



Cyngor Gofal Cymru
Care Council for Wales

Hyder mewn Gofal - Confidence in Care



Profile of the Adult Care Home Managers in Wales

A report from the Care Council for Wales
Register of Social Care Workers, June 2013

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1. Introduction

- 1.1** Adult care home managers working in Wales have been required to register with the Care Council for Wales (Care Council) since 1 October 2011. Mandatory registration was introduced by the Welsh Government through the *Care Home (Wales) (Miscellaneous Amendments) Regulations 2011*¹.
- 1.2** This is the second annual report of adult care home managers working in Wales. Adult care home workers are not required to register so this report only profiles the managers.

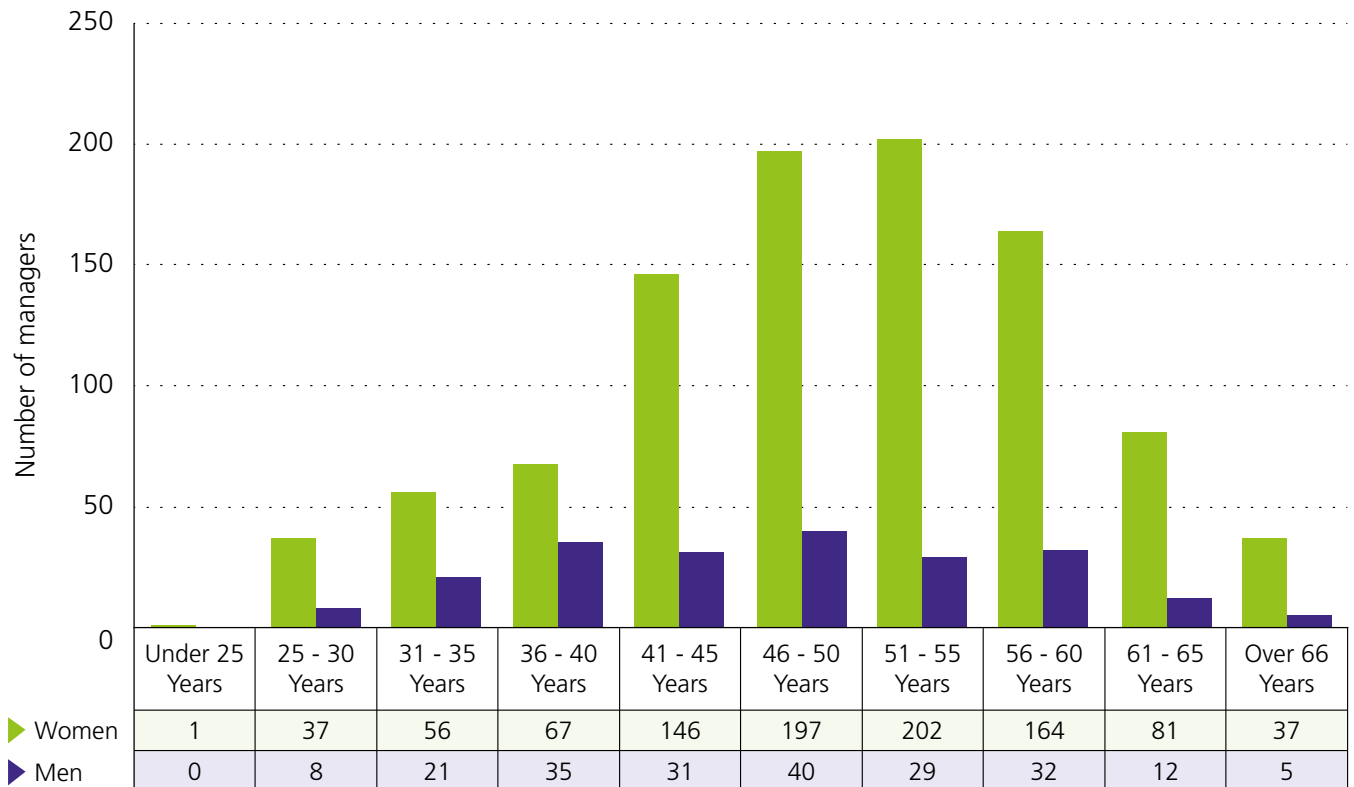
¹ Care Home (Wales) (Miscellaneous Amendments) Regulations 2011, www.legislation.gov.uk/wsi/2011/1016/contents/made

