
nmnds-sc briefing

issue 7 - nmnds-sc reports, audiences and uses

The National Minimum Data Set for Social Care (NMDS-SC) always promised to deliver high quality intelligence on the adult care workforce nationally while enabling individual establishments to better understand their own workforce. Having established the NMDS-SC in the sector and obtained a critical amount of data, the NMDS-SC is delivering on that promise.

While previous Briefings have focussed on particular topic areas (pay, qualifications, etc), this issue of Briefing focuses on the reports that are available from the NMDS-SC and how they can assist care providers and stakeholders at all levels in the sector. Future Briefings will provide updates on previous topic-centred issues based on increased amounts of data and on the latest data.

The reports available within the NMDS-SC can be categorised in two ways. Firstly those available to individual responding establishments only, providing information based on your own data submission. These reports now have the prefix 'My' (from January 2009) to show that the reports are about your establishment and your workers. Secondly more strategic level reports that are available to all visitors to the site showing information at an aggregate level.

where can i find these reports?

The reports for individual establishments can be accessed by **logged-in users only**. Once logged in, click on 'Reports' and access this key management information. The reports for all users are accessible by all visitors to NMDS-SC Online – just click on the 'Research' section.

1. my csci aqaa workforce report

"Using my CSCI AQAA Workforce Report made it so easy to submit our information to CSCI and we are delighted with the outcomes of all the NMDS-SC reports."

Moya Moore, Home Alternative Ltd, Sheffield

NMDS-SC Online now includes the Annual Quality Assurance Assessment (AQAA) Workforce Report, which has been developed together with the Commission for Social Care Inspection (CSCI). The new single page report allows CSCI registered employers to download AQAA workforce information from NMDS-SC Online to provide the workforce element of their AQAA return to CSCI when requested. The report shows staff numbers, hours worked in the seven

days prior to completion and other information about the workforce. There are different versions of the report for care homes, domiciliary care agencies and nursing agencies. This report fulfils one of the original aims of the NMDS-SC, to **collect once and use numerous times**.

2. my establishment report

This report gives each responding establishment a profile of its own establishment and workforce compared with similar establishments in their region. The report shows establishment level data and comparator data on vacancy rates, turnover rates, qualification levels, pay rates, worker demographics and more. The profile can be used to answer questions such as, **‘How do my pay rates for Care Workers compare to those found in other local Care Homes?’**; **‘Is my turnover rate typical for my type of establishment in this area?’**; **‘How does the average age of my workforce compare with that of my competitors?’**

The extract below from an Establishment Report shows rates of hourly pay for an establishment’s workers compared with similar workers in the same region. This establishment could see they are paying slightly below the regional rate – it could help to explain a high turnover rate.

	Supervisor		Senior Care Worker		Care Worker	
	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group
Median	£7.90	£8.16	£7.50	£7.93	£6.15	£6.33
Minimum	£7.90	£7.06	£7.25	£5.40	£6.15	£5.35
Maximum	£7.90	£9.25	£7.63	£8.68	£6.15	£13.53
Average	£7.90	£8.16	£7.45	£7.58	£6.15	£6.30

3. my worker list

This report gives the responding establishment a list of all workers for whom they have entered NMDS-SC data. The report provides an overview of all workers in the system and any relevant identification given to each worker by the establishment. In addition individual worker details can be shown, whereby all NMDS-SC data entered for that worker can be viewed or printed off for use in one to ones or appraisals.

4. my training and qualifications report

The aim of this report is to help establishments understand their own workforce and their training needs through analysis of the qualifications held by the establishment’s workforce. The report shows workers’ qualifications cross-tabulated with key variables including job role, age, gender, ethnicity and employment status. The report also includes information on the National Minimum Standards and contains signposting links (e.g. regional offices, LSC local offices) and may be useful in funding bids. This report answers the question **‘What proportion of my Care Workers are qualified to NVQ level 2?’**. The extract below shows that within this establishment 37% of Care Workers are qualified to NVQ level 2 in a care-related qualification.

	Senior Management	Middle Management	Registered Manager	Supervisor	Care Worker	Total
All workers	2%	1%	1%	6%	84%	94%
No NVQ Level Equivalent (%)	..	..	..	33%	48%	45%
Level 2 (%)	..	..	..	50%	37%	36%
Level 3 (%)	..	100%	100%	17%	2%	5%
Level 4 or above (%)	50%	..	..	..	1%	2%

5. the parent organisation report

“The Parent Organisation Report is one that we had previously asked for and is a really useful source of information – it also highlights areas of missing data that we need to address.”

Derbyshire County Council

The Parent Organisation Report allows establishments designated to be ‘parent’ establishments to see key information on the number of ‘children’ or subsidiary establishments it has within the NMDS-SC. Parent establishments tend to be head offices, regional offices or a local authority. The Parent Organisation Report is similar to the Establishment Report, but shows aggregated data for all ‘children’, therefore providing an organisational level view of the workforce. The report also provides tables that allow a parent establishment to quickly compare its subsidiary establishments on a range of key variables (see extract below for an organisation operating a number of care homes).

