

# A summary of the adult social care sector and workforce in Rutland 2023/24



Across England, the vacancy rate has decreased compared to last year and the number of filled posts has increased. During this period international recruitment increased which has impacted these trends.

Workers in Rutland had on average 8.8 years of experience in the sector and 78% of the workforce had been working in the sector for at least three years.

We have many resources and tools available to help. Please visit our [values-based recruitment](#) page for more information. Skills for Care have also collaborated with the adult social care sector and people who draw on care and support to develop a [Workforce Strategy](#), which includes [attraction recommendations and commitments](#).

## Employment information

We estimate Rutland had 1,200 adult social care filled posts in the local authority and independent sectors. These included 100 managerial roles, 50 regulated profession roles, 900 direct care (including 750 care workers), and 200 other-non-care proving roles.

The average number of sickness days taken in the last year in Rutland was 5.1, (5.7 in East Midlands and 5.3 across England). With an estimated directly employed workforce of 1,000, this means employers in Rutland lost approximately 5,300 days to sickness in 2023/24.

Around half of the workforce (49%) usually worked full-time hours in Rutland and 51% were part-time.

Less than a quarter (21%) of the workforce were on zero-hours contracts.

### Chart 1. Proportion of workers on zero hours contracts by area

England	22%
East Midlands	21%
Rutland	21%

## Workforce demographics

The majority (81%) of the workforce in Rutland were female, and the average age was 44.5 years old.



Workers aged under 25 made up 7% of the workforce and workers aged 55 and above represented 28%. Given this age profile approximately 350 posts will be reaching retirement age in the next 10 years.

Across England 73% of the workforce identified as British, while in the East Midlands region this was 73%. An estimated 72% of the workforce in Rutland identified as British, 19% identified as of a non-EU nationality and 9% identified as of an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

## Pay



Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Rutland (area), East Midlands (region) and England. All figures represent the independent sector as at March 2024, except social workers which represent the local authority sector as at September 2023. At the time of analysis, the National Living Wage was £10.42.

**Table 1. Average pay rate of selected job roles by area**

	England	Region	Area
Full-time equivalent annual pay			
Social Worker**	£41,500	£37,900	*
Registered nurse	£39,500	£38,800	£40,700
Hourly pay			
National Living Wage	£10.42	£10.42	£10.42
Senior care worker	£12.04	£11.77	£12.33
Care worker	£11.23	£11.01	£11.70
Support and outreach	£11.11	£10.74	*

\*\*Local authority social workers only.

## Qualifications, training and skills

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We believe that everyone working in adult social care should be able to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to develop the right skills and knowledge to enable them to provide high-quality care and support.

Skills for Care estimates show that 39% of the direct care providing workforce in Rutland hold a *relevant* adult social care qualification (43% in East Midlands and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 28% had five or more years of experience in the adult social care sector, 80% had engaged with the Care Certificate and 43% had completed training.

### Factors affecting turnover

Together with a data science specialist, we used ASC-WDS information to create machine learning models that were used to assess which variables had an effect on adult social care workers' propensity to leave their posts.

### Across England, variables that influence the likelihood of a care worker leaving their role were:

Workers who travelled further were more likely to leave.

Those under 25, and over 60 years old, were more likely to leave their posts.

Turnover decreased with higher levels of experience working in the sector.

Likelihood of leaving decreased as pay levels increased.

Likelihood of leaving decreased with higher levels of experience in role.

Likelihood of leaving decreased if workers had more training.

Turnover decreased if workers had a higher number of contracted hours.

Likelihood of leaving decreased if workers had fewer sickness days.

Workers on zero-hours contracts were more likely to leave their posts.

Likelihood of high turnover rates increased if the establishment had high turnover historically.

For more information please see Chapter 9 of 'The State of the adult social care sector and workforce, 2024' available at:

[www.skillsforcare.org.uk/Stateof](http://www.skillsforcare.org.uk/Stateof)

### Analytical service and relevant resources

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Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirements.

You can commission us to help you:

Partner with us to draw on our adult social care data and expertise to win bids and tenders.

Provide a detailed analysis of a geographic area, including analysis below local authority level.

Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in East Midlands' and key workforce topic areas please see:

[www.skillsforcare.org.uk/W/publications](http://www.skillsforcare.org.uk/W/publications)

For more detail about the methodology used to create these estimates please see:

[www.skillsforcare.org.uk/workforceestimates](http://www.skillsforcare.org.uk/workforceestimates)

### Interactive visualisations

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Two interactive visualisations have been created at an LA level, to enable you to see and understand your workforce intelligence in a more visual and interactive way. One allows you to see your LA area in more detail and another to compare LA areas. To access the visualisations, please see

[www.skillsforcare.org.uk/lasummaries](http://www.skillsforcare.org.uk/lasummaries)

For more information please email [analysis@skillsforcare.org.uk](mailto:analysis@skillsforcare.org.uk)