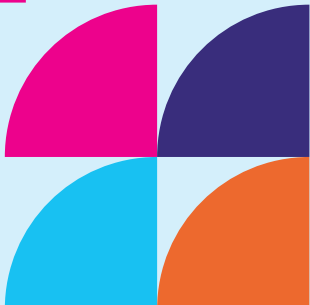
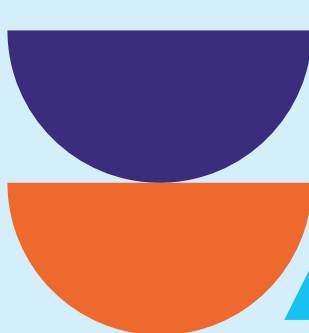




Staff vacancies in care services 2021

Published November 2022



HAPPY TO TRANSLATE

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Introduction

This Staff vacancies in care services 2021 report is jointly published by the Care Inspectorate and the Scottish Social Services Council (SSSC). This report provides data on vacancies reported by care services as at 31 December 2021. It shows the number of registered care services with a vacancy, the number of actual vacancies that services say they had using whole time equivalent (WTE) data, and data on the reasons why services have reported that vacancies are hard to fill.

The report highlights the extent of the current recruitment and retention challenges being faced by the sector at a time when services are experiencing unprecedented pressure. The overall size of the social services workforce continues to decrease despite increasing service demand. The only significant part of the workforce that has seen growth is in the daycare of children workforce. We are working closely to support workforce planners in social services to meet these challenges. We have established a workforce planning network and continue to host a series of workforce planning webinars to focus on specific areas of development for planners.

It is important to remember that the data in this report reflects the situation in care services when the Covid-19 pandemic was still ongoing and was provided by services at a very difficult time during the rise of the Omicron variant. We all remain grateful for the incredible dedication and commitment displayed by our skilled and qualified workforce during a particularly challenging period. We are acutely aware of the unprecedented demands on staff and services including recovering from the impact of the Covid-19 pandemic, the demand on services in responding to the war in Ukraine, the cost-of-living crisis, financial constraints, the continued challenges posed by Brexit, and the uncertainty faced by the workforce in respect of the development of the National Care Service.

We know many parts of the social service sector faced challenges filling vacancies before the pandemic and that this continues to be the case. This report gives us a detailed understanding of the challenges across the wider sector as registered care services provide this information as part of their annual returns to the Care Inspectorate. The annual returns ask services across social care to share information about the numbers of vacancies, difficulties filling vacancies and related questions.

This report shows the percentage of care services reporting vacancies has increased by 11 percentage points from 36% last year and vacancy rates in some local authority areas are higher than others. The parts of the workforce facing most challenge in filling vacancies are care at home services, care homes for older people, housing support and care homes for adults. The more common reasons for vacancies not being filled are too few applicants, too few applicants with experience and too few qualified applicants. It is essential then that we prioritise our work in attracting people into a career in social services, providing accessible training, learning and qualifications for people before and after they join the workforce, and supporting workers to feel valued, respected and supported to continue their career in social services.

This report is just one aspect of the workforce planning activities undertaken by the Care Inspectorate and the SSSC. Both organisations continue to work closely with Scottish Government and others to help employers to recruit, retain and develop their staff. The SSSC's careers website provides information on getting started in the sector and it supports this work along with our other careers promotion activity and network of careers ambassadors. We work closely with the Scottish Government to support recruitment campaigns for adult social care and early learning and childcare and support specific groups, such as refugees, into the workforce. One recent example of work in this area is the delivery of the national induction framework, developed in partnership with NHS Education for Scotland (NES) for social care workers. It supports workers who are new in role and their employers to identify the knowledge and guidance they need to be equipped and confident to safely provide person-centred support. Another example is the implementation of the supported first year in practice for newly-qualified social workers, which provides new social workers with more structured support and learning at the beginning of their career. We support improvement in a variety of ways including how we share and use data to inform improvement activity, developing and raising awareness of joint training and learning, and supporting the development of new models of care delivery.

The Care Inspectorate was commissioned by the Scottish Government to lead on a national quality improvement programme to support care services and our staff for the introduction of new safe staffing legislation, The Health and Care (Staffing) (Scotland) Act 2019. We are working in collaboration with the social care sector, partnership organisations and key stakeholders. The Care Inspectorate is also leading development and delivery of training about new infection prevention and control standards to care staff, managers and providers. We support learning and development through our webinars, resources and improvement programmes to support services to deliver better quality care. The Care Inspectorate works directly with providers, services and staff to support them in the work they do. We provide training and development to staff across a number of key areas, which has been well received and has supported improvement. Where we issue improvement notices to services, we meet with staff to help them understand issues, provide support for improvement and ensure staff are supported in their role.

This report is produced annually and helps us, Scottish Government, regulators and others to monitor the size and stability of workforce, raise awareness of the challenges it faces and consider how we can provide support. As a society and a country, we need to properly recognise and reward social service workers with beneficial terms and conditions and proper investment. We continue to highlight the need for fair work, fair terms and conditions, and an effective voice for the workforce. Both our organisations are closely involved in work to support the development and implementation of the National Care Service. We strongly welcome the ongoing debates about the value of care, its workforce and how it is funded. We will continue to play our part in promoting this.

Jackie Irvine
Chief Executive
Care Inspectorate

Maree Allison
Acting Chief Executive
Scottish Social Services Council

Summary of key findings

The Care Inspectorate is the independent scrutiny body that supports improvement and is responsible for regulating a wide range of care and support services in Scotland. The Scottish Social Services Council (SSSC) is the regulator for the social work, social care and early years workforce in Scotland responsible for protecting the public by registering workers, setting standards for their practice, conduct, training and education and by supporting their professional development.

At 31 December 2021, there were just under 11,900 registered services providing care and support for children, young people, adults and older people across Scotland. Just under 4,000 of these services were childminders, which are not included in the remainder of this report. The remaining 7,900 services employed an estimated 183,250¹ staff – a decrease of 2.3% on the previous year's estimate. Around 40% (about 73,120 workers, a decrease of 2.3%) work in care at home and/or housing support services; 28% (about 51,010 workers, a decrease of 3.6%) work in care homes for adults and older people and a further 22% (about 41,180 workers, up 7.5%) in daycare of children services. The reduction in workforce has been driven mainly by decreases in staff in the care homes for adults and housing support/care at home service types, whilst being slightly offset by an increase in staff numbers in day care of children services. The social service workforce makes up approximately 7.9% of all Scottish employment. The reduction in the workforce has therefore consequentially increased the percentage of services reporting vacancies.

Services reporting vacancies

- At 31 December 2021, 47% of services reported having vacancies. The last available comparison for the wider labour market, the Scottish Government's Employer Skills Survey in 2020, which covers all types of employers, found that 11% of all establishments across all sectors in Scotland reported having a vacancy². This 2020 figure was reported during the peak of the pandemic and is likely to be higher now.
- The percentage of care services reporting vacancies increased by 11 percentage points over the last year, after falling by 3 percentage points between 2019 and 2020.

The distribution of services reporting vacancies varies by type of service and by geographical location.

- Care homes for older people (75% of services), housing support services (71% of services), care at home services (71% of services), care homes for adults (63% of services) and care homes for children and young people (54% of services) had the largest proportion of services reporting vacancies where the service type had more than 100 services. These service types along with secure accommodation services and residential special school care accommodation services all had a proportion of services with vacancies significantly above the national average for all care services.
- East Dunbartonshire (57% of services), Edinburgh (57% of services) and Inverclyde (55% of services) had the highest proportion of services with

¹ Scottish Social Service Sector: Report on 2021 Workforce Data– Scottish Social Services Council

² Scottish Employer Skills Survey 2020

vacancies of all local authority areas. East Dunbartonshire, Edinburgh and Aberdeen had a significantly higher proportion of services with vacancies than the national average for all care services.

Rate of whole time equivalent (WTE) vacancies

- At 31 December 2021, the rate of WTE vacancies for all services in Scotland was 8.1%, up from 5.1% in 2020. This was higher than the overall vacancy rate across all establishments in Scotland of 1.9% reported in the Scottish Government's Employer skills Survey 2020. This 2020 figure was reported during the peak of the pandemic and is likely to be higher now.
- Nurse agency services (36.3%), care at home services (11.1%) and childcare agency services (24.9%) had a significantly higher rate of WTE vacancies than the national average.

Nurse vacancies

- At 31 December 2021, 60% of services reported having nursing vacancies (where services employed nurses). This was an increase of 14 percentage points on the proportion of services with vacancies at 31 December 2020 (46%).
- Not all care services require nursing staff: 96% of all nurses working in the sector work in care homes for older people or for nurse agencies. In care homes for older people, 64% of services reported nursing vacancies an increase of 16 percentage points from 2020. In nurse agency services 52% of services reported a nursing vacancy, an increase of 2 percentage points from 2020.

Rate of whole time equivalent (WTE) nursing vacancies

- At 31 December 2021, the rate of WTE nursing vacancies for all services (where services employed nurses) in Scotland was 16.2%, up from 8.0% in 2020.
- Care homes for older people (16.2%) and care homes for adults (17.9%) had the highest number of services reporting WTE nursing vacancies.
- Perth and Kinross (37.9%) and Argyll and Bute (36.0%) had the highest rate of WTE nursing vacancies of all local authority areas.

Services reporting problems filling vacancies

- At 31 December 2021, 58% of services with vacancies reported having problems filling them, up 15 percentage points from the previous year. This varied by type of service and geographical area.
- Care at home services (81%), care homes for older people (74%), housing support services (73%) and care homes for adults (65%) were all significantly above the national average for all care services.
- East Dunbartonshire (70%), East Renfrewshire (69%), Edinburgh (69%) and Aberdeen (68%) were significantly higher than the national average.

Reported reasons for vacancies being hard to fill

Services were asked why they had found vacancies hard to fill. The following were the most commonly reported reasons.

- Too few applicants in general (60%), too few applicants with experience (57%), and too few qualified applicants (50%) were the most common themes within most service types that reported problems filling vacancies.

Sources and use of data in this report

The information in this report only relates to those services that completed an annual return. This includes services that were inactive but provided an annual return. We have not made statistical adjustments for those services that did not complete returns. In 2021, 94% of services (excluding childminders) completed an annual return with the required staffing information completed.

This report brings together data on the number of registered care services with a vacancy and data on whole time equivalent vacancies reported by services. The data on the number of registered care services with a vacancy lets us see the proportion of services in local authority areas and service types impacted by them. To avoid confusion, we use the Care Inspectorate's definitions for care services and their subtypes throughout in commentary. These differ in some instances from those used by the SSSC (for example, care homes for children and young people and school care accommodation services). A comparison of the definitions the Care Inspectorate and the SSSC use for care services and subtypes is below. Although the commentary will primarily focus on the Care Inspectorate's care service definitions, full breakdowns of the vacancy data with the SSSC definitions are included in the Tables section at the end of the report.

SSSC to Care Inspectorate service type definitions

SSSC definition	Care Inspectorate definition
Subsector	Service and service subtype
Adoption	Adoption
Adult day care	Support service: other than care at home
Adult placement	Adult placement
Care homes for adults	Care home: adults Care home: older people
Childcare agency	Childcare agency
Day care of children	Daycare of children
Fostering	Fostering
Housing support/care at home	Housing support Support service: care at home
Nurse agency	Nurse agency
Offender accommodation	Offender accommodation
Residential childcare	Care home: children and young people School care accommodation: residential special Secure accommodation
School care accommodation	School care accommodation: mainstream

In the annual return, it was left for the care service to determine what a vacancy was defined as. The annual return did not provide any criteria to assist in this definition, so there will be variation between services in what they considered a vacancy. This is the same approach used in the Scottish Employer Skills report. Additionally, if a service provided a whole time equivalent (WTE) value for vacancies but replied 'No' to 'Did you have any staff vacancies at 31 December?' they were recategorised with a 'Yes' response.

Care services were left to define what 'hard' meant in the 'Have you found vacancies hard to fill?' question. No criteria were provided in the annual return to define 'hard' so there will be variation between services regarding the definition. This is the same approach used in the Scottish Employer Skills report. The reasons why services find it hard to fill vacancies are only shown for those services that said they found it hard to fill vacancies. Where services said they did not find it hard to fill vacancies but have nonetheless answered the question about why they found it hard to fill them, we have recategorised their initial response to a 'Yes', and the reasons they detailed for vacancies being hard to fill are included in all analyses. This is a change in the way we treated these responses in the previous report, where we excluded them. This has changed some of the statistics previously reported about reasons vacancies were hard to fill.

When we use the term 'care services', we mean services registered under the auspices of the Public Services Reform (Scotland) Act 2010. These are mainly care homes, early learning and childcare, care at home services, housing support services and day centres. The term also includes more specialist services such as fostering and adoption agencies, nurse agencies, childcare agencies, school care accommodation and other support services. These operate across the private, voluntary and public sectors. Those in the voluntary and private sectors are sometimes commissioned by the local authority or integration authority to provide funded places but remain separate organisations and as employers are responsible for their own recruitment.

Daycare of children is defined by the Public Services Reform (Scotland) Act 2010 as a service that provides care for children on non-domestic premises for a total of more than two hours a day and on at least six days per year. This includes nurseries, crèches, out of school care and playgroups. Daycare of children services along with childminder services collectively make up early learning and childcare services.

This means where we refer to local authority areas in this report, we are generally referring to the totality of care services operating in the geographical area of the local authority, not just to those services directly provided by the local authority itself. Geographical analysis for housing support and care at home services was determined by the location of the service base. Due to the nature of these services, they may operate in other or additional local authority areas than where the service base is located. Housing support services may also be combined with care at home services and share the same staff. For this report, reporting on housing support services includes both sole housing support services and those combined with care at home services. Data for care at home services is just for sole care at home services. Note that, when asked about staff vacancies, nurse agencies and childcare agencies may include vacancies in terms of staffing their own service as

well as the staff they supply to other services. Although we have included these figures in our analysis, these vacancies are different in nature to the vacancies reported by other types of service directly providing a care service.

Within this report the term 'significantly' is used to indicate when a result is outside the 95% confidence interval.

Managers of care services provided the information in this report. That said, the Care Inspectorate has collected this information for a number of years and has high confidence in the reports from care service managers, who are usually directly responsible for recruitment processes and decisions. All information relates to 31 December of the year displayed. The questions asked in the annual return are the following.

Staffing vacancies

- 1) Did you have any staff vacancies at 31 December? (Yes, No, Not applicable)
- 2) How many WTE all staff vacancies did you have at 31 December?
- 3) How many WTE staff vacancies did you have at 31 December of staff who work directly with people who use services?
- 4) Have you found vacancies hard to fill? (Yes, No, Not applicable)
- 5) If 'Yes', why have you found them hard to fill?

Options:

- a. Too few applicants
 - b. Too few qualified applicants
 - c. Too few applicants with experience
 - d. Can't afford wage demands
 - e. Reason unknown
 - f. Competition from other service providers
 - g. Competition from other types of work
 - h. Cost of living in the area is too high
 - i. Candidates unable to work the hours needed
 - j. Other reason
- 6) If 'Other reason', please specify. (open response text box)
 - 7) Please tell us what you consider to be the main reason why it is hard to fill vacancies. (dropdown list of options from Question 5)
 - 8) If 'Other reason' please tell us what it is. (open response text box)

Nursing vacancies

- 1) Did you have any nursing post vacancies? (Yes, No, Not applicable)
- 2) How many WTE staff vacancies did you have at 31 December for nursing staff?

Impact of Covid-19

It is important to note that the data collection underpinning this report happened between January and March 2022 while Scotland was experiencing very high levels of Covid-19 cases due to the Omicron variant. Certain care service types were operating in extremely challenging and pressured conditions providing care to those who need it.

For most of 2021, there was substantial financial support available through the Coronavirus Job Retention Scheme (known as the furlough scheme) and other government-backed financial support that may have impacted on services decision around hiring or making staff redundant. However, the Coronavirus Job Retention Scheme ended on 30 September 2021, and as other employment sectors opened back up after the lifting of national restrictions care services faced additional pressures around recruitment and retaining staff.

