



Reporting Working with the Establishment Profile

November 2007

Version 0.1 (DRAFT)



TRIBAL





i. Introduction

You can use your Establishment Profile in many ways. For example:

- Access to TSI funding
- Workforce Planning
- Retention and recruitment
- Staff training
- Marketing your services and market intelligence

Your Establishment Profile feeds back to you the NMDS-SC information you've provided about your establishment, and compares it with similar information from your comparator group

Your comparator group consists of establishments providing the same type of main service as yours, in the same Skills for Care region as yours. The comparator group numbers are created by aggregating all comparator establishments together. The data about your establishment is the latest which you have supplied. The comparator data is a fixed position at the end of the previous month, and is updated monthly.

For establishments with more than one provision, the bulk of data is reported at provision level.

Home News About My Establishment My Workers User Details Reports Logout Reports Logout To view the reports that are available, click the 'Reports' button.





These are the reports that are available to an establishment – aside from the Local Authority Area Profile, most establishment users will see reports for their establishment only.

Reports Here you can select and view reports on the National Minimum Data Set for Social Care. Establishment Reports Establishment Profile This report gives the establishment a profile of the establishment and workforce benchmarked against similar data within the establishment's region. For establishments with more than one provision, the bulk of data is reported at provision level. Run Report Worker List This report lists all workers for an establishment. It will be based on latest data. Clicking on a worker's Local ID will list all the details for that worker. Run Report Establishment Download This report allows you to download all data known for the establishment. It can be used as an import for Excel. NMDS-SC Statistics Local Authority Area Profile This report provides a profile of the care infrastructure and care workforce in the geographical area of any Council with Social Services Responsibilities. It includes information on numbers and types of establishments, organisational size and the nature of services provided and workforce demographics, pay and qualifications.

iii. What's in the Establishment Profile

There are **5** main types of information in the establishment profile, and each of these includes a range of more detailed analysis. Below is an outline of the types of information to be found. In Section 4, each of these is described in more detail.

1. Organisational:

- 1.1 Organisational details
- 1.2 Comparator Group Establishment details
- 1.3 Comparator Group Employees and other workers
- 1.4 Comparator Group Occupational Structure

2. Demographics

- 2.1 Gender
- 2.2 Ethnicity
- 2.3 Age
- 2.4 Disability

3. Pay

- 3.1 Annual salary
- 3.2 Monthly salary
- 3.3 Hourly rates

4. Work and experience

- 4.1 Source of recruitment
- 4.2 Employment status
- 4.3 Destination of leavers
- 4.4 Working arrangements
- 4.5 Contracted hours
- 4.6 Year started in social care

5. Training and Qualifications

- 5.1 Induction profile
- 5.2 Qualifications worked towards
- 5.3 Qualifications held

5.4 Key statistics





Organisational

Organisational details 1.1

Organisational Details Name: The Care Home Address: 27-29 Grove Place Postcode: \$2 4AW Telephone: 1234567 E-Mail: home@care.org.uk Parent Company: Key Numbers and Dates NMDS-SC Number: BX000 NMDS-SC Latest Completion Date: 01/01/2007 Skills for Care Region: Example Region Establishment Profile Prepared: 16/11/2007 Whether CSCI Registered: Yes CSCI Registration Number: 000000XXXX CSCI Registration Date: 01/01/2003 Main Service Yes Care home without nursing provision / care only 25 places 22 beds											
Address: 27-29 Grove Place Postcode: \$2 4AW Telephone: 1234567 E-Mail: home@care.org.uk Parent Company: Key Numbers and Dates NMDS-SC Number: BX000 NMDS-SC Latest Completion Date: 01/01/2007 Skills for Care Region: Example Region Establishment Profile Prepared: 16/11/2007 Whether CSCI Registered: Yes CSCI Registration Number: 000000XXXX CSCI Registration Date: 01/01/2003 Main Service Care Service Provided Total Current Lapacity Uptake	Organisational Details										
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E-Mail: home@care.org.uk	Postcode:	S2 4AW									
Rey Numbers and Dates NMDS-SC Number: BX000	Telephone:	1234567									
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NMDS-SC Latest Completion Date: 01/01/2007 Skills for Care Region: Example Region Establishment Profile Prepared: 16/11/2007 Whether CSCI Registered: Yes CSCI Registration Number: 000000000000000000000000000000000000	Key Numbers and Dates										
Skills for Care Region: Example Region Establishment Profile Prepared: 16/11/2007 Whether CSCI Registered: Yes CSCI Registration Number: 000000XXXX CSCI Registration Date: 01/01/2003 Main Service Care Service Provided Total capacity Uptake	NMDS-SC Number:	NMDS-SC Number: BX000									
Establishment Profile Prepared: 16/11/2007 Whether CSCI Registered: Yes CSCI Registration Number: 000000XXXX CSCI Registration Date: 01/01/2003 Main Service Care Service Provided Total capacity Uptake	NMDS-SC Latest Completion Date:	01/01/2007									
Whether CSCI Registered: Yes CSCI Registration Number: 000000000000000000000000000000000000	Skills for Care Region:	Example Region									
CSCI Registration Number: 000000XXXX CSCI Registration Date: 01/01/2003 Main Service Care Service Provided Total current capacity Uptake	Establishment Profile Prepared:	16/11/2007									
CSCI Registration Date: 01/01/2003 Main	Whether CSCI Registered:	Yes									
Main Care Service Provided Total Current capacity Uptake	CSCI Registration Number:	000000XXXX									
Service Care Service Provided capacity Uptake	CSCI Registration Date:	01/01/2003									
Yes Care home without nursing provision / care only 25 places 22 beds		Care Service Provided									
	Yes Care home without nursing p	provision / care only	25 places	22 beds							
No Short breaks / respite care	No Short breaks / respite care										

