



Department
of Health &
Social Care

The work-related quality of life of the adult social care workforce in England in 2025: technical report for the wave 2 survey

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1. Introduction

This report provides the technical details of the second wave of an online survey exploring the experiences of people working in adult social care (ASC) in England. The survey was commissioned by the Department of Health and Social Care (DHSC) and conducted by Ipsos in partnership with Skills for Care, University of Kent and King's College London. The project was developed with the guidance and support of an expert reference group (ERG), which comprised senior stakeholders from the ASC sector. This report outlines the technical details on how survey fieldwork was conducted, and how data processing and analysis were carried out for the longitudinal and cross-sectional samples. The full questionnaire is provided in the appendix.

The survey was developed in early 2023. More information can be found about the development of the survey in the [main findings and technical report from wave 1](#). The wave 2 survey took place in 2025. The aim was to measure if and how the wellbeing and work-related quality of life of the ASC workforce had changed between 2023 and 2025 and collect additional data to support policy development on employment terms and conditions, and delegated activities. It included a longitudinal sample (participants who had taken part in wave 1 and given permission for recontact for further research) and a fresh sample.

2. Questionnaire content

The survey covered the following measures and topics:

- screening questions to ascertain eligibility for the survey and quota information
- the ASCOT-Workforce measure about the care work-related quality of life (CWRQoL) of the ASC workforce, which is based on the ASCOT domains
- ONS wellbeing measure
- number of hours contracted to work per week, paid and unpaid overtime, learning and personal development, experiences of harassment, bullying and abuse, intention to leave the workforce, delegated healthcare activities, and employment benefits and terms and conditions
- demographics
- permission for recontact for subsequent waves

The final questionnaire is included in the appendix of this report.

Changes to the questionnaire were made between wave 1 and wave 2, influenced by the learnings from wave 1 and agreed with DHSC, the consortium and the ERG. These included:

- to improve the efficiency of quota monitoring, some amendments were made to the survey, to ensure only the views of people working in care-related or care-providing roles for adults are captured in the survey. This included changes to the question asking about job role (Q.JOB_ROLE_W2) and types of services (Q.JOB_SET_W2). New codes were also created based on the 'other, please specify' responses provided at wave 1 (for example, to exclude people working in children's social care exclusively). People who did not meet the eligibility criteria were screened out
- adding questions for the longitudinal sample specifically, which took into account the responses they provided at wave 1. For example, the questionnaire asked longitudinal participants if they were working in the same job and with the same organisation or employer as wave 1, and information on job role and employer were only collected from those who reported a change
- removing questions that formed the Van Laar measure of WRQoL. At wave 1 both Van Laar and ASCOT-Workforce measures were included, and it was decided to use ASCOT-Workforce as the measure of WRQoL for this survey going forward. The rationale for this is explained at the end of the [wave 1 report](#).
- asking only about personal experiences of violence, harassment and bullying in the workplace, and not including witnessing such incidents (at wave 1 these had been combined). This was done to allow comparisons with the NHS Staff Survey
- adding new questions about delegated healthcare activities, and employment terms and conditions
- removing questions about country or countries of citizenship if not UK, as these were not needed for the analysis

Questions were included at the start of the survey for the longitudinal sample only to understand more about their current employment situation since taking part in wave 1. Participants were first asked to confirm whether they were still working in the same role as when they last participated. Their responses determined how they were routed through the survey as follows:

- participants who confirmed they were still in the same role, service and organisation as previously reported were routed directly to the main survey questions, with their job details carried forward from wave 1

- participants who had moved to a different role or service within the same organisation were asked to provide updated details about their current job role before proceeding to the main survey
- participants who had moved to a different organisation but were still working within the ASC sector were asked to confirm their current job role, work setting, employer and region before proceeding to the main survey
- participants who said they were no longer working in adult social care were asked a small number of questions about their employment situation and destination, then screened out from the main survey

This routing approach for the longitudinal sample ensured that accurate information was captured for all longitudinal participants, while minimising respondent burden for those whose circumstances had not changed.

3. Survey fieldwork

This chapter outlines the approach to fieldwork. This includes when and how the survey was disseminated across the ASC workforce, the quotas set and quality control procedures in place to ensure only genuine responses were analysed.

Fieldwork period

Fieldwork had a staggered start according to sample type (longitudinal or fresh sample). The fieldwork for the longitudinal sample started first, for 2 reasons:

- to reduce the risk of them completing the survey through the open link instead of their own individual survey link, which would have affected the longitudinal analysis
- to help with the monitoring of quotas for the cross-sectional wave 2 sample. While all eligible responses from the longitudinal sample were accepted, quotas were set for the cross-sectional sample, and responses received from the longitudinal sample affected the targeted composition of the fresh sample

For the longitudinal sample, fieldwork was launched on 14 August 2025 and closed on 10 October 2025 (8 weeks). Fieldwork was opened to all members of the ASC workforce (to allow for recruitment of a fresh sample) from 26 August 2025 and was closed on 10 October 2025 (6 weeks), when the targeted number of responses for the cross-sectional sample was reached.

All eligible survey responses (n=3,008) are included in the cross-sectional results. This includes 926 responses from the longitudinal sample, and 2,082 responses from the fresh sample (after data cleaning). An additional 115 participants from the longitudinal sample completed the first few survey questions to say that they:

- were no longer working in ASC (n=44)
- were not currently in work (n=28)
- had retired (n=43)

Survey dissemination

Longitudinal sample

The longitudinal sample consisted of participants who completed wave 1 of the survey and agreed to be recontacted. Recontacting participants who took part at wave 1 helped to understand changes in attitudes, experiences and employment circumstances over time, providing valuable insights into workforce trends within the ASC sector.

Participants in the longitudinal sample were invited to take part by email 2 weeks before the survey was opened to the fresh sample, providing them with an early opportunity to complete the survey. Two reminder emails were sent during the full fieldwork period to encourage participation from those who had not yet responded.

Engagement with the ASC workforce to collect a fresh sample

The fresh sample was contacted through various dissemination channels and networks. The dissemination approach was led and managed by Skills for Care, a specialist organisation focused on the development of the ASC workforce in England. They work with employers, government and other sector organisations to ensure the ASC workforce has the right people, skills and support required to deliver the highest quality care.

Skills for Care distributed the survey invitation through a small number of core messages and calls to action, across direct communication channels, and promotion through trusted partners. Examples of the main themes within those core messages included:

- for everyone working in care this is your chance to share your experience of working in care and make a difference for the sector
- working conditions, capacity, learning and development, and working relationships are some of the main issues that the government wants to gain a better understanding of

- the information you provide will be used to inform decisions to improve conditions for the social care workforce

Messaging took account of the fact that the collective efforts of Skills for Care and their partners relied on a combination of direct and proxy communications to reach frontline workers. Skills for Care also published a press release about the launch of the survey and provided a set of communication resources for partners, including infographics to use.

Skills for Care used their contact relationship management (CRM) system, fortnightly E-newsletter (over 29,000 contacts), and special interest newsletters, to send communications targeted at different audience segments by email. This was complemented by work through local, regional and national relationships with ASC employers and stakeholders to engage the workforce, as well as the use of social media.

Following an initial wide-scale launch, Skills for Care were able to select channels for repeat or enhanced communication where a greater number of survey responses was required. Similarly, where quotas were met, Skills for Care withdrew messaging - helping to ensure contacts only receive communications when and where necessary.

In regard to involving partners, Skills for Care undertook an early mapping exercise to identify the most relevant partners (for example, providing additional reach to one or more of the primary audiences), as well as employing a robust stakeholder management approach. That stakeholder management activity meant that partners understood and were supportive of the survey, ahead of launch.

As with Skills for Care's own communication channels, following an initial wide-scale launch, Skills for Care worked closely with stakeholders to manage further communications based on the live tracking of responses, managed by Ipsos.

Eligibility criteria

Only people working in a care-related or care providing role in the ASC sector in England were eligible for the survey. Eligibility was checked at the start of the survey and respondents who did not meet the eligibility criteria were screened out.

The eligibility screening process differed slightly depending on whether the respondent was part of the longitudinal sample or the fresh sample.

Participants in the longitudinal sample were first asked to confirm whether they were still working in the same role as when they last participated. Responses to this question determined the routing into the main survey as detailed in the introduction. Participants who confirmed they were still working in adult social care, either in the same role or a new

role could proceed to complete the survey. Those who indicated they had left the ASC sector, were no longer in work or had retired could not proceed with the survey.

Participants in the fresh sample were asked directly about their current job role in adult social care. Eligibility was determined based on the type of role they reported working in, and the type of setting or services they worked in. Participants who said that they did not work in adult social care or worked in roles less directly related to care (such as business, IT, HR, receptionist, cook, cleaner, caretaker or administrative assistant roles) were screened out.

Beyond job role, participants needed to be working in an eligible ASC service or setting. Participants who indicated they worked in children's social care services or other services for adults that were not related to social care were also screened out.

Longitudinal sample outcome

Table 3.1 shows the outcomes achieved for the longitudinal sample, that is, number of invites sent, number of people screened out and number of responses obtained. The asterisk (*) indicates any value of less than 0.5% but greater than 0%.