Detailed findings

The tables referenced in this section of the report are at the end of the report.

Services reporting vacancies

Overall (Table 1a)

In the most recent annual return, 47% of services (where the question was applicable) said they had vacancies at 31 December 2021. This was an increase of 11 percentage points from 31 December 2020 (36%) and 8 percentage points up on 2019 (39%). It is important to consider these results in the context of the impact of Covid-19 detailed above in the 'Sources and use of data in this report' section.

Service type analysis (Table 1b and 1c)

Adult services

Services where care is provided at place of residence

For adult care services where the care provision was carried out in the home of the person receiving care, there was generally a high proportion of services reporting vacancies.

- Care homes for older people increased 20 percentage points from 55% of services in 2020 to 75% of services in 2021.
 - 88% of public services, 79% of voluntary or not for profit services and 72% of private services reported having vacancies.
- Housing support services increased 11 percentage points from 60% of services in 2020 to 71% of services in 2021.
 - 79% of private services, 69% of voluntary or not for profit services and 63% of public services reported having vacancies.
- Care at home services increased 12 percentage points from 59% of services in 2020 to 71% of services in 2021.
 - 81% of public services, 72% of private services and 65% of voluntary or not for profit services reported having vacancies.
- Care homes for adults increased 15 percentage points from 48% of services in 2020 to 63% of services in 2021.
 - 65% of public services, 63% of private services and 62% of voluntary or not for profit services reported having vacancies.
- Offender accommodation services remained unchanged in the proportion of services with vacancies at 60% of services in 2021. In real terms, this is just 3 out of 5 services reporting having vacancies.
 - 100% of public services and 50% of voluntary or not for profit services reported having vacancies.

Except for offender accommodation services, all the service types above had vacancy rates significantly above the national average for all care services (47% of services).

For care at home services, no local authority areas had a significantly higher proportion of services with vacancies than the national average for care at home services (71%). Housing support services in East Ayrshire (100% of services) had a significantly higher proportion of services with vacancies than the national average for housing support services (71%).

In both care homes for older people and care homes for adults, no local authority areas had a significantly higher proportion of services with vacancies than the national average for each service type (75% and 63% respectively).

Non-residential services

- The proportion of services reporting vacancies in support services other than care at home (adult day care services) increased 4 percentage points from 41% of services in 2020 to 45% of services in 2021.
 - 58% of public services, 33% of voluntary or not for profit services and 27% of private services reported having vacancies.
- Nurse agency services decreased 2 percentage points from 47% of services in 2020 to 45% of services in 2021.
 - 100% of voluntary or not for profit services and 42% of private services reported having vacancies.
- Adult placement services increased 9 percentage points from 12% of services in 2020 to 21% of services in 2021.
 - 24% of public services and 13% of voluntary or not for profit services reported having vacancies.

Adult placement services had vacancy rates significantly below the national average for all care services (47% of services). There were no local authority areas where the proportion of services reporting vacancies was significantly below the average for the overall service type.

Services for children and young people

Services where care is provided at place of residence

- The proportion of services with vacancies in care homes for children and young people increased 16 percentage points from 38% of services in 2020 to 54% of services in 2021.
 - 70% of public services, 57% of private services and 41% of voluntary or not for profit services reported having vacancies.
- Vacancies in secure accommodation services increased, up 60 percentage points from 40% of services in 2020 to 100% of services in 2021 (in real terms this was an increase of 3 services reporting having at least one vacancy).
 - 100% of public services and 100% of voluntary or not for profit services reported having vacancies.
- Residential special school accommodation services increased 18 percentage points from 66% of services in 2020 to 84% of services reporting vacancies in 2021 (this was an increase of 6 services reporting having at least one vacancy).

- 89% of private services and 77% of voluntary or not for profit services reported having vacancies.
- The proportion of mainstream school accommodation services reporting vacancies decreased 9 percentage points from 33% of services in 2020 to 24% of services in 2021 (this was a decrease of 2 services reporting having at least one vacancy).
 - 29% of public services and 22% of voluntary or not for profit services reported having vacancies.

The proportion of care homes for children and young people (54% of services) and residential special school accommodation services (84% of services) reporting vacancies was significantly above the national average for all care services (47% of services). For these service types, there were no local authority areas where the proportion of services reporting vacancies was significantly above the average for the overall service type.

Non-residential services

- The proportion of daycare of children services increased 10 percentage points, up from 21% of services in 2020 to 31% of services in 2021.
 - 38% of private services, 30% of public services and 23% of voluntary or not for profit services reported having vacancies.
- Fostering services increased 9 percentage points, up from 39% of services in 2020 to 48% of services in 2021.
 - 48% of public services and 48% of voluntary or not for profit services reported having vacancies.
- Adoption services with vacancies increased 15 percentage points, up from 24% of services in 2020 to 39% of services in 2021.
 - 40% of public services and 33% of voluntary or not for profit services reported having vacancies.
- The proportion of childcare agency services with vacancies decreased 6 percentage points, down from 13% of services in 2020 to 7% of services in 2021.
 - 10% of private services, 0% of public services and 0% of voluntary or not for profit services reported having vacancies.

Daycare of children services (31% of services) had vacancy rates significantly below the national average for all care services (47% of services). Daycare of children services displayed significant regional variation in vacancy levels between local authority areas compared to the average for the service type. Scottish borders (16% of services), Highland (20% of services), Angus (20% of services) and North Lanarkshire (23% of services) all had a significantly lower proportion of services with vacancies than the national average for daycare of children services (31%).

Childcare agency services (7% of services) had vacancy rates significantly below the national average for all care services (47% of services). There were no local authority areas that had vacancy rates significantly below the national average for this service type (13% of services).

Analysis by local authority area (Table 1d)

The local authority areas with the highest proportions of services with vacancies at 31 December 2021 were:

- East Dunbartonshire (57%, up 25 percentage points from 2020)
- Edinburgh (57%, up 10 percentage points from 2020)
- Inverclyde (55%; up 14 percentage point from 2020).

Figure 1: Percentage of services reporting staff vacancies by local authority area

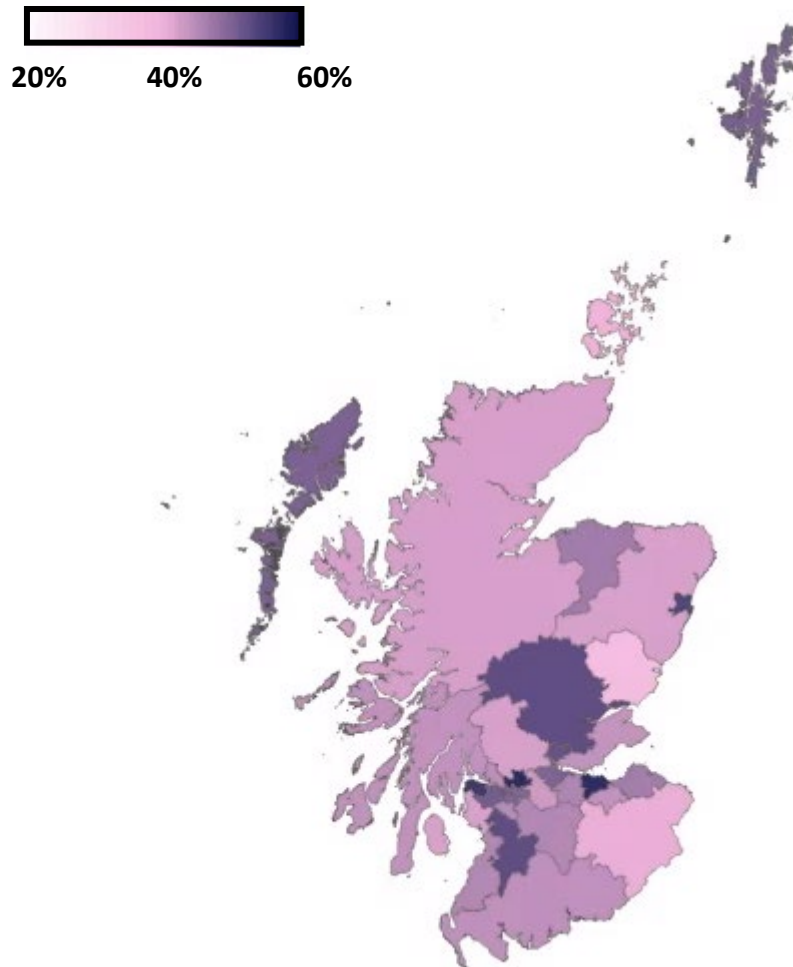


Figure 1 shows the percentage of services reporting staff vacancies by local authority area. The darker the shade, the higher the percentage of services reporting vacancies.

Of all the local authority areas, East Dunbartonshire, Edinburgh, and Aberdeen had a significantly higher proportion of services with vacancies than the national average for all care services (47% of services).

In East Dunbartonshire, care homes for older people (85% of services) had a significantly higher proportion of services with vacancies than the average for services in East Dunbartonshire (57%).

In Edinburgh, care homes for older people (83% of services), care at home services (72%), and housing support services (70% of services) had a significantly higher proportion of services with vacancies than the average for services in Edinburgh (57%).

In Aberdeen, support services other than care at home (adult day care services) (100% of services), care homes for older people (81% of services) and housing support services (76% of services) had a significantly higher proportion of services with vacancies than the average for services in Aberdeen (54%).

The local authority areas with the lowest proportions of services with vacancies at 31 December 2021 were:

- Angus (37%, up 16 percentage points from 2020)
- Orkney (40%, up 12 percentage points from 2020)
- Scottish Borders (41%, up 6 percentage points from 2020).

Of all the local authority areas, Angus, Aberdeenshire and Highland had a significantly lower proportion of services with vacancies than the national average for all care services (47%). For these local authority areas, only daycare of children services had a significantly lower proportion of services with vacancies than the average for services in their respective local authority area.

In 32 out of 32 local authority areas (100%) the proportions of services with vacancies increased between 2020 and 2021. The following local authority areas saw the biggest increases (in percentage points).

- East Dunbartonshire up 25 percentage points (from 32% to 57%).
- Clackmannanshire up 19 percentage points (from 33% to 52%).
- West Lothian up 17 percentage points (from 29% to 46%).

No local authority areas (0%) reported the proportions of services with vacancies decreasing between 2020 and 2021.

Rate of whole time equivalent (WTE) vacancies

The rate of WTE vacancies was calculated by dividing the number of WTE vacancies by the WTE number of staff plus the WTE vacancies at the 31 December of the given year. Some services were not able to provide this information accurately and as such we excluded some data where we found it to be inaccurate (see 'Sources and uses of data in this report' for details). Ultimately, this resulted in 93% of services that provided WTE data being analysed.

Service type analysis (Table 1e and 1f)

At 31 December 2021, the rate of WTE vacancies for all services in Scotland was 8.1% up from 5.1% in 2020. It is important to consider these results in the context of the impact of Covid-19 detailed above in the 'Sources and use of data in this report' section.

Adult services

Services where care is provided at place of residence

- The rate of WTE vacancies in care at home services increased from 7.7% in 2020 to 11.1% in 2021.
 - The rate of WTE vacancies was 12.3% in private services, 10.6% in voluntary or not for profit services and 9.7% in public services.
- Housing support services increased from 6.4% in 2020 to 9.8% in 2021.
 - The rate of WTE vacancies was 13.4% in private services, 9.1% in voluntary or not for profit services and 7.8% in public services.
- For care homes for older people, the percentage increased from 4.0% in 2020 to 7.6% in 2021.
 - The rate of WTE vacancies was 8.8% in public services, 9.0% in voluntary or not for profit services and 7.2% in private services.
- The rate of WTE vacancies in care homes for adults increased from 5.6% in 2020 to 10.1% in 2021.
 - The rate of WTE vacancies was 11.6% in public services, 10.8% in voluntary or not for profit and 8.8% in private services.
- The rate of WTE vacancies in offender accommodation services increased from 5.2% in 2020 to 6.8% in 2021.
 - The rate of WTE vacancies was 5.4% in voluntary or not for profit and 15.9% in public services.

Care at home services (11.1%) had a rate of WTE vacancies significantly higher than the national average of 8.1%.

For care at home services, there were no local authority areas that had a significantly higher rate of WTE vacancies than the national average for care at home services (11.1%).

Non-residential services

- Support services other than care at home (adult day care services) reported an increased rate up from 7.0% in 2020 to 8.6% in 2021.
 - The rate of WTE vacancies was 10.5% in public services, 6.0% in voluntary or not for profit and 5.4% in private services.
- The rate of WTE vacancies in nurse agency services increased from 19.7% in 2020 to 36.3% in 2021.
 - The rate of WTE vacancies was 39.3% in private services and 17.5% in voluntary or not for profit services.
 - Nurse agency services had a high rate of WTE vacancies. This is likely due to the specific operating model of this service type. Nurse agency services source and supply care workers on behalf of third parties so while the core staff required to operate the agencies can be relatively small, the staff pool they attempt to recruit for can be substantially larger. This resulted in a rate of WTE vacancies that was much higher than other service types.
- Adult placement services had an increase in the rate of WTE vacancies up from 7.1% in 2020 to 10.5% in 2021.

- The rate of WTE vacancies was 16.6% in voluntary or not for profit services and 7.9% in public services.

Nurse agency services had a rate of WTE vacancies significantly higher than the national average of 8.1%. For nurse agency services, there were no local authority areas that had a significantly higher rate of WTE vacancies than the national average for nurse agency services (36.3%).

Services for children and young people

Services where care is provided at place of residence

- Care homes for children and young people had an increase in the rate of WTE vacancies increasing from 4.9% in 2020 to 7.9% in 2021.
 - The rate of WTE vacancies was 10.0% in private services, 9.6% in voluntary or not for profit services and 4.9% in public services.
- Secure accommodation services' rate of WTE vacancies increased from 2.5% in 2020 to 5.1% in 2021.
 - The rate of WTE vacancies was 12.3% in public services and 4.8% in voluntary or not for profit services.
- Residential special school accommodation services increased from 3.9% in 2020 to 7.2% in 2021.
 - The rate of WTE vacancies was 12.3% in private services and 4.6% in voluntary or not for profit services.
- The rate of WTE vacancies in mainstream school accommodation services remained unchanged from 2020 at 1.6% in 2021.
 - The rate of WTE vacancies was 3.3% in public services and 1.5% in voluntary or not for profit services.

Non-residential services

- The rate of WTE vacancies in daycare of children services increased from 3.4% in 2020 to 4.9% in 2021.
 - The rate of WTE vacancies was 5.6% in private services, 6.0% in voluntary or not for profit services and 4.2% in public services.
- The rate of WTE vacancies in fostering services decreased from 6.3% in 2020 to 5.5% in 2021.
 - The rate of WTE vacancies was 5.3% in public services and 5.7% in voluntary or not for profit services.
- The rate of WTE vacancies in adoption services increased from 4.5% in 2020 to 5.7% in 2021.
 - The rate of WTE vacancies was 6.7% in public services and 2.7% in voluntary or not for profit services.
- The rate of WTE vacancies in childcare agency services increased from 24.8% in 2020 to 24.9% in 2021.
 - The rate of WTE vacancies was 32.1% in private services and 0.0% in public and voluntary or not for profit services.
 - Childcare agency services had a high rate of WTE vacancies. This is likely due to the specific operating model of this service type. Similar to

nurse agency services, childcare agency services source and supply care workers on behalf of third parties so while the core staff required to operate the agencies can be relatively small, the staff pool they attempt to recruit for can be substantially larger. This resulted in a rate of WTE vacancies that was much higher than other service types.

Daycare of children services (4.9%) had a rate of WTE vacancies significantly lower than the national average of 8.1%. For daycare of children services, there were no local authority areas that had a significantly lower rate of WTE vacancies than the national average for daycare of children services (4.9%).

Childcare agency services (24.9%) had a rate of WTE vacancies significantly higher than the national average of 8.1%. For childcare agency services, there were no local authority areas that had a significantly higher rate of WTE vacancies than the national average for childcare agency services (24.9%).

Analysis by local authority area (Table 1g)

The local authority areas with the highest rates of WTE vacancies at 31 December 2021 were:

- East Lothian (11.8% in 2021, up from 6.9% in 2020)
- Shetland (10.0% in 2021, up from 6.0% in 2020)
- Edinburgh (10.0% in 2021, up from 6.6% in 2020).

