

LaingBuisson

CARE HOME PAY SURVEY

THIRD EDITION

COVERING:

NATIONAL & LOCAL BENCHMARKING DATA & ANALYSIS
CARE HOMES FOR OLDER PEOPLE & DEMENTIA
BASED ON ACTUAL PAY IN OCTOBER / NOVEMBER 2015
& PLANNED PAY FROM APRIL 2016
LATEST DATA & AUTHORITATIVE LaingBuisson
COMMENTARY & ANALYSIS

The healthcare experts

CARE HOME PAY SURVEY

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The continued war for talent among the premium providers of elderly care continues to drive manager salaries to new heights - so much so that the salary increases of 6% (following 4% growth reported in the second edition) show precisely how the supply side of the relationship is changing.

Based on data collected exclusively by LaingBuisson, the third edition of the Care Home Pay Survey presents a wide range of salary data unavailable anywhere else.

While key themes are again evidenced, they continue to become exaggerated. Well-funded groups of providers see opportunity in the self-funding customer and are investing accordingly while new entrants have been keen to empower their managers. And this is against a backdrop of yet further changes in regulation; moving legal frameworks; merge estate sales and, most importantly, a falling number of competent managers staying within the sector.

Conclusions on current recruitment market dynamics, borne out by the hard data in the body of the

report, include:

- + A significant proportion of the sector is now a nationalised industry
- + The private element of the sector remains prosperous and well placed for the future, although we detect an increasing number of operators choosing to leave nursing care to others
- + Overall workforce demand and supply remains well out of kilter
- + The resource of good motivated managers is declining, and not steadily
- + The sector is as a whole reaping the reward for failing to invest in manager training and development.

This report is essential reading for senior management in care home groups, staffing agencies working in the sector, and investors with interests in the older care market across the UK.

Exclusive Figures & Tables include...

- Managers' annual basic salary by size of home, for-profit and not-for profit homes for older people, advertised posts and staff in post, UK late 2015
- Managers' annual basic salary plotted against size of home, for-profit and not-for profit homes for older people, advertised posts and staff in post, UK late 2015, scatter diagram
- Managers' annual basic salary per bed plotted against size of home, for-profit and not-for-profit homes for older people, advertised posts and staff in post UK late 2015, scatter diagram
- Managers' annual basic salary per bed plotted against size of home, for-profit and not-for-profit homes for older people, advertised posts and staff in post UK late 2015, scatter diagram
- Average basic annual salaries of older people's care home managers by sector (for-profit and not-for-profit) advertised posts/staff in post, UK late 2015
- Average basic salaries of older people's care home managers by registration type (nursing and residential homes) advertised posts/staff in post UK late 2015
- Care home manager salary inflation, staff in post, weighted average for nursing and residential care homes for older people operated by for-profit and not-for-profit providers 2004/05 - 2015/16
- Gross hourly pay weighted across all shifts in for-profit homes, UK staff in post October / November 2015 and April 2016 (planned)
- Gross hourly pay weighted across all shifts in not-for-profit homes, UK staff in post October / November 2015 and April 2016 (planned)
- Trends in gross hourly pay rates in for-profit care homes, UK staff in post 2006-2016
- Regional variation in gross hourly pay rates (for-profit nursing and residential homes for older people / dementia) staff in post October 2015
- Paid holiday / sick pay terms offered by for-profit and not-for-profit care homes responding to LaingBuisson's survey October / November 2015



The latest edition of LaingBuisson's data rich report on the pay and terms and conditions of independent sector (for-profit & not-for-profit) care homes for older people and people with dementia in the UK is divided into two principal sections. The first covering care home managers' salaries and the second covering hourly paid staff.

A unique study, this report offers a comprehensive picture of payroll across the residential care home sector, and with between 53% and 62% of care home fees absorbed by staffing, it's clear that key to maintaining a stable, profitable and good quality operating business is setting the right basic pay rates, terms and conditions, and to reward care home management leadership.

The benchmarking data in this new report is therefore essential in informing and assisting the senior management of care home providers in making high end salary decisions.



Foreword

Introduction

- + Executive summary & highlights
- + Scope
- + Data sources

Care Home Managers

- + Basic salaries by size of home (national)
- + Basic salaries by sector (national)
- + Basic salaries by registration type (national)
- + Manager salary inflation 2004/05 - 2015/16
- + Regional variations in basic salaries
- + Other elements of remuneration packages

Hourly Paid Staff

- + National pay rate summary
- + National hourly pay inflation trends 2006-2016
- + Regional variations in hourly pay rates
- + Holiday, sickness and pension on-costs

Appendix: Verbatim Comments on Enhanced Benefits

- + Paid holidays
- + Sick pay
- + Employers pension contributions

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CARE HOME PAY SURVEY

THIRD EDITION

CARE OF OLDER PEOPLE UK MARKET REPORT

TWENTY-SEVENTH EDITION

LaingBuisson's unrivalled study on the UK older care market - the only independent, authoritative, comprehensive and up-to-date assessment of the present state and future prospects of the long term care market for residential, nursing and dementia care services. Published September 2015

LaingBuisson's HEALTHCARE MARKET REVIEW

TWENTY-EIGHTH EDITION

A unique annual review of trends in acute healthcare, insurance, mental health services, primary medical care & long term care and many other specialist care sectors. The publication includes special articles and comprehensive directories of healthcare provider organisations and insurers, independent hospitals, out patient clinics, pathology laboratories and a private equity deals table. Published March 2016

CCMn (Community Care Market news) & HMn (Healthcare Market news)

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