



Scottish Government response to the Migration Advisory Committee Call for Evidence on the Impact of the Ending of Freedom of Movement on the Adult Social Care Sector

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1. Foreword

Foreword from Jenny Gilruth MSP, Minister for Culture, Europe and International Development



Scotland welcomes people from all over the world, not only for their contribution to our economy and society, but for the diversity they bring to our communities. Sadly, the UK Government's increasingly restrictive immigration policies undermine our approach, with one clear impact being the increased risk of skills shortages that damage our economy and the essential services the people of Scotland rely on.

Our previous responses to the Migration Advisory Committee (MAC) highlighted the substantive contributions of non-UK citizens who have chosen to make Scotland their home. Scottish Government has been consistent in its arguments for the devolution of immigration powers to ensure that we best meet the needs of new Scots and their families.

The timing of this consultation has been particularly challenging given the strain on the Social Care system dealing with COVID and the recovery. The chaos caused by forcing through a hard Brexit in the middle of a pandemic will, necessarily, impact on the quality and comparability of evidence available to the MAC for their study. The Scottish Government, experts, businesses and representative organisations have repeatedly warned the UK Government of the damage their immigration plans would inflict on Scotland in the face of the continuing COVID-19 challenges when the stresses and strains on our social care system remain greater than ever before.

Care professionals from all over the world have played a vital role in caring for our communities during the COVID-19 crisis. Scotland welcomes those staff and will do all it can to ensure they continue to build their lives in Scotland. This paper provides detailed evidence on the impact of the ending of freedom of movement on adult social care in Scotland. We have collected evidence from stakeholders with bases in Scotland, and used previous submissions to the MAC and analysis from the independent Expert Advisory Group on Migration and Population to demonstrate the

devastating impact that Brexit has had on the social care sector in Scotland and how, combined with the effects of the COVID-19 pandemic, changes to the immigration system have left the provision of social care services in a deeply precarious position.

It is clear that, within the current constitutional framework, the UK Government must urgently rethink their immigration plans to ensure that they meet the needs of the social care sector in Scotland. This response sets out the urgent actions that the UK government must take to address the acute shortage of social care workers we face, as well as the medium and long-term changes that must be made to go some way to improving a broken immigration system within a UK framework suffering from the absence of free movement.

Notwithstanding, Scottish Government continues to believe that the best future for Scotland is as an independent country in the European Union, enjoying the full benefits of membership including freedom of movement. Amongst the many benefits of free movement of people is the opportunity it gives our young people to visit, work and study in other European countries and to engage in mutual exchange with those who come here, and the scope to share ideas and expertise, which promotes innovation and increases productivity.

One of the major gains from independence for Scotland will be responsibility for our own immigration policy. The policy of successive Westminster Governments for the whole of the UK takes no account of Scotland's differing demographic and migration needs and means that the current UK immigration system has not supported Scotland's migration priorities. Independence will put Scotland's future in Scotland's hands and allow us to make different choices on immigration to benefit the people of this country.



Introduction

Our Position

Scotland is a welcoming and inclusive nation. The Scottish Government values everyone, no matter where they were born, who has chosen to make Scotland their home; to live, work, study, raise their families and build their lives here and make a positive contribution. Inward migration enriches our society for the better, and migrants make a net contribution to our economy, our public services and our public finances. Scotland's demography - our ageing population, and depopulation of rural areas - means that inward migration is crucial to Scotland's future prosperity.

Brexit, which the people of Scotland did not vote for, has already had a damaging impact across our society and economy. The loss of freedom of movement will significantly undermine the Scottish social care system over coming years and decades. The new "points based system" presents significant administrative, logistical and financial challenges for individuals and employers. Any mitigating actions put in place by the UK government to off-set the impact of ending free movement have been woefully inadequate.

The UK Government's supposition that people working in the care sector are 'low-skilled' is deeply offensive. The UK immigration system disregards the contribution non-UK citizens make to key sectors and underestimates the potentially devastating impact of the loss of free movement on Scotland's economy and communities. This is already contributing to devastating staff shortages in key sectors.

The Scottish Government is committed to improving social services and the quality of care, and is clear that attracting and retaining the right people, developing them and raising the status of the sector as a valued workforce is key to delivering this. The Scottish Government has already introduced major improvements to professionalise the sector and increase wages. The Scottish Government continues to do everything it can to improve the sector. But these actions must be accompanied by an immigration system that meets Scotland's needs, allows our communities and our economy to flourish, supports the delivery of public services and recognises the Scotland's distinctive demography and the significant differences in the devolved Scottish social care system compared to the rest of the UK.

Our response

The timing of this consultation has been challenging given the strain on the Social Care system dealing with COVID and the recovery. The situation over the last 20 months has been extraordinary, placing Social Care providers and their workers under extreme pressure. Social Care providers and their representative organisations continue to face severe challenges in simply keeping services running and have little capacity to devote to responding to surveys. There are also challenges in finding empirical evidence on the effects of the ending of free movement so close to the ending of the transition period. This has, of course, been aggravated by the extraordinary circumstances of a major pandemic which has altered considerably both the social care sector and the wider jobs market.

Nevertheless, in replying to this consultation, we have drawn upon a wide range of published and unpublished evidence including an analysis of adult social care vacancies advertised on the website myjobscotland¹ and collected by Coalition of Scottish Local Authorities (COSLA), as well as reports from key stakeholders including Scottish Social Services Council (SSSC), Scottish Care (SC) and the Coalition of Care and Support Providers (CCPS). In addition, Scottish Ministers held a round table with key stakeholders and representative organisations in September 2021 and will draw upon evidence from this round-table in this response.

The Scottish Government is also conducting an updated in-depth study on the impact of the immigration system on the social care workforce. While the results of this study will not be available until after this call for evidence has been completed, we hope to be able to provide some evidence from this study by the end of the year. We will share this information with the Migration Advisory Committee once available.

Our evidence shows that, like many areas of society, Scotland's social care sector has relied heavily on EU citizens in order to provide essential services to vulnerable people. The ending of free movement has led to a significant exodus of EU workers from the sector and has had a devastating impact on the ability of the social care sector to attract people from abroad – presenting insurmountable barriers to recruiting the people providers need. Despite significant efforts by the Scottish Government, local authorities and providers to improve pay, conditions and career progression, the sector has been unable to fill these gaps from the domestic population, leaving some providers in a critical position and services at risk.

We find that there is a significant geographical variation in impact with particular strains being felt in areas which have been particularly reliant on EU citizens. Although some of the most significant impacts are being felt in rural areas, already vulnerable to population change, strain is also being felt in major cities, such as Edinburgh, due to significant changes in population levels. More recently, as the economy has begun to open up as COVID restrictions allow, suppliers have begun to feel significant impacts from competition from areas such as hospitality and retail, intensifying staff shortages and threatening services.

Finally, we find that the current immigration system is cumbersome, costly and unresponsive to shifting market requirements and skills shortages. As a result, it has proven to be completely inadequate in dealing with the impact of Brexit and COVID on the social care sector which requires a ready pool of labour in order to allow it to adapt to demand and continue to provide essential services. Current shortages have proven that this ready pool of labour (previously filled by EU citizens entering Scotland through free movement) does not exist in the domestic population. The shortages currently being experienced lay bare the recklessness of suddenly ending free movement, particularly in the middle of a global pandemic, without an effective, flexible system in its place that will meet the needs of all parts of the UK.

¹ www.myjobscotland.gov.uk is the national jobs-portal for all Scotland's 32 councils and some other public sector bodies.

