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STAFF OF SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES, 2010



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This publication contains statistics obtained from the staffing census held across all local authorities on 4 October 2010. It presents findings from a range of statistics to provide an overall picture on staffing levels, and details about the staff in filled posts.

Information on vacancies is also provided. However, care must be taken when looking at these due to difficulties local authorities have in reporting this information, and inconsistencies in how vacancies are being reported by local authorities. As a result, comparisons across local authorities is not appropriate.

The main findings are:

- There were 41,062 whole time equivalent (WTE) staff employed by Scottish local authority social work services departments in October 2010, which corresponded to 7.9 staff per 1,000 population. (Table 1)
- However, this total WTE staff figure includes 323 WTE staff (largely teachers and assistants who work with children with additional support needs) who are now being included in this Census by Scottish Borders as a result of its new integrated Children's Services. Excluding these additional staff, the total number of WTE staff employed would have been 40,739, a fall of 2.3% compared with the comparable figure the previous year. (Table 1)
- In October 2010, there were 5,201 WTE qualified social workers, a fall of 0.6% compared with October 2009. (Table 2)
- The average (median) age for staff in filled posts in October 2010 was 47 years old. This was the same as in October 2009, but higher than the average (median) age of 45 years old in October 2004. The average (median) age was highest for Senior Managers, etc. (50 years old) and lowest for Trainee Social Workers (39 years old). (Table 3)

- It is estimated that 5.7% of all posts were vacant as at October 2010, compared to 7.0% in October 2009. This is based on the 27 out of 32 local authorities who provided vacancy information (Table 4).
- Only 28% of all reported vacancies were known to be in the process of being filled at the time of Census (nb. for 29% of all vacancies reported, information as to whether the vacant post was in the process of being filled or not was not provided).
- It is estimated that 4.8% of all social worker posts were vacant as at October 2010, compared with 6.8% in October 2009. (Table 4).
- Only 47% of all reported social worker vacancies were known to be in the process of being filled at the time of Census (nb. for 25% of all social worker vacancies reported, information as to whether the vacant social worker post was in the process of being filled or not was not provided).

The following tables are available:

Table 1 Number of WTE Staff and Staff per 1,000 Population by Local Authority

Table 2 WTEs of Social Workers by Local Authority, 2001 to 2010

Table 3 Median Age (years) of Staff of Scottish Social Work Services by staff group: 2004, 2009 and 2010

Table 4 Percent Vacancies (WTE) in Scottish Social Work Services by staff group: 2005 to 2010

Table 1 shows the number of whole time equivalent (WTE) staff and staff per 1,000 population in local authority social work services departments, by local authority for the years 2006 to 2010.

There were 41,062 whole time equivalent (WTE) staff employed by Scottish local authority social work services departments in October 2010. However, this total WTE staff figure includes 323 WTE staff (largely teachers and assistants who work with children with additional support needs) who are now being included in this Census by Scottish Borders as a result of its new integrated Children's Services. Excluding these additional staff, the total number of WTE staff employed would have been 40,739, a fall of 2.3% compared with the comparable figure the previous year.

The 41,062 WTE staff in October 2010 corresponded to 7.9 staff per 1,000 population. The level of staffing in each council is influenced to some extent by the level of social work involvement required, which in turn, may be affected by a range of factors, including deprivation and urban/rural issues. Other factors affecting the level of staffing include the extent to which services are contracted out and the extent to which services are provided in partnership with neighbouring local authorities and other organisations. The number of staff per 1,000 population was highest in the island councils (31.5 in Shetland Islands, 21.9 in Orkney Islands and 18.2 in Eilean Siar), and lowest in Dumfries & Galloway (4.8).

