

EXECUTIVE SUMMARY

TRANSFORM RESEARCH REPORT - EXETER UNIVERSITY

**RECRUITMENT AND RETENTION ISSUES
IN THE
ADULT SOCIAL CARE WORKFORCE IN DEVON**

Updated 18 January 2018

- 1. Demand and Supply Issues – 2016 figures from National Minimum Dataset (published on 26 Sept 2017)**

2. Main Reasons for Care Workers leaving private domiciliary care in Devon vs England

Main reasons for leaving given by Care Workers working for private domiciliary care	Devon	England
Pay	2.3 %	3.4 %
Nature of the work	10.0 %	9.6 %
Competition from other employers	6.8 %	5.6 %
Transferred to another employer	18.8 %	15.3 %
Career development	5.4 %	9.4 %
Personal reasons	26.4 %	23.7 %
Resignation	6.1 %	11.6 %
Retirement	3.1 %	1.8 %
Dismissal	5.8 %	6.0 %
End of contract term	7.8 %	0.9 %
Other reasons	9.1 %	9.6 %

3. Care Workers in Devon

NMDS-SC) data indicates that

and working in domiciliary, community or day care are noticeably different from their

- x Having a good employer organisation
- x Inclusion and 1-2-1 nature of work

6. What Care Workers dislike about working in the sector