We, therefore, make the following recommendations:

- The UK Government must make emergency changes to the UK immigration system to combat acute post-Brexit skills and labour shortages exacerbated by the pandemic. This should include:
 - Revisiting the previously proposed 12 month temporary worker route that was intended to prevent a post-Brexit 'cliff-edge' for employers who rely on free movement. This visa must be extended to 24 months to afford individuals a fair opportunity to switch onto other visa once they have arrived and obtained employment.
 - A route modelled on the UK Government's previous European Temporary Leave to Remain Scheme should be implemented immediately. This will allow EU citizens to stay and work in the UK for up to three years and encourage further positive contribution to our communities, economy and society.
- The UK Government must immediately scrap the immigration skills and health surcharges and reduce additional fees which are often an insurmountable barrier for both workers and employers.
- Given changes to the UK Immigration system, the role of the Shortage Occupation List (SoL) must be reviewed so that there is clarity as to its purpose and the benefits of including roles on the List. The system of identifying and incentivising recruitment for occupations in shortage should align with the essential labour needs of all four nations, recognising fundamental differences in the way that devolved services are organised, and set up in such a way as to include a wide range of skill levels with a more streamlined and responsive process for adding and removing roles from the list. This should include recognition of the need for social care roles at all levels as essential.
- The UK government must engage in a rational, evidence-based dialogue on immigration needs, recognising that current immigration policy fails to address Scotland's distinct social, demographic and economic needs, with a view to introducing a tailored approach to immigration for Scotland. Further, the immigration system must recognise the regional nature of labour shortages, and be open to imaginative ways of dealing with these including the need for initiatives such as rural migration pilots.

Section 1: EU citizens in Scotland's social care system before Brexit.

Scotland's social care services have traditionally benefited greatly from the staff in the workforce who have come from across the EU. The skills and dedication of EU workers have always been highly valued by employers and those benefiting from their care. We outline key data on the contribution of EU workers and workforce challenges from 2018 and 2019 below.

Scottish Government EU workers in Scotland's social care workforce: contribution assessment

In July 2018, the Scottish Government commissioned an Ipsos MORI report seeking to measure the contribution of EU workers in Scotland's social care workforce². This report showed that 5.6% of people employed within adult social care and childcare were non-UK EU nationals, equivalent to 9,830 workers.

Estimates on the numbers of EU workers varied by sub-sector, ranging from 0.3% for childminding services to 16.5% (+/- 11.3%) for nurse agencies, with the remaining sub-sectors between 3.8% and 6.8%. In terms of absolute numbers of staff, the sectors with the most non-UK EU staff were Care Home for Adults (3,150), Housing support/Care at Home (2,850), and Day Care of Children (2,290).

Non-UK EU workers were more prevalent in private sector services (6.4% +/- 1.6%; 5,410 staff), than in voluntary sector services (5.4% +/- 1.8%; 2,730) and public sector services (3.7% +/- 2.1%; 1,510). Non-UK EU staff were more prevalent among NMC-registered nurses, auxiliary staff and care staff than managers and other staff. Around 7.3% of NMC registered nurses (+/- 1.2%), 5.9% of care staff (+/- 1.1%) and 5.7% of auxiliary staff (+/- 1.1%) were from non-UK EU countries. These distinctions are important when considering which sectors and roles are likely to experience impacts as a result of free movement ending.

In terms of geographical distribution across Scotland, non-UK EU staff accounted for the highest proportion of care staff in the North East (9.1% +/-4.3%) and the East (7.8% +/- 2%), compared to in the Highlands and Islands (3.8% +/-2.7%) and the South West (3.5% +/-1.3%) while the proportion of non-UK EU staff was 4.9% (+/- 4.9%) in remote rural Scotland, 5.6% (+/- 3.5%) in accessible rural areas of Scotland, and 5.7% (+/- 1.4%) in the rest of Scotland.

The report demonstrated that there was little change in applications for social care jobs from EU nationals in the year to report publication compared to the year 2018/19. At that time, the majority of managers (63% for care staff, 85% for managerial posts) reported no change over the last 12 months in the number of applications they received from non-UK EU27 nationals while 15% of managers reported having received more applications from EU nationals for care staff/practitioners with 13% reporting a fall. However, the evidence suggested that,

² "EU workers in Scotland's social care workforce: contribution assessment"; July 2019; [EU workers in Scotland's social care workforce: contribution assessment - gov.scot \(www.gov.scot\)](http://www.gov.scot/workers-in-scotland-social-care-workforce-contribution-assessment)

even in 2018, recruitment for some roles was perceived to be becoming more difficult for some roles – particularly NMC registered nurses and care staff and practitioners.

Scottish Care Home Workforce Data report

A 2018 Care Home Workforce Data report from Scottish Care indicated that 8.1% of their care home staff were from outwith the UK including 5% from the EU³. Compared to the previous year, 41% found recruiting more difficult that year with one fifth experiencing increased difficulty recruiting managers and a third finding recruiting domestic & ancillary staff more challenging than the previous year.

Scottish Care Nursing Survey

In October 2018, Scottish Care also carried out a members' survey focusing on nursing which showed that 54% of their member providers recruited from within the European Economic Area and 35% recruited from countries outside of the EEA⁴. Approximately 12% of the nurses in the survey were from the EEA area. There were staff vacancies of around 20% in nursing posts in care homes and 77% of care homes were having recruitment difficulties. 60% of providers respondents reported that were finding it much more difficult to recruit from Europe than in the previous year.

The same survey showed that there were some parts of the country where the recruitment of nurses was considered to be particularly challenging, including Edinburgh, Dumfries and Galloway, the Borders and Aberdeenshire. There was a further group which also evidenced difficulties, namely Glasgow, Fife, South and North Ayrshire and Argyll & Bute. However over a half of respondents indicated that they had difficulties in recruiting in all the areas they operated.

SSSC Staff Vacancies Report

The Staff Vacancies in Care 2019 Report is jointly published by the Care Inspectorate and the SSSC. The report provides data on vacancies reported by care services as at 31 December 2019. It shows the number of registered care services with a vacancy and the number of actual vacancies that services say they had using whole time equivalent (WTE) data.

It is important to note the most recent available data (December 2020 Report) reflects the situation in care services before the COVID-19 pandemic, and before the first case had been identified in the UK. The next report, which will be published later in 2021, will be based on data between 01 January 2020 and 31 December 2020, so it will provide data from during the pandemic. We recommend the MAC ensure that this latest data is taken into account in their final report when it becomes available.

This report shows that vacancies in the social services sector are significant and have been rising, revealing that 39% of services had vacancies⁵. This was an increase of 1% from the number of services with vacancies at the end of December

³ <https://scottishcare.org/wp-content/uploads/2019/11/Care-Home-Workforce-Data-2018.pdf>

⁴ <https://scottishcare.org/wp-content/uploads/2019/11/Nursing-Data-2018-final.pdf>

⁵ [Staff vacancies in care services 2019.pdf \(sssc.uk.com\)](https://www.sssc.uk.com/Staff-vacancies-in-care-services-2019.pdf)

2018 and 2017 (both 38%). The current figure is significantly higher than the 20% of all establishments, across all sectors in Scotland that report having a vacancy.

At 31 December 2019, the rate of WTE vacancies for all social services in Scotland was 6.2%, up from 5.5% in 2018. This was also significantly higher than the overall vacancy rate across all establishments in Scotland of 3.1% in 2017 which is the most recent data available for the whole Scottish economy. This may have recently increased with the 2021 impact of workforce shortages across retail and hospitality sectors.

49% of services had difficulties filling vacancies (up 2% from the previous year). The service types with the largest proportion of vacancies (for types with more than 100 services) were: care homes for older people (63% of services), housing support/care at home (62% of services), and care homes for adults (54% of services). These types of services have levels of vacancies all significantly above the national average for all care services.

The most common reasons given by most service types that reported problems filling vacancies were: too few applicants with experience (59%), too few applicants in general (58%) and too few qualified applicants (52%).



Section 2: Current Routes into Social Care

Points based immigration system

The UK Government's 'points-based' immigration system launched on 1 January 2021. However, the changes are, in the main, adjustments to the previous main route for skilled workers sponsored by an employer, the 'Tier 2' visa, to introduce a small points-based element. With the ending of free movement EU/EEA citizens entering the social care system in Scotland now need to comply with the immigration rules.