1.2

Comparator Group - Establishment detailsAt an establishment level the comparator group is made up of all establishments in the same region offering the same main service.

Region:	Example Region
Main Care Service Provided:	Care home without nursing provision /
Establishments:	239
Selected Period:	October 2007





	Count
Short breaks / respite care	68
Other adult residential care service	32
Day care and day services	31
Adult placement home	25
Carers support	25
Adult placement service	20
Social work and care management	10
Care home with nursing provision	7
Community support and outreach	7
NHS Primary Care Trust	6
Other adult day care services	5
Domiciliary care / home care	5
Other adult community care service	5
Social Care NHS Trust	5
Mental Health NHS Trust	5
Other adult domiciliary care service	3
Disability adaptations / assistive technology services	3
nformation and advice services	3
Mental health	3
ndependent acute or mental health hospital	3
Other independent healthcare setting	3
Sheltered housing	2
Domestic services and home help	2
Meals on wheels	2
Any children's domiciliary care service	2
Any other part of NHS Hospital & Community Health Services	2
ndependent out-patient service, day service, clinic	2
Any other Services	2
Occupational / employment-related services Other children's residential care service	1

1.3 Comparator Group - Employees and other workers

Provides employment status, vacancy statistics and turnover information for establishment and comparator group

Employment Status		our shment	Comparator Group			
	Number	%	Number	%		
Permanent	21.0	100%	6675.0	97%		
Temporary	0.0	0%	178.0	3%		
Total Workers	21.0	100%	6853.0	100%		
Vacancies	0.0	0%	205.0	3%		
Started in last 12 months	3.0	14%	1123.0	16%		
Left in last 12 months	7.0	33%	1331.0	19%		





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	Your	Comparator Group
Vacancy Rate (%)	0%	3%
Turnover Rate (%)	33%	19%

1.4

Comparator – Group - Occupational Structure

Number of other types of workers used by establishments within comparator group

Worker Type		our shment	Comparator Group			
	Number	%	Number	%		
Bank or Pool	0.0	0%	176.0	2%		
Agency	0.0	0%	30.0	0%		
Practice learning/work experience student	0.0	0%	21.0	0%		
Volunteer or volunteer worker	0.0	0%	12.0	0%		
Other	0.0	0%	179.0	3%		
Total other workers	0.0	0%	418.0	6%		
All workers (employees and others)	21.0	100%	7271.0	100%		

Other Workers: Key statistics

	Your	Comparator Group
Proportion of bank or pool staff to total	0.0	2.4
employees (%)		
Proportion of agency staff to total employees	0.0	0.4
(%)		
Proportion of volunteers staff to total	0.0	0.2
employees (%)		





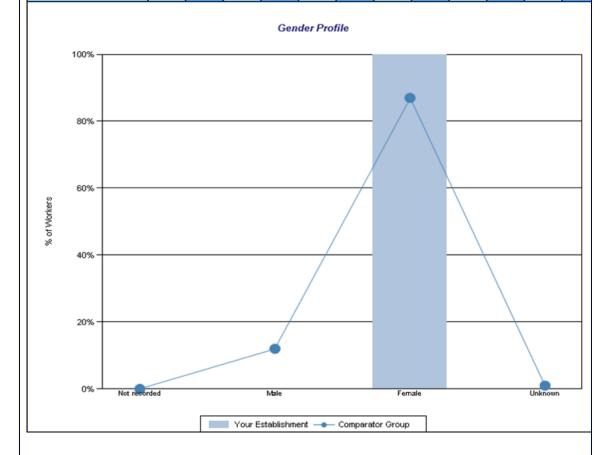
2 Demographics

The data in this section is based on individual worker records. The All Workers row shows the actual number of workers by job role within the establishment and comparator group. The remaining numbers are percentages. If your establishment has not submitted any worker records, these sections will not show data for your establishment or the comparator group.

