10. Care England Workforce Briefing: Brexit September 2016

The decision to leave the European Union is a source of concern for the social care sector, as many care providers rely on care staff who are EU migrants.

Care England is working to build relationships with key officials and new Ministers to ensure that the social care workforce is not neglected in arrangements to come. Care England has joined a key coalition (detailed below) and will be responding to the upcoming consultation on the impact that leaving the EU will have on health and social care.

This briefing offers an update on the latest workforce statistics, and reflects the work underway to protect the social care workforce at this crucial juncture.

1. Skills for Care National Minimum Data Set for Social Care: State of Social Care Workforce in 2015/16 shows that:

- There are 19,300 organisations providing social care in over 40,100 locations; 1.55 million jobs in adult social care (ASC) and 1.43 million people working in ASC
- Adult social care contributes £40.4 billion to the economy each year
- The wage bill for ASC is £18.6 billion per year, nearly half of the sector's economic worth
- The Wage bill was 10% higher in 2015/16 than in 2012/13
- Between 2009 and 2016, the workforce increased by 18%. According to predictions, it will increase by a further 18% by 2025, to 1.83 million jobs.

Recruitment and retention:

- Of new starters in ASC jobs, 2/3 were recruited from within the sector
- The estimated turnover rate for ASC jobs was 27.3% (339,000 leavers per year) in 2015/16
- There has been a steady increase in turnover rates between 2012/13 and 2015/16 (4.7%). This is mainly due to difficulties in retaining younger workers and people leaving the sector soon after joining.

Worker profile:

- The gender profile of the workforce is 82% female and 18% male
- The average age of a worker is 43. Over 1/5 workers are over 55.
- The nationality profile of workers are 83% British, 6% from the EU (90,000 jobs), and 12% (140,000 jobs) from the outside the EU.

Qualifications:

- 62% of new starters are either working towards or had already achieved the Care Certificate.
- 80% of Senior Care Workers have a level 2 qualification or above; 52% of support/outreach workers have a level 2 qualification or above; 44% of care workers have a level 2 qualification or above.
- The most common training completed is in moving and handling or safeguarding.
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The latest Skills for Care workforce data can be found here:

http://www.skillsforcare.org.uk/NMDS-SC-intelligence/NMDS-SC/Workforce-data-and-publications/State-of-the-adult-social-care-sector.aspx

Pay rates 2015/16:

The latest Skills for Care figures show that on average:

- Registered managers were paid £28,600 per annum in 2015/16
- Senior care workers were paid £8.28 per hour in 2015/16
- Care workers were paid £7.46 per hour in 2015/16
- Support and Outreach staff were paid £9.21per hour in 2015/16

It is notable that these average pay rates are above the National Living Wage (26p per hour for care workers and £1.08 for senior care workers), which in 2016/17 is £7.20 per hour and will rise to £9 per hour by 2020.

2. Social care workers' nationality

Nationally, 6% of the social care workforce are EU nationals. In some areas, EU workers make up as much as 10% (South East) and 12% (London) of the social care workforce.

Estimated nationality breakdown of the adult social care workforce by job role, England 2014 and 2015

Source: Skills for Care estimates using NMDS-SC

Base: Independent sector and local authority workers (it does not include jobs for direct payment recipients)

	2014	2015				
	All job roles	All job roles	Managerial	Regulated profession	Direct care	Other
Estimated jobs	**1,295,000**	**1,325,000**	**110,000**	**70,000**	**970,000**	**175,000**
British	82%	82%	90%	69%	81%	87%
Non-EU	12%	12%	7%	22%	13%	7%
EU (non British)	6%	6%	3%	9%	6%	6%
British	1,065,000	1,080,000	100,000	50,000	780,000	150,000
Non-EU	160,000	160,000	5,000	15,000	125,000	10,000
EU (non British)	75,000	80,000	5,000	5,000	60,000	10,000
Sub total - all non-British	*235,000*	*240,000*	*10,000*	*20,000*	*185,000*	*20,000*

It should be noted that NMDS-SC does not collect data on second nationalities or workers' immigration status
Some 'non-British' workers may have gained indefinite leave to remain

Estimated number and percentage of EU workers in the adult social care workforce by region, 2015