Like the previous Tier 2 visa, the new points-based 'Skilled Worker' route requires an offer of employment by a sponsoring employer licensed by the Home Office; the job being at an appropriate skill level (RQF 3 and above – the equivalent of A-levels or *highers*); and the applicant speaking English to a minimum standard.

Although these are described as attracting points, they are not 'tradeable' in the points-based system (a shortfall in one of these characteristics cannot be 'made up' by gaining more points in other characteristics) and so are more properly described as mandatory criteria.

The points available in the new route are described in the table below. Applicants must reach 70 points overall, with 50 of those points being attained through the three mandatory requirements.

Salary is a tradeable characteristic in this route. The general salary threshold is set at £25,600 as recommended by the MAC, but lower-earning roles can still be eligible. Although salaries between £20,480 and £23,039 do not attract any points, this can be made up by either the role being on the SoL (or the additional lists for Scotland, Wales and Northern Ireland, where appropriate); or by the applicant having a PhD in a STEM subject relevant to the role, both of which attract 20 points. Further to the MAC's recommended in their 2020 review, senior social workers were added to the SoL, in March 2021. Table 1 illustrates the criteria required for the skilled worker route.

Table 1 Qualifying criteria for the Skilled Worker Route

Characteristics	Tradeable?	Points
Mandatory Requirements		
Offer of job by approved sponsor	No	20
Job at appropriate skill level	No	20
Speaks English at required level	No	10
Salary		
Salary of £20,480 (minimum) – £23,039	Yes	0
Salary of £23,040 – £25,599	Yes	10
Salary of £25,600 or above	Yes	20
Shortage Occupation		
Job in a shortage occupation (as designated by the MAC)	Yes	20
Advanced Qualification		
Education qualification: PhD in subject relevant to the job	Yes	10
Education qualification: PhD in a STEM subject relevant to the job	Yes	20

Health and Care Visa

On 4 August 2020, applications opened for a new Health and Social Care Visa to create a new fast-track visa route for eligible health and care professionals. The route is an expansion of the Tier 2 (Skilled Worker) route and will have a reduced visa application fee, including exemption from the Immigration Health Surcharge, and individuals can expect a decision within three weeks (or pay for a priority service for 2 – 5 working days).

Individuals must have a job offer from the NHS, an organisation providing medical services to the NHS or an organisation providing adult social care. The job offer must be from a licensed sponsor who must assign a certificate of sponsorship to prove the job is eligible for the visa.

Individuals must also be a qualified doctor, nurse, health professional or adult social care professional: only the following list of roles (and associated Standard Occupational Classification codes) are eligible:

- 1181: health services and public health managers and directors
- 1242: residential, day and domiciliary care managers and proprietors
- 2112: biological scientists and biochemists
- 2113: physical scientists
- 2211: medical practitioners
- 2212: psychologists
- 2213: pharmacists
- 2214: ophthalmic opticians
- 2215: dental practitioners
- 2217: medical radiographers
- 2218: podiatrists
- 2219: health professionals that are 'not elsewhere classified', such as audiologists and occupational health advisers
- 2221: physiotherapists
- 2222: occupational therapists

2223: speech and language therapists
2229: therapy professionals that are 'not elsewhere classified', such as osteopaths and psychotherapists
2231: nurses
2232: midwives
2442: social workers
3111: laboratory technicians
3213: paramedics
3216: dispensing opticians
3217: pharmaceutical technicians
3218: medical and dental technicians
3219: health associate professionals not elsewhere classified
6141: nursing auxiliaries and assistants
6143: dental nurses
6146: senior care workers

Notably this visa excludes many social care roles which do not meet the qualification thresholds. Individuals must also meet all other relevant criteria for a Tier 2 (General) migrant including being able to support themselves; sufficient knowledge of the English language; meet the salary threshold; and have a valid Certificate of Sponsorship.

Whilst the addition of senior care workers to the SoL is welcome, it disregards the majority of Social Care roles which fall short of the requirement for RQF 3. Similarly, the introduction of the 'Health and Care visa' continues to disregard the huge contribution of social care workers. 53% of roles in Scotland earn less than £25,000, and up to 90% in the care sector, according to analysis from our Expert Advisory Group on Migration⁶.

Fees

It currently costs the individual £610 to apply for a three-year visa or £1220 for over three years plus an annual £624 NHS surcharge. Employers pay a licence fee of £1,476 and an annual immigration surcharge of £1,000

Whilst the health and care visa route is exempt from the Immigration Health Surcharge and has reduced associated fees, these costs are still notable. A visa for up to 3 years costs £232 and more than 3 years £464 (for a maximum stay of 5 years 14 days). Dependents will also pay this same amount. Employers must still pay the licence fee and immigration surcharge.

This visa does not exempt everyone in the sector who has paid the IHS – notably it excludes the thousands of overseas staff working as direct care workers in social care, or as cleaners, porters or other healthcare support staff throughout the NHS (and are key workers in our response to Covid-19). All employees in the sector who have paid the charge on or after the 31st March 2020 will however be eligible for reimbursement (launched from 1 October 2020).

⁶ <https://www.gov.scot/publications/uk-immigration-policy-leaving-eu-impacts-scotlands-economy-population-society-july-2020-update/documents/>

Section 3: Scotland's Population

In order to consider fully the impact of the ending of free movement on the social care sector, it is important to consider Scotland's wider demographic circumstances

All of Scotland's population growth is due to come from inward migration. There is no natural growth projected, with more deaths than births projected in each year going forward (Figure 1). It is, therefore, essential that we grow our working age population to support our economy and society now and into the future as people live for longer.

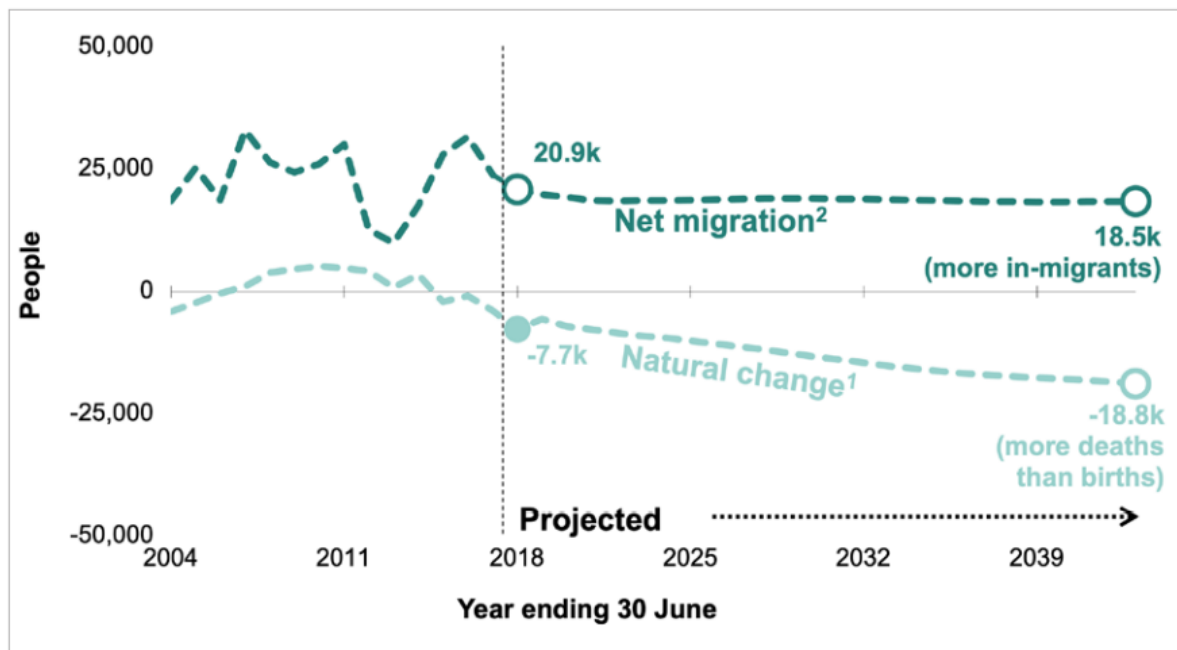


Figure 1 Projected net migration and natural change in Scotland's population⁷

In 2019, the Scottish Government's Expert Advisory Group on Population and Migration published its paper "UK Immigration Policy After Leaving the EU Impacts on Scotland's Economy, Population and Society"⁸. This paper showed how migration from EU countries has accounted for a significant portion of overseas immigration over the past decade. Most EU citizens come to Scotland to work, and have higher employment rates than UK nationals; and are on average younger than the UK population. EU citizens work in a range of sectors, and comprise a substantial share of Scotland's employment in sectors such as, accommodation and food services, manufacturing, and administrative and support services.