2. Analysis of data from the Register of Social Care Workers, June 2013

- 2.1** This profile is based on the data about themselves and their employment provided by adult care home managers, during the application process to register onto the Care Council for Wales Register of Social Care Workers (the Register) and to maintain their registration with the Care Council.
- 2.2** The data is about the 1,201 adult care home managers registered with the Care Council and working in Wales in June 2013. There were 98 more registrants registered as adult care home managers than in 2012. At 1 June 2013 there were also 25 managers applying to the Register who are not included in this profile.
- 2.3** At 1 June 2013, there were 1,138 services registered with the Care and Social Services Inspectorate Wales (CSSIW) as adult care homes. There were 980 services with a manager registered with the Care Council. A small number (24) of these services were no longer listed by CSSIW at June 2013. They will have either changed ownership during the year or been closed and the manager changed job. The number of CSSIW registered services for which there was no manager on the Register on this date was 181.
- 2.4** The managers registered with the Care Council at June 2013 were employed by 591 organisations. This included 19 local authorities with 110 homes.
- 2.5** There were 463 homes which were the only adult care home service provided by their organisation in Wales. This was 47 per cent of all the services with any managers registered. Many of these are small privately run homes.
- 2.6** Managers and deputy managers had a variety of job titles which included some roles other than managing the provision of care in a home. The employment of a very small percentage of managers at 1 June 2013 was either unknown (23), or was not in a registered adult residential care service in Wales (14).
- 2.7** The data from the Register includes information about the managers joining and leaving the Register as adult care home managers in the year since 1 June 2012. While it is too soon to be able to calculate the turn-over of managers from the Register data, some figures are provided in section 7.

3. Age and sex

Figure 1 – Age and sex of adult care home managers on the Register at June 2013



- 3.1** As the number on the Register has increased, the ratio of women to men has remained about the same at almost five to one. Of the 1,201 adult care home managers on the Register, 82.3 per cent (83 per cent in 2012) were women and 17.7 per cent were men.
- 3.2** The number of managers had increased most in the 51 – 55 group (up by 38) which made this age group the largest. The 46 – 50 age group had been the largest in 2012. The number had risen in all age groups except the 36 – 40 age group where it had fallen by 14.
- 3.3** The majority of managers, 81.3 per cent, were over 40 years of age (80 per cent in 2012) and 46.8 per cent were over 50. The percentage over 60 had increased from 10 per cent in 2012 to 11.2 per cent.
- 3.4** The number of self-employed managers had risen from 139 to 158. Their age profile showed the majority were over 50 and those over 55 had increased during the year from 62 to 74 (5.6 per cent to 6 per cent).

4. Type of employment

- 4.1** Of the 1,201 managers registered, 84 per cent (1,008) were employed in an adult care home service and 13 per cent (156) were self-employed service owner managers.
- 4.2** There were also 23 who were either not in employment or their employment was unknown at 1 June 2013. In addition, two were not employed in Wales in a social care role. A small number (12) were in social care employment in Wales although not currently in an adult care home service registered with CSSIW; these are included in this analysis in the role of 'other role at manager level'.
- 4.3** The analysis of job types relates to the 1,176 managers, qualified as care home managers, who had a current job in social care in Wales at the reporting date 1 June 2013.

