

SDR 165/2015

14 October 2015

Local Authority Social Services - Staff Numbers in Wales, 31 March 2015

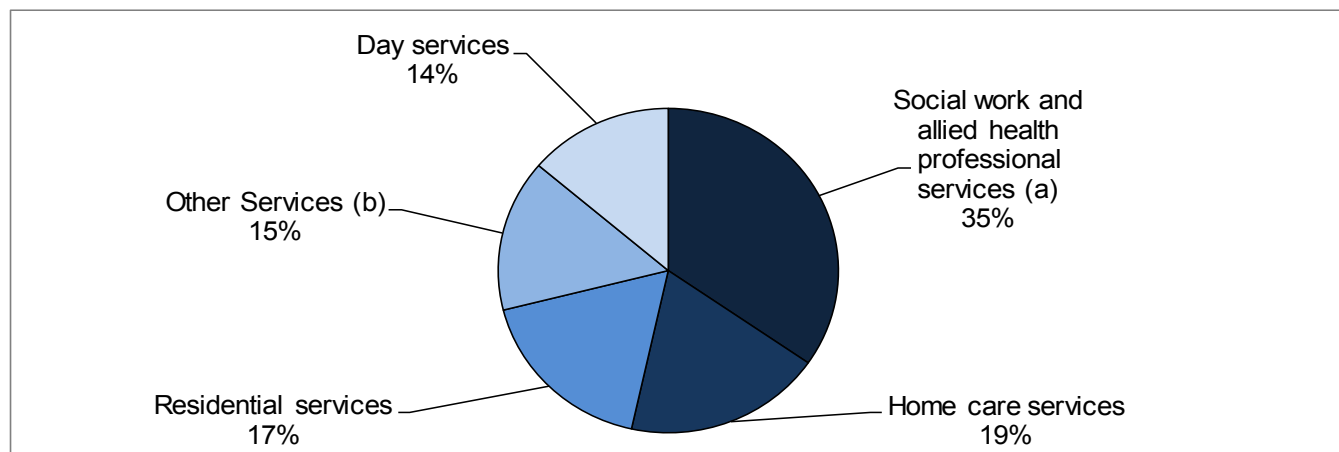
This annual National Statistics first release summarises the key findings from the staffing (STF) data collection as at 31 March 2015. The return includes information about directly employed staff of social services departments in Wales. Local authorities also provide services using independent sector providers, whose staff are not included in these figures. For 2014-15, the STF return was revised to match the revised [Qualification Framework](#) issued by the Care Council Wales. Therefore only limited comparisons with previous years can be made. All statistics in this release can be regarded as final figures, not subject to further revision or update.

Further information and full details for individual local authorities are published online on [StatsWales](#). See [Quality Report](#) and [Notes](#) for more information about the data. A summary table of the number of staff and qualification status by local authority is found in the [Annex](#).

Key results at 31 March 2015:

- 22,562 staff were directly employed by social services departments, comprising just over 12,700 (56 per cent) part-time staff and just over 9,800 (44 per cent) full-time staff. ([Table 1](#))
- There were 17,026 whole-time equivalent (WTE) directly employed staff at 31 March 2015. ([Chart 3](#))
- 12,484 (76 per cent) of relevant staff held a required or recommended qualification. ([Table 2](#))
- 2,903 (14 per cent) of staff were Welsh speaking. ([Table 4](#))

Chart 1: Percentage of staff by area of work at 31 March 2015 (WTE)



(a) Includes social work team managers, social workers, social work trainees, occupational therapists, social services officers, Health and Social Care Support Workers and other staff. See the Care Council for Wales' new [Qualification Framework](#) for more details of job roles.
(b) Includes staff in central management and support services and hospital/clinic settings.