There were no local authority areas that had a significantly higher rate of WTE vacancies than the national average.

The local authority areas with the lowest rates of WTE vacancies at 31 December 2021 were:

- East Ayrshire (5.9% in 2021, up from 4.6% in 2020)
- Stirling (6.0% in 2021, up from 4.9% in 2020)
- North Lanarkshire (6.1% in 2021, up from 4.8% in 2020).

Figure 2: Rate of WTE vacancies by local authority area

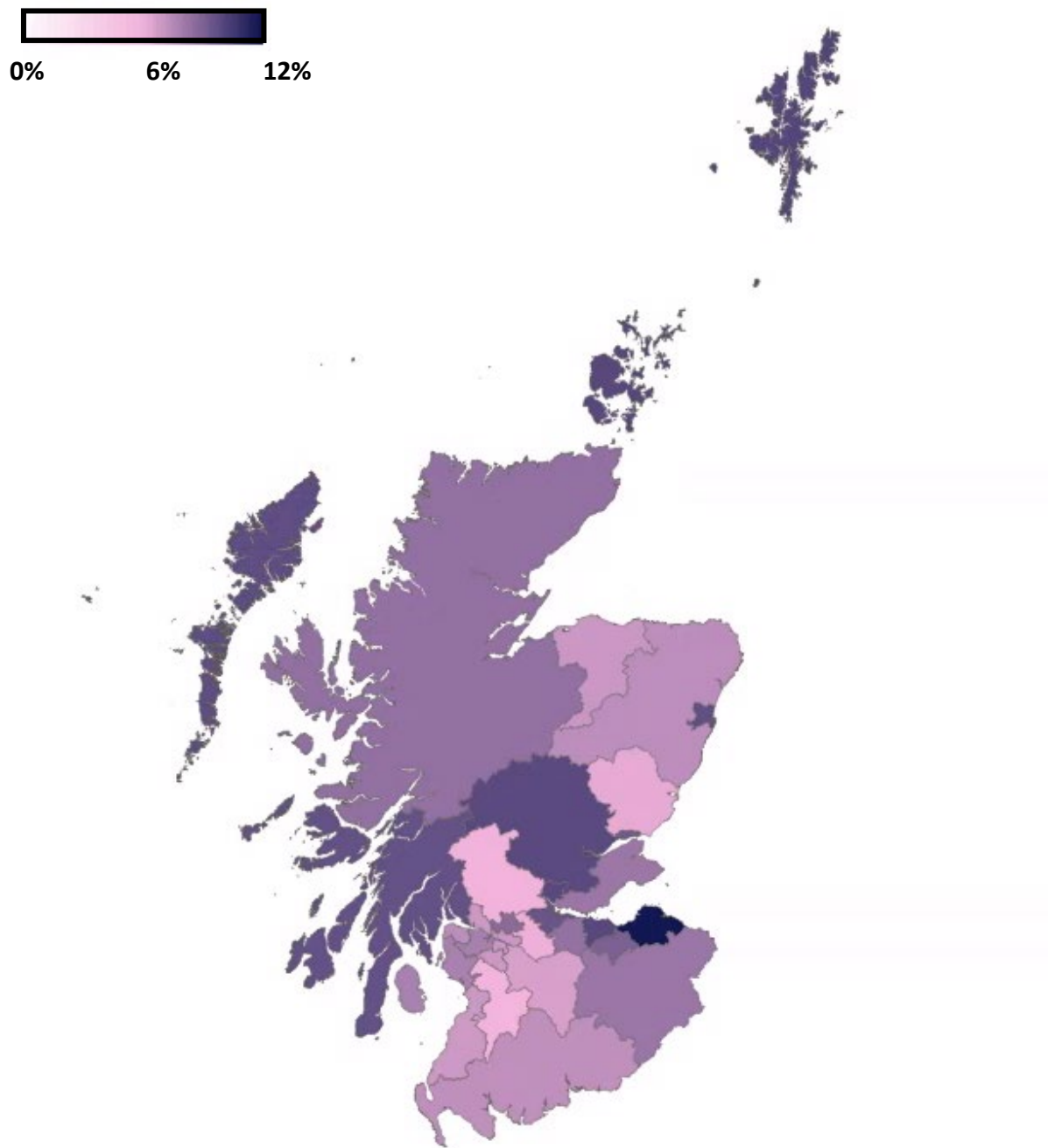


Figure 2 shows the rate WTE vacancies by local authority area. The darker the shade, the higher the rate of WTE vacancies.

Nursing vacancies (Table 1h)

Previous reports included any service that decided the question on nursing vacancies was applicable to their situation. This likely resulted in a percentage that understated the percentage of nursing vacancies in those services that employ nurses. In a change to the methodology from previous reports, the percentage of

services reporting vacancies has now only been calculated for those services employing nurses. It is hoped this change will represent a more accurate figure for the scale of nursing vacancies in care services across Scotland. In the most recent annual return, 60% of services (where services employ nurses) stated that they had nursing vacancies at 31 December 2021. This was an increase of 14 percentage points on the proportion of services with vacancies at 31 December 2020 (46%). It is important to consider these results in the context of the impact of Covid-19 detailed above in the 'Sources and use of data in this report' section.

Service type analysis (Table 1i and 1j)

At 31 December 2021, care homes for older people had 64% of services reporting nursing vacancies, up 16 percentage points from 2020. Private care homes for older people had the highest proportion of services with nursing vacancies (65% of services). Voluntary or not for profit services had 52% of services reporting nursing vacancies. Public services had 33% of services reporting nursing vacancies.

Care homes for adults had 51% of services reporting nursing vacancies, up 3 percentage points from 2020. Nurse agency services had 52% of services reporting nursing vacancies, up 2 percentage points from 2020. Care homes for older people (64%) had a proportion of nursing vacancies significantly above the national average for all care services (60% of services).

For care homes for older people, no local authority area had a rate of nursing vacancies significantly higher than the national rate for care homes for older people (64%).

Analysis by local authority area (Table 1k)

The local authority areas with the highest rates of services with nursing vacancies at 31 December 2021 were:

- Na h-Eileanan Siar (100% in 2021, up from 0% in 2020; only 2 services)
- West Dunbartonshire (86% in 2021, up from 83% in 2020)
- Midlothian (83% in 2021, unchanged from 2020).

No local authority area had a significantly higher rate of services with nursing vacancies than the national average for all care services (60% of services).

The local authority areas with the lowest proportions of services with nursing vacancies at 31 December 2021 were:

- Moray (33% in 2021, down from 75% in 2020)
- West Lothian (36% in 2021, down from 50% in 2020)
- South Lanarkshire (39% in 2021, up from 25% in 2020).

South Lanarkshire (39% of services) had a significantly lower rate of services with nursing vacancies than the national average for all care services (60% of services). In South Lanarkshire, there were no service types where the proportion of services reporting nursing vacancies was significantly below the average for services in the local authority area (39% of services).

Figure 3: Percentage of services reporting nursing vacancies by local authority area

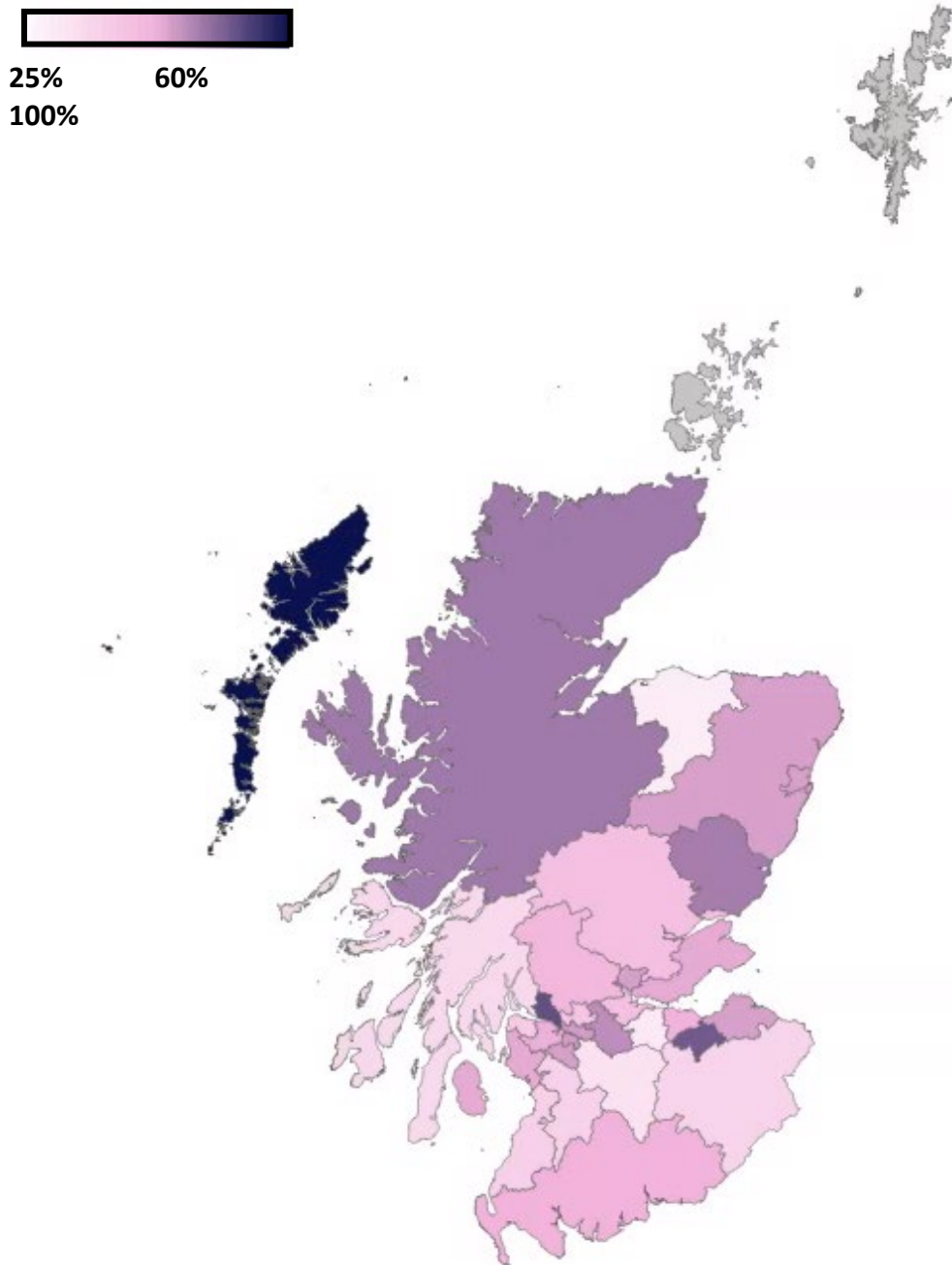


Figure 3 shows the percentage of services reporting nursing vacancies by local authority area. The darker the shade, the higher the percentage of services reporting nursing vacancies.

Rate of whole time equivalent (WTE) nursing vacancies

Previous published reports included any service where nursing whole time equivalent data had been provided by the service in their annual return. In a change to the methodology from previous reports the rate of whole time equivalent (WTE) nursing vacancies has now only been calculated for those services employing nurses. It is hoped this change will represent a more accurate figure for the rate of whole time equivalent (WTE) nursing vacancies in care services across Scotland. The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year. Some services struggled to provide this information accurately and as such, some data has been excluded where it was found to be inaccurate (see 'Sources and uses of data in this report' for details). Ultimately, this resulted in the 99% of services that provided nursing WTE data and where nursing vacancies were applicable, being analysed below.

Service type analysis (Table 1l and 1m)

At 31 December 2021, the rate of WTE nursing vacancies for all applicable services (where services employ nurses) in Scotland was 16.2% up from 8.0% in 2020.

- The rate of WTE nursing vacancies in care homes for older people was 16.2% up from 7.8% in 2020.
 - Private care homes for older people had the highest rate of WTE nursing vacancies (16.5%). Voluntary or not for profit services had a rate of 14.1% and public services had WTE nursing vacancies rate of 2.8%.
- The rate of WTE nursing vacancies in care homes for adults was 17.9% up from 12.6% in 2020.
 - Private care homes for older people had the highest rate of WTE nursing vacancies (20.3%). Public services had a rate of 17.7% and voluntary or not for profit services had WTE nursing vacancies rate of 11.0%.

No service type had a significantly higher rate of WTE nursing vacancies than the national average.

Analysis by local authority area (Table 1n)

The local authority areas with the highest rates of WTE nursing vacancies at 31 December 2021 were:

- Perth and Kinross (37.9% in 2021, up from 3.7% in 2020)
- Argyll and Bute (36.0% in 2021, up from 5.1% in 2020)
- Dundee (28.8% in 2021, up from 5.4% in 2020).

Perth and Kinross (37.9%) had a significantly higher rate of WTE nursing vacancies than the national average (16.2%). No service type had a significantly higher rate of WTE nursing vacancies than the local authority average (37.9%).

Figure 4: Rate of WTE nursing vacancies by local authority area

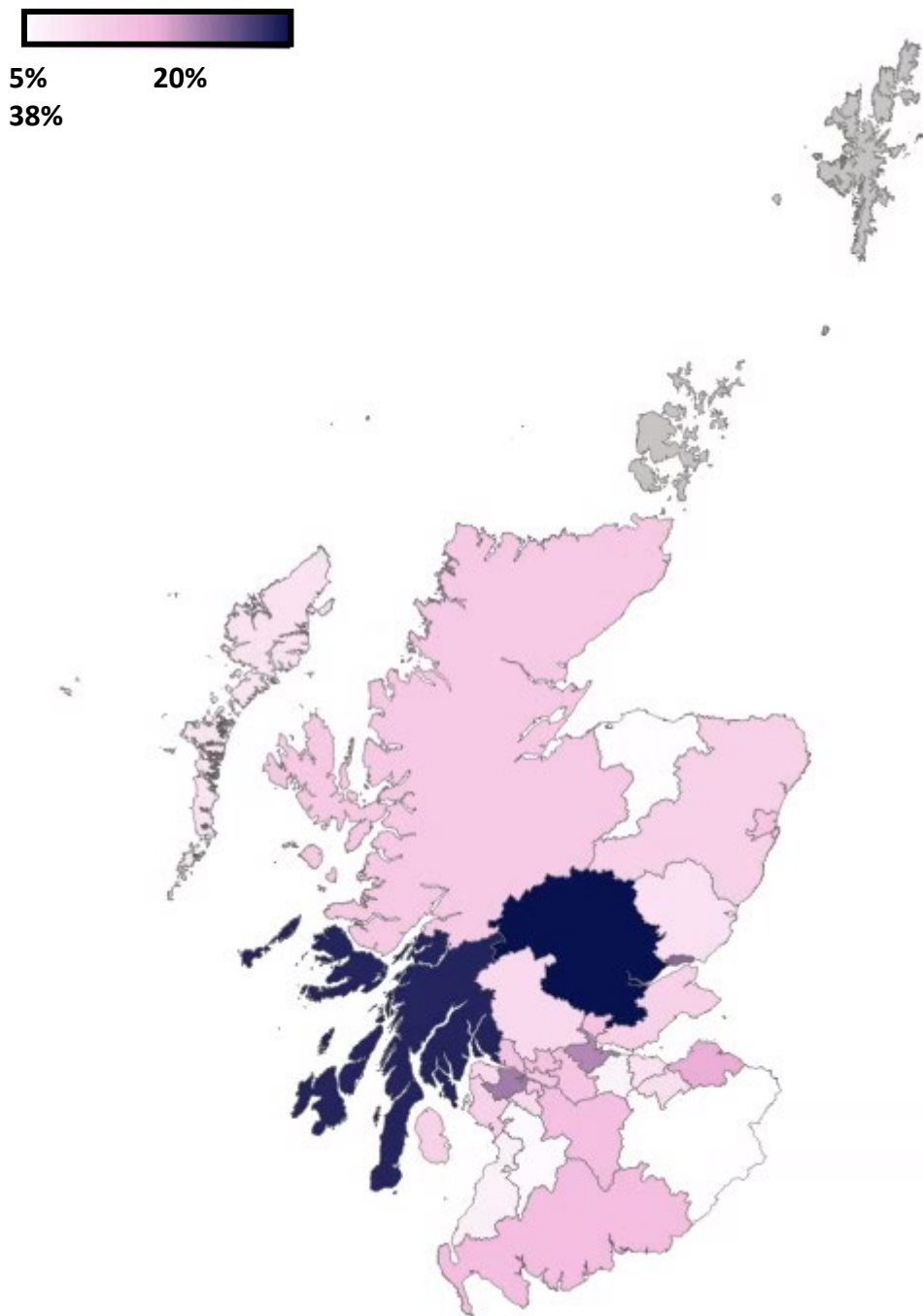


Figure 4 shows the rate of WTE nursing vacancies by local authority area. The darker the shade, the higher the rate of WTE nursing vacancies.

