



Cyngor Gofal Cymru
Care Council for Wales

Hyder mewn Gofal - Confidence in Care

Profile of Registered Qualified Social Workers in Wales



Report from the Care Council for Wales
Register of Social Care Workers June 2011



Contents

	Page
Section 1 Introduction	03
Section 2 Qualified social workers on the Register of Social Care Workers in Wales at June 2011	03
Section 3 Characteristics of registered qualified social workers	04
3.1 Employment status and sector	04
3.2 Age and sex of registered qualified social workers	05
3.3 Qualification of registered social workers	07
3.4 Client groups of registered qualified social workers	07
3.5 Length of time in post of registered qualified social workers	08
3.6 Diversity	09
Section 4 Profile of registrants who have a social work caseload or manage social workers	10
Section 5 Movement onto and off the Register by qualified social workers	11
Section 6 Profile of newly qualified social workers (qualified with a UK degree in social work)	11
Section 7 Profile of those leaving the Register	13
Section 8 Conclusion	16

Published by:

Care Council for Wales
South Gate House
Wood Street
Cardiff CF10 1EW
Tel: 029 2022 6257
Fax: 029 2038 4764
Email: info@ccwales.org.uk

www.ccwales.org.uk

ISBN: 978-1-906528-40-9

© 2011 Care Council for Wales

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means without the prior written permission of the Care Council for Wales. Enquiries for reproduction outside the scope expressly permitted by law should be sent to the Chief Executive of the Care Council for Wales at the address given above.

Profile of Registered Qualified Social Workers in Wales

1 Introduction

- 1.1** The Care Standards Act 2000 required the Care Council for Wales to set up a register of social care workers which opened to qualified social workers in 2003. Similar legislation set up the Care Councils in England, Scotland and Northern Ireland. The title 'Social Worker' has been protected in Wales since 1 April 2005 and it is a legal requirement that every individual who practices as a social worker or wants to call themselves a social worker in the UK must be on a Register of Social Care Workers (Register). Social workers working in Wales register with the Care Council for Wales but may, in addition, have registration with other UK Care Councils.
- 1.2** This report provides a profile of the characteristics of qualified social workers on the Register in Wales at 1 June 2011. Each registration period is for three years. Most social workers on the Register had just completed a second renewal of registration.¹
- 1.3** Information is also provided about the movement of qualified social workers onto and off the Register between 1 June 2010 and 31 May 2011.

2 Qualified social workers on the Register of Social Care Workers in Wales at June 2011

- 2.1** In June 2011 there were 5,601 registered qualified social workers in Wales. Of these, 5,577 were registered on Part 1 of the Register which is for individuals with a social work qualification. In addition, 24 qualified social workers were registered on Part 2 of the Register as they currently work in one of the social care roles where registration is mandatory: residential child care manager or worker, adult care home manager or domiciliary care home manager where registration will become mandatory from October 2012.
- 2.2** During the period June 2010 to May 2011, 333 registrants left the Register. In the same period, the Care Council granted 380 new registrations onto the Register. Since June 2010 the number of registered qualified social workers had grown by 0.8%.

1. The data in this report were provided by applicants and registrants to the Register and have been updated by the majority of registrants renewing their registration within the last twelve months.

- 2.3** Not all registered qualified social workers on the Care Council for Wales Register have a current work address in Wales. At June 2011, 5,085 had a work address in Wales. Of the 216 registrants who had a work address outside Wales, 10 also had a work address in Wales and over half (125) worked in a county adjacent to Wales.

3 Characteristics of registered qualified social workers

3.1 Employment status and sector

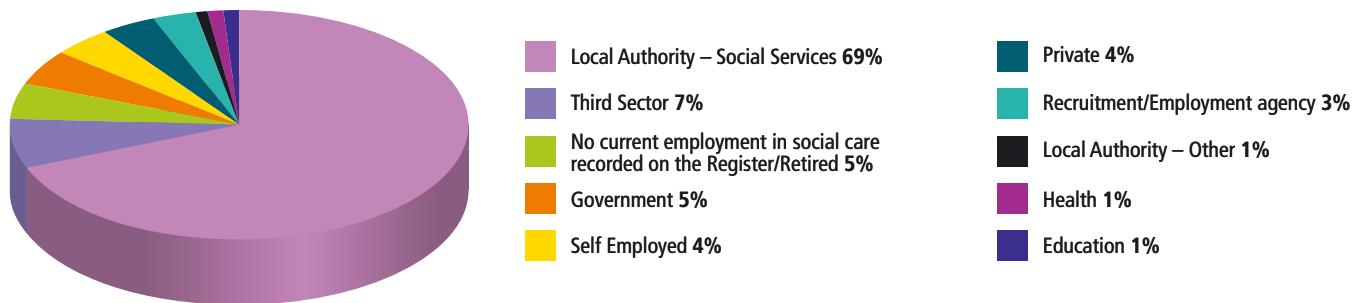
- 3.1.1** Whilst registered social workers work in a range of jobs, 94.7% of those registered in Wales in June 2011 were working in the social care sector. A small percentage of registrants were currently unemployed, retired or their current employer was not known (4.4%). More than one work address was provided by 224 qualified social workers.