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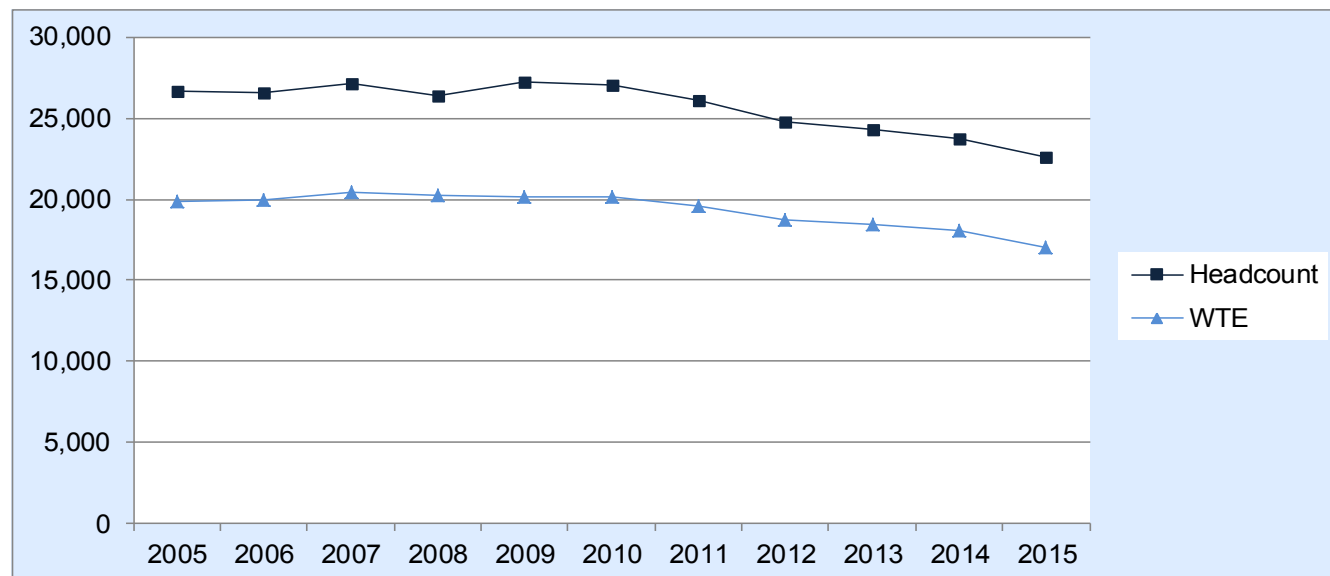
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Local authority social services staff by area of work

There have been changes to the 2014-15 data collection to remain in accordance with the Care Council for Wales' [Qualification framework](#), which means that care should be taken when making comparisons by area of work or qualification with previous years.

Chart 2: Number of local authority social services staff at 31 March



Source: STF forms

At 31 March 2015 there were 22,562 staff working in social services departments in Wales. 56 per cent were part-time staff and 44 per cent were full-time staff. There has been a continuing fall in the number of directly employed staff since 2009. Between 2014 and 2015 the total whole time equivalent fell by 1,021 staff (6 per cent). However, this represents only part of the resources going into social care as many staff providing care services are employed by other service providers. The largest proportion of part-time staff was in the provision of domiciliary services for adults where 4,958 staff were employed, of whom 4,266 (86 per cent) were part-time.

