

SALARY AND WORKFORCE INSIGHTS:

CHILDREN'S HOMES 2024

UPDATE MAY 2024



INTRODUCTION

Our first-of-its-kind salary and workforce insights survey has allowed us to delve into elements of working in a children's home that haven't been previously uncovered. Our report covered all aspects of day to day work, going beyond salary and benefits. We identified sentiments and feelings among both staff and employers that we believe will provide a discussion for future workforce planning.

However, the changes to the National Minimum Wage implemented in April 2024 are yet to be fully felt. We've used data from the market to outline what impact these changes have had so far, and what might be the longer-term implications.

Here at Charles Hunter Associates, we're committed to supporting the markets we work in, and our knowledge and experience within the children's homes sector is comprehensive. If you'd like further information, or to discuss the impact of these ever-evolving changes, please get in touch with myself or the team. We'd be delighted to support you.



Mark Beaver

Associate Director
Charles Hunter Associates

SUMMARY

The UK introduced its New Minimum Wage of £11.44 in April 2024. In our main report, we noticed that many of the country's Children's Home workers sat below this revised hourly minimum - therefore, legally their pay would have to increase.

Since then we have been collecting new figures from our internal database to estimate how pay has been affected by this change. While the results are still rolling in, we have some preliminary numbers to show you*:



MEDIAN HOURLY RATES NOW SIT MARGINALLY HIGHER THAN THE NEW UK MINIMUM

UK Minimum Hourly Rate £11.44	Median Hourly Rate £12	4.9% higher
---	----------------------------------	-------------

THE SAME GOES FOR CORE ANNUAL SALARY

UK Minimum Core Salary £23,795.20	Median Core Salary £24,498.00	2.95% higher
---	---	--------------

Average Sleep-In Rates remain unchanged, hovering at **£50 per night**.

The average advertised salary, which includes sleep-in pay and other bonuses, is **£28,428.50**.



COMPARED TO ASSOCIATED SECTORS

While Children's Home workers in the UK have a salary that sits slightly higher than minimum wage, pay in this sector still falls far behind our estimates of other public sector jobs.

Average Associated Sector Pay - Pre-Increase



£49,151
All Social Workers



£35,271
Teachers



£34,126
Nurses

* As this is early data from our internal database, the respondent pool is smaller than in our main report - which also included a broader survey. Some skewing of the results can be expected. This information is indicative of change, not a true representation of current pay rates



CHECKING IN WITH SHIFT LENGTHS

In this update, we've also taken a look to see what shift lengths Children's Home workers are doing each week. When averaging out the regions, it looks like most respondents do similar hours, about 39-40 hours per week. Only about 6% of respondents work more than 40 hours. Given the preliminary nature of this update, we don't currently have the data to identify if some of these are people working many shorter shifts, or fewer longer shifts.

As for sleep-ins, annual number of sleep-ins vary across the country; the national average sits at about 79 sleeps p/a (1.5 p/w), but workers in the North East and South West tend to do more (above 85, so nearly two nights a week).

THE MOST COMMON WEEKLY HOURS IN THE UK ARE...			
40 hours	37.5 hours	39 hours	45 hours
49%	23%	9%	4%

THE MOST COMMON NO. OF SLEEP-INS PER YEAR ARE...			
52 p/a (1 p/w)	104 p/a (2 p/w)	96 p/a (1.8 p/w)	120 p/a (2.3 p/w)
40%	27%	12%	5%