Table 3.1: longitudinal sample outcome

Longitudinal sample outcome	Number (unweighted)	% (out of the number of invites sent out)
Email invites sent	3,096	100%
Opt outs during fieldwork	1	*
Non response	2,022	65%
Number of longitudinal participants screened out at wave 2 (no longer eligible)	147	5%
Number of longitudinal participants who were eligible and completed the wave 2 survey	926	30%

Quotas

There is no existing sample frame for the ASC workforce in England. To determine the quotas for the survey, Ipsos worked with Skills for Care, University of Kent and King's College London to design quotas based on Adult Social Care Workforce Data Set (ASC-WDS) data.

The quotas set for the fieldwork were aligned with those set at wave 1. Quotas were set by:

- job role
- service type
- employer type
- gender
- age
- ethnicity
- region

Where specific groups in the workforce are small, quotas larger than their representation in the population were set. They boosted some groups of the workforce to meet analysis needs (allowing for a minimum unweighted sample size in the main sub-groups). This was to ensure there would be sufficient cases in these sub-groups for analysis purposes.

The boosted groups included:

- professional roles (social workers, occupational therapists, nurses or nursing assistants working in ASC), personal assistants
- people working in day care services or settings
- people employed by a local authority or an individual employer

Tables 3.2 to 3.8 outline the quotas set for the survey, based on a targeted cross-sectional sample size of 3,000 responses. The tables also show the quota as percentages so they can be compared with the population profile. The sample was designed based on the size and structure of the ASC sector and workforce in England 2024, using ASC-WDS data published by Skills for Care. Differences between the quota profile and the population profile reflect oversampling of smaller groups.

Note that quotas applied to the fresh sample only and all individuals who were in the longitudinal sample were allowed to complete the survey if they met the eligibility criteria, even after quota targets had been reached. This decision was made because participants in the longitudinal data set provide exceptionally valuable data as their responses can be tracked over multiple time points, allowing for analysis of changes and trends over time.

Table 3.2: quota targets on job role compared with population profile, for a targeted cross-sectional sample size of 3,000

Job role	Quota target in number (number of responses required from each job role)	Quota target in percentage, as a proportion of the 3,000 sample	Population profile (percentage) according to ASC-WDS
Direct care and others where main job involves providing care and support	1,600	53%	76%
Managerial or supervisory but not registered manager	150	6%	5%
Registered manager	250	8%	2%
Social worker	300	10%	1%
Occupational therapist	300	10%	1%
Registered nurse, nursing associate, allied health professional	200	7%	2%
Other or multiple roles	200	7%	12%

Table 3.3: quota targets on service type compared with population profile, for a targeted cross-sectional sample size of 3,000

Service type	Quota target in number	Quota target in percentage	Population profile %
Residential nursing home	500	17%	18%
Residential care home (not nursing)	550	18%	19%

Service type	Quota target in number	Quota target in percentage	Population profile %
Day service	200	7%	2%
Domiciliary (homecare, live in care, supported living, extra care housing, personal assistants)	1,100	37%	46%
Community (support and outreach, local authority services, reablement, short-break or respite)	400	13%	15%
Other or multiple ASC services for example shared lives	250	8%	1%

Table 3.4: quota targets on employer compared with population profile, for a targeted cross-sectional sample size of 3,000

Type of employer	Quota target in number	Quota target in percentage	Population profile %
Local authority	400	13%	7%
Independent including self-employed	2,150	72%	79%
Direct payments or individual employer	400	13%	7%
NHS or other	50	2%	7%

Table 3.5: quota targets on age compared with population profile, for a targeted cross-sectional sample size of 3,000

Age	Quota target in number	Quota target in percentage	Population profile %
Under 35	870	29%	29%

Age	Quota target in number	Quota target in percentage	Population profile %
35 to 54	1,300	43%	43%
55 and over, and prefer not to say	830	28%	28%

Note that the 'under 25' age category was combined with '26 to 35' for quota monitoring for wave 2 to reflect the wave 1 weighting approach. The number of responses from people aged under 25 were monitored during fieldwork.

Table 3.6: quota targets on gender compared with population profile, for a targeted cross-sectional sample size of 3,000

Gender	Quota target in number	Quota target in percentage	Population profile %
Female	2,375	79%	79%
Male	625	21%	21%

Table 3.7: quota targets on ethnicity compared with population profile, for a targeted cross-sectional sample size of 3,000

Ethnicity	Quota target in number	Quota target in percentage	Population profile %
White	2,040	68%	68%
Black, Asian, Mixed, other ethnic minority and prefer not to say	960	32%	32%

Table 3.8: quota targets on region compared with population profile, for a targeted cross-sectional sample size of 3,000

Region	Quota target in number	Quota target in percentage	Population profile %
Eastern	300	10%	11%
East Midlands	300	10%	9%

Region	Quota target in number	Quota target in percentage	Population profile %
Greater London	400	13%	14%
North East	225	8%	5%
North West	410	14%	14%
South East	465	16%	16%
South West	300	10%	11%
West Midlands	300	10%	11%
Yorkshire and the Humber	300	10%	10%

Quotas monitoring

Quotas were carefully monitored during the fieldwork, to allow Skills for Care to adjust their dissemination approach. Some quotas categories were closed before the end of the fieldwork (registered managers and people in managerial or supervisory roles who were not registered managers), but participants who met at least one of the quotas categories that remained open were allowed to proceed with the survey. Longitudinal participants could still complete the survey regardless of quotas.

Quality assurance

As there is no comprehensive and robust sampling frame of the ASC workforce in England, the survey was conducted using an open link for the fresh sample, with the invitation to take part widely and extensively disseminated to the workforce (as described earlier in this chapter).

The use of an open link online survey was carefully controlled and managed to ensure the responses were genuine. No incentives were provided, and this was to limit the risk of fraudulent responses. Our checks did not identify any suspicious responses.

The final data was checked as part of quality control processes. In total, 17 cases were removed from the final data as their responses to 'other, please specify' codes showed they did not meet the eligibility criteria. This resulted in a data set for analysis of 3,008 participants for wave 2.

4. Data processing

This chapter outlines the approach to weighting the data, achieved sample profile and the base size for the main sub-groups. The base size is the number of valid survey responses that a percentage is based on.

Weighting

Weighting of cross-sectional sample

The cross-sectional sample was weighted using profiling information from ASC-WDS, which provides the best available benchmark for the composition of the ASC workforce. The following variables were used for weighting:

- job role
- employer type
- service type
- gender
- age
- ethnicity
- region

Tables 4.1 to 4.7 show the weights applied.

During weighting some compromises had to be made in order to achieve an acceptable level of efficiency. For example, weighting by ethnicity was based on White and all other ethnicities, rather than specific ethnic sub-groups. Some age categories (for example under 25 and 25 to 34) had to be collapsed. The reason for this was that very small numbers of cases in specific combinations of weighting categories led to very large weights and a large range of weights. In the final weighting scheme the rim weighting efficiency was 43.8%, the maximum rim weight was trimmed to 5.00 and the minimum rim weight was 0.02. Rim weighting efficiency is a metric that indicates how effectively the weighting process balances the sample relative to the target population profile. Owing to oversampling of some groups, such as registered professionals and registered managers, weights were larger than on some quota surveys.

Table 4.1: job role weights for cross-sectional sample

Job role categories for weighting	Weights applied
Direct care including others where job_role_main=1	75.76%
Managerial or supervisory general (excluding registered managers), including others where job_role_main=2, and other care related or care providing role with QJOB_ROLE_MAIN_W2<>1,2	18.68%
Registered manager	1.65%
Regulated professional: social worker, occupational therapist, nurse, nursing associate and allied health professional	3.91%

Table 4.2: service type weights for cross-sectional sample

Service type for weighting	Weights applied
Residential nursing home	18.25%
Residential home (not nursing)	19.90%
Domiciliary care (home care, live in care, supported living services, extra care housing), personal assistants	45.42%
Day care, community (support and outreach, local authority services, reablement, short break or respite), other or multiple services, other residential (for example shared lives), other not in ASC-WDS (for example hospices)	16.43%

Table 4.3: employer type weights for cross-sectional sample

Employer type for weighting	Weights applied
Local authority, NHS, other and don't know	13.92%
Direct payment and individual employer	78.43%
Independent including self-employed	7.65%

Table 4.4: age weights for cross-sectional sample

Age categories for weighting	Weights applied
Under 35	28.84%

Age categories for weighting	Weights applied
35 to 54	43.77%
55 and over, and prefer not to say	27.39%

Table 4.5: gender weights for cross-sectional sample

Gender categories for weighting	Weights applied
Female	77.10%
Male	21.74%
Other gender, and prefer not to say	1.16%

Table 4.6: ethnicity weights for cross-sectional sample

Ethnicity categories for weighting	Weights applied
White	63.17%
Black, Asian, Mixed, other ethnic minority, and prefer not to say	36.83%

Table 4.7: region weights for cross-sectional sample

Region categories for weighting	Weights applied
Eastern	10.65%
East Midlands	9.42%
Greater London	13.75%
North East	5.27%
North West	14.28%
South East	15.80%
South West	10.65%
West Midlands	10.53%
Yorkshire and the Humber	9.65%

Weighting of longitudinal sample

For the longitudinal analysis, the longitudinal sample was weighted to the profile of the total wave 1 weighted sample, using the information longitudinal participants provided at wave 1. This ensured longitudinal comparisons reflected changes in the views, experiences and attitudes of the longitudinal sample, rather than changes in the sample profile. The weights were first applied to all those who answered the survey in full as well as those who were found to be ineligible (a total of 1,073 participants, or n=1,073), to analyse the first few questions of the survey on employment changes since wave 1 and the destination of those who had left the ASC sector. The same set of weights were then applied only to those eligible for the full survey (n=926) for the analysis of the remaining questions.