2.1 Gender

This is based on the gender recorded for each worker.

	Registered Manager		Manager Supervisor			rvisor		r Care rker	Care V	Vorker	not o	ry staff care- iding	Other job role not directly involved in providing car		
Gender	Your Establishment	Comparator Group													
Not recorded (%)															
All Workers	1	98	1	66	5	366	9	1628	2	462	3				
Male (%)		13		6		7		11		14					
Female (%)	100	87	100	92	100	91	100	88	100	85	100				
Unknown (%)				2		1		0		0					



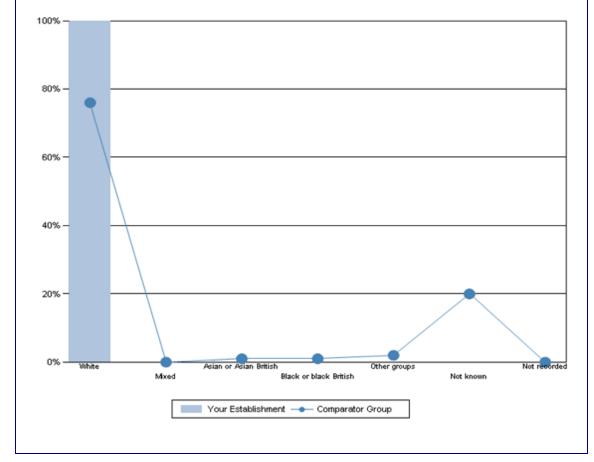




2.2 Ethnicity

This is based on the ethnic group recorded for each worker, whether at the level of specific ethnicity or just at group level.

	Regis Man		Super	Supervisor		Supervisor Senior Care Worker			Care V	Vorker	Ancilla not o	are-	not di invol	ob roles rectly ved in ng care	Total	
Ethnicity	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group		
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938		
White (%)	100	91	100	89	100	93	100	72	100	71	100	79	100	76		
Mixed (%)						0		0		0				0		
Asian or Asian British (%)		1				0		1						1		
Black or black British (%)						0		1		0				1		
Other groups (%)		2				1		2		2				2		
Not known (%)		6		11		5		24		27		21		20		
Not recorded (%)								0						0		



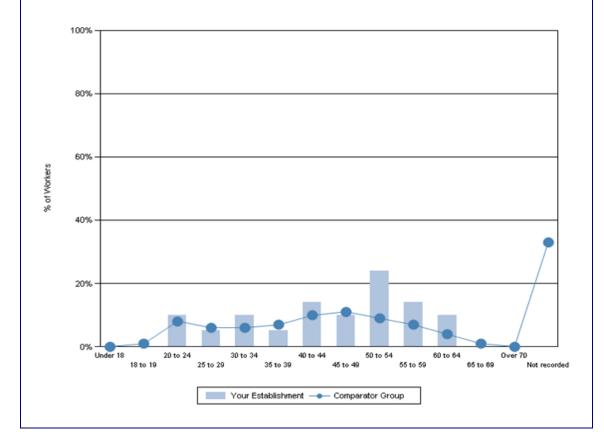




2.3 Age

This is based on the date of birth recorded for each worker – establishment data reflects ages today whereas the comparator data reflects ages at the end of last month.

	Regis Man	tered ager	Supe	rvisor		r Care rker	Care V	Vorker	Ancilla not o		not di invol	ob roles irectly ved in ng care	То	tal
Age Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group										
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Under 18 (%)										0				0
18 to 19 (%)						0		1		0		6		1
20 to 24 (%)		1		6		4	22	12		1		6	10	8
25 to 29 (%)		3		6	20	7		6		3			5	6
30 to 34 (%)		3	100	5		8	11	6		4		3	10	6
35 to 39 (%)	100	6		12		10		6		7		3	5	7
40 to 44 (%)		17		15	20	13	22	9		10		6	14	10
45 to 49 (%)		15		9		12	11	9		10	33	24	10	11
50 to 54 (%)		16		14		9	33	7	50	11	33	9	24	9
55 to 59 (%)		12		3	40	8		5	50	9		9	14	7
60 to 64 (%)		5		5	20	4		3		7	33	9	10	4
65 to 69 (%)				2		1		1		2				1
Over 70 (%)						0		0				3		0
Not recorded (%)		20		24		24		35		36		24		33



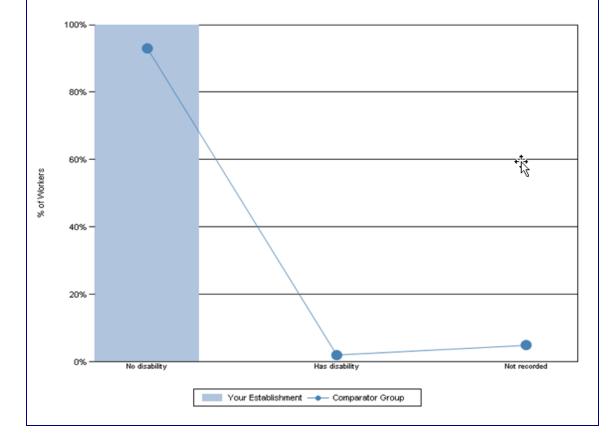




2.4

DisabilityThis is based on the answer to the disability question for the worker.

