

Ageing demographics and social care workforce challenges at a time of political and economic turbulence

'The Work of Care'

PSA Research Commission into the Crisis of Care in
Austerity Britain

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Acknowledgment & Disclaimer

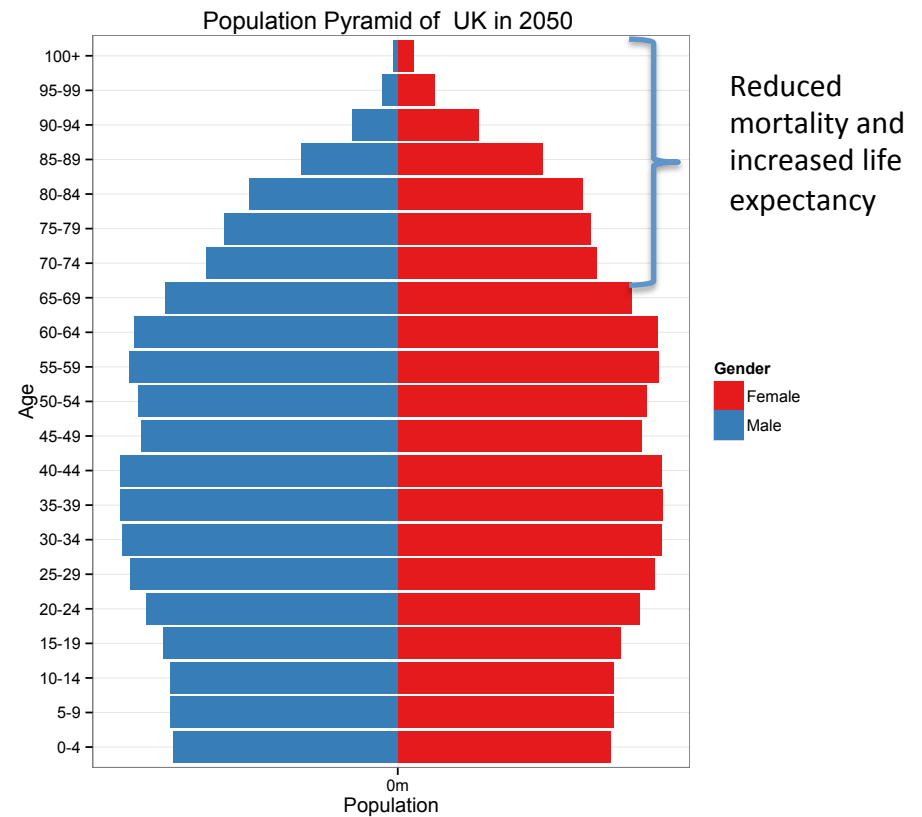
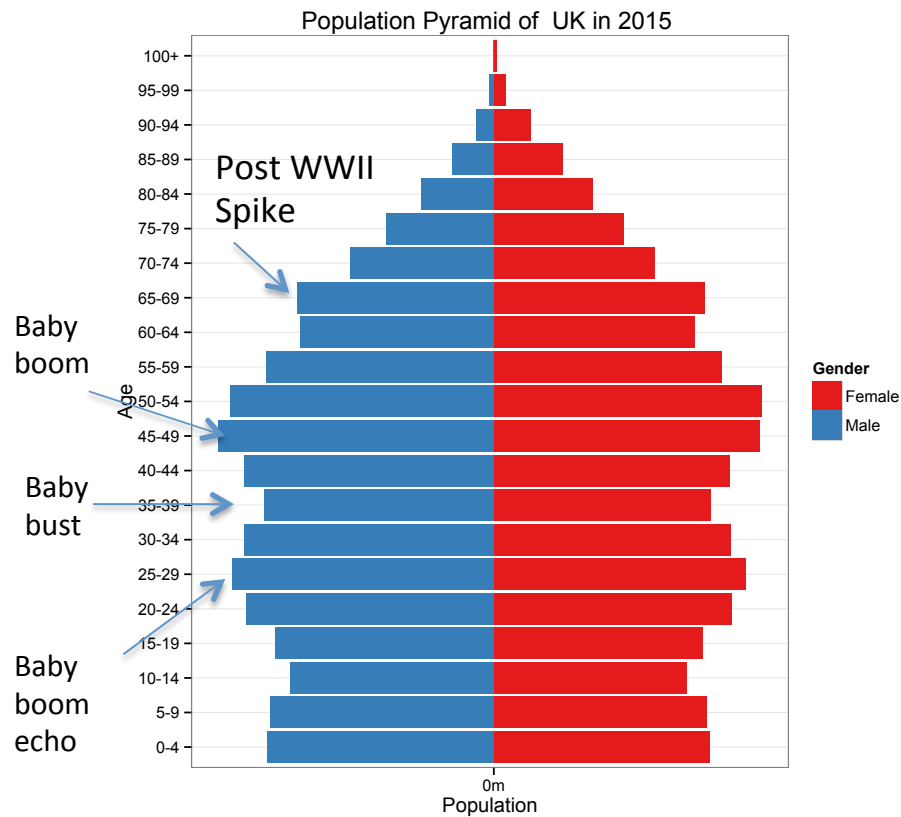
- This presentation draws on a number of sources including two studies: ‘workforce secondary data analysis’ and the ‘longitudinal care study’. Both studies are funded by the Department of Health and conducted by the Social Care Workforce Research Unit, King’s College London. The views expressed are those of the author alone and do not necessarily represent that of the funder.