Figure 2 – Type of job of adult care home managers on the Register at June 2013

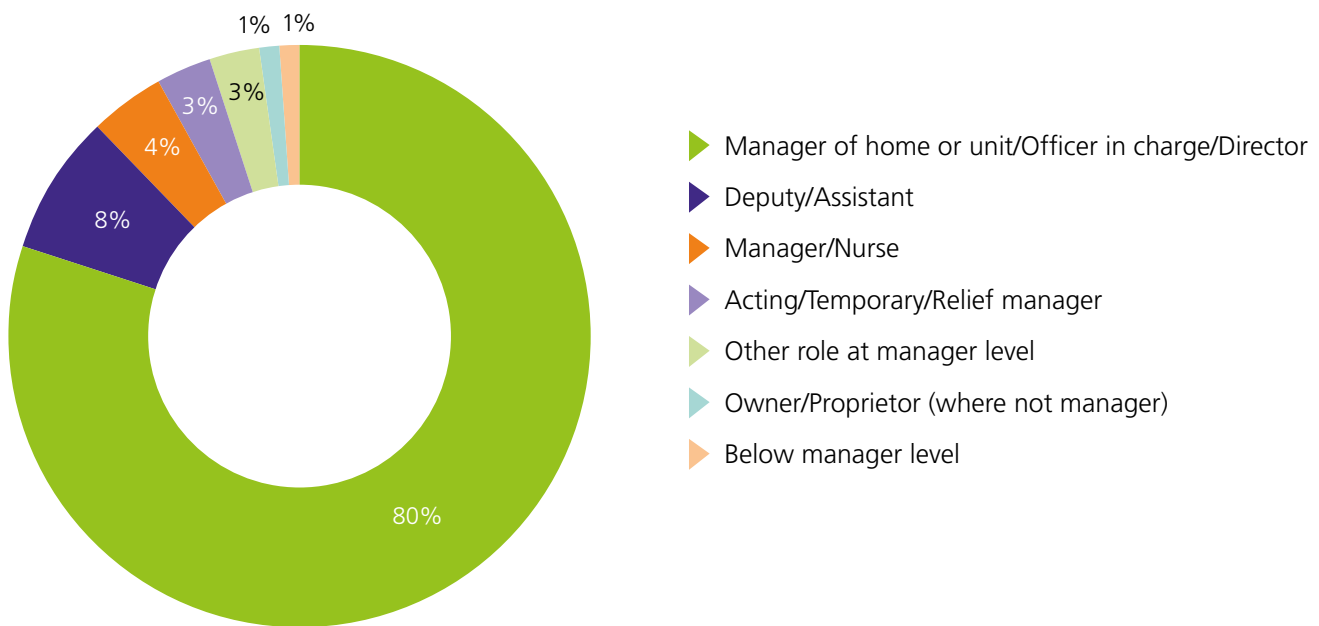


Table 1 - Type of job of adult care home managers on the Register at June 2013

Job type	Total
Manager of home or unit/Officer in charge/Director	939
Deputy/Assistant	91
Manager/Nurse	53
Acting/Temporary/Relief manager	41
Other role at manager level	36
Owner/Proprietor (where not manager)	10
Below manager level	6
Total	1,176

4.4 While the number of those registered who were managing a home had increased, from 881 at 1 June 2012 to 939, there had also been an increase in the number working in other manager roles. This suggests an increase in the pool of potential home managers.

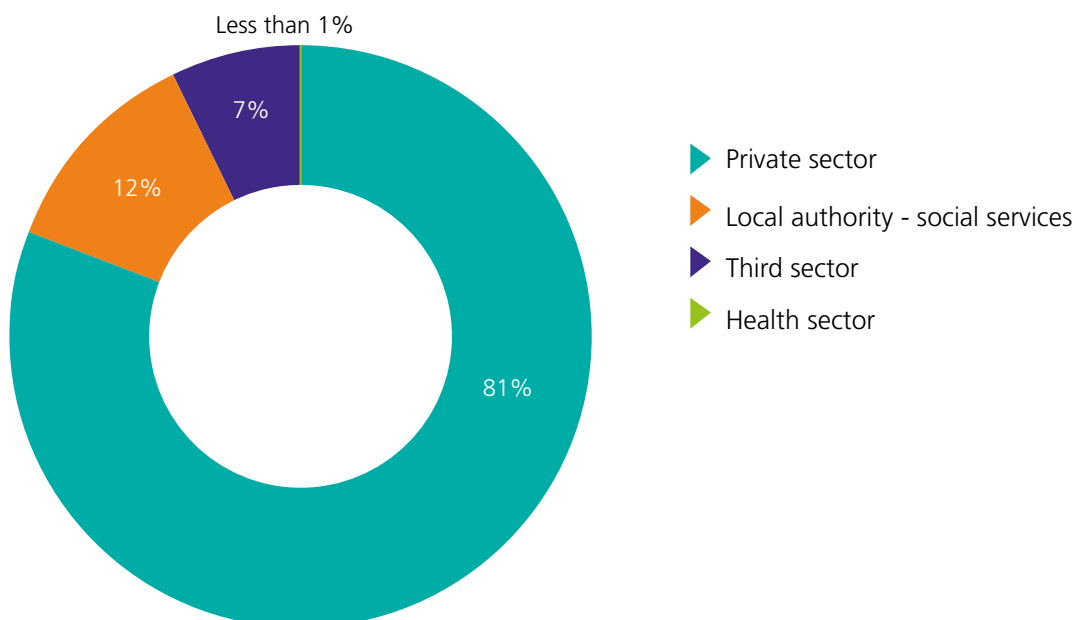
Figure 3 - Percentage of managers working in registered adult care home services by sector at June 2013

