

SDR 170/2014

16 October 2014

Local authority social services - staff numbers, Wales, 31 March 2014

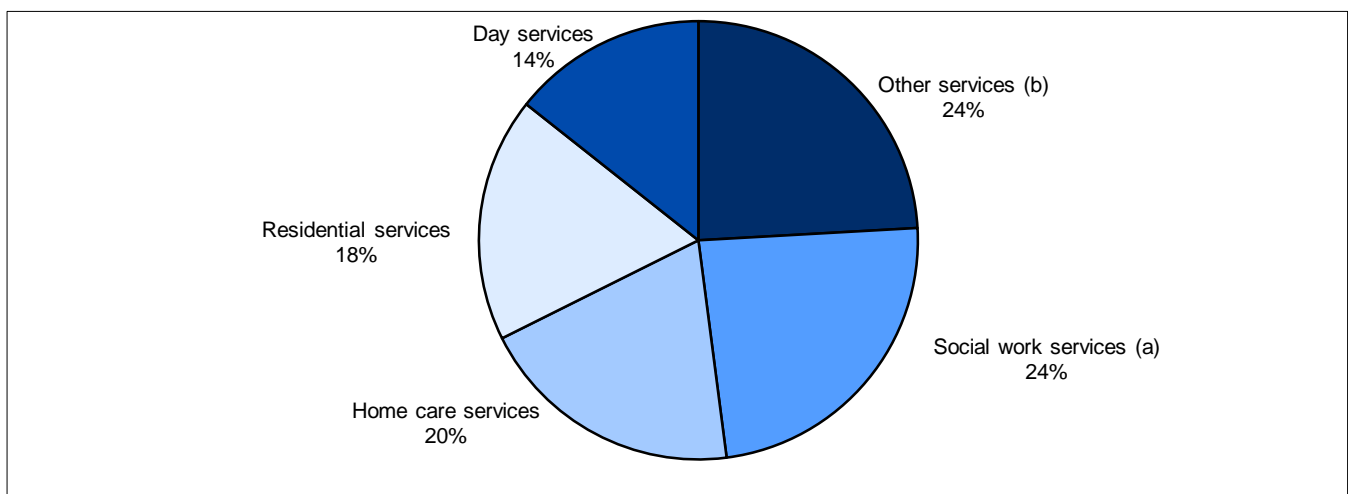
This annual National Statistics Release summarises information on the directly employed staff of social services departments in Wales. Local authorities also provide services using independent sector providers, whose staff are not included in these figures. The release presents key results for Wales. 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 today 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 in the [Annex](#).

Key results at 31 March 2014:

- 23,780 staff were directly employed by social services departments, comprising just over 13,000 (56 per cent) part-time staff and just under 11,000 (44 per cent) full-time staff. ([Table 1](#))
- The whole-time equivalent (WTE) number of directly employed staff decreased by 425 from 31 March 2013 to stand at 18,046. ([Chart 2](#) and [Table 2](#))
- 14,619 (65 per cent) of staff held a required or recommended qualification. ([Table 3](#))
- 4,476 (20 per cent) of the total number of staff were Welsh speaking. ([Table 6](#))

Chart 1: Percentage of staff by area of work at 31 March 2014 (WTE)



(a) Includes social work team managers, social workers and social work trainees/assistants.

(b) Includes staff in central management and support services and hospital/clinic settings.

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Next update: Oct 2015 (provisional)