THE UK AGEING DEMOGRAPHICS

Photo source: www.newsecuritybeat.org

The UK population pyramid in 2015 and 2050



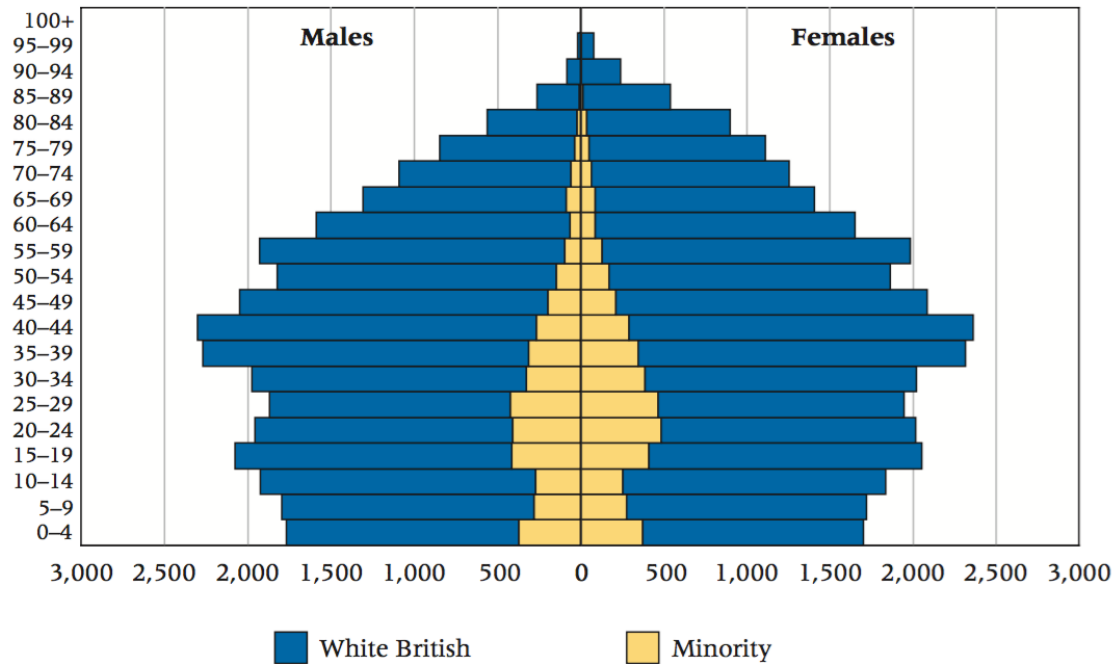
Source: Author's own, using UN data



THE GROWING DIVERSITY OF OLDER PEOPLE IN THE UK

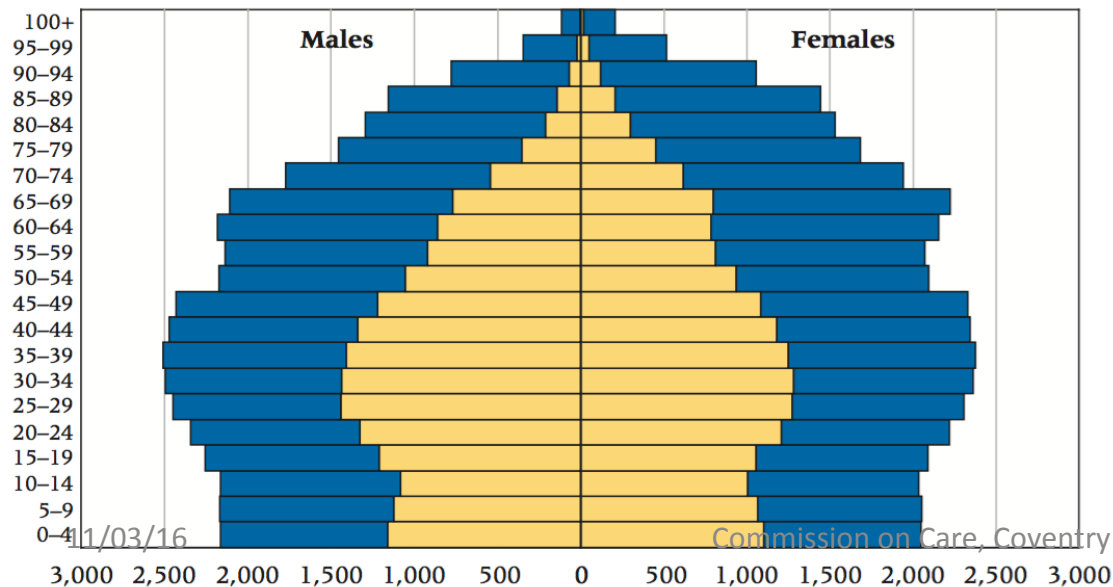
Photo source: www.ageuk.org.uk

2006: Total population 61 million



Projected increase of the size and proportion of BME at all age groups including 65+ of the UK population in 2056

2056: Total population 78 million



Source: Colman, D. (2010) Projections of the Ethnic Minority Populations of the United Kingdom 2006–2056. *Population and Development Review* 36(3): 441–48



AGEING AND LONG TERM CARE NEEDS

Photo source: www.publicsectorexecutive.com

Life expectancy (LE) , disability free life expectancy (DFLE) and healthy life expectancy (HLE) in the UK

Gender	Year	LE	DFLE	HLE
Men	2000-02	75.7	60.3	60.7
	2009-11	78.4	63.9	64.2
	Gain	2.7	3.6	3.5
Women	2000-02	80.4	62.8	62.4
	2009-11	82.4	64.7	66.1
	Gain	2.0	1.9	3.7

Source: Jagger, C. (2015) Trends in life expectancy and healthy life expectancy. Future of an ageing population: evidence review. Government Office for Science



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Change. Scale with love and money. The Balance between Heart and Gold.