Table 1 All registered qualified social workers in Wales work status at June 2011

Work type	Total	Percentage
Employed in Social Care/Services Work	4914	87.7%
Self-Employed in Social Care/Services	192	3.4%
Employed in Social Care/Services Work by an Agency	174	3.1%
On Secondment in Social Care/Services	22	0.4%
Total Employed in Social Care/Services work	5302	94.7%
Unemployed	107	1.9%
Employer Not Known	76	1.4%
Retired	53	0.9%
Employed Outside of Social Care/Services	42	0.7%
Carer	2	0.0%
Outside of the UK	5	0.1%
Studying – Not in Employment	5	0.1%
Career Break	4	0.1%
Self-Employed outside Social Care/Services	3	0.1%
Total not employed in social care/services work	297	5.3%

3.1.2 The majority of registered qualified social workers in Wales were employed in social services departments in local authorities (69%). The third sector was the next largest employer (7%) and the remaining 24% were distributed across the private, government, health and education sectors, worked in other local authority departments or were self employed or employed by employment agencies. Of the 210 employed in the private sector, 133 worked for foster care organisations.

Figure 1 All registered qualified social workers in Wales: employment status including sector



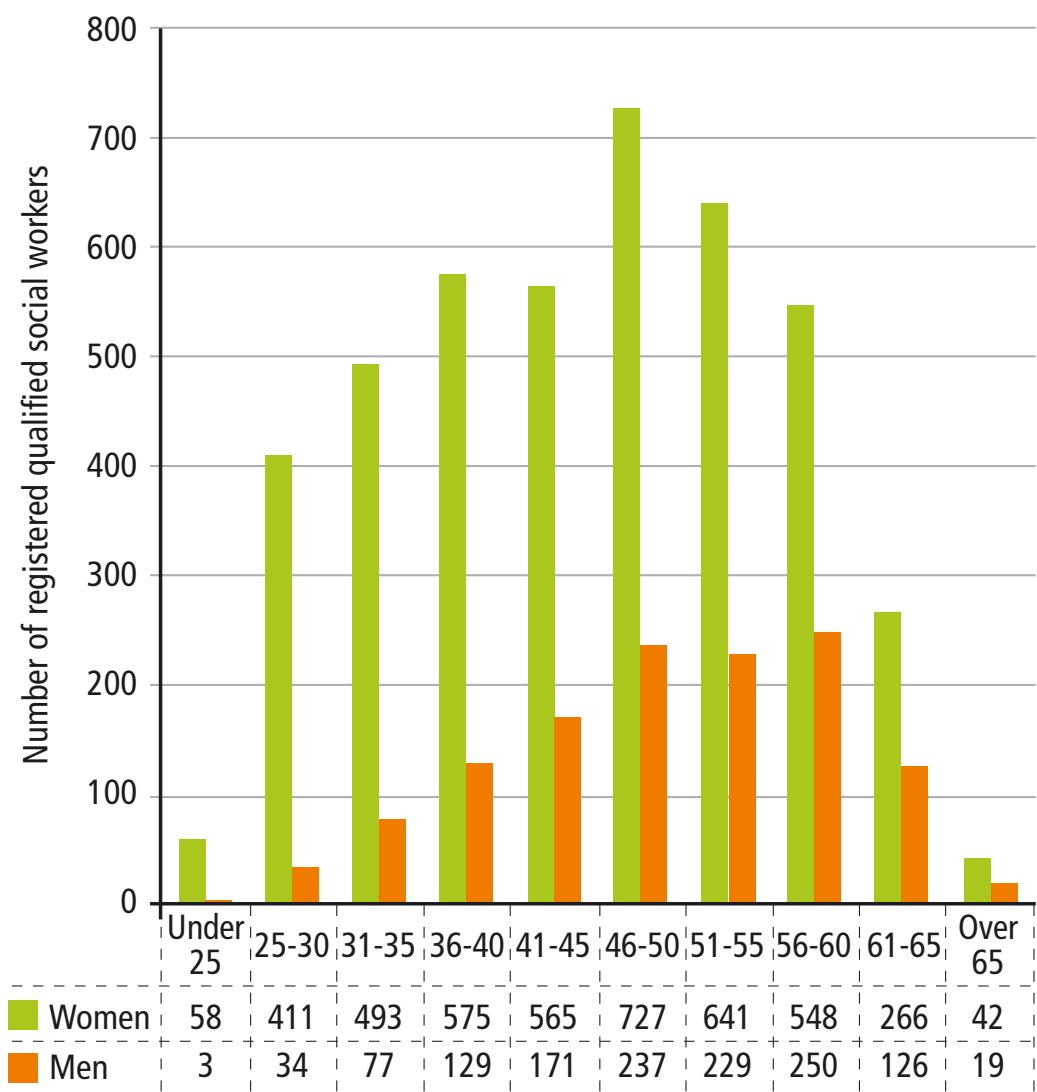
3.2 Age and sex of registered qualified social workers