Table 1: Number of local authority social services staff at 31 March 2015

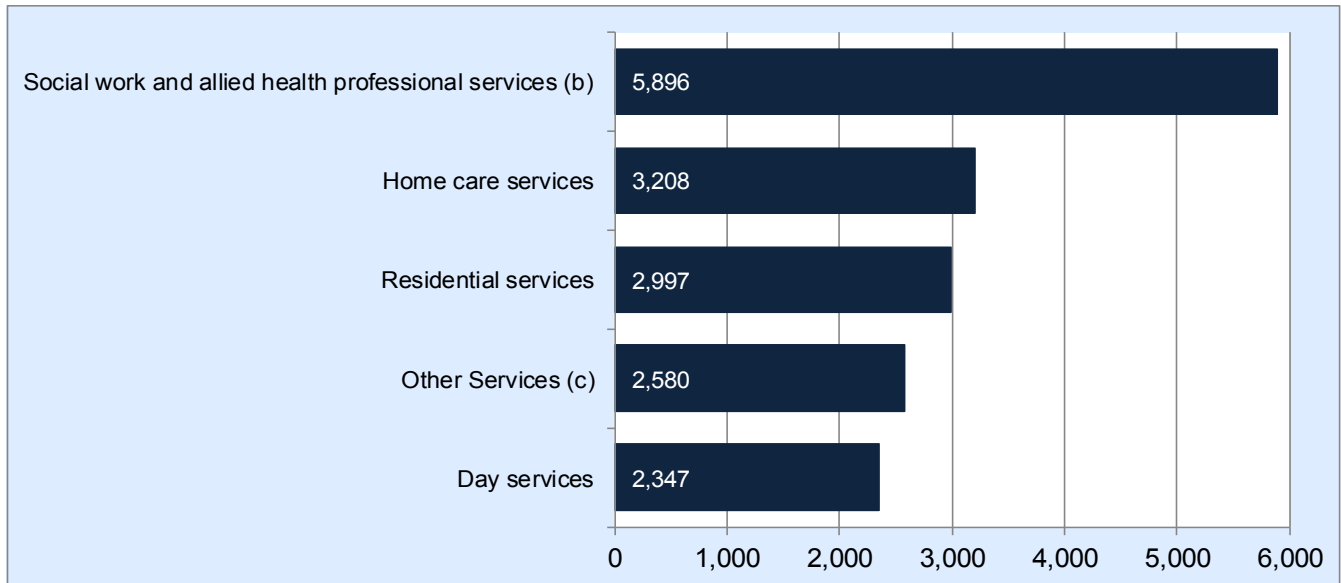
<i>Area of work</i>	Full time staff	Part time staff	Total number of staff
Central management and support services	1,977	761	2,738
Total services for adults	4,564	10,235	14,799
Social work services for adults ^(a)	2,241	965	3,206
Home care services for adults	692	4,266	4,958
Residential services for adults	514	3,390	3,904
Day services for adults	1,117	1,614	2,731
Total services for children	3,281	1,744	5,025
Social work services for children ^(b)	2,714	931	3,645
Home care services for children	108	232	340
Residential services for children	230	319	549
Day services for children	229	262	491
Total	9,822	12,740	22,562

Source: STF forms

(a) Includes social work team managers, social workers, social work trainees, occupational therapists, social services officers, Health and Social Care Support Workers, and social work staff based in hospital/clinic establishments. Excludes social work staff based in residential or day care establishments.

(b) Includes social work team managers, social workers and social work trainees. Excludes social work staff based in hospital/clinic, residential or day care establishments.

Chart 3: Number of local authority social services staff at 31 March 2015 (WTE) ^(a)