The following variables were used to weight the longitudinal data:

- job role
- employer type
- service type
- gender
- age
- ethnicity
- region

Tables 4.8 to 4.14 show the weights that were applied.

During weighting some compromises had to be made in order to achieve an acceptable level of efficiency - as was done for wave 1. The reason for this was that very small numbers of cases in specific combinations of weighting categories led to very large weights and a large range of weights. In the final weighting scheme the rim weighting efficiency was 41.9%, the maximum rim weight was trimmed to 5.00 and the minimum rim weight was 0.01. Owing to over-representation of some groups such as registered professionals and registered managers, weights were larger than on some quota surveys.

Table 4.8: job role weights for longitudinal sample

Job role categories for weighting	Weights applied
Direct care including others where job_role_main=1	75.66%

Job role categories for weighting	Weights applied
Managerial or supervisory general (excluding registered managers), including other where job_role_main=2, and other care related or care providing role with QJOB_ROLE_MAIN_W2<>1,2	17.90%
Registered manager	1.52%
Regulated professional: social worker	1.44%
Regulated professional: occupational therapist	1.37%
Regulated professional: nurse, nursing associate, and allied health professional	2.11%

Table 4.9: service type weights for longitudinal sample

Service type for weighting	Weights applied
Residential nursing home	16.48%
Residential home (not nursing)	18.49%
Domiciliary care (home care, live in care, supported living services, extra care housing), personal assistants	42.49%
Day care	2.02%
Community (support and outreach, local authority services, reablement, short break or respite)	14.55%
Other or multiple services, other residential (for example shared lives), other not in ASC-WDS (for example hospices)	5.97%

Table 4.10: employer type weights for longitudinal sample

Employer type for weighting	Weights applied
Local authority, NHS, other and don't know	13.60%
Direct payment and individual employer	78.58%
Independent including self-employed	7.82%

Table 4.11: age weights for longitudinal sample

Age categories for weighting	Weights applied
Under 35	27.59%

Age categories for weighting	Weights applied
35 to 54	43.80%
55 and over, and prefer not to say	29.33%

Table 4.12: gender weights for longitudinal sample

Gender categories for weighting	Weights applied
Female	79.79%
Male	18.47%
Other gender, and prefer not to say	1.74%

Table 4.13: ethnicity weights for longitudinal sample

Gender categories for weighting	Weights applied
White	72.62%
Black, Asian, Mixed, other ethnic minority, and prefer not to say	27.38%

Table 4.14: region weights for longitudinal sample

Region categories for weighting	Weights applied
Eastern	10.67%
East Midlands	9.45%
Greater London	13.83%
North East	5.31%
North West	14.14%
South East	15.62%
South West	10.62%
West Midlands	10.64%
Yorkshire and the Humber	9.72%

Achieved sample profile

Profile of the cross-sectional sample

Tables 4.15 to 4.24 show the unweighted and weighted profile of the cross-sectional wave 2 sample and compares it with the wave 1 weighted profile. It shows that the waves 1 and 2 weighted samples' profiles are broadly aligned, with the exception of the ethnicity composition and the domiciliary service type. This reflects an increase in the proportion of people from ethnic minorities in the ASC workforce between the 2 waves, and an increase in the proportion of people working in domiciliary care, which were reflected in the weighting approach for wave 2. The wave 1 weighted sample profile is shown as context for the comparisons made between wave 1 and wave 2 throughout the main report.

Table 4.15: job role - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Job role	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Direct care and others where main job involves providing care and support	46%	75%	76%
Managerial or supervisory but not registered manager, other or multiple roles	15%	19%	18%
Registered manager	17%	2%	2%
Social worker	12%	2%	1%
Occupational therapist	7%	1%	1%
Registered nurse, nursing associate, allied health professional	3%	1%	2%
Base	3,008	3,008	7,233

Table 4.16: service type - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Service type	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Residential nursing home	10%	17%	17%
Residential care home (not nursing)	13%	19%	18%
Day service	2%	2%	2%
Domiciliary (homecare, live in care, supported living, extra care housing, personal assistants)	40%	47%	42%
Community (support and outreach, local authority services, reablement, short-break or respite)	29%	12%	15%
Other or multiple ASC services for example shared lives	6%	4%	6%
Base	3,008	3,008	7,233

Table 4.17: employer - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Employer	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Local authority, NHS or other	32%	14%	14%
Independent	63%	78%	79%
Direct payments (individual employer)	3%	7%	8%

Employer	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Base	3,008	3,008	7,233

Table 4.18: age - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Age	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Under 35	13%	27%	28%
35 to 54	45%	45%	43%
55 and over, and prefer not to say	42%	29%	29%
Base	3,008	3,008	7,233

Table 4.19: gender - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Gender	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Female	83%	78%	80%
Male	15%	21%	18%
Neither of these	1%	1%	2%
Base	3,008	3,008	7,233

Table 4.20: ethnicity - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Ethnicity	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
White	77%	65%	73%
Black, Asian, Mixed, other ethnic minority and prefer not to say	23%	35%	27%
Base	3,008	3,008	7,233

Table 4.21: region - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Region	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Eastern	6%	10%	11%
East Midlands	9%	10%	9%
Greater London	9%	13%	14%
North East	7%	6%	5%
North West	13%	15%	14%
South East	22%	16%	16%
South West	14%	11%	11%
West Midlands	7%	10%	11%
Yorkshire and the Humber	12%	10%	10%
Base	3,008	3,008	7,233

Table 4.22: length of time in role - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Length of time in role	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Up to 12 months	7%	9%	15%
One year up to 5 years	28%	38%	29%
5 years up to 10 years	21%	20%	22%
More than 10 years	43%	32%	33%
Base	3,008	3,008	7,233

Table 4.23: disability - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Disability status	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Disabled	24%	24%	24%
Base	3,008	3,008	7,233

Table 4.24: unpaid carer responsibilities - unweighted and weighted wave 2 cross-sectional sample profile and wave 1 weighted sample profile (weighted using cross-sectional survey weights)

Unpaid carer responsibilities	Wave 2 profile unweighted	Wave 2 profile weighted	Wave 1 profile weighted
Yes	37%	32%	34%
Base	3,008	3,008	7,233

Base sizes for key sub-groups in the cross-sectional sample

The unweighted and weighted base size of the key sub-groups included in the cross-sectional data tables and main findings report are outlined in tables 4.25 to 4.34 below. For reviewing the size of a sample group for its robustness for analysis, unweighted bases should be considered.

Table 4.25: job role - unweighted and weight base sizes for analysis

Job role	Unweighted base wave 2	Weighted base wave 2
Direct care and others where main job involves providing care and support	1,397	2,263
Managerial or supervisory but not registered manager	325	469
Registered manager	515	52
Social worker	347	57
Occupational therapist	196	26
Registered nurse, nursing associate, allied health professional	95	40
Other or multiple roles	133	101

Table 4.26: service type - unweighted and weight base sizes for analysis

Service type	Unweighted base wave 2	Weighted base wave 2
Residential nursing home	286	517
Residential care home (not nursing)	400	560
Day service	70	55
Domiciliary (homecare, live in care, supported living, extra care housing, personal assistants)	1,030	1,158
Community (support and outreach, local authority services, reablement, short-break or respite)	882	356
Other or multiple ASC services for example shared lives	181	106

Table 4.27: type of employer - unweighted and weight base sizes for analysis

Type of employer	Unweighted base wave 2	Weighted base wave 2
Local authority	958	401
Independent	1,909	2,355
Direct payments (individual employer)	88	216
NHS or other	53	35

Table 4.28: age - unweighted and weight base sizes for analysis

Age	Unweighted base wave 2	Weighted base wave 2
Under 35	391	797
35 to 54	1,356	1,349
55 and over, and prefer not to say	1,245	858

Table 4.29: gender - unweighted and weight base sizes for analysis

Gender	Unweighted base wave 2	Weighted base wave 2
Female	2,511	2,340
Male	462	633
None of these	35	35

Table 4.30: ethnicity - unweighted and weight base sizes for analysis

Ethnicity	Unweighted base wave 2	Weighted base wave 2
White	2,327	1,944

Ethnicity	Unweighted base wave 2	Weighted base wave 2
Black, Asian, Mixed, other ethnic minority and prefer not to say	642	1,026

Table 4.31: region - unweighted and weight base sizes for analysis

Region	Unweighted base wave 2	Weighted base wave 2
Eastern	181	302
East Midlands	278	287
Greater London	274	397
North East	202	166
North West	398	442
South East	652	484
South West	425	335
West Midlands	225	298
Yorkshire and the Humber	373	298

Table 4.32: length of time in role - unweighted and weight base sizes for analysis

Length of time in role	Unweighted base wave 2	Weighted base wave 2
Up to 12 months	215	282
One year up to 5 years	849	1,138
5 years up to 10 years	638	616
More than 10 years	1,298	960

Table 4.33: disability status - unweighted and weight base sizes for analysis

Disability status	Unweighted base wave 2	Weighted base wave 2
Disabled	732	712

Table 4.34: unpaid carer responsibilities- unweighted and weight base for analysis

Unpaid carer responsibilities	Unweighted base wave 2	Weighted base wave 2
Yes	1,109	958

Profile of the longitudinal sample

Tables 4.35 to 4.44 below show the weighted and unweighted profile of the longitudinal sample. Compared with the wave 2 cross-sectional weighted sample (whose profile is in tables 4.25 to 4.34 above), the weighted longitudinal sample has an older age profile and primarily includes people who have been working in their role for 5 years or more. It also includes a smaller proportion of people from ethnic minority backgrounds and a higher proportion of disabled people.

