

nmds-sc briefing



issue 14 - migrant workers

This issue of NMDS-SC Briefings reports on the levels of migrant workers in the adult social care workforce. NMDS-SC analysis shows that there is a greater reliance on migrant workers within private sector providers and within nursing services. Other key findings are that migrant workers tend to be younger and have flexible working arrangements. It is the first time that we have been able to accurately report to the social care sector and to central government on this issue¹. **Overall analysis suggests that around 13% of workers have a non-EEA² nationality.**

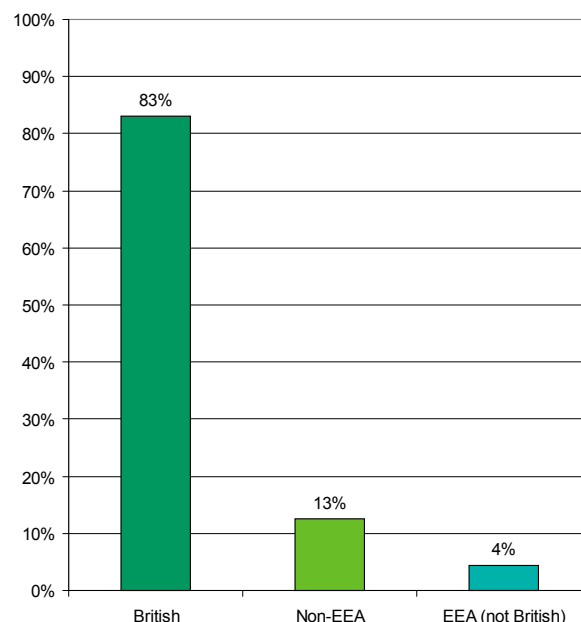
In January 2010, following consultation with the sector³ three new questions were introduced to the NMDS-SC dataset; workers' nationality, country of birth and year of entry to the UK (where applicable). The sector has traditionally been associated with high levels of migrant workers. The intention of the government is to reduce the net figures of migration back to the levels of the 1990's. NMDS-SC analysis suggests that these changes may pose particular challenges for the social care sector.

In January 2011, 60% of the 618,700 worker records had recorded information pertaining to nationality, country of birth and/or year of entry to the UK.

Chart 1 shows that in the NMDS-SC 83% of workers were British and 17% were non-British. Of the non-British workers, 26% were from the European Economic Area (EEA) countries and 74% were from non-EEA countries. It is the larger group of non-EEA migrants who are subject to government restrictions.

The top 5 non-EEA nationalities are the Philippines (19%), India (15%), Nigeria (13%), Zimbabwe (12%) and South Africa (4%). It can be seen that the commonwealth features heavily here. For EEA countries the top 5 are Poland (38%), Ireland (8%), Romania (8%), Hungary (5%) and Slovakia (5%).

Chart 1. Nationality of workers



¹ In 2008 the UK immigration system changed from work based categories to a new points-based system with 5 tiers. For more information on the points-based system go to the UK Border Agency website, www.ukba.homeoffice.gov.uk.

² For further information about the EEA and advice for EEA citizens please see <http://www.ukba.homeoffice.gov.uk/eucitizens/>

³ Before any substantive changes are made to the NMDS-SC, a thorough investigation of the requirement takes place. The proposed change is then consulted on within the sector. This process is independently managed by a Change Control Project Manager.