Disability	Registered Manager		Super	visor	Senio Wor	r Care rker	Care V	Vorker	Ancillar not c provi	are-	not di invol	ob roles rectly ved in ng care	То	tal
Disability	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
No disability (%)	100	90	100	89	100	91	100	95	100	91	100	85	100	93
Has disability (%)		3		2		1		1		1				2
Not recorded (%)		7		9		8		4		8		15		5







3 Pay

The data in this section is based on individual worker records. Pay can be recorded as an annual salary, monthly salary or hourly rate. Details for your workers or comparator workers are only included in the relevant table (i.e. there is no 'conversion' of pay from one reporting level to another).

3.1 Annual salary

This is based on workers whose pay was reported as annual salary.

	Regis Mana		Supe	rvisor	Senio Wor	r Care rker	Care V	Vorker		staff not oviding	Other job directly in providir	nvolved in
	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
Median	£17,000	£21,000		£18,195		£15,000		£10,981		£9,129		£17,500
Minimum	£17,000	£15,000		£12,000		£13,859		£3,385		£2,947		£17,500
Maximum	£17,000	£32,000		£20,140		£18,000		£16,200		£16,317		£17,500
Average	£17,000	£22,246		£16,613		£15,543		£10,065		£9,327		£17,500

3.2 Monthly salary

This is based on workers whose pay was reported as monthly salary.

	Regis Man	tered ager	Super	rvisor		r Care rker	Care V	Vorker		staff not roviding	Other job directly ir providir	nvolved in
	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
Median		£1,465		£920		£1,021		£606		£536		
Minimum		£1,000		£725		£587		£133		£5		
Maximum		£2,450		£1,640		£1,495		£1,183		£885		
Average		£1,583		£1,095		£1,014		£666		£521		

3.3 Hourly rates

This is based on workers whose pay was reported by hourly rate.

	Regis Man		Super	rvisor	Senio Wor		Care V	Vorker	Ancillary care-pr		Other job directly in providir	volved in
	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
Median		£9.32	£5.55	£6.25	£5.35	£5.80	£5.05	£5.30	£5.05	£5.25	£6.80	£5.40
Minimum		£5.70	£5.55	£5.20	£5.35	£0.25	£4.25	£1.66	£5.05	£3.45	£5.05	£4.85
Maximum		£12.38	£5.55	£10.58	£5.35	£8.70	£5.05	£8.39	£5.05	£8.00	£6.80	£6.80
Average		£8.91	£5.55	£6.50	£5.35	£5.84	£4.87	£5.40	£5.05	£5.38	£6.22	£5.54





4. Work and Experience

The data in this section is based on individual worker records, except for the Destination of Leavers table, based on the organisation data. The All Workers row shows the actual number of workers by job role within the establishment and comparator group. The remaining numbers are percentages. If your establishment has not submitted any worker records, these sections will not show data for your establishment or the comparator group.

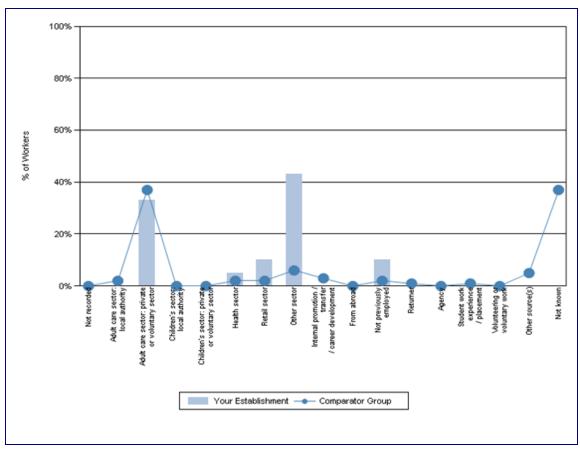
4.1 Source of recruitment

This is based on the source of recruitment recorded for each worker.