FORMAL AND INFORMAL CARE SPHERES

Photo source: www.communitycare.co.uk

Among people aged 65+ who received help last month, the distribution of those who provided support

Gender	Type of support needed	Informal support only	Formal support only	Both	None
Men	ADLs	75%	8%	8%	9%
	IADLs	78%	11%	9%	2%
Women	ADLs	71%	13%	11%	5%
	IADLs	74%	9%	14%	3%

Source: Whalley, R. (2012) 'Social care: need for and receipt of help', in Health and Social Care Information Centre, Health Survey for England 2012, Health and Social Care Information Centre

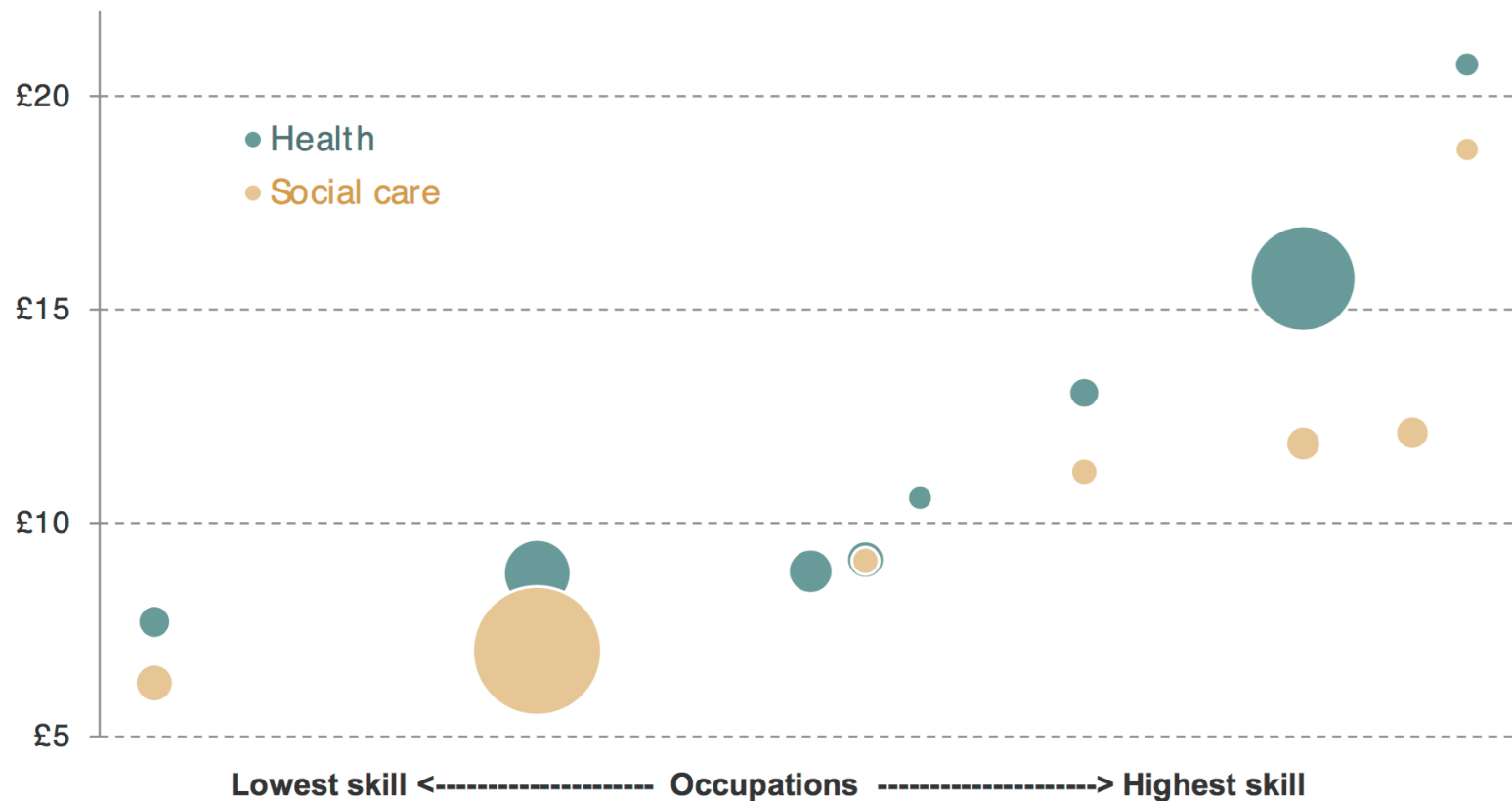


THE SOCIAL CARE WORKFORCE

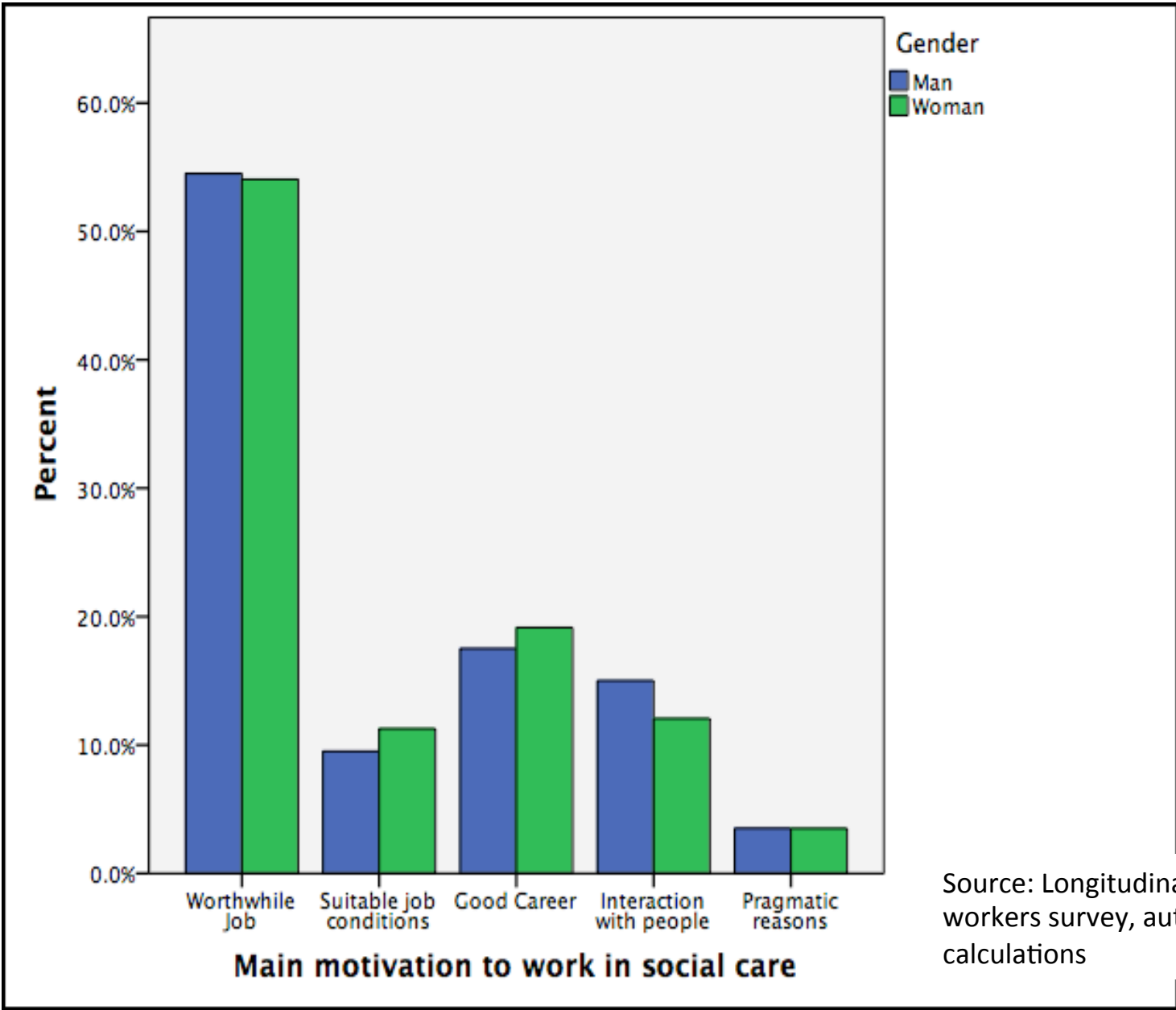
Photo source: www.hitraining.uk

Stylised 'occupational pay ladders' in health and social care in the UK, 2013-14

Median hourly pay in occupations in the health and social care sectors

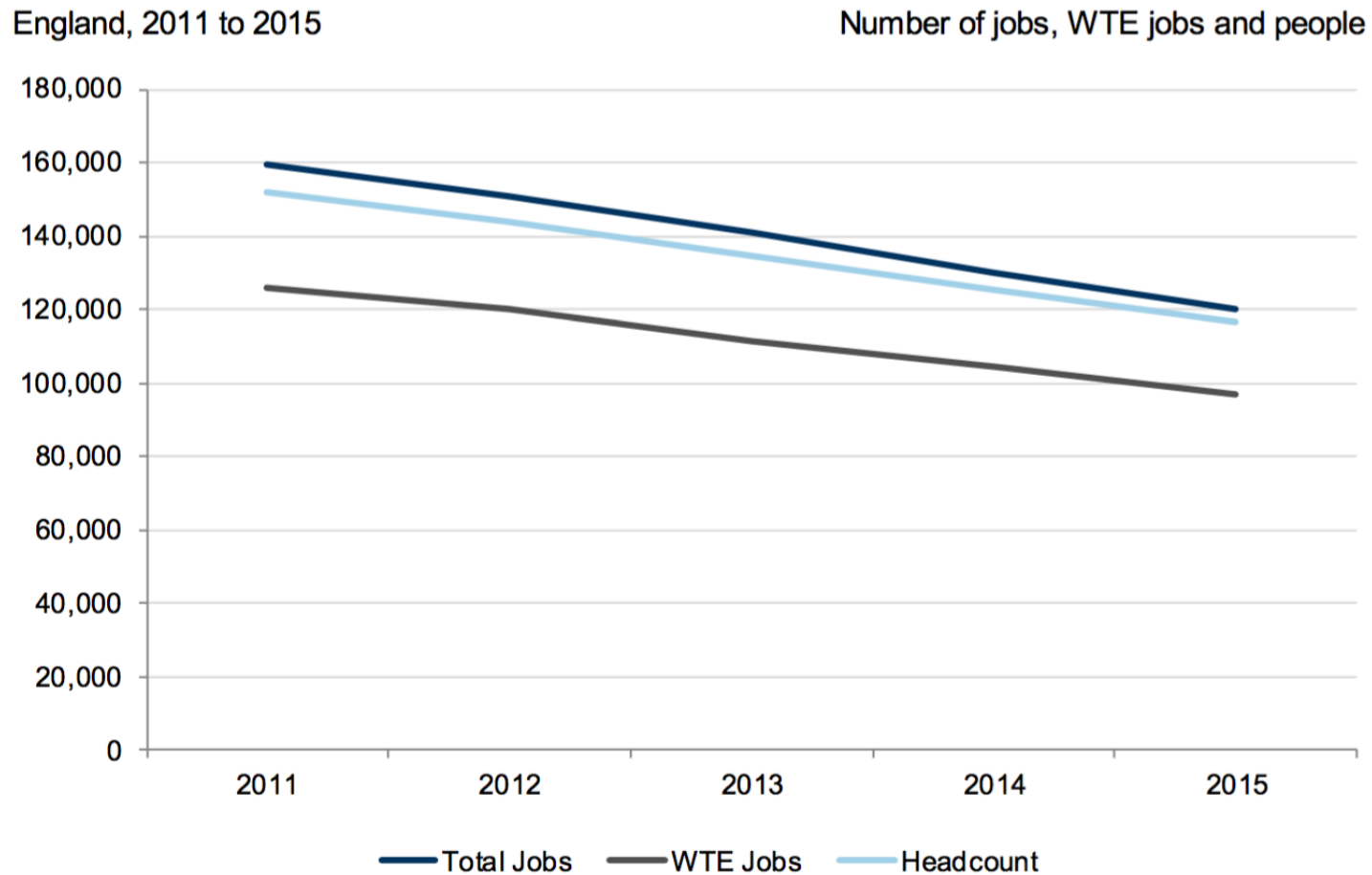


Source: Gardner and Hussein (2015) As if we cared, The costs and benefits of a living wage for social care workers