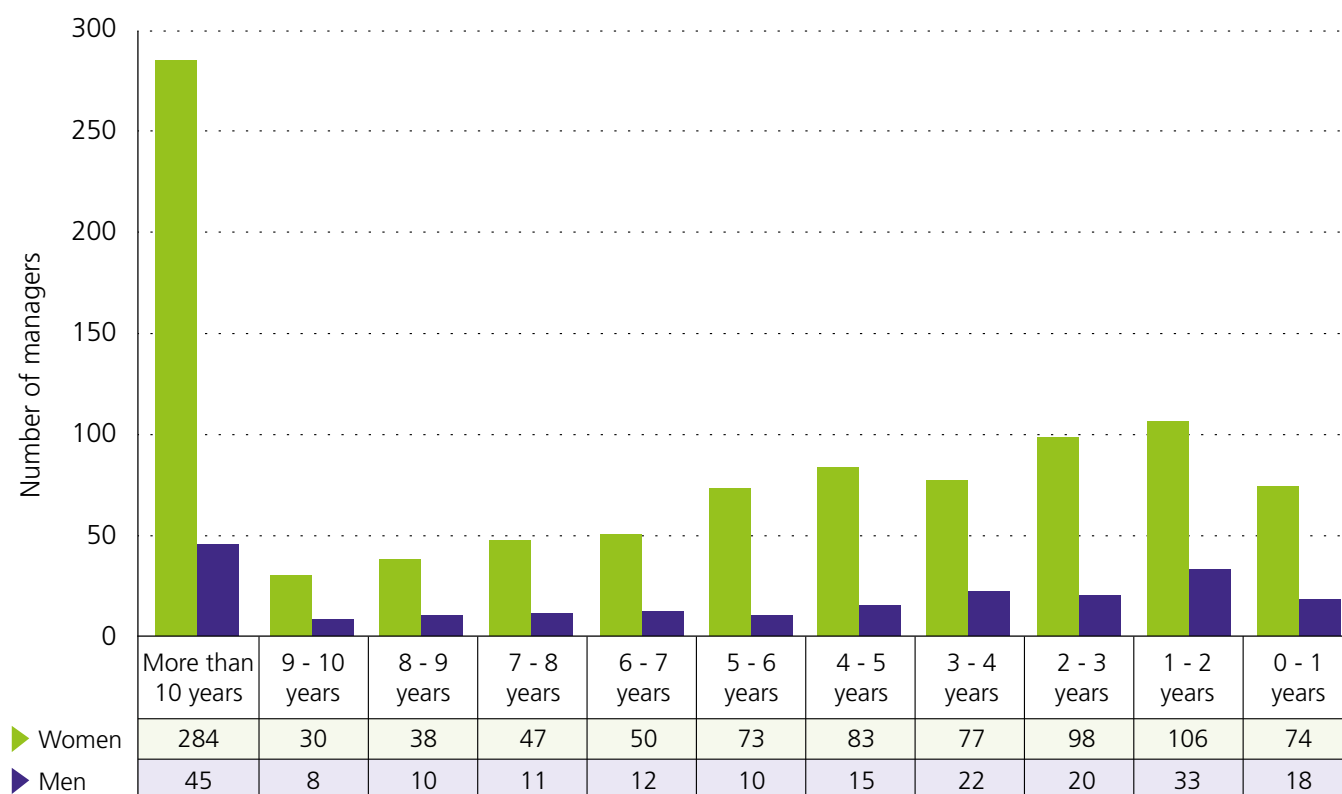
Table 2 - Number of adult care home managers employed in adult care homes at June 2013 by sector