Services that reported problems filling vacancies

Overall problems filling vacancies (Table 2)

Of the services that answered 'Yes' or 'No' to whether they had problems filling a vacancy, 58% reported that they found it hard to fill vacancies in 2021. The number of services that found it hard to fill vacancies increased, up 15 percentage points from 43% in 2020 and up 9 percentage points from 49% in 2019. It is important to consider these results in the context of the impact of Covid-19 detailed above in the 'Sources and use of data in this report' section.

Service type analysis (Table 2b and 2c)

Adult services

Services where care is provided at place of residence

- Care at home services reported an increase of 18 percentage points from 2020, with 81% of services reporting that vacancies were hard to fill.
 - 86% of private services, 76% of voluntary or not for profit services and 72% of public services reported vacancies were hard to fill.
- Care homes for older people increased 20 percentage points from 2020 to 74% of services reporting that vacancies were hard to fill.
 - 88% of voluntary or not for profit services, 75% of public services and 72% of private services reported vacancies were hard to fill.
- Housing support services increased 21 percentage points from 2020 to 73% of services reporting that vacancies were hard to fill.
 - 86% of private services, 73% of voluntary or not for profit services and 53% of public services reported vacancies were hard to fill.
- Of care homes for adults, 65% reported that vacancies were hard to fill, an increase of 20 percentage points from 2020.
 - 68% of voluntary or not for profit services, 63% of public services and 60% of private services reported vacancies were hard to fill.
- Offender accommodation services reporting that vacancies were hard to fill decreased 15 percentage points (three out of five services), down from 75% of services in 2020 to 60% in 2021.
 - 75% of voluntary or not for profit services and 0% of public services reported vacancies were hard to fill.

Except for offender accommodation services, all the service types above had a proportion of services reporting that vacancies were hard to fill that was significantly above the national average for all care services of 58%.

These service types displayed significant regional variation between local authority areas in the proportion of services finding vacancies hard to fill compared to the average for the service type. This suggests that individual local authority areas may have skewed the overall proportion for the service type, and it is therefore recommended that more focus is given to these local authority areas.

For a second consecutive year, care at home services (96%) and housing support services (87%) in Fife had a significantly higher proportion of services reporting that

vacancies were hard to fill than the national average for care at home services (81%) and housing support services (73%) respectively.

In the case of care homes for older people, Perth and Kinross (89%) and Edinburgh (85%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care homes for older people (74%).

For care homes for adults, there were no local authority areas that had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care homes for adults (65%).

Non-residential services

- Support services other than care at home (adult day care services) increased 15 percentage points, up from 25% of services in 2020 to 40% in 2021.
 - 49% of voluntary or not for profit services, 44% of private services and 32% of public services reported vacancies were hard to fill.
- Nursing agency services increased 3 percentage points from 57% of services in 2020 to 60% reporting that vacancies were hard to fill in 2021.
 - 100% of voluntary or not for profit services and 58% of private services reported vacancies were hard to fill.
- In 2021, 13% of adult placement services reported that vacancies were hard to fill, up 9 percentage points from 4% in 2020.
 - 13% of public services and 13% of voluntary or not for profit services reported vacancies were hard to fill.

Of support services other than care at home (adult day care services), 40% reported that vacancies were hard to fill, which was significantly below the national average for all care services of 58%. For support services other than care at home (adult day care services), only Angus (0%) was significantly below the national average of 40% for support services other than care at home services for reporting that vacancies were hard to fill.

Adult placement services (13%) had a proportion reporting that vacancies were hard to fill that was significantly below the national average for all care services of 58%. There were no local authority areas where the proportion of services reporting that vacancies were hard to fill was significantly below the average for the overall service type.

Services for children and young people

Services where care is provided at place of residence

- Care homes for children and young people increased 16 percentage points to 48% of services reporting that vacancies were hard to fill, up from 32% of services in 2020.
 - 74% of voluntary or not for profit services, 51% of private services and 28% of public services reported vacancies were hard to fill.
- Secure accommodation services increased to 100% of services reporting that vacancies were hard to fill - up from 67% of services in 2020. However, in real terms this is only 5 services.

- 100% of public services and 100% of voluntary or not for profit services reported vacancies were hard to fill.
- Residential special schools increased 20 percentage points to 72% of services reporting that vacancies were hard to fill.
 - 85% of voluntary or not for profit services and 63% of private services reported vacancies were hard to fill.
- Mainstream school accommodation services increased 5 percentage points to 22% reporting that vacancies were hard to fill - up from 17% in 2020.
 - 29% of public services and 19% of voluntary or not for profit services reported vacancies were hard to fill.

Care homes for children and young people (48%) had a proportion of services reporting that vacancies were hard to fill that was significantly below the national average for all care services of 58%. North Ayrshire (18%), Renfrewshire (24%) and Glasgow (25%) had a proportion of services with vacancies that were hard to fill that was significantly below the average for this service type (48%).

The proportion of mainstream school accommodation services (22%) reporting that vacancies were hard to fill was significantly below the national average for all care services of 58%. There were no local authority areas where the proportion of such services reporting that vacancies were hard to fill was significantly below the average for the overall service type.

Non-residential services

- Daycare of children services increased 10 percentage points to 49% of services reporting that vacancies were hard to fill – up from 39% in 2020.
 - 69% of private services, 55% of voluntary or not for profit services and 34% of public services reported vacancies were hard to fill.
- Childcare agency services reporting that vacancies were hard to fill increased to 55% in 2021 from 43% in 2020.
 - 100% of voluntary or not for profit services, 0% of public services and 43% of private services reported vacancies were hard to fill.
- Fostering services reporting that vacancies were hard to fill increased to 31% in 2021 from 24% in 2020.
 - 39% of voluntary or not for profit services and 25% of public services reported vacancies were hard to fill.
- Adoption services reporting that vacancies were hard to fill increased 12 percentage points to 27% - up from 15% in 2020.
 - 17% of voluntary or not for profit services and 29% of public services reported vacancies were hard to fill.

The proportion of daycare of children services (49%) reporting that vacancies were hard to fill was significantly below the national average for all care services of 58%. Daycare of children services displayed significant regional variation between local authority areas in the proportion reporting that vacancies were hard to fill, compared to the average for the service type. Inverclyde (22%), East Ayrshire (31%), Scottish Borders (33%), South Lanarkshire (35%), Angus (37%), South Ayrshire (37%), Dumfries and Galloway (39%) and Highland (42%) all had a significantly lower proportion of services reporting that vacancies were hard to fill than the national average for daycare of children services of 49%.

The proportion of fostering services (31%) and adoption services (27%) reporting that vacancies were hard to fill was significantly below the national average for all care services of 58%. There were no local authority areas where the proportion of such services reporting that vacancies were hard to fill was significantly below the average for these overall service types.

Analysis by local authority area (Table 2d)

The local authority areas with the highest proportions of services reporting that vacancies were hard to fill at 31 December 2021 were:

- East Dunbartonshire (70%, up 24 percentage points from 2020)
- East Renfrewshire (69%, up 23 percentage points from 2020)
- Edinburgh (69%, up 16 percentage points from 2020)
- Orkney (69%, up 21 percentage points from 2020).

Of all the local authority areas, East Dunbartonshire (70%), East Renfrewshire (69%), Edinburgh (69%) and Aberdeen (68%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for all care services of 58%.

In East Dunbartonshire and Aberdeen, there were no service types that had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in East Dunbartonshire (70%) and Aberdeen (68%) respectively.

In East Renfrewshire, care at home services (100%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in East Renfrewshire of 69%.

In Edinburgh, care homes for older people (85%) care at home services (84%) and housing support services (79%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Edinburgh of 69%.

The local authority areas with the lowest proportions of services reporting that vacancies were hard to fill at 31 December 2020 were:

- North Ayrshire (47%, up 14 percentage points from 2020)
- West Dunbartonshire (48%, up 7 percentage points from 2020)
- Inverclyde (48%, up 20 percentage points from 2020).

Of all the local authority areas, North Ayrshire (47%), West Dunbartonshire (48%), Inverclyde (48%), Angus (50%) and South Lanarkshire (53%) each had a significantly lower proportion of services reporting that vacancies were hard to fill than the national average for all care services of 58%.

In North Ayrshire, support services other than care at home (adult day care services) (13%), had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in North Ayrshire (47%).

In West Dunbartonshire, there were no service types that had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in West Dunbartonshire (48%).

In Angus, daycare of children services (37%) and support services other than care at home (adult day care services) (0%) had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in Angus (50%).

In Inverclyde and South Lanarkshire, daycare of children services (22% and 35% of respectively) had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in Inverclyde (48%) and South Lanarkshire (53%).

In 32 out of 32 local authority areas (100%), the proportions of services reporting that vacancies were hard to fill increased between 2020 and 2021. The following local authority areas saw the largest increases (in percentage points).

- East Dunbartonshire – up 24 percentage points (from 46% to 70%).
- East Renfrewshire – up 23 percentage points (from 46% to 69%).
- Dundee – up 21 percentage points (from 31% to 52%).
- Na h-Eileanan Siar – up 21 percentage points (from 33% to 54%).

Figure 5: Percentage of services reporting that vacancies were hard to fill by local authority area

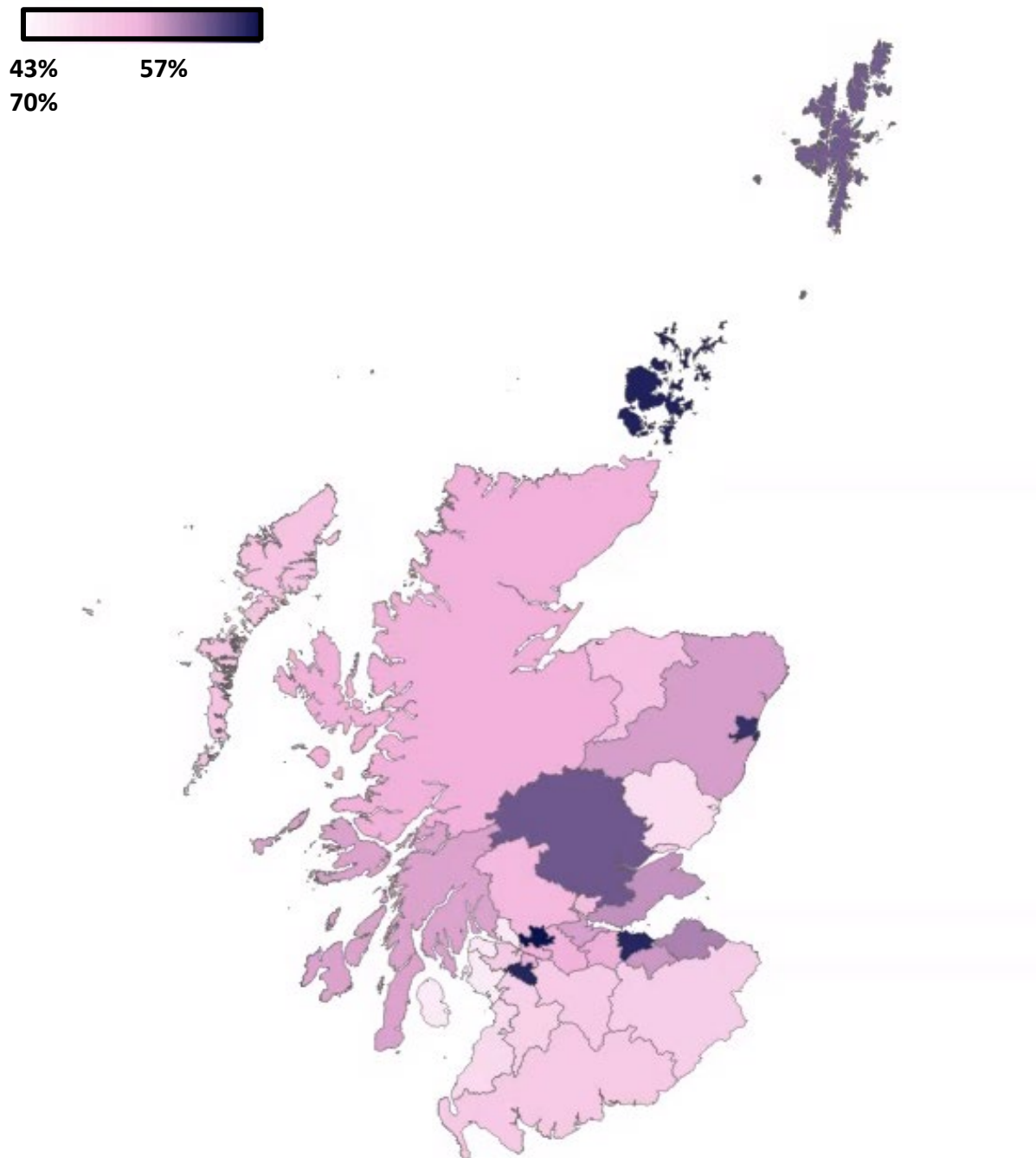


Figure 5 shows the percentage of services reporting that vacancies were hard to fill by local authority area. The darker the shade, the higher the percentage of services reporting that vacancies were hard to fill.

Reason analysis

Reasons reported by services that vacancies were hard to fill (Tables 3a and 3b)

Services were asked to provide reasons why they thought it was hard to fill vacancies. Services could choose as many or few reasons as they desired. The most common reasons services gave for finding it hard to fill vacancies were, too few:

- applicants in general (67%, up 11 percentage points from 2020)
- applicants with experience (57%, down 3 percentage points from 2020)
- qualified applicants (50%, down 2 percentage points from 2020).

Additional reasons services gave were competition from other service providers (43%, up 4 percentage points from 2020) and candidates were unable to work the required hours (33%, down 3 percentage points from 2020). The 11 percentage points increase for too few applicants in general was a marked increase from previous years, highlighting most services are struggling to find applicants for vacant roles irrespective of experience or qualifications.

In addition to providing information on any reasons for vacancies being hard to fill, services were also asked to provide the main reason why they thought it was hard to fill vacancies. Not having enough or appropriate applicants applying was the overall main theme given by services for vacancies being difficult to fill, accounting for 63% of main reasons given (up 3 percentage points from 2020). The issue with applicants can be further broken down into three main groups; 37% reported that there were too few applicants applying for roles (up 14 percentage points from 2020), 14% reported that there were too few applicants with the required experience (down 7 percentage points from 2020) and 13% reported that there were too few qualified applicants (down 3 percentage points from 2020). Competition for employees overall increased from 13% in 2020 to 15% in 2021. The issue with competition can be further split; 10% reported that the competition was from other service providers (unchanged from 2020) and 5% reported that the competition was from other types of work (other industries) (up 2 percentage points from 2020). A breakdown of any significant findings for the reasons for vacancies being hard to fill can be found in the section about reason analysis below.

Reason analysis (Tables 3c to 3h)

Too few applicants in general

Service type analysis

The following service types differed significantly from the national average for all care services of 67% for the proportion of services reporting that vacancies were hard to fill because of too few applicants.

Significantly above the national average for all care services of 67%

- Housing support services increased 11 percentage points from 67% in 2020 to 78% in 2021.

- Care homes for adults increased 15 percentage points from 63% in 2020 to 78% in 2021.
- Care at home services increased 13 percentage points from 64% in 2020 to 77% in 2021.