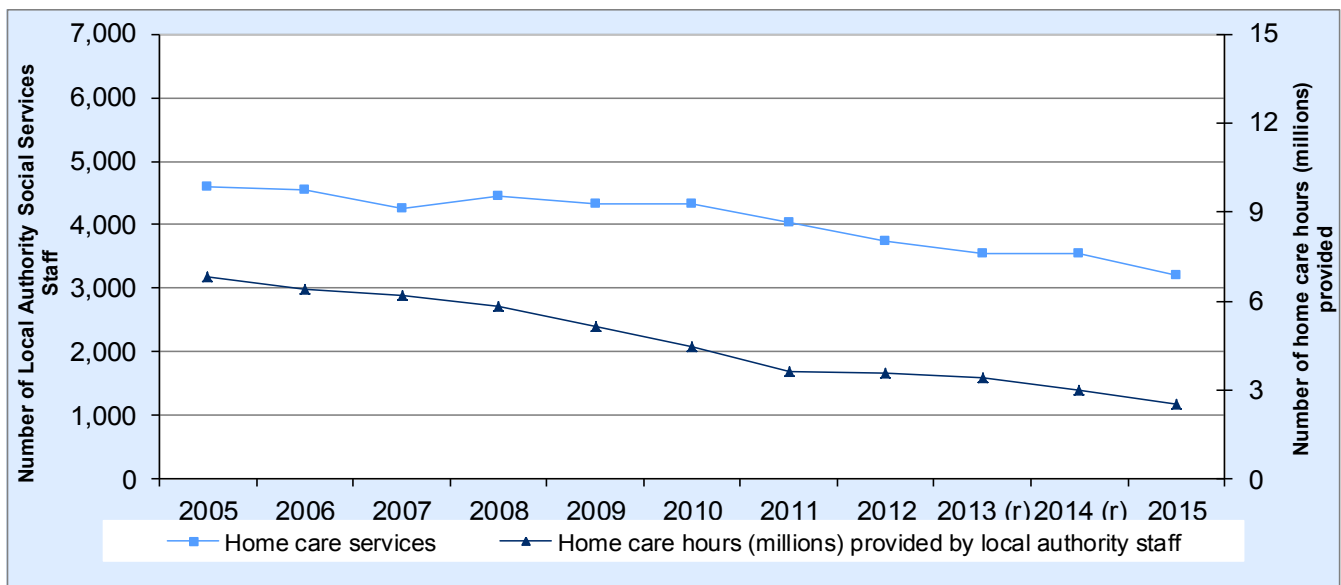
Source: STF forms

- (a) Whole-time equivalent (see [notes](#) section for definition).
- (b) Includes social work team managers, social workers, social work trainees, occupational therapists, social services officer, Health and Social Care Support Workers and other staff.
- (c) Includes staff in central management and support services and hospital/clinic settings.

There were 17,026 whole-time equivalent (WTE) directly employed staff at 31 March 2015, 75 per cent of the headcount number of social services staff.

Chart 4: Number of home care services staff and number of hours provided for home care services

(a) (b) (c)



Source: STF and PM2 forms

- (a) 2015 data not entirely comparable with previous years' data due to changes made in accordance with the Care Council for Wales Qualification Framework.
- (b) The time period for the number of home care hours provided, refers to 1 April to 31 March, eg 2015 refers to 1 April 2014 to 31 March 2015.
- (c) A number of local authorities were unable to provide information on home care hours. This included Monmouthshire in 2006, Carmarthenshire in 2011 and Denbighshire in 2012. Care is needed when interpreting the home care hours data in Chart 3 as these missing values will exaggerate the decline.
- (r) The number of staff in 2013 and 2014 has been revised since previously published.

Since 2005 the staff number in home care services has decreased by 1,379 (43 per cent). This follows a similar trend to the number of home care hours provided by local authority staff, as illustrated in [Chart 4](#) (and published in the '[Assessments and Social Services for Adults, 2014-15](#)' Statistical Release), which also decreased over this period, falling at a faster rate after 2008.

Local Authority Social Services Staff by Qualification Status

Statistics were collected on the number of staff holding a required or recommended qualification, according to the Care Council's new [Qualification Framework](#). The new Qualification Framework excludes workers who have contact with service users but are not involved in the delivery of social care. These workers include assistants, trainees, gardeners, and community equipment workers. Before 2014, some of these staff may have been counted as unqualified.

Table 2: Number of staff with listed qualifications at 31 March 2015 ^{(a) (b)}

<i>Area of work</i>	Number with required or recommended occupational qualification	Total number of staff	% with required or recommended occupational qualification
Central management and service development	659	936	70%
Team managers and social workers	3,261	3,417	95%
Therapists, Assistants and Support Workers	976	1,532	64%
Hospital/clinic settings	140	173	81%
Home care services	3,510	4,921	71%
Residential services for older people	1,558	2,032	77%
Residential services for children	354	438	81%
Other residential services ^(c)	409	582	70%
Day services	1,613	2,453	66%
Total	12,480	16,484	76%