3.2.1 Most registered qualified social workers in Wales were women (77%).

3.2.2 The proportion of male registrants was far less in the younger age groups than the older age groups. Of all the registrants who were under 46 years old, 16% were men. However, 28% of registrants over 46 years old were men.

3.2.3 While only 1% of registrants were under 25 years old, 22% of registered qualified social workers in Wales were over 56 years old and will therefore over the next few years be either approaching retirement age or already at retirement age (see Figure 2).

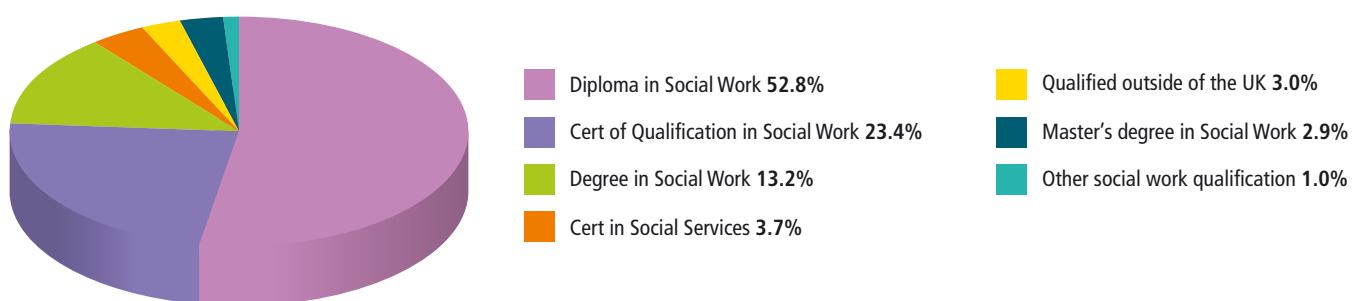
Figure 2 Age and sex of registered qualified social workers



3.3 Qualification of registered social workers

- 3.3.1** At June 2011, 53% of registrants held a Diploma in Social Work (DipSW). The DipSW was the current qualification from 1991 to 2008. In 2008 the required qualification to practice social work in the UK changed to a degree in social work. At June 2011, 17% of registrants held a bachelor's or a master's degree in social work.
- 3.3.2** The highest proportion of registrants, (76%), held either the DipSW or a UK social work degree. An earlier social work qualification was held by 21% of registrants. A small percentage of registrants in Wales (3%) qualified outside the UK with a qualification equivalent to the DipSW or a UK degree in social work.

Figure 3 Social work qualifications held by registrants at June 2011



3.4 Client groups of registered qualified social workers

- 3.4.1** In Wales at June 2011, 43% of registered qualified social workers stated that they worked with the client group children and young people. The other 57% worked across the other client groups as shown in Figure 4.