Significantly below the national average for all care services of 67%

- Adult placement services remained unchanged from 2020 at 0% in 2021.
- Secure accommodation services decreased 30 percentage points from 50% in 2020 to 20% in 2021.
- Care homes for children and young people increased 16 percentage points from 36% in 2019 to 52% in 2020.
- Daycare of children services increased 7 percentage points from 53% in 2020 to 60% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 67% for the proportion of services reporting that vacancies were hard to fill because of too few applicants.

Significantly above the national average for all care services of 67%

- Services in Na h-Eileanan Siar increased 4 percentage points from 81% in 2020 to 85% in 2021.
- Services in Highland increased 16 percentage points from 65% in 2020 to 81% in 2021.

Significantly below the national average for all care services of 67%

- Services in North Ayrshire increased 4 percentage points from 50% in 2020 to 54% in 2021.
- Services in East Ayrshire increased 9 percentage points from 46% in 2020 to 55% in 2021.
- Services in Renfrewshire increased 6 percentage points from 50% in 2020 to 56% in 2021.
- Services in North Lanarkshire decreased 4 percentage points from 63% in 2020 to 59% in 2021.
- Services in Glasgow increased 17 percentage points from 44% in 2020 to 61% in 2021.

Too few applicants with experience

Service type analysis

The following service types differed significantly from the national average for all care services of 57% for the proportion of services reporting that vacancies were hard to fill because of too few applicants with experience.

Significantly above the national average for all care services of 57%

- Daycare of children services decreased 1 percentage point from 64% in 2020 to 63% in 2021.

Significantly below the national average for all care services of 57%

- Adult placement services remained unchanged from 2020 at 0% in 2021.
- Nurse agency services increased 7 percentage points from 26% in 2020 to 33% in 2021.
- Care at home services decreased 10 percentage points from 53% in 2020 to 43% in 2021.
- Housing support services decreased 5 percentage points from 58% in 2020 to 53% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 57% for the proportion of services reporting that vacancies were hard to fill because of too few applicants with experience.

Significantly above the national average for all care services of 57%

- Services in Edinburgh decreased 5 percentage points from 70% in 2020 to 65% in 2021.

Significantly below the national average for all care services of 57%

- Services in West Dunbartonshire decreased 15 percentage points from 53% in 2020 to 38% in 2021.
- Services in North Lanarkshire decreased 2 percentage points from 49% in 2020 to 47% in 2021.
- Services in Highland remained unchanged from 2020 at 49% in 2021.

Too few qualified applicants

Service type analysis

The following service types differed significantly from the national average for all care services of 50% for the proportion of services reporting that vacancies were hard to fill because of too few qualified applicants.

Significantly above the national average for all care services of 50%

- Childcare agency services increased 33 percentage points from 67% in 2020 to 100% in 2021.
- Daycare of children services increased 2 percentage points from 62% in 2020 to 64% in 2021.
- Care homes for children and young people decreased 11 percentage points from 73% in 2020 to 62% in 2021.

Significantly below the national average for all care services of 50%

- Adoption services decreased 47 percentage points from 60% in 2020 to 13% in 2021.
- Fostering services decreased 12 percentage points from 25% in 2020 to 13% in 2021.
- Support services other than care at home (adult day care services) increased 2 percentage points from 25% in 2020 to 27% in 2021.

- Care at home services decreased 5 percentage points from 35% in 2020 to 30% in 2021.
- Nurse agency services decreased 8 percentage points from 41% in 2020 to 33% in 2021.
- Housing support services increased 2 percentage points from 34% in 2020 to 36% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 50% for the proportion of services reporting that vacancies were hard to fill because of too few qualified applicants.

Significantly above the national average for all care services of 50%

- Services in East Renfrewshire increased 9 percentage points from 54% in 2020 to 63% in 2021.
- Services in Edinburgh decreased 4 percentage points from 60% in 2020 to 56% in 2021.

Significantly below the national average for all care services of 50%

- Services in North Lanarkshire decreased 4 percentage points from 41% in 2020 to 37% in 2021.

Competition from other service providers (other care services)

Service type analysis

The following service types differed significantly from the national average for all care services of 43% for the proportion of services reporting vacancies were hard to fill because of competition from other service providers.

Significantly above the national average for all care services of 43%

- Housing support services increased 4 percentage points from 52% in 2020 to 56% in 2021.
- Care at home services remained unchanged from 2020 at 55% in 2021.

Significantly below the national average for all care services of 43%

- Childcare agency services remained unchanged at 0% in 2021.
- Adoption services remained unchanged at 0% in 2021.
- Fostering services increased 5 percentage points from 8% in 2020 to 13% in 2021.
- Support services other than care at home (adult day care services) increased 14 percentage points from 17% in 2020 to 31% in 2021.
- Daycare of children services increased 1 percentage point from 34% in 2020 to 35% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 43% for the proportion of services reporting that vacancies were hard to fill because of competition from other service providers.

Significantly above the national average for all care services of 43%

- Services in South Lanarkshire increased 5 percentage points from 51% in 2020 to 54% in 2021.
- Services in Aberdeen increased 4 percentage points from 45% in 2020 to 51% in 2021.
- Services in Edinburgh increased 4 percentage points from 45% in 2020 to 49% in 2021.

Significantly below the national average for all care services of 43%

- Services in West Dunbartonshire decreased 17 percentage points from 38% in 2020 to 21% in 2021.
- Services in Angus increased 13 percentage points from 14% in 2020 to 27% in 2021.
- Services in Aberdeenshire increased 2 percentage points from 32% in 2020 to 34% in 2021.
- Services in Fife decreased 1 percentage point from 35% in 2020 to 34% in 2021.

Candidates unable to work the hours needed

Service type analysis

The following service types differed significantly from the national average for all care services of 33% for the proportion of services reporting that vacancies were hard to fill because of candidates being unable to work the hours needed.

Significantly above the national average for all care services of 33%

- Care at home services decreased 10 percentage points from 61% in 2020 to 51% in 2021.
- Housing support services decreased 7 percentage points from 49% in 2020 to 42% in 2021.

Significantly below the national average for all care services of 33%

- Fostering services remained unchanged from 2020 at 0% in 2021.
- Adoption services remained unchanged from 2020 at 0% in 2021.
- Nurse agency services decreased 4 percentage points from 15% in 2020 to 11% in 2021.
- Support services other than care at home (adult day care services) increased 4 percentage points from 10% in 2020 to 14% in 2021.
- Daycare of children services remained unchanged from 2020 at 28% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 33% for the proportion of services reporting that vacancies were hard to fill because of candidates being unable to work the hours needed.

Significantly above the national average for all care services of 33%

- Services in Moray increased 2 percentage points from 43% in 2020 to 45% in 2021.

Significantly below the national average for all care services of 33%

- Services in Orkney decreased 2 percentage points from 16% in 2020 to 14% in 2021.
- Services in Glasgow increased 1 percentage point from 22% in 2020 to 23% in 2021.

Competition from other types of work (other industries)

Service type analysis

The following service types differed significantly from the national average for all care services of 28% for the proportion of services reporting that vacancies were hard to fill because of competition from other types of work.

Significantly above the national average for all care services of 28%

- Care at home services increased 3 percentage points from 45% in 2020 to 48% in 2021.
- Housing support services increased 6 percentage points from 39% in 2020 to 45% in 2021.
- Care homes for adults increased 6 percentage points from 30% in 2020 to 36% in 2021.

Significantly below the national average for all care services of 28%

- Care homes for children and young people increased 5 percentage points from 13% in 2020 to 18% in 2021.
- Daycare of children services increased 1 percentage point from 14% in 2020 to 15% in 2021.
- Fostering services remained unchanged from 2020 at 0% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 28% for the proportion of services reporting that vacancies were hard to fill because of competition from other types of work.

Significantly above the national average for all care services of 28%

- Services in Shetland increased 9 percentage points from 38% in 2020 to 47% in 2021.
- Services in East Renfrewshire increased 9 percentage points from 33% in 2020 to 42% in 2021.
- Services in Dundee increased 7 percentage points from 33% in 2020 to 40% in 2021.

Significantly below the national average for all care services of 28%

- Services in Orkney increased 10 percentage points from 0% in 2020 to 10% in 2021.
- Services in East Dunbartonshire remained unchanged from 2020 at 18% in 2021.

Cannot afford wage demands

Service type analysis

The following service types differed significantly from the national average for all care services of 14% for the proportion of services reporting that vacancies were hard to fill because they were unable to afford the wage demands of applicants.

Significantly above the national average for all care services of 14%

- Daycare of children services decreased 1 percentage point from 20% in 2020 to 19% in 2021.

Significantly below the national average for all care services of 14%

- Care homes for children and young people decreased 5 percentage points from 8% in 2020 to 3% in 2021.
- Support services other than care at home (adult day care services) decreased 3 percentage points from 9% in 2020 to 6% in 2021.
- Care homes for older people decreased 1 percentage point from 9% in 2020 to 8% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services 14% for the proportion of services reporting that vacancies were hard to fill because they were unable to afford the wage demands of applicants.

Significantly above the national average for all care services of 14%

- Services in Stirling decreased 2 percentage points from 26% in 2020 to 24% in 2021.
- Services in Aberdeenshire decreased 2 percentage points from 22% in 2020 to 20% in 2021.

Significantly below the national average for all care services of 14%

- Services in Inverclyde decreased 7 percentage points from 9% in 2020 to 2% in 2021.
- Services in Fife remained unchanged from 2020 at 8% in 2021.

Cost of living in the area is too high

Service type analysis

The following service types differed significantly from the national average for all care services of 8% for the proportion of services reporting that vacancies were hard to fill because the cost of living in the area is too high.

Significantly above the national average for all care services of 8%

- Care homes for adults decreased 4 percentage points from 17% in 2020 to 13% in 2021.
- Housing support services remained unchanged from 2020 at 11% in 2021.

- Care at home services increased 2 percentage points from 9% in 2020 to 11% in 2021.

Significantly below the national average for all care services of 8%

- Daycare for children services remained unchanged from 2020 at 4% in 2021.

Analysis by local authority area

The following local authority areas differed significantly from the national average for all care services of 8% for the proportion of services reporting that vacancies were hard to fill because the cost of living in the area is too high.

Significantly above the national average for all care services of 8%

- Services in Aberdeen decreased 1 percentage point from 26% in 2020 to 25% in 2021.
- Services in Argyll and Bute increased 10 percentage points from 13% in 2020 to 23% in 2021.
- Services in Shetland increased 9 percentage points from 12% in 2020 to 21% in 2021.
- Services in Aberdeenshire decreased 1 percentage point from 20% in 2020 to 19% in 2021.
- Services in Highland increased 4 percentage points from 8% in 2020 to 12% in 2021.
- Services in Edinburgh remained unchanged from 2020 at 12% in 2021.

Significantly below the national average for all care services of 8%

- Services in East Dunbartonshire decreased 3 percentage points from 4% in 2020 to 1% in 2021.
- Services in North Lanarkshire increased 2 percentage points from 0% in 2020 to 2% in 2021.
- Services in Glasgow increased 1 percentage point from 1% in 2020 to 2% in 2021.

Tables

Table 1a: Services reporting vacancies

Vacancies in service	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Yes	3212	2427	2689	47%	36%	39%
No	3556	4285	4174	53%	64%	61%
Total	6768	6712	6863	100%	100%	100%

This was not applicable to 82 services in 2021, 99 services in 2020 and 103 services in 2019. These services have been excluded from the calculation above.

Table 1b: Services reporting vacancies by Care Inspectorate service type

Service type	Subtype	Number of services			Percentage of services		
		2021	2020	2019	2021	2020	2019
Adoption		14	9	10	39%	24%	27%
Adult placement		7	4	8	21%	12%	24%
Care homes:	Adults	154	120	142	63%	48%	54%
	Older people	586	434	508	75%	55%	63%
	Children and young people	174	116	143	54%	38%	47%
Childcare agency		1	2	4	7%	13%	24%
Daycare of children		1051	719	808	31%	21%	23%
Fostering		28	23	21	48%	39%	36%
Housing support		702	590	612	71%	60%	62%
Nurse agency		30	28	27	45%	47%	44%
Offender accommodation		3	3	2	60%	60%	40%
School care accommodation:	Mainstream	6	8	10	24%	33%	40%
	Residential special	27	21	27	84%	66%	79%
Secure accommodation		5	2	4	100%	40%	80%
Support services:	Care at home	267	199	207	71%	59%	62%
	Other than care at home	157	149	156	45%	41%	38%
Grand total		3212	2427	2689	47%	36%	39%

This was not applicable to 82 services in 2021, 99 services in 2020 and 103 services in 2019. These services have been excluded from the calculation above.

Table 1c: Services reporting vacancies by SSSC service type

Service type	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Adoption	14	9	10	39%	24%	27%
Adult day care	157	149	156	45%	41%	38%
Adult placement service	7	4	8	21%	12%	24%
Care homes for adults	739	554	650	72%	53%	61%
Childcare agency	1	2	4	7%	13%	24%
Day care of children	1049	717	806	31%	21%	23%
Fostering	28	23	21	48%	39%	36%
Housing support/care at home	969	787	819	71%	60%	62%
Nurse agency	30	28	26	45%	47%	43%
Offender accommodation	3	3	2	60%	60%	40%
Residential childcare	206	139	174	57%	41%	51%
School care accommodation	6	8	10	24%	33%	40%
Grand total	3208	2423	2686	48%	36%	39%

This was not applicable to 82 services in 2021, 99 services in 2020 and 103 services in 2019. These services have been excluded from the calculation above. Inactive services are excluded when calculating values for SSSC service types.

Table 1d: Services reporting vacancies by local authority area

Local authority area	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Aberdeen	149	108	136	54%	38%	47%
Aberdeenshire	146	118	152	42%	34%	42%
Angus	64	37	37	37%	21%	22%
Argyll and Bute	70	48	54	44%	31%	35%
Clackmannanshire	28	17	28	52%	33%	51%
Dumfries and Galloway	81	55	63	45%	29%	32%
Dundee	101	70	83	53%	37%	43%
East Ayrshire	71	61	60	53%	47%	45%
East Dunbartonshire	73	41	59	57%	32%	45%
East Lothian	71	49	54	47%	33%	38%
East Renfrewshire	48	32	39	45%	31%	39%
Edinburgh	377	303	329	57%	47%	49%
Falkirk	88	71	59	50%	39%	32%
Fife	194	159	160	44%	36%	35%
Glasgow	342	284	311	49%	42%	44%
Highland	160	109	127	42%	29%	31%
Inverclyde	54	38	44	55%	41%	46%
Midlothian	56	39	48	44%	33%	39%
Moray	59	55	51	47%	43%	38%
Na h-Eileanan Siar	29	21	22	50%	36%	34%
North Ayrshire	62	45	56	42%	30%	37%
North Lanarkshire	127	99	109	43%	34%	38%
Orkney	20	14	17	40%	28%	31%
Perth and Kinross	114	81	93	53%	37%	42%
Renfrewshire	110	94	93	51%	44%	43%
Scottish Borders	64	55	50	41%	35%	33%
Shetland	30	25	20	50%	40%	32%
South Ayrshire	68	42	46	45%	30%	32%
South Lanarkshire	153	110	109	45%	33%	34%
Stirling	52	41	53	42%	33%	41%
West Dunbartonshire	43	38	36	44%	39%	37%
West Lothian	102	63	85	46%	29%	38%
Grand total	3206	2422	2683	48%	36%	39%

This was not applicable to 82 services in 2021, 99 services in 2020 and 103 services in 2019. These services have been excluded from the calculation above. Services registered outside of Scotland have also been excluded.

