Social care Commission Call for Evidence

Introductory text

The Migration Advisory Committee (MAC) has been commissioned by the Government to provide an Independent Review of the impact of the end of free movement of European nationals within the UK on the social care sector.

We appreciate that the COVID-19 outbreak has placed social care organisations in an enormously difficult situation, and that many of you already took the time to respond in detail to our last Call for Evidence about the Shortage Occupation List (SOL) in 2020. The MAC has been commissioned by the Government to provide an Independent Review of the impact of the end of free movement on the social care sector by the end of April 2022, and in order to minimise the burden on you, we will use this Call for Evidence to add to the evidence on skill levels and skill shortages in social care already gathered in 2020 during the SOL Commission.

In this Call for Evidence we ask you to focus specifically on the end of free movement, its impact on your organisation and on the health and social care sector more widely. We greatly appreciate you taking the time to complete this Call for Evidence, in the current challenging context.

The Call for Evidence will remain open until 29th October 2021. All identifying and personal information will remain confidential, however, aggregated and anonymised information in the form of summary statistics will be published as part of our final report. For further details please refer to the processing of personal data document published on our website.

1   About You

To start with, we'd like to get some details about you and the organisation on behalf of which you are responding.

A1   **What is the name of your organisation?**

WRITE IN

A2   **What is your email address?**

WRITE IN		
Prefer not to say	1	

B   About your organisation – Individual organisations

In this section we ask you which occupations you employ.

The occupations are based on the standard occupational classification (SOC) coding framework. Using this allows us to make valid comparisons of occupations across different datasets.

We have included a selection of common roles within the social care sector, but if you wish to add further roles please follow the guidance below.

B1   **The table below shows a number of roles within the social care profession. Please use the slider to select the annual, full time, wage[1] you pay workers in these roles to the nearest £1000. If you do not employ workers in these roles, please leave the slider at zero.**

For examples of common job titles, please hover over the relevant role.

Job group (hover over cell for examples of job titles in group)	(example job titles to show – NB These will be in a list below the table)	(Respondent moves slider from £0 to the relevant annual wage)
Care workers (SOC 6145)	• Care assistant • Care worker • Carer • Home care assistant • Home carer • Support worker (nursing home)	
Nursing auxiliaries and assistants (SOC 6141)	• Auxiliary nurse • Health care assistant (hospital service) • Health care support worker • Nursing assistant • Nursing auxiliary	
Senior care workers (SOC 6146)	• Senior care assistant • Senior carer • Senior support worker (Local government: welfare services) • Team leader (nursing home)	
Nurse (SOC 2231)	• District nurse • Health visitor • Mental health practitioner • Nurse • Practice nurse • Psychiatric nurse • Staff nurse • Student nurse	
Residential, day and domiciliary care managers and proprietors (SOC 1242)	• Care manager • Day centre manager • Nursing home owner • Residential manager (residential home)	

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[1]   Include - All pay before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions. Include paid leave (holiday pay), maternity/paternity pay, sick pay and area allowance (e.g. London). Exclude - Pay for a different pay period, shift premium pay, bonus or incentive pay, overtime pay, expenses and the value of salary sacrifice schemes and benefits in kind.

Welfare and housing associate professionals n.e.c. (SOC 3239)	• Day centre officer • Health coordinator • Key worker (welfare services) • Outreach worker (welfare services) • Probation services officer • Project worker (welfare services)	
Houseparents and residential wardens (SOC 6144)	• Foster carer • Matron (residential home) • Resident warden • Team leader (residential care home) • Warden (sheltered housing)	

B2 **Other than the occupations listed above, do you wish to submit data on other occupations within the care sector?**

No	1	
Yes	2	

ASK ALL WHO WISH TO ADD FURTHER ROLES (B2=2)

B3 **If you employ workers in roles other than those listed in the previous question, please provide further details below.**

For further guidance on identifying other occupations, please use the steps outlined below the table.

	Role name	SOC code	Average salary for entry level staff in this occupation (excluding allowances & deductions) [2]	Pay period (Annual/ Monthly/ Weekly/ Hourly)	Average hours worked per week
Role 1					
Role 2					
Role 3					
Role 4					
Role 5					

How to manually add additional occupations and SOC codes

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[2] Include - All pay before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions. Include paid leave (holiday pay), maternity/paternity pay, sick pay and area allowance (e.g. London). Exclude - Pay for a different pay period, shift premium pay, bonus or incentive pay, overtime pay, expenses and the value of salary sacrifice schemes and benefits in kind.

In order for us to be able to make valid comparisons it is important that you match as closely as possible the job you have in mind to the correct 4-digit SOC code. To do this we recommend you make use of the Office for National Statistics Occupation Coding Tool, linked below.

https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html

How to use the ONS Occupation Coding Tool

Step 1: Follow the link and enter the name of the job you want to find an occupation code for in the text box highlighted below.

