a similar proportion (see Table 4). Local authority central and strategic staff and generic fieldwork services staff have also seen notable falls since 2013 (around 10% and 30% respectively). 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 which both have high numbers of administrative roles. Other reasons for these falls may include policies to reduce the number of senior posts in public bodies.

The number of childminding services has continued to fall this year, down to 3,500 active services. Overall the number of childminding services has fallen by around 40% since 2013. The childminding sub-sector was at its largest in 2012 and has seen a continued decline year on year since then. This contrasts with the increase in the size of the workforce in day care of children services noted above. This ongoing trend is reported in greater detail in the Care Inspectorate's

annual 'Early learning and childcare statistics 2021' publication (Care Inspectorate, 2022). Analysis of the movement of day care of children staff between different types of employers is also examined in the recent SSSC publication, Movement of Day Care of Children Staff (SSSC, 2023).

The largest amount of relative growth in the workforce was seen in the day care of children, housing support/care at home and residential child care sub-sectors. All of these sub-sectors had workforces of more than 3,000 in 2013 and have all seen an increase of 20% or more since. Other smaller sub sectors have experienced notable growth in the last 10 years too, in particular adult placement services and nurse agencies.

With housing support/care at home being by far the largest sub-sector, increases here are the biggest driver of the overall increase and this is likely due to policy changes designed to enable more people to be cared for in their own homes.

3.2 WTE

In Table 2 the WTE, headcount (HC) and ratio of WTE to HC can be seen for each sub-sector. Most sub-sectors have a ratio close to the overall ratio (0.76). Housing support/care at home has a slightly lower ratio but remains the largest sub-sector by WTE.

Table 2: WTE, headcount and ratio by sub-sector, 2022

Sub-sector	WTE (37.5 hours)	Headcount (HC)	Ratio
Adoption services	350	430	0.81
Adult day care	4,030	5,520	0.73
Adult placement service	180	240	0.75
Care homes for adults	39,940	51,040	0.78
Central and strategic staff	2,530	2,940	0.86
Child care agencies	40	60	0.67
Childminding	3,380	3,500	0.97
Day care of children	32,630	42,190	0.77
Fieldwork services (adults)	4,980	5,800	0.86
Fieldwork services (children)	4,990	5,810	0.86
Fieldwork services (generic)	1,540	2,060	0.75
Fieldwork services (offenders)	1,740	2,030	0.86
Fostering services	680	820	0.83
Housing support/care at home	53,610	74,620	0.72
Nurse agencies	2,500	4,940	0.51
Offender accommodation services	90	110	0.82
Residential child care	6,850	8,230	0.83
School care accommodation	880	1,170	0.75
All	160,960	211,510	0.76

Social work staff and many sub-sectors that are predominately public sector have a higher ratio, while childminders have the highest ratio. Child care and nurse agencies have by far the lowest ratios.

A time series for the whole time equivalent (WTE) estimates for the workforce is given in Table 3. 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 before rising again over the last couple of years. The total headcount increased by 1.5% between 2021 and 2022 and the WTE also increased at a roughly similar rate of 1.1%. Since 2013, the headcount has increased by 11.5% while the WTE has increased by 12.2%.

Table 3: WTE and headcount figures for the Scottish social service workforce, 2013-2022

Year	WTE (37.5 hours)	Headcount (HC)	Ratio of WTE to HC
2013	143,410	189,670	0.76
2014	150,050	199,670	0.75
2015	150,310	200,710	0.75
2016	150,540	200,650	0.75
2017	150,960	202,090	0.75
2018	153,390	204,710	0.75
2019	155,270	206,320	0.75
2020	159,260	209,690	0.76
2021	159,150	208,360	0.76
2022	160,960	211,510	0.76

3.3 Services

The number of active registered services at the time of data collection is in Table 4. Since 2021 the total number of services has fallen by 4.4%. Of the 13 subsectors covered by registered services, seven had fewer services, three had a larger number of services and three remained constant between 2021 and 2022. There was a notable decline in the number of childminding services again between 2021 and 2022 (-11.5%), contributing to the 39.8% fall in number of services observed since 2013. This is discussed in the previous section.

Since 2013, there has been a 17.0% reduction in services overall, though this varies quite markedly by sub-sector. Of note is that there are 17.5% fewer care homes for adults services despite the workforce only falling by 2.7%, and there are 7.8% fewer day care of children services despite an increase in the workforce of 19.9%.

Table 4: Number of active services registered with the Care Inspectorate at 31 December 2013, 2021 and 2022

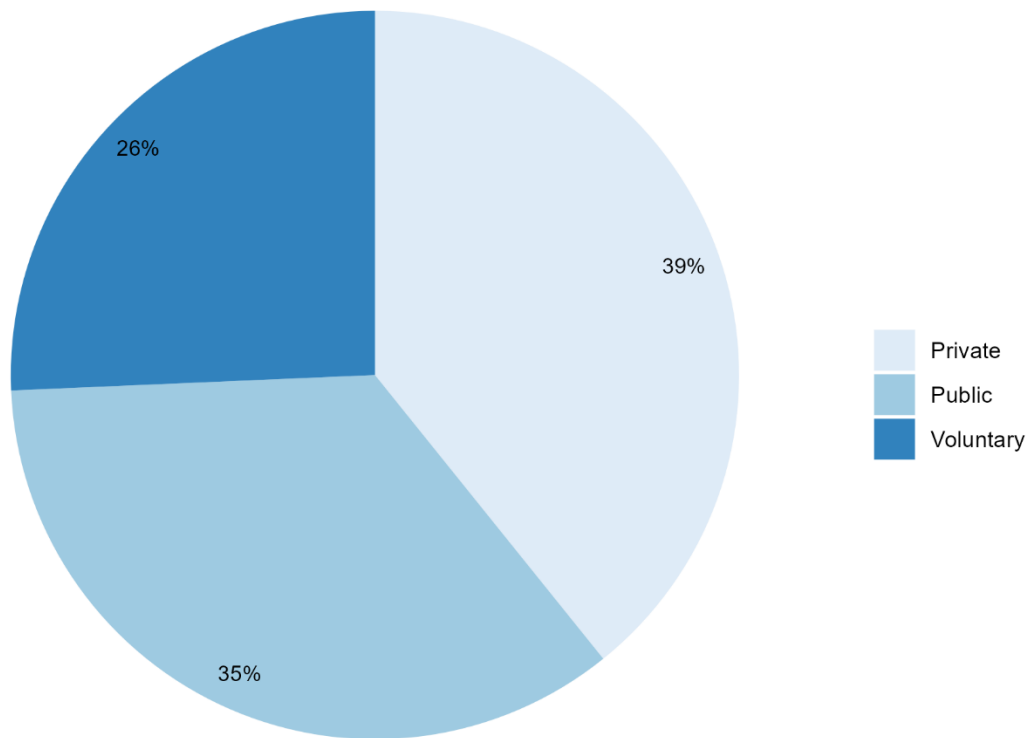
Sub-sector	2013	2021	2022	Change since 2013
Adoption services	39	38	38	-2.6%
Adult day care	522	393	347	-33.5%
Adult placement services	40	71	75	87.5%
Care homes for adults	1,250	1,054	1,037	-17.0%
Child care agencies	31	17	13	-58.1%
Childminding²	5,718	3,891	3,442	-39.8%
Day care of children	3,764	3,536	3,471	-7.8%
Fostering services	62	59	58	-6.5%
Housing support/care at home	1,875	2,151	2,210	17.9%
Nurse agencies	39	117	126	223.1%
Offender accommodation services	8	5	5	-37.5%
Residential child care	289	375	375	29.8%
School care accommodation	28	27	26	-7.1%
Total	13,665	11,734	11,223	-17.9%

3.4 Employer types

The mix of employer types in the sector is shown in Figure 2. The private sector makes around two-fifths of the workforce, the public sector just over one-third and the voluntary sector over a quarter. This pattern is similar to last year, though the public sector and private sector share has increased while the voluntary sector has decreased. The private sector saw the largest absolute and relative increases (2,240, +2.8%), with an increase also in the public sector (1,290, +1.8%). There was a decline again in 2022 in the voluntary sector (-370, -0.7%). The drivers of these changes often vary but the continued expansion of the workforce in day care of children services has led the increase in the public sector, increases in housing support/care at home have added to both the public and private sectors while a large increase in the headcount in nurse agencies has increased the private sector workforce further. We provide greater detail on breakdowns by employer type later in chapter 5.

² Counts of the number of active childminding and day care services are also published by the Care Inspectorate. 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.

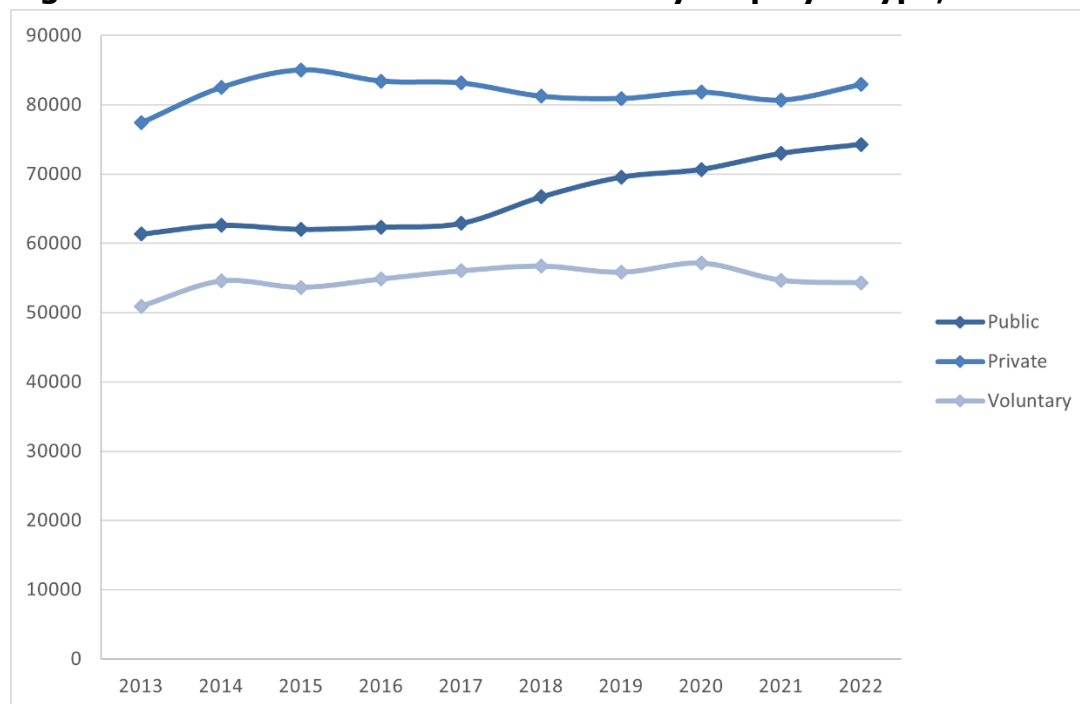
Figure 2: Scottish social service workforce - estimated split by employer type, 2022



The trends in provision over time differ by employer type. The public sector has been relatively flat until a rapid growth since 2017. The private sector had been steadily falling in size since 2015, however there was an increase this year. The voluntary sector has fluctuated the most over recent years, with a small decrease this year.

The public sector is now the largest it has been since these 2008, with early declines now reversed due to increases in day care of children provision and, to some extent, reclassification when ALEOs got brought back in-house in recent years. This can be seen in Figure 3.

