

# People Scrutiny Committee

## Adult Social Care & Health workforce review

# Content of Presentation

- East Sussex workforce position
- Skills for Care data
- East Sussex ASC workforce programme
- Looking ahead
- An overview of the role of Personal Assistants
- Support with Confidence
- Looking ahead
- Any questions

# Skills for Care workforce data

- As of 2021/22 there were 17 000 filled posts in East Sussex across the independent sector, local authority and jobs working with direct payment recipients.
  - 9% local authorities (down 1%)
  - 88% independent sector providers in 405 (down from 413) CQC Registered establishments
  - 3% working with direct payment recipients (down 5%)

Source: Skills for Care 2021-22 (information from the report was provided by local authorities as at September 2021 and by independent sector employers as at March 2022. It should be noted that the data used in this report for 2019/20 was collected prior to the height of the COVID-19 pandemic in England)

# Workforce data comparison

	2020-1	2021-2
<b>gender</b>	81% female	80% female
<b>age</b>	Average age 44 – Under 25 years 9% – 25 to 54 years 63% – 55 + 28%	Average age 45 - Under 25 years 10% - 25 to 54 years 61% - 55 + 29%
<b>Nationality</b>	<ul style="list-style-type: none"> <li>• 84% British</li> <li>• 10% EU</li> <li>• 6% Non-EU</li> </ul>	<ul style="list-style-type: none"> <li>• 83% British</li> <li>• 10% EU</li> <li>• 7% Non-EU</li> </ul>
<b>Turnover rate</b>	27.8% (4600)	34% (5400)
<b>Vacancy rate</b>	4.6%	8.8%

Back to map  
←

Summary and key findings

Employment overview

Recruitment and retention

Demographics

Pay

Qualifications and training

# Recruitment and retention

[Download PowerPoint](#)

Use the drop-down menus to change the sector and/or job role.

Select a sector:  
All sectors

Select a service group:  
All services

Select a job role:  
All job roles

Number of filled posts:  
**17,000**



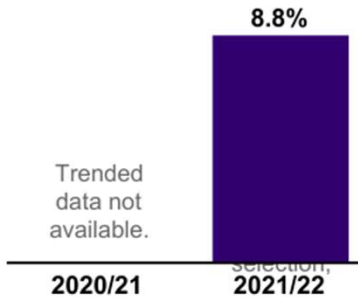
The **turnover rate** in 2021/22 was  
**34.0%**  
(or 5,400 leavers).

## Sickness



The **average number of sickness days** taken in 2021/22

## Vacancy trend



Select a view:

- Turnover
- Vacancy

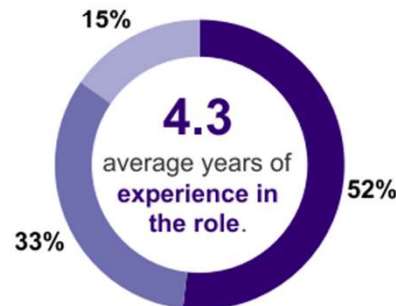
**Vacancy and turnover** trends have **increased** at a **national** and regional level since **March 2021**

[COVID-19 dashboards](#)

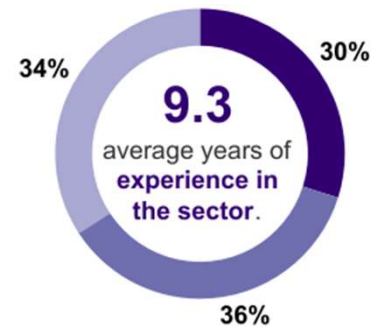


**8.8%**  
vacancy rate  
(1,500 filled posts)  
in 2021/22.

## Experience in role

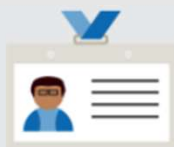


## Experience in sector



Key:

- Less than 3 years
- 3 to 9 years
- 10 years or more



**61%**  
of staff  
**recruited from within the sector.**



# ASC Workforce programme 2022-25

This Programme sets out how we are responding to the issues raised. Consists of 6 workstreams:

- Strategic workforce planning
- Leadership and management
- Recruitment
- Retention
- Building and enhancing social justice in the workforce
- Enhancing the wellbeing of the workforce

# Progress to date

- Increased targeted social media and use of QR codes
- Piloted a values based application process which has seen an increase in job applications for Joint Community Rehabilitation
- Improving induction process
- Top tips for managers is now live on the intranet for recruiting managers
- Marketing officer within Directly Provided Services

# Progress (cont.)

- Roll out of the Working Inclusively Guidance and Template across ASCH
- Review of the effectiveness of staff initiatives
- Exit Interviews
- Musculoskeletal project up and running with support from Brighton University and other partners



# Progress (cont.)

- New recruitment officers
- Attendance at 50 events and recruitment fairs
- Working closely with local 6<sup>th</sup> form colleges
- Working in partnership with Armed Forces Network, Department for Work and Pensions, Rest Less, Refugee groups
- Increased targeted social media and utilise QR codes
- New recruitment branding across Council:  
#chooseeastsussex

# Looking ahead

- Review and disseminate 'Top Tips for Leadership'
- Social Media Platforms
- Attend range of other events and forums
- Develop proposal for retention of older staff
- Develop proposals for retention based strategies on exit interview data
- Analysis of sickness absence to ensure targeted support is offered
- Enhance the induction-themed intranet pages and best practice guidance from across the Department to maximise staff retention

# Looking ahead (cont.)

- Embed compassionate and strengths-based leadership
- Continue to promote the use of Sussex Staff in Mind for team-based psychological support
- Complete Equality Impact Assessment for whole Programme
- ASC representation on Addressing Discrimination and Disputes in the workplace
- Protected Characteristics

Any questions?