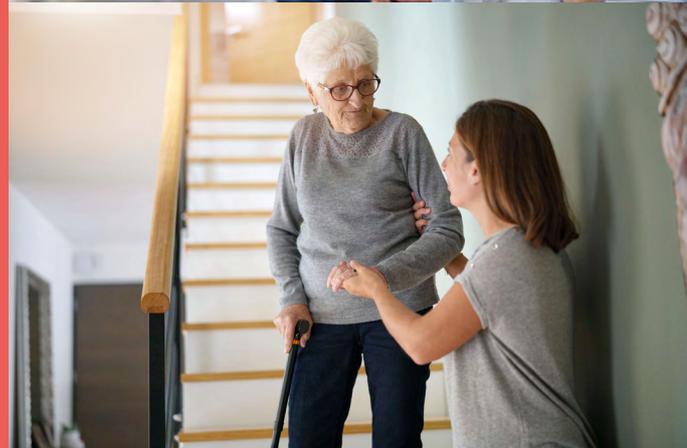




Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Domiciliary care workers on the Register

1 June 2020



Noddir gan
Lywodraeth Cymru
Sponsored by
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1. Summary

The Register of Social Care Workers in Wales ('the Register') was opened to domiciliary care workers in April 2018, and from 1 April 2020 it became mandatory for workers to be registered if working in Wales.

Due to the Covid-19 outbreak there were still several hundred workers in the process of applying in April 2020 who were allowed more time to register. So this profile report looks at the Register on 1 June 2020 when most workers were by then registered.

At 1 June 2020, there were 19,637 domiciliary care workers on the Register.

Sixty four per cent of these workers on the Register hold a practice qualification. Twenty-two per cent are registered having completed the induction route and they will be required to complete a qualification within three years. Fourteen per cent are registered based on a declaration from their manager confirming their experience and competence (known as confirmed competence). See Section 3 for further details.

More than 99 per cent of workers who registered are in current employment, the largest number of these (48 percent) work in the private sector and 20 percent are employed by a local authority. Forty-four per cent started in their current role with their employer within the last three years, but 20 per cent have been in the same role for more than 10 years.

The profile shows us that the average age of workers is 44 years old, but there are broadly similar numbers in each age group. The majority of workers (84 per cent) are female. The majority of workers (96.5 per cent) are white British, Welsh or Irish and 10 per cent speak fluent Welsh.

This data is available in more detail from section 2 onwards.



19,637
domiciliary care
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44

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2. Age and gender of domiciliary care workers

Table 1 shows the majority of domiciliary care workers are female.

Table 1 – Gender of domiciliary care workers

Gender	Number of workers	Percentage of workers
Female	16,397	84%
Male	3,240	16%
Total	19,637	100%