EU migration since the 2000s has been widely distributed across all areas of Scotland. While cities enjoy a higher share of immigration, rural and remote areas have also seen a substantial rise in immigration. This was enabled by the free

⁷ [scotland-future-opportunities-challenges-scotlands-changing-population.pdf](#)

⁸ [UK Immigration Policy After Leaving the EU: Impacts on Scotland's \(www.gov.scot\)](#)

movement framework, which allowed flexible patterns of movement and employment for EU citizens. The absence of a skills threshold also meant that EU citizens filled lower-skilled jobs in areas such as agriculture, tourism, manufacturing, health and social care, across Scotland.

The Scottish Government's Expert Advisory Group on Migration and Population has estimated that the impact of the UK Government's immigration proposals on Scotland will be a 50 to 80% reduction in net migration from the EU, and an overall reduction in overseas net migration of 30 to 50%⁹. Further analysis by the Group has identified that very few jobs would meet the proposed salary threshold in several key sectors in Scotland, including agriculture and social care, raising the prospect of significant labour shortages. The plans are likely to have a particularly severe impact on migration to rural areas of Scotland that already face significant demographic and economic challenges¹⁰.

Of all non-British nationals living in Scotland in 2020, 247,000 (61%) were EU nationals¹¹. Net migration of EU nationals to the UK fell from 207,000 in the year ending March 2016 to 58,000 in the year ending March 2020. The number of EU citizens leaving the UK was 89,000 in the year ending March 2016, and 137,000 in the year ending March 2020¹². In addition, although it cannot be broken down into citizenship, moves from Scotland to overseas were 11,600 higher (59%) in the year to 30 June 2020 than the previous year¹³.

The UK immigration system does not recognise the significant demographic differences between Scotland and the rest of the UK. The UK Government have declined calls for a regional model of migration control and instead promote the new immigration system as able to provide for the whole of the UK. The Scottish Government is clear that a system which fails to deliver for Scotland cannot be described as meeting the needs of all of the UK. The current immigration system is therefore failing even by the standards set by the UK Government. The immigration system must reflect Scotland's distinct demographic, economic and social challenges. On 27 January 2020, the Scottish Government published a policy paper showing how devolution of migration could work, within a UK framework. Scotland has the right conditions for a tailored approach in the form of a Scottish Visa, tied to the Scottish tax code¹⁴. (should we reference here?)

⁹ EAG, UK immigration policy after leaving the EU: impacts on Scotland's economy, population and society www.gov.scot/publications/uk-immigration-policy-leaving-eu-impacts-scotlands-economy-population-society

¹⁰ <https://www.gov.scot/publications/uk-immigration-policy-leaving-eu-impacts-scotlands-economy-population-society-july-2020-update/>

¹¹ [Population by country of Birth and Nationality, 2020, Report \(nrscotland.gov.uk\)](http://nrscotland.gov.uk)

¹² [Provisional long-term international migration estimates - Office for National Statistics \(ons.gov.uk\)](http://ons.gov.uk)

¹³ [Mid-year Population Estimates, 2020: Report \(nrscotland.gov.uk\)](http://nrscotland.gov.uk)

¹⁴ <https://www.gov.scot/publications/migration-helping-scotland-prosper/>

Section 4: Scotland's Adult Social Care System

Workforce profile

At the end of December 2020, the social care sector employed 209,690 whole time equivalent (WTE) staff, an increase of 1.6% since 2019¹⁵. This is the highest level recorded since official statistics began. The social service workforce makes up approximately 8.0% of all Scottish employment¹⁶ and, with an ageing population, there is likely to be increased upward pressure on the size of the workforce

This increase has been driven mainly by increases to the *housing support/care at home sub-sector*, although in the public sector it was in *day care of children*¹⁷. The three largest sub-sectors continue to be by far, housing support/care at home, care homes for adults and day care of children; together these account for almost 79% of the workforce¹⁸.

The largest absolute increase in the workforce headcount was in housing support/care at home, with an increase of 3,600 from 2019 to 2020 and up 16.5% since 2011¹⁹. Almost half of private sector staff work in care homes for adults and in the care home for adults and housing support sectors a significant proportion of younger workers are employed (mainly in the private sector).

There were 6,049 social workers in local authorities in December 2020, an increase of 1.5% since 2019. The number of social workers in local authorities has increased by 6% since 2011, and is now the highest level recorded²⁰.

Social Care Professionalisation

The Scottish Government, in partnership with providers and other stakeholders, are committed to improving social services and the quality of care, and are clear that attracting and retaining the right people, developing them in their roles and raising the status of the sector as a valued workforce is key to delivering this.

Although people starting a social care role in Scotland do not need to be qualified, they must register with SSSC within 6 months of starting a role with a 'condition' on their registration that they achieve whichever qualification was set out as the requirement for the job (usually Scottish Credit and Qualifications Framework – SCQF - level 6 or 7) within 5 years of starting the post. This effectively means that Social Care workers in Scotland are required to reach the equivalent of RQF 3 or 4 within 5 years of starting a post. We understand this enhanced professionalisation of the social care sector is not a requirement in England and should be recognised in the immigration system. This difference highlights one of the challenges of seeking to impose a single UK level system in areas where devolution has enabled the Scottish Government to take a different approach. Any changes to the immigration system therefore need to reflect the differential approach in Scotland.

¹⁵ Scottish Social Service Sector: Report on 2020 Workforce Data - <https://data.sssc.uk.com/images/WDR/WDR2020.pdf>

¹⁶ *Ibidem*

¹⁷ *Ibidem*

¹⁸ *Ibidem*

¹⁹ *Ibidem*

²⁰ *Ibidem*

It is essential to address recruitment and retention issues and attract new people to the sector to ensure the sustainability of services through any future waves of the pandemic. The Scottish Government is currently working with key partners to support and respond to workforce pressures (including current pressures around care at home services). For example, The Scottish Government works with a range of partners, including SSSC, to deliver our policies on up-skilling and developing this important workforce. This includes the development of foundation and modern apprenticeships and resources for those providing careers advice. The Scottish Government has invested around £50 million over the last three years to support regulation and development of the social services workforce, a long standing focus of Scottish Ministers' policy to raise the quality of the workforce, improve outcomes for service users and increase public protection.

Social Workers with a qualification obtained in a non-UK country can apply to the SSSC to have their qualification assessed against the SSSC's qualification criteria. Other social services workers with non-UK qualifications who are working in a job that requires registration with the SSSC can apply to have their qualification assessed against the SSSC's qualification criteria if they have EEA mutual recognition rights.

Social Care Pay

Since 2016, the Scottish Government has had a joint policy with COSLA to ensure that all adult social care workers are paid at least the real living wage (£9.50 at the time of writing). During 2018/19, this commitment was extended to include those undertaking overnight social care support. It covers adult social care workers providing direct care and support to adults in care homes, care at home, day care and housing support. Earlier this year, the Scottish Government provided funding of £64.5 million to deliver the Real Living Wage commitment to ensure at least £9.50 per hour for direct social care staff. The Scottish Government also provided additional funding that enabled providers to distribute uplifts across their wider workforce.