Sector	2012	2013
Private	860	936
Local authority - social services	147	142
Third sector	68	85
Recruitment agency/Employment agency	10	0
Health (adult care home managed by health board)	1	1
Total	1,086	1,164

- 4.5** The majority of those registered were working in an adult care home service in the private sector (80 per cent).
- 4.6** The private sector had 76 more registrants than in 2012.
- 4.7** The number of managers employed in the third sector had increased by 17.
- 4.8** The number employed by a local authority had fallen slightly. This number was affected by both the closure of some homes and the movement of some managers to another part of the Register as the service they managed, whilst based in an adult care home, was identified as not a care home service.
- 4.9** There were no managers employed through an employment or recruitment agency. This had reduced from 10 in 2012.
- 4.10** Of the 936 managers working in the private sector, 158 (139 in 2012) were self-employed which is 13 per cent (12.6 per cent in 2012) of the total adult care home managers registered. Of those who were self-employed, 63.3 per cent (64 per cent in 2012) had been in their current post for over 10 years and 27 per cent (22 per cent in 2012) were aged over 60.
- 4.11** The local authorities in Wales employed 11.8 per cent of the managers registered at 1 June 2013, a fall from 13.3 per cent of the managers registered at 1 June 2012.
- 4.12** Of the 19 local authorities, one had more homes with a manager registered than last year and eight had fewer.
- 4.13** As last year, the largest local authority provider was Gwynedd with 14 homes and 21 managers on the Register.

5. Length of time in post

Figure 4 – Number of years adult care home managers on the Register at June 2013 had been in their current job