Figure 1 – Gender of domiciliary care workers

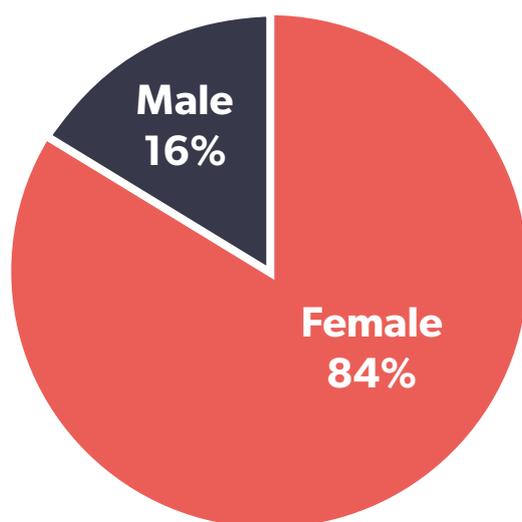
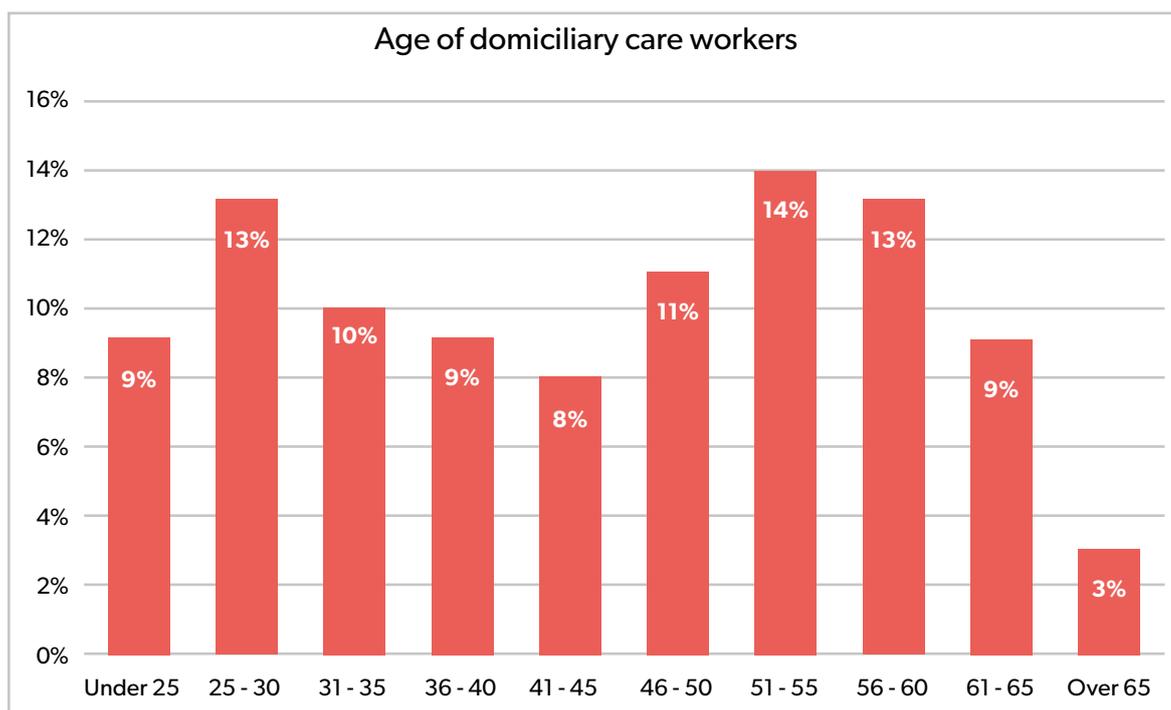


Table 2 shows there are a similar number of domiciliary care workers across all age groups.

Table 2 – Age of domiciliary care workers

Age group	Number of workers	Percentage of workers
Under 25	1,797	9%
25-30	2,471	13%
31-35	2,028	10%
36-40	1,797	9%
41-45	1,669	8%
46-50	2,242	11%
51-55	2,698	14%
56-60	2,587	13%
61-65	1,733	9%
Over 65	615	3%
Total	19,637	100%

Figure 2 – Age of domiciliary care workers



3. Qualifications held by domiciliary care workers

To register, a domiciliary care worker was required to either hold a suitable practice qualification, obtain a declaration from their manager confirming their experience if they had worked three of the last five years in a relevant social care role, or complete an induction route. Workers who registered based on an induction must complete a practice qualification within three years.

Table 3 shows the majority of workers hold a qualification, with fewer registered with the induction or with their competence confirmed by their manager.

Table 3 – Qualification route taken to register by domiciliary care workers

Qualification route taken to register	Number of workers	Percentage of workers
Qualified	12,592	64%
Induction	4,244	22%
Competence confirmed by employer	2,801	14%
Total	19,637	100%

Figure 3 shows the percentage of workers in each age group using the above routes to register. The majority of under-25s completed an induction as they did not hold a qualification or have sufficient experience for their manager to confirm their competence. In all other age groups, the majority are qualified.