Number of WTE Staff and Staff per 1,000 Population⁽¹⁾ by Local Authority^(2,3)

Local Authority	Number of WTE Staff					Number of WTE Staff per 1,000 population				
	2006 ⁽⁶⁾	2007	2008	2009 ⁽¹¹⁾	2010 ⁽¹²⁾	2006 ⁽⁶⁾	2007	2008	2009 ⁽¹¹⁾	2010 ⁽¹²⁾
Aberdeen City	1,346	1,297	1,319	1,257	1,220	6.7	6.3	6.3	5.9	5.6
Aberdeenshire	1,487	1,433	1,463	1,458	1,480	6.2	6.1	6.1	6.0	6.0
Angus	1,070	1,131	1,167	1,208	1,205	9.7	10.3	10.6	11.0	10.9
Argyll & Bute	895	976	1,000	1,106	933	9.8	10.7	11.1	12.3	10.5
Clackmannanshire	258	261	273	273	278	5.3	5.3	5.4	5.4	5.5
Dumfries & Galloway ⁽⁹⁾	893	901	901	891	704	6.0	6.1	6.1	6.0	4.8
Dundee City ⁽⁴⁾	1,319	1,319	1,457	1,413	1,382	9.3	9.3	10.2	9.9	9.6
East Ayrshire	999	1,056	1,024	1,010	1,012	8.4	8.9	8.5	8.4	8.4
East Dunbartonshire	583	610	597	557	560	5.5	5.8	5.7	5.3	5.4
East Lothian	585	539	578	594	593	6.3	5.8	6.0	6.1	6.1
East Renfrewshire	610	605	604	617	596	6.8	6.8	6.8	6.9	6.7
Edinburgh, City of ⁽⁵⁾	4,120	4,119	3,878	3,760	3,848	8.9	8.9	8.2	7.9	7.9
Eilean Siar ⁽⁸⁾	452	452	459	466	477	17.1	17.1	17.5	17.8	18.2
Falkirk	777	1,099	1,149	1,157	1,193	5.2	7.3	7.6	7.6	7.8
Fife	3,347	3,356	3,225	3,202	3,078	9.3	9.4	8.9	8.8	8.4
Glasgow City ^(7,10)	4,852	7,064	6,975	4,388	4,143	8.4	12.2	11.9	7.5	7.0
Highland	1,647	1,613	1,592	1,629	1,550	7.7	7.5	7.3	7.4	7.0
Inverclyde	864	917	957	946	908	10.6	11.2	11.8	11.8	11.4
Midlothian	572	535	579	569	565	7.2	6.7	7.2	7.0	7.0
Moray	465	665	507	528	532	5.2	7.7	5.8	6.0	6.1
North Ayrshire	1,204	1,224	1,290	1,260	1,173	8.9	9.0	9.5	9.3	8.7
North Lanarkshire	2,786	2,703	2,773	2,821	2,801	8.6	8.3	8.5	8.6	8.6
Orkney Islands	352	419	367	421	440	17.8	21.2	18.4	21.1	21.9
Perth & Kinross	957	938	1,016	1,030	1,071	6.9	6.7	7.0	7.1	7.2
Renfrewshire	1,475	1,503	1,390	1,452	1,409	8.7	8.9	8.2	8.5	8.3
Scottish Borders ⁽¹⁵⁾	939	942	982	960	1,316	8.5	8.5	8.7	8.5	11.7
Shetland Islands	507	547	567	655	705	23.2	25.0	25.8	29.5	31.5
South Ayrshire	782	789	808	696	653	7.0	7.1	7.2	6.2	5.9
South Lanarkshire	2,386	2,366	2,433	2,505	2,542	7.8	7.7	7.8	8.1	8.1
Stirling	541	473	501	590	486	6.2	5.4	5.7	6.7	5.4
West Dunbartonshire	1,170	1,218	1,208	1,196	1,146	12.8	13.4	13.3	13.2	12.7
West Lothian	1,103	1,174	1,179	1,081	1,062	6.7	7.1	7.0	6.3	6.2
Total	41,343	44,243	44,219	41,697	41,062	8.1	8.6	8.6	8.0	7.9

Notes:

- (1) Staff per 1,000 population are based on GROS mid-year population estimates.
- (2) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies. Please refer to Background Notes for further information.
- (3) Staffing levels may vary between councils as a result of differences in the way services are provided. Factors which may have an influence on staffing numbers include contracting out or commissioning of services and partnership arrangements with neighbouring councils.
- (4) In 2006 and 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (5) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used. A re-organisation of services accounts for the change noted in WTE this year for Edinburgh.
- (6) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (7) From 2007 home care staff have been included in Glasgow City. As a result, totals for 2007 are not comparable with previous years.
- (8) Data for Eilean Siar was not available for 2007. The data supplied for 2006 has been used.
- (9) Data for Dumfries and Galloway was not supplied in 2008 and 2007 data has been carried forward.
- (10) In 2009, Glasgow's figures exclude homecare staff as these staff have moved to the private sector although they continue to provide a local government role.
- (11) Therefore, totals for 2009 are not comparable with 2007 and 2008. The WTE for 2007 and 2008 excluding Glasgow's home care are 41,850 and 41,773 respectively. The number of staff per 1,000 population in Scotland excluding Glasgow's home care are 8.1 in 2007 and 8.1 in 2008.
- (12) In 2010, as part of its new integrated Children's Services, Scottish Borders included additional filled posts (largely teachers and assistants who work with children with additional support needs). Therefore, totals for 2010 are not comparable with 2009. The WTE for 2010 excluding these additional filled posts would have been 40,739. The number of staff per 1,000 population in Scotland excluding these additional filled posts would have been 7.8 in 2010.

Table 2 shows the number of whole time equivalent (WTE) social workers in local authority social work services departments, by local authority for the years 2001 to 2010.

In October 2010, there were 5,201 WTE qualified social workers, a fall of 0.6% compared with October 2009.

East Ayrshire had the largest percentage fall in social workers between 2009 and 2010, from 127 WTE in 2009 to 99 WTE in 2010 (a fall of 22.4%), whilst Stirling had the second largest percentage fall, from 93 WTE in 2009 to 79 WTE in 2010 (a fall of 15.1%).

East Dunbartonshire had the largest percentage increase in social workers between 2009 and 2010, from 43 WTE in 2009 to 49 WTE in 2010 (an increase of 13.6%), whilst Clackmannanshire had the second largest percentage increase, from 38 WTE in 2009 to 42 WTE in 2010 (an increase of 12.2%).

Staff of Scottish Social Work Services, 2001 to 2010
Number of WTE Social Workers by Local Authority

Table 2

Local Authority	2001	2002	2003	2004	2005	2006 ⁽⁴⁾	2007	2008	2009	2010
Aberdeen City	187	185	193	209	231	216	222	235	238	241
Aberdeenshire	182	196	152	201	203	191	206	216	226	226
Angus	52	56	52	58	58	61	68	69	81	74
Argyll & Bute	54	56	52	63	61	67	69	74	75	77
Clackmannanshire	30	29	28	38	32	29	32	40	38	42
Dumfries & Galloway ⁽⁶⁾	125	132	109	106	126	147	147	147	162	169
Dundee City ⁽²⁾	100	104	109	197	127	127	127	175	186	189
East Ayrshire	84	92	93	106	106	115	124	121	127	99
East Dunbartonshire	40	41	30	33	42	49	56	45	43	49
East Lothian	43	65	62	61	66	57	71	83	74	79
East Renfrewshire	49	53	56	75	82	77	72	76	81	88
Edinburgh, City of ⁽³⁾	487	497	490	526	545	517	517	531	492	509
Eilean Siar ⁽⁵⁾	14	14	14	11	15	18	18	18	20	20
Falkirk ⁽¹⁾	115	123	112	112	130	135	136	144	140	142
Fife	243	267	281	283	278	296	311	285	296	284
Glasgow City	649	647	658	727	762	848	777	733	802	772
Highland	139	125	150	177	209	197	191	185	200	200
Inverclyde	107	106	98	92	110	104	102	103	105	106
Midlothian	54	57	53	53	68	70	72	89	88	85
Moray	55	57	58	74	72	70	111	94	103	107
North Ayrshire	65	68	64	96	104	109	116	126	133	125
North Lanarkshire	194	196	226	213	254	277	271	259	297	315
Orkney Islands	10	14	11	14	15	26	22	20	19	19
Perth & Kinross	0	7	66	106	94	106	105	122	138	124
Renfrewshire	114	124	136	134	126	150	160	144	160	158
Scottish Borders	97	97	118	122	101	110	121	132	108	119
Shetland Islands	17	20	19	20	17	19	22	21	23	24
South Ayrshire	83	102	105	108	111	116	120	121	119	118
South Lanarkshire	214	207	225	244	301	298	267	292	282	277
Stirling	50	59	69	86	91	83	77	82	93	79
West Dunbartonshire	100	94	96	111	100	116	117	118	113	108
West Lothian	122	129	118	124	125	143	160	172	172	180
Scotland	3,873	4,017	4,102	4,576	4,760	4,946	4,986	5,072	5,235	5,201