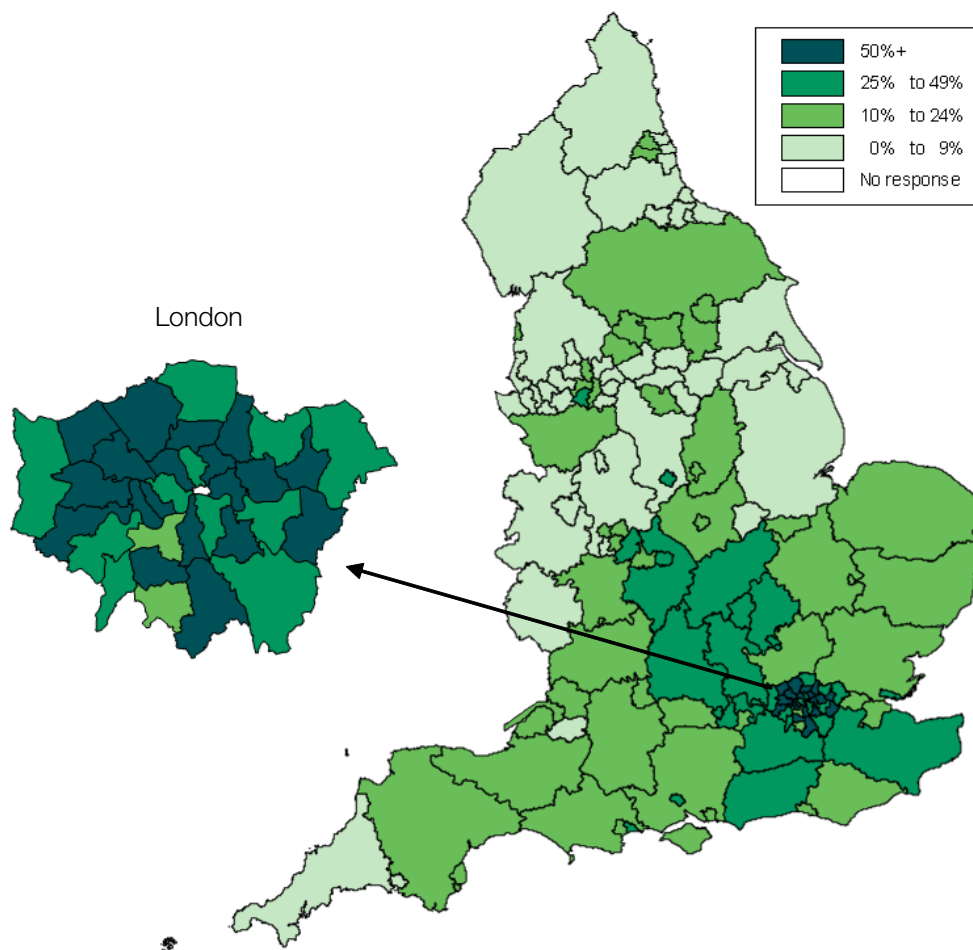
job roles

Almost 40% of all registered nurses recorded in the NMDS-SC were non-British. The top three non-British nationalities for registered nurses were India (23%), the Philippines (14%) and Zimbabwe (13%). There is also a high proportion of non-British senior care workers (19%) and allied health professionals (15%). In July 2010 the Chartered Institute for Personnel and Management stated “The healthcare field (is) expected to be directly affected by the (immigration) rule changes”, and they quoted Mandy Thorn, vice-chair of the National Care Association, who said “We are very concerned that this could affect the ability of health and social care providers to offer appropriate services...the interim measures could affect the ability of some regions of the UK to recruit nurses into the sector - there are already difficulties in areas with a much smaller pool of registered nurses”.

region

Across England a fifth (19%) of care workers were non-British, this ranged from 51% in London and 26% in the South East to 9% in the North West and 5% in the North East (see map below).

Map 1. The percentage of non-British care workers by local authority area



sector of employment

Private sector social care providers have the highest proportion of non-British workers (19%), compared with the statutory (13%) and voluntary (14%) sectors. Importantly the 19% of non-British workers in the private sector is made up of 5% of workers from within the EEA and 14% from non-EEA countries, i.e. the countries affected by the changes to the work permit system.

main service

Non-British workers make up 25% of workers in care homes with nursing compared with 15% in care homes without nursing, and 16% in domiciliary care. This would indicate that services more dependent on the use of nurses and professional job roles are more dependent on migrant workers. See table below for more details.

	All establishments	Care home services with nursing	Care home services without nursing	Domiciliary care services (Adults)
British	83%	75%	85%	84%
Non-British	17%	25%	15%	16%

“Seven senior care workers who were looking after older people in Kent have recently been forced to return to the Philippines. It was not their choice; nor was it that of their employer, 1st Choice Homes”. The provider’s operations manager, Clare Swan, says “the seven had to leave after the Home Office invoked the government’s temporary cap on immigration and removed the licence held by three care homes to sponsor staff from outside the EU. Other homes in the 1st Choice group have been restricted to one licence each resulting in a company-wide 75% reduction in staff since July”. (Community Care, November 2010)

age and gender

A British worker (mean age 42) is on average four years older than a non-British worker (mean age 38). There is a wider age difference amongst senior care workers and registered nurses British workers, for both job roles are on average 5 years older than their non-British counterparts.