On 5 October 2021, the Scottish Government announced a £300m package to support a range of measures to maximise capacity in our hospitals and primary care, reduce delayed discharges, improve pay for social care staff, and ensure those in the community who need support receive effective and responsive care. Important, this fund will ensure that all care workers in Scotland receive at least £10.02 per hour. This is significantly higher than the National Living Wage of £8.91 which applies to many social care workers in England and Wales.

The National Care Service will allow us to introduce a National Wage for care staff and enter into national pay bargaining for the sector, based on fair work principles, for the first time (see below).

Recruitment and retention

Working with employers and representative bodies, the Scottish Government is taking a range of actions to support recruitment and retention of the social care workforce. Delivery of a national recruitment campaign aimed at frontline workers in adult social care, 'There's More to Care than Caring' ran for eight weeks in early

2020, to support recruitment into adult social care and to promote it as a career destination. As part of that, the Scottish Government has invested over £42,000 to enable employers to advertise their jobs for free on myjobscotland. The Scottish Government is encouraging anybody who is completing their studies in care to apply for the many open positions on *myjobscotland*.

Consideration is being given to a further social care recruitment campaign to address the recruitment and retention issues in the sector and build up a resilient, sustainable workforce. The Health and Social Care COVID 19 Accelerated Recruitment Portal remains available. This enables those with relevant skills and experience to come forward and support health and social care services.

The SSSC delivers a range of support for recruitment and retention of the workforce including resources on career pathways and promotional materials for schools, colleges, employment services and employers; management and promotion of routes into careers (Foundation and Modern Apprenticeships); and a network of Ambassadors for Careers in Care.

The Scottish Government published the first Integrated National Health and Social Care Workforce Plan in the UK on 16 December 2019. Developed in partnership with COSLA, the Integrated Plan sets out how health and social care services will meet growing demand to ensure the right numbers of staff, with the right skills, across health and social care services.

The Scottish Government committed to implementing the Independent review of Adult Social Care in Scotland (IRASC) recommendations²¹ including establishing a National Care Service in Scotland by the end of this Parliamentary session. This will oversee the delivery of care, improve standards, ensure enhanced pay and conditions for workers and provide better support for unpaid carers. A consultation on a National Care Service was published in early August.

In the interim, The Scottish Government has continued to progress a number of key projects to take forward and improve Fair Work principles that will lead to better terms and conditions and more rewarding roles for the adult social care workforce, which will not only improve the current experience of the workforce, but also help to attract and retain new staff into the workforce.

While some employers offer employment contracts closer to the Scottish Government's fair work principles, we are aware that some employers do not have occupational sick pay policies. In recognition of these current exceptional circumstances, the Scottish Government introduced on 25 June the Social Care Staff Support Fund (Coronavirus) (Scotland) Regulations 2020 designed to ensure that social care workers will receive their expected income when ill or self-isolating due to coronavirus.

The Scottish Government has a long-standing commitment to the principles of Fair Work and are working with stakeholders to further embed fair work principles and achieve better terms and conditions and more rewarding roles for the social care

²¹ [independent-review-adult-care-scotland \(2\).pdf](#)

workforce. An interim report of the Fair Work in Social Care Group is due in the coming weeks.

The challenges in social care recruitment have a number of potential solutions, some of which are within the devolved competencies of the Scottish Government and some of which rest with the UK Government notably the changes to the immigration system. The Scottish Government is taking a range of actions to support the social care sector and improve the attractiveness of working in the sector. However, it is important that this work is seen within the wider context. As a result of the ending of freedom of movement Scotland is facing a declining working age population²². The impact of this is likely to be felt most acutely in rural authorities. The National Records of Scotland 2020 mid-year population estimates confirmed that Around two thirds of council areas (20 out of 32) experienced population decline with the worst affected areas being Inverclyde, Na h-Eieanan Sar and West Dunbartonshire²³. Meanwhile, the same report found that all 32 Scottish council areas have seen an increase in their population aged 65 and over in the last decade – including those areas where the total population fell. The greatest increases in the population aged 65 and over were in West Lothian (32%), Orkney Islands (31%) and Clackmannanshire (31%).



The Scottish Government has established a Ministerial Population Task Force and published a Population Strategy to address solutions to these challenges but a legacy of depopulation and out-migration throughout the twentieth century means that in-migration is crucial for future population growth.

Any recommendations for changes to the migration system must recognise the impact of the work undertaken by the Scottish Government within devolved competencies and the need for that to be matched by action from the UK Government in relation to the immigration system. Changes to the immigration system cannot be determined solely by the needs or characteristics of the social care workforce in England.

²² [scotland-future-opportunities-challenges-scotlands-changing-population.pdf](#)

²³ [Mid-year Population Estimates, 2020: Report \(nrscotland.gov.uk\)](#)

Section 5: Impact of Ending Free Movement on Social Care in Scotland

At this early stage, after the end of the transition period, it is difficult to empirically assess the impact of the ending of free movement on the social care sector²⁴. However, we have sought to outline below the available evidence from a variety of qualitative and quantitative sources. Many of these sources of evidence refer to the most up-to-date data on the abilities of care providers to recruit and retain workforce which, while not directly measuring the contribution of EU and non-EU workers, they are a good proxy by which to measure the impact of Brexit on the sector.

Scottish Government/COSLA analysis of myjobscotland vacancies

In preparation for this call for evidence, the Scottish Government and COSLA have worked together to gather and analyse job advert data and applications data from myjobscotland. This data were combined to quantify the number of public sector adult social work job adverts and whether they were filled²⁵.

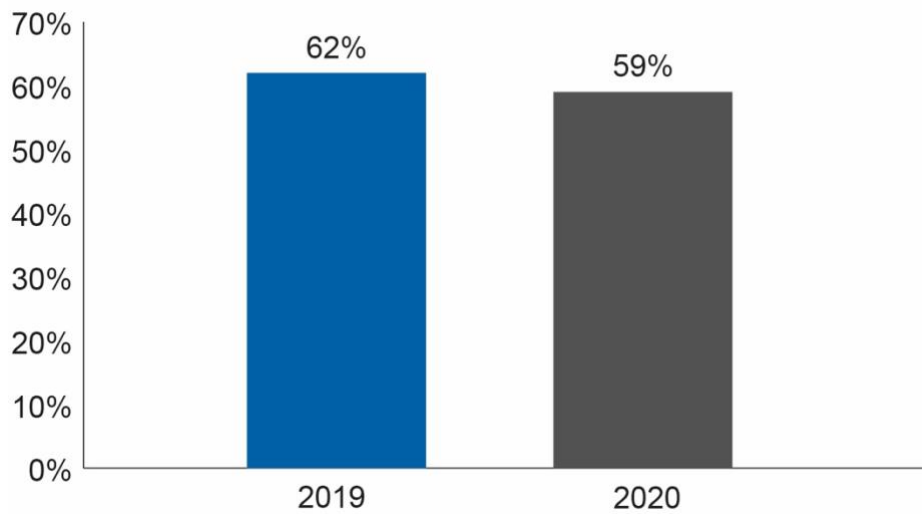
The number of job adverts does not fully describe the demand on services because one job advert may be intended to advertise more than one post. Similarly, even if at least one person was hired for that job, not all posts may have been filled. It is important therefore to note that this data is therefore likely to show an under-representation of the scale of the challenge.

Overall, there were 3,773 social care job adverts on myjobscotland in 2019 and 2,752 in 2020. Of those 2019 posts, in 2,352 adverts at least one person was hired. Of those 2020 posts, in 1,614 adverts at least one person was hired. These figures give a percentage of 62% in 2019 and 59% 2020. While 2019 and 2020 percentages are similar nationally, the % fell from 70% to 60% in urban with substantial rural areas and increased from 47% to 52% in island and remote areas.