Source: STF forms

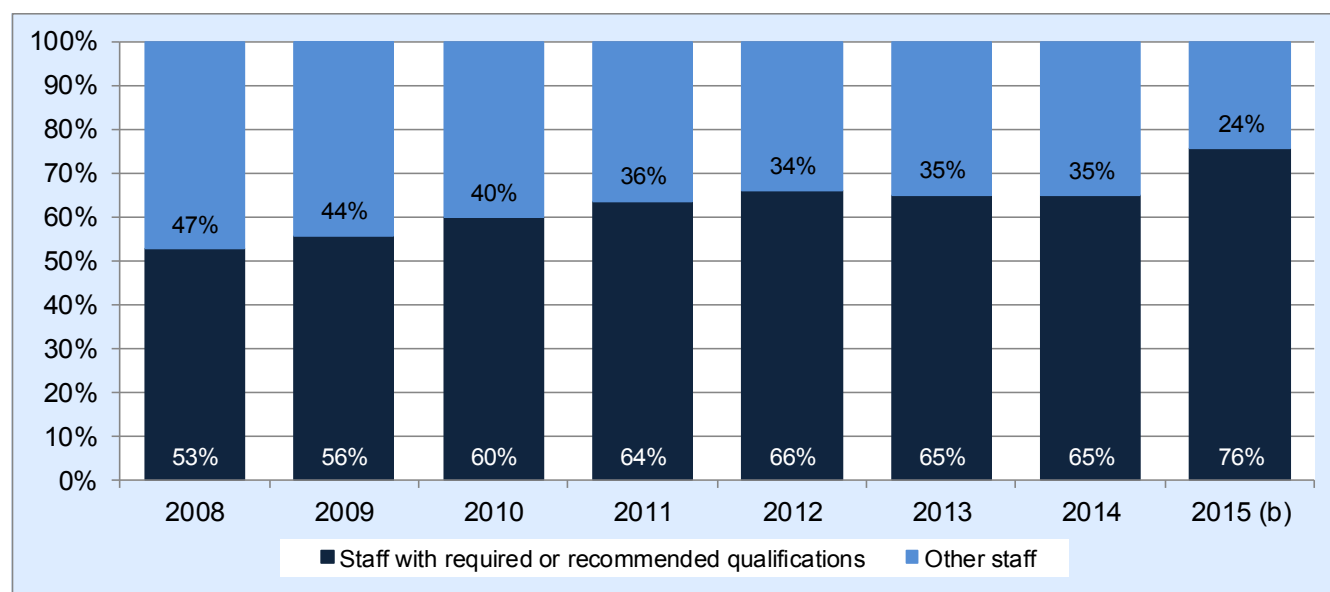
(a) Based on data provided by 21 authorities. The table excludes 1,470 staff for Carmarthenshire as they are unable to provide a breakdown by qualification status.

(b) The table excludes 4,608 workers (e.g. social work trainees) for whom no qualifications were specified in the Framework.

(c) 'Family centres' are now included in 'Other residential services'.

Of the 21 local authorities who were able to provide data, 76 per cent (12,484) of staff held a required or recommended qualification at 31 March 2015. The percentage of staff holding a required or recommended qualification ranged from 95 per cent for team managers and social workers to 64 per cent for therapists, assistants and support workers.

Chart 5: Number and percentage of staff with listed qualifications at 31 March ^(a)



Source: STF forms

(a) All data based on 21 local authorities. Cardiff were unable to provide a breakdown by qualification status from 2008 to 2014. Carmarthenshire were unable to provide a breakdown by qualification in 2015.

(b) 2015 data excludes 4,608 workers (e.g. social work trainees) for whom no qualifications were specified in the Framework.