Table 4.35: job role - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Job role	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Direct care and others where main job involves providing care and support	54%	75%
Managerial or supervisory but not registered manager, other or multiple roles	17%	18%
Registered manager	12%	2%
Social worker	10%	2%
Occupational therapist	5%	2%
Registered nurse, nursing associate, allied health professional	2%	2%

Job role	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Base	926	926

Table 4.36: service type - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Service type	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Residential nursing home	9%	15%
Residential care home (not nursing)	12%	18%
Day service	3%	2%
Domiciliary (homecare, live in care, supported living, extra care housing, personal assistants)	41%	44%
Community (support and outreach, local authority services, reablement)	29%	16%
Other or multiple ASC services	7%	5%
Base	926	926

Table 4.37: employer - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Type of employer	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Local authority, NHS and other	32%	15%
Independent	65%	78%
Direct payments (individual employer)	3%	7%
Base	926	926

Table 4.38: age - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Age	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Under 35	7%	22%
35 to 54	41%	46%
55 and over, and prefer not to say	52%	33%
Base	926	926

Table 4.39: gender - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Gender	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Female	83%	79%
Male	16%	20%
None of these	1%	1%
Base	926	926

Table 4.40: ethnicity - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Ethnicity	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
White	85%	75%
Black, Asian, Mixed, other ethnic minority and prefer not to say	15%	25%
Base	926	926

Table 4.41: region - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Region	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Eastern	6%	11%

Region	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
East Midlands	10%	9%
Greater London	6%	10%
North East	8%	6%
North West	12%	14%
South East	21%	17%
South West	16%	11%
West Midlands	9%	11%
Yorkshire and the Humber	12%	10%
Base	926	926

Table 4.42: length of time in role - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Length of time in role	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Up to 12 months	4%	5%
One year up to 5 years	23%	31%
5 years up to 10 years	25%	24%
More than 10 years	49%	39%
Base	926	926

Table 4.43: disability - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Disability status	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Disabled	28%	28%
Base	926	926

Table 4.44: unpaid carer responsibilities - unweighted and weighted wave 2 longitudinal sample profile (weighted using longitudinal survey weights)

Unpaid carer responsibilities	wave 2 longitudinal profile unweighted	wave 2 longitudinal profile weighted
Yes	40%	33%
Base	926	926

Coding

Following the fieldwork period, answers to open-ended questions, including 'other, please specify' responses were reviewed and a code frame was developed. The coded responses were integrated into the final data set.

The coding process also involved back-coding some responses to existing categories to improve data quality and ensure responses were correctly categorised for analysis. For example, where a respondent had selected 'other' at Q_Job_role_W2 and provided a written response that matched an existing job role category, their response was recoded to the appropriate job role.

Back-coding responses to existing categories created some inconsistencies with the original survey routing. During fieldwork, follow-up questions were asked depending on the original answer given. However, after back-coding, a few respondents' recoded answers would have qualified them for follow-up questions they were not originally asked, while others would no longer have qualified for questions they did answer.

To address this and ensure that percentage figures in the data tables add to 100%, the following approach was applied:

- where a respondent's back-coded answer meant they now qualified for a question they were not originally asked, they were excluded from the base for that question (as no response was present)
- where a respondent answered a question but their back-coded answer meant they would no longer qualify for that question, their response was also excluded from the base

This means that bases reflect only those respondents who both qualified for the question (based on their final back-coded response) and provided an answer. Tables were filtered based on answers present, meaning that base sizes reflect only those respondents who

provided a response to the question, and percentages are calculated based on answers given.

The following questions were affected by this approach, with the number of participants impacted shown in brackets:

- QJOB_ROLE_REG_W2 (n=2)
- QJOB_ROLE_AGENCY_W2 (n=2)
- QSET_AGE_W2 (n=40)
- QSET_CONDITION_W2 (n=18)
- QDA_OFTEN_W2 (n=66)

5. Appendix: questionnaire

The questionnaire below includes the scripting instructions.

Question names have been kept consistent with wave 1, except that we have added ‘_W2’ at the end of all question names for this wave. The exception is new questions that are asked to the longitudinal sample only: their name starts with ‘Q.Longi_’.

SP_SCE=1 for longitudinal sample

SP_SCE=2 for fresh sample

Question name: 'Q.Longi_Job'

Routing

Asked to participants in the longitudinal sample (script: SP_SCE=1)

Question text

Last time you completed the survey, you told us you were working as a [job role at wave 1] in [job setting at wave 1] employed by [employer at wave 1]. Are you still working in the same job as you were in [ff_Int_month] 2023?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes, I am in the same role and in same service for the same organisation or employer
2. No, I am in different role or service in the same organisation
3. No, I am working for a different organisation or employer, but still in the adult social care sector
4. No, I am working for different organisation or employer OUTSIDE the adult social care sector
5. No, I am not currently in work (e.g. looking after home or family, off sick, unemployed, studying, career break, on parental leave)
6. No, I have retired
7. None of these
8. Can't remember
9. Prefer not to say

Question name: 'Q.Longi_DEST'

Routing

Asked to participants if they chose option 4 in question 'Q.Longi_Job' (script: ASK IF Q.Longi_Job=4).

Question text

Thank you for letting us know that you are no longer working in the adult social care sector. We just have a couple more questions for you. Which of the following applies to you?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I work in the NHS
2. I work in a local authority but not in a social care related role
3. I work in another health or care related role that is not adult social care related (e.g. social prescribing, public health, children's social care)

4. I work in education
5. I work in retail (e.g. shop, supermarket) or hospitality (e.g. restaurant, hotel, bar)
6. I work in another sector or job
7. Other, please write in [SPECIFY]
8. Prefer not to say

Question name: 'Q.Longi_leaver_recontact'

Routing

Asked to participants if they chose option 4, 5 or 6 in question 'Q.Longi_Job' (script: ASK IF Q.Longi_Job=4, 5 or 6).

Question text

The Department of Health and Social Care (DHSC) would like to conduct research with people who have left the adult social care workforce. For example, DHSC may want to explore factors that contributed to people's decision to stop working in adult social care.

Would you be willing to be re-contacted by a third-party organisation acting on behalf of DHSC to take part in follow-up research in relation to your work, within the next 2 years?

If you say yes, we will keep your contact details jointly with your survey responses securely, and only share them with the researchers conducting the follow-up research on behalf of DHSC. You would be free to decide whether or not to take part if and when you are invited.

If you say 'no', we will delete your contact details in line with our privacy policy.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes, I am happy to be contacted about any follow-up research to this survey, and for my survey answers to be linked to my contact details for this purpose.
2. No, I do not want to be contacted about any follow-up research to this survey.

Question name: ' Q.Longi_email'

Routing

Asked to participants if they answered 'yes' to the question 'Q.Longi_leaver_recontact=1' (script: ASK IF Q.Longi_leaver_recontact=1).

Question text

Is (email address at wave 1) still the best e-mail address to contact you?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No, please use this email address instead [specify]

Thank you page: Q.Longi_job=4-6

Routing

Showed to participants if they chose option 4, 5 or 6 in question 'Q.Longi_Job' (script: IF Q.Longi_job=4-6 [THANK AND CLOSE]).

Question name: 'Q.Job_role_W2'

Routing

Showed to participants if they met one of the following criteria:

- they chose option 2,3,7-9 in question 'Q.Longi_Job' (script: ASK IF Q.Longi_job=2,3,7-9)
- they were in the fresh sample (script: SP_SCE=2)
- they chose option 1 in question 'Q.Longi_Job' and chose any of options 10 to 16 in question 'Q.Job_role=10-16' (script: IF Q.Long_job=1 AND Q.Job_role=10-16)

Question text

Which of the following adult social care roles best describes the role you currently work in?