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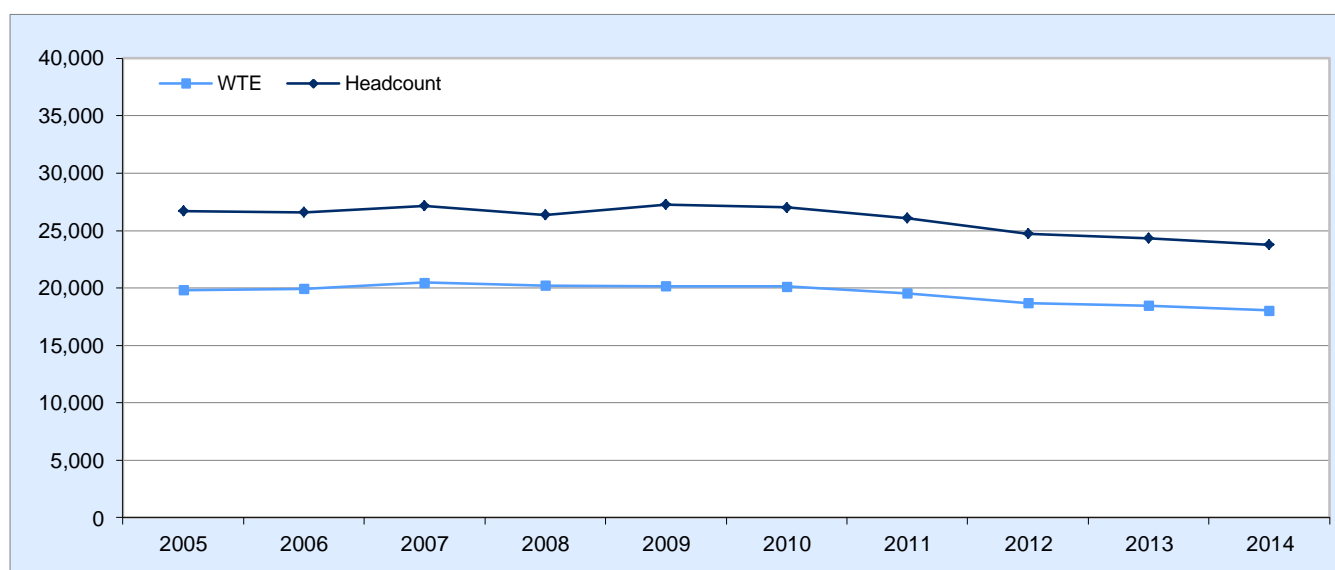
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Local authority social services staff by area of work

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



Source: STF forms

Since 2005 the number of social services staff (headcount) has decreased by 2,940 (11.0 per cent) to 23,780.

Over the same period the whole time equivalent number has decreased by 1,785 (9.0 per cent) to 18,046. At 31 March 2014 the whole time equivalent number of social services staff was 75.9 per cent of the headcount number of social services staff.

Table 1: Number of local authority social services staff at 31 March 2014

<i>Area of work</i>	Full time staff	Part time staff	Total number of staff
Central management and support	3,353	1,450	4,803
Total services for adults	4,418	10,383	14,801
Social work services for adults ^(a)	1,646	570	2,216
Home care services for adults	751	4,610	5,361
Residential services for adults	752	3,457	4,209
Day services for adults	1,269	1,746	3,015
Total services for children	2,777	1,399	4,176
Social work services for children ^(b)	2,159	547	2,706
Home care services for children	117	283	400
Residential services for children	260	306	566
Day services for children	241	263	504
Total	10,548	13,232	23,780

Source: STF forms

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

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

At 31 March 2014 there were 23,780 staff working in social services departments in Wales. 56 per cent were part-time staff and 44 per cent were full-time staff.

The largest proportion of part-time staff was in the provision of home care for adults where 5,361 staff were employed, of whom 4,610 (86 per cent) were part-time.

Table 2: Number of local authority social services staff at 31 March 2014 (WTE) ^(a)

<i>Area of work</i>	2012	2013	2014
Central management and support	4,454	4,412	4,188
Social work services ^(b)	4,189	4,286	4,302
Hospital/clinic settings	195	190	162
Home care services	3,746	3,550	3,551
Residential services	3,485	3,415	3,256
Day services	2,628	2,618	2,587
Total	18,697	18,471	18,046