²⁴ The Scottish Government is currently commissioning a study of the full impact which we will seek to submit to the MAC at the earliest stage possible.

²⁵ It is important to note that the number of job adverts does not fully describe the demand on services because 1 job advert may be for more than one post. Similarly, even if at least one person was hired for that job, not all posts may have been filled. Further details of this study including tabulated data and its limitations of this data can be found at annex 1

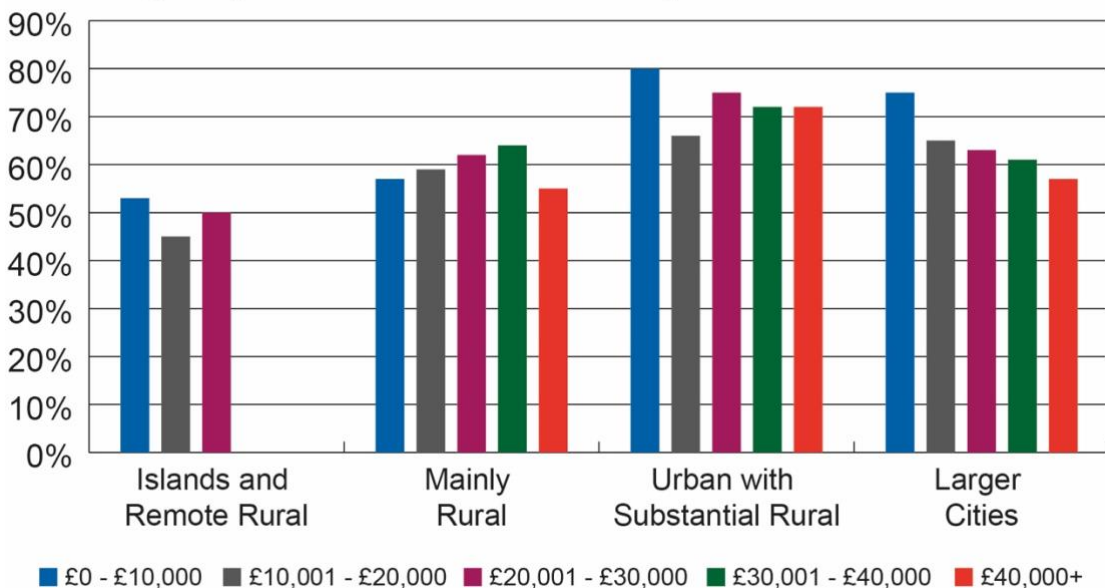
Percentage of job adverts where at least 1 person was hired



In 2019:

- 50% job adverts had an annual salary of less than £20,000. Of those job adverts, 59% hired at least 1 person.
- 73% of public sector adult social care job adverts on myjobscotland were in mainly rural or urban with substantial rural areas.
- Areas with the highest % job adverts where at least one person was hired were: urban with substantial rural areas in the £0 - £10,000 salary band (80%); urban with substantial rural areas in the £20,001 - £30,000 salary band (75%) and larger cities in the £0 - £10,000 salary band (75%). However, some of the figures in these categories were small so caution must be used when comparing the percentages.
- Areas with the lowest % job adverts where at least one person was hired were: island and remote areas in the £10,001 - £20,000 salary band (45%) and mainly rural areas in the £40,000+ salary band (55%).

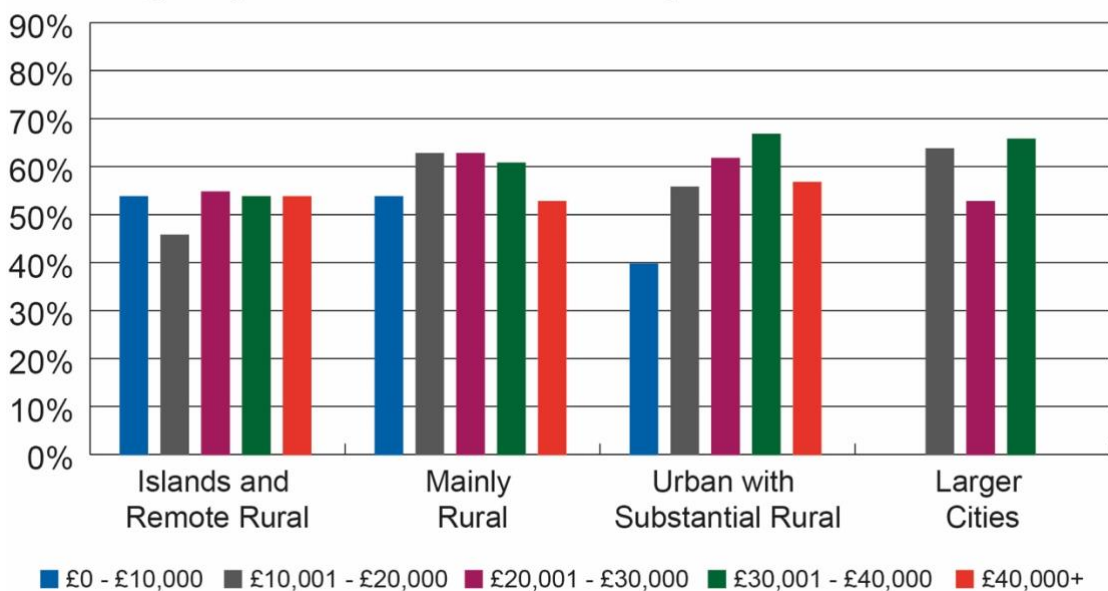
Percentage of job adverts where at least 1 person was hired 2019



In 2020:

- 44% job adverts had an annual salary of less than £20,000. Of those job adverts, 56% hired at least 1 person.
- 73% of public sector adult social care job adverts on myjobscotland were in mainly rural or urban with substantial rural areas.
- Areas with the highest % job adverts where at least one person was hired were: urban with substantial rural areas in the £30,001 - £40,000 salary band (67%) and larger cities in the £20,001 - £30,000 salary band (66%).
- Areas with the lowest % job adverts where at least one person was hired were:
 urban with substantial rural areas in the £0 - £10,000 salary band (40%);
 island and remote areas in the £10,001 - £20,000 salary band (46%) and
 larger cities in the £20,001 - £30,000 salary band (53%).

Percentage of job adverts where at least 1 person was hired 2020



It is clear that the number of jobs going unfilled in the Scottish social care sector is very significant. Furthermore, despite there being fewer jobs advertised in 2020 than 2019, a higher percentage of those jobs went unfilled. This suggests that recruiting for workers became more difficult over this period. In addition, there was a geographical variation in abilities to fill vacancies, with more jobs where no one was hired in rural and island areas. Preliminary findings suggest the job adverts where no one was hired were mainly jobs in social work and social care work with the exception of mainly rural areas, where home carers and support workers mainly went unfilled.

Scottish Care Workforce recruitment and Retention Survey

There is abundant evidence of the difficulties experienced by care providers with recruitment and staffing. SC, the organisation that represents the largest group of independent sector social care providers across Scotland, run a [workforce recruitment and retention survey](#), which revealed that these services are not able to scale up to meet demand.

The survey results provided much needed clarity on the key issues affecting recruitment in the sector. When asked whether recruitment and retention was problematic; 87.8% responded 'Yes,' 10.5% responded 'No' and 1.7% were unsure. When asking about the roles that providers are struggling most to recruit, the top three selected were Care Home Care and Support Worker (43.6%), Care at Home, Care Staff (41.7%) Care Home Nurse (34.6%). There is almost equal challenge for Care Home and Care at Home support workers/staff to recruit

Scottish Care: A Look Into the Future – Achieving the Nursing Vision

Scottish Care also issued a [nursing survey](#) to members in late spring 2021. The responses stated that the majority (73%) of providers have found it more difficult to recruit nurses. Scottish Care posited that this may be due to deterrents from applying due to visa sponsorship. In their response to this call for evidence, Scottish Care noted that in 2018 they had warned a lack of certainty and assurance related to Brexit would have a negative impact on recruitment, and argued that these effects are now tangible. Noticeably, half of respondents felt strongly concerned about their ability to continue to recruit from outside the UK due to current paygrade barriers in the UK's points system. Scottish Care warns that *although 'we have yet to see the full implication of the exit referendum, we are experiencing the short-term impact of staffing absences that would previously have been filled by migrants'*.