If you have more than one role, please answer for the role you spend most of your time doing.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

Care providing roles

1. Care worker or assistant care worker
2. Senior care worker
3. Support or outreach worker
4. Personal assistant
5. Other care providing role, for example advocacy [SPECIFY]

Regulated professions

6. Social Worker
7. Occupational Therapist
8. Registered Nurse
9. Nursing Associate
10. Allied health professional

Managerial care-related roles

11. Registered Manager
12. Team leader or supervisor in a care-related role
13. Care-related managerial role, for example, owner manager, manager or deputy/assistant manager in a care-related role

Other roles

14. Other care-related role, for example care coordinator/navigator, activity coordinator, chaplain, safeguarding, commissioning or assessment roles - please write in [SPECIFY]

15. Role less related to care, for example business, IT or HR roles, receptionist, cook, cleaner, caretaker, administrative assistant [THANK AND CLOSE]

16. I do not work in adult social care [THANK AND CLOSE]

Question name: Q.Job_role_reg_W2

Routing

Showed to participants if they chose option 8,9 or 11 in question 'Q.Job_role_W2' (script: ASK IF Q.Job_role_W2=8, 9,11)

Question text

Do you currently work in either of these adult social care roles as well?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Registered Nurse (shown if registered manager (Q.Job_role_W2=11))
2. Nursing Associate (shown if registered manager (Q.Job_role_W2=11))
3. Registered Manager (shown if registered nurse or nursing associate (Q.Job_role_W2=11))
4. Deputy or assistant manager (shown if registered nurse or nursing associate (Q.Job_role_W2=11))
5. None of these
6. Don't know

Question name: Q.Job_set_W2

Routing

Showed to participants if they met both of the following criteria:

- they did not select 'Personal assistant' at question 'Q.Job_role' (script: ASK IF Q.Job_role_W2<>4)
- they were in the fresh sample (script: SP_SCE=2) OR they did not select option 1 in question 'Q.Longi_Job' ' (script: IF Q.Longi_job<>1)

Question text

Which of the following services do you currently work in? If you work in more than one service please select the one you work in most.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Care home services with nursing
2. Care home services without nursing
3. Homecare services (domiciliary care)
4. Live-in care
5. Support and outreach services
6. Extra care housing services
7. Shared lives
8. Supported living services
9. Day care services
10. Hospice
11. Local authority adult social care services
12. Enablement or reablement
13. Short break or respite
14. I work across multiple services
15. Other adult social care service- please write in [SPECIFY]
16. Children's social care services [THANK AND CLOSE]
17. Other services for adults that are not social care related [THANK AND CLOSE]

Question name: Q.Job_role_emp_W2

Routing

Showed to participants if they met one of the following criteria:

- they said they were employed by a staffing agency at wave 1 at question Q.Job_role_emp; (script: ASK IF Q.Job_role_emp=4)
- they were in the fresh sample (script: SP_SCE=2)
- they chose option 3,7,8 or 9 in question 'Q.Longi_Job' ' (script: IF Q.Longi_job=3, 7-9)

Question text

Who are you employed by?

If you have more than one employer, please think of the one you spend most time working for.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Local authority or council
2. Private care provider
3. Care provider that is not for profit or has charitable status
4. Staffing agency
5. Person cared for or supported (individual employer)
6. Self-employed / Independent
7. NHS
8. Other, please write in [SPECIFY]

Question name: Q.Job_role_agency_W2

Routing

Showed to participants if they are employed by a staffing agency (script: ASK IF Q.Job_role_emp_W2=4)

Question text

You said you are employed by a staffing agency. Which type(s) of organisation are you currently working with through the agency?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Local authority
2. Care provider
3. NHS
4. Person cared for or supported (individual employer)
5. Other, please write in

Question name: Q.Job_role_main_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Does your job involve...?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Providing care and/or support directly to people with care and support needs
2. Managing other staff who provide direct care and support
3. Conducting assessments, care planning, advising on equipment or helping people access care and support

4. None of these

5. Don't know

Question name: Q.Region_W2

Routing

Showed to participants if they met one of the following criteria:

- they said they selected answer code 1-14 at Q. JOB_ROLE_W2; (script: ASK IF Q.JOB_ROLE_W2=1-14)
- they did not select option 1 in question 'Q.Longi_Job' (script: IF Q.Longi_job<>1)

Question text

In which region of England do you work? If you work in more than one, select the main region.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Eastern
2. East Midlands
3. Greater London
4. North East
5. North West
6. South East
7. South West
8. West Midlands
9. Yorkshire and Humber
10. None of these [THANK AND CLOSE]

Introduction screen text

(Script: SHOW ALL)

We would now like to ask some questions about you to help us ensure we include a wide range of different groups in the survey. All the data you provide will be anonymous and will not be shared with anyone in a way that can identify you.

Question name: Q.Age_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

How old are you?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Under 18
2. 18 - 24
3. 25 - 34
4. 35 - 44
5. 45 - 54
6. 55 - 64
7. 65 or over
8. Prefer not to say

Question name: Q.Gender_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Which of the following best describes your gender?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Man
2. Woman
3. Non-binary
4. My gender is not listed
5. I would prefer not to say

Question name: Q.Ethnicity_W2**Routing**

Asked to all participants in the fresh sample (script: SP_SCE=2)

Question text

What is your ethnic group?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

White

1. English/ Welsh / Scottish / Northern Irish / British
2. Irish
3. Gypsy or Irish Traveller
4. Another white background, please write in [SPECIFY]

Mixed or multiple ethnic group

5. White and Black Caribbean

6. White and Black African

7. White and Asian

8. Another Mixed / multiple ethnic background, please write in [SPECIFY]

Asian or Asian British

9. Indian

10. Pakistani

11. Bangladeshi

12. Chinese

13. Another Asian background, please write in [SPECIFY]

Black, African, Caribbean or Black British

14. African

15. Caribbean

16. Another Black / African / Caribbean background, please write in [SPECIFY]

Other ethnic group

17. Arab

18. Another ethnic group please write in [SPECIFY]

19. I would prefer not to say

Working arrangements

Routing

Shown to all participants in the longitudinal sample (script: SP_SCE=1)

Introduction screen text

We are now going to ask some questions which are the same as last time you answered the survey. It's important that we ask the same questions to understand how things have changed or not for you as well as for the adult social care sector.

When answering the questions, please think about your current situation.

Question name: Q.Job_role_time_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

How long have you worked as a (job role)? Please include any time spent working for another employer in the same role.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Up to six months
2. Six months up to 12 months
3. One year up to five years
4. Five years up to ten years
5. More than ten years
6. Can't remember

Question name: Q.Set_age_W2

Routing

Showed to participants whose main service is a care home (with or without nursing), domiciliary care, live-in care, support and outreach, extra care housing, supported living, day care services (script: ASK IF Q.Job_set_DV =1-6, 8-9)

Question text

Who do you provide care services for?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. People of working age, i.e.18-64 years old
2. People aged 65 or over
3. Don't know [EXCLUSIVE CODE]

Question name: Q.Set_condition_W2

Routing

Showed to participants whose main service is a care home (with or without nursing), domiciliary care, live-in care, extra care housing, day care services (script: ASK IF Q.Job_set_DV =1-4, 6 OR 8)

Question text

Which of the following, if any, do you provide care for in this service?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. People with a learning disability and/or autism
2. People with a mental health condition
3. People with a physical disability
4. People with a sensory impairment
5. People with dementia or Alzheimer's
6. People with a brain injury or stroke
7. Other - please write in [SPECIFY]
8. None of these

Question name: Q.Hours_work_W2

Routing

Showed to participants who are not self-employed/independent (script: ASK IF Q.Job_role_emp_DV<> 6)

Question text

How many hours a week are you contracted to work? Please do not include any overtime you may do.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. 0 hours
2. 1-10 hours
3. 11-15 hours
4. 16-20 hours
5. 21-30 hours
6. 31-35
7. 36 or more hours
8. Don't know [EXCLUSIVE]

Question name: Q.Usual_hours_W2**Routing**

Showed to participants who are on a zero hour contract or self-employed/independent (script: ASK IF Q.Hours_work_W2= 1 or Q.Job_role_emp_DV=6)

Question text

What are your usual standard hours per week? If your hours vary from one week to another please think of a typical week. Please do not include any overtime or extra hours you may do.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. 0 hours
2. 1-10 hours

3. 11-15 hours
4. 16-20 hours
5. 21-30 hours
6. 31-35
7. 36 or more hours
8. I work on an ad hoc basis without usual hours
9. Don't know
10. Prefer not to say

Question name: Q.Usual_hours_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

On average, how many additional PAID hours do you work per week over and above your contracted or usual hours?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. 0 hours
2. 1-10 hours
3. 11-15 hours
4. 16-20 hours
5. 21-30 hours
6. 31-35
7. 36 or more hours

8. I work on an ad hoc basis without usual hours
9. Don't know
10. Prefer not to say

Question name: Q.Add_hours_unpaid_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

On average, how many additional UNPAID hours do you work per week over and above your contracted or usual hours?

Please include unpaid overtime and additional unpaid hours on-call.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. 0 hours
2. 1-10 hours
3. 11-15 hours
4. 16-20 hours
5. 21-30 hours
6. 31-35
7. 36 or more hours
8. I work on an ad hoc basis without usual hours
9. Don't know
10. Prefer not to

ASCOT work-related quality of life questions

Introduction screen

(Script: SHOW ALL)

The next set of 13 questions are about different areas of your quality of life that are likely to be impacted by working in social care. For each question, please think about how you feel your work in social care impacts each area of your quality of life and select an answer that best describes how you feel.

Question name: ASCOT_diff_1_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel?

By making a difference, we mean how far you are able to support people to lead the lives they want.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I am able to make as much of a difference as I'd like.
2. I am able to make some difference.
3. I am able to make some difference but not enough.
4. I am not able to make any difference.

Question name: ASCOT_rel_2_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel?

Please think about the person/people you have contact with and the quality of the relationships.

Overall, my relationships with people who have care and support needs are:

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. As good as I want them to be
2. Good enough
3. Not as good as I would like
4. Not at all good

Question name: ASCOT_aut_3_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. As much freedom and independence as I want
2. Adequate freedom and independence
3. Some freedom and independence, but not enough

4. No freedom and independence

Question name: ASCOT_time_4_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about the time you need to do your job well, which of the following statements best describes how you feel?

Please think about all the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I have the time I need
2. I have adequate time
3. I do not have enough time
4. I do not have time to do my job well and it is having a negative effect on me.

