

A summary of the adult social care sector and workforce in Tameside 2022/23



Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government, and partners to ensure social care has the right

¹ <https://www.skillsforcare.org.uk/monthlytracking>

Across England, the vacancy rate has decreased compared to last year and the number of filled posts has increased. During this period international recruitment increased substantially which has impacted these trends.

Workers in Tameside had on average 8.3 years of experience in the sector and 70% of the workforce had been working in the sector for at least three years.

We know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to help, for example the ‘Values-based recruitment and retention toolkit’² and ‘Seeing potential: widen your talent pool’.³ For more information please visit: www.skillsforcare.org.uk/recruitment-retention

Employment information

We estimate Tameside had 4,400 adult social care filled posts in the local authority and independent sectors.

These included 325 managerial roles, 175 regulated professionals, 3,100 direct care (including 2,700 care workers), and 750 other-non-care proving roles.

The average number of sickness days taken in the last year in Tameside was 7.7, (7.5 in North West and 5.9 across England). With an estimated directly employed workforce of 4,200, this means employers in Tameside lost approximately 33,000 days to sickness in 2022/23.

Around a quarter (24%) of the workforce in Tameside were on zero-hours contracts. Over half (55%) of the workforce usually worked full-time hours and 45% were part-time.

Chart 1. Proportion of workers on zero hours contracts by area



² www.skillsforcare.org.uk/values

Workforce demographics

The majority (87%) of the workforce in Tameside were female, and the average age was 45 years old. Workers aged under 25 made up 8% of the workforce and workers aged 55 and above represented 31%. Given this age profile approximately 1,300 posts will be reaching retirement age in the next 10 years.



Nationality varied by region, across England 81% of the workforce identified as British, while in the North West region this was 90%. An estimated 93% of the workforce in Tameside identified as British, 2% identified as of an EU nationality and 5% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

Pay



Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Tameside (area), North West (region) and England. All figures represent the independent sector as at March 2023, except social workers which represent the local authority sector as at September 2022. At the time of analysis, the National Living Wage was £9.50.

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker*	£39,100	£37,200	£42,100
Registered nurse	£37,000	£35,900	£35,700
Hourly pay			
National Living Wage	£9.50	£9.50	£9.50
Senior care worker	£11.09	£11.00	£10.73
Care worker	£10.34	£10.18	£9.86
Support and outreach	£10.31	£9.96	£9.80

*Local authority social workers only.

³ <https://www.skillsforcare.org.uk/Seeing-potential-Leeds-City-Council-Step-into-Care>

Qualifications, training and skills

We believe that everyone working in adult social care should be able to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to develop the right skills and knowledge to enable them to provide high-quality care and support.