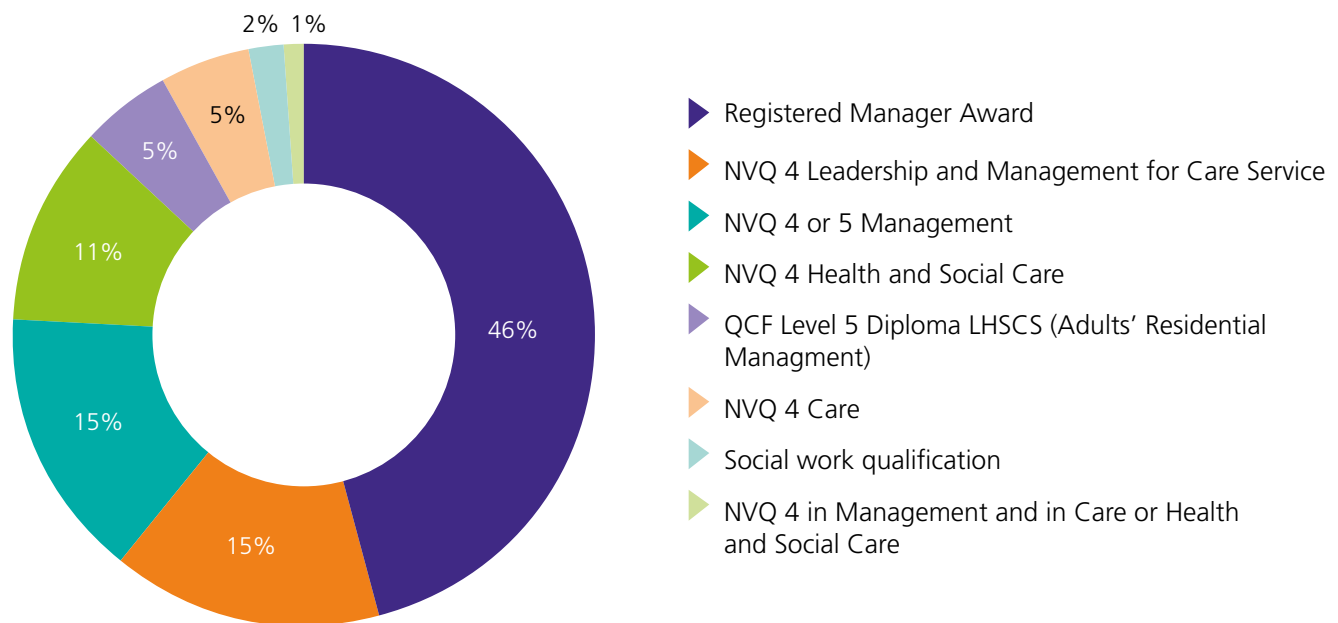


- 5.1** The data suggest that, whilst there is movement between jobs, employment in this part of the care sector was stable and many managers had considerable experience.
- 5.2** The data held on date of starting in current job will be less up-to-date this year than immediately following registration or after renewal, when managers are most likely to provide up-to-date information. However, the figures show a similar pattern to 2012, suggesting that at least 7 per cent of managers started a new job in each of the last two years and over half (53 per cent) of the managers on the Register at June 2013 may have been in the same job for over five years.

6. Qualifications held

6.1 Adult care home managers are required to hold the appropriate qualification in order to apply for registration. Therefore, the managers on the Register are qualified to at least the minimum standard set by the Welsh Government.

Figure 5 – Qualifications held by adult care home managers on the Register at June 2013



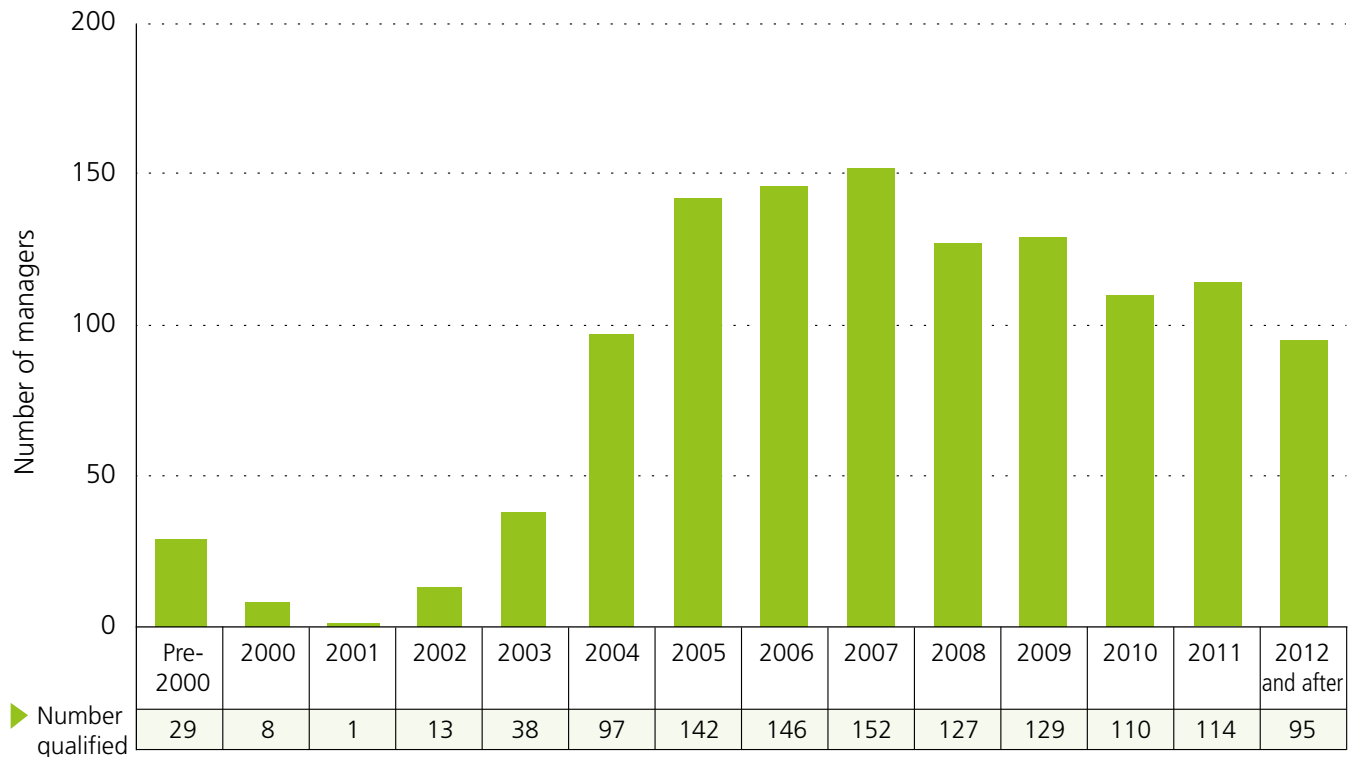
6.2 The current required qualification is the QCF Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland, which was introduced in Wales with the Qualification Credit Framework in January 2011. At June 2013 it had been obtained by 61 adult care home managers which is an increase of 52 compared with the 2012 profile.