Child Establishment Name	Total Staff	Perm. Staff	Temp. Staff	Total Workers (inc. Others)	Total Individual Worker Records	Worker Coverage	Vacancies	Started in Last 12 Months	Left in Last 12 Months	Turnover Rate	Vacancy Rate
xxxx Care Home	138	78	60	138	0	0%	12	30	8	6%	8%
xxxx Care Home	150	150	0	213	0	0%	23	25	28	19%	13%
xxxx Care Home	100	100	0	100	0	0%	11	0	22	22%	9%
xxxx Care Home	65	65	0	65	55	85%	16	26	16	25%	20%
xxxx Care Home	262	262	0	262	251	96%	0	0	149	57%	0
xxxx Care Home	498	498	0	498	0	0%	32	0	63	13%	6%
Total	1,213	1,153	60	1,276	306	24%	94	81	286	21%	7%

The following reports contain aggregated data from many establishments and are available to anyone without needing to log onto the NMDS-SC Online website. They reside within the ‘Research’ section of the NMDS-SC Online website.

6. the local authority area profile

This report provides a profile of the care infrastructure and care workforce in the geographical area of each of the 150 Councils with Social Services Responsibilities (CSSRs) in England. The report includes information on numbers and types of independent and statutory sector care- and support-providing establishments in the area, their size, the services they provide and their workforce demographics, pay and qualifications. The report provides a top-level holistic view of a local authority area and is viewed as being of great benefit to commissioners of services. Indeed some local authorities have made the decision only to commission with establishments that have submitted NMDS-SC data (although responding establishments are not listed in the report).

7. the local authority area profile sector sub-analysis

This report is a more detailed version of the Local Authority Area Profile. It breaks down the data into sectors: statutory, private and voluntary. The statutory sector is further broken down into local authority adult services, local authority children’s services, local authority generic/other services, local authority owned services and health. The report is designed to be downloaded into excel for further analysis, therefore does not contain any charts or much percentaging.

8. the regional key statistics report

The Regional Key Statistics reports provides an overview of NMDS-SC activity and levels of returns for each of the nine government office regions of England. Each region's report provides regional, sub-regional and CSSR level information and statistics on a variety of headline NMDS-SC data, both at establishment level and worker level. Topics covered include turnover rates, vacancy rates, worker demographics, qualification levels and pay rates. These reports provide a quick and easy way to compare statistics across sub-regions and between CSSRs in a region. These reports will be available on request from the relevant Skills for Care regional office from January 2009 – contact details can be found in the 'Research' section of NMDS-SC Online.

9. the regional workforce development report (adult care sector)

The Regional Workforce Development Report (Adult Care Sector) is another regional report aimed at workforce planners. It focuses solely on returns from establishments whose main service is an adult care service. This report provides detailed analysis of workforce qualification data (both held and in progress) by job role, by sector, by age, by gender, by ethnicity, by main service and by salary. Data are provided at regional, sub-regional and CSSR levels allowing comparison across these geographies. These reports will be available on request from the relevant Skills for Care regional office from January 2009 – contact details can be found in the Research section of NMDS-SC Online.

10. ad-hoc analysis for key partners – other ways we use the nmds-sc data

“Skills for Care provided us with a detailed analysis of the workforce in learning disability services across East Sussex. This workforce data was not available to us prior to the implementation of NMDS-SC. The data has been very helpful in enabling us to undertake workforce planning for these services which will now feed into our commissioning plans for people with learning disabilities.”

East Sussex County Council

We aim to provide the most useful analysis at the right geographic levels in the online reports. But there is always a demand for additional analyses from our regional colleagues, local authorities and key partners such as the CWDC, CSCI, government departments and the GSCC. Recently, for example, there has been a demand to provide regional and local authority level analyses on key aspects of the workforce employed within establishments providing care for adults with learning disabilities. Skills for Care's Research & Analysis Unit has performed bespoke analysis on the NMDS-SC data set to give decision-makers the information they needed. In time, such analyses could evolve into reports available directly from NMDS-SC Online.

What other Reports would you find useful? Please e-mail us at the NMDS-SC Briefings address below.

The National Minimum Data Set for Social Care (NMDS-SC) has been collecting data since early 2006. At the time of writing the NMDS-SC data warehouse holds information from over 20,000 establishments and over 250,000 individual workers across England.

Further copies of this report and a variety of other information and detailed analysis on various aspects of the NMDS-SC are available at www.skillsforcare.org.uk, follow the links for NMDS-SC. We welcome and invite comments and observations on NMDS-SC Briefings – please e-mail us at nmdsbriefing@skillsforcare.org.uk

Produced by the Research & Analysis Unit, part of Skills for Care's Policy Team.