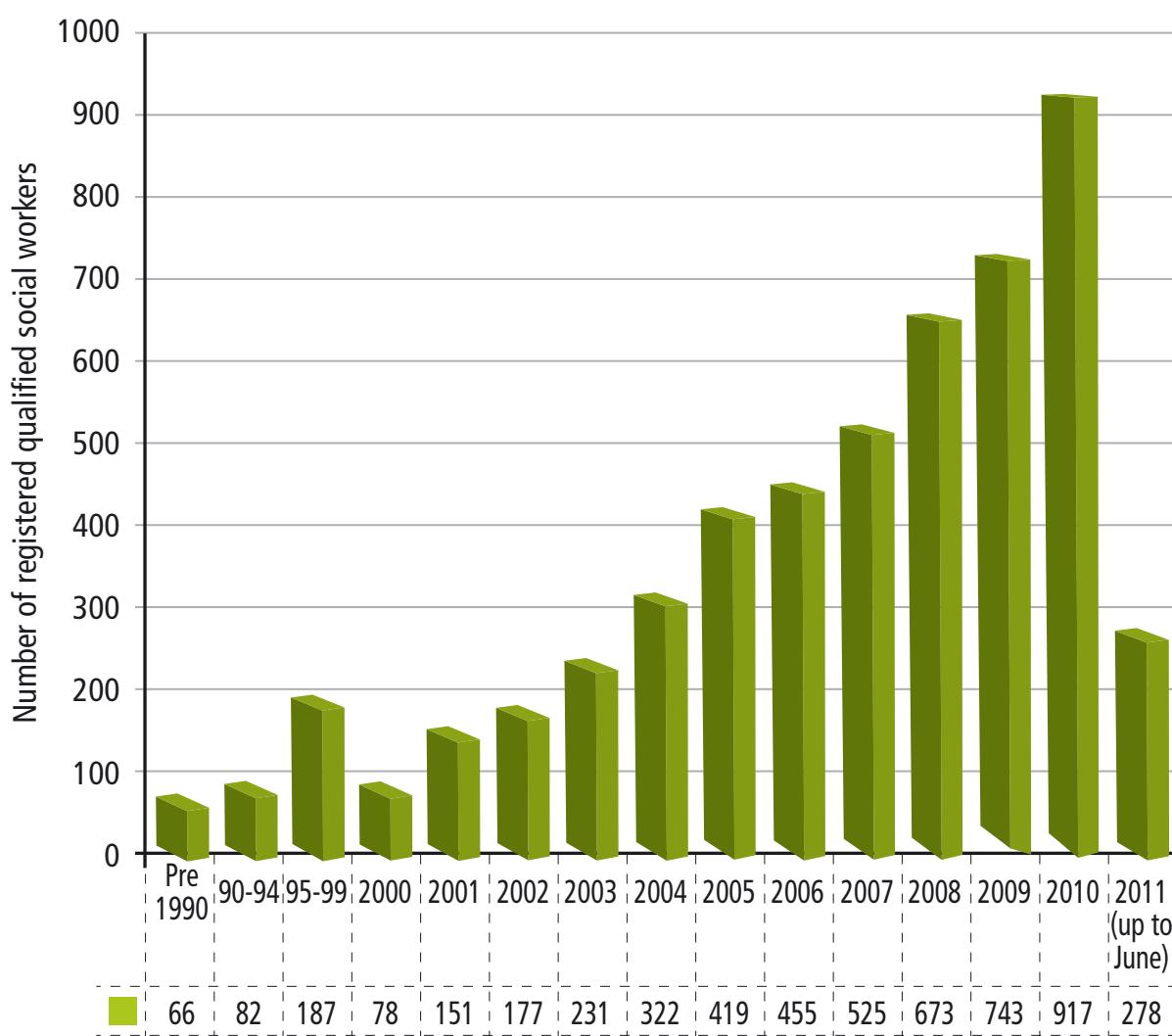
Figure 4 Client groups with which registered qualified social workers in Wales worked at June 2011



3.5 Length of time in post of registered qualified social workers

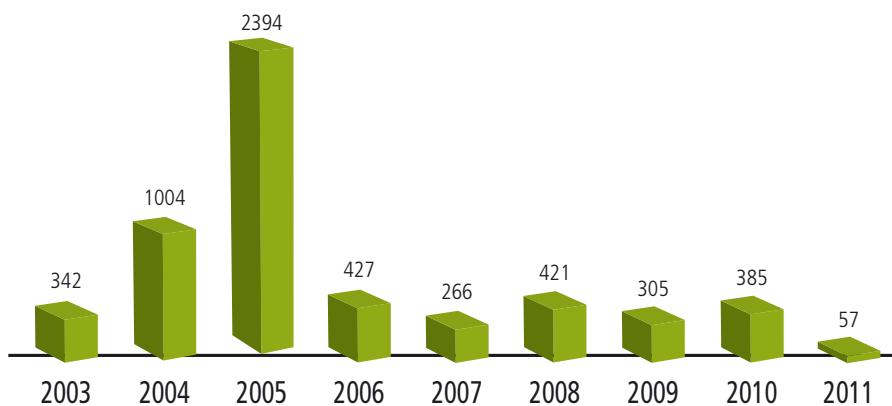
3.5.1 There is significant movement between jobs in the sector, as a minority of 23% registered qualified social workers had been in the same job for longer than five years. There were 868 individuals who started their most recent job within the last 12 months. Of the 868, 17% were newly qualified social workers who qualified between June 2010 and May 2011.

Figure 5 Period registered qualified social workers started in their current social care/services post



3.5.2 The majority (61%) of qualified social workers currently on the Register were registered in 2004 to 2005, in the period when the protection of the title 'social worker' was introduced (1 April 2005). The number of new registrants onto the Register since 2005 had been relatively steady each year and predominantly comprised newly qualified social workers qualified in Wales.

Figure 6 Year qualified social workers registered with the Care Council



3.6 Diversity

3.6.1 Application forms to join the Register are available in English and Welsh. While 3% of qualified social workers completed a form in Welsh, 4% requested to have correspondence through the medium of Welsh.

3.6.2 Equal opportunity data are collected on a voluntary basis as part of the application process. Of the registered qualified social workers, 65% provided information about their level of Welsh language ability. Of these registrants, 14% stated that they were fluent Welsh speakers, whilst a further 21% stated that they understood Welsh.

