

April 2019

Dear Manager

Essex County Council has commissioned Kingsbury Hill Fox to undertake a piece of detailed analysis on the Adult Social Care market in Essex from a provider perspective. The purpose is to enable us to better understand the balance between supply and demand, the nature of the available services, the relative strength or fragility of the market and an analysis of the care workforce.

The Authority believes that a clear picture of the County's care workforce would be valuable for providers' and its own business planning.

I do urge you to assist Kingsbury Hill Fox in its data collection. If you have any questions in relation to this project, please do not hesitate to contact the Authority's Procurement Team at: contractmanagementadults@essex.gov.uk

Kind regards



Patrick Higgs
Director of Commissioning, Adult Social Care

Extra Questions for Download

DQ1 What is the name of your service?

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DQ2 What is your postal address?

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DQ3 What service do you offer? eg supported housing, day care

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Essex Care Workforce Survey

This CONFIDENTIAL enquiry is being undertaken by Kingsbury Hill Fox Limited to give Essex County Council a clear picture of the care workforce in Essex

The information you give us will remain CONFIDENTIAL within Kingsbury Hill Fox and only anonymous and aggregated data will be disclosed to anyone outside Kingsbury Hill Fox

If you have any queries or would prefer to complete this survey onscreen instead of printing it please contact Estelle estelle@kingsburyhillfox.com or 07889 895224



We ask you to fill in as much as you can as promptly as you are able to.

As a *Thank You* we will send a **Hamper** to one lucky person returning one survey chosen at random

Q1 Which is your main service user group in Essex?

OP Dementia MH LD Autism PD SI

Q2 How large is your care and nursing workforce in Essex?

	Headcount	F T E
Personal care		
Nursing		

Q3 What percentage of your care sessions/shifts/hours in Essex are provided by?

	Agency staff %	Bank staff %
Personal care		
Nursing		

Q4 Why do some staff prefer to work for an agency rather than be directly employed?

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Q5 What numbers or percentage of your care/nursing workforce in Essex are from overseas?

	From the EU	Not from EU
Current staff		
Recent recruits		

Q6 What is the annual staff turnover of Essex care workers as a %age?%

Q7 Where do your Essex care workers come from and go to, approximate percentages?

New care recruits come from		
within care	outside care	don't know

Care leavers go to		
within care	outside care	don't know

Q8 Is the availability of care workers in Essex seasonal?

Yes No If “Yes” why and when?

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Q9 Is it getting easier or more difficult to recruit and retain care workers in Essex?

Recruiting care staff easier harder Retaining care staff easier harder
 Recruiting nurses easier harder Retaining nurses easier harder

Q10 Which care/nursing staff are hardest and easiest to recruit and retain in Essex?

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Q11 How do you recruit (eg newspaper ads, online, refer-a-friend etc) and which work best?

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Q12 What is the main factor limiting the growth of your business in Essex?

shortage of care staff availability of work other

Q13 Are there any other recruitment and retention issues that we should know about?

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Q14 How many of your Essex care staff have been paid the National Living Wage since 1st April?

Below £8.21	At £8.21	Above £8.21

Q15 Would higher pay **significantly** improve care worker recruitment and retention in Essex?

Yes No

Q16 What worker benefits do you offer (eg free uniform, DBS checks, discount schemes etc)?

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Q17 Are there any significant pay trends in Essex we should know about?

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Q18 How could the Council assist care providers with recruiting, training, rewarding and retaining their care staff?

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