6.3 The Registered Manager Award, which was the required qualification up to the introduction of the NVQ 4 Leadership and Management for Care Services in 2008, continued to be the most commonly held qualification.

6.4 There was an increase in the number of managers qualified as a social worker from 11 to 19; two held a degree in social work, seven had a Diploma in Social Work (DipSW) the others had earlier social work qualifications.

6.5 For registration purposes, applicants are only required to provide evidence that they hold the minimum requirement or above. Therefore Figure 5 does not reflect any additional qualifications that managers may hold outside this requirement. Managers who notified the Care Council that they held a first level registered nursing qualification all also held the required social care qualification(s), so their nursing qualification held is not included in this figure.

Figure 6 – Year adult care home managers qualified for this post



- 6.6** Since the last profile 59 managers qualified, 42 with the current required qualification and 17 with a predecessor qualification.
- 6.7** Many of the managers (56 per cent) had qualified over five years ago.
- 6.8** Most of the managers registered at June 2013 (81.3 per cent) had obtained the qualification required for registration before mandatory registration was announced by the Welsh Government in November 2010. However, 18.7 per cent (225) managers qualified and registered since mandatory registration was announced. This includes the 117 managers who qualified since mandatory registration of adult care home managers came into force on 1 October 2011.

7. Managers joining and leaving the Register as adult care home managers

7.1 Of the managers on the Register at June 2013, 194 (16 per cent) had registered as an adult care home manager since the last profile in June 2012 and 96 people left this register role. There was a net gain of 98.

Profile of those who left registration as an adult care home manager

7.2 The registration of some managers moved to another role, so whilst still on the Register they are not counted in this profile. However, the majority who left registration as an adult care home manager left the Register altogether. No one was removed by a conduct committee between June 2012 and May 2013. The four managers suspended by a conduct committee are not included in this profile.

Table 3 - Reasons given by registrants for requesting voluntary removal

Reason for voluntary removal	Number of managers
Registration not a requirement for current post	18
Retired	14
No longer working in social care	10
Working in social care outside Wales	6
Currently unemployed	3
Taking time out from working in social care	1
Other	1
Total	53

7.3 The main reasons given for leaving the Register related to changing role rather than retirement. Those who are removed from the Register for non-payment of fees do not provide a reason so may have also included people who had retired.

Table 4 - Age and sex of those who left the Profile since 2012

Age group	Women	Men	Total
Under 25	0	0	0
25 - 30	4	2	6
31 - 35	6	1	7
36 - 40	8	2	10
41 - 45	10	4	14
46 - 50	13	2	15
51 - 55	10	4	14
56 - 60	12	3	15
61 - 65	11	3	14
Over 65	1	0	1
Total	75	21	96

7.4 The wide age range of those who left the Register as an adult care home manager also suggests that retirement was not the main reason. Of those who left, 22 per cent were men.