Figure 3: Time series of the workforce by employer type, 2013-2022



3.5 Service providers

Individual services often 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 2022 the 11,223 active registered services were distributed among 5,943 service providers. Excluding childminders there were 7,781 active registered services under 2,501 service providers.

3.6 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 5, 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 (this is a UK-wide problem).

Table 5: Estimates for excluded groups, 2022

Group	Estimate
Childminding assistants	400
Volunteers (public)³	190
Volunteers (private)	250
Volunteers (voluntary)	1,900

Another group not included in these statistics is centrally based office staff in private and voluntary organisations. This is because they are not located 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 statutory 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 either 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.

3.7 Key messages

- The estimate for the number of people working in the sector in 2022 is 211,510.
- This represents an increase of 1.5% on the 2021 figure.
- The estimate for the WTE of people working in the sector is 160,960.
- The housing support/care at home and nurse agencies sub-sectors 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 continues to fall.
- At 39% the private sector continues to have the largest share of the sector’s workforce.
- Both the public sector and private sector grew in size in 2022. Increases were driven by the continued expansion of the day care of children workforce and also notable increases in the housing support/care at home and nurse agencies sub-sectors.

³ Registered services only

4 Geographic analysis

This chapter provides a picture of the geographical distribution of the workforce in 2022. The geography is defined by the registered address of a service or the employing local authority for social work services. Please note that some staff may work remotely from the central address, crucially over geographic boundaries, so that may make these figures differ from where the work is actually performed.

4.1 Overview

Table 6 shows the number of people located in each local authority area by employer type. The areas with the largest workforces are City of Edinburgh and Glasgow City (with just under 24% of the sector combined). Glasgow is the area with the largest number of public and voluntary sector staff, while Edinburgh is the area with the largest number of private sector staff. Fife, North Lanarkshire and South Lanarkshire remain the only other areas with workforces of more than 10,000.

In 17 of the 32 local authority areas the size of the workforce increased between December 2021 and December 2022. Edinburgh saw the largest absolute rise while North Ayrshire saw the largest absolute fall. The increase in Edinburgh is driven by an increase in the private sector while the decrease in North Ayrshire is driven by a notable decrease of 17% in the private sector overshadowing a 4% increase in the public sector.

Table 6: Headcount by local authority area and employer type, 2022

Local authority area	Public	Private	Voluntary	Total
Aberdeen City	1,980	3,910	2,560	8,450
Aberdeenshire	3,930	3,940	1,670	9,540
Angus	1,540	1,900	730	4,170
Argyll and Bute	1,280	1,120	830	3,230
Clackmannanshire	610	920	490	2,020
Dumfries and Galloway	1,490	2,510	1,540	5,540
Dundee City	2,020	2,450	2,000	6,470
East Ayrshire	2,360	1,670	1,490	5,520
East Dunbartonshire	1,220	1,960	690	3,870
East Lothian	1,150	1,490	1,370	4,010
East Renfrewshire	1,290	1,220	500	3,010
Edinburgh, City of	4,550	10,250	7,280	22,080
Falkirk	2,440	2,200	800	5,440
Fife	5,190	6,190	2,340	13,720
Glasgow City	9,620	7,980	10,300	27,900
Highland	3,150	3,620	1,970	8,740
Inverclyde	1,480	1,240	900	3,620
Midlothian	1,110	1,380	730	3,220
Moray	1,310	1,220	1,180	3,710
Na h-Eileanan Siar	850	80	310	1,240
North Ayrshire	2,700	1,950	960	5,610
North Lanarkshire	4,140	4,220	3,290	11,650
Orkney Islands	1,030	90	140	1,260
Perth and Kinross	1,610	2,480	1,610	5,700
Renfrewshire	2,180	2,840	2,450	7,470
Scottish Borders	1,500	1,170	1,230	3,900
Shetland Islands	1,450	40	190	1,680
South Ayrshire	1,680	2,400	930	5,010
South Lanarkshire	4,350	4,700	1,880	10,930
Stirling	1,080	1,550	800	3,430
West Dunbartonshire	1,990	1,070	410	3,470
West Lothian	2,000	2,800	750	5,550
Outwith Scotland⁴	-	390	10	400
Total	74,270	82,940	54,310	211,510

4.2 Employer types

Figure 4 shows the proportion of staff in each local authority area from the different employer types in 2022. 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 at least 69% of the workforce. West Dunbartonshire is the only other area where more than 50% of the workforce is in the public sector. Continuing from last year, no local authority area has less than 20% of the workforce in the public sector, the smallest being Edinburgh at 21% and Aberdeen at 23%.

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

Figure 4: Proportion of employment in each local authority area by employer type, 2022

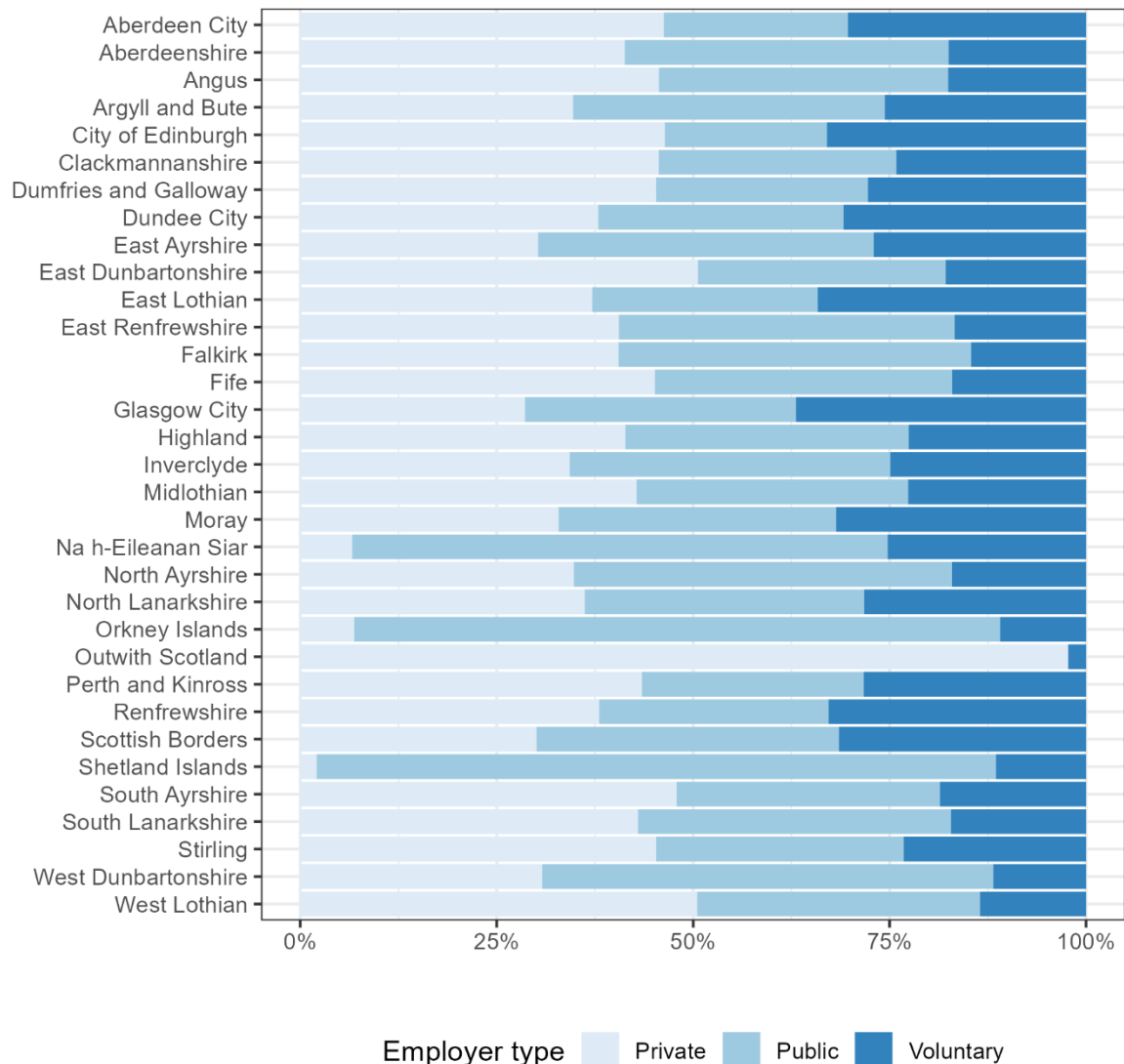
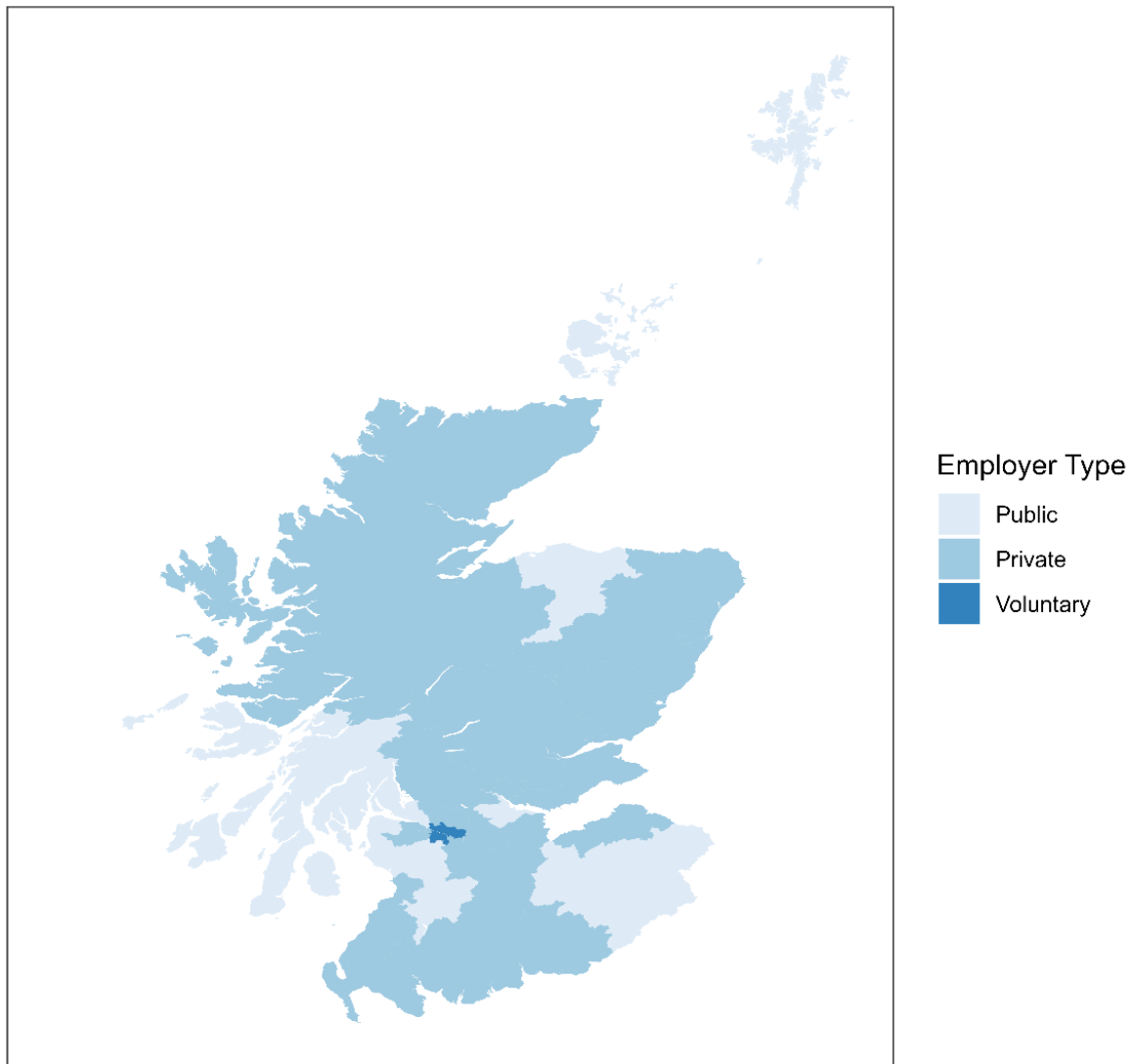


Figure 5 shows the largest employer type by local authority area. In total, the public sector is the largest employer in 12 areas, 19 areas have the private sector as the largest employer and one area (Glasgow) has the voluntary sector as the largest. In addition East Renfrewshire now has the public sector as it's largest employer rather than the private sector.

