

nmuds-sc briefing



issue 9 - older people

This edition of NMDS-SC Briefings focuses on care-providing establishments and the care workforce who work with older people (aged 65 and over), particularly those older people with dementia. The Briefing looks at the types of establishments providing care to older people and those with dementia in addition to drawing out information on the workers working with these service users.

why dementia?

While analysing data for older people in general, it is an opportune moment to place a little extra focus on those establishments and workers working with older people with dementia. People with dementia are at the forefront of current government policy initiatives. In February 2009, the government launched its first ever National Dementia Strategy, with three strategic aims (i) Raising awareness and understanding; (ii) Early diagnosis and support; (iii) Living well with dementia. These aims place particular demands on the workforce and its knowledge and skills. The information from the NMDS-SC enables us to offer a profile of the current state of that workforce.

"We want a (dementia) strategy taken forward that puts people right at the centre of dementia care...We want to look at how providers are respecting dignity and providing care in a safe environment".

Baroness Barbara Young, Chair of the Care Quality Commission, on GovNet, June 2009

NMDS-SC older people categories

This Briefing focuses on the establishments and workforce providing services to all older people and those offering services to the specific older people sub-groups, namely (i) Older people with dementia; (ii) Older people with mental disorders or infirmities, excluding learning disability or dementia; (iii) Older people not in the above categories.

specialist or generalist establishments

The NMDS-SC contains information on 17,763 establishments offering services to older people, of which 6,135 (35%) only offer services to older people ('specialists'). For older people with dementia, the NMDS-SC contains 8,352 establishments offering services to this client group, but just 922 (11%) providing a service for this client group exclusively. The majority of establishments in the NMDS-SC working with older people are therefore 'generalists', offering services to a range of client groups.

Main Service of establishments in the NMDS-SC caring for older people with dementia

Main Service Group	Specialist		Generalist		All	
	Absolute	%age	Absolute	%age	Absolute	%age
Care home with nursing	216	23.4	1,388	18.7	1,604	19.2
Care home without nursing or care only	607	65.8	2,921	39.3	3,528	42.2
Any other adult residential care service	46	5.0	234	3.1	280	3.4
Any day services	19	2.1	265	3.6	284	3.4
Domiciliary care or home care	17	1.8	1,919	25.8	1,936	23.2
Any other adult domiciliary care service	1	0.1	145	2.0	146	1.7
Any adult community care service	11	1.2	397	5.3	408	4.9
Any other services	5	0.5	161	2.2	166	2.0
All Establishments	922	100.0	7,430	100.0	8,352	100.0

The table above shows the main service of establishments caring for older people with dementia. Of the few specialists (only providing services to this client group), two thirds (66%) are classed as care only homes, with a further 23% offering care with nursing. Only 6% of these specialist establishments offer non-residential services.

The Alzheimer Society states there are 700,000 people in the U.K. with the condition, one third of whom are in care homes with nursing. They also state that two thirds of residents in care homes with nursing have some form of dementia. The figures from the NMDS-SC show the spread of service providers beyond that group (care homes with nursing only), and therefore the wider spread of staff involved with and needing to be trained for, working with older people with dementia. The All-Party Parliamentary Group on Dementia in their report "Prepared to Care", (June 2009) called for, "[all staff working in social care to receive dementia training appropriate to their role](#)".

capacity and utilisation issues

Respondents to the NMDS-SC are asked to provide information on their levels of capacity and utilisation on the day they make their return. The table below, based on responses to these questions, suggests under-utilisation of beds in the sector.

	Any older people services	Older people with dementia only	Older people with mental disorders or infirmities only	Older people not in other categories only
Capacity and Utilisation	Care Home With Nursing			
Number of establishments*	1,283	188	40	549
Total Capacity* (beds)	55,216	7,871	1,230	20,764
Average Capacity (beds)	43	42	31	38
Total Utilisation* (beds)	48,563	6,911	1,154	18,608
Average Utilisation (beds)	38	37	29	34
	Care Home Without Nursing			
Number of establishments*	3,426	550	115	1,406
Total Capacity* (beds)	96,346	16,303	2,268	35,386
Average Capacity (beds)	28	30	20	25
Total Utilisation* (beds)	87,430	14,749	2,032	31,862
Average Utilisation (beds)	26	27	18	23

*where establishments provided data in response to this question

If we combine numbers for both residential settings shown, for all older peoples' services, the NMDS-SC reports over 15,500 empty beds within 4,709 establishments. Within those providing services to older people with dementia only, the NMDS-SC shows over 2,500 empty beds over 738 establishments.

establishments providing services to older people by sector

The table below shows that the care of older people in general is dominated by the private sector. Around three quarters of all establishments in the NMDS-SC providing care for older people are private sector establishments, this compares with just 58% of establishments in the NMDS-SC as a whole.