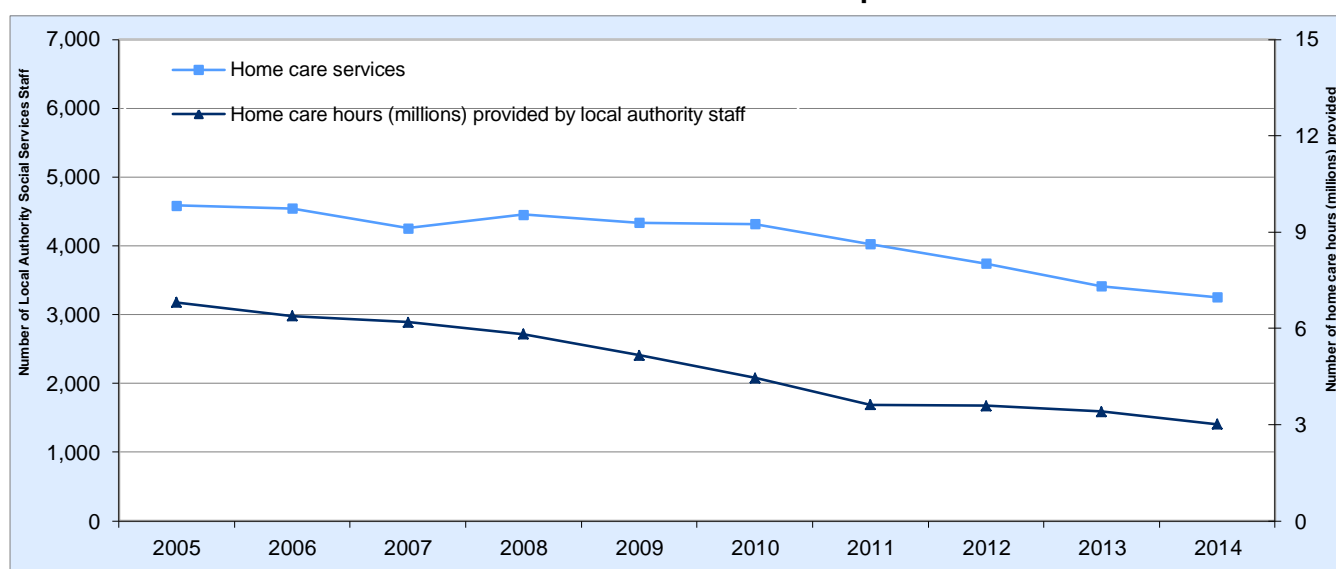
Source: STF forms

(a) Whole-time equivalent (see [notes](#) section for definition).

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

There was a decrease of 425 WTE staff between 31 March 2013 and 31 March 2014, a decrease of 2 per cent. Most categories recorded a drop in staff numbers with central management and support and residential services most affected with falls of 224 staff (5 per cent) and 159 staff (5 per cent) respectively compared to 31 March 2013. Staff numbers working in home care services remained unchanged.

Chart 3: Number of social services staff and number of hours provided for home care services ^{(a) (b)}



Source: STF and PM2 forms

(a) The time period for the number of home care hours provided, refers to 1 April to 31 March. E.g. 2014 refer to 1 April 2013 to 31 March 2014.

(b) 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. As a result please take care when interpreting the home care hours time series in Chart 3 as these missing values will exaggerate the decline.

Since 2005 the staff number in home care services has decreased by 1,331 (29 per cent). This follows a similar trend to the number of home care hours provided by local authority staff, as illustrated in Chart 3 (and published in the '[Assessments and Social Services for Adults, 2013-14](#)' Statistical Release), which also decreased over this period, falling at a faster rate after 2008.

Local Authority Social Services Staff by Qualification Status

Table 3: Number of staff with listed qualifications at 31 March 2014 ^(a)

Area of work	With required or recommended occupational qualification	Total number of staff
Central management and support	2,092	4,478
Team managers and social workers ^(b)	3,291	3,366
Social work trainees/assistants ^(b)	458	1,006
Hospital/clinic settings	137	150
Home care services	3,959	5,576
Residential services for older people	2,028	3,339
Residential services for children	389	540
Other residential services ^(c)	508	741
Day services	1,757	3,304
Total	14,619	22,500

Source: STF forms

(a) Based on data provided by 21 authorities. Total number of staff excludes 1,280 for Cardiff as they are unable to provide a breakdown by qualification status.