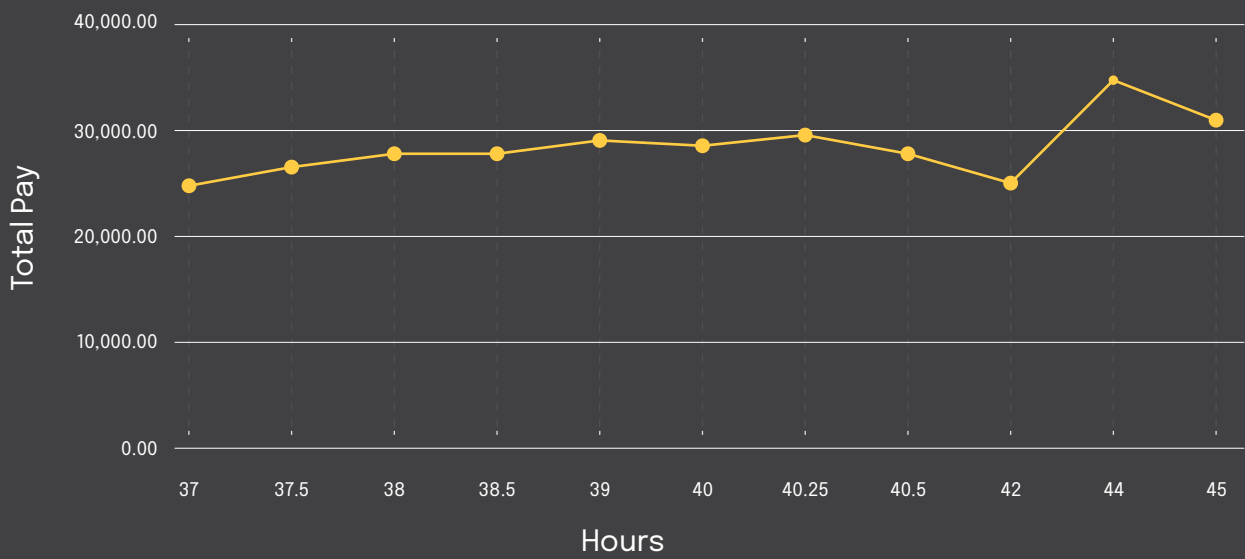
HOURS VS. RATES

Once again, we're estimating here based on early data, but it looks like longer weekly hours may equate higher total advertised pay, and more sleep-ins per year may do the same.