Profile of those who joined the Register as an adult care home manager

Table 5 - Reasons managers joined the Register as an adult care home manager between 1 June 2012 to 31 May 2013

Reason for registering	Number of managers
Qualified and registered between 1 June 2012 and 31 May 2013	56
Already registered: changed job to adult care home manager	8
Already registered: moved registration to adult care home manager	4
Second job in adult residential care	3
Registered for the first time as an adult care home manager, job start date within year of profile	44
Registered for the first time as an adult care home manager, job start date prior to 1 June 2012 (late registering)	79
Total	194

Profile of the Adult Care Home Managers in Wales

- 7.5** Of the 194 who joined the Register as an adult care home manager in the period 2012 to 2013, 41 per cent were already qualified prior to 1 June 2012 and had already started working in their role before that date, so were late registering.
- 7.6** The majority of those newly registered as an adult care home manager were not new to the sector (128). The age range of all those newly registered is very broad and the largest increase was in the age groups 46 – 50 and 51 – 55.
- 7.7** Of those newly registered as an adult care home manager, 45 were men (30 per cent) and 149 were women.
- 7.8** There were 66 managers who had moved into a new job in adult care home management and registered in the last year (5.5 per cent of the total registered).
- 7.9** The number who had moved into a new job in adult care home management and registered was smaller than the number who had left the Register in the same period.

Table 6 - Age and sex of the 66 new to the profile who started in their job since 1 June 2012

Age group	Women	Men	Total
Under 25	0	0	0
25 - 30	8	2	10
31 - 35	2	1	3
36 - 40	3	2	5
41 - 45	6	1	7
46 - 50	16	5	21
51 - 55	12	1	13
56 - 60	4	1	5
61 - 65	1	0	1
Over 65	1	0	1
Total	53	13	66

8. Diversity

- 8.1** Equal opportunity data is collected to monitor that the registration process is fair. Providing this monitoring data is a voluntary part of the application process. While the number of adult care home managers registered had grown by 98 since 2012, and there was a slight increase in the percentage of applicants providing this information, the equal opportunity data collected shows very little change in the profile.
- 8.2** Of the registered managers, 73 per cent (72 per cent in 2012) provided this information and 99 per cent of those who responded declared no disability. Of those who provided the information 92.4 per cent (92.7 per cent) described themselves as White British, White Welsh or White Irish. The other individuals who provided this information described themselves as Indian, Black British African or other mixed ethnic background.
- 8.3** Of the managers who provided the information about their Welsh language ability, 10.5 per cent (12 per cent in 2012) described themselves as fluent Welsh speakers, 68.6 per cent (68 per cent in 2012) did not speak any Welsh.

9. Summary

- 9.1** There was a net gain of 98 adult care home managers on the Register in the year from June 2012 to May 2013. This was largely due to managers registering late but included 59 who had gained a qualification enabling them to register.
- 9.2** Those who joined and left the Register as an adult care home manager did not significantly change the profile from predominantly female (82 per cent), employed or self employed as a home manager in the private sector (78 per cent) and qualified over five years ago (56 per cent); a high percentage (46.8 per cent) were over 50 years old.
- 9.3** The majority of those registered as an adult care home manager were managing a home. There is evidence that the pool of other individuals registered and qualified as managers available to take on this role has grown slightly as the number registered increased.
- 9.4** At 1 June 2013 there were 181 registered services that did not have a manager registered with the Care Council. The Care Council is sharing information with CSSIW to enable CSSIW to identify the reasons.
- 9.5** Over half the adult care home managers on the Register worked for the 463 organisations which, at 1 June 2013, had only one home in Wales and at least one person registered. The number of organisations with only one service in Wales had risen from 422 in 2012. Most of these organisations were in the private sector.

- 9.6** Registration has increased the number of managers who hold at least the minimum qualification. Of the managers currently registered, 18.7 per cent had qualified in the period since mandatory registration was announced in November 2010.
- 9.7** While we cannot yet get a clear picture of turnover from the Register data, the percentage leaving an adult care home manager role appears to be under 7 per cent. The majority of those who ended their registration in this role since the last profile had changed their job rather than retired.
- 9.8** Men and younger managers under 30 years of age remained very much in the minority. The 66 who started a new job and joined the Register during the year were in all age groups from 25 to over 65 but a small increase was evident in the number of young managers under 30.
- 9.9** The implications of a mature workforce, many of whom will be retiring from their roles within the next decade, must influence planning for the future. A continuing professional education and learning programme is being developed by the Care Council to increase the recognition of social care management as a career.