Source: Skills for Care estimates using NMDS-SC

Base: Independent sector and local authority workers

	Jobs		FTE jobs	
	Percentage of jobs filled by EU workers	Number of jobs filled by EU workers	Percentage of FTE jobs filled by EU workers	Number of FTE jobs filled by EU workers
England	**6%**	**80,000**	**6%**	**65,000**
Eastern	6%	9,000	7%	8,000
East Midlands	4%	4,000	4%	3,500
London	12%	20,000	12%	16,000
North East	1%	1,000	2%	1,000
North West	3%	5,500	3%	4,500
South East	10%	21,000	10%	18,000
South West	6%	9,500	7%	8,000
West Midlands	4%	5,000	4%	4,500
Yorkshire & Humber	3%	3,500	3%	3,000

Regions may not sum to England due to rounding

3. Independent Age and ILC-UK 2016: The impact of Brexit on the Social Care Workforce
https://www.independentage.org/sites/default/files/2016-09/IA-Brexit-Migration-report.pdf

- By 2037 there could be 13.5 older people per care worker
- In a zero net migration scenario, the social care workforce gap could reach just above 1.1 million workers by 2037: 13.5 older people for every care worker – compared to a ratio of seven for every care worker today.
- This is a workforce gap which, by 2037, is around 70,000 workers larger than our worst predictions in our analysis pre-EU referendum.
- In a (more likely) low-migration scenario, where the sector remains as attractive as it is today, but the government delivers on its commitment to reduce levels of net migration, there will be a social care workforce gap of more than 750,000 people by 2037.
- Even in a scenario where there are high levels of migration and the care sector becomes more attractive, the social care gap will be as big as 350,000 people by 2037.

4. The Cavendish Coalition
Care England is part of the newly-formed Cavendish Coalition, a coalition bringing together health and social care provider and employer representatives, to reach consensus on lobbying for a good deal for the social care workforce.

The Coalition set out its statement of purpose as follows:

"The coalition is here to provide those leading Brexit negotiations with the expertise and knowledge required on issues affecting the health and social care sectors. The newly formed group will be a shared voice which influences and lobbies on post-EU referendum issues that affect the healthcare workforce.

It has submitted evidence to a cross-party inquiry chaired by MP Gisela Stuart which will examine options for guaranteeing the status of EU nationals who are currently living in the UK. The coalition is united in its belief that EU citizens working in England's health and social care sectors should remain. The coalition has committed to secure the workforce required to deliver continuing quality in health and social care through:

1. Supporting the economic as well as social health of the communities we work within through the creation of opportunities for training and employment
2. Promoting employment policy and practice which ensures that the UK continues to be able to attract vital skills from Europe and around the world to work in health and social care
3. Seeking certainty for those already working in the UK by advocating for the right of the current health and social care workforce originating from European Economic Area (EEA) members to remain here."

The coalition has also emphasised that it will work hard to tackle the xenophobia and abuse that staff have increasingly faced since the referendum result, and to assure staff across social care and health that they are a valued asset to UK communities.

We will continue to lobby through this channel, and represent the views and experiences of our members for a good deal for social care employers as part of well-resourced local health and social care systems.

5. Brexit and health and social care inquiry launched

The Commons Health Committee has launched an inquiry into the impact that EU exit will have on health and social care. The Committee states it:
"… is now seeking views on what the most important issues are to which attention will need to be paid in the withdrawal negotiations and what outcomes should be sought from them.

The Committee also invites views on what risks and opportunities for health and social care arise from the UK's withdrawal from the EU, and how the Government should seek to mitigate the risks, and take advantage of the opportunities."

The deadline for the inquiry's call for evidence is 28 October 2016. Care England would encourage members to respond. Care England will be responding to this inquiry reflecting the views of members: any information, experiences, or evidence of any kind would be valuable to make a strong presentation to the committee. The Cavendish Coalition, mentioned above, will be responding also to the inquiry, and Care England will be a signatory of this evidence also.

http://www.parliament.uk/business/committees/committees-a-z/commons-select/health-committee/news-parliament-20151/brexit-and-health-and-social-care-inquiry-launch-16-17/

6. Your information and experiences

Care England relies on your intelligence to inform our work. We would like to hear from you if you have had experiences of difficulty recruiting from the domestic workforce, reliance on EU workers, or have felt any adverse impacts of the Brexit vote so far.

Please email Saskia sgoldman@careengland.org.uk to share information or with any questions.

CARE ENGLAND
Representing independent care providers

Care England
2nd Floor | 40 Artillery Lane | London E1 7LS
☎ 08450 577 677 | Email: SGoldman@careengland.org.uk
Web: www.careengland.org.uk
Facebook: Care England
Twitter: @CareEngland @CareEngPolicy @ProfMartinGreen