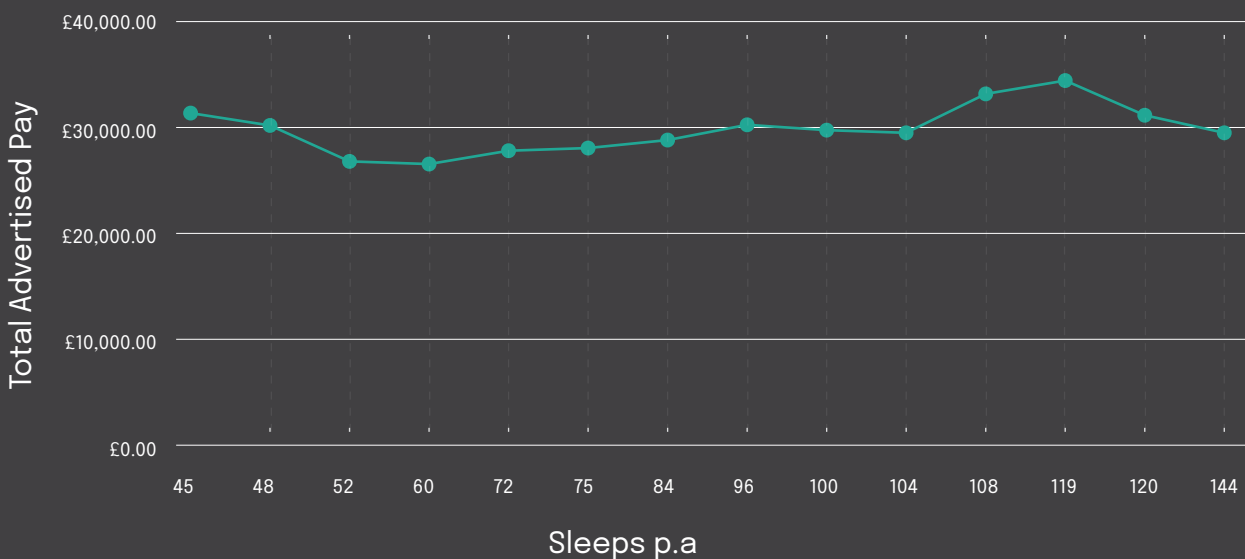


POSSIBLE CORRELATIONS BETWEEN TOTAL ADVERTISED PAY AND HOURS, ANNUAL SLEEP-INS

Total Pay vs Hours



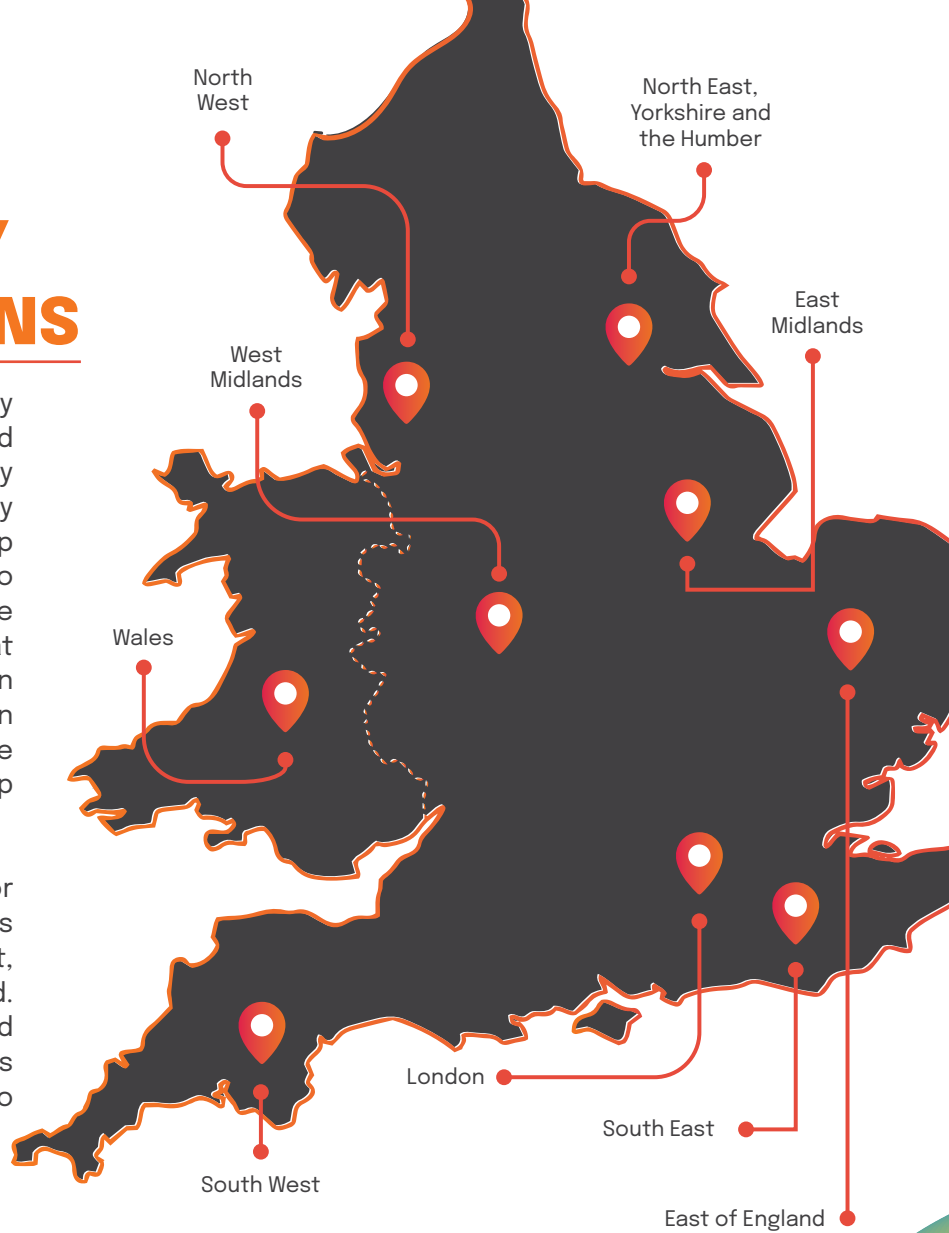
Total Advertised Pay vs Sleeps p.a



ESTIMATED PAY ACROSS REGIONS

Here we see a snapshot of how pay might differ across regions. Estimated salary and hourly rates are fairly similar across the country, with only a £1,000 difference between the top and bottom regions. Compare that to total estimated advertised pay, where the difference is more than twice that (nearly £2,500). It seems that sleep-in rates (which vary quite a bit between regions) and other bonuses are pushing those advertised salaries up in some places more than others.

Right now, the highest available pay for Children's Home workers in the UK is likely in the Midlands and South West, with the North West not far behind. Wales + Other also has high estimated pay rates, but we have very few entries in our database from this category so the figures will be skewed as a result.



NATIONAL			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,498.00	£12.00	£50.00	£28,428.50

NORTH EAST, YORKSHIRE AND THE HUMBER			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£23,920.00	£11.55	£60.00	£27,525.00

NORTH WEST			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,960.00	£12.00	£57.50	£28,808.00

MIDLANDS			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,648.00	£11.94	£60.00	£29,808.64

EAST OF ENGLAND			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,209.00	£12.15	£48.00	£27,496.10

SOUTH WEST			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,960.00	£12.00	£61.83	£29,337.00

SOUTH EAST			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,336.00	£12.00	£44.10	£28,278.00

WALES + OTHERS			
Core Pay	Hourly Rate	Sleep-In Rate	Advertised Pay
£24,697.40	£12.00	£55.00	£29,977.40