Notes:

- (1) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (2) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (3) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (4) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (5) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used.
- (6) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (7) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies. Please refer to Background Notes for further information.

Table 3 shows the average (median) age of staff in local authority social work services departments, for the years 2004, 2009 and 2010.

The average (median) age for staff in filled posts in October 2010 was 47 years old. This was the same as in October 2009, but higher than the average (median) age of 45 years old in October 2004. The average (median) age was highest for Senior Managers, etc. (50 years old) and lowest for Trainee Social Workers (39 years old).

Median Age (years) of Staff of Scottish Social Work Services by staff group: 2004, 2009 and 2010⁽¹⁾

Staff Group	2004	2009	2010
Senior Managers, etc	47	50	50
Social Workers	44	46	45
Other Qualified Fieldwork Staff	43	45	46
Social Work/OT Assistants	43	46	46
Home Care Staff & Managers	48	49	49
Other Domiciliary Staff	50	50	49
Day Care - Managers & Qualified Care Staff	43	46	47
Day Care - Care Staff	44	46	47
Residential - Managers & Qualified Care Staff	44	46	47
Residential - Care Staff	44	45	46
Support Staff	43	45	45
Trainee Social Workers	-	40	39
Total	45	47	47

Notes:

- (1) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the number of vacancies. Please refer to Background Notes for further information.

Table 4 shows the percentage of WTE social work services posts that were vacant in 2009 and 2010, by staff group. Due to the different employment conditions which apply for home care staff in many local authorities, all the vacancy tables show vacancy rates excluding home care staff.

In order to produce an estimate for the percentage of vacant posts in Scottish Local Authority Social Work Services in 2009 and 2010, only the information from the local authorities who provided vacancy information within each respective year has been used. This was a change to how this had been done previously because it has now been a number of years since the City of Edinburgh has been able to provide information on vacancies. Therefore, it was felt no longer appropriate to simply carry forward such out-of-date figures. As a result of this change in methodology, the previously published October 2009 vacancy rates were re-calculated using the same methodology. This resulted in the overall vacancy rate being revised from 7.1% (as published in June 2010) to 7.0%.

It is estimated that 5.7% of all posts were vacant as at October 2010, compared to 7.0% in October 2009. However, vacancy rates were highest for trainee social worker posts (7.4% of these posts were vacant) and lowest for other domiciliary staff (3.1% of these posts were vacant).

From looking at the overall drop in the number of filled posts, and the overall fall in the estimated percentage of posts reported as being vacant, then readers should note that this has occurred because the total number of posts in local authority social work services departments has fallen. This could be due to a number of factors such as reorganisation, budget constraints, etc..

Therefore, these factors must be taken into consideration when looking a current vacancy rate levels and/or comparing vacancy rates over time.