3.6.3 Of the 65% of registrants who supplied monitoring information, 2.2% stated that they had a disability.

3.6.4 Of those 65% who indicated their ethnicity, 96% described themselves as white British, Welsh or Irish. Other ethnic groups represented included Indian, African, Asian and Caribbean. In the 2001 census, 96% of the population of Wales gave their ethnic origin as White British².

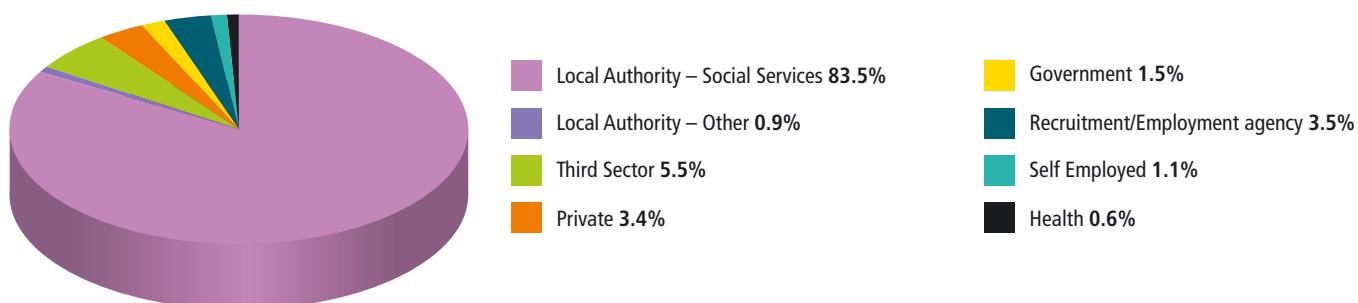
2. National Statistics Census 2001 <http://www.statistics.gov.uk/census2001/profiles/commentaries/ethnicity.asp>

4

Profile of registrants who have a social work case load or manage social workers

- 4.1** Of the 3,974 registrants who practiced as social workers or managed social workers, 84% worked for local authorities. The next largest sector with 5.5% was the third sector.

Figure 7 Employment sectors of registrants who have a social work case load and/or manage social workers



- 4.2** Of the 5,601 registered social workers in Wales, 52% had a social work case load without management responsibilities. A further 19% had responsibility for managing social workers, some (8%) with a case load. Of all registered qualified social workers, 29% described themselves as neither having a case load nor managing social workers.
- 4.3** The largest client group for local authority social workers is children and young people (40%), with older people the second largest (17%). Proportionally there were more newly qualified social workers working with children and young people (52% of those qualified with a bachelor's or master's degree in social work).
- 4.4** There were more women in managerial positions than men but as women were most numerous, proportionally more men were in managerial positions. Of the men registered 14% were in a job where they managed social workers, whilst 10% of the women registered held similar posts. Likewise, 9% of the men held posts where they managed social workers and had a social work case load, whilst 7% of women did the same. For those registered qualified social workers working in local authorities, 20% of the men were managers and 13% of the women were managers. In addition, 14% of the men and 10% of the women had a case load and also managed social workers.

5

Movement onto and off the Register by qualified social workers

- 5.1** The number of registered qualified social workers in Wales is stable. The Care Council granted 380 new registrations to qualified social workers between June 2010 and May 2011; this is a net increase of 0.8%.
- 5.2** The Register has gained slightly more qualified social workers each year than it loses; the majority of new registrants are newly qualified and the majority of those who leave are at or near retirement age.
- 5.3** Of those new to the Register from June 2010 to May 2011, 281 were qualified with a bachelor's or master's degree in social work, 87 held earlier qualifications and had either moved from elsewhere in the UK or had returned to social work after a gap, and 12 were qualified outside the UK.