	Regis Mana		Supe	rvisor	Senio Wo	r Care rker	Care V	Vorker	Ancilla not o	are-	not di invol	ob roles rectly ved in ng care	То	tal
Source of Recruitment	Your Establishment	Comparator Group	Your Establishment	Comparator Group										
Not recorded (%)														0
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Adult care sector: local authority (%)		2	·	3		2		1		2				2
Adult care sector: private or voluntary sector (%)	100	43		45	40	56	44	37		21		41	33	37
Children's sector: local authority (%)						1		0		1				0
Children's sector: private or voluntary sector (%)						0		0		0				0
Health sector (%)		4	100	3		3		2		1			5	2
Retail sector (%)		2		3		3	22	2		2		15	10	2
Other sector (%)		4		2	40	5	22	4	100	14	100	18	43	6
Internal promotion / transfer / career development (%)		11		15		6		1		0				3
From abroad (%)						1		0						0
Not previously employed (%)				2	20	1	11	3		3			10	2
Returner (%)		1				1		1		1				1
Agency (%)		1				1		0		0		3		0
Student work experience / placement (%)		1		2		1		1		0				1
Volunteering or voluntary work (%)						0		0		0				0
Other source(s) (%)		3		8		6		4		8		3		5
Not known (%)		28		18		12		41		46		21		37







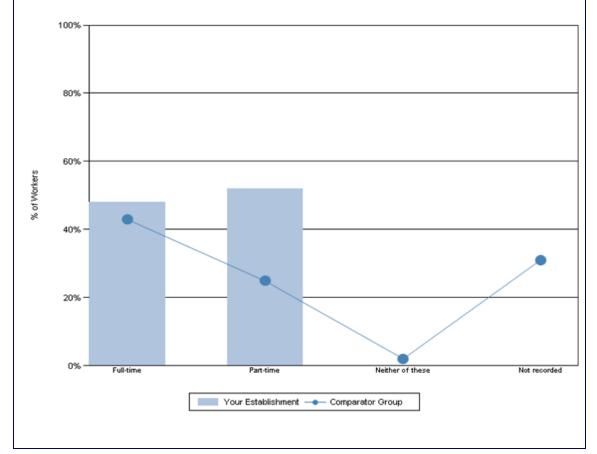




4.2

Employment statusProvides employments status by job roles.

	Regis Man		Super	visor	Senio Wor		Care V	Vorker	Ancillar not c	are-	involv	ob roles rectly ved in ng care	Tot	tal
Employment Status	Your Establishment	Comparator Group	Your Establishment	Comparator Group										
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Full-time (%)	100	79	100	74	80	72	33	39		24	33	35	48	43
Part-time (%)		1		24	20	25	67	24	100	35	67	50	52	25
Neither of these (%)		2				2		2		1				2
Not recorded (%)		18		2		2		35		40		15		31



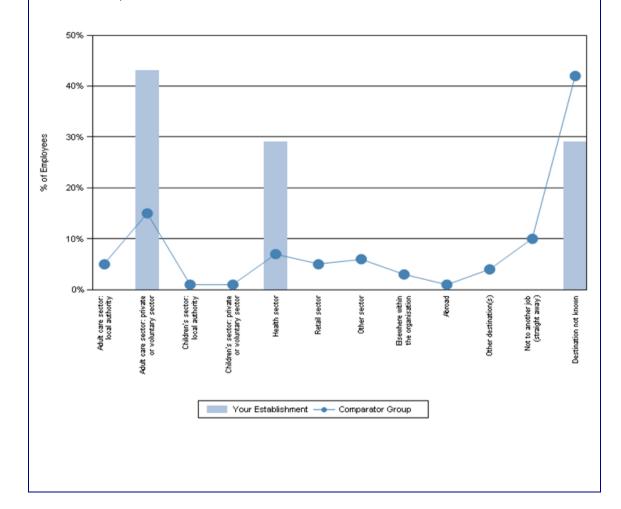




4.3 Destination of leavers

This is based on the destination of leavers recorded at establishment level.

Destination	Your Establishment - Number	Your Establishment - %	Comparator Group - %
Adult care sector: local authority	0.0	0%	5%
Adult care sector: private or voluntary sector	3.0	43%	15%
Children's sector: local authority	0.0	0%	1%
Children's sector: private or voluntary sector	0.0	0%	1%
Health sector	2.0	29%	7%
Retail sector	0.0	0%	5%
Other sector	0.0	0%	6%
Elsewhere within the organisation	0.0	0%	3%
Abroad	0.0	0%	1%
Other destination(s)	0.0	0%	4%
Not to another job (straight away)	0.0	0%	10%
Destination not known	2.0	29%	42%





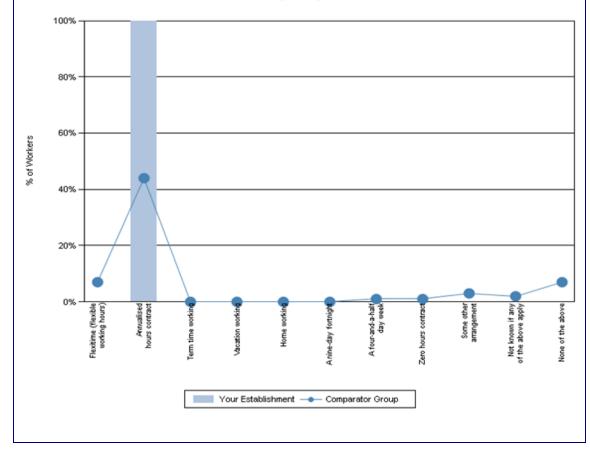


4.4 Working arrangements

This is based on the arrangements recorded for each worker. Note that a worker can have more than one arrangement so the % may not add up to 100%. 'Not recorded' workers are excluded.