Figure 3 – Qualification route taken to register by age group

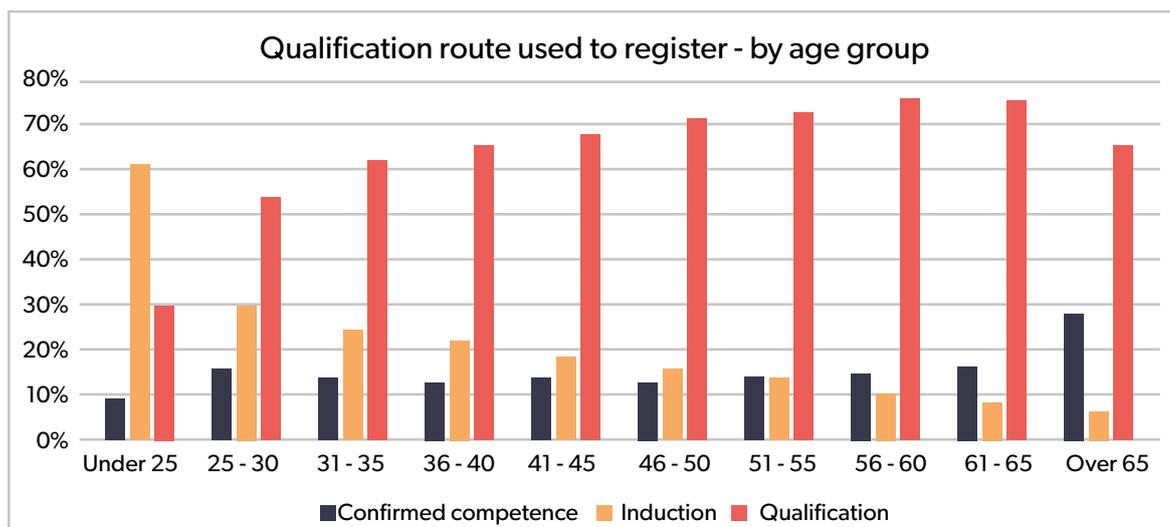


Table 4 shows that most who are qualified hold a level 2 or 3 qualification. Of those who registered using an induction route, the majority completed the Social Care Wales Principles and Values Award rather than the All Wales Induction Framework.

Table 4 – Qualifications held by domiciliary care workers

Registered with confirmed competence	Number of workers	Percentage of workers
Competence confirmed by employer	2,801	14.3%
Total registered with confirmed competence	2,801	14.3%
Registered with induction	Number of workers	Percentage of workers
Completed the Principles and Values Award	4,215	21.5%
Completed the induction framework	29	0.1%
Total registered with induction	4,244	21.6%
Registered with a qualification	Number of workers	Percentage of workers
QCF/NVQ Level 2	7,201	36.7%
QCF/NVQ Level 3	4,273	21.8%
QCF/NVQ Level 5	368	1.9%
Level 2 Award for Social Care Induction (Wales)	346	1.8%
NVQ Level 4	223	1.1%
Level 2/3 qualification (England)	96	0.5%
Social work qualification	44	0.2%
First level registered nurse	41	0.2%
Total registered with a qualification	12,592	64.1%
Total	19,637	100.0%

4. Employment of domiciliary care workers

Most domiciliary care workers on the Register are in social care employment, as shown in table 5.

Table 5 – Employment status of domiciliary care workers

Employment status	Number of workers	Percentage of workers
Employed in social care	19,312	98.3%
Self-employed in social care	195	1.0%
On secondment in social care	4	0.02%
Total in employment	19,511	99.4%
Not currently employed/Employment not known	126	0.6%
Total	19,637	100%

Table 6 shows that the private sector employs the largest percentage of domiciliary care workers (48 per cent), followed by the third sector. Almost 20 per cent of workers are employed directly by a local authority.

Table 6 – Sectors where domiciliary care workers are employed

Sector	Number of workers	Percentage of workers
Private	9,371	48.0%
Third sector	6,002	30.8%
Local authority - social services	3,817	19.6%
Recruitment agency/Employment agency	222	1.1%
Health	82	0.4%
Other	17	0.1%
Total	19,511	100%

Figure 4 shows that 44 per cent of workers have started in their current role within the last three years. Forty per cent have been in the same role with their employer for more than five years, and 20 per cent for more than 10 years.

Figure 4 – Length of time domiciliary care workers have been in their current job