Percent Vacancies (WTE) in Scottish Social Work Services by staff group: 2005 to 2010^(11,12)

Table 4

Staff Group	2005 ⁽⁶⁾	2006 ^(3,4,5,7)	2007 ^(3,4,5,8)	2008 ^(3,4,8,9,10)	2009 ⁽¹³⁾	2010 ⁽¹³⁾
	Percent Vacancies ⁽¹⁾	Percent Vacancies ⁽¹⁾	Percent Vacancies ⁽¹⁾	Percent Vacancies ⁽¹⁾	Percent Vacancies ⁽¹⁾	Percent Vacancies ⁽¹⁾
Senior Managers, etc	10.6	9.6	8.4	6.5	7.3	6.1
Social Workers	9.5	7.5	7.4	7.0	6.8	4.8
Other Qualified Fieldwork Staff	8.9	8.0	9.2	8.7	8.6	6.0
Social Work/OT Assistants	7.0	8.8	8.7	7.6	9.1	6.1
Home Care Staff & Managers	7.0	6.1	3.6	5.0	3.8	4.9
Other Domiciliary Staff	5.4	10.0	9.7	6.9	3.0	3.1
Day Care - Managers & Qualified Care Staff	6.9	6.5	6.7	6.5	5.7	4.6
Day Care - Care Staff	6.6	7.9	6.9	6.1	6.4	5.5
Residential - Managers & Qualified Care Staff	8.1	8.0	8.2	7.2	6.6	5.1
Residential - Care Staff	7.0	9.4	9.4	7.3	5.1	5.8
Support Staff	9.6	9.9	10.0	9.9	8.0	6.5
Trainee Social Workers(2)	-	2.6	11.3	21.3	4.2	7.4
Total	8.6	8.6	8.5	7.9	7.0	5.7

Notes:

(1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.

Relevant WTE excludes home care staff (and secondments prior to 2006).

(2) In 2006, new staff category trainee social workers collected for the first time.

(3) In 2006 and 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.

(4) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.

(5) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.

(6) Falkirk's vacancy reporting for 2003 to 2005 was only for social workers. However, all staff vacancies were reported in 2006 so data not comparable with previous years.

(7) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.

(8) Vacancy data for Glasgow City was not provided for 2007 and 2008, so 2006 figures have been used as the most recent available.

(9) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.

(10) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.

(11) For some councils, certain services are provided by other departments (e.g. some services for children may be provided by education departments). This will result in some differences in the level of vacancies between councils.

(12) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies. Please refer to Background Notes for further information.

(13) For this publication, the overall vacancy rate for Scotland has been estimated based only on those local authorities who were able to provide vacancy information. In order to enable a comparison with the previous year, the 2009 figure has been re-calculated on the same basis. This re-calculation revised the overall vacancy rate from 7.1 percent to 7.0 percent, but has resulted in larger changes by staff group. Therefore, figures published for years prior to 2009 are not directly comparable with these figures.

BACKGROUND NOTES – Staff of Scottish Social Work Services

1. Notes and Definitions

Method of Collection

1.1 Each local authority is asked to submit an annual census form detailing the staff employed by its social work/social services department, whether free-standing or part of a larger department. The census date is the first Monday in October.

1.2 Details such as post category, whole-time equivalent, gender of staff, age of staff, ethnicity and disability of staff, contract type, registration requirements, and number of vacancies are collected.

Organisation of Social Work Services

1.3 Social work services can be organised in a number of different ways, and this may impact on the results reported in this publication.

Estimates and Revisions

1.4 October 2010 vacancy data was not provided by East Dunbartonshire, City of Edinburgh, Eilean Siar, Inverclyde and West Dunbartonshire. In order to produce an estimate for the percentage of vacant posts in Scottish Local Authority Social Work Services, only the information from the 27 local authorities who provided vacancy information has been used. This was a change to how this had been done previously because it has now been a number of years since the City of Edinburgh has been able to provide information on vacancies. Therefore, it was felt that it was no longer appropriate to simply carry forward such out-of-date figures. As a result of this change in methodology, the October 2009 vacancy rates were re-calculated using the same methodology. This resulted in the overall vacancy rate being revised from 7.1% (as published in June 2010) to 7.0%. However, the size of the revisions is greater when looking at overall vacancy rates by staff group, client group and activity/location.