	Regis Mana		Super	visor	Senio Wor	r Care rker	Care V	Vorker	not o	ry staff care- iding	not di invol	ob roles rectly ved in ng care	То	tal
Working Arrangement	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Flexitime (flexible working hours) (%)		9		6		10		6		5		3		7
Annualised hours contract (%)	100	46	100	58	100	58	100	43	100	39	100	38	100	44
Term time working (%)						0		0						0
Vacation working (%)						0								0
Home working (%)		1								0				0
A nine-day fortnight (%)						0								0
A four-and-a-half day week (%)		1				2		0		0		3		1
Zero hours contract (%)				2		1		1		0				1
Some other arrangement (%)		4		6		5		2		4		3		3
Not known if any of the above apply (%)		2		3		3		2		2				2
None of the above (%)		12		14		11		5		5		26		7

Working arrangements







4.5 Contracted hours

This is based on the hours recorded for each worker.

	Regis Man		Super		Senio Wor		Care V	Vorker	Ancilla not o	care- iding	Other jo not di involv providir	rectly red in ng care
	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
Median	40.00	39.00	40.00	36.50	35.00	35.00	20.00	31.00	16.50	22.00	26.00	25.00
Minimum	40.00	24.00	40.00	10.00	12.00	0.00	16.00	0.00	13.00	0.00	12.00	12.00
Maximum	40.00	60.00	40.00	44.00	40.00	56.00	40.00	54.00	20.00	44.00	45.00	45.00
Average	40.00	38.34	40.00	34.25	30.40	32.80	23.78	29.51	16.50	23.46	27.67	26.95

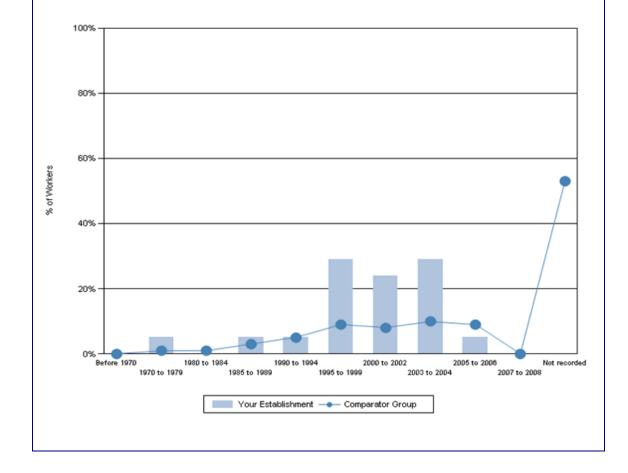




4.6 Year started in social care

This is based on the year recorded for each worker, grouped into ranges.

	Regis Mana		Super	rvisor	Senio Wor	r Care rker	Care V	Vorker	Ancilla not o	are-	not di invol	ob roles rectly ved in ng care	То	tal
Year Started	Your Establishment	Comparator Group	Your Establishment	Comparator Group										
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Before 1970 (%)		2		2		0		0						0
1970 to 1979 (%)		9		3		1	11	1		0			5	1
1980 to 1984 (%)		9				1		1				3		1
1985 to 1989 (%)		6	100	5		5		1		2			5	3
1990 to 1994 (%)	100	15		17		9		3		2		3	5	5
1995 to 1999 (%)		15		23	60	18	22	7	50	6		18	29	9
2000 to 2002 (%)		6		6	20	19	33	7		6	33	12	24	8
2003 to 2004 (%)				2	20	13	33	11	50	10	33	15	29	10
2005 to 2006 (%)		2		2		4		12		9	33	24	5	9
2007 to 2008 (%)								0		0				0
Not recorded (%)		35		42		31		56		65		26		53







