

ADULT SOCIAL CARE & PUBLIC HEALTH SUB-COMMITTEE ADDENDUM

4.00PM, TUESDAY, 11 JANUARY 2022

HOVE TOWN HALL - COUNCIL CHAMBER

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ADDENDUM

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**Brighton & Hove
City Council**

Adult Social Care Workforce update

11th January 2022

Andy Witham

Acting Assistant Director – Commissioning and Partnerships

Size of the Workforce (Nationally)

- In 20/21 the number of people working in adult social care was estimated at 1.54 million.
- This grew by 40,000 during the period 19/20 to 20/21 (due mainly to an increase in domiciliary care).
- The number of jobs in domiciliary care services increased between 2012/13 and 2020/21 (an increase of 135,000 jobs, jobs in residential services increased during the same period by 25,000).
- On average, 6.8% of roles in adult social care were vacant in 2020/21. This is equivalent to 105,000 vacancies being advertised on an average day.
- If the adult social care workforce grows proportionally to the projected number of people aged 65 and over in the population then the number of adult social care jobs will increase by 29% (480,000 jobs) to around 2.16 million jobs by 2035.

Adult Social Care Workforce (Brighton and Hove)

There were **8,200** jobs in Brighton & Hove.

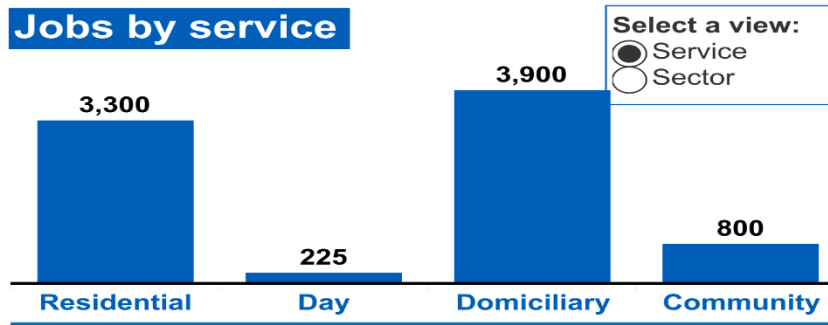


7,600 jobs
in the **local authority** and
independent sector.



There are **167**
CQC regulated establishments
in **Brighton & Hove**

Jobs by service



In Brighton and Hove there were...



5,600
Direct care jobs

700
Managerial jobs



325
Regulated professionals

There were also...

600
Jobs working for direct payment recipients



Changes in the Adult Social Care workforce during the COVID-19 pandemic

- Levels of staff sickness have nearly doubled over the course of the pandemic (an average of 9.5 days lost were lost to sickness in 2020/21 compared to 5.1 days before the pandemic).
- Since the start of the pandemic, occupancy levels in care homes have fallen. Shift in demand away from residential care and towards domiciliary care.
- Between 2019/20 and 2020/21 jobs in domiciliary care increased by around 40,000 jobs (a 7.4% increase). Over the same period, despite a decrease in occupancy rates, jobs in care homes remained broadly the same.
- Vacancy rates fell during the start of the pandemic, potentially due to fewer jobs being available in the wider economy during this period. Since May 2021, vacancy rates have steadily risen as the wider economy has opened back up. As of August 2021, vacancy rates are now back above their pre-pandemic levels.
- The opening up of the wider economy has been reported by employers to be adversely affecting retention, with many reporting that recruitment and retention is now more difficult than before the pandemic.

Factors Impacting Recruitment and Retention

- Brexit Implications? The pandemic has complicated our ability to quantify the impact of Brexit. At present there is little evidence of the existing non-British workforce leaving at an increased rate since the new immigration rules came into place in January 2021.
- Data collected since March 2021, as would be expected given the new rules and COVID-19 travel restrictions in place, shows a sharp drop in the number of people arriving in the UK to take up adult social care jobs (1.8% of new starters in January-April 2021 compared to 5.2% during the same period in 2019).
- Opening up of the wider economy has been reported by employers to be adversely affecting retention, with many reporting that recruitment and retention is now more difficult than before the pandemic.
- Mandatory Vaccinations for Care Home staff become legislation in November 21. 2-3% impact on staffing locally
- Mandatory vaccinations for health and care staff April 22 – work underway but impact yet unknown

Actions and Support

- Refreshed Adult Social Care Workforce Strategy in development
- Workforce briefings for providers on raising awareness of support and initiatives
- Government grants over the last 18 months. For BHCC this equates to total of £4.66m for a range of measures to support providers with infection control, testing measures and workforce recruitment and retention.
- Support to domiciliary care market through the joint health and social care 18 month plan
- Continued focus on the importance of business continuity plans and support in place from the Local Authority
- Reviewing VCS support and role of PA's etc to support pressures
- Proposed fee increases to all providers across health and adult social care

Questions

- Any questions?

Further information:

- Andy.Witham@brighton-hove.gov.uk