Question name: ASCOT_worry_5_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Which of the following statements best describes how much you worry about work outside of working hours?

If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and the tasks you need to do in your working hours.

Outside of working hours:

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I hardly ever worry about work
2. I occasionally worry about work
3. I often worry about work
4. I constantly worry about work

Question name: ASCOT_look_6_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Thinking about looking after yourself at work, which of the following statements best describes how you feel?

By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I am able to look after myself as well as I want
2. I am able to look after myself well enough
3. Sometimes I am not able to look after myself well enough
4. I am rarely able to look after myself well enough

Question name: ASCOT_safe_7_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Which of the following statements best describes how safe you feel at work?

By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I feel safe
2. Generally, I feel adequately safe
3. I feel less than adequately safe
4. I don't feel at all safe

Question name: ASCOT_safe_7_follow_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Which, if any, of the following risks make you feel unsafe doing your job? Please only select those which make you feel unsafe in your role at the moment.

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Physical harm from lifting, handling or movement involved in the job or the physical conditions at work
2. Physical abuse or violence from those I care for or support, or from their family members or friends
3. Physical abuse or violence from colleagues
4. Physical abuse or violence from the general public
5. Infection e.g. from COVID or other communicable diseases

6. Verbal or emotional abuse, bullying or harassment from those I care for or support, or from their family members or friends
7. Verbal or emotional abuse, bullying or harassment from colleagues
8. Verbal or emotional abuse, bullying or harassment from the general public
9. Sexual abuse or sexual harassment
10. Harm to wellbeing from work pressure and stress
11. Risks associated with administering medication
12. Lack of supervision
13. I feel unsafe in other ways, please write in [SPECIFY]
14. None of these [EXCLUSIVE]
15. Don't know [EXCLUSIVE]
16. Prefer not to say [EXCLUSIVE]

Question name: ASCOT_prof_rel_8_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel?

Depending on your role, you might regularly interact with family members and other health and social care professionals.

Overall, my professional relationships with the people I work with are:

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. As good as I want them to be

2. Good enough
3. Not as good as I would like
4. Not at all good

Question name: ASCOT_supp_9_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about how supported you are in your role, which of the following statements best describes how you feel?

By 'supported' we mean the extent to which you feel respected and by your manager(s) / employer.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I feel highly supported by my manager(s) / employer
2. I feel adequately supported by my manager(s)/ employer
3. I do not feel as supported as I would like by my manager(s) / employer
4. I do not feel at all supported by my manager(s)/ employer

Question name: ASCOT_skills_10_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel now?

Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I have the skills and knowledge I need
2. I have adequate skills and knowledge
3. I have some skills and knowledge but not enough
4. I do not have the skills and knowledge I need

Question name: ASCOT_asp_11_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Thinking about the opportunities you have to develop and progress in social care, which of the following statements best describes how you feel?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I have as many opportunities as I would like
2. I have adequate opportunities
3. I have some opportunities but not enough
4. I have no opportunities

Question name: ASCOT_value_13_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Thinking about how your role in social care is valued by other people, which of the following best describes how you feel?

Think about other people 'overall', including the public, people you know and views expressed in the media.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. My role is highly valued by others
2. My role is adequately valued by others
3. My role is not as valued as I would like by others
4. My role is not at all valued by others

Question name: ASCOT_income_12_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Thinking about your financial security which of these statements best describes how you feel?

By 'financial security', we mean whether your household income meets your and your dependents' needs. Please think about pay and other benefits (e.g. pension, sick pay).

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I have as much financial security as I want
2. I have enough financial security
3. I do not have enough financial security
4. I do not have any financial security

Question name: ASCOT_income_12_follow_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Which of these, if any, apply to you?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Hourly rate of pay is too low
2. Insufficient or no pay for travel time between visits
3. Insufficient pay for sleep-in or night shifts
4. Number of hours worked is too low or uncertain
5. Uncertainty about job security and future income
6. Lack of sick pay
7. Lack of maternity or paternity pay
8. Lack of paid holiday
9. Employer does not contribute (enough) to pension
10. My financial responsibilities are too large
11. The cost of living is too high
12. My financial security is dependent on someone else's income
13. 13. None of these [EXCLUSIVE]
14. 14. Don't know [EXCLUSIVE]
15. 15. Prefer not to say [EXCLUSIVE]

Overall wellbeing

Introduction text

We would like to ask four questions about your feelings on aspects of your life overall. There are no right or wrong answers.

Give an answer on a scale of 0 to 10, where 0 is 'not at all' and 10 is 'completely'.

Question name: Q.Life_sat_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Overall, how satisfied are you with your life nowadays?

Scale of 0 to 10, where 0 is 'not at all' and 10 is 'completely'.

Question name: Q.Life_worth_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Overall, to what extent do you feel that the things you do in your life are worthwhile?

Scale of 0 to 10, where 0 is 'not at all' and 10 is 'completely'.

Question name: Q.Life_hap_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Overall, how happy did you feel yesterday?

Scale of 0 to 10, where 0 is 'not at all' and 10 is 'completely'.

Question name: Q.Life_anx_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Overall, how anxious did you feel yesterday?

Scale of 0 to 10, where 0 is 'not at all' and 10 is 'completely'.

Learning and personal development

Question name: Q.Appra__W2

Routing

Showed to participants who are not self-employed or independent (script: ASK IF Q.Job_role_emp_DV<> 6)

Question text

In the last 12 months, have you had an appraisal, annual review, or development review?

This is an annual meeting, usually with your line manager or the person who employs you' / your individual employer to discuss your performance and career development.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No
3. Can't remember
4. Don't know

Question name: Q.Appraisal_impact_W2

Routing

Showed to participants who had an appraisal (script: ASK IF Q.Appra_W2=1)

Question text

Thinking about your most recent appraisal, annual review, or development review, to what extent would you agree with the below statements?

Statement A: It helped me to improve how I do my job

Statement B: It helped me agree clear objectives for my work

Statement C: It left me feeling that my work is valued by my organisation/individual employer

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. Don't know

Question name: Q.Per_dev_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

To what extent do these statements reflect your view of your organisation as a whole/ individual employer?

Statement A: This organisation/ individual employer offers me challenging work

Statement B: There are opportunities for me to develop my career in this organisation/ with this individual employer

Statement C: I have opportunities to improve my knowledge and skills

Statement D: I feel supported to develop my potential

Statement E: I am able to access the right learning and development opportunities when I need to

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. Don't know

Violence, harassment, abuse and bullying in the workplace

Introduction screen

(Script: SHOW ALL)

The next few questions ask about your experiences of physical violence, harassment, abuse and bullying at work. If your work involves travel or being out and about in public places please think about this aspect of your work, as well as when you are in your main workplace.

Question name: Q.Phy_vio_experience_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

In the last 12 months how many times have you personally experienced physical violence while working in adult social care...

Statement A: From the people you care for or support

Statement B: From managers or team leaders

Statement C: From other colleagues

Statement D: From family members or friends of people you care for or support

Statement E: From members of the public

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Never
2. 1-2
3. 3-5
4. 6-10
5. More than 10
6. Don't know
7. Prefer not to say

Question name: Q.Phy_vio_experience_W2

Routing

Asked to all participants who have experienced physical violence from at least one source (script: ASK ALL WHO CODED 2-5 AT any of Q.Phy_vio_experience_W2 A,B,C,D,E)

Question text

The last time you experienced physical violence while working, did you or a colleague report it?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Yes, I reported it
2. Yes, a colleague reported it

3. No
4. Don't know
5. Prefer not to say

Question name: Q.Har_bull_experience_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

In the last 12 months, how many times have you personally experienced harassment, bullying or abuse while working in adult social care...

Please select only one option per statement.

Statement A: From the people you care for or support

Statement B: From managers or team leaders

Statement C: From other colleagues

Statement D: From family members or friends of people you care for or support

Statement E: From members of the public

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Never
2. 1-2
3. 3-5
4. 6-10
5. More than 10
6. Don't know

7. Prefer not to say

Question name: Q.Har_bull_report_experience_W2

Routing

Asked to all participants who have experienced harassment from at least one source (script: ASK ALL WHO CODED 2-5 AT any of Q.Phy_vio_experience_W2 A,B,C,D,E)

Question text

The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Yes, I reported it
2. Yes, a colleague reported it
3. No
4. Don't know
5. Prefer not to say

Intention to leave the workforce

Introduction screen

(Script: SHOW ALL)

The next few questions are about retention. As for all questions in this survey, we would like to remind you that your responses will NOT be shared with your employer, workplace or the Department of Health and Social Care (DHSC). No analysis will be conducted at employer or workplace level.

Question name: Q. Intention_to_leave_W2

Routing

Showed to participants who are not self-employed/independent (script: ASK IF Q.Job_role_emp_DV<> 6)

Question text

To what extent do you agree or disagree with these statements?

