Estimating Probabilities and Numbers of Direct Care Workers Paid under the National Minimum Wage in the UK: A Bayesian Approach

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Summary Comments by the Adult Social Care Workforce Team, Department of Health

The Department of Health welcomes this research report as a valuable contribution to available evidence on pay in the social care sector. The article adds to information on analysis and estimates of numbers of care workers who may be being paid at a rate that is below the National Minimum Wage.

The findings of this research report suggest that the numbers for whom low pay is an issue may be more significant than had previously been thought and as such the results represent a cause for concern.

We are already aware that pay can be an issue for some working in the sector although the Government does not directly employ social care workers. Terms and conditions of social care workers, including pay, are a matter for local employers, within the existing requirements of employment legislation.

Pay is by no means an issue for all care workers and it is not the only factor in the delivery of high quality adult social care. Other research\(^1\) indicates that although care workers are aware, and dissatisfied, with low pay, they often report high job satisfaction due to the rewarding nature of their work and their relationships with service users.

The Department of Health will continue to work with local authorities to ensure that the providers they commission services from have a high quality workforce, with fair terms and conditions.

Department of Health
Adult Social Care Workforce Team
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\(^1\) The Social Care Workforce Research Initiative: Overview Report (2011)– Department of Health