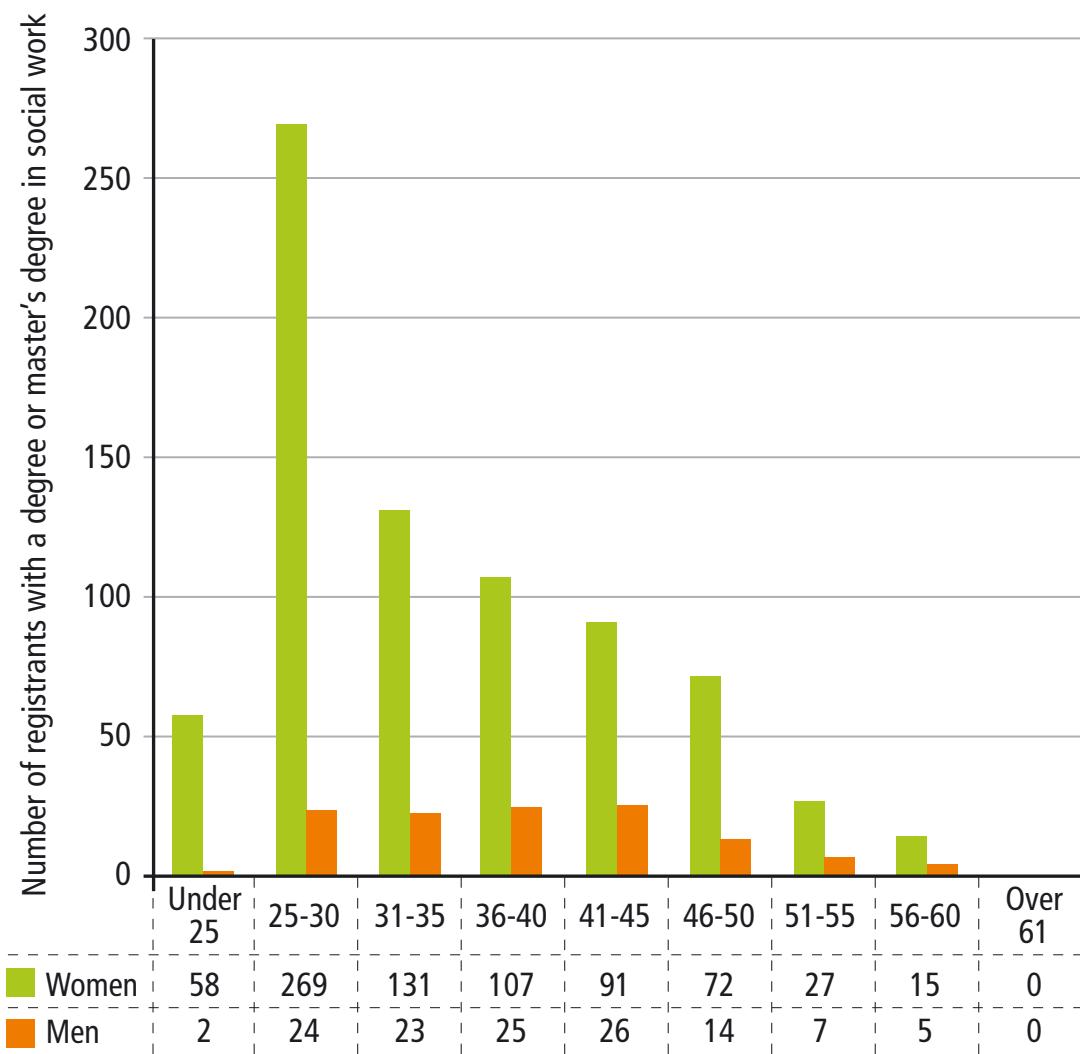
6

Profile of newly qualified social workers (qualified with a UK degree in social work)

- 6.1** Students first qualified in Wales with the bachelor's or master's degree in social work in 2007. From that date up to 1 June 2011, 843 had graduated in Wales with the bachelor's or master's degree in social work. Of these, 772 went on to register in Wales as newly qualified social workers. In addition, 124 who graduated elsewhere in the UK with the bachelor's or master's degree in social work registered to work in Wales.
- 6.2** At June 2011, 744 social workers qualified with the bachelor's or master's degree in social work had local authority employment and 688 of these had a social work caseload. Of those with a caseload in local authorities, 57% worked with children and young people.
- 6.3** Of all the registrants at June 2011 who qualified with a bachelor's or master's degree in social work, 86% were women. This suggests that a higher proportion of women are entering the social work profession than was reflected in the Register at 1 June 2011 where women were 77% of the registrants.
- 6.4** In the past year, between 1 June 2010 and 31 May 2011, 274 students qualified with either a bachelor's or master's degree in social work from Welsh higher education institutions (HEIs). Of those who qualified, 230 registered with the Care Council and 12 registered with the General Social Care Council (GSCC) in England. In addition, 22 newly qualified social workers qualified in England and registered to work in Wales.

- 6.5** Once registered, very few newly qualified social workers requested to be removed from the Register. In the period, June 2010 to May 2011, only three newly qualified social workers left the Register because they stopped working in posts requiring registration. In addition, seven transferred to another Care Council Register and one became an adult care home manager so changed register part. Of all those who were registered and qualified with the bachelor's or master's degree in social work, in total nine had left the Wales Register and two transferred to another part of the Register.
- 6.6** Some newly qualified social workers were already in social care employment at the time they qualified. Of the 230 who qualified and registered, 142 (62%) were in social care employment at the time of qualifying, 80% within 2 months of qualifying and 89% were in social care employment within a year of qualifying.
- 6.7** Women with a bachelor's or master's degree in social work were predominantly in the 25 to 30 age group. Men with a bachelor's or master's degree in social work were more evenly spread across the age groups. These data set out in Figure 8 show that very few are entering the profession under 25 years of age.