Statement A: I often think about leaving this organisation/ employer

Statement B: I will probably look for a job at a new organisation/ employer in the next 12 months

Statement C: As soon as I can find another job, I will leave this organisation/ employer

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

Question name: Q.Destination_leave_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

If you are considering leaving your current job, what would be your most likely destination?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. I am not considering leaving my current job
2. I would want to move to another job within this organisation
3. I would want to move to a job with a different social care organisation/with a different employer

4. I would want to move to a job in the NHS or healthcare
5. I would want to move to a job outside of health and social care
6. I would retire or take a career break
7. Don't know
8. Prefer not to say

Question name: Q.Factor_to_leave_W2

Routing

Showed to all participants except those who said they are not considering leaving their current job or are planning to retire (script: ASK ALL EXCEPT Q.Destination_leave_W2= 1 or 6)

Question text

For which of the following reasons, if any, are you considering leaving your current job?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. Lack of learning and development offer
2. Lack of career opportunities or progression
3. Income or salary is too low
4. Employment terms and conditions e.g. zero hours contract, lack of job security, lack of paid overtime, lack of sick pay, lack of maternity pay, insufficient rate for mileage or other travel related costs
5. Impact on health and wellbeing e.g., stress, burnout
6. Working conditions (e.g., equipment for safe working, access to technology and internet, cleanliness, rotas and work pattern)
7. Violence, abuse, bullying or harassment
8. Not feeling valued or supported by colleagues and/or manager

9. Travel time to and from your workplace/difficulties with travel to your workplace
10. Lack of recognition for the adult social care sector
11. Personal or family related reasons e.g. retirement, childcare, caring responsibilities, own health, moving home
12. Other, please write in
13. None of these
14. Don't know
15. Prefer not to say

Question name: Q.Factor_L_most_W2

Routing

Showed to participants who selected more than one answer at Q.Factor_to_leave_W2
(script: ASK IF Q.Factor_to_leave_W2 has more than one answer from codes 1-11)

Question text

You said you are considering leaving your current job for the following reasons. Which one of them is most important in your decision to leave?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

INSERT REASONS CHOSEN AT Q.Factor_to_leave_W2.

1. They are all equally important
2. Don't know
3. Prefer not to say

Delegated activities

Question name: Q. DA_OFTEN_W2

Routing

Showed to participants who are working in a direct care role (script: ASK IF Q.Job_role_DV=1-4)

Introduction text

The next few questions relate to activities which may be delegated by 'regulated professionals' to care and support workers. In adult social care, regulated professionals include nurses, nursing associates, occupational therapists, social workers or other clinical staff.

As part of your day-to-day role, do you carry out any activities which you consider to be the role of a regulated professional (such as a nurse, occupational therapist, social worker or other clinical staff)? Examples could include pressure ulcer care, blood sugar monitoring, physio stretches, post operation physio recovery, helping someone follow a mental health plan, etc.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes, often
2. Yes, sometimes
3. No, never
4. Prefer not to say
5. Don't know

Question name: Q.DA_TRAIN_W2

Routing

Showed to participants who say that they often or sometimes carry out delegated healthcare activities at Q.DA_OFTEN_W2 (script ASK IF DA_OFTEN_W2=1 OR 2)

Question text

Thinking of the activities which you carry out as part of your day-to-day role but consider to be the role of a regulated professional, were you shown, trained, or taught how to carry them out?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No
3. Don't know or can't remember
4. Prefer not to say

Question name: Q.DA_WHO_W2**Routing**

Showed to participants who say that they were trained to carry out delegated healthcare activities at Q.DA_OFTEN_W2 (script ASK IF DA_TRAIN_W2= 1)

Question text

Who, if anyone, has shown, trained, or taught you how to carry out these activities?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. A nurse
2. An occupational therapist
3. A social worker
4. A registered manager
5. Another health care professional (e.g. GP, physiotherapist, podiatrist)
6. A supervisor or team leader
7. A senior care worker

8. A care worker
9. Someone in another job (please specify their job role or title [WORD LIMIT SET TO 50]):
10. I was trained through written information, a video or during a course
11. I was not shown or trained [EXCLUSIVE]
12. Don't know [EXCLUSIVE]
13. Prefer not to say [EXCLUSIVE]

Question name: Q.DA_CONF_W2

Routing

Showed to participants who say that they often or sometimes carry out delegated healthcare activities at Q.DA_OFTEN_W2 (script ASK IF DA_OFTEN_W2=1 OR 2)

Question text

To what extent do you agree or disagree with the following statement? I am confident doing most or all of the delegated activities I undertake.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Strongly agree
2. Tend to agree
3. Neither agree nor disagree
4. Tend to disagree
5. Strongly disagree
6. Prefer not to say

Question name: Q.DA_PAY_W2

Routing

Showed to participants who say that they often or sometimes carry out delegated healthcare activities at Q.DA_OFTEN_W2 (script: ASK IF DA_OFTEN_W2=1 OR 2)

Question text

Do you receive additional pay for undertaking activities which you consider to be the role of a regulated professional as part of your day-to-day job?

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. My hourly rate of pay increased when I took on these activities
2. I receive additional pay for ALL of these activities [CANNOT BE SELECTED WITH CODE 3]
3. I receive additional pay for SOME of these activities [CANNOT BE SELECTED WITH CODE 2]
4. I don't receive any additional pay for any of these activities
5. Don't know
6. Prefer not to say

Employment terms and conditions

Question name: Q.TC_IMP_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Please select the five employment conditions or job-related benefits that are most important to you, regardless of whether you are currently receiving or entitled to them.

Possible responses

Participants could give select up to 5

1. A guaranteed number of paid hours every week or month
2. Pay for mileage or other costs related to travel to and from appointments
3. Pay for travel time to and from appointments
4. Pay for night shifts while you are asleep
5. Overtime pay
6. Additional pay for anti-social hours e.g. weekends or bank holidays
7. Statutory sick pay, i.e. £118.75 per week for up to 28 weeks if you are ill
8. Occupational sick pay, to cover some or all of the shortfall between statutory sick pay and your salary or income [CANNOT BE SELECTED WITHOUT CODE 7]
9. Maternity, paternity, or shared parental leave and pay
10. Paid annual leave
11. Employer contributing to a workplace pension scheme on your behalf
12. Flexible working hours that fit your personal/family life
13. Pay for training time and/or courses
14. These are all equally important to me
15. None of these are important to me
16. Don't know
17. Prefer not to say

Question name: Q.TC_IMP_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

And which of the following, if any, are available to you as part of your current job in adult social care? Please select all that are available to you, even if you don't currently receive them (e.g. you may be entitled to sick pay but not currently receiving it if you are not sick).

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. A guaranteed number of paid hours every week or month
2. Pay for mileage or other costs related to travel to and from appointments
3. Pay for travel time to and from appointments
4. Pay for night shifts while you are asleep
5. Overtime pay
6. Additional pay for anti-social hours e.g. week-ends or bank holidays
7. Statutory sick pay i.e. £118.75 per week for up to 28 weeks if you are ill
8. Occupational sick pay, to cover some or all of the shortfall between statutory sick pay and your salary or income [CANNOT BE SELECTED WITHOUT CODE 7]
9. Maternity, paternity, or shared parental leave and pay
10. Paid annual leave
11. Employer contributing to a workplace pension scheme on your behalf
12. Flexible working hours that fit your personal/family life
13. Pay for training time and/or courses
14. None of these
15. Don't know
16. Prefer not to say

Demographics

Introduction screen

(Script: SHOW ALL)

We would now like to ask some questions about you to help us understand how experience of adult social care work affects different groups. Your responses will be treated confidentially and will not be shared with your employer or anyone at your workplace. The Department of Health and Social Care (DHSC) will not know who has taken part in the survey - they will receive only anonymous results. It will not be possible to identify anyone from the findings we will provide.

Question name: Q.Sex_2

Routing

Asked to all participants in the fresh sample (script: SP_SCE=2)

Question text

At birth, were you described as...

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Male
2. Female
3. I would prefer not to say

Question name: Q.Sexuality

Routing

Asked to all participants (script: ASK ALL)

Question text

Which of the following best describes your sexual orientation?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Straight/Heterosexual
2. Gay or lesbian
3. Bisexual
4. Other sexual orientation
5. I would prefer not to say

Question name: Q. Marital_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

What is your legal marital or registered civil partnership status?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Single, that is, never married and never registered in a civil partnership
2. Married
3. In a registered civil partnership
4. Cohabiting with a partner but not married or in a civil partnership
5. Separated, but still legally married
6. Separated, but still legally in a civil partnership
7. Divorced
8. Formerly in a civil partnership which is now legally dissolved
9. Widowed

10. Surviving partner from a civil partnership

11. Prefer not to say

Question name: Q.Religion_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

What is your religion?

Please select one option only.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. No religion
2. Christian (including Church of England, Catholic, Protestant and other Christian denominations)
3. Buddhist
4. Hindu
5. Jewish
6. Muslim
7. Sikh
8. Any other religion
9. I would prefer not to say

Question name: Q. Int_citizen_W2

Routing

Asked to all participants in the fresh sample or in the longitudinal sample and said they were not UK citizens at wave 1 (script: ASK IF SP_SCE=2 OR IF [SP_SCE=1 AND Int_citizen<>1])

Question text

The Department of Health and Social Care would like to understand the experience of people who have come from other countries originally and now work in adult social care. To do this we need to know if you hold UK citizenship.

Which country or countries are you a citizen of? Please select all that apply.

Possible responses

Participants could give select all that apply (script: 'MULTICODE'):

1. I am a citizen of the United Kingdom
2. I am a citizen of another country/other countries (not UK)
3. Prefer not to say

Question name: Q.Int_Arrive

Routing

Asked to all participants in the fresh sample who are a citizen of another country/ countries (script: ASK IF SP_SCE=2 AND Int_citizen_W2<>1 OR 3 (not a UK Citizen, not PNS))

Question text

When did you most recently arrive in the UK to live and work here?