Step 2: Select the result that best matches your search.
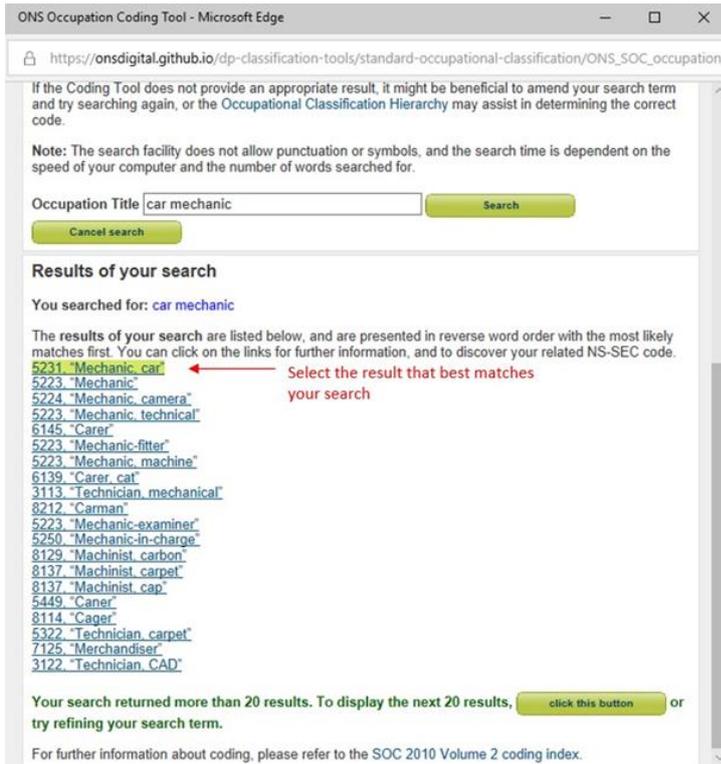
Step 3: Check the match by reviewing the description of the occupation code, the tasks required, and the jobs related with that code.
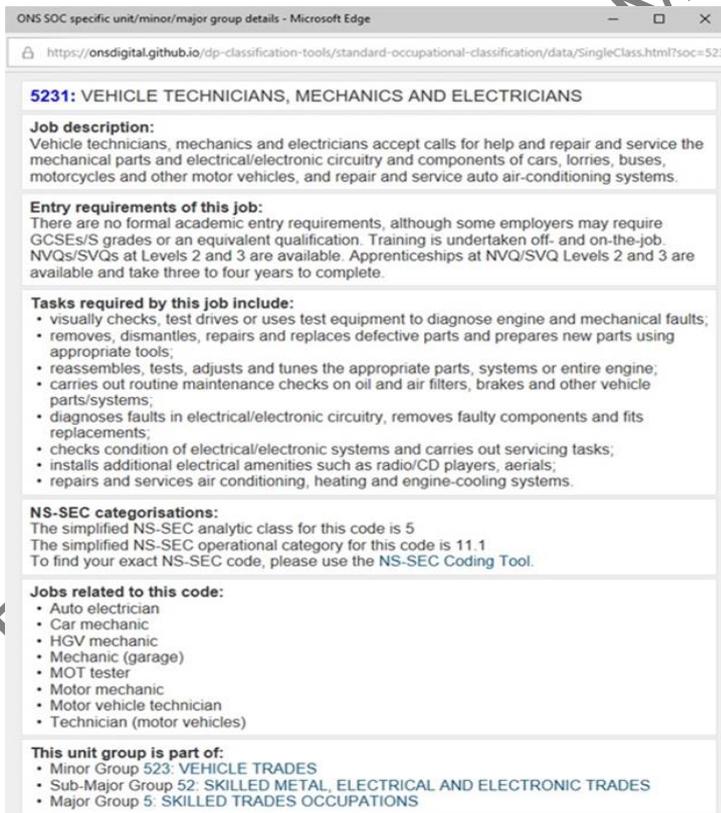
Step 4: If you are unhappy with the match suggested by the tool, go back to step 2 and select another suggested match and/or go back to step one and alter your search term.

In this example we are happy with the match and can conclude that the job "Car Mechanic" is associated with occupation code 5231.

For ease of reference the link to the ONS Tool has been provided below:

https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_occupation_coding_tool.html

B4 **Approximately how many people does your business, at the enterprise level, employ in the UK?**

- Include full and part time employees
- Including bank/agency staff
- Exclude self-employed
- Exclude owners/partners, but other directors count as employees

SINGLECODE.