Figure 5: Map of Scotland with local authority areas coloured by largest employer type, 2022



4.3 WTE density

We can use the 2021 mid-year population estimates⁵ (National Records of Scotland, 2022) to calculate the WTE figure for the workforce per 10,000 of the population (WTE density). Due to the way WTE is computed, local authority level figures may not sum to the overall figure which is computed from a sub-sector disaggregation. Figure 6 shows that the Shetland Islands has the greatest WTE density, that is the highest ratio of WTE staff per 10,000 population. Table 7 shows the data used in this figure in detail by local authority area.

⁵ At the time of writing the 2022 mid-year population estimates were awaiting publication and unavailable for use.

Figure 6: Map of Scotland with local authority areas coloured by WTE density, 2022

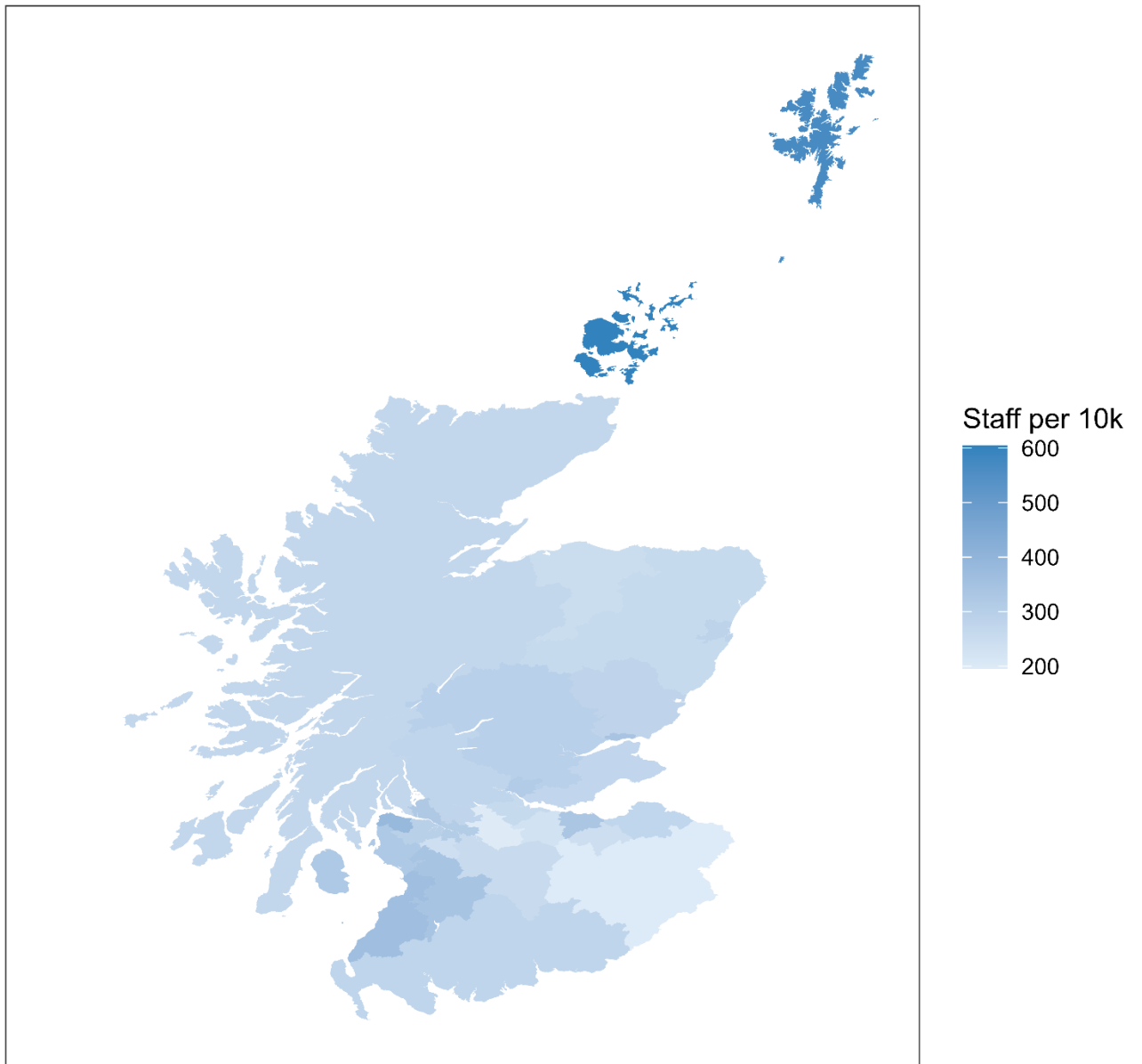


Table 7: WTE densities by local authority area, 2022

Local authority	Population	WTE	Density (per 10k)
Aberdeen City	227,430	6,513	286
Aberdeenshire	262,690	6,815	259
Angus	116,120	3,247	280
Argyll and Bute	86,220	2,347	272
Clackmannanshire	51,540	1,626	316
Dumfries and Galloway	148,790	4,154	279
Dundee City	147,720	5,052	342
East Ayrshire	122,020	4,154	340
East Dunbartonshire	108,900	3,003	276
East Lothian	109,580	3,019	276
East Renfrewshire	96,580	2,330	241
Edinburgh, City of	526,470	16,903	321
Falkirk	160,700	4,336	270
Fife	374,730	10,517	281
Glasgow City	635,130	20,946	330
Highland	238,060	6,156	259
Inverclyde	76,700	2,663	347
Midlothian	94,680	2,619	277
Moray	96,410	2,664	276
Na h-Eileanan Siar	26,640	802	301
North Ayrshire	134,220	4,331	323
North Lanarkshire	341,400	9,039	265
Orkney Islands	22,540	723	321
Perth and Kinross	153,810	4,551	296
Renfrewshire	179,940	6,010	334
Scottish Borders	116,020	2,768	239
Shetland Islands	22,940	991	432
South Ayrshire	112,450	3,893	346
South Lanarkshire	322,630	8,855	274
Stirling	93,470	2,611	279
West Dunbartonshire	87,790	2,632	300
West Lothian	185,580	4,535	244
Scotland	5,479,900	160,805	293

4.4 Key messages

- The size of the workforce increased in 17 of the 32 local authority areas increased between December 2021 and December 2022. The largest absolute increase was reported in Edinburgh City.

- Public sector providers of social services⁶ are the largest employers in 12 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 local authority areas (Orkney Islands, Shetland Islands and Na h-Eileanan Siar).
- The private sector is the largest employer in most (19) of the local authority areas.
- The voluntary sector is the largest employer in one local authority area (Glasgow City).

⁶ Local authorities are the main public providers of social services; however, the NHS also delivers a small number of these services.

5 Sub-sectoral analysis

This chapter provides a detailed examination and comparison of the different sub-sectors in the Scottish social service sector in 2022.

5.1 Employer types

Figure 7. Treemap of headcount by employer type and sub-sector, 2022

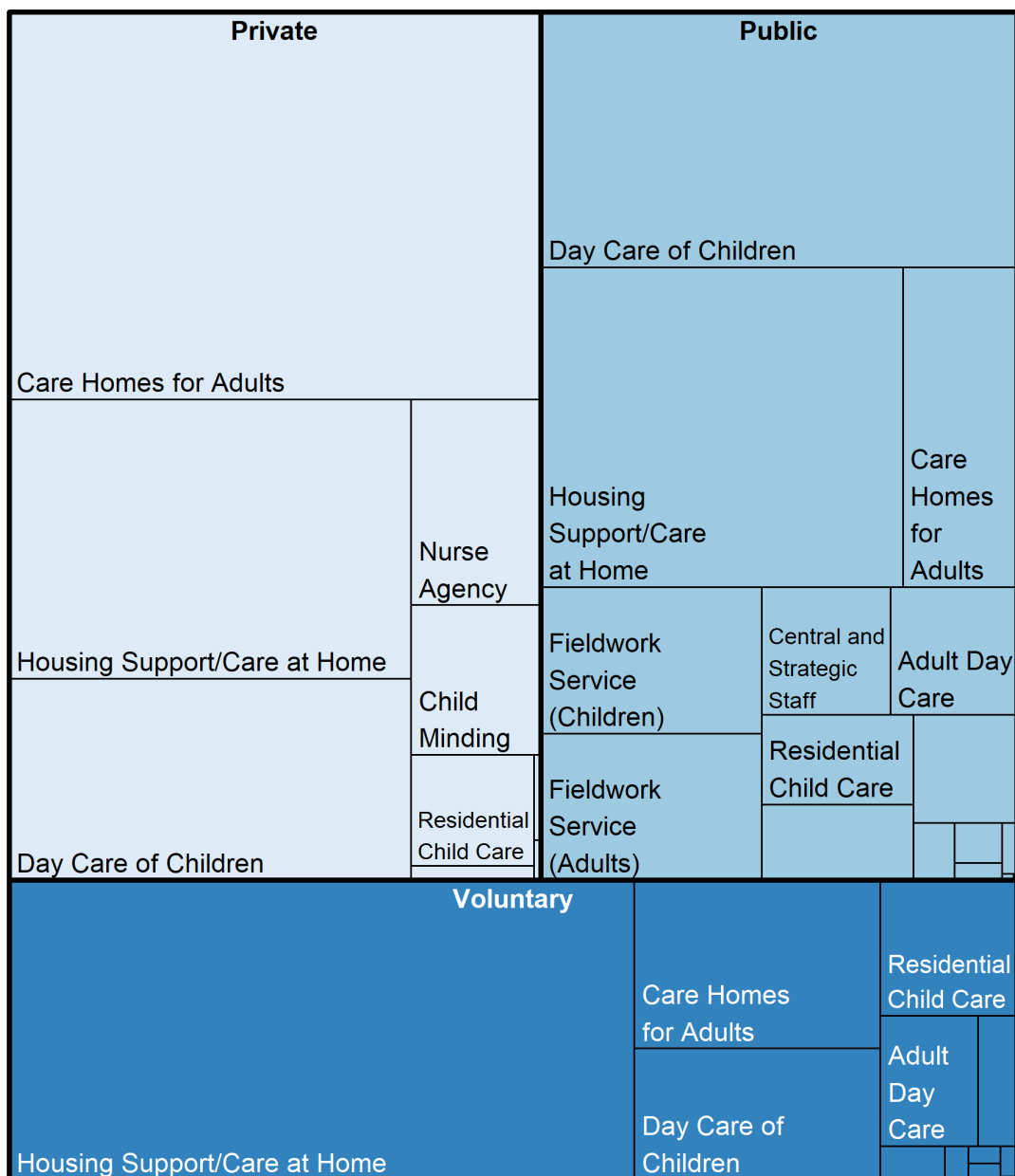


Table 8 gives a breakdown by sub-sector and employer type (public, private and voluntary sectors). All but the three largest sub-sectors have fewer than 10,000 staff and also all but two sub-sectors have a dominant employer type (with more than 50% of the staff). A treemap visual representation of this can be seen in Figure 7.