Establishment type	Any older people services	Older people with dementia only	Older people with mental disorders or infirmities only	Older people not in other categories only	All NMDS-SC returns
Statutory local authority	8%	11%	10%	7%	15%
Private sector	73%	76%	70%	74%	58%
Voluntary or third sector	14%	7%	17%	15%	22%
Other	3%	4%	2%	4%	4%
Not recorded	<1%	1%	1%	<1%	1%
Base	6,135	922	208	2,514	24,130

size of establishments

The vast majority (76%) of employers in the NMDS-SC offering services to older people with dementia only, are small (10 to 49 employees), 6% are micro (1 to 9 employees), 14% are medium (50 to 249 employees), and less than 1% are large with over 250 employees. Overall in the NMDS-SC there are 28,665 staff in the 922 specialist establishments for older people with dementia. There is therefore a considerable challenge to reach so many staff in so many establishments for training and development, and that is before considering the 192,000 staff in the 6,135 establishments for older people in general. Of course the actual task is greater, as these figures only show information for those who have made an NMDS-SC return.

turnover and vacancy rates*

Turnover rates (see table below) are highest for staff working in establishments providing services to older people with dementia exclusively. Vacancy rates are also higher both for all employees and also for senior care workers and care workers specifically. The turnover rate for care workers at 22.8% is a particular concern, given the need for continuity and consistency of care provided for this particular user group. Turnover rates for senior care workers are also significantly higher (12.1%) than for the same group working in any older people's services (9.8%).

Service User Group	All Establishments	All Employees	Left in the last 12 months	Turnover (%)	Vacancies	Vacancies (%)
	All Employees					
Any older people services	6,135	176,588	30,633	17.3%	4,535	2.5%
Older people with dementia only	922	25,525	4,675	18.3%	675	2.6%
	Registered Manager					
Any older people services	6,135	4,830	531	11.0%	82	1.7%
Older people with dementia only	922	718	88	12.3%	8	1.1%
	Senior Care Workers					
Any older people services	6,135	17,984	1,767	9.8%	331	1.8%
Older people with dementia only	922	2,960	358	12.1%	62	2.1%
	Care Workers					
Any older people services	6,135	89,985	20,175	22.4%	2,839	3.1%
Older people with dementia only	922	13,403	3,057	22.8%	461	3.3%

*vacancy and turnover rates are adjusted to take account of non-response

pay rates

It may be surprising to note that the NMDS-SC shows care workers working only with older

people with dementia have the lowest median hourly pay rates at £5.85 per hour, the only group receiving less than £6.00 per hour (see table below). Senior care workers also receive less than their counterparts in other parts of the sector. This is likely to be partly due to the dominance of the private sector in these work settings, where pay rates are generally lower than in the statutory and voluntary sectors.

	Number of workers*	Median Rate
Service User Group	Registered Manager annual salary	
Any older people services	289	£26,928
Older people with dementia only	54	£28,000
All NMDS-SC	914	£26,526
	Senior Care Workers hourly pay	
Any older people services	2,954	£6.68
Older people with dementia only	570	£6.60
All NMDS-SC	5,115	£6.93
	Care Workers hourly pay	
Any older people services	14,172	£6.00
Older people with dementia only	2,529	£5.85
All NMDS-SC	53,970	£6.20

*based on all workers providing pay information received between May 08 – April 09

qualifications

"The entire social care workforce must be geared up to deliver good dementia care. Social care staff must be given the right support and training". Nigel Hunt Chief Exec. Alzheimer's Society.

The NMDS-SC shows workforce in this sector is at least or slightly better qualified than the workforce in social care generally, however high level of non-response in this topic area makes firm conclusions difficult. However the figures do tend to support the conclusion of the All-Party Parliamentary Group (APPG) on Dementia who stated, that less than half of the workforce had dementia training.

"Organisations who deliver good care show us that on-going training, support and the opportunity to practice person-centred care transform people's lives. We must improve training and support across the U.K. and give staff the recognition for the difficult and important role they undertake".

Jeremy Wright MP, Chair of the All-Party Group.

Skills for Care is working with the Department of Health to ensure the workforce are able to meet the challenge of providing care and support for people with dementia. They have designed a specific knowledge set for this group of workers providing guidance for employers on how to develop or commission training and learning for staff. Together with a progress log, it is free and available at www.skillsforcare.org.uk/developing-skills/knowledge-sets/dementia

In addition Skills for Care is working on developing dementia specific qualifications within the forthcoming Qualification and Credit Framework (QCF). Development of these condition specific qualifications has been welcomed by the APPG and by our minister, Phil Hope. Further information about the QCF is available at www.skillsforcare.org.uk in the qualifications and training section.