In the same survey, 75% of nurses that are from the EU and are not UK citizens applied for settled or pre-settled status; most were aware that they could apply for the visa as they are considered skilled workers. The extent to which this applies to care staff more generally is not clear at present.

CCPS September 2021 Survey: Evidencing the Current Recruitment Picture

In September 2021, the Coalition of Care and Support Providers in Scotland (CCPS) ran an anonymised survey among its 82 registered members. The survey sought to measure the staffing level across its members, as well as the key recruitment challenges.

The survey attracted responses from over a third of the members, and although its results have not been published, they have informed discussions between the CCPS and its members, as well as with the Scottish Government. We have found it of relevance and thus will provide some key findings.

CCPS members reported serious concerns related to their ability to cover vacancies, as well as the detrimental effects that workforce shortages were having on their capacity to deliver adequate services. 90% of respondents, affirmed that recruitment

had become more difficult over the last 3 months, and that the cost of recruitment had also increased in the last 2 months.

Members were asked about the impact of current recruitment challenges on their services and workforce.

Service delivery:

- 63% said they had reduced service delivery
- 7% have already returned care packages and a further 33% (n=10) have considered doing so or are considering doing so
- 53% have refused or would refuse new care packages
- 70% have increased their use of agency staff
- 10% reported an increase in reportable accidents

Workforce

- 97% said that hours for existing staff have increased
- 90% said that workload for existing staff has increased
- 83% reported lower levels of workforce wellbeing
- 70% reported an increase in staff turnover

Scottish Government engagement with stakeholders

On 30 September 2021, Scottish ministers held a round table engaging representatives from Scottish Care, CCPS, SSSC, Social Work Scotland, Scottish Association of Social Work, Carers Scotland and COSLA. Stakeholders, recognised that the issues of the skills shortages in the social care system that existed before Brexit are significantly worse now. One factor now at play is the issue of increased competition from the wider job market (especially the retail and hospitality sectors) on the ability of providers to attract and retain workers. This issue is particularly acute in rural areas (for example Argyll and Highlands) but it is also a major factor in Edinburgh. One stakeholder highlighted a particular provider in Argyll which had recently lost 10 staff to the hospitality industry.

There was considerable concern amongst stakeholders that the UK Government would seek to implement a “quick fix” to the immigration system to address severe staff shortages, such as a temporary visa system similar to the one that the UK Government has introduced for HGV drivers. Stakeholders stressed, there was a need for a fundamental, long-term change to the points based system (which one stakeholder defined as “not fit for purpose”) which allows providers to access the skills that they need in a flexible way. This should include re-examining the SoL and fundamentally reviewing how a “skilled worker” is defined.

It was highlighted by more than one stakeholder that immediate action is needed on these issues and that the current system lacks the flexibility to deal with such changes to the market. Indeed, the MAC’s current review itself was highlighted as an example of how the system simply cannot deal with a situation of acute labour shortages. By the time that the MAC reports in spring 2022, the damage to social care providers will have been done and it will be too late.

Stakeholders highlighted the need to find a way of introducing all social care workers on to the SoL. It was recognised that there is currently an issue in relation to the criteria as to how a skilled worker is defined. There is a need to challenge how we see care workers as skilled or not. There remains a perception that care workers are low skilled when the modern care worker does extremely skilled work including the administration of medication and manual handling and hoisting. There is a need to widen the conversation on skills as it relates to how we assess individuals applying to come to the UK to take up employment.

The Scottish Government previously received feedback from stakeholders in a range of sectors that the SoLs as they stand are not an adequate mechanism for responding to labour market demands. Stakeholder from a range of sectors generally agreed that the shortage lists needed to be independent, to be reviewed more frequently, with increased stakeholder input and must incorporate a way of reacting to regional labour shortages.

The current approach to defining 'skilled worker' within the immigration system by reference to salary and qualifications does not reflect an appreciation of the skills required to do a wider range of roles. Furthermore it privileges certain elements of the economy and certain geographies. The Scottish Government has previously set out our interest in exploring options which recognise the social value of roles within the immigration system.

Stakeholders highlighted the barrier of immigration fees to recruitment under the new points-based system. The majority of roles in the Social Care system are not on the SoL and do not qualify for the Health and Social Care visa so do not qualify for the associated reduced fees. This means that most social care roles attract visa fees of up to £1,220 and providers are liable to pay sponsorship fees into the thousands to recruit in this way. This is prohibitive for both individuals and employers, many of whom are small independent businesses in the social care sector.

Stakeholders have highlighted that care providers are considering withdrawing from being an immigration sponsorship body as the administrative and cost burdens of the immigration system outweigh the benefits they received from it. If they do, it will mean they will no longer undertake any visa arrangements, potentially impacting all sectors they employ, including social workers.

Finally, stakeholders highlighted the essential need for the MAC's review to take account of the key distinctions of the Scottish social care system in assessing the appropriate policy response to labour shortages in the sector. Key distinctions in the way that social care is organised, funded and regulated as well as key demographic differences must be taken account of in the assessment. This should include employing necessary expertise of the Scottish social care system as part of the review.

Section 6: Conclusion

The timing of this consultation means that the full impact of the ending of free movement on the social care sector is somewhat unclear. Ending free movement in the middle of a global pandemic severely limits the capacity of stretched social care providers to engage in surveys on the issue and significantly muddies the water as to the attribution of impact. This extremely unclear picture is yet another symptom of the UK government's misguided approach of pushing ahead with Brexit in the way that it has.

As mentioned above, two key studies, the Scottish Government's survey on the impact of the ending of free movement and the SSSC/Care Inspectorate Staff Vacancies report, are likely to yield further evidence of recent trends towards the end of 2021 or the beginning of 2022. The Scottish Government will endeavor to provide this evidence to the MAC at the earliest possible time and we urge the MAC to make every effort to accept these data in their final report and in shaping immigration policy more generally in the coming months.

Nevertheless, the above evidence paints a clear picture of a Scottish social care system which was already under workforce strains prior to the ending of free movement and the impact of the global pandemic. At this time, the arrival of EU workers provided a vital source of workforce, allowing for the provision and expansion of essential services to some of the most vulnerable in Scotland's society. SSSC's data demonstrates a declining EU workforce after the Brexit referendum and anecdotal evidence from key stakeholders highlights a speedy decline in EU workers in recent months, leading to an acute labour shortage in the sector. The most recent data from Scottish Government/COSLA work on myjobscotland job vacancies and the surveys done by Scottish Care and CCPS all demonstrate increased difficulties in recruiting and retaining staff in recent months. Scotland's general demographic trends reinforce this finding, with an aging population and low birth rate which has a more significant effect than the rest of the UK. Reductions in migration are likely to have a knock-on effect to the general workforce and demand for adult social care services.

The Scottish Government recognises that changing the immigration system is not the only answer to the issue of workforce shortages and we have outlined the significant steps that the Scottish Government and its partners are taking to attract and retain workers from the UK and abroad. This includes major steps towards professionalisation, career progression and improved pay and conditions. While the Scottish Government continues to be committed to improving social services and the quality of care, and are clear that attracting and retaining the right people, developing them in their roles and raising the status of the sector as a valued workforce is key to delivering this, steps so far have not remedied the loss of workers that was experienced as a result of the UK leaving the EU. It is vital that the MAC's review recognises these significant distinctions in the Scottish system compared to the rest of the UK, including ensuring that the right expertise is brought in to advise it on the appropriate policy response.