Table 8: Headcount by sub-sector and employer type, 2022

Sub-sector	Public	Private	Voluntary	Total
Adoption services	340	0	90	430
Adult day care	2,910	320	2,290	5,520
Adult placement services	150	0	90	240
Care homes for adults	6,570	37,020	7,450	51,040
Central and strategic staff	2,940	0	0	2,940
Child care agencies	0	50	10	60
Childminding	0	3,500	0	3,500
Day care of children	21,840	14,540	5,810	42,190
Fieldwork service (adults)	5,800	0	0	5,800
Fieldwork service (children)	5,810	0	0	5,810
Fieldwork service (generic)	2,060	0	0	2,060
Fieldwork service (offenders)	2,030	0	0	2,030
Fostering services	420	0	390	820
Housing support/care at home	20,780	20,160	33,670	74,620
Nurse agencies	0	4,800	140	4,940
Offender accommodation	10	0	100	110
Residential child care	2,450	2,450	3,330	8,230
School care accommodation	140	100	920	1,170
Total	74,270	82,940	54,310	211,510

Almost half (45%) of private sector staff work in care homes for adults, while almost two-thirds (62%) 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 offender accommodation, residential child care and school care accommodation sub-sectors. Around 73% 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 and day care of children. Additionally the day care of children sub-sector is the largest part of the public workforce.

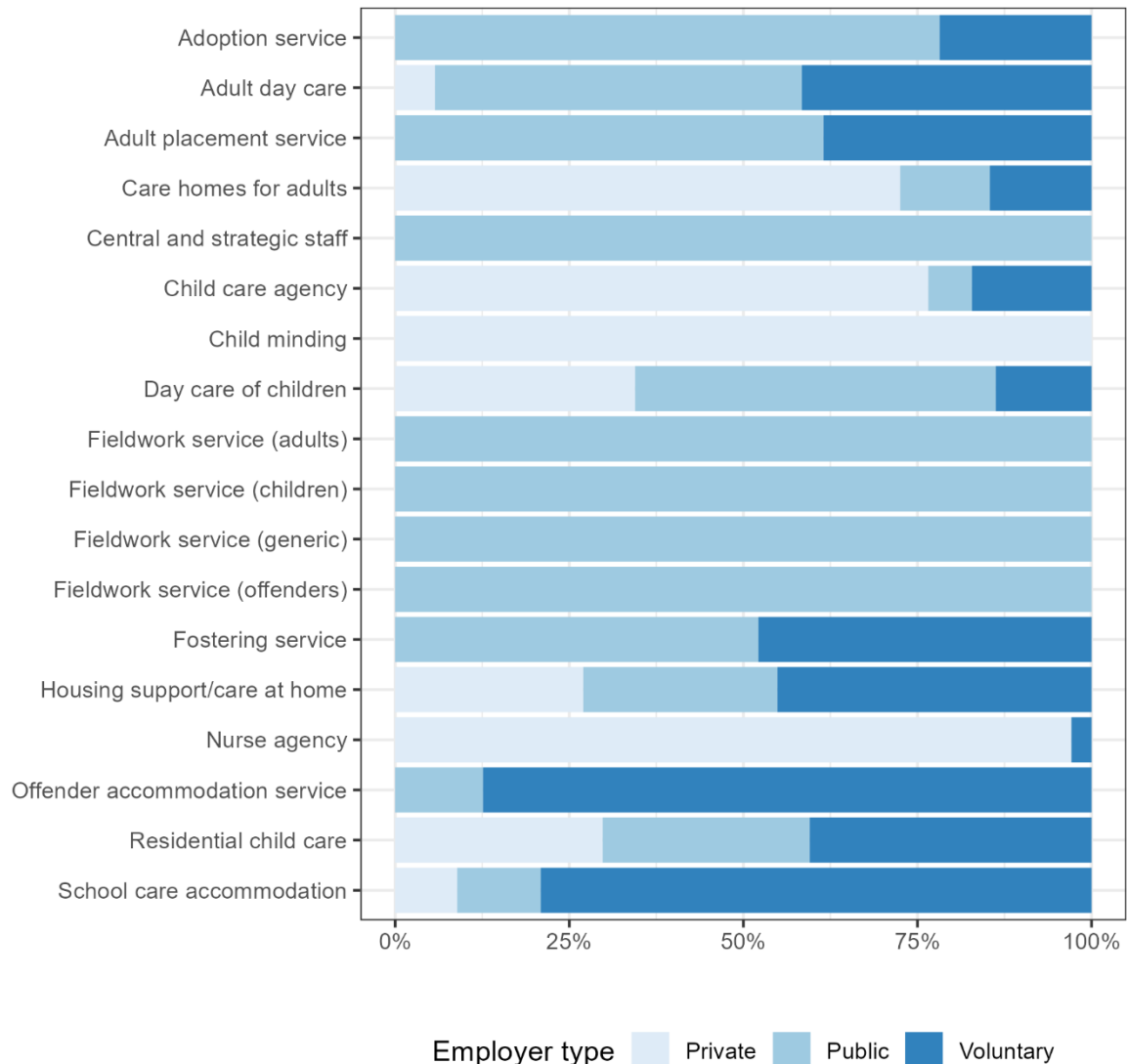
Services that are primarily for children (adoption, child care agency, childminding, day care of children, fieldwork service (children), fostering, residential child care and school care accommodation) account for around 29% of the workforce.

The private sector is the largest employer type for adults' services at 43%, and second in services for children at 33%, largely reflecting its overall share of the workforce. The public and voluntary sectors differ, with the public sector having a 50% share of services for children and 28% of services for adults, and the voluntary sector with 17% and 30% respectively.

A visual representation of the mix of employer types among the different sub-sectors is given in Figure 8. It is apparent that most sub-sectors are dominated

by a single employer type, while housing support/care at home and residential child care have a more even mix.

Figure 8: Percentage of the workforce by sub-sector and employer type, 2022



5.2 Stability index

It is not possible to calculate turnover as the annual collections do not capture data on staff who join and leave a service wholly between the reference dates. An alternative measure of staffing change to turnover, is the stability index (SI) which 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 2021 are present in the same post in 2022. More information on how this statistic is calculated can be found in Appendix A.

Table 9 shows the stability index by employer type as a time series over the last three years. For 2022, the public sector again has the highest stability, while the private sector has the lowest. The overall stability index is 75.5%, which means just over three-quarters of staff have been retained in the same service and post type since last year. The overall stability index rate matches that of last year, with small increases in the public and private sectors and a one percentage point decrease in the voluntary sector.

Table 9: Stability index by employer type, 2020-2022

Employer type	2020 (%)	2021 (%)	2022 (%)
Public	84.9	80.9	81.5
Private	76.5	71.6	71.8
Voluntary	81.9	74.0	73.0
All	80.8	75.5	75.5

The stability index by sub-sector is given in Table 10. More variation can be seen here than between the employer types.

Table 10: Stability index by sub-sector, 2020-2022

[x] = not available

Sub-sector	2020 (%)	2021 (%)	2022 (%)
Adoption services	87.8	87.5	83.4
Adult day care	83.4	77.2	69.7
Adult placement service⁷	[x]	77.4	107.2
Care homes for adults	81.0	76.0	75.7
Central and strategic staff	73.1	75.9	77.7
Child care agencies	72.0	76.9	37.0
Childminding⁸	[x]	[x]	[x]
Day care of children	78.9	77.0	76.2
Fieldwork services (adults)	84.8	74.6	75.5
Fieldwork services (children)	80.6	70.6	73.9
Fieldwork services (generic)	71.5	71.9	72.0
Fieldwork services (offenders)	84.9	74.6	78.1
Fostering services	85.6	83.8	83.6
Housing support/care at home	82.2	75.4	75.3
Nurse agencies	83.3	68.9	70.5
Offender accommodation services	79.0	81.0	73.9
Residential child care	79.6	71.5	73.5
School care accommodation	83.2	87.6	80.0
All	80.8	75.5	75.6

⁷ An SI for adult placement services in 2020 could not be calculated due to an issue with APCC services having staff incorrectly recorded against them. The high (>100%) value for 2022 is as a result of a high level of retention combined with a large relative increase in the workforce for this sub-sector.

⁸ Start date in post data not available for childminders.

5.3 Staffing levels

Table 11 shows the median staffing levels by sub-sector in registered services in 2021. 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 23. 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.

Table 11: Median staffing complement of registered services by employer type and sub-sector, 2022

[z] = not applicable

Sub-sector	Public	Private	Voluntary
Adoption services	10.5	[z]	13
Adult day care	13	8	12
Adult placement services	4	[z]	4
Care homes for adults	42.5	50	23
Child care agencies	4	2	5.5
Childminding⁹	[z]	1	[z]
Day care of children	10	13	6
Fostering services	11	[z]	11.5
Housing support/care at home	28	26	24
Nurse agencies	[z]	11	71
Offender accommodation services	14	[z]	23.5
Residential child care	20	11	22
School care accommodation¹⁰	17	104	19

Table 12 shows the distribution of registered services by the number of staff they employ (staffing size band) and sub-sector. The largest services (250+) are almost all in the housing support/care at home sub-sector. Care homes for adults are mainly medium to large in size (10-249), while day care of children services are largely small to medium in size (1-24).

⁹ Counts of the number of active childminding and day care services are also published by the Care Inspectorate. 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.

¹⁰ Note: there was only one privately operated school care accommodation service operating at 31 December 2022.

Table 12: Distribution of registered services by staffing size band and sub-sector, 2022

Sub-sector	1-4	5-9	10-24	25-49	50-249	250+
Adoption services	7	9	20	2	0	0
Adult day care	38	97	144	60	8	0
Adult placement services	22	9	5	0	1	0
Care homes for adults	12	30	200	361	433	1
Child care agencies	9	3	1	0	0	0
Childminding	3,442	0	0	0	0	0
Day care of children	586	1,083	1,485	302	15	0
Fostering services	6	14	34	3	1	0
Housing support/care at home	80	163	473	385	394	38
Nurse agencies	28	30	33	14	17	4
Offender accommodation services	0	2	1	2	0	0
Residential child care	6	59	234	54	21	1
School care accommodation	2	4	10	3	7	0
All	4,238	1,503	2,640	1,186	897	44

5.4 Key messages

- 15 of the 18 sub-sectors have fewer than 10,000 people working in them.
- 16 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 29% of the sector's workforce.
- Just over three-quarters of staff have been retained since last year.
- 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.
- The largest services are almost all in the housing support/care at home sub-sector.

6 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 97% return rate (approximately 202,000 records), although this does differ between sub-sectors and data items. More details of these differences are set out in Appendix A.

6.1 Age

Table 13 shows the median¹¹ age of the workforce in the different sub-sectors and by type of employer in 2022 based on the date of birth data we receive.