Table 1e: Percentage of whole time equivalent (WTE) vacancies as a proportion of the total WTE workforce by Care Inspectorate service type

Service type	Subtype	Total services with WTE data			Rate of WTE vacancies		
		2021	2020	2019	2021	2020	2019
Adoption		35	37	37	5.7%	4.5%	4.6%
Adult placement		32	32	30	10.5%	7.1%	5.0%
Care homes:	Adults	228	239	245	10.1%	5.6%	7.0%
	Older people	728	738	760	7.6%	4.0%	5.2%
	Children and young people	302	286	280	7.9%	4.9%	5.6%
Childcare agency		11	12	14	24.9%	24.8%	7.3%
Daycare of children		3256	3242	3255	4.9%	3.4%	4.1%
Fostering		56	54	54	5.5%	6.3%	4.5%
Housing support		963	933	940	9.8%	6.4%	8.0%
Nurse agency		62	63	47	36.3%	19.7%	36.2%
Offender accommodation		5	5	5	6.8%	5.2%	5.7%
School care accommodation:	Mainstream	24	22	23	1.6%	1.6%	3.1%
	Residential special	29	31	32	7.2%	3.9%	4.8%
Secure accommodation		4	4	4	5.1%	2.5%	5.4%
Support services:	Care at home	340	314	301	11.1%	7.7%	7.9%
	Other than care at home	334	347	390	8.6%	7.0%	5.4%
Grand total		6409	6359	6417	8.1%	5.1%	6.2%

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 93% of services that submitted WTE data were included, and all service types had an inclusion percentage of 90% or more (except for nursing agencies 67% and childcare agency services 73%).

Table 1f: Percentage of whole time equivalent (WTE) vacancies as a proportion of the total WTE workforce by SSSC service type

Service type	Total services with WTE data			Rate of WTE vacancies		
	2021	2020	2019	2021	2020	2019
Adoption	35	37	37	5.7%	4.5%	4.6%
Adult day care	334	347	390	8.6%	7.0%	5.4%
Adult placement	32	32	30	10.5%	7.1%	5.0%
Care homes for adults	956	977	1005	7.9%	4.2%	5.4%
Childcare agency	11	12	14	24.9%	24.8%	7.3%
Day care of children	3251	3235	3253	4.9%	3.4%	4.1%
Fostering	56	54	54	5.5%	6.3%	4.5%
Housing support/care at home	1303	1245	1241	10.1%	6.7%	8.0%
Nurse agency	62	63	47	36.3%	19.7%	36.2%
Offender accommodation	5	5	5	6.8%	5.2%	5.7%
Residential childcare	335	321	316	7.6%	4.5%	5.4%
School care accommodation	24	22	23	1.6%	1.6%	3.1%
Grand total	6404	6350	6415	8.1%	5.1%	6.2%

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 93% of services that submitted WTE data were included, and all service types had an inclusion percentage of 90% or more (except for nursing agencies 67% and childcare agency services 73%). Inactive services are excluded when calculating values for SSSC service types.

Table 1g: Percentage of whole time equivalent (WTE) vacancies as a proportion of the total WTE workforce by local authority area

Local authority area	Total services with WTE data			Rate of WTE vacancies		
	2021	2020	2019	2021	2020	2019
Aberdeen	270	265	268	9.7%	6.8%	9.0%
Aberdeenshire	322	323	330	7.4%	4.1%	5.9%
Angus	164	164	160	6.3%	2.8%	3.1%
Argyll and Bute	154	147	145	9.6%	6.1%	7.1%
Clackmannanshire	53	50	53	9.9%	6.5%	7.0%
Dumfries and Galloway	174	183	186	7.3%	4.2%	4.1%
Dundee	187	179	187	9.3%	6.1%	7.8%
East Ayrshire	122	120	125	5.9%	4.6%	5.4%
East Dunbartonshire	121	125	128	8.7%	3.1%	5.6%
East Lothian	142	139	133	11.8%	6.9%	6.2%
East Renfrewshire	105	98	95	7.0%	3.9%	7.7%
Edinburgh	628	611	625	10.0%	6.6%	7.9%
Falkirk	163	167	177	9.5%	5.8%	5.2%
Fife	417	420	420	8.2%	5.2%	6.1%
Glasgow	655	645	665	7.0%	4.9%	6.6%
Highland	356	360	378	8.5%	4.9%	6.3%
Inverclyde	91	88	89	7.4%	5.7%	6.8%
Midlothian	123	118	114	9.0%	5.2%	5.2%
Moray	124	132	133	7.0%	5.8%	5.6%
Na h-Eileanan Siar	54	54	59	9.8%	5.3%	8.6%
North Ayrshire	140	147	140	7.9%	3.7%	5.1%
North Lanarkshire	284	281	271	6.1%	4.8%	5.4%
Orkney	48	44	51	9.9%	4.8%	7.1%
Perth and Kinross	202	210	205	9.9%	6.7%	7.5%
Renfrewshire	207	202	200	7.9%	5.0%	5.6%
Scottish Borders	153	146	142	8.3%	5.8%	6.0%
Shetland	55	54	59	10.0%	6.0%	5.7%
South Ayrshire	141	131	137	7.0%	3.6%	4.1%
South Lanarkshire	314	309	301	6.7%	3.6%	4.2%
Stirling	119	123	123	6.0%	4.9%	5.2%
West Dunbartonshire	95	94	90	6.9%	6.2%	5.3%
West Lothian	214	215	212	8.4%	4.3%	6.8%
Grand total	6397	6344	6401	8.1%	5.1%	6.2%

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 93% of services that submitted WTE data were included, and all local authority areas had an inclusion percentage of 90% or more.

Table 1h: Services reporting nursing vacancies

Services reporting nursing vacancies	Number of services		Percentage of services	
	2021	2020	2021	2020
Yes	369	277	57%	44%
No	250	330	39%	52%
Not applicable	27	26	4%	4%
Total	646	633	100%	100%

Services reporting nursing vacancies	Number of services		Percentage of services	
	2021	2020	2021	2020
Yes	369	277	60%	46%
No	250	330	40%	54%
Total	619	607	100%	100%

Calculation excludes those services that stated 'Not applicable'.

Table 1i: Services reporting nursing vacancies by Care Inspectorate service type

Service type	Subtype	Number of services		Percentage of services	
		2021	2020	2021	2020
Care homes:	Adults	22	20	51%	48%
	Older people	311	229	64%	48%
	Children and young people	3	2	75%	67%
Housing support		0	0	0%	0%
Nurse agency		26	23	52%	50%
Offender accommodation		0	0	0%	0%
School care accommodation:	Mainstream	0	0	0%	0%
	Residential special	0	0	0%	0%
Secure Accommodation Service		1	0	33%	0%
Support services:	Care at home	4	3	40%	23%
	Other than care at home	2	0	33%	0%
Grand total		369	277	60%	46%

Calculation excludes those services that stated 'Not applicable'.

Table 1j: Services reporting nursing vacancies by SSSC service type

Service type	Number of services		Percentage of services	
	2021	2020	2021	2020
Adult day care	2	0	33%	0%
Care homes for adults	333	249	63%	48%
Housing support/care at home	4	3	21%	16%
Nurse agency	26	23	52%	50%
Offender accommodation service	0	0	0%	0%
Residential childcare	4	2	57%	29%
School care accommodation	0	0	0%	0%
Grand total	369	277	60%	46%

Calculation excludes those services that stated 'Not applicable'. Inactive services are excluded when calculating values for SSSC service types.

Table 1k: Services reporting nursing vacancies by local authority area

Local authority area	Number of services		Percentage of services	
	2021	2020	2021	2020
Aberdeen	18	12	67%	48%
Aberdeenshire	18	9	67%	35%
Angus	9	7	75%	54%
Argyll and Bute	3	1	43%	14%
Clackmannanshire	4	4	67%	80%
Dumfries and Galloway	5	4	63%	50%
Dundee	10	10	56%	53%
East Ayrshire	8	5	47%	28%
East Dunbartonshire	9	5	53%	31%
East Lothian	12	11	67%	61%
East Renfrewshire	6	5	67%	50%
Edinburgh	33	25	62%	48%
Falkirk	10	4	56%	25%
Fife	29	27	64%	56%
Glasgow	44	35	68%	55%
Highland	25	15	76%	44%
Inverclyde	6	5	50%	38%
Midlothian	5	5	83%	83%
Moray	4	6	33%	75%
Na h-Eileanan Siar	2	0	100%	0%
North Ayrshire	9	5	64%	36%
North Lanarkshire	22	19	71%	56%
Orkney	0	0	-	-
Perth and Kinross	14	10	56%	45%
Renfrewshire	12	9	63%	47%
Scottish Borders	5	3	45%	25%
Shetland	0	0	-	-
South Ayrshire	11	6	48%	29%
South Lanarkshire	16	10	39%	25%
Stirling	6	7	60%	70%
West Dunbartonshire	6	5	86%	83%
West Lothian	5	7	36%	50%
Grand total	366	276	60%	46%

Calculation excludes those services that stated 'Not applicable'.

Table 11: Percentage of whole time equivalent (WTE) nursing vacancies as a proportion of the total WTE workforce by Care Inspectorate service type

Service type	Subtype	Total services with WTE data		Rate of WTE nursing vacancies	
		2021	2020	2021	2020
Care homes:	Adults	41	40	17.9%	12.6%
	Older people	474	466	16.2%	7.8%
	Children and young people	4	3	17.6%	7.8%
Housing support		3	4	0.0%	0.0%
Offender accommodation		2	2	0.0%	0.0%
Secure accommodation		3	3	21.9%	0.0%
Support services:	Care at home	7	7	7.5%	7.0%
	Other than care at home	4	6	24.3%	0.7%
Grand total		538	531	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable'. Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 99.8% of services that submitted WTE nursing staff data were included and all service types had an inclusion percentage of 99% or more. The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year.

Table 1m: Percentage of whole time equivalent (WTE) nursing vacancies as a proportion of the total WTE workforce by SSSC service type

Service type	Total services with WTE data		Rate of WTE nursing vacancies	
	2021	2020	2021	2020
Adult day care	4	6	24.3%	0.0%
Care homes for adults	515	506	16.3%	8.0%
Housing support/care at home	10	11	5.7%	6.4%
Offender accommodation service	2	2	0.0%	0.0%
Residential childcare	7	6	18.1%	7.2%
Grand total	538	531	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable'. Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 99% of services that submitted WTE nursing staff data were included and all service types had an inclusion percentage of 93% or more. The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year.

Table 1n: Services reporting nursing vacancies by local authority area

Local authority area	Total services with WTE data		Rate of WTE nursing vacancies	
	2021	2020	2021	2020
Aberdeen	23	22	17.2%	18.0%
Aberdeenshire	24	24	14.5%	5.0%
Angus	12	13	11.1%	12.0%
Argyll and Bute	4	5	36.0%	5.1%
Clackmannanshire	6	4	17.5%	7.6%
Dumfries and Galloway	8	8	18.7%	10.4%
Dundee	18	18	28.8%	5.4%
East Ayrshire	16	18	5.8%	7.3%
East Dunbartonshire	15	15	18.0%	9.6%
East Lothian	16	16	21.8%	11.5%
East Renfrewshire	9	8	12.8%	12.2%
Edinburgh	43	41	11.0%	6.9%
Falkirk	16	16	25.7%	4.7%
Fife	38	44	14.4%	9.0%
Glasgow	50	50	16.8%	8.1%
Highland	33	30	16.2%	9.6%
Inverclyde	11	10	13.2%	4.0%
Midlothian	5	5	11.7%	12.0%
Moray	10	8	4.9%	16.3%
Na h-Eileanan Siar	2	2	10.6%	0.0%
North Ayrshire	12	14	14.5%	2.0%
North Lanarkshire	30	33	17.3%	13.2%
Orkney	0	0	-	-
Perth and Kinross	18	16	37.9%	3.7%
Renfrewshire	19	18	26.9%	6.0%
Scottish Borders	9	10	4.8%	4.1%
Shetland	0	0	-	-
South Ayrshire	22	20	7.5%	6.0%
South Lanarkshire	39	38	18.5%	4.8%
Stirling	10	9	12.8%	17.4%
West Dunbartonshire	7	6	17.5%	15.2%
West Lothian	13	10	7.2%	10.3%
Grand total	538	531	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable'. Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 99% of services that submitted WTE nursing staff data were included and all local authority areas had an inclusion percentage of 93% or more.

Table 2: Services reporting that they find vacancies hard to fill

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Yes	3368	2396	2831	49%	35%	41%
No	2421	3147	2991	35%	46%	43%
Not Applicable	1061	1268	1144	16%	19%	16%
Total	6850	6811	6966	100%	100%	100%

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Yes	3368	2396	2831	58%	43%	49%
No	2421	3147	2991	42%	57%	51%
Total	5789	5543	5822	100%	100%	100%

Services that stated 'Not applicable' were excluded.

Table 2b: Services reporting that they find vacancies hard to fill by Care Inspectorate service type

Service Type	Subtype	Number of services			Percentage of services		
		2021	2020	2019	2021	2020	2019
Adoption		8	5	5	27%	15%	16%
Adult placement		3	1	2	13%	4%	8%
Care homes:	Adults	148	101	130	65%	45%	54%
	Older people	561	404	467	74%	54%	60%
	Children and young people	143	88	105	48%	32%	38%
Childcare agency		6	6	7	55%	43%	47%
Daycare of children		1334	987	1176	49%	39%	43%
Fostering		16	12	12	31%	24%	24%
Housing support		673	466	552	73%	52%	60%
Nurse agency		36	27	29	60%	57%	58%
Offender accommodation		3	3	2	60%	75%	50%
School care accommodation:	Mainstream	5	4	6	22%	17%	24%
	Residential special	23	16	27	72%	52%	77%
Secure accommodation		5	2	3	100%	67%	60%
Support services:	Care at home	289	197	217	81%	63%	68%
	Other than care at home	115	77	91	40%	25%	26%
Grand total		3368	2396	2831	58%	43%	49%

Services that stated 'Not applicable' were excluded.

Table 2c: Services reporting that they find vacancies hard to fill by SSSC service type

Service type	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Adoption	8	5	5	27%	15%	16%
Adult day care	115	77	91	40%	25%	26%
Adult placement	3	1	2	13%	4%	8%
Care homes for adults	709	505	597	72%	52%	59%
Childcare agency	6	6	7	55%	43%	47%
Day care of children	1330	983	1174	50%	39%	44%
Fostering	16	12	12	31%	24%	24%
Housing support/care at home	962	661	769	75%	55%	62%
Nurse agency	35	27	28	59%	57%	57%
Offender accommodation	3	3	2	60%	75%	50%
Residential childcare	171	106	135	52%	34%	42%
School care accommodation	5	4	6	22%	17%	24%
Grand total	3363	2390	2828	58%	43%	49%

Calculation excludes those services that stated 'Not applicable'. Inactive services are excluded when calculating values for SSSC service types.

Table 2d: Services reporting that they find vacancies hard to fill by local authority area

Local authority area	Number of services			Percentage of services		
	2021	2020	2019	2021	2020	2019
Aberdeen	166	125	150	68%	55%	60%
Aberdeenshire	186	124	164	59%	41%	50%
Angus	70	42	40	50%	31%	31%
Argyll and Bute	77	55	65	58%	43%	52%
Clackmannanshire	27	18	24	55%	39%	49%
Dumfries and Galloway	79	59	65	53%	40%	41%
Dundee	90	52	70	52%	31%	39%
East Ayrshire	64	48	51	52%	40%	43%
East Dunbartonshire	83	50	62	70%	46%	53%
East Lothian	80	54	68	61%	43%	52%
East Renfrewshire	64	39	42	69%	46%	49%
Edinburgh	411	297	366	69%	53%	61%
Falkirk	86	68	70	59%	45%	44%
Fife	221	177	186	60%	47%	48%
Glasgow	329	235	284	57%	43%	48%
Highland	180	120	154	57%	39%	47%
Inverclyde	42	23	29	48%	28%	35%
Midlothian	61	42	48	59%	43%	48%
Moray	64	49	61	55%	40%	49%
Na h-Eileanan Siar	27	16	21	54%	33%	40%
North Ayrshire	61	44	46	47%	33%	34%
North Lanarkshire	129	100	115	57%	48%	53%
Orkney	29	19	26	69%	48%	54%
Perth and Kinross	120	87	93	65%	48%	52%
Renfrewshire	99	70	93	53%	40%	50%
Scottish Borders	72	52	54	52%	41%	43%
Shetland	34	26	26	64%	48%	49%
South Ayrshire	64	45	54	50%	39%	45%
South Lanarkshire	143	101	103	53%	40%	40%
Stirling	58	47	61	56%	44%	52%
West Dunbartonshire	39	32	35	48%	41%	44%
West Lothian	106	75	99	57%	42%	54%
Grand total	3361	2391	2825	58%	43%	49%

Calculation excludes those services that stated 'Not applicable'.