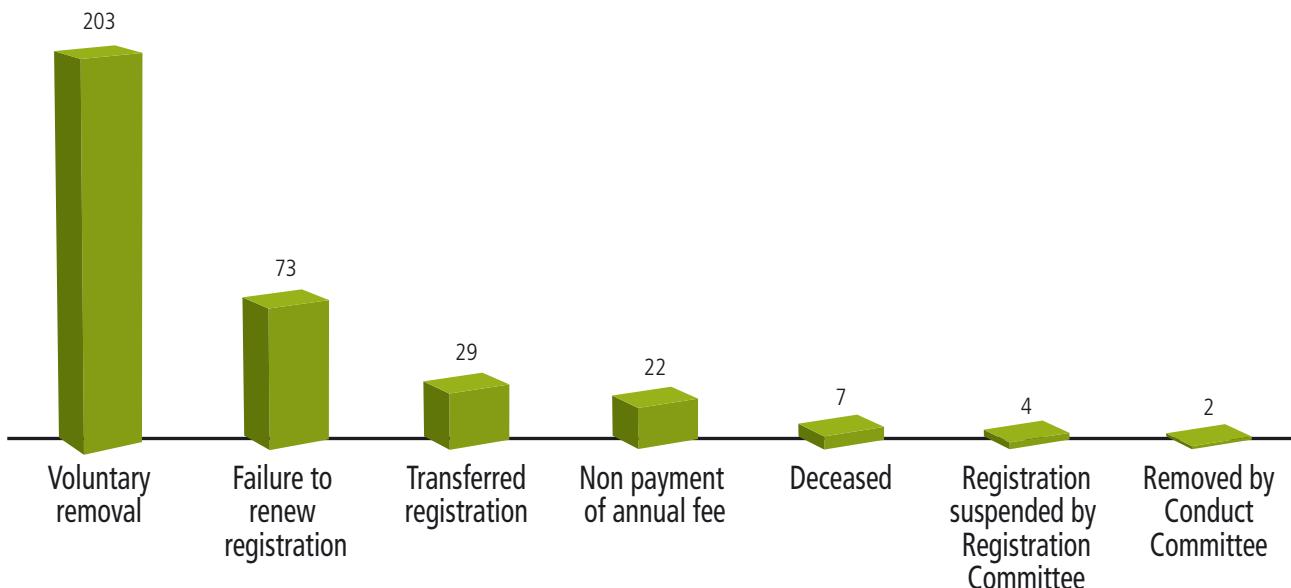
Figure 8 Age and sex of registrants at June 2011 with a bachelor's or master's degree in social work