Table 13: Median age of the workforce by sub-sector and employer type, 2022

[z] = not applicable

Sub-sector	Public	Private	Voluntary	All
Adoption services	49	[z]	51	50
Adult day care	52	51	43	49
Adult placement services	51	0	45	46
Care homes for adults	50	43	44	44
Central and strategic staff	49	[z]	[z]	49
Child care agencies	[z]	41	36	36.5
Childminding	[z]	50	[z]	50
Day care of children	40	28	36	35
Fieldwork service (adults)	48	[z]	[z]	48
Fieldwork service (children)	45	[z]	[z]	45
Fieldwork service (generic)	50	[z]	[z]	50
Fieldwork service (offenders)	46	[z]	[z]	46
Fostering services	48	[z]	47	48
Housing support/care at home	52	41	45	46
Nurse agencies	[z]	41	55	42
Offender accommodation services	41.5	[z]	44.5	44
Residential child care	47	38	41	42
School care accommodation	54	40.5	49	49
All	46	40	43	43

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

¹¹ The definition of median is in the glossary (p61).

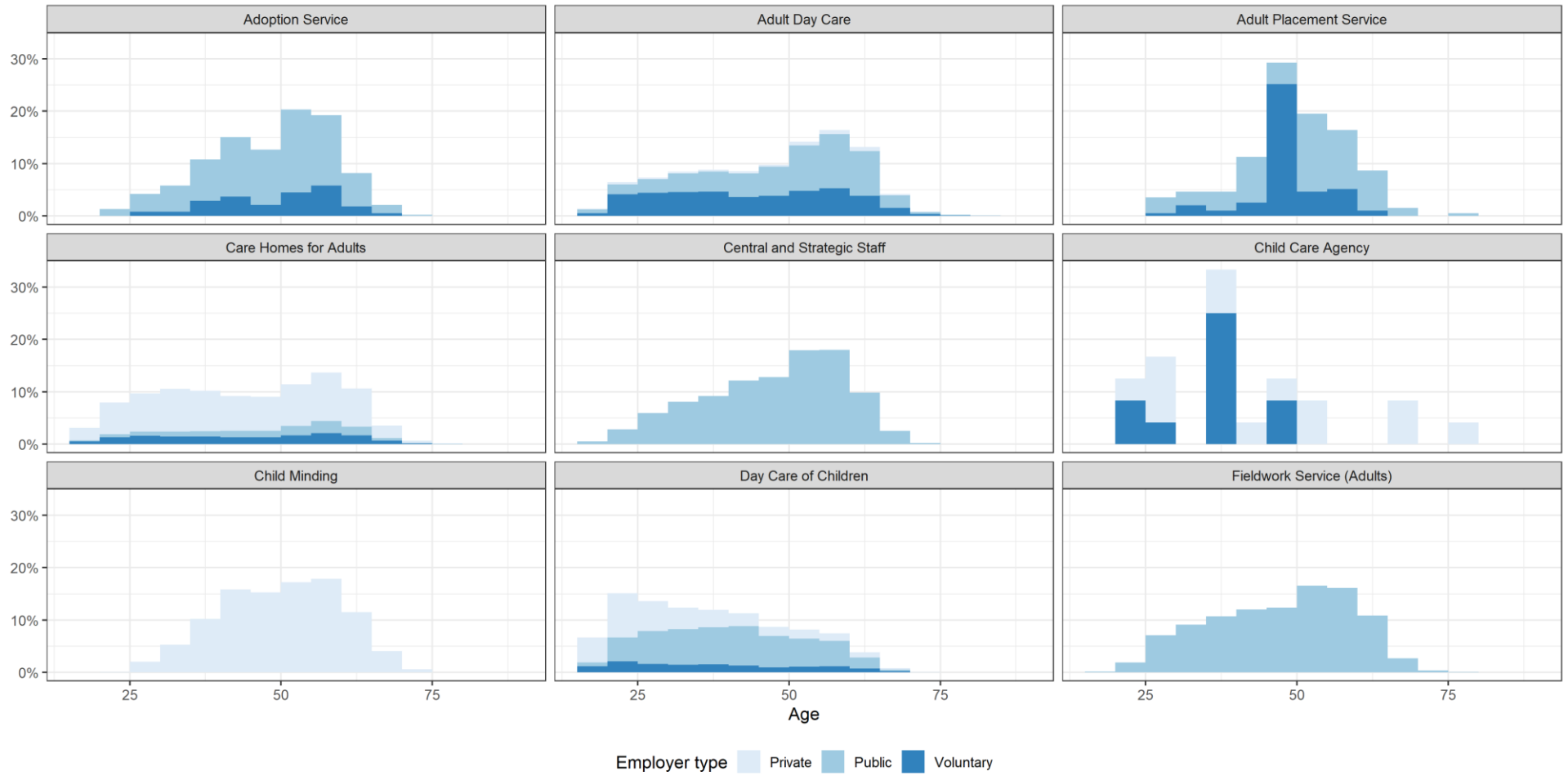
Other employer types engaging in these sub-sectors have markedly higher median ages.

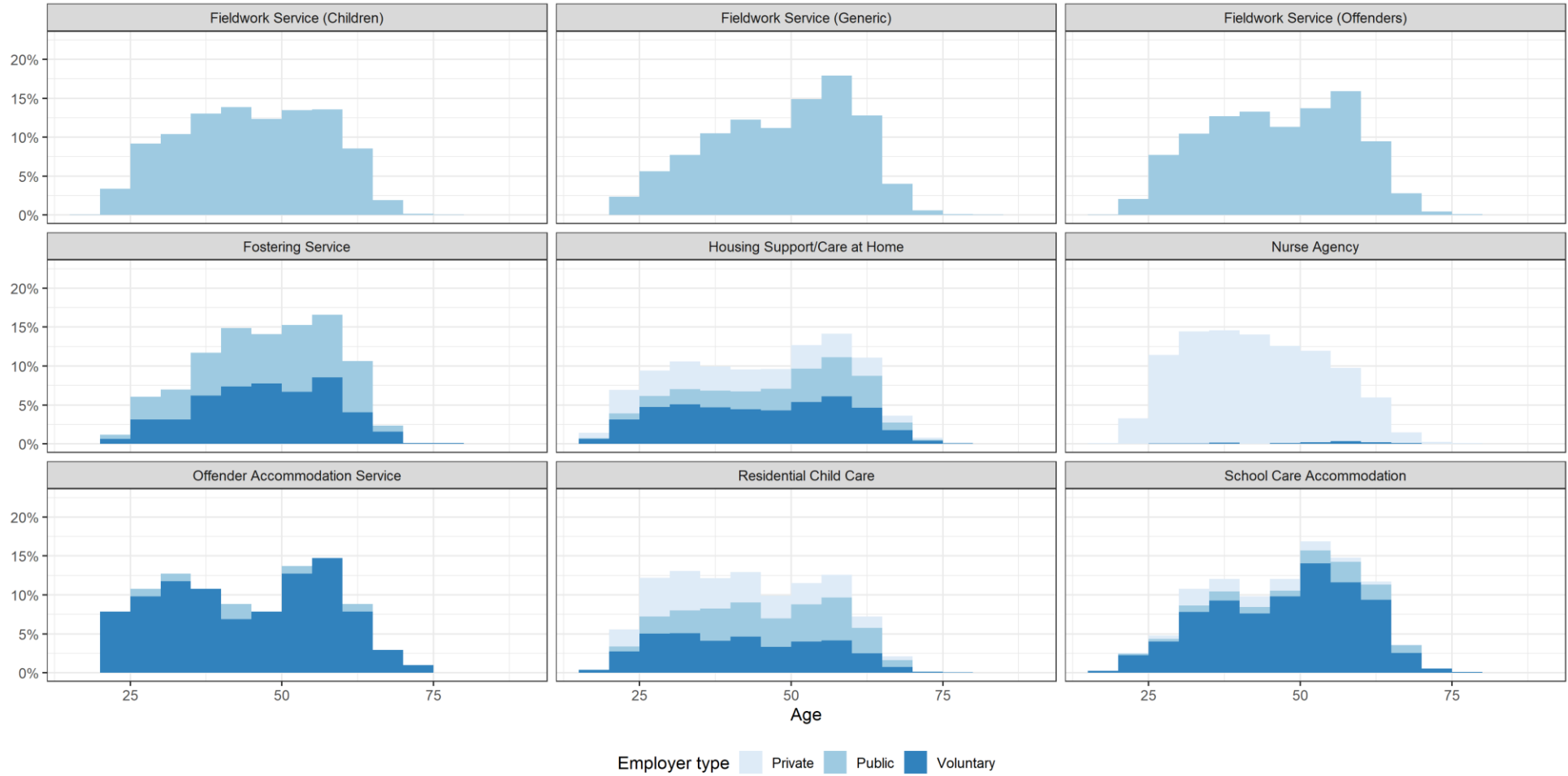
To put these figures into context, it should be noted that the median age for the total Scottish population aged 16 and over is 49 years and that the median age for those between 16 and 65 years old (the traditional working age population) in Scotland is 41 years (National Records of Scotland, 2022). 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 SSSC plans to publish further analysis on the median age of different parts of the workforce later in 2023/24. This will use the job function category to see how the age of the workforce varies by the type of employment (care staff, managers, ancillary/auxiliary staff).

The data in Table 13 presents only a single characteristic of a sometimes complex distribution. Figure 9 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.

In most sub-sectors the mode age occurs in the mid to late forties, though 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 two separate peaks (or modes) are identified.

Figure 9: Histograms of the age of the workforce by employer type and sub-sector, 2022





6.2 Gender

Table 14 provides data on the proportion of staff by gender in each of the sub-sectors in 2022. 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 can 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 88% or higher.

Table 14: Percentage of staff by gender and sub-sector, 2022

Sub-sector	Female	Male	Other	Unknown
Adoption services	89	11	0	0
Adult day care	77	23	0	0
Adult placement services	88	12	0	0
Care homes for adults	84	16	0	0
Central and strategic staff	78	21	0	1
Child care agencies	93	7	0	0
Childminding	98	2	0	0
Day care of children	96	4	0	0
Fieldwork service (adults)	81	19	0	0
Fieldwork service (children)	84	14	0	2
Fieldwork service (generic)	74	26	0	1
Fieldwork service (offenders)	69	31	0	1
Fostering services	88	12	0	0
Housing support/care at home	76	18	0	5
Nurse agencies	82	18	0	0
Offender accommodation services	77	23	0	0
Residential child care	67	28	0	5
School care accommodation	63	37	0	0
All	82	15	0	2

6.3 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 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). This creates some difficulty in interpreting the data; however, it is

still possible to be confident of a minimum proportion. Table 15 shows that the sector is mainly white and that ethnic minorities seem to have a higher representation in the private sector. Overall, 4% of the workforce reported as belonging to an ethnic minority which ranged from 1% in the public sector to 7% in the private sector. Note that summing the figures in the table may not equal the combined figures above due to rounding.

Table 15: Percentage of staff by ethnic classification and employer type, 2022

Employer type	White	Mixed	Asian	Black¹²	Other	Unknown
Public	77	0	1	0	0	22
Private	68	0	3	4	0	24
Voluntary	69	0	1	2	0	27
All	71	0	2	2	0	24

Table 16 provides the ethnic mix of each of the sub-sectors. The three sectors with the largest proportion of ethnic minorities (care homes for adults, housing support/care at home 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 8% of staff working in care homes for adults, 4% of housing support/care at home staff, and 16% of nurse agency staff are from ethnic minorities.