1.5 Because of the way they now operate, it is becoming increasingly difficult for some local authorities to provide vacancy information as they are no longer recorded or managed centrally. As a result, the Scottish Government attempted to develop this statistical return for this October 2010 Census with the aim of also collecting the number of vacancies currently in the process of being filled as at the 'snapshot' Census date. This should have meant that all local authorities will be able to supply some form of vacancy information. However, this has not been the case. Therefore, vacancy information has been based on the information as reported by local authorities.

1.6 Major changes to both staffing and vacancy figures took place in October 2006. These included:

The introduction of an employee status variable which was established to highlight those staff actually working in posts on the census date (including those covering an absentee) and those who were absent (e.g. on maternity leave). This was introduced to eliminate double-counting of staff which was brought to our attention during discussions with local authorities. As a result any changes in the numbers and WTE of staff between 2006 and previous years will then be affected as a result of eliminating this double counting.

1.7 Information on starters and leavers in local authority social work services was requested for the fourth time in October 2010. Similar to last year, a number of local authorities were unable to provide this information. Due to the fact there was only limited data available, no analysis of starters and leavers has been included in this publication. However, some analysis of the information provided will be made available on request or added to the additional tables published alongside this publication. However, although this would provide users with some information as to the entry source to, as well as the leaving destination and reason for leaving, local authority social work services, this information would need to be treated with some caution.

1.8 Also, staff flows information could be affected by any reorganisation and restructuring of local authority social work services departments, as staff could be re-assigned to different posts, etc..

Changes Over Time

1.9 As a result of changes in the classifications used on census forms, breakdowns into different activities, locations or staff groups are not always strictly comparable across years.

1.10 It should also be noted that different local authorities may classify staff differently, according to the way work is organised in their area. Social workers, for example, may be classified either under generic provision, or by the nature or location of their work (adult services, children's services etc.).

Number of Staff

1.11 The number of staff is a count of filled posts. Therefore, if a member of staff is filling more than one post (e.g. a full-time employee is filling two or more posts by working on a part-time basis in each post), then the person will be counted more than once (and as a part-time person in each post). Therefore, this is not an actual count of physical staff employed within local authorities.

Whole Time Equivalent (WTE)

1.12 Whole Time Equivalent (WTE), where used, is an addition of i) the number of full-time staff, and ii) the total number of hours worked by all the part-time staff in a week, divided by the number of hours considered to be the standard full-time week for a member of staff in each category. It should be borne in mind that WTE figures may be calculated using different weekly hours in different categories and also between local authorities. This can have the effect of WTE figures being slightly higher in local authorities who have reduced their standard full-time working week, but the number of part-time hours worked remains the same.

1.13 WTE figures have been rounded independently. As a result, WTE totals in tables may not equal the sum of the categories shown.

Staff Groups

1.14 The following terms are used in the tables:

Senior Managers, etc	Directors/Heads of Service, Service Managers, Other Senior Staff, Area Managers, Team Leaders/Managers, Planning, Commissioning and Contracting Staff, Registration/Inspection Officers;
Social Workers	Senior Social Workers and Main Grade Social Workers;
Other Qualified Fieldwork Staff	Care Managers, Senior Occupational Therapists, Occupational Therapists, Welfare Rights Officers, Community Service Staff, Supervised Attendance Staff, Other Qualified Fieldwork Staff;
Social Work/OT Assistants	Social Work Assistants and Occupational Therapy Assistants;
Home Care Staff & Managers	Home Care Managers, Assistant Home Care Managers/Supervisors, Home Care Staff;
Other Domiciliary Staff	Sheltered Housing Wardens, Community Alarms Staff, Respite Staff;
Day Care – Managers & Qualified Care Staff	Unit Managers, Assistant Unit Managers, Other Qualified Care Staff;
Day Care – Care Staff	Care Staff;
Residential – Managers & Qualified Care Staff	Unit Managers, Assistant Unit Managers, Residential Resource Workers, Other Qualified Care Staff;
Residential – Care Staff	Care Staff;
Support Staff	Research & Information Officers, Human Resources Staff, Finance Staff, Ancillary Staff, Support Services;
Trainee Social Workers	Including Fast Trackers and on the job trainees.