The UK government has, as yet, failed to recognise the urgency of the situation and the impact that the ending of free movement is having on the social care system. As

many social care roles fall short of the skills threshold for the skilled worker route and Health and Social Care Visa, the main UK visa route for the majority of shortage social care worker roles continues to be for high earners sponsored by an employer, with almost no route at all for so-called 'low-skilled' workers. Scotland urgently needs people to contribute at all levels of social care.

This situation is no longer tenable. Not only is there a need to take urgent steps to alleviate shortages in the social care sector (as well as other sectors), the UK government must re-assess how it defines "skills" in the immigration system and how it prioritises and incentivises recruitment for occupations in shortage in the UK labour market. This should take account of, for example, the requirement for Scottish social care workers' to qualify to RQF3 standard within five years of joining the workforce. Limited, short-term changes to the immigration system such as those introduced by the UK government for HGV drivers would be highly inappropriate and would not go close to remedying the difficulties of the sector.

The Scottish Government also recognises, however, that long-term economic and demographic variations across the UK mean that the required changes to the immigration system may not be evenly spread across the four nations of the UK. There is, therefore, a need for the UK government to enter into reasoned discussion towards a tailored immigration system for Scotland to meet these distinctions.

We, therefore, make the following recommendations:

- The UK Government must make emergency changes to the UK immigration system to combat acute post-Brexit skills and labour shortages exacerbated by the pandemic. This should include:
 - Revisiting the previously proposed 12 month temporary worker route that was intended to prevent a post-Brexit 'cliff-edge' for employers who rely on free movement. This visa must be extended to 24 months to afford individuals a fair opportunity to switch onto other visa once they have arrived and obtained employment.
 - A route modelled on the UK Government's previous European Temporary Leave to Remain Scheme should be implemented immediately. This will allow EU citizens to stay and work in the UK for up to three years and encourage further positive contribution to our communities, economy and society.
- The UK Government must immediately scrap the immigration skills and health surcharges and reduce additional fees which are often an insurmountable barrier for both workers and employers.
- Given changes to the UK Immigration system, the role of the SoL must be reviewed so that there is clarity as to its purpose and the benefits of including roles on the List. The system of identifying and incentivising recruitment for occupations in shortage should align with the essential labour needs of all four nations, recognising fundamental differences in the way that devolved services are organised, and set up in such a way as to include a wide range of skill levels with a more streamlined and responsive process for adding and removing roles from the list. This should include recognition of the need for social care roles at all levels as essential.

- The UK government must engage in a rational, evidence-based way on immigration needs recognising that current immigration policy fails to address Scotland's distinct social, demographic and economic needs with a view to introducing a tailored approach to immigration for Scotland. Further, the immigration system must recognise the regional nature of labour shortages, and be open to imaginative ways of dealing with these including the need for initiatives such as rural migration pilots. This will allow Scottish Ministers to address issues such as those raised in this response directly and in a way that is most appropriate for Scotland.

We hope that the evidence and findings of this paper are helpful to the MAC's review of the impact of the ending of free movement on adult social care.



Annex 1 - myjobscotland data: Number of public sector adult social care job adverts in calendar years 2019 and 2020

"*" indicates a value has been suppressed.

Economic Rural Classification of Job Advert	Candidate Salary Bracket	Number of job adverts 2019	Number of job adverts 2020	Number of job adverts where at least 1 person was hired 2019	Number of job adverts where at least 1 person was hired 2020	Percentage of job adverts where at least 1 person was hired 2019	Percentage of job adverts where at least 1 person was hired 2020
Islands and Remote Rural	£0 - £10,000	66	76	35	41	53%	54%
Islands and Remote Rural	£10,001 - £20,000	306	170	137	79	45%	46%
Islands and Remote Rural	£20,001 - £30,000	223	189	112	104	50%	55%
Islands and Remote Rural	£30,001 - £40,000	51	52	*	28	*	54%
Islands and Remote Rural	£40,000+	9	13	*	7	*	54%
Islands and Remote Rural	All Salary Categories	655	500	307	259	47%	52%
Mainly Rural	£0 - £10,000	325	224	185	122	57%	54%
Mainly Rural	£10,001 - £20,000	543	365	320	230	59%	63%
Mainly Rural	£20,001 - £30,000	267	212	166	134	62%	63%
Mainly Rural	£30,001 - £40,000	211	197	134	120	64%	61%
Mainly Rural	£40,000+	49	72	27	38	55%	53%
Mainly Rural	All Salary Categories	1395	1070	832	644	60%	60%

Economic Rural Classification of Job Advert	Candidate Salary Bracket	Number of job adverts 2019	Number of job adverts 2020	Number of job adverts where at least 1 person was hired 2019	Number of job adverts where at least 1 person was hired 2020	Percentage of job adverts where at least 1 person was hired 2019	Percentage of job adverts where at least 1 person was hired 2020
Urban with Substantial Rural	£0 - £10,000	20	15	16	6	80%	40%
Urban with Substantial Rural	£10,001 - £20,000	538	323	353	180	66%	56%
Urban with Substantial Rural	£20,001 - £30,000	366	259	274	161	75%	62%
Urban with Substantial Rural	£30,001 - £40,000	346	227	249	153	72%	67%
Urban with Substantial Rural	£40,000+	92	102	66	58	72%	57%
Urban with Substantial Rural	All Salary Categories	1362	926	958	558	70%	60%
Larger Cities	£0 - £10,000	8	5	6	*	75%	*
Larger Cities	£10,001 - £20,000	74	42	48	27	65%	64%
Larger Cities	£20,001 - £30,000	110	83	69	44	63%	53%
Larger Cities	£30,001 - £40,000	129	87	79	57	61%	66%
Larger Cities	£40,000+	40	39	23	*	57%	*
Larger Cities	All Salary Categories	361	256	225	153	62%	60%
Scotland	All Salary Categories	3773	2752	2322	1614	62%	59%

Background

- The source of the data used was myjobscotland. These data only include jobs advertised on and hired from myjobscotland (www.myjobscotland.gov.uk). Provider choice and existing commercial agreements with other partner sites, or local recruitment efforts are not shown here.
- Only adult social work, adult care, adults and children social work and home care related job posts, in the public sector, have been included in the analysis. While there some job adverts may relate to children or young people's services
- The number of jobs adverts does not fully describe the demand on services because 1 job advert may be for more than one post. Similarly, even if at least one person was hired for that job, not all posts may have been filled.
- Application data pre 2019 was not used due to data quality issues. It can take many months for a person to be hired for jobs, hence, 2021 data is incomplete and wasn't used. 160 hired applicants weren't included in the figures because their original job wasn't in the job advert data. They were mostly redeployed or ring fenced applicants.
- Job adverts with missing job start dates were excluded. Job adverts with missing start dates didn't have any applications and therefore may not have been advertised.
- Time periods displayed are based on the date the job application was create created. The years displayed are calendar years.
- Hired applicants are defined where the application status was "Hired".
- Rural & Environment Science & Analytical Services (RESAS) Classification of the rural economy was used.
 - Islands & Remote were defined as: Argyll & Bute, Na h-Eileanan Siar, Orkney Islands and Shetland Islands.
 - Mainly Rural were defined as: Aberdeenshire, Angus, Clackmannanshire, Dumfries & Galloway, Clackmannanshire, East Ayrshire, East Lothian, Highland, Moray, Perth & Kinross, Scottish Borders and South Ayrshire.

- Urban with Substantial Rural areas were defined as: East Dunbartonshire, East Renfrewshire, Falkirk, Inverclyde, Falkirk, Midlothian, North Ayrshire, Renfrewshire, South Lanarkshire, Stirling, West Dunbartonshire and West Lothian.
- Larger cities were defined as: Aberdeen City, Dundee City, Edinburgh City and Glasgow City.
- [For more information please read the RESAS paper.](#)

Rural and Urban Areas by Unitary Authority in Scotland



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Source: Scottish Government RESAS, February 2016



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