Reported reasons why services find vacancies hard to fill

Table 3a: Reported reasons why services find vacancies hard to fill

	2021	2020	2019
Too few applicants	67%	56%	58%
Too few applicants with experience	57%	60%	59%
Too few qualified applicants	50%	52%	52%
Competition from other service providers	43%	39%	42%
Candidates unable to work the hours needed	33%	36%	36%
Competition from other types of work	28%	23%	25%
Other reason	27%	30%	26%
Can't afford wage demands	14%	15%	16%
Cost of living in the area is too high	8%	7%	8%
Reason unknown	5%	5%	5%
Total number of services reporting problems filling vacancies	3368	2396	2831

The total percentage is greater than 100% as multiple responses possible.

Table 3b: Main reasons stated for why services find vacancies hard to fill

	2021	2020	2019
Too few applicants	37%	23%	26%
Too few applicants with experience	14%	21%	17%
Too few qualified applicants	13%	16%	14%
Competition from other service providers	10%	10%	13%
Other reason	10%	13%	10%
Competition from other types of work	5%	3%	5%
Candidates unable to work the hours needed	4%	7%	7%
Can't afford wage demands	4%	3%	5%
Reason unknown	3%	3%	3%
Cost of living in the area is too high	1%	1%	1%
Grand total	100%	100%	100%

Table 3c: Reported reasons why vacancies were hard to fill by Care Inspectorate service type

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19
Adoption	63%	40%	40%	13%	60%	40%	50%	10%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	60%	60%
Adult placement	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	10%	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	10%	50%
Care home services:																														
Adults	78%	63%	70%	38%	46%	43%	51%	59%	52%	14%	17%	23%	7%	7%	8%	47%	37%	47%	36%	30%	37%	13%	17%	16%	36%	39%	42%	28%	31%	26%
Older people	67%	51%	53%	52%	58%	56%	57%	58%	55%	8%	9%	9%	7%	7%	6%	43%	36%	37%	31%	23%	25%	9%	8%	10%	35%	35%	36%	33%	34%	27%
Children and young people	52%	36%	40%	62%	73%	70%	70%	77%	75%	3%	8%	6%	5%	6%	4%	42%	41%	41%	18%	13%	13%	5%	6%	7%	24%	33%	30%	21%	20%	18%
Childcare agency	83%	83%	71%	10%	67%	57%	83%	83%	86%	17%	33%	29%	0%	0%	0%	0%	0%	0%	17%	17%	14%	17%	17%	14%	33%	50%	43%	33%	67%	43%
Daycare of children	60%	53%	55%	64%	62%	62%	63%	64%	61%	19%	20%	20%	3%	3%	2%	35%	34%	35%	15%	14%	14%	4%	4%	3%	28%	28%	27%	22%	25%	23%
Fostering	81%	58%	75%	13%	25%	17%	44%	67%	42%	6%	8%	8%	0%	8%	0%	13%	8%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	38%	50%	33%
Housing support	78%	67%	71%	36%	34%	34%	53%	58%	57%	13%	13%	14%	9%	8%	7%	56%	52%	57%	45%	39%	42%	11%	11%	14%	42%	49%	51%	29%	35%	30%
Nurse agency	58%	48%	48%	33%	41%	34%	33%	26%	28%	19%	19%	21%	6%	11%	7%	53%	52%	59%	19%	11%	17%	6%	4%	3%	11%	15%	10%	25%	30%	21%
Offender accomm.	10%	67%	100%	67%	67%	50%	33%	33%	0%	33%	33%	50%	0%	0%	0%	67%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%	33%	33%	50%
School care accommodation:																														
Mainstream residential	80%	75%	67%	20%	50%	50%	80%	75%	83%	0%	25%	17%	0%	0%	0%	0%	0%	0%	20%	0%	0%	20%	0%	0%	40%	25%	33%	40%	25%	17%
Residential special	65%	44%	44%	61%	63%	67%	74%	88%	89%	9%	0%	0%	9%	6%	4%	52%	50%	52%	13%	19%	19%	9%	13%	7%	13%	19%	26%	26%	31%	26%
Secure accomm.	20%	50%	33%	40%	50%	10%	20%	50%	67%	20%	0%	0%	0%	0%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	80%	50%	0%

Support services:																														
Care at home	77 %	64 %	63 %	30 %	35 %	34 %	43 %	53 %	52 %	10 %	9%	11 %	6%	4%	7%	55 %	55 %	57 %	48 %	45 %	47 %	11 %	9%	11 %	51 %	61 %	62 %	28 %	31 %	26 %
Other than care at home	68 %	32 %	52 %	27 %	25 %	32 %	51 %	39 %	57 %	6%	9%	11 %	6%	4%	4%	31 %	17 %	26 %	23 %	9%	15 %	5%	1%	8%	14 %	10 %	16 %	33 %	55 %	31 %
Grand total	67 %	56 %	58 %	50 %	52 %	52 %	57 %	60 %	59 %	14 %	15 %	16 %	5%	5%	5%	43 %	39 %	42 %	28 %	23 %	25 %	8%	7%	8%	33 %	36 %	36 %	27 %	30 %	26 %

Table 3d: Reported reasons why vacancies were hard to fill by SSSC service type

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason					
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19			
Adoption	63%	40%	40%	13%	60%	40%	50%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	60%	60%
Adult day care	68%	32%	52%	27%	25%	32%	51%	39%	57%	6%	9%	11%	6%	4%	4%	31%	17%	26%	23%	9%	15%	5%	1%	8%	14%	10%	16%	33%	55%	31%			
Adult placement	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	100%	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	50%			
Care homes for adults	69%	54%	56%	49%	55%	53%	56%	58%	54%	9%	10%	12%	7%	7%	7%	44%	36%	39%	32%	24%	27%	10%	10%	11%	35%	36%	37%	32%	33%	27%			
Childcare agency	83%	83%	71%	100%	67%	57%	83%	83%	86%	17%	33%	29%	0%	0%	0%	0%	0%	0%	17%	17%	14%	17%	17%	14%	33%	50%	43%	33%	67%	43%			
Day care of children	60%	53%	55%	64%	62%	62%	63%	64%	61%	19%	20%	20%	3%	3%	2%	35%	34%	35%	15%	14%	14%	4%	4%	3%	28%	28%	27%	22%	24%	23%			
Fostering	81%	58%	75%	13%	25%	17%	44%	67%	42%	6%	8%	8%	0%	8%	0%	13%	8%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	38%	50%	33%
Housing support/care at home	77%	66%	69%	34%	34%	34%	50%	56%	56%	12%	12%	13%	8%	7%	7%	56%	53%	57%	46%	41%	43%	11%	10%	13%	45%	53%	54%	29%	34%	29%			
Nurse agency	60%	48%	48%	34%	41%	34%	34%	26%	28%	20%	19%	21%	6%	11%	7%	51%	52%	59%	17%	11%	17%	6%	4%	3%	11%	15%	10%	26%	30%	21%			
Offender accomm.	100%	67%	100%	67%	67%	50%	33%	33%	0%	33%	33%	50%	0%	0%	0%	67%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%	33%	33%	50%			
Residential childcare	53%	38%	41%	61%	71%	70%	69%	78%	78%	4%	7%	4%	5%	6%	4%	43%	42%	42%	17%	13%	14%	5%	7%	7%	22%	30%	29%	23%	23%	19%			
School care accomm.	80%	75%	67%	20%	50%	50%	80%	75%	83%	0%	25%	17%	0%	0%	0%	0%	0%	0%	20%	0%	0%	20%	0%	0%	40%	25%	33%	40%	25%	17%			
Grand total	67%	56%	58%	50%	52%	52%	57%	60%	59%	14%	15%	16%	5%	5%	5%	43%	39%	42%	28%	23%	25%	7%	7%	8%	33%	36%	36%	27%	30%	26%			

Inactive services are excluded when calculating values for SSSC service types.

Table 3e: Summary of main reasons reported why vacancies were hard to fill by Care Inspectorate service type

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19
Adoption	63%	0%	20%	0%	20%	20%	25%	80%	60%	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Adult placement	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	100%	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	50%
Care homes:																														
Adults	57%	37%	35%	4%	7%	10%	9%	21%	13%	5%	1%	5%	3%	5%	5%	9%	4%	13%	2%	2%	4%	0%	2%	2%	5%	8%	6%	7%	13%	8%
Older People	41%	25%	29%	9%	16%	20%	12%	23%	18%	1%	1%	2%	6%	3%	3%	9%	8%	9%	6%	3%	4%	0%	1%	1%	1%	3%	6%	14%	16%	9%
Children and Young People	26%	13%	14%	10%	16%	19%	24%	36%	29%	1%	5%	4%	2%	5%	4%	13%	9%	17%	3%	1%	1%	1%	0%	0%	3%	5%	3%	15%	11%	9%
Childcare agency	33%	17%	29%	0%	17%	14%	33%	0%	29%	17%	0%	14%	0%	17%	0%	0%	0%	0%	0%	17%	0%	0%	0%	0%	17%	0%	14%	0%	33%	0%
Daycare of children	27%	17%	20%	22%	25%	19%	18%	21%	18%	5%	4%	6%	2%	2%	2%	10%	11%	14%	3%	2%	3%	0%	1%	0%	6%	8%	7%	7%	9%	11%
Fostering	56%	33%	42%	19%	8%	25%	19%	33%	17%	0%	8%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	17%
Housing support	47%	31%	33%	4%	7%	4%	9%	19%	15%	4%	3%	4%	3%	3%	3%	10%	11%	13%	9%	5%	7%	1%	1%	1%	4%	6%	8%	9%	13%	11%
Nurse agency	28%	22%	21%	17%	22%	7%	17%	4%	21%	8%	4%	14%	0%	4%	7%	19%	19%	28%	0%	0%	0%	0%	4%	0%	3%	0%	0%	8%	22%	3%
Offender accomm.	67%	67%	10%	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%
School care accommodation services:																														
Mainstream residential	20%	0%	50%	20%	25%	0%	20%	25%	17%	0%	0%	0%	0%	0%	17%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	25%	17%	20%	25%	0%
Residential special	17%	6%	26%	4%	31%	7%	35%	38%	44%	0%	0%	0%	9%	0%	4%	22%	13%	7%	0%	0%	4%	4%	6%	0%	0%	0%	0%	9%	6%	7%
Secure accomm.	20%	50%	33%	0%	0%	33%	20%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	60%	50%	0%

Support services:																														
Care at home	50 %	30 %	34 %	3 %	4 %	5%	4 %	15 %	12 %	2 %	1 %	2 %	3 %	3 %	2 %	12 %	12 %	14 %	10 %	7 %	11 %	0 %	1 %	0 %	6 %	18 %	12 %	10 %	10 %	10 %
Other than care at home	37 %	14 %	36 %	8 %	6 %	7%	22 %	19 %	15 %	2 %	5 %	3 %	1 %	3 %	4 %	9 %	6 %	8 %	7 %	3 %	7 %	2 %	1 %	1 %	2 %	3 %	5 %	12 %	39 %	13 %
Grand total	37 %	23 %	26 %	13 %	16 %	14 %	14 %	21 %	17 %	4 %	3 %	5 %	3 %	3 %	3 %	10 %	10 %	13 %	5 %	3 %	5 %	1 %	1 %	1 %	4 %	7 %	7 %	10 %	13 %	10 %

Table 3f: Summary of main reasons reported why vacancies were hard to fill by SSSC service type

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19
Adoption	63%	0%	20%	0%	20%	20%	25%	80%	60%	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Adult day care	37%	14%	36%	8%	6%	7%	22%	19%	15%	2%	5%	3%	1%	3%	4%	9%	6%	8%	7%	3%	7%	2%	1%	1%	2%	3%	5%	12%	39%	13%
Adult placement	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	100%	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	50%
Care homes for adults	45%	27%	30%	8%	14%	18%	11%	22%	17%	2%	1%	3%	5%	4%	3%	9%	7%	10%	5%	3%	4%	0%	2%	1%	2%	4%	6%	13%	15%	9%
Childcare agency	33%	17%	29%	0%	17%	14%	33%	0%	29%	17%	0%	14%	0%	17%	0%	0%	0%	0%	0%	17%	0%	0%	0%	0%	17%	0%	14%	0%	33%	0%
Day care of children	26%	17%	20%	22%	25%	19%	18%	21%	18%	5%	4%	6%	2%	2%	2%	10%	11%	14%	3%	2%	3%	0%	1%	0%	6%	8%	7%	7%	9%	11%
Fostering	56%	33%	42%	19%	8%	25%	19%	33%	17%	0%	8%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	17%
Housing support/care at home	48%	31%	33%	4%	6%	4%	7%	18%	14%	3%	3%	3%	3%	3%	3%	11%	12%	13%	9%	6%	8%	1%	1%	1%	4%	10%	9%	9%	12%	11%
Nurse agency	29%	22%	21%	17%	22%	7%	17%	4%	21%	9%	4%	14%	0%	4%	7%	17%	19%	28%	0%	0%	0%	0%	4%	0%	3%	0%	0%	9%	22%	3%
Offender accomm.	67%	67%	100%	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%
Residential childcare	25%	12%	17%	9%	18%	17%	25%	36%	32%	1%	4%	3%	3%	4%	4%	14%	9%	15%	3%	1%	1%	2%	1%	0%	2%	4%	2%	16%	11%	8%
School care accomm.	20%	0%	50%	20%	25%	0%	20%	25%	17%	0%	0%	0%	0%	0%	17%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	25%	17%	20%	25%	0%
Grand total	37%	23%	26%	12%	16%	14%	14%	21%	17%	4%	3%	5%	3%	3%	3%	10%	10%	13%	5%	3%	5%	1%	1%	1%	4%	7%	7%	10%	13%	10%

Table 3g: Reported reasons why vacancies were hard to fill by local authority area

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19
Aberdeen	65%	56%	62%	54%	53%	51%	61%	66%	59%	19%	22%	25%	3%	4%	1%	51%	47%	54%	31%	30%	34%	25%	26%	35%	37%	39%	40%	22%	27%	21%
Aberdeen shire	68%	63%	68%	57%	62%	57%	60%	59%	51%	20%	22%	26%	2%	4%	5%	34%	32%	37%	23%	22%	24%	19%	20%	24%	38%	37%	38%	23%	23%	28%
Angus	63%	38%	45%	46%	48%	50%	53%	69%	70%	14%	14%	18%	7%	2%	3%	27%	14%	25%	27%	14%	18%	1%	0%	3%	31%	31%	45%	24%	12%	10%
Argyll and Bute	74%	62%	65%	48%	58%	60%	53%	55%	51%	10%	13%	14%	12%	4%	3%	34%	29%	29%	32%	25%	28%	23%	13%	14%	30%	35%	31%	36%	35%	45%
Clackmannan shire	63%	61%	63%	52%	39%	46%	70%	56%	63%	11%	17%	21%	7%	0%	0%	44%	44%	46%	30%	28%	38%	0%	0%	0%	41%	50%	58%	30%	39%	29%
Dumfries and Galloway	73%	58%	52%	48%	56%	46%	52%	56%	49%	19%	27%	26%	3%	3%	5%	48%	56%	51%	32%	36%	45%	4%	3%	3%	38%	49%	51%	32%	32%	29%
Dundee	67%	54%	56%	44%	56%	47%	57%	67%	71%	13%	13%	17%	8%	8%	9%	48%	42%	47%	40%	33%	31%	2%	2%	1%	38%	38%	40%	27%	27%	23%
East Ayrshire	55%	46%	51%	53%	48%	41%	67%	71%	69%	6%	4%	6%	5%	4%	2%	53%	50%	51%	19%	17%	16%	3%	4%	4%	27%	40%	35%	28%	29%	22%
East Dunbarton shire	69%	48%	63%	58%	46%	58%	66%	72%	68%	17%	22%	19%	4%	2%	2%	41%	48%	53%	18%	18%	18%	1%	4%	3%	41%	52%	42%	28%	36%	26%
East Lothian	71%	61%	63%	46%	57%	56%	58%	57%	57%	18%	9%	13%	4%	0%	4%	49%	48%	50%	30%	31%	29%	5%	6%	9%	33%	35%	35%	26%	33%	24%
East Renfrew shire	61%	38%	48%	63%	54%	57%	52%	64%	67%	6%	8%	7%	3%	3%	2%	36%	41%	45%	42%	33%	33%	2%	3%	5%	33%	38%	33%	28%	33%	36%
Edinburgh	68%	56%	60%	56%	60%	56%	65%	70%	65%	15%	14%	15%	6%	5%	5%	49%	45%	48%	31%	28%	29%	12%	12%	13%	36%	37%	39%	24%	31%	26%
Falkirk	70%	66%	60%	41%	40%	46%	58%	60%	57%	14%	15%	16%	8%	4%	4%	44%	34%	36%	31%	24%	27%	8%	3%	4%	35%	41%	50%	27%	28%	24%
Fife	70%	56%	57%	44%	46%	50%	58%	59%	63%	8%	8%	9%	6%	8%	6%	34%	35%	39%	22%	21%	24%	3%	4%	4%	30%	36%	35%	19%	21%	15%
Glasgow	61%	44%	54%	50%	49%	49%	56%	56%	54%	12%	13%	14%	6%	8%	8%	45%	38%	45%	26%	18%	23%	2%	1%	1%	23%	22%	24%	27%	30%	24%
Highland	81%	65%	63%	49%	49%	52%	49%	49%	51%	12%	13%	14%	6%	7%	5%	37%	32%	38%	25%	22%	24%	12%	8%	7%	35%	33%	32%	32%	39%	36%
Inverclyde	71%	61%	62%	43%	52%	55%	52%	43%	52%	2%	9%	14%	7%	9%	7%	38%	35%	38%	26%	22%	28%	0%	0%	3%	33%	30%	38%	24%	26%	28%