0-9 employees	1	
10-49 employees	2	
50-249 employees	3	
250-499 employees	4	
500+	5	
Don't know	6	
Prefer not to say	7	

B5 **Of these, what proportion do you estimate are agency/bank staff?**

WRITE IN %

B6 **What percentage of your current staff do you estimate are UK or Irish, European[3] and non-European nationals?**

		%
UK or Irish	1	
European	2	
Non-European	3	

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[3] European includes all European Union countries (except Republic of Ireland), Norway, Iceland, Lichtenstein and Switzerland.

ASK ALL WHO EMPLOY NON-EUROPEAN WORKERS (B6=3 GREATER THAN 0%)

B7 **If known, do you most commonly employ these non-European members of staff through a work visa or are they employed through other means?**

Sponsored through skilled worker route (formerly Tier 2)	1	
Recruited them through the domestic labour market	2	
Don't know	3	

ASK ALL WHO RECRUITED NON-EUROPEAN WORKERS THROUGH THE DOMESTIC LABOUR MARKET (B7=2)

B8 **If known, are your non-European staff resident in the UK as;**

PLEASE SELECT ALL THAT APPLY

Student	1	
As a dependent or spouse	2	
Youth Mobility scheme	3	
Ancestry visa	4	
Already has permanent Leave To Remain or equivalent in the UK (for example temporary or permanent leave to remain, naturalised British citizen or Right of Abode)	5	
Other (please state)	6	
Don't know	7	

B9 **In which region(s) or country(ies) of the UK are the largest population of your employees located?**
MULTICODE.

North East	1	
North West	2	
Yorkshire and the Humber	3	
East Midlands	4	
West Midlands	5	

East of England	6	
London	7	
South East	8	
South West	9	
Scotland	10	
Wales	11	
Northern Ireland	12	
England – we operate across regions equally	13	
UK-wide – we operate across the UK equally	14	
Don't know	15	
Prefer not to say	16	

B10 **Are there any ways in which your location(s) impacts on your staffing and recruitment? (For example, travel times, or local population demographics).**

OPEN TEXT – 250 WORDS

B11 **Is your organisation…**
SINGLECODE.

Based at a single site.	1	
Based at more than one site (within the UK)	2	
Based at more than one site (within and outside the UK)	3	
Prefer not to say	4	

B12 **What area(s) of social work does your organisation cover?**
TICK ALL THAT APPLY

Residential	1	
Domiciliary	2	
Day	3	

Community	4	
Other (Please state)	5	
Prefer not to say	6	

B13 Currently, what percentage of your customers/residents are self-funding, or in receipt of partial or complete public funding (e.g. from NHS/local authority, excluding universal allowances such as attendance allowance)?

Self-funding	1	
In receipt of partial public financial support (e.g. NHS/ Local Authority funding)	2	
In receipt of complete public financial support (e.g. NHS/Local authority funding)	3	
Prefer not to say	4	

C Impacts

C1   What has been the impact of COVID-19 on staffing levels and your recruitment?

OPEN TEXT – 250 WORDS

C2   Following the end of free movement on 1st January 2021, anyone hired from outside the UK, excluding Irish citizens, will be subject to the new points-based immigration system. This brings the regulations for European migrants in line with those for non-European migrants.

Under this system, applicants for skilled work visas must meet several criteria, including a job offer from a licensed sponsor that meets the applicable minimum salary threshold, and that is for a role categorised at RQF 3 or above (A Level and equivalent).

For example, in social care, Senior Care workers can be employed under this system, but jobs below that level cannot.

Further details on the system are available here.

What impact, if any, do you think this, and the wider implications of EU Exit will have on:

C2a   The employment of European workers in social care?

OPEN TEXT – 250 WORDS

C2b   The intentions of your existing European staff to remain in post?

OPEN TEXT – 250 WORDS

C2c   Your ability to fill vacancies?

OPEN TEXT – 250 WORDS

C3   Currently, when you have vacancies you can't fill, what is the impact on service delivery, and how do you adjust to compensate for this?

OPEN TEXT – 250 WORDS

C4   Over the medium term (i.e. in around five years' time), what, if any, differences would you expect to see in your sector/organisation as a result of the end of free movement?

OPEN TEXT – 250 WORDS

D Closing

D1 **Would you like to be added to our stakeholder database so we can send updates on Migration Advisory Committee work?**

SINGLECODE.

Yes	1	
No	2	

D2 **Would you be happy for us (or our third party contractors) to recontact you in the next 12 months to invite you to take part in follow-up research regarding similar issues covered in this questionnaire?**

SINGLECODE.

Yes	1	
No	2	

D3 **Would you be willing for us to contact you if we needed to clarify or supplement responses you have given to this questionnaire?**

SINGLECODE.

Yes	1	
No	2	

D4 **If there is any additional evidence that you would like us to consider, please attach it here.**

Thank you for taking the time to complete the survey, we really appreciate your contribution. The information you have provided today will help us to build a clear picture of how the end of free movement has impacted the social care sector.