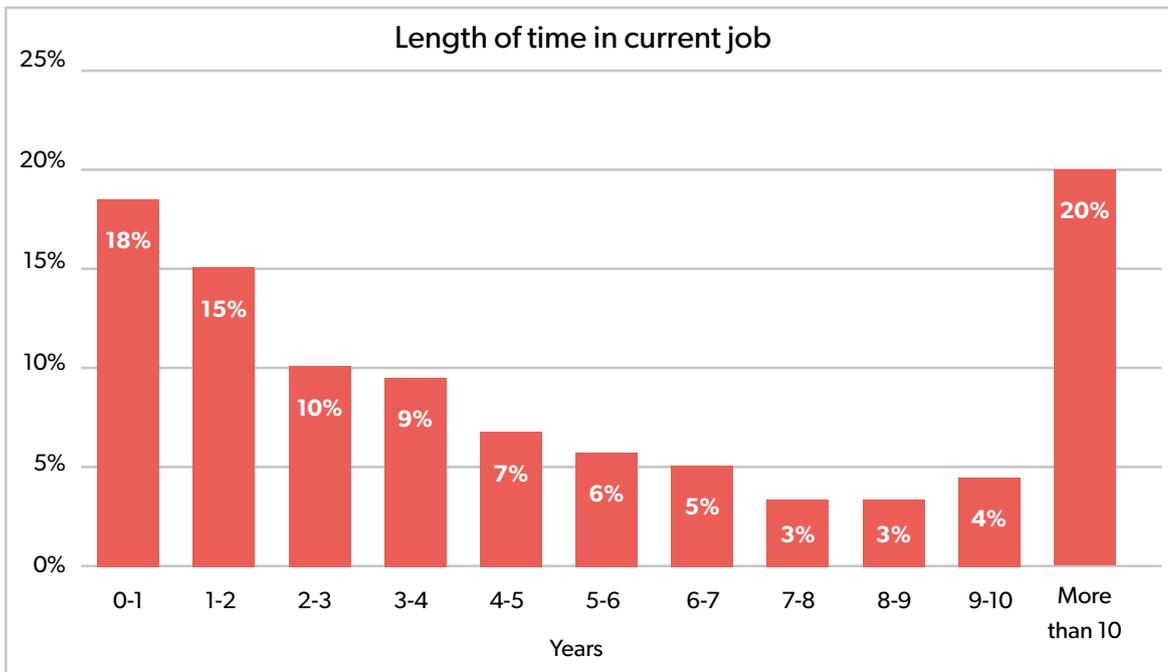


Table 7 shows where in Wales domiciliary care workers are employed as we must show the county they're employed in on the Register. The table also includes the estimated population figures for each county¹.

The largest numbers of workers are employed in Cardiff (12.7 per cent of workers), the Isle of Anglesey (11.2 per cent) and Rhondda Cynon Taf (8.4 per cent). The fewest work in Merthyr Tydfil, Swansea and Ceredigion.

The county with the most workers compared to its population is the Isle of Anglesey, and the county with the fewest is Swansea. However, we recognise that many people work across county borders.

Table 7 – Where domiciliary care workers are employed

County of employment	Number of workers	Percentage of workers	Population	Percentage of Wales population
Blaenau Gwent	706	3.6%	69,862	2.2%
Bridgend	917	4.7%	147,049	4.7%
Caerphilly	1,265	6.5%	181,075	5.7%
Cardiff	2,479	12.7%	366,903	11.6%
Carmarthenshire	1,200	6.2%	188,771	6.0%
Ceredigion	258	1.3%	72,695	2.3%
Conwy	784	4.0%	117,203	3.7%
Denbighshire	539	2.8%	95,696	3.0%
Flintshire	933	4.8%	156,100	5.0%
Gwynedd	1,263	6.5%	124,560	4.0%
Isle of Anglesey	449	2.3%	70,043	2.2%
Merthyr Tydfil	56	0.3%	60,326	1.9%
Monmouthshire	538	2.8%	94,590	3.0%
Neath Port Talbot	417	2.1%	143,315	4.5%
Newport	598	3.1%	154,676	4.9%
Pembrokeshire	695	3.6%	125,818	4.0%
Powys	595	3.0%	132,435	4.2%
Rhondda Cynon Taf	1,637	8.4%	241,264	7.7%
Swansea	1,931	9.9%	246,993	7.8%
Torfaen	721	3.7%	93,961	3.0%
Vale of Glamorgan	451	2.3%	133,587	4.2%
Wrexham	607	3.1%	135,957	4.3%
Not known / Outside Wales	472	2.4%	n/a	n/a
Total	19,511	100%	3,152,879	100%

1. Mid-year population estimates, Office for National Statistics. Published by Welsh Government, May 2020.

5. Diversity of domiciliary care workers

Welsh language ability

Ninety per cent of workers provided information about their Welsh language ability. Of these, 10 per cent spoke fluent Welsh, 26 per cent spoke some Welsh and 64 per cent spoke no Welsh.

Ethnicity

Ninety per cent of workers provided information about their ethnicity. Of these, 96.5 per cent were white, white British, white Welsh or White Irish compared to 94.1 per cent of the population of Wales as a whole². The remaining 3.5 per cent were from other or mixed ethnic backgrounds.

Disability

Ninety-one per cent of workers provided information about disability. Of these, 1.3 per cent considered themselves to be disabled.

Sexual orientation

Eighty-five per cent of workers provided information about their sexual orientation. Of these, 96.5 per cent identified as heterosexual or straight, and 3.5 per cent as lesbian, gay or bisexual.

Religious belief

Eighty-one per cent of workers provided information about their religious belief. Of these, 56.8 per cent stated they had no religious belief or were atheist. 36.6 per cent were Christian, and 6.7 per cent held a range of other beliefs.

2. Local Labour Force Survey/Annual Population Survey, Welsh Government March 2020