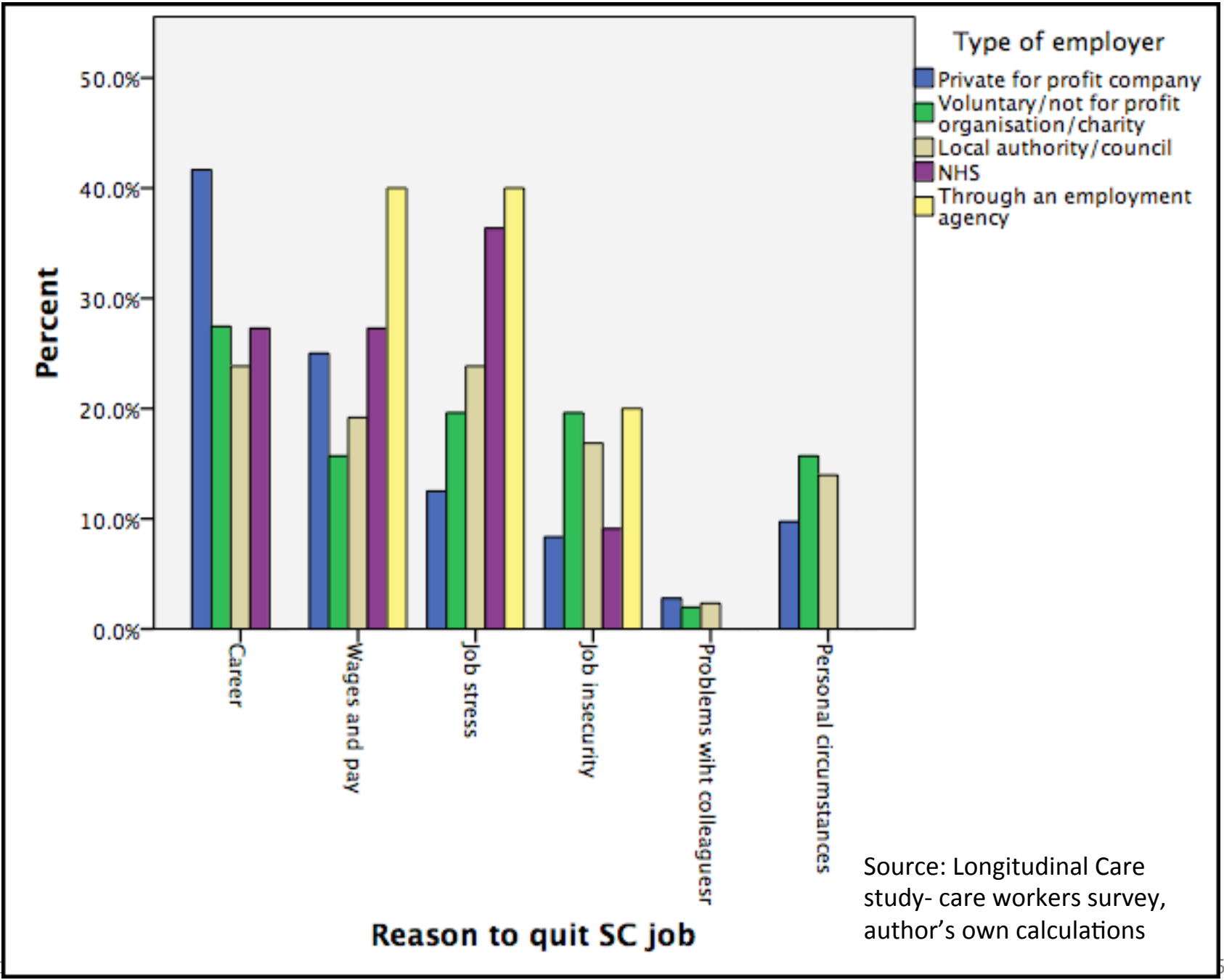


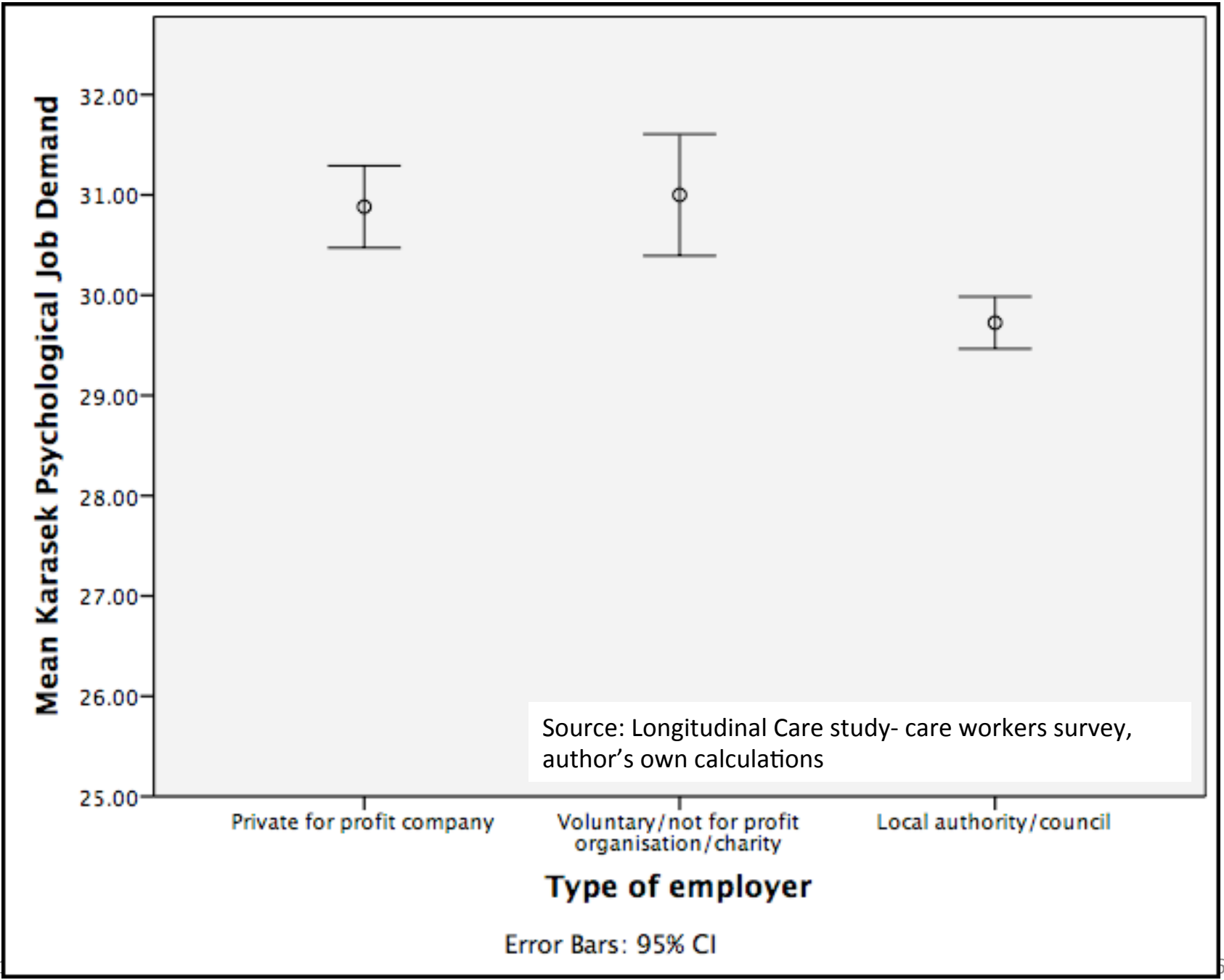
Source: Longitudinal Care study- care workers survey, author's own calculations

