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 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; marge 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.
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.
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

CARE OF OLDER PEOPLE UK MARKET REPORT

LaingBuisson’s HEALTHCARE MARKET REVIEW

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, outpatient 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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