Central management and support services staff

Table 3: Number of central management and support services staff at 31 March 2015 ^(a)

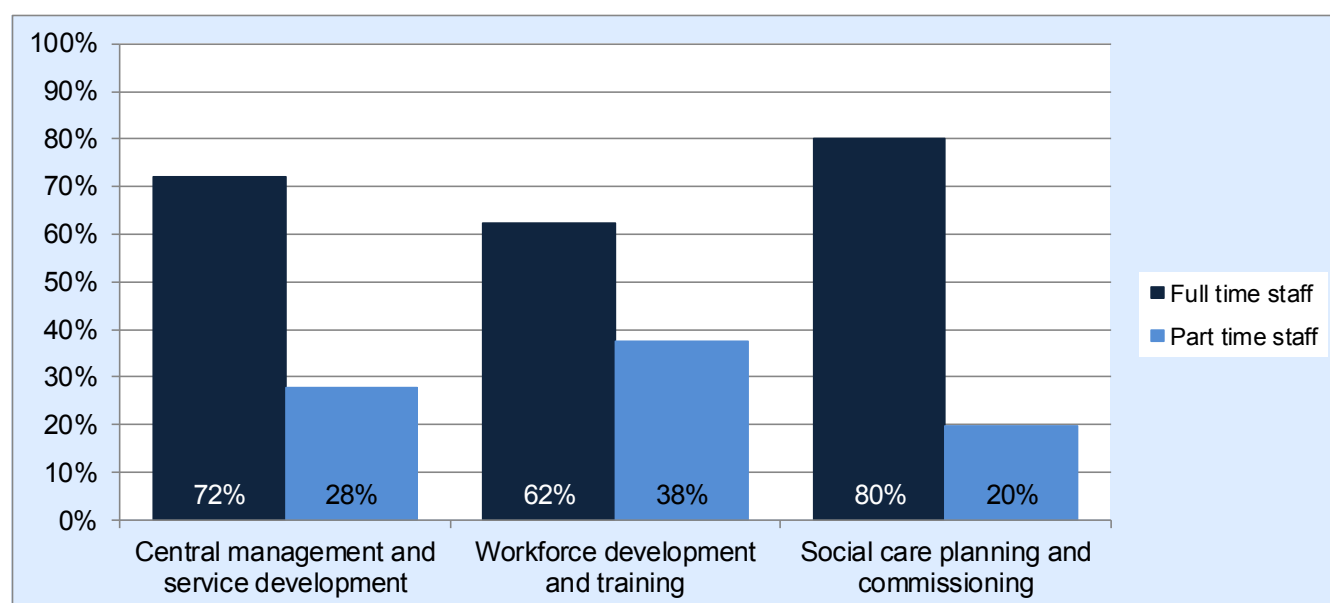
Area of work	Full time staff	Part time staff	Total number of staff
Central management and service development	1,651	635	2,286
Director	26	0	26
Head of Service / Assistant Director	55	0	55
Service Manager/Principal	231	17	248
Other Manager (a)	151	14	165
Adviser / Planner Researcher	132	44	176
Other staff	1,056	560	1,616
Workforce development and training	128	77	205
Workforce Development Manager	13	3	16
Workforce Development Officer/Training Officer	52	34	86
Internal Quality Assurer	5	1	6
Assessor	14	8	22
Other staff	44	31	75
Social care planning and commissioning	198	49	247
Commissioning Manager	33	3	36
Operational Officer	74	10	84
Support Officer	57	20	77
Other staff	34	16	50
Total	1,977	761	2,738

source: STF forms

(a) Other manager includes all other central management and service development staff that are not included within the specified categories. Examples of these staff groups are IT support, finance and other administration.

Of the 2,738 staff working in central management and support services at 31 March 2015, 761 (28 per cent) of staff were part-time. See [Chart 6](#) for the breakdown of proportions for the individual areas.

Chart 6: Percentage of central management and support services staff at 31 March 2015 ^(a)



Source: STF forms

Local Authority Social Services Welsh Speaking Staff

Statistics were collected on the number of workers able to use the Welsh language to conduct their business.

Table 4: Number of Welsh speaking staff of local authority social services departments at 31 March 2015 ^(a)

<i>Area of work</i>	Total number of		Percentage of wels speaking staff
	Welsh speaking staff	Total number of staff	
Central management and service development	379	2,597	15%
Team managers and social workers	417	3,417	12%
Therapists, Assistants and Support Workers	316	2,805	11%
Hospital/clinic settings	36	175	21%
Home care services	765	4,997	15%
Residential services for older people	594	2,872	21%
Residential services for children	24	500	5%
Other residential services ^(b)	71	658	11%
Day services	301	3,071	10%
Total	2,903	21,092	14%

Source: STF forms

(a) Based on data from 21 authorities. Carmarthenshire were unable to provide numbers of Welsh speaking staff for 2015.