Total number of council-employed adult social services jobs



Source: HSCIC (2016) Personal Social Services: Staff of Social Services Departments, England

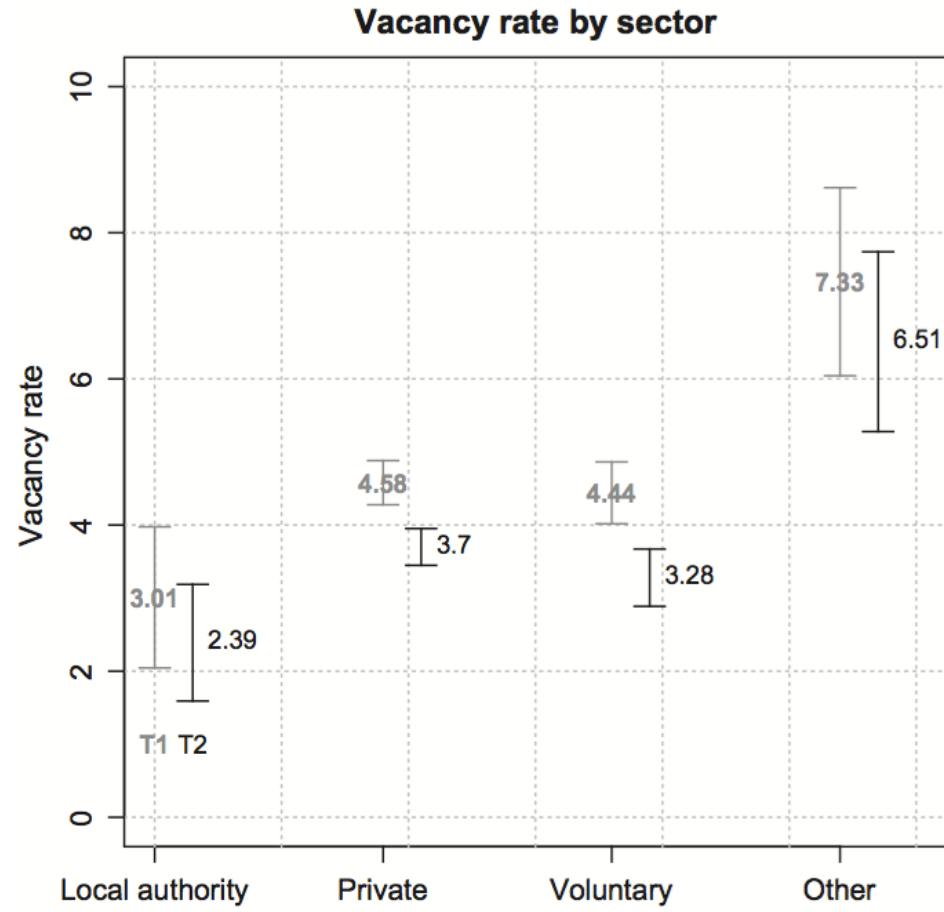






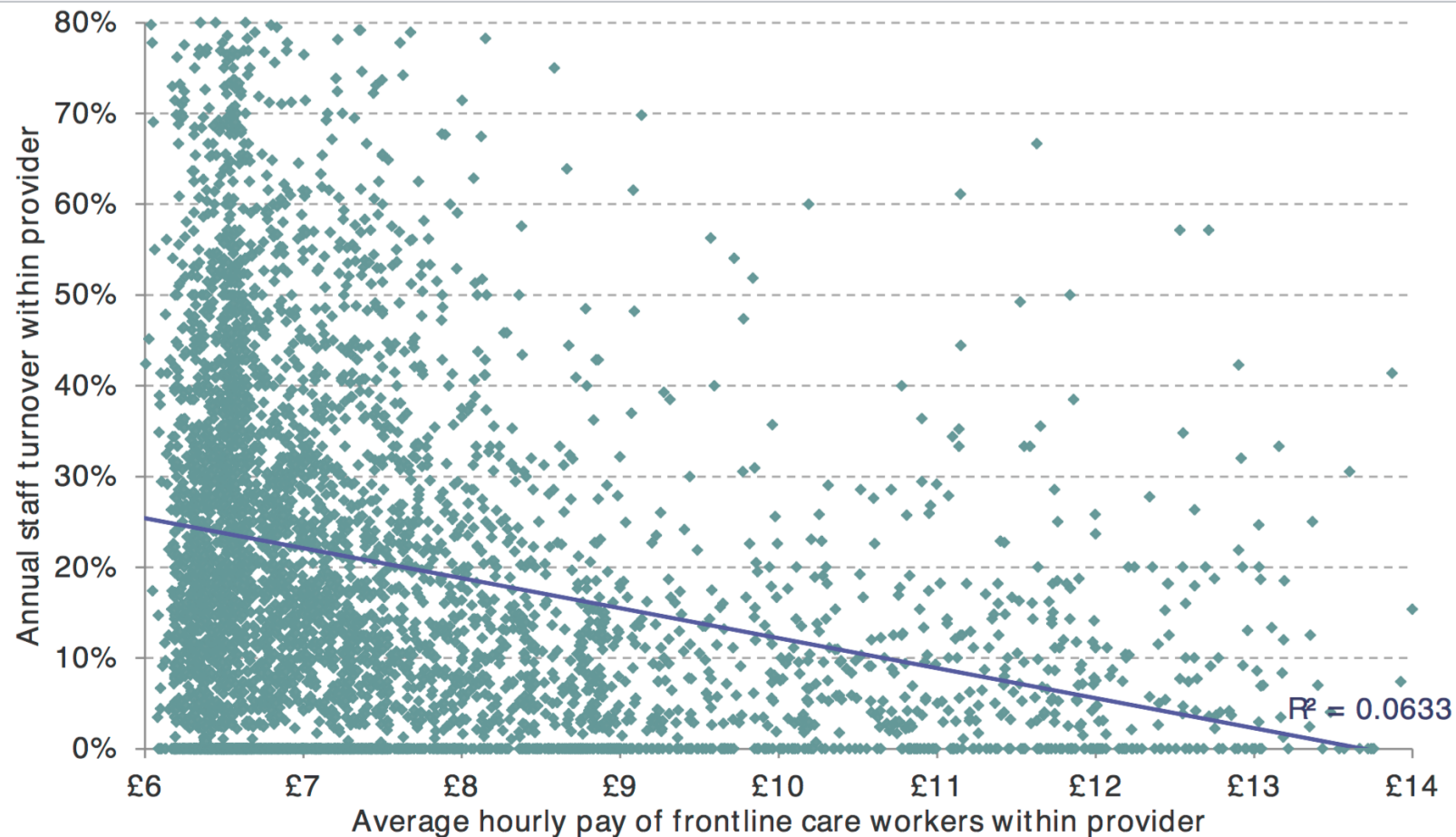
WORKFORCE ISSUES AND QUALITY OF CARE

Vacancy rate is variable by type of employer



Source: Hussein, S., Ismail, M. and Manthorpe, J. (online, 2015) Changes in turnover and vacancy rates of care workers in England from 2008 to 2010: Panel analysis of national workforce data. Health & Social Care in the Community

Relationship between pay and staff turnover within care providers in England, 2013-14