Additional Tables and Analyses

1.15 A set of more detailed tables that accompany this statistics publication can be found [here](#). Additional analyses are available on request.

2. Future Availability of Social Care and Social Work Services Workforce Information

2.1 Since Summer 2010, the Scottish Government's Education Analytical Services Division have been actively reviewing the statistical collections it conducts. As part of this review, the future demand for, and determining which organisation should be the source of workforce information for the entire social care and social work services workforce was taken in to consideration.

2.2 Currently, information for a large proportion of this sector's workforce is covered by two separate sources: this Local Authority Social Work Services Staffing Census, and the Social Care and Social Work Improvement Scotland's (SCSWIS) (formerly the Care Commission) Annual Returns.

2.3 However, Section 58 of the Regulation of Care (Scotland) Act 2001, states that Scottish Ministers shall have the functions of ascertaining what numbers of social workers and social service workers of other descriptions are required within Scotland, and that any function of the Scottish Ministers under this section of the Act may be delegated by them to the Scottish Social Services Council (SSSC).

2.4 Therefore, as part of this statistical review, the Scottish Government has been actively working with the SSSC with the aim of the function outlined in Section 58 of the Act being formerly delegated to them. As part of this function, the SSSC have agreed to take over responsibility for the gathering of local authority social work services workforce information that would not be captured in SCSWIS Annual Returns (mainly Local Authority Strategic/Central Staff and Fieldwork Staff), starting with the 2011 Census.

2.5 As part of its Annual Returns, SCSWIS will continue to gather detailed workforce information for other parts of this sector's workforce, including staff employed in local authority Day Centres and Residential Establishments, as well as staff working in social care and social work services provided by private and voluntary organisations. Appropriate and relevant data sharing agreements have been put in place in order for this workforce information to be shared with the SSSC in order for them to carry out its delegated function on behalf of Scottish Ministers.

2.6 The culmination of this exercise is that the SSSC will, in future, be the source of workforce information for the entire social care and social work services workforce, and will produce and publish statistical workforce reports that covers the entire sector (i.e. public, private and voluntary), not just local authority employed staff. Therefore, future workforce reports will provide a much more comprehensive picture of the workforce for the entire sector.

2.7 The SSSC have already started this by publishing a Scottish Social Services Workforce Data Report 2008 in November 2010, and an equivalent 2009 report on 9 June 2011, which can be found [here](#). The current plans are that the SSSC will publish a similar workforce report based on 2010 data by December 2011. From September 2012, the SSSC will then produce updated Workforce reports on an annual basis using the latest available information.

3. Resources

3.1 For historical statistics and background information on Staff of Scottish Social Work Services, please see the previous publications:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Children/PubSocialWorkStaff>

3.2 The information in this News Release was obtained from a statistical return. The attached link gives details of the statistics collected from each local authority:

Requested data (follow below link):

<http://www.scotland.gov.uk/Resource/Doc/924/0098814.xls>

Guidance notes:

<http://www.scotland.gov.uk/Resource/Doc/924/0098790.doc>

4. General

4.1 This is a National Statistics publication. National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

4.2 Public enquiries (**non-media**) about the information contained in this News Release should be addressed to Gary Sutton, Children and Families Analysis, Scottish Government Education Directorate, Area 2-B(Bridge), Victoria Quay, Edinburgh, EH6 6QQ (telephone 0131 244 1690 or e-mail children.statistics@scotland.gsi.gov.uk).

4.3 **Media** enquiries about the information in this Statistics Publication Notice should be addressed to John Robertson on 0131 244 4001.

5. Consultations

5.1 If you would like to be consulted about new or existing statistical collections or receive notification of forthcoming statistical publications, please register your interest on the Scottish Government ScotStat website at:

www.scotland.gov.uk/Topics/Statistics/scotstat .

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