(b) 'Family centres' are now included in 'Other residential services'.

In the 21 local authorities who were able to provide data, 2,903 (14 per cent) of staff were reported as Welsh speakers at 31 March 2015. This ranged from 5 per cent in residential services for children to 21 per cent in residential services for older people and in hospital/clinical settings.

1. Notes

1.1 Context

A revised Qualification Framework was developed by the Care Council for Wales during 2012 using feedback from a steering group, workshop event, online survey and focus group. A consultation took place on the draft document during the summer of 2012 to ensure that it reflected the roles and needs of the sector. The revised framework has been used for the first time in the 2014-15 STF data collection.

Many of the changes that have been made to the Qualification Framework aim to make the information about qualifications clear and easier to understand and some guidance has been added about using the framework.

1.2 Data Collection

All references made to 'year' relate to the standard financial year which runs from 1 April to 31 March (for example 2014-15 should be understood as 1 April 2014 to 31 March 2015).

The data were supplied to the Data Collection team within the Welsh Government by the 22 local authorities in Wales on the Staffing data collection form (except where otherwise noted). The form applies an extensive series of validation checks to ensure that the information provided is accurate and consistent.

Further information on quality and methods can be found in the [Quality Report](#).

1.3 Definitions

The number or **headcount** of staff is the most appropriate measure to use for characteristics that apply equally to whole-time and part-time staff, i.e. qualifications and Welsh language ability. The whole-time equivalent number should be used as a measure of the volume of staff resource, e.g. for trends and for comparison with financial or service user numbers. Together the two measures show the degree of part-time working in different areas.

Whole-time equivalent staff numbers are based on contractual hours, rather than those actually worked on the census day. Whole-time equivalents should be calculated on the basis of 39 (contractual) hours per week for care assistants, manual and domestic staff, and 37 hours for other staff. For part-time staff their whole-time equivalent is calculated by dividing contractual hours by 39 or 37 as appropriate.

1.4 Symbols and rounding conventions

The following symbols are used in the tables:

- the data item is not exactly zero, but is less than half the final digit shown.
- . the data item is not applicable.
- .. the data item is not available.
- * the data item is disclosive or not sufficiently robust for publication.

1.5 A National Statistics publication

National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

2. Key Quality Information

This section provides a summary of information on this output against five dimensions of quality: Relevance, Accuracy, Timeliness and Punctuality, Accessibility and Clarity, and Comparability.

2.1 Relevance

The statistics are used both within and outside the Welsh Government to monitor adult social services trends and as a baseline for further analysis of the underlying data. These statistics are used in a variety of ways. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- Local authorities;
- The third sector (e.g. charities);
- The Department for Health and Social Services in the Welsh Government;
- Other areas of the Welsh Government;
- The research community;
- Students, academics and universities;
- Individual citizens and private companies.

The statistics may also be useful for other UK governments

- The Northern Ireland Executive's Department of Health, Social Services and Public Safety
- The Scottish Government, Analytical Services Division
- The Department for Education in England.

These statistics are used in a variety of ways. Some examples of these are:

- advice to Ministers;
- local authority comparisons and benchmarks;
- to inform the social services policy decision-making process in Wales;
- to inform the Care and Social Services Inspectorate Wales;

2.2 Accuracy

Every year the data are collected from the same source (the STF data collection return) and adhere to the national standards and guidance, thus ensuring coherence within and across organisations.

Statisticians within the Welsh Government review the data and query any anomalies with local authorities between submissions to ensure coherence of the data received, and before tables are published. The figures in this release reflect the final position of the 2014-15 financial year and are correct as at 31 March 2015.

2.3 Timeliness and Punctuality

The Data Collection team within the Welsh Government collected data, for the financial year 2014-15, between March and May 2015. Data in this release refers to final 2014-15 data. This release was published in October 2015, meeting the planned date of publication.