¹² This combines the census categories, 'African' and 'Caribbean or Black'

Table 16: Percentage of staff by ethnic classification and sub-sector, 2022

Sub-sector	White	Mixed	Asian	Black¹³	Other	Unknown
Adoption services	82	0	1	0	0	17
Adult day care	82	0	2	1	0	16
Adult placement services	92	0	0	0	0	7
Care homes for adults	68	0	4	3	1	24
Central and strategic staff	82	1	1	0	0	16
Child care agencies	89	4	4	0	0	4
Childminding	94	0	1	0	0	4
Day care of children	89	0	2	0	0	9
Fieldwork service (adults)	79	1	1	1	0	18
Fieldwork service (children)	69	0	1	1	0	29
Fieldwork service (generic)	75	1	1	1	1	21
Fieldwork service (offenders)	78	1	1	1	0	20
Fostering services	84	0	0	0	0	15
Housing support/care at home	63	0	1	3	0	33
Nurse agencies	32	0	4	12	0	51
Offender accommodation services	72	0	1	1	0	26
Residential child care	81	0	0	1	0	17
School care accommodation	39	0	0	0	0	61
Total	71	0	2	2	0	24

6.4 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, 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 5%.

¹³ This combines the census categories, 'African' and 'Caribbean or Black'.

Table 17: Percentage of staff by disability and sub-sector, 2022

Sub-sector	No disability	Disability	Unknown
Adoption services	88	1	11
Adult day care	88	3	9
Adult placement services	91	2	7
Care homes for adults	88	2	11
Central and strategic staff	59	4	37
Child care agencies	96	4	0
Childminding	97	1	2
Day care of children	94	2	4
Fieldwork service (adults)	50	4	46
Fieldwork service (children)	47	3	50
Fieldwork service (generic)	49	5	46
Fieldwork service (offenders)	51	3	46
Fostering services	86	3	12
Housing support/care at home	75	2	23
Nurse agencies	95	1	4
Offender accommodation services	59	2	39
Residential child care	82	1	17
School care accommodation	41	0	59
Total	81	2	17

6.5 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 4% of the workforce is from an ethnic minority.
- At least 2% of the workforce report having a disability.

7 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.

7.1 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 18.

Table 18: 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 groups, namely: auxiliary (C0 and C1), care (C2-C4) and managerial (C5-C7). Table 19 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 (see Appendix A, Table 30).

Table 19: Percentage of staff by job function and sub-sector¹⁴, 2022

Sub-sector	Auxiliary	Care	Managers	Unknown
Adoption services	9	78	13	0
Adult day care	11	82	7	0
Adult placement services	31	46	23	0
Care homes for adults	23	74	2	0
Central and strategic staff	85	0	15	0
Child care agencies	56	30	15	0
Day care of children	5	86	9	0
Fieldwork service (adults)	18	67	15	0
Fieldwork service (children)	11	71	18	0
Fieldwork service (generic)	42	45	13	0
Fieldwork service (offenders)	11	75	14	0
Fostering services	15	69	16	0
Housing support/care at home	5	92	4	0
Nurse agencies	3	94	2	0
Offender accommodation services	15	72	13	0
Residential child care	7	87	6	0
School care accommodation	25	71	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 who are predominantly staffed with auxiliary roles. Generic fieldwork services have been quite variable over time as some local authorities have implemented and subsequently reversed the centralisation of some support staff from these services. Adult placement services and child care agencies have a higher proportion of staff classified as managerial. This is thought to reflect the requirements for specific qualifications and experience required to perform some of the functions delivered by those services. Since 2012 there has been a three percentage point (pp) increase in the proportion of staff in care roles, while auxiliary (-4 pp) and managerial (-1 pp) have both decreased.

7.2 Contract type

The data gathered includes details of the way people are employed and the types of contracts of employment they have. Table 20 shows that around five-sixths of the sector were employed on a permanent contract in 2022, a proportion that is largely replicated across the sub-sectors. The obvious exceptions are child care and nurse agencies which, as might be expected, have

¹⁴ We have excluded childminding since no job function classification exists for it.

the highest proportion of staff employed on agency, casual and sessional¹⁵ contracts.

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 84% of the workforce was employed on permanent contracts, of which 0% had no guaranteed hours permanent contracts. The highest proportions of NGH contracts occur in the housing support/care at home sub-sector (7%). Overall, 3% 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 10% of the contracts in the workforce.

¹⁵ 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.

Table 20: Percentage of staff by contract type and sub-sector¹⁶, 2022

Sub-sector	Permanent	Temp	Agency	Bank	Fixed term	Sessional	Casual/relief	Trainee	Other	Unknown	All NGH
Adoption services	91(0)	4(0)	1	0	3(0)	0(0)	0	0(0)	0	0	0
Adult day care	84(0)	4(0)	0	1	1(0)	2(1)	6	0(0)	0	0	1
Adult placement services	84(0)	11(0)	1	0	0(0)	0(0)	0	0(0)	3	0	0
Care homes for adults	88(0)	1(0)	0	7	0(0)	0(0)	3	0(0)	0	0	1
Central and strategic staff	89(0)	6(0)	0	0	3(0)	0(0)	1	0(0)	0	1	0
Child care agencies	81(0)	4(0)	0	0	4(0)	11(0)	0	0(0)	0	0	0
Day care of children	84(0)	6(0)	0	1	2(0)	2(1)	1	3(0)	0	0	2
Fieldwork service (adults)	93(0)	4(0)	0	0	2(0)	0(0)	1	0(0)	0	0	0
Fieldwork service (children)	84(0)	3(0)	0	0	2(0)	0(0)	5	1(0)	0	4	0
Fieldwork service (generic)	79(0)	6(0)	0	0	2(0)	7(7)	5	0(0)	0	1	7
Fieldwork service (offenders)	86(0)	7(0)	0	0	2(0)	0(0)	3	0(0)	0	2	0
Fostering services	95(0)	2(0)	1	0	1(0)	0(0)	0	0(0)	0	0	0
Housing support/care at home	84(6)	2(0)	0	4	1(0)	2(1)	6	0(0)	1	0	7
Nurse agencies	10(1)	7(6)	70	2	0(0)	0(0)	0	0(0)	0	11	7
Offender accommodation services	86(3)	0(0)	1	0	3(0)	3(1)	7	0(0)	0	0	4
Residential child care	81(0)	3(0)	0	3	1(0)	5(2)	7	0(0)	0	0	2
School care accommodation	91(0)	1(0)	0	1	2(0)	1(0)	2	0(0)	1	0	0
Total	82(2)	3(0)	2	4	1(0)	2(1)	4	1(0)	0	2	3

¹⁶ Numbers in parentheses indicate no guaranteed hours (NGH) contracts within that contract type.

7.3 Hours

We can also present information on the typical weekly hours worked by the sector. Table 21 shows the breakdown of the median weekly hours staff work by employer type and sub-sector in 2022.

Table 21: Median weekly hours by employer type and sub-sector, 2022

[z] = not applicable

Sub-sector	Public	Private	Voluntary	All
Adoption services	35	[z]	35	35
Adult day care	35	22	30	30
Adult placement services	35	[z]	22	35
Care homes for adults	30	33	32	33
Central and strategic staff	35	[z]	[z]	35
Child care agencies	[z]	35	16	20
Childminding	[z]	40	[z]	40
Day care of children	35	36	23	35
Fieldwork service (adults)	35	[z]	[z]	35
Fieldwork service (children)	35	[z]	[z]	35
Fieldwork service (generic)	35	[z]	[z]	35
Fieldwork service (offenders)	35	[z]	[z]	35
Fostering services	35	[z]	35	35
Housing support/care at home	28	30	30	30
Nurse agencies	[z]	14	9	14
Offender accommodation services	36	[z]	37	37
Residential child care	36	39	37	37
School care accommodation	28	4	37	35
All	35	33	30	33

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 and adult placement services in the voluntary sector. The two largest sub-sectors (care homes for adults and housing support/care at home) both have slightly lower median hours than most other sub-sectors.

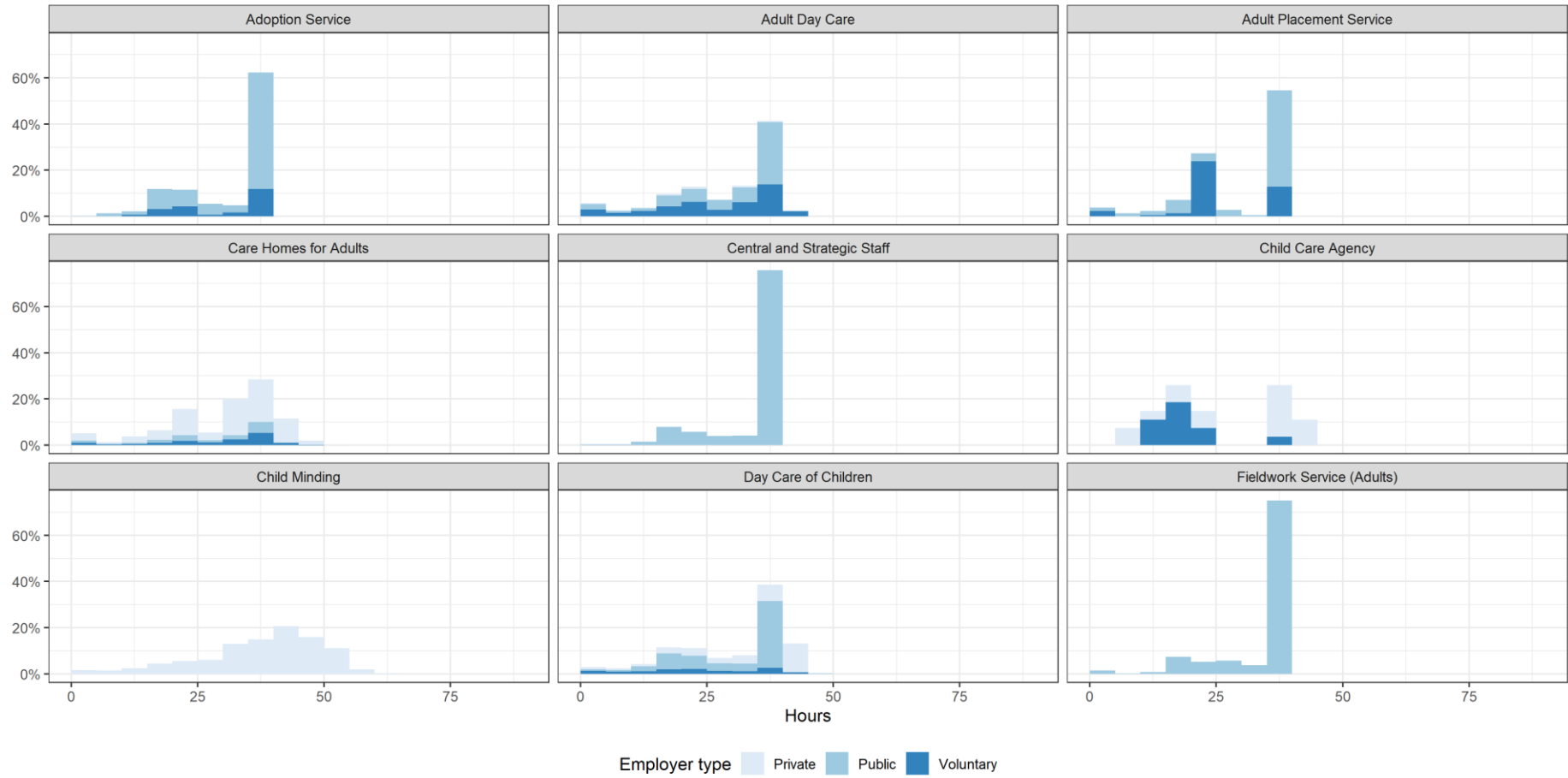
Figure 10 presents charts with the distribution of hours worked in each sub-sector and by employer type (each bar is five hours wide). We have set out the histograms by sub-sector and the bars stacked by employer type to allow comparison across these data items. This means each bar will have up to three colours representing the proportion of each employer type in that hours 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