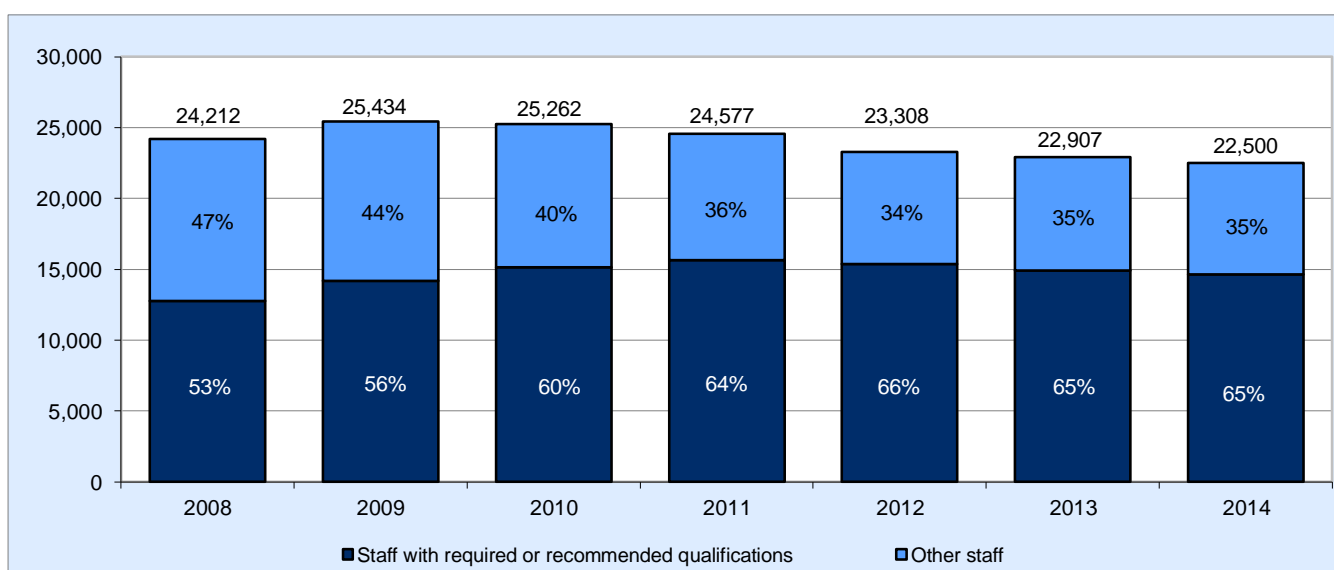
(b) Excludes social workers based in hospital/clinic, residential or day care establishments.

(c) For people with learning disabilities, physical or sensory disabilities or mental health problems.

Statistics are collected on the numbers of staff holding a required or recommended qualification according to the Qualification Framework for the Social Care Sector in Wales produced by the Care Council for Wales (see [notes](#) section for web link).

At 31 March 2014, 14,619 of staff held a required or recommended qualification. This represented 65 per cent of the total number of staff, based on the 21 local authorities who were able to provide this data.