4. [ENTER MONTH AND YEAR]
5. I was born in the UK or arrived in the UK before turning 18
6. Don't know
7. Prefer not to say

Question name: Q.Int_Visa_W2

Routing

Asked to all participants who say they are not UK citizens (script: ASK IF Int_citizen_W2<>1 OR 3 (not a UK Citizen, not PNS))

Question text

Are you working in social care on a Health and Care Worker visa?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No
3. Don't know
4. Prefer not to say

Question name: Q. Dis_1_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Do you have any physical or mental health conditions, disabilities or illnesses lasting or expected to last for 12 months or more?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No
3. I would prefer not to say

Question name: Q. Dis_2_W2

Routing

Asked to all participants who indicate that they have a physical or mental health condition, disability or illness lasting for 12 months or more (script: ASK IF Q.Dis_1_W2=1)

Question text

Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes, a lot
2. Yes, a little
3. Not at all
4. I would prefer not to say

Other responsibilities outside work

Introduction screen

(Script: SHOW ALL)

The next few questions are asked to help us understand how other responsibilities outside work may impact on experience of adult social care work.

Question name: Q.UNPAID_CARE_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Excluding anything you do as part of your paid employment, do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Please think about care for family or friends.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. No
2. Yes, 9 hours a week or less
3. Yes, 10 to 19 hours a week
4. Yes 20 to 34 hours a week
5. Yes, 35 to 49 hours a week
6. Yes, 50 or more hours a week
7. Don't know
8. Prefer not to say

Question name: Q.Childnum_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Are there any children or young people aged under 18 living in your household?

MULTICODE

1. No children under 18 in household [EXCLUSIVE]
2. Yes child(ren) aged 0-4
3. Yes child(ren) aged 5-10
4. Yes child(ren) aged 11-14
5. Yes child(ren) aged 15-17
6. Prefer not to say [EXCLUSIVE]

Question name: R27_A_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

Thinking about the total income of your household as a whole from all sources before tax - including benefits, savings and so on, which of the following do you know best?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Your household's weekly income
2. Your household's monthly income
3. Your household's annual income
4. Don't know
5. Prefer not to say

Question name: R27 m_hhincome_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

What is the total income of your household as a whole (earned by all members of your household), per year/month/week from all sources before tax - including benefits, savings and so on?

All the data you provide continues to be anonymous and will not be shared with anyone in a way that can identify you.

Please select one option only

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

Script: ONLINE: SHOW ONE SET OF CODES BASED ON ANSWER TO PREVIOUS QUESTION

Weekly:

1. Up to £49
2. £50 up to £99
3. £100 up to £199
4. £200 up to £299
5. £300 up to £399
6. £400 up to £499
7. £500 up to £599
8. £600 up to £699
9. £700 up to £799
10. £800 up to £899
11. £900 up to £999
12. £1000 up to £1,439
13. £1,440 up to £1,899
14. £1,900 up to £2,899
15. £2,900 or more

Monthly:

16. Up to £216
17. £217 up to £432
18. £433 up to £866
19. £867 up to £1,299

- 20. £1,300 up to £1,732
- 21. £1,733 up to £2,166
- 22. £2,167 up to £2,599
- 23. £2,600 up to £3,032
- 24. £3,033 up to £3,466
- 25. £3,467 up to £3,899
- 26. £3,900 up to £4,332
- 27. £4,333 up to £6,249
- 28. £6,250 up to £8,299
- 29. £8,300 up to £12,499
- 30. £12,500 or more

Annually:

- 31. Up to £2,599
- 32. £2,600 up to £5,199
- 33. £5,200 up to £10,399
- 34. £10,400 up to £15,599
- 35. £15,600 up to £20,799
- 36. £20,800 up to £25,999
- 37. £26,000 up to £31,199
- 38. £31,200 up to £36,399
- 39. £36,400 up to £41,599
- 40. £41,600 up to £46,799
- 41. £46,800 up to £51,999

- 42. £52,000 up to £74,999
- 43. £75,000 up to £99,999
- 44. £100,000 up to £149,999
- 45. £150,000 or more
- 46. Don't know
- 47. Prefer not to say

Question name: Q.Longi_add_edu

Routing

Asked to all longitudinal participants who did not have a degree level or above, SVQ Level 5 at wave 1 (script: ASK IF SP_SCE=1 AND [Uk_education<>1 and Nonuk_education<>1])

Question text

Have you received any educational qualification(s) since you took part in the survey in 2023?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

- 1. Yes
- 2. No
- 3. Don't know or can't remember
- 4. Prefer not to say

Question name: Q.Education_W2

Routing

Asked to all participants in the fresh sample, and to longitudinal participants who have received additional qualifications since wave 1 (script: ASK IF SP_SCE=2 OR IF Q.Longi_add_edu= 1 or 3)

Question text

Where did you complete your highest level of education?

If you completed the same level of education in the United Kingdom and in another country, please select 'In the United Kingdom'.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. In the United Kingdom
2. In another country
3. Prefer not to say

Question name: Q._Uk_education_W2**Routing**

Asked to all participants in the fresh sample who completed their education in the UK and to longitudinal participants who have received additional UK qualifications since wave 1 (script: ASK IF EDUCATION_W2=1)

Question text

What is your highest educational qualification completed in the United Kingdom?

This means any educational, professional, vocational or other work-related qualifications for which you received a certificate.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Degree level or above, SVQ Level 5
2. Other Higher Education below degree level, SVQ Level 4
3. A levels, Scottish Highers, NVQ level 3 and equivalents; includes AS level, Higher Grade, Advanced Higher, CSYS, Scottish Baccalaureate, SVQ and GNVQ level 3, BTEC National, SCOTVEC National Diploma, SVQ Level 3

4. GCSE/O level grade A*-C or 4-9, Scottish O Grade/Standard Grade/National 5/Intermediate 2, NVQ level 2 and equivalents; includes SVQ and GNVQ level 2, BTEC first or general diploma
5. Qualifications at level 1 and below; includes GCSE or O level below grade C or 4, CSE below grade 1, NVQ, Scottish National 1-4/Intermediate 1, SVQ and GNVQ level 1, BTEC first or general certificate, SCOTVEC National Certificate
6. Another type of qualification: includes other vocational or professional qualifications
7. No qualification
8. Prefer not to say

Question name: Q. Nonuk_education_W2

Routing

Asked to all participants in the fresh sample who completed their education in a different country, and to longitudinal participants who have received additional non-UK qualifications since wave 1 (script: ASK IF EDUCATION_W2= 2 (OUTSIDE UK))

Question text

What is the highest level of education you completed in another country?

Please select the option that best matches the highest level of education you completed.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. University degree (completed a bachelor/master/PhD degree or equivalent)
2. Vocational qualification specific to a particular occupation or trade (below degree level)
3. Upper secondary that allows access to university
4. Lower secondary education (schooling approximately until the age of 15)
5. Primary education (schooling approximately until the age of 11)
6. No primary education completed
7. Never been in formal education

8. Prefer not to say

Permission for recontact

Question name: Q.Recontact_W2

Routing

Asked to all participants (script: ASK ALL)

Question text

The Department of Health and Social Care (DHSC) may want to conduct some follow-up research with people who have taken part in this survey over the next 2 years. For example, they may want to repeat this survey to see how people's experience of working in the adult social care sector have changed over time.

Do you agree to be recontacted by an organisation acting on behalf of DHSC within the next 2 years, to invite you to take part in follow-up survey or research related to your work in adult social care?

If you say yes, we will keep your contact details jointly with your survey responses securely, and only share them with the researchers conducting follow-up research on behalf of DHSC. You would be free to decide whether or not to take part if and when you are invited.

If you say 'no', we will delete your contact details in line with our privacy policy.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes, I am happy to be contacted about any follow-up research to this survey, and for my survey answers to be linked to my contact details for this purpose.
2. No, I do not want to be contacted about any follow-up research to this survey.

Question name: Q.LONGI_email

Routing

Asked to all participants in the longitudinal sample who agree to be recontacted (script: ASK IF SP_SCE=1 AND Q.Recontact_W2 =1)

Question text

Is (email address) still the best email address to contact you?

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes
2. No, please use this e-mail address instead [SPECIFY - SCRIPT WRITER PLEASE MAKE SURE THE EMAIL ADDRESS ENTERED INCLUDES @]

Question name: Q.EMAIL_W2**Routing**

Asked to all participants in the fresh sample who agree to be recontacted (script: ASK IF SP_SCE=2 AND Q.Recontact_W2 =1)

Question text

What is your email address?

If you are happy to be re-contacted for further research conducted on behalf of DHSC in relation to your work in adult social care over the next 2 years, please write your e-mail address below.

1. WRITE IN EMAIL ADDRESS

Question name: Q.Report_W2**Routing**

Asked to all participants (script: ASK ALL)

Question text

Over the next few months a report will be produced with the findings from this survey. If DHSC decides to publish this report, would you like us to let you know and send you a link to the report so you can see what the findings are? It will not be possible to identify any participant from the published findings.

Possible responses

Participants could give one of the following responses (script: 'SINGLE CODE'):

1. Yes

2. No

Thank you very much for taking the time to complete this survey. Now please click here to submit your responses.

SUBMIT