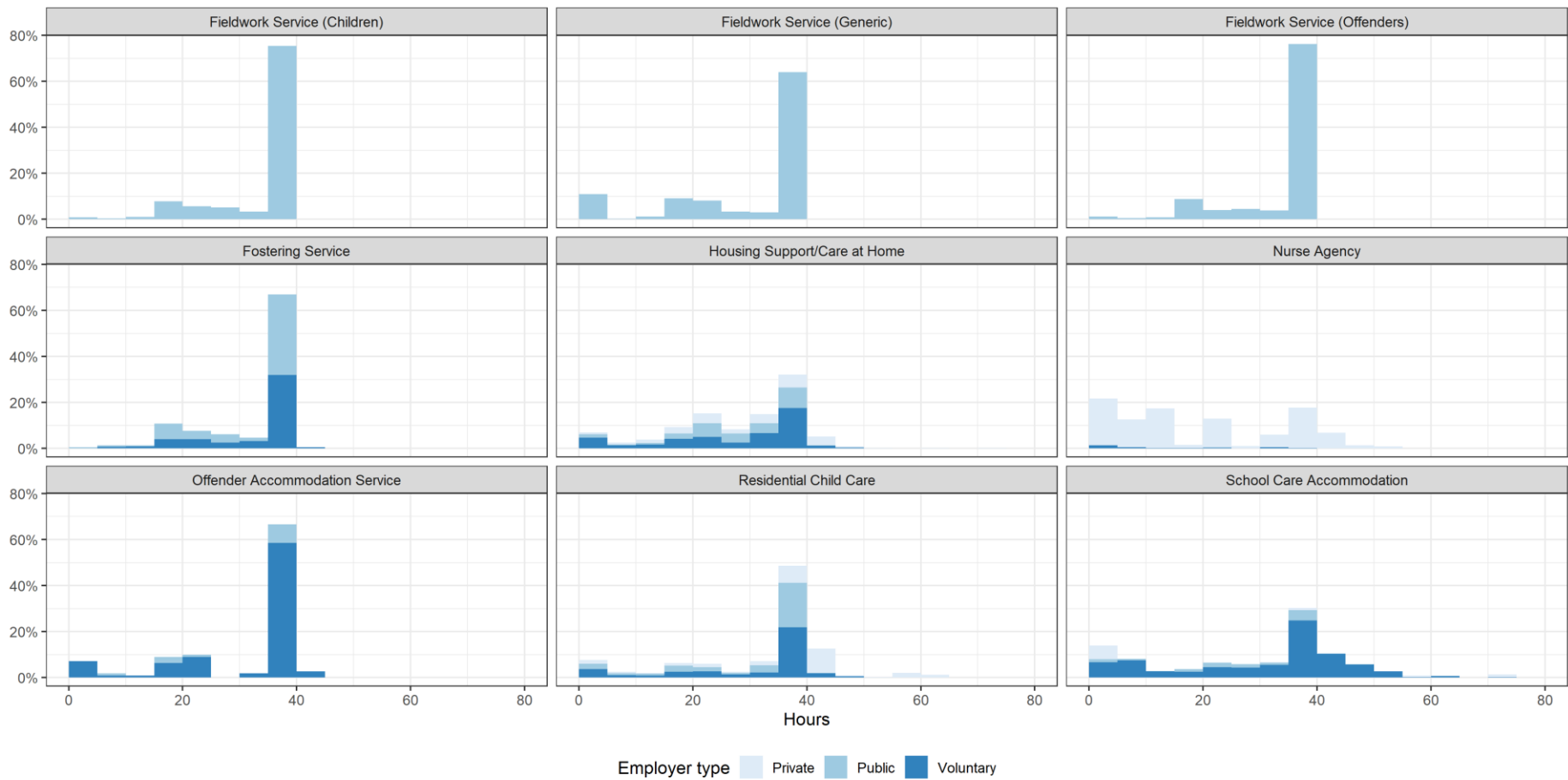
evidence of two modes in the distribution, one at around 20 hours and the other at around 35 hours. This has typically been the case in some of the larger sub-sectors, however this pattern is also now appearing in adult placement services and child care agencies, particularly in the voluntary sector. This indicates that there are 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 on a full time basis. 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 10: Histograms of hours by employer type and sub-sector, 2022





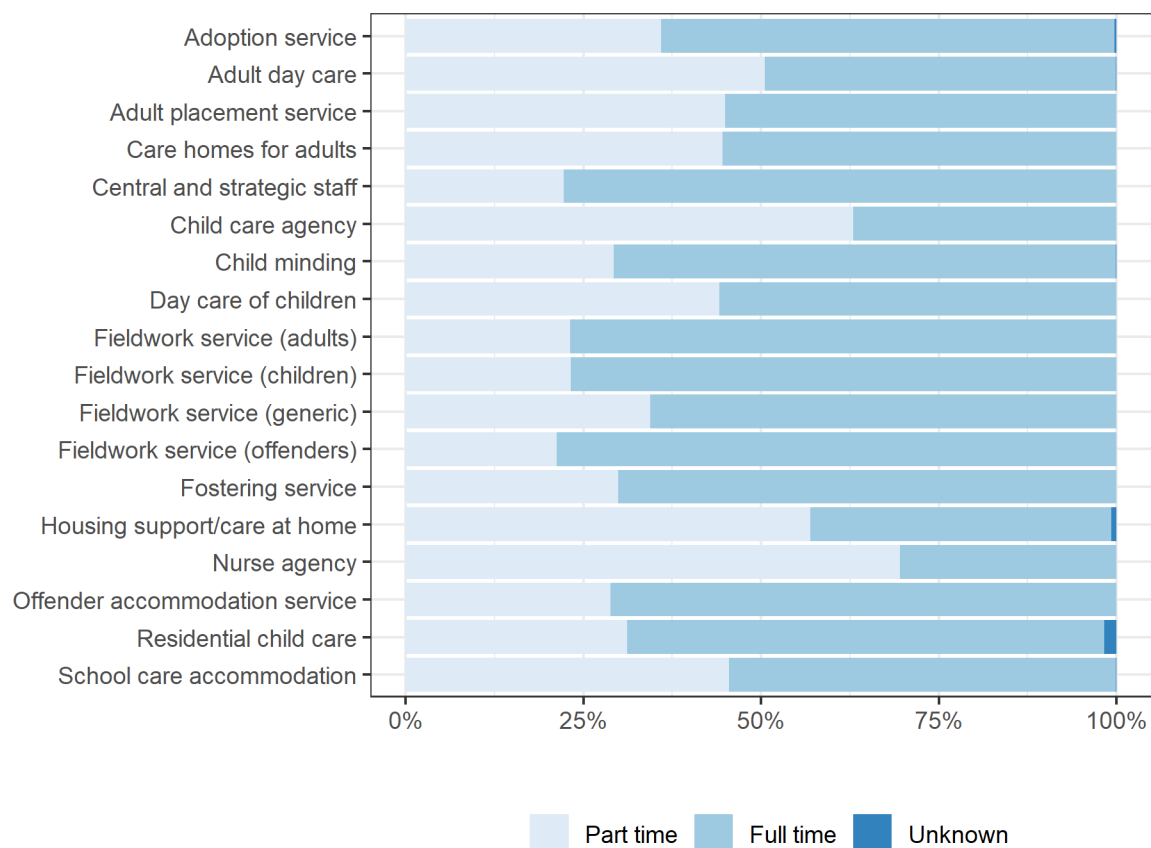
While we can informally identify groups of part time and full time workers in the histograms, we can also use the hours variable to formally classify the workforce. The formal definition of part time working for statistical purposes is 30 hours or less per week (van Bastelaer, Lemaître, & Marianna, 1997),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

Table 22 and Figure 11 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, 14 have full time workers as the largest group. Local authority central and strategic staff and all types of fieldwork service except generic have the highest at over 75% of their workforces employed on a full time basis. Of the four sub-sectors with part time working as the most common, childcare and nurse agencies have the highest proportions at 63% and 70% respectively.

Table 22: Percentage of part time and full time workers by sub-sector, 2022

Sub-sector	Part time	Full time	Unknown
Adoption service	36	64	0
Adult day care	51	49	0
Adult placement service	45	55	0
Care homes for adults	45	55	0
Central and strategic staff	22	78	0
Child care agency	63	37	0
Childminding	29	71	0
Day care of children	44	56	0
Fieldwork service (adults)	23	77	0
Fieldwork service (children)	23	77	0
Fieldwork service (generic)	34	66	0
Fieldwork service (offenders)	21	79	0
Fostering service	30	70	0
Housing support/care at home	57	42	1
Nurse agency	70	30	0
Offender accommodation service	29	71	0
Residential child care	31	67	2
School care accommodation	46	54	0
Total	47	53	0

Figure 11. Percentage of part time and full time workers by sub-sector, 2022



7.4 Key messages

- As expected, frontline care roles are the most common types of roles in the sector although in some sub-sectors a high managerial presence is thought to reflect the demand for particular qualifications, skills and experience.
- Around five-sixths of the workforce is employed on permanent contracts.
- No guaranteed hours contracts make up around 3% of all contracts, though it is around double this rate in the housing support/care at home sub-sector at 7%.
- 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.
- Just over half of the workforce (53%) is employed full time, though this varies from 30% to 79% by sub-sector.

8 Key groups

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

8.1 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 23 shows a comparison of local authority social workers in 2021 and 2022. The number of social workers increased by 0.6% between 2021 and 2022 and has risen by 6.1% since 2013. At 6,271 it is the highest level recorded in these reports. The WTE number (based on the 37.5 hours per week measure) increased and is also up by 0.6% compared to 2021.

Table 23: Numbers of social workers, 2021 and 2022

	2021	2022	% change 2021-2022
Local authority – headcount	6,235	6,271	0.6%
Local authority – (WTE)¹⁷	5,666	5,716	0.9%
Local authority – (WTE 37.5 hours)¹⁸	5,395	5,428	0.6%

Note when interpreting these figures that 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 have not been part of our data collection since 2012.

Table 24 shows the headcount and WTE of social workers in the various local authority fieldwork services for 2022. 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. It should be noted that not all local authorities have generic social work teams. In 2022 20 out of 32 local authorities reported employing social workers in generic fieldwork teams.

¹⁷ Rounded to nearest whole number, using LA measure of WTE, not 37.5 hour measure.

¹⁸ Rounded to nearest whole number, using 37.5 hour measure of WTE.

Table 24: Number and WTE of local authority social workers, 2022

Sub-sector	Headcount	WTE ¹⁹	WTE (37.5 hours) ²⁰
Fieldwork service (adults)	2,156	1,968	1,869
Fieldwork service (children)	2,774	2,581	2,451
Fieldwork service (generic)	391	283	266
Fieldwork service (offenders)	950	885	843
Total	6,271	5,716	5,428

You can find more detail on social workers in the interactive social worker tool, on our website: data.sssc.uk.com/swtool. The site will be updated with the latest data in September 2023.

8.2 Occupational therapists

We identify occupational therapists working in local authority social work services by specific post types in that data collection.

Table 25 shows a time series of local authority occupational therapists (OTs) in 2021 and 2022. The numbers of OTs has decreased again between 2021 and 2022 by 4.9% and has decreased by 7.4% since 2013.

Table 25: Number of occupational therapists, 2021 and 2022

	2021	2022	% change 2021-2022
Local authority – headcount	568	540	-4.9%
Local authority – (WTE)²¹	484	473	-2.3%
Local authority – (WTE 37.5 hours)²²	459	449	-2.2%

8.3 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 grossing factors vary by subsector and employer type and range from 1.00 to 1.32.