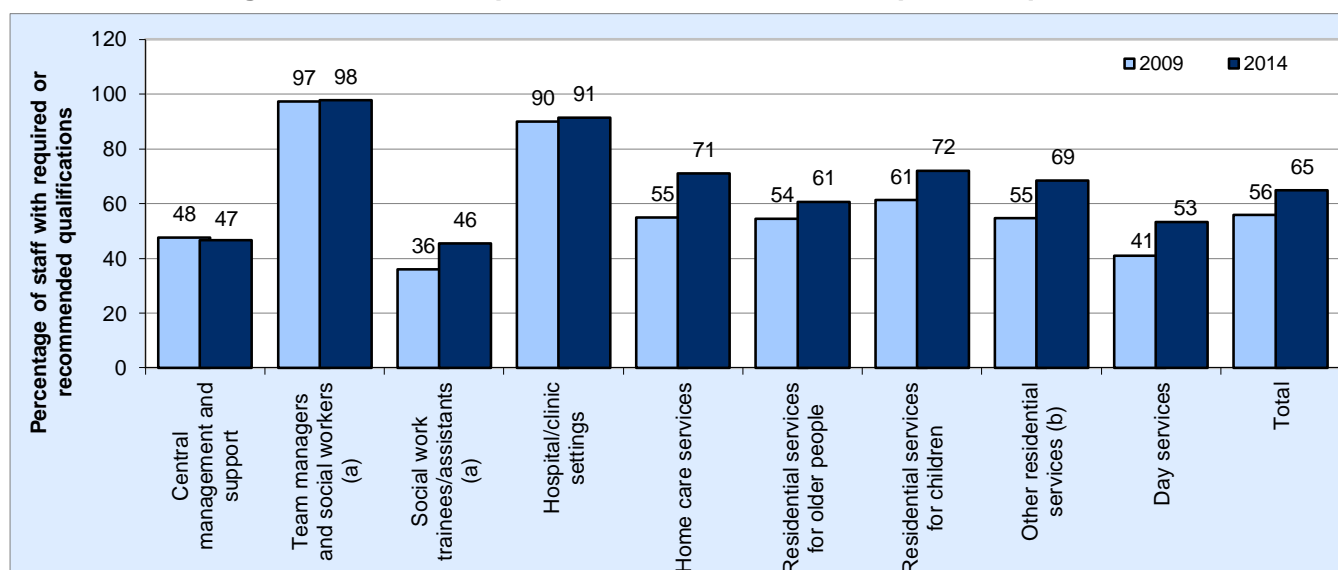
Chart 4: Number and percentage of staff with listed qualifications at 31 March 2014 ^(a)



Source: STF forms

(a) Based on data provided by 21 authorities. Excludes data for Cardiff as they were unable to provide a breakdown by qualification status.

Chart 5: Percentage of staff with required or recommended occupational qualification at 31 March



Source: STF forms

- (a) Excludes social workers based in hospital/clinic, residential or day care establishments.
 (b) For people with learning difficulties, physical or sensory disabilities or mental health problems.

At 31 March 2014 the percentage of staff holding a required or recommended qualification ranged from 98 per cent for team managers and social workers to 46 per cent for social work trainees/assistants. 72 per cent of staff in residential services for children were qualified, an increase of 11 percentage points over the five years since 31 March 2009. Over the same period, there was an increase of 16 percentage points for home care staff.

Central management and support services staff

Table 4: Number of central management and support services staff at 31 March 2014 (a)

Area of work	Full time staff	Part time staff	Total number of staff
Senior directing staff	98	2	100
Other managers – operational/support staff	433	55	488
Advisors, planners and researchers	210	79	289
Training managers and training officers	98	37	135
Community workers	15	4	19
Occupational therapists and assistants	275	132	407
Mobility/rehabilitation officers	39	12	51
Other staff (a)	2,185	1,129	3,314
Total	3,353	1,450	4,803

Source: STF forms

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

At 31 March 2014, 30 per cent of staff working in central management and support services was part-time staff and 70 per cent were full-time staff.

Table 5: Number of central management and support services staff at 31 March 2014 (WTE) ^(a)

<i>Area of work</i>	2012	2013	2014
Senior directing staff	117	102	100
Other managers – operational/support staff	558	547	463
Advisors, planners and researchers	264	298	260
Training managers and training officers	125	125	119
Community workers	14	19	18
Occupational therapists and assistants	342	334	354
Mobility/rehabilitation officers	33	53	47
Other staff ^(b)	3,001	2,934	2,827
Total	4,454	4,412	4,188

Source: STF forms

(a) Whole-time equivalent. Figures may not add due to rounding.

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

The total WTE number of staff directly employed in central management and support services at 31 March 2014 decreased by 224 (5 per cent) compared with 31 March 2013.