In January 2011, 83% of the workforce were recorded as females. The proportion of male workers was higher within non-British workers (25%) than British workers (16%). It is therefore possible that the use of migrant workers could drive up the number of males and bring down the mean age of the sector. This supports the research commissioned by Skills for Care⁴ in 2009, which states “social care employers’ views of recently-arrived overseas workers is very positive. These workers are perceived as enthusiastic, hard working and generally more qualified, younger and have less time off work than UK-born colleagues.” (State of the Adult Social Care Workforce report 2010, p89)

employment status and working arrangements

The NMDS-SC collects information on the working patterns of employees. Overall the most frequently reported employment status was annualised hours (28% for both British and non-British worker). Non-British workers more frequently have a zero hours contract (29% compared with 24% British workers) and also to work flexitime (17% compared with 12% British workers). This may demonstrate that migrant workers are used to fill the flexible/unsocial hours.

The table below shows the employment status of British and non-British workers. A total of 15% of all permanent employees are non-British, almost double this percentage (27%) make up those that are temporarily employed. Just over 40% of all agency workers across England are non-British, which varies from 58% in London to 15% in the North West. The employment status with the highest level of non-British workers is students at 62%. This ranged from South East (86%), London (79%), and Eastern (71%) to North East and North West both at 15%.

	Permanent	Temporary	Bank or pool	Agency	Student	Volunteer	Other
British	85%	73%	73%	59%	38%	86%	84%
Non-British	15%	27%	27%	41%	62%	14%	16%

pay rates

This section compares the median hourly pay rate of **UK-born care workers**, long-established non-UK born (arrived in the UK pre 2006) care workers and care workers recently arrived to the UK (arrived between 2007 and 2011). Care workers that are either UK born or long established are paid more than recently arrived non-UK born workers. The table below shows median hourly pay of care workers.

	UK born	long-established	Recently arrived		UK born	long-established	Recently arrived
England	£6.50	£6.67	£6.29	North West	£6.45	£6.35	£6.17
Eastern	£6.60	£6.62	£6.20	South East	£6.80	£6.75	£6.25
East Midlands	£6.30	£6.28	£6.00	South West	£6.62	£6.84	£6.30
London	£7.20	£7.10	£7.00	West Midlands	£6.40	£6.30	£6.30
North East	£6.20	£6.18	£5.99	Yorkshire & Humber	£6.31	£6.13	£6.00

Pay rates of non-UK born workers may be higher due to the nature of the job, as identified above there is a higher reliance of overseas workers to fill flexible/unsocial hours.

qualifications

Approximately 34% of British care workers are qualified to level 2 compared with 30% of non-British care workers. The percentage of care workers that have achieved level 3 or 4 is the same for both British and non-British (11% highest qualification level 3 and 3% highest qualification level 4).

For British senior care workers, 77% are qualified to a level 2 or 3, compared with 68% of non-British senior care workers. However a greater percentage of non-British senior care workers are qualified to level 4 or above (9%) than British senior care workers (6%).

policy

The Adult Social Care sector faces the knowledge that the number of social care workers needed to meet the future demand for social care will increase while the use of migrant workers may have to reduce due to the government's intention to reduce the net figures of migration.

The UK migration policies are designed to draw resident workers into the labour market, but Kashif Majeed, from the English Community Care Association has said, "[The policy of recruiting British Workers is based on a false premise. In the care sector overseas workers are not taking British people's jobs-they are doing jobs that no one else wants to do](#)". (Community Care, November 2010)

Changes to net figures of migration could have a significant impact on the social care sector and the value of the NMDS-SC is that it gives decision makers accurate information on which to base these deliberations.

For more information about migrant workers please see charter 6 of the State of the Adult Social Care Workforce report 2010 or visit the NMDS-SC Online website where migrant worker information had been added to the National and Regional key statistics reports, the local authority area profiles and the 'my establishment' report.