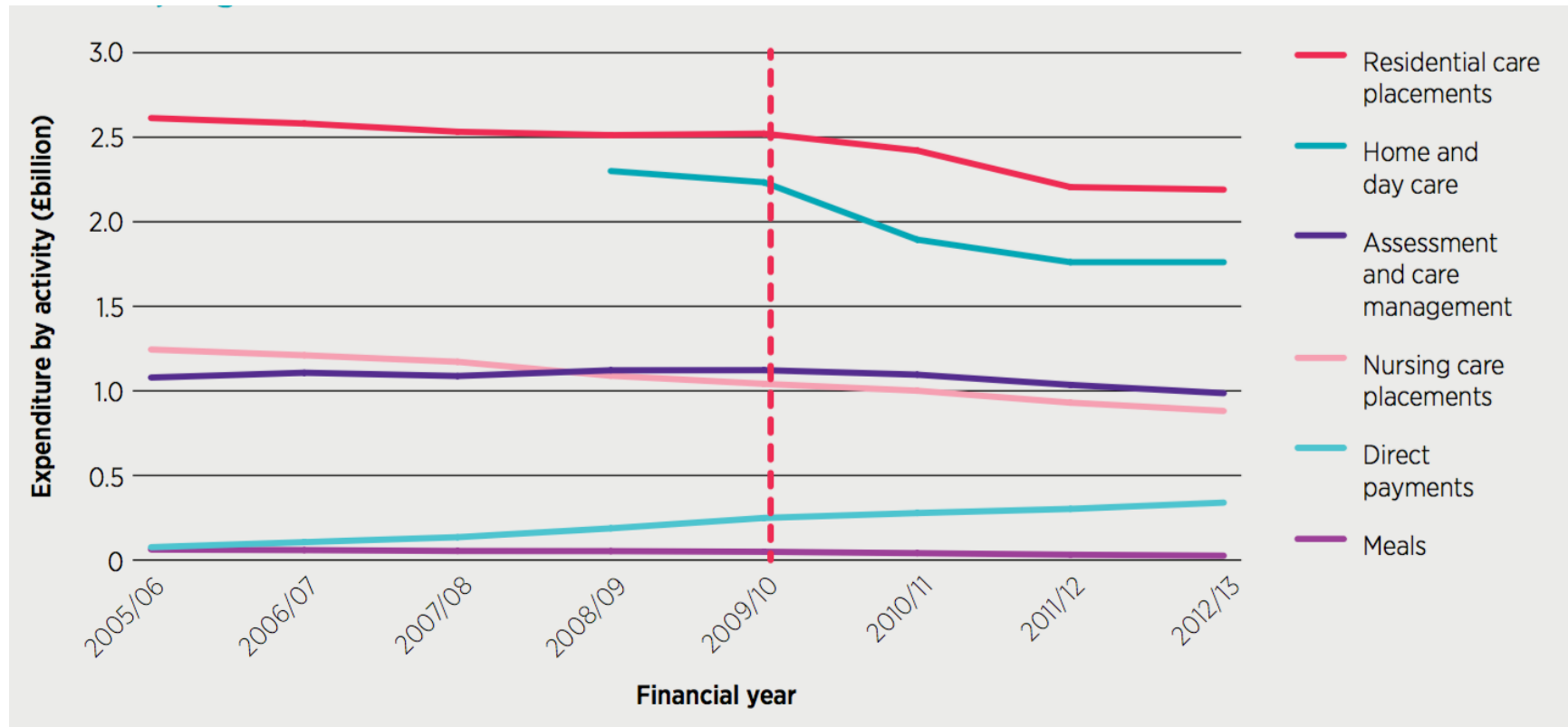


Source: Gardner and Hussein (2015) As if we cared, The costs and benefits of a living wage for social care workers



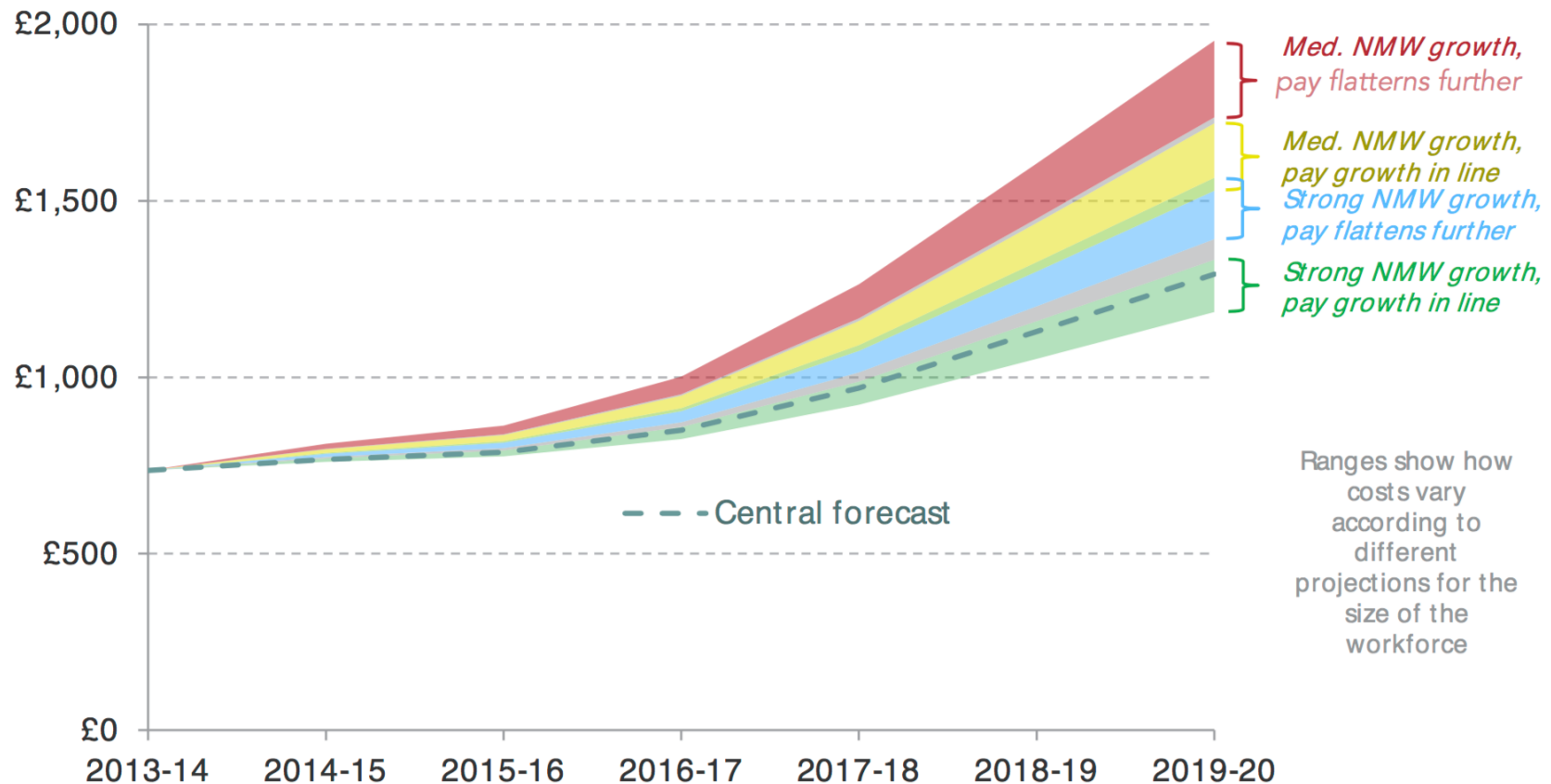
THE FISCAL SCENERY OF SOCIAL CARE

Change in real-terms net current expenditure, by service area, older people, England



Source: Ismail, S., Thorlby, R. and Holder, H. (2014) Focus On: Social care for older people, Quality Watch

Future projections for the net public costs associated with a living wage for frontline care workers in the UK (£million, real, 2014-15 prices)



Source: Gardner and Hussein (2015) As if we cared, The costs and benefits of a living wage for social care workers

Political and policy context

- Immigration policies and the workforce
- Funding crisis and continued austerity measures
- The interface between the NHS and social care
- Marketisation/commodification of care
- Privatisation
- Pension reforms
- Outsources



CONCLUSION

Photo source: www.celebsinfluence.wordpress.com

Key points for reflections

- Ageing demographics and increased diversity of older people – health inequalities, access and preferences
- Projected increases in ill-health years
- Higher demand on funding for social care
- Funding gaps
- Workforce issues
- Informal and formal care
- Indirect cost of care (family and friends)

Thank you
for
listening!



Any questions?

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