7

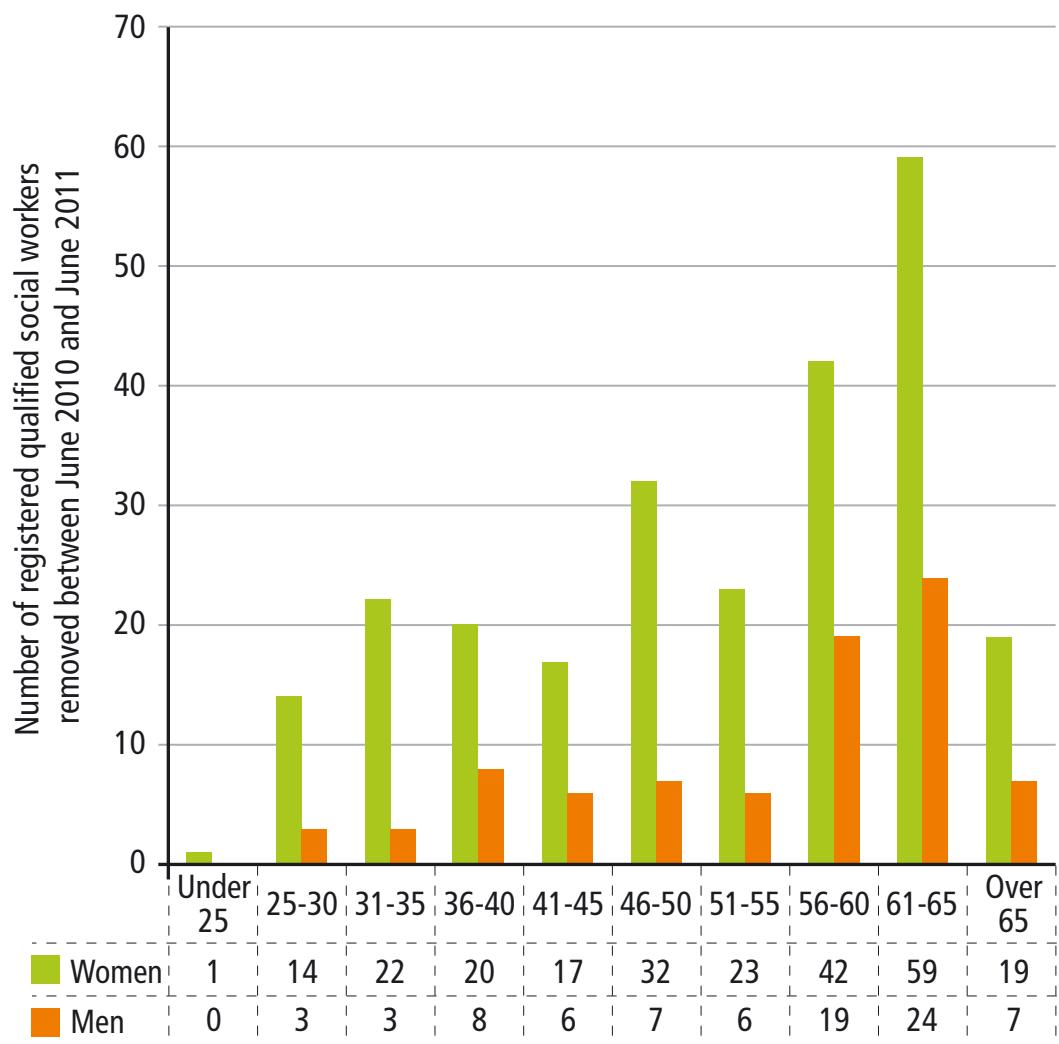
Profile of those leaving the Register

- 7.1** During the past year a total of 335 qualified social workers had come off the Register. Of these, 27% requested removal because they had retired.
- 7.2** Registrants leave the Register for a number of reasons. They can request voluntary removal if they are no longer practising as a social worker, or no longer wish to call themselves a social worker, or are not working in social care and cannot maintain their training and learning. If they do not pay their annual fee or do not apply to renew they are removed after appropriate warnings that, once removed, they cannot practice or call themselves a social worker or work in any of the groups where registration is mandatory.
- 7.3** Two thirds of registered qualified social workers were due to renew their registration during the last 12 months. Of the 2,966 registrants due to renew between June 2010 and May 2011, 91% renewed their registration. The majority of the other 9% were no longer working in social care or did not intend to call themselves a social worker.
- 7.4** Registrants are required to notify the Care Council of any change to their contact details. Where they do not do so, and do not respond to reminders relating to their registration, they are taken off the Register. A very small number of qualified social workers (13) reapplied to the Register within days of receiving final notification that they were no longer registered. Applicants returning to the Register are required to provide evidence of their training and learning appropriate to their period of registration and, in addition to the application fee, to pay an annual fee if one was outstanding when they were removed.
- 7.5** It is a condition of registration that each registrant undertakes a minimum of 15 days post-registration training and learning in each registration period. During the period 01 June 2010 and 31 May 2011, only five of the individuals requesting voluntary removal gave their primary reason for leaving the Register as an inability to meet the training and learning requirement of being registered; this was usually because they had retired.

Figure 9 Category of removals of qualified social workers from the Register 1 June 2010 to 31 May 2011

- 7.6** Registrants who have not met the training and learning requirement due to exceptional circumstances and who wish to continue in practice, or to stay on the Register, are referred to a Registration Committee. During this renewal cycle peaking in April 2011, 10 registered qualified social workers were granted renewal by a Registration Committee with a condition to make up the shortfall in their post-registration training and learning. This compares with 15 in the first three-year renewal cycle in 2008. For a workforce of 5,601 this clearly shows that social workers are aware of and are maintaining their continued professional development.
- 7.7** The age profile of those who were removed during the past year shows that while there is some attrition from all age groups, it increases in the age groups approaching or at the retirement age.
- 7.8** At June 2011, there were 1,430 current Registrants aged 55 and over 577 were 60 years or over with only a small proportion already retired. Over 81% were still employed in social care and another 9% were self employed.

Figure 10 Age and sex of qualified social workers removed from the Register during the past year



8 Conclusions

The trends that emerge from this profile can be summarised as:

- The Register is well established in Wales and is stable.
- Qualified social workers had maintained their professional development and had renewed their registration for the second time.
- Over two thirds of registered social workers (69%) worked in local authority social services departments. There was significant movement between jobs in the sector, as just under a quarter of registered qualified social workers had been in the same job for longer than five years.
- New registrants were predominantly newly qualified in Wales. Newly qualified social workers registered within a short period of achieving their qualification, many already had a job and they remained on the Register.
- Most of the social workers who qualified with a bachelor's or master's degree in social work are employed in a local authority and more than half work with children and young people.
- There is evidence that more women are coming into the profession than men, as 86% of those who qualified with a bachelor's or master's degree in social work were women.
- Qualified social workers were predominantly women and were spread across the age groups from 25 to 60. Male social workers tended more towards the older age groups and were proportionally more likely to be managers.
- Over half the social workers who left the Register were over 55 and retirement was the most common reason given.