

The background of the cover features a photograph of a smiling man with a beard and glasses, wearing a dark cap. The image is overlaid with a grid of colorful squares in shades of green, blue, and purple. The text is contained within a dark blue rectangular box.

# Care homes without nursing in the adult social care sector

2023/24



# 1. Size and Structure

As at March 2024 there were 10,112 care homes without nursing registered with CQC across

## 2. Employment overview

In 2023/24 there was an estimated 215,000 direct care providing filled posts in care homes without nursing in the independent sector; 27,000 managers filled posts, 450 regulated professions and 57,000 other filled posts, including ancillary non-care providing roles.

Around 10% of the workforce in care homes without nursing were employed on a zero-hours contract. This proportion has remained stable, increasing one percentage point since 2022/23. Across all care service types, 23% of the independent sector workforce were employed on zero-hours contracts.

**Chart 2. Proportion of workers on a zero-hours contract by main care service, independent sector only, 2023/24**

### **3. Recruitment and retention**

The turnover rate for care homes without nursing in the independent sector was 26.0%, which was lower than care homes with nursing (29.8%). This equates to an estimated 7

## 4. Demographics

Around 81% of workers in care homes without nursing identified as female and 19% identified as male. The proportion of male workers was slightly lower in managers roles (17%) compared to direct care roles (19%). Around 27% of the workforce were aged 55 and above in 2023/24, this proportion has increased from 24% in 2017/18. The average age of workers in care homes without nursing in 2023/24 was 43.3, this was similar for domiciliary (43.2) and care home with nursing services (43.1).

The nationality distribution of the workforce in care homes without nursing was 77% British, 17% non-EU and 5% EU. This was similar to the diversity seen across all main care service types. The proportion of British workers in care home without nursing services remained similar between 2017/18 and 2021/22, however since 2021/22 the proportion of British workers has



## Further information

We provide valuable workforce intelligence which the Government, strategic bodies, employers, and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services. In addition to this publication, we produce and analyse workforce estimates at national, regional and local levels. This allows for greater scrutiny of the sector and its workforce and helps support local decision making in these geographical areas.

### National information

This summary accompanies our flagship publication: [The state of the adult social care sector and workforce in England](#). This report analyses the size and structure of the workforce, as well as key workforce characteristics and additional analysis on international recruitment and factors affecting turnover and CQC ratings.

### Regional information

We have data visualisations and written reports which provide an annual overview of adult social care services and the workforce in each region. We have two data visualisations that show regional information: one looks at one region at a time, the other looks at key variables and compares the nine regions. Alongside these data visualisations are nine regional written summaries.

### Local area information

There are six pages of local area information on our website, these are split by either local authority area or NHS Integrated Care Board (ICB) geography area.

Individual areas: we have one report looking at the workforce in each local authority area or ICB area, one at a time.

Our comparison reports compare key variables across local areas or ICB areas

Each local area has a written summary report, summarising the workforce statistics.

Our 'My ICB area (MH and LD&A)' report shows the latest information from the ASC-WDS for the mental health and learning disability and/or autism workforces, split into ICB areas.

We also publish [tracking information](#) about the adult social care workforce in key areas on a monthly and quarterly basis. These trackers do not use weighted estimates (as shown in our other annual reports) but do give a good indication of moving trends through the year. Trackers are available for recruitment and retention, fill7dl i 0 1 128.06 223.7 T2(i 0 12ETQq12 Tf1 0 0stim)-6(a)-3



