

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 Wiltshire had on average 9.3 years of experience in the sector and 71% 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 Wiltshire had 13,000 adult social care filled posts in the local authority and independent sectors. These included 1,000 managerial roles, 650 regulated profession roles, 9,400 direct care (including 7,900 care workers), and 2,000 other-non-care proving roles.

The average number of sickness days taken in the last year in Wiltshire was 5.5, (4.9 in South West and 5.3 across England). With an estimated directly employed workforce of 12,000, this means employers in Wiltshire lost approximately 65,000 days to sickness in 2023/24.

Over half of the workforce (58%) usually worked full-time hours in Wiltshire and 42% were part-time.

Less than a quarter (18%) of the workforce were on zero-hours contracts.

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



Workforce demographics

The majority (83%) of the workforce in Wiltshire were female, and the average age was 44 years old. Workers aged under 25 made up 9% of the workforce and workers aged 55 and above represented 28%. Given this age profile approximately 3,700 posts will be reaching retirement age in the next 10 years.



Across England 73% of the workforce identified as British, while in the South West region this was 77%. An estimated 78% of the workforce in Wiltshire identified as British, 16% identified as of a non-EU nationality and 6% 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 Wiltshire (area), South West (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 | £39,900 | £38,400 |
| Registered nurse | £39,500 | £40,500 | £40,800 |
| Hourly pay | | | |
| National Living Wage | £10.42 | £10.42 | £10.42 |
| Senior care worker | £12.04 | £12.17 | £12.88 |
| Care worker | £11.23 | £11.39 | £11.41 |
| Support and outreach | £11.11 | £11.47 | £11.33 |

**Local authority social workers only.