2.4 Accessibility and Clarity

This statistical release is pre-announced and then published on the Statistics section of the Welsh Government website. It is accompanied by more detailed tables on [StatsWales](https://stats.wales.gov.uk), a free to use service that allows visitors to view, manipulate, create and download data. Please select "Staffing" at the navigation screen of the following site:

<https://stats.wales.gov.uk/Catalogue/Health-and-Social-Care/Social-Services>

2.5 Comparability

Some local authorities were unable to provide all the information requested. Commentary on the figures and percentages quoted are based on data supplied by the responding authorities only. Between 2008 and 2014, Cardiff were unable to provide the breakdown of staff with required or recommended occupational qualifications or Welsh speaking staff. For 31 March 2015, Carmarthenshire were unable to provide a breakdown of Welsh-speaking staff or staff with required or recommended occupational qualifications.

Statistics collected in each United Kingdom country may differ and the detailed guidance available from each country's website should be consulted before using these statistics as comparative measures.

Staffing information for England can be accessed on the Health and Social Care Information Centre website:

<http://www.hscic.gov.uk/social-care>

Adult Community Statistics for Northern Ireland can be accessed on the Department of Health, Social Services and Public Safety website:

<http://www.northernireland.gov.uk/index/media-centre/news-departments/news-dhssps/news-dhssps-301014-publication-of-statistics.htm>

Social work services staff for Scotland can be found on the Scottish Government website:

<http://www.gov.scot/Topics/People/social-services-workforce>

3. Revisions

Occasionally, revisions can occur due to errors in our statistical processes or when a data supplier notifies the Welsh Government that they have submitted incorrect information. In these cases, a judgement is made as to whether the change is significant enough to publish a revised statistical release. Where changes are not deemed to be significant, figures will be corrected if they appear in future releases. However minor amendments to the figures may be reflected in the StatsWales tables prior to the next release.

4. Further information

Further information is available for other personal social services statistical releases on the [Welsh Government Website](#).

5. Related publications

Recent relevant Personal Social Services statistical releases include:

Referrals, Assessments and Social Services for Children, 2014-15:

<http://gov.wales/statistics-and-research/referrals-assessments-social-services-children/?lang=en>

Assessments and Social Services for Adults, 2014-15:

<http://gov.wales/statistics-and-research/assessments-social-services-adults/?lang=en>

Details of the Qualification Framework for the Social Care Sector in Wales can be found at:

<http://www.ccwales.org.uk/qualification-framework/>

The Data Unit's Social Worker Workforce Planning report can be found at:

<http://www.dataunitwales.gov.uk/SharedFiles/Download.aspx?pageid=79&mid=459&fileid=1044>

7. Contact information

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User Feedback

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Annex 1: Number of staff with listed qualifications at 31 March 2015, by local authority

<i>Local Authority</i>	Full time staff	Part time staff	Total staff	Staff with required or recommended occupational qualifications
Isle of Anglesey	261	291	552	368
Gwynedd	365	1,275	1,640	860
Conwy	436	555	991	615
Denbighshire	397	225	622	381
Flintshire	589	567	1,156	662
Wrexham	532	372	904	706
Powys	322	561	883	560
Ceredigion	276	411	687	381
Pembrokeshire	312	280	592	303
Carmarthenshire	631	839	1,470	..
Swansea	762	1,097	1,859	841
Neath Port Talbot	547	752	1,299	684
Bridgend	512	782	1,294	964
Vale of Glamorgan	312	316	628	328
Cardiff	645	467	1,112	662
Rhondda Cynon Taf	888	1,274	2,162	1,394
Merthyr Tydfil	177	200	377	253
Caerphilly	651	940	1,591	1,042
Blaenau Gwent	323	426	749	402
Torfaen	278	199	477	282
Monmouthshire	185	373	558	201
Newport	421	538	959	591
Wales	9,822	12,740	22,562	12,480

Source: STF forms