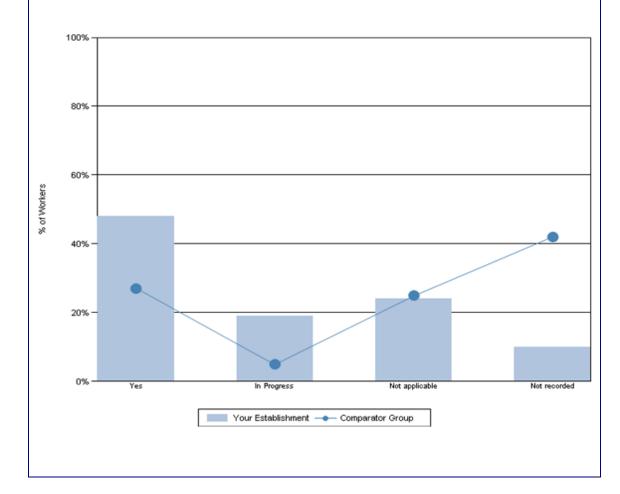
5. Training and Qualifications

The data in this section is based on individual worker records. The All Workers row shows the actual number of workers by job role within the establishment and comparator group. The remaining numbers are percentages. If your establishment has not submitted any worker records, these sections will not show data for your establishment or the comparator group.

5.1 Induction profile

This is based on the induction status recorded for each worker, grouped into ranges.

	Regis Mana		Super	visor	Senio Wor		Care V	Vorker	Ancilla not c provi	are-			То	tal
Induction Status	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group
All Workers	1	98	1	66	5	366	9	1628	2	462	3	34	21	2938
Yes (%)	100	20	100	33	40	38	67	32		8		26	48	27
In Progress (%)		2			20	4	33	7		3		3	19	5
Not applicable (%)		44		29		40		15	100	39	100	41	24	25
Not recorded (%)		34		38	40	18		46		50		29	10	42







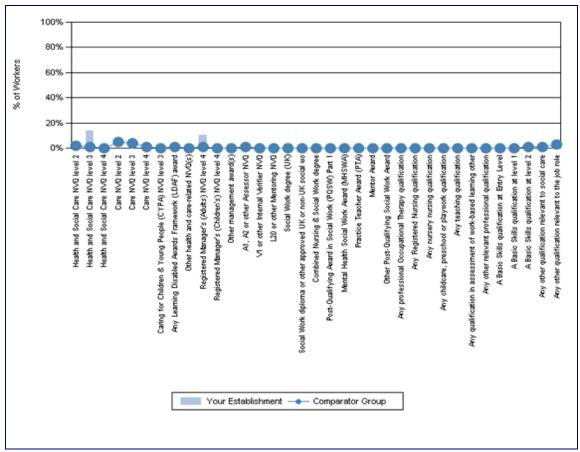
5.2 Qualifications worked towards

This is based on qualifications being worked towards which are recorded for each worker. Note that a worker can be working towards more than one qualification so the % may not add up to 100%. 'Not recorded' workers are excluded.

	Regis Man	tered ager		rvisor		r Care rker	Care V	Vorker	not o	ry staff care- iding	not di invol	ob roles irectly ved in ng care		tal
Qualification In Progress	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Group								
All Workers	1	98	1	66	5	366	9	1628	2	0	3	34	21	29
Health and Social Care NVQ						1		3				3		
level 2 (%) Health and Social Care NVQ					20	5	22	1					14	
level 3 (%)					20	J	- 22	, i					14	
Health and Social Care NVQ		1		5		1								
level 4 (%)														
Care NVQ level 2 (%)				3		5		8						
Care NVQ level 3 (%)				5		14		3						
Care NVQ level 4 (%) Caring for Children & Young		0		5				0	-					
People (CYPA) NVQ level 3														
(%)														
Any Learning Disabled						0		1						
Awards Framework (LDAF)									l					
award (%) Other health and care-related		4				4		0						
NVQ(s) (%)							, iii	٥						
Registered Manager's	100	14	100	11		2							10	
(Adults) NVQ level 4 (%)														
Registered Manager's														
(Children's) NVQ level 4 (%) Other management award(s)									_					
(%)						, i								
A1, A2 or other Assessor		4		11		2		0						
NVQ (%)														
V1 or other Internal Verifier		4												
NVQ (%) L20 or other Mentoring NVQ														
(%)				i i		, i						, i		
Social Work degree (UK) (%)						0			-	-				
Social Work diploma or other														
approved UK or non-UK social														
wo (%) Combined Nursing & Social				$\overline{}$									_	
Work degree (%)						Ü	- "							
Post-Qualifying Award in														
Social Work (PQSW) Part 1														
(%) Mental Health Social Work											_		_	
Award (MHSWA) (%)														
Practice Teacher Award														
(PTA) (%)														
Mentor Award (%)						0								
Other Post-Qualifying Social Work Award (%)														
Any professional														
Occupational Therapy														
qualification (%)														
Any Registered Nursing qualification (%)						0		0						
Any nursery nursing								0						
qualification (%)														
Any childcare, preschool or								0						
playwork qualification (%) Any teaching qualification (%)													-	
Any teaching qualification (76)														
Any qualification in						1								
assessment of work-based														
earning other (%) Any other relevant		4		-		0		0					-	
professional qualification (%)					"	J		J						
A Basic Skills qualification at		1												
Entry Level (%)														
A Basic Skills qualification at								0						
evel 1 (%) A Basic Skills qualification at						1		1						
evel 2 (%)				- "										
Any other qualification		3		3		2		1						
relevant to social care (%)														
Any other qualification		5												