Midlothian	61 %	48 %	56 %	54 %	57 %	52 %	64 %	62 %	63 %	15 %	17 %	21 %	5 %	0 %	4 %	52 %	52 %	48 %	28 %	17 %	17 %	8 %	5 %	6 %	28 %	29 %	33 %	18 %	26 %	15 %
Moray	72 %	59 %	62 %	52 %	53 %	52 %	53 %	45 %	52 %	9 %	18 %	20 %	3 %	4 %	5 %	44 %	49 %	46 %	27 %	29 %	30 %	3 %	4 %	3 %	45 %	43 %	44 %	28 %	35 %	21 %
Na h-Eileanan Siar	85 %	81 %	86 %	44 %	31 %	43 %	52 %	69 %	57 %	11 %	6 %	14 %	0 %	0 %	0 %	33 %	19 %	29 %	41 %	19 %	24 %	11 %	0 %	5 %	41 %	31 %	29 %	22 %	38 %	38 %
North Ayrshire	54 %	50 %	50 %	46 %	57 %	48 %	49 %	59 %	59 %	13 %	14 %	15 %	7 %	2 %	4 %	33 %	34 %	39 %	23 %	16 %	17 %	3 %	14 %	9 %	31 %	45 %	43 %	38 %	41 %	33 %
North Lanarkshire	59 %	63 %	50 %	37 %	41 %	39 %	47 %	49 %	45 %	14 %	14 %	12 %	8 %	6 %	4 %	40 %	36 %	37 %	26 %	25 %	17 %	2 %	0 %	0 %	29 %	35 %	30 %	35 %	32 %	39 %
Orkney	83 %	79 %	81 %	38 %	42 %	42 %	48 %	47 %	58 %	3 %	0 %	0 %	3 %	5 %	0 %	28 %	37 %	35 %	10 %	0 %	4 %	14 %	5 %	15 %	14 %	16 %	12 %	41 %	37 %	35 %
Perth and Kinross	73 %	67 %	68 %	46 %	51 %	60 %	59 %	64 %	63 %	11 %	13 %	11 %	7 %	3 %	5 %	47 %	39 %	39 %	30 %	18 %	22 %	7 %	5 %	9 %	40 %	39 %	40 %	31 %	32 %	25 %
Renfrewshire	56 %	50 %	55 %	48 %	41 %	45 %	59 %	59 %	61 %	18 %	17 %	16 %	3 %	4 %	4 %	39 %	33 %	35 %	25 %	19 %	23 %	3 %	1 %	1 %	33 %	44 %	38 %	35 %	31 %	20 %
Scottish Borders	72 %	73 %	61 %	42 %	48 %	46 %	46 %	56 %	57 %	15 %	13 %	15 %	8 %	4 %	6 %	53 %	44 %	48 %	28 %	21 %	24 %	6 %	2 %	2 %	39 %	44 %	46 %	29 %	44 %	24 %
Shetland	74 %	65 %	65 %	53 %	58 %	54 %	56 %	65 %	62 %	3 %	0 %	4 %	6 %	8 %	4 %	35 %	27 %	19 %	47 %	38 %	31 %	21 %	12 %	15 %	26 %	31 %	31 %	21 %	23 %	42 %
South Ayrshire	73 %	62 %	59 %	58 %	53 %	52 %	66 %	56 %	69 %	8 %	16 %	15 %	6 %	9 %	2 %	52 %	40 %	39 %	30 %	18 %	22 %	3 %	2 %	4 %	30 %	33 %	39 %	22 %	24 %	30 %
South Lanarkshire	62 %	38 %	47 %	52 %	54 %	54 %	59 %	59 %	63 %	17 %	15 %	21 %	4 %	3 %	6 %	54 %	44 %	44 %	34 %	23 %	21 %	3 %	2 %	2 %	31 %	30 %	39 %	28 %	37 %	22 %
Stirling	72 %	62 %	48 %	52 %	49 %	48 %	62 %	62 %	59 %	24 %	26 %	15 %	5 %	9 %	5 %	52 %	40 %	36 %	34 %	32 %	33 %	5 %	9 %	5 %	34 %	32 %	31 %	31 %	36 %	34 %
West Dunbartonshire	64 %	56 %	57 %	46 %	50 %	54 %	38 %	53 %	46 %	8 %	13 %	9 %	10 %	3 %	0 %	21 %	38 %	23 %	15 %	16 %	11 %	0 %	0 %	3 %	28 %	47 %	43 %	33 %	38 %	34 %
West Lothian	64 %	51 %	49 %	53 %	56 %	59 %	49 %	56 %	56 %	12 %	17 %	15 %	3 %	4 %	3 %	38 %	31 %	29 %	22 %	20 %	15 %	3 %	1 %	1 %	32 %	33 %	29 %	17 %	17 %	17 %
Grand total	67 %	56 %	58 %	50 %	52 %	52 %	57 %	60 %	59 %	13 %	15 %	16 %	5 %	5 %	5 %	43 %	39 %	42 %	28 %	23 %	25 %	8 %	7 %	8 %	33 %	36 %	36 %	27 %	30 %	26 %

Table 3h: Summary of main reported reasons why vacancies were hard to fill by local authority area

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19	21	20	19
Aberdeen	28%	23%	27%	17%	19%	14%	19%	24%	23%	5%	6%	6%	2%	2%	1%	8%	12%	11%	7%	2%	3%	2%	1%	1%	6%	6%	7%	5%	5%	6%
Aberdeen shire	36%	26%	39%	17%	21%	12%	14%	21%	14%	8%	3%	9%	2%	2%	1%	9%	7%	7%	1%	1%	1%	1%	3%	1%	8%	8%	9%	5%	8%	7%
Angus	31%	14%	15%	16%	19%	13%	19%	40%	35%	3%	0%	8%	6%	0%	0%	6%	5%	10%	3%	7%	0%	0%	0%	6%	10%	10%	11%	5%	10%	
Argyll and Bute	35%	33%	29%	16%	18%	17%	13%	16%	13%	4%	0%	0%	5%	0%	0%	6%	9%	2%	4%	4%	5%	4%	0%	3%	3%	7%	13%	10%	13%	19%
Clackmannan shire	30%	39%	42%	11%	11%	8%	37%	22%	13%	7%	0%	4%	4%	0%	4%	4%	0%	0%	4%	0%	8%	0%	0%	0%	4%	11%	13%	0%	17%	8%
Dumfries and Galloway	41%	15%	17%	5%	20%	12%	10%	7%	14%	9%	5%	6%	1%	2%	2%	13%	19%	18%	5%	8%	9%	0%	0%	0%	1%	10%	5%	15%	14%	17%
Dundee	30%	22%	21%	13%	14%	13%	13%	33%	23%	7%	2%	3%	3%	0%	3%	9%	10%	14%	11%	6%	7%	0%	0%	0%	6%	4%	7%	8%	10%	9%
East Ayrshire	38%	19%	25%	6%	17%	12%	20%	27%	29%	0%	0%	2%	3%	4%	2%	17%	10%	8%	5%	4%	4%	0%	0%	0%	2%	8%	10%	9%	10%	8%
East Dunbarton shire	37%	14%	27%	14%	16%	21%	14%	26%	6%	4%	8%	3%	2%	2%	2%	8%	6%	21%	0%	2%	8%	1%	0%	0%	6%	12%	6%	12%	14%	5%
East Lothian	41%	20%	18%	9%	9%	16%	10%	22%	12%	8%	2%	7%	1%	0%	3%	9%	9%	16%	5%	4%	12%	1%	0%	1%	6%	9%	6%	10%	24%	9%
East Renfrew shire	33%	21%	36%	17%	18%	10%	9%	28%	14%	0%	0%	2%	5%	3%	5%	6%	10%	7%	22%	5%	17%	0%	0%	0%	2%	5%	2%	6%	10%	7%
Edinburgh	41%	17%	27%	16%	19%	15%	12%	24%	17%	2%	3%	3%	1%	1%	4%	10%	15%	14%	5%	2%	3%	1%	2%	1%	4%	6%	5%	9%	13%	11%
Falkirk	43%	26%	21%	6%	18%	10%	14%	21%	17%	3%	6%	3%	2%	3%	1%	7%	4%	17%	3%	1%	6%	0%	0%	0%	7%	10%	20%	14%	10%	4%
Fife	40%	26%	28%	14%	15%	17%	15%	19%	22%	1%	2%	3%	3%	4%	1%	9%	9%	11%	2%	2%	3%	0%	1%	1%	6%	7%	10%	9%	15%	5%
Glasgow	33%	25%	26%	13%	13%	11%	17%	22%	16%	3%	3%	7%	6%	7%	5%	12%	10%	17%	6%	2%	5%	0%	0%	0%	2%	5%	3%	9%	13%	11%
Highland	44%	28%	34%	9%	22%	17%	10%	18%	12%	3%	2%	3%	3%	3%	4%	9%	5%	8%	5%	3%	6%	2%	1%	0%	3%	4%	6%	12%	15%	10%
Inverclyde	40%	26%	21%	5%	22%	10%	19%	17%	14%	0%	4%	7%	7%	9%	10%	7%	13%	17%	5%	0%	3%	0%	0%	0%	7%	4%	7%	10%	4%	10%

Midlothian	30 %	24 %	17 %	28 %	26 %	19 %	11 %	7 %	15 %	3 %	2 %	0 %	3 %	5 %	4 %	11 %	17 %	28 %	2 %	2 %	2 %	0 %	0 %	0 %	5 %	0 %	4 %	7 %	17 %	11 %
Moray	48 %	18 %	23 %	11 %	14 %	20 %	13 %	18 %	13 %	6 %	2 %	8 %	0 %	2 %	2 %	8 %	16 %	11 %	3 %	12 %	11 %	0 %	0 %	0 %	8 %	4 %	5 %	3 %	12 %	7%
Na h-Eileanan Siar	37 %	38 %	48 %	11 %	25 %	19 %	4 %	19 %	10 %	0 %	6 %	0 %	0 %	0 %	5 %	19 %	6 %	5 %	4 %	0 %	5 %	0 %	0 %	0 %	7 %	0 %	0 %	19 %	6 %	10 %
North Ayrshire	23 %	16 %	9%	8 %	18 %	9%	15 %	14 %	22 %	5 %	5 %	7 %	3 %	0 %	2 %	18 %	9 %	9 %	5 %	2 %	7 %	2 %	14 %	2 %	5 %	11 %	17 %	15 %	11 %	17 %
North Lanarkshire	30 %	25 %	22 %	14 %	10 %	10 %	12 %	18 %	12 %	5 %	6 %	5 %	8 %	3 %	4 %	12 %	12 %	15 %	7 %	2 %	2 %	0 %	0 %	0 %	2 %	7 %	8 %	9 %	16 %	22 %
Orkney	62 %	53 %	65 %	10 %	11 %	4%	7 %	11 %	12 %	0 %	0 %	0 %	0 %	0 %	0 %	3 %	11 %	12 %	10 %	11 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	7 %	5 %	8%
Perth and Kinross	38 %	26 %	27 %	12 %	18 %	14 %	13 %	22 %	19 %	3 %	1 %	3 %	2 %	1 %	2 %	18 %	6 %	12 %	6 %	2 %	5 %	0 %	2 %	2 %	4 %	10 %	6 %	6 %	10 %	9%
Renfrewshire	31 %	16 %	14 %	9 %	7 %	11 %	22 %	21 %	22 %	3 %	3 %	8 %	2 %	3 %	1 %	6 %	14 %	18 %	13 %	10 %	5 %	0 %	0 %	1 %	4 %	11 %	10 %	9 %	14 %	10 %
Scottish Borders	46 %	29 %	22 %	8 %	15 %	11 %	6 %	13 %	15 %	4 %	2 %	7 %	3 %	2 %	4 %	10 %	10 %	7 %	4 %	6 %	0 %	0 %	0 %	6 %	10 %	9 %	14 %	13 %	24 %	
Shetland	44 %	35 %	35 %	21 %	12 %	35 %	12 %	19 %	8%	3 %	0 %	0 %	0 %	8 %	8 %	6 %	4 %	8 %	3 %	4 %	0 %	0 %	0 %	0 %	4 %	0 %	12 %	15 %	8%	
South Ayrshire	41 %	22 %	13 %	9 %	22 %	22 %	11 %	16 %	28 %	3 %	0 %	6 %	0 %	4 %	4 %	8 %	11 %	4 %	6 %	4 %	4 %	0 %	0 %	0 %	3 %	11 %	6 %	19 %	9 %	15 %
South Lanarkshire	36 %	14 %	27 %	6 %	13 %	11 %	15 %	21 %	18 %	4 %	3 %	2 %	3 %	5 %	6 %	15 %	12 %	20 %	3 %	4 %	3 %	0 %	0 %	0 %	3 %	5 %	8 %	15 %	24 %	6%
Stirling	41 %	23 %	25 %	9 %	11 %	16 %	14 %	28 %	25 %	3 %	6 %	5 %	0 %	0 %	2 %	10 %	2 %	10 %	3 %	6 %	3 %	0 %	4 %	0 %	2 %	6 %	2 %	17 %	13 %	13 %
West Dunbartonshire	38 %	25 %	26 %	10 %	9 %	20 %	10 %	19 %	14 %	3 %	9 %	0 %	5 %	0 %	0 %	8 %	9 %	9 %	8 %	0 %	3 %	0 %	0 %	0 %	5 %	16 %	14 %	13 %	13 %	14 %
West Lothian	37 %	25 %	27 %	9 %	16 %	13 %	13 %	21 %	17 %	8 %	8 %	7 %	3 %	4 %	2 %	14 %	5 %	11 %	4 %	0 %	5 %	0 %	0 %	0 %	7 %	15 %	10 %	6 %	5 %	7%
Grand total	37 %	23 %	26 %	13 %	16 %	14 %	14 %	21 %	17 %	4 %	3 %	5 %	3 %	3 %	3 %	10 %	10 %	13 %	5 %	3 %	5 %	1 %	1 %	1 %	4 %	7 %	7 %	10 %	13 %	10 %

Scottish Social Services Council

Compass House
11 Riverside Drive
Dundee
DD1 4NY

www.sssc.uk.com
enquiries@sssc.uk.com
0345 60 30 891

Headquarters

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY
Tel: 01382 207100
Fax: 01382 207289

Website: www.careinspectorate.com

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