Table 27 shows the estimated number of nurses by sub-sector and employer type for 2022. A large number of nurses in the sector (43%) work in private care

¹⁹ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²⁰ Rounded to nearest whole number, using 37.5 hour measure of WTE.

²¹ Rounded to the nearest whole number, using LA measure of WTE, not 37.5 hours measure.

²² Rounded to nearest whole number, using 37.5 hour measure of WTE.

homes for adults. Naturally, nurse agencies employ a large number of nurses too and these are also largely private services. If we exclude nurses employed by nurse agencies, we see that of the remaining sub-sectors around 94% of nurses are employed by care homes for adults.

Table 27: Estimated number of nurses by sub-sector and employer type, 2022

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	0	0	0
Adult day care	10	0	0	10
Adult placement services	0	0	0	0
Care homes for adults	20	3410	260	3690
Central and strategic staff	0	0	0	0
Child care agencies	0	0	0	0
Childminding	0	0	0	0
Day care of children	10	0	0	10
Fieldwork service (adults)	0	0	0	0
Fieldwork service (children)	0	0	0	0
Fieldwork service (generic)	0	0	0	0
Fieldwork service (offenders)	0	0	0	0
Fostering services	0	0	0	0
Housing support/care at home	0	30	130	160
Nurse agencies	0	3810	140	3950
Offender accommodation services	0	0	10	10
Residential child care	20	0	20	40
School care accommodation	0	0	20	20
Total	60	7260	570	7890

8.4 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. Any misclassification in job function classification will lead to an incorrect identification of teachers here as we cannot validate against other data reliably. Note that these teacher numbers will differ from those published by the Scottish Government in their early learning and childcare statistics²³ publications due to two key factors. The Scottish Government collects data on teachers identified by GTCS registration and only collects the data from care services delivering the statutory funded early years provision whereas the data presented below is collected from all registered care services and teachers are identified by the job function variable. SSSC is working with the Scottish Government and the Care Inspectorate to explore how the data collections can be developed and

²³ See: <https://www.gov.scot/collections/early-learning-and-childcare-statistics/>

streamlined in the future. Please use appropriate caution when interpreting these figures.

Table 28 shows the estimated number of teachers by sub-sector and employer type for 2022. Around three-fifths (62%) of the teachers identified work in public sector day care of children. Almost all 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 as working in care homes for adults, although this may be a misclassification.

Table 28. Estimated number of teachers by sub-sector and employer type, 2022

Sub-sector	Public	Private	Voluntary	Total
Adoption services	0	0	0	0
Adult day care	0	0	0	0
Adult placement services	0	0	0	0
Care homes for adults	0	10	10	20
Central and strategic staff	0	0	0	0
Child care agencies	0	0	0	0
Childminding	0	0	0	0
Day care of children	930	90	70	1090
Fieldwork service (adults)	0	0	0	0
Fieldwork service (children)	0	0	0	0
Fieldwork service (generic)	0	0	0	0
Fieldwork service (offenders)	0	0	0	0
Fostering services	0	0	0	0
Housing support/care at home	0	0	0	0
Nurse agencies	0	0	0	0
Offender accommodation services	0	0	0	0
Residential child care	0	70	90	150
School care accommodation	0	0	240	240
Total	930	180	410	1510

9 Conclusion

9.1 Summary

This report presents a comprehensive view of those in paid employment in the Scottish social service sector at the end of 2022²⁴. The sector has seen a 1.5% increase in the headcount figure to 211,510. This is a rise of around 3,150 staff since 2021 and puts the workforce at the largest level since these reports began.

Half of the sub-sectors (9 of 18) recorded an increase in headcount in 2022.

The housing support/care at home, nurse agencies and day care of children sub-sectors had the greatest increase in headcount in absolute terms in 2022. The headcount of staff in day care of children services has continued to increase and is now around 40% higher than it was in 2013. The largest decrease was seen in the adult day care sub-sector, which is now around a third smaller than it was in 2013.

The largest employer type is the private sector with 39% of the employment. This is followed by the public sector with 35% and the voluntary sector with 26%. However, in some local authority areas, the public sector accounts for more than 68% of employment.

The WTE figure for the sector is around 0.76 of the headcount estimate at 160,960 – an increase of 0.1% since 2021.

The stability index statistic is at 75.5% for the whole workforce which suggests more than three-quarters of people stayed in the same post since the 2021 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 43 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 (83%). There are, however, certain sub-sectors where men are more prevalent (for example, in justice services).

Ethnicity and disability data is difficult to interpret due to high levels of non-response but we can say that at least 4% of the workforce is from an ethnic minority and at least 2% has a disability.

²⁴ 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.

Around four fifths (81%) of the workforce are 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-sectors which may have more of a support role or have physical infrastructure to maintain.

Most of the workforce have permanent contracts (83%) and around 10% of the workforce appear to be on zero hours contracts or equivalent. Slightly more than half are in full time positions (53%) and the median number of hours worked is 33.

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 and nurse agencies sub-sectors and with private employers. Teachers are most prevalent in day care of children and with public employers.

9.2 What next?

In winter 2022 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 and the Care Inspectorate will produce a joint report on levels of staff vacancies in care services (expected to publish in September 2023). This report is based on data from 31 December 2022 and provides a national overview of vacancies and difficulties with recruitment and includes data on vacancies as a percentage of the total whole time equivalent (WTE) workforce.

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 2023 in August 2024.

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Appendix A – Background notes

Data sources

Care Inspectorate service lists (as at 1 January 2009-2023) 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 full 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 2008-2022) 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. So, 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 5 December 2022) 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 2022, we corrected or estimated figures for around 4% 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, around 4% of services needed an estimated/corrected total staff figure as at December 2022, this proportion varied by type of service. See Table 29 for more details.

Table 29: Percentage of services by sub-sector that provided a current staffing figure, 2022

Sub-sector	Response
Adoption services	97.4
Adult day care	88.5
Adult placement services	90.7
Care homes for adults	95.7
Child care agencies	69.2
Childminding	100.0
Day care of children	95.4
Fostering services	100.0
Housing support/care at home	92.7
Nurse agencies	60.3
Offender accommodation services	100.0
Residential child care	96.0
School care accommodation	92.3
Overall	95.7

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 182,906 records, 95% 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 involved. 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 the Care Inspectorate returns with the data from the local authority census to give a total of 201,554 staff records (95% of the overall staffing estimate).

Table 30 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 30: Response rates by sub-sector, 2022

Sub-sector	Age	Gender	Ethnicity	Disability	Job function	Contract	Hours	Start date in post
Adoption services	89	96	85	87	96	96	96	96
Adult day care	88	91	82	85	91	91	91	91
Adult placement services	82	87	81	81	87	87	87	87
Care homes for adults	90	96	75	87	96	96	96	96
Central and strategic staff	99	100	86	65	100	99	100	92
Child care agencies	42	42	41	42	42	42	42	42
Childminding	77	77	74	75	77	5	77	0
Day care of children	95	97	90	94	97	97	97	97
Fieldwork service (adults)	100	100	83	55	100	100	100	96
Fieldwork service (children)	100	100	71	51	100	96	100	95
Fieldwork service (generic)	100	100	80	55	100	99	100	99
Fieldwork service (offenders)	100	100	81	56	100	98	100	95
Fostering services	94	100	86	90	100	100	100	100
Housing support/care at home	85	94	67	74	94	94	93	94
Nurse agencies	82	85	63	82	85	76	85	85
Offender accommodation services	99	100	77	65	100	100	100	100
Residential child care	85	96	81	82	96	96	94	96
School care accommodation	94	97	51	50	97	97	97	97
Overall	93	98	77	82	99	98	99	98

Notes: Local Authority Social Work Services (LASWS) Census

More formally known as the Staff of Scottish Local Authority Social Work Services census, the SSSC took responsibility for collecting this data in 2011. At that time 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, some 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 the LASWS census 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 211,510 means that we can estimate the total number of individuals in the sector to be around 207,280.

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 staff who leave their post between data collections 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 31: Definition of sub-sectors used in this report

Sub-sector	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	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.

Many of these services register jointly with the Care Inspectorate so we present them as a combined sub-sector.

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).

The table 32 maps the SSSC definitions of the sub-sector to the Care Inspectorate definitions of care services and, where appropriate, subtypes if it is split. For example, the adult day care sub-sector is the 'other than care at home' subtype of the 'support service' category.

Table 32. SSSC to Care Inspectorate definitions

SSSC sub-sector	Care Inspectorate service and subtype
Adoption service	Adoption service
Adult day care	Support service: other than care at home
Adult placement service	Adult placement service
Care homes for adults	Care home service: Alcohol and drug misuse Care home service: Blood borne virus Care home service: Learning disabilities Care home service: Mental health problems Care home service: Older people Care home service: Physical and sensory impairment Care home service: Respite care and short breaks
Child care agency	Child care agency
Childminding	Child minding
Day care of children	Day care of children
Fostering service	Fostering service

Housing support/care at home	Housing support service Support service: Care at home
Nurse agency	Nurse agency
Offender accommodation service	Offender accommodation service
Residential child care	Care home service: children and young people School care accommodation service: Residential special school Secure accommodation service
School care accommodation	School care accommodation service: Mainstream residential school School care accommodation service: School hostel

Differences between workforce and registration data

The SSSC has two main sets of data on the workforce and while different in various ways they do complement each other. One is the 'workforce' data which is a snapshot of the workforce in December each year collected by the SSSC and Care Inspectorate from all local authority social work services and all registered care services. This is the data that underpins this report, the annual workforce data report. The other is 'registration' data obtained from all those required to register with the SSSC.

As this report shows, the workforce data covers a total of around 212,000 people. It is a snapshot taken on one day in December each year of all those in employment on that day. It includes other professional groups such as teachers, nurses and occupational therapists as well as ancillary staff (e.g. business support) and auxiliary staff (e.g. catering staff in care homes) based in the services. There is no unique identifier for individual employees which means workers in the sector cannot be tracked over time using it. Although the workforce data includes qualification information it is of limited value due to poor completion rates.

The Register covers those working in services where mandatory registration is in place, a total of around 168,000 people, roughly 80% of the total workforce. Certain groups and services are not included, such as other professionals (e.g. nurses, teachers), ancillary or auxiliary staff and childminding services. Unlike the workforce data the Register data is updated on a daily basis by individual registrants and employers. Individuals required to register with the SSSC have a period of six months to make their application which means that the Register may not contain information on new employees until up to six months after they began in post. Time delays can also occur in informing the SSSC about individuals leaving an employment. The Register contains more accurate data on qualifications than the workforce data set. It also has a unique identifier for

individual registrants which means that workforce movement can be examined using it.

Further information on the strengths and limitations of workforce and registration data can be found here: <https://data.sssc.uk.com/what-we-do/registration-and-workforce-data>

Technical glossary

A number of technical terms appear in this document. Table 33 gives definitions for these terms.

Table 33: 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 underpinning the local authority social work services census and the Care Inspectorate’s annual returns from care services. We use them to ensure consistency between the two collections. 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
 - date of birth
 - disability indicator
- 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/salary²⁵:
 - 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

²⁵ Pay cohort data is collected only in the local authority social work census and not in the Care Inspectorate annual returns.

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

If you have any enquiries about the report please contact:

Tim Gronneberg
Senior Intelligence Analyst
Workforce Intelligence Team
Scottish Social Services Council
Compass House
11 Riverside Drive
Dundee DD1 4NY
Tel: 01382 721642

Email: tim.gronneberg@sssc.uk.com

If you have any 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 723656

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>

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

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

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