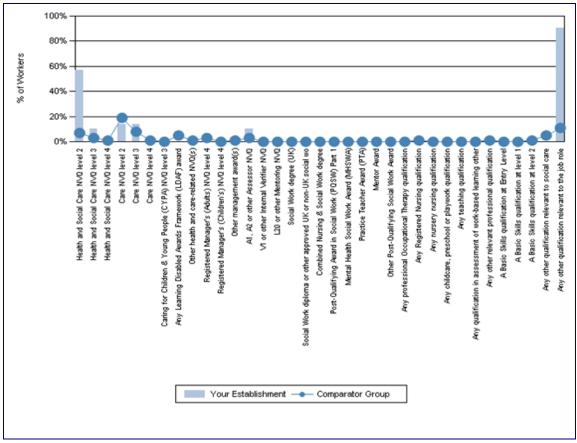
5.3 Qualifications held

This is based on qualifications held which are recorded for each worker. Note that a worker can hold more than one qualification so the % may not add up to 100%. 'Not recorded' workers are excluded.

	Regis Man	tered ager	Supe	rvisor	Woi	r Care rker		Vorker	not o	ry staff care- iding	not di invol providi	ob roles irectly ved in ng care	Tot	tal
Qualification Held	Your Establishment	Comparator Group	Your Establishment	Comparator Group	Your Establishment	Comparator Group								
All Workers	1	98	1	66	5	366	9	1628	2	0	3	34	21	293
Health and Social Care NVQ		3			60	13	100	9				3	57	
level 2 (%) Health and Social Care NVQ		7		11	40	12		2					10	
level 3 (%) Health and Social Care NVQ		13		2	40	12		0					10	
level 4 (%)		15		2		i i		Ŭ						
Care NVQ level 2 (%)	100	13	100	44	20	45		19				3	14	
Care NVQ level 3 (%)	100	23	100	30	20	27		5					14	
Care NVQ level 4 (%)		18		6		2								
Caring for Children & Young People (CYPA) NVQ level 3 (%) Any Learning Disabled		7				7		0						
Awards Framework (LDAF) award (%)												40		
Other health and care-related NVQ(s) (%) Registered Manager's		54		8		0		0				12		
(Adults) NVQ level 4 (%) Registered Manager's		1												
(Children's) NVQ level 4 (%) Other management award(s)		18		2										
(%) A1, A2 or other Assessor	100	47		12	20	4		0					10	
NVQ (%) V1 or other Internal Verifier		3												
NVQ (%) L20 or other Mentoring NVQ (%)		3						0						
Social Work degree (UK) (%)		1				0								_
Social Work diploma or other approved UK or non-UK social		3						-						
wo (%) Combined Nursing & Social								0						
Work degree (%) Post-Qualifying Award in Social Work (PQSW) Part 1		1								-				
(%) Mental Health Social Work		1												
Award (MHSWA) (%) Practice Teacher Award		. 2	-			Ï		ï	-					
(PTA) (%)		2												
Mentor Award (%)														
Other Post-Qualifying Social		1												
Work Award (%) Any professional						0								
Occupational Therapy qualification (%)														
Any Registered Nursing qualification (%)		18		5		1		0						
Any nursery nursing qualification (%) Any childcare, preschool or		1		-		1		0		-				
playwork qualification (%) Any teaching qualification (%)		6				0		Ů				3		
Any qualification in		1				1		0						
assessment of work-based learning other (%)														
Any other relevant professional qualification (%)		4				1								
A Basic Skills qualification at Entry Level (%) A Basic Skills qualification at								0						
level 1 (%) A Basic Skills qualification at		3		3		2		1				3		
level 2 (%) Any other qualification		5		15		10		4				18		
relevant to social care (%)														
Any other qualification	100	12	100	24	100	13	100	7			100	35	90	











5.4

Qualification Key StatisticsThe Registered Manager statistics only include:

Registered Manager's (Adults) NVQ level 4

Registered Manager's (Children's) NVQ level 4

The Care Workers statistics only include:

Health and Social Care NVQ level 2

Health and Social Care NVQ level 3

Health and Social Care NVQ level 4

Care NVQ level 2

Care NVQ level 3

Care NVQ level 4

Registered Managers Key Statistics	Your Establishment	Comparator Group
Percentage with completed NVQ 4	0%	56%
Percentage working towards NVQ 4	100%	14%
Care Workers Key Statistics	Your Establishment	Comparator Group
Percentage with completed NVQ 2 or higher	100%	31%
Percentage working towards NVQ 2 or higher	0%	13%