Local Authority Social Services Welsh Speaking Staff

Table 6: Number of Welsh speaking staff of local authority social services departments at 31 March 2014 ^(a)

<i>Area of work</i>	Total number of Welsh speaking staff	Total number of staff
Central management and support	964	4,478
Social work services for adults	375	1,848
Social work services for children and young people	417	2,524
Hospital/clinic settings	42	150
Home care services for adults	945	5,176
Home care services for children	154	400
Residential services	1,067	4,620
Day services	512	3,304
Total	4,476	22,500

Source: STF forms

(a) Based on data provided by 21 authorities. Total number of staff excludes data for Cardiff as they are unable to provide the number of staff who can speak Welsh.

At 31 March 2014, 20 per cent of staff was reported as Welsh speakers, meaning those who are able to use the language to conduct their business. This ranged from 15 per cent in day services to 39 per cent in home care services for children.

Table 7: Percentage of Welsh speaking staff of local authority social services departments at 31 March 2014 ^(a)

<i>Area of work</i>	<i>Percentage</i>		
	2012	2013	2014
Central management and support	18	18	22
Social work services for adults	21	19	20
Social work services for children and young people	14	15	17
Hospital/clinic settings	20	21	28
Home care services for adults	17	17	18
Home care services for children	36	29	39
Residential services	22	22	23
Day services	15	14	15
Total	18	18	20

Source: STF forms

(a) Based on data provided by 21 authorities.

For the 21 local authorities that reported at 31 March 2013 and at 31 March 2014, the proportion of Welsh speaking staff increased slightly for most categories except home care services for children where there was an increase of 10 percentage points from 31 March 2013.

1. Notes

1.1 Data Collection

All references made to 'year' relate to the standard financial year which runs from 1 April to 31 March (for example 2013-14 should be understood as 1 April 2013 to 31 March 2014).

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](#).

1.2 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.

1.3 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.

1.4 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;
- to model the financial consequences of changes in the population or the care system
- to assist in research on adults receiving social services.

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 2013-14 financial year and are correct as at 31 March 2014.

2.3 Timeliness and Punctuality

The Data Collection team within the Welsh Government collected data, for the financial year 2013-14, between March and May 2014. Data in this release refers to final 2013-14 data. This release was published in October 2014, 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](#), 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://statswales.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. Since 31 March 2008, Cardiff has been unable to provide the breakdown of staff with required or recommended occupational qualifications or Welsh speaking staff.

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.dhsspsni.gov.uk>

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

<http://www.scotland.gov.uk>

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, 2013-14:

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

Assessments and Social Services for Adults, 2013-14:

<http://wales.gov.uk/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&fileid=822&mid=459>

6. Further information

Further information is available for other Personal Social Services statistical releases on the Welsh Government web site: <http://wales.gov.uk/statistics-and-research/?topic=Health+and+social+care&lang=en#/statistics-and-research/?topics=Health+and+social+care&subtopics=Social+services&view=Search+results&lang=en>

7. Contact information

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User Feedback

We want to engage with users of our statistics and we invite you to send your comments on the publication to stats.pss@wales.gsi.gov.uk

Annexes

Annex 1: Number of staff with listed qualification at 31 March 2014, by local authority ^(a)

	Full time staff	Part time staff	Total staff	Staff with required or recommended occupational qualifications
Isle of Anglesey	296	301	597	441
Gwynedd	526	997	1,523	966
Conwy	408	515	923	580
Denbighshire	389	258	647	519
Flintshire	608	584	1,192	677
Wrexham	608	331	939	829
Powys	362	684	1,046	847
Ceredigion	290	466	756	380
Pembrokeshire	319	390	709	455
Carmarthenshire	674	912	1,586	877
Swansea	876	1,150	2,026	902
Neath Port Talbot	531	775	1,306	775
Bridgend	561	809	1,370	1,123
Vale of Glamorgan	398	226	624	315
Cardiff	688	592	1,280	..
Rhondda Cynon Taf	943	1,399	2,342	1,578
Merthyr Tydfil	201	230	431	318
Caerphilly	673	931	1,604	1,200
Blaenau Gwent	308	498	806	555
Torfaen	300	207	507	356
Monmouthshire	181	400	581	240
Newport	408	577	985	686
Wales	10,548	13,232	23,780	14,619

Source: STF forms