Staff vacancies in care services 2017

Contents

Introduction

For the first time, the Care Inspectorate and the Scottish Social Services Council (SSSC) have published this report together. It brings together data on the number of registered care services with a vacancy and the number of actual vacancies that services say they have. It builds on and develops the approach the Care Inspectorate used in their October 2017 report on services with a vacancy.

We know from our collective experiences of scrutiny and regulation that an effective and stable staff team is strongly associated with providing high quality care. It allows trusting relationships to develop between people providing and experiencing care, and supports positive experiences and outcomes.

The Care Inspectorate and the SSSC recognise that parts of the social service sector have particular challenges with recruitment and retention of staff. Both organisations collect and publish data about the workforce and services to support planning. We believe this joint report provides a fuller understanding of vacancies in the sector by providing a national overview of both the number of services with one or more vacancy and the number of vacancies they have.

Registered care services provide the information in the report as part of the Care Inspectorate's annual returns. The annual returns ask services questions about numbers of vacancies, difficulties filling vacancies and so on across early learning and childcare, children's services and adult social care. The only exception is childminders, who are usually sole providers.

Of course, the numbers never tell the whole story. The skills, experience and values of social service staff are just as important as having the right number of them in place. The Health and Social Care Standards set out what people should experience from care, these include:

- 3.14 I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.

- 3.15 My needs are met by the right number of people.

- 3.16 People have time to support and care for me and to speak with me.

Similarly, the SSSC Codes of Practice for Employers and Social Service Workers require employers to:

- 1.1 Use thorough recruitment processes to make sure that only suitable people with appropriate attitudes and values, and the potential to gain the necessary knowledge and skills, enter the workforce.

- 3.1 Provide good quality induction, learning and development opportunities to help social service workers do their jobs effectively and prepare for new and changing roles and responsibilities.

And workers to:

- 6.10 Listen to feedback from people who use services, carers and other relevant people and consider that feedback to improve my practice.

This report is just one aspect of the workforce planning activities undertaken by the Care Inspectorate and SSSC. The Care Inspectorate and the SSSC were pleased to work with a wide range of experts to support the development of the Safe Staffing bill and subsequent legislation. As part of the implementation, the Care Inspectorate is leading the work on tools for care homes for adults including workload planning and workforce planning.

The SSSC is leading work on the implementation of the National Workforce Plan, which includes work on career pathways and the development of a professional framework for practice in social care and social work.

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Summary of key findings

The Care Inspectorate is the independent scrutiny and improvement body responsible for regulating a wide range of care and support services in Scotland, and the Scottish Social Services Council (SSSC) is the regulator for the social service workforce in Scotland responsible for protecting the public by registering social service workers, setting standards for their practice, conduct, training and education and by supporting their professional development. This is the first of a new joint publication about vacancies in care services in Scotland. It builds on the publication previously issued by the Care Inspectorate about services reporting staff vacancies to now include the volume of those vacancies as well.

In order 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 SSSC (for example, care homes for children and young people and school care accommodation services). A comparison of the definitions the Care Inspectorate and 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 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
Service type	**Service and service subtype**
Adoption	Adoption
Adult daycare	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	Day care 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

There are a small number of individual services that the SSSC categorises differently to the above but for the purposes of this report these comparisons are sufficient.

At 31 December 2017 there were almost 13,500 registered services providing care and support for children, young people, adults and older people across Scotland. Almost 5,500 of these services were childminders, which are not included in the remainder of this report. The remaining 8,000 services employed an estimated 179,150[1] staff – an increase of 1.1% on the previous year's estimate. Around 40% (about 70,900 workers) work in care at home or housing support services; 30% (about 52,470 workers) work in care homes for adults and older people and a further 19% (about 34,020 workers) in daycare of children services. To provide some context to the below findings a 2017 report[2] found that 20% of all establishments in Scotland had at least one vacancy and that the overall vacancy rate across all establishments in Scotland was 3.1%.

Services reporting vacancies

- At 31 December 2017, 38% of services reported having vacancies. This was an increase of 2 percentage points on the proportion of services with vacancies at 31 December 2016 and an increase of 3 percentage points from 2015 (35%). This was higher than the 20% of all establishments in Scotland which reported having a vacancy.
- Care at home services (62% of services), care homes for older people (59% of services), housing support services (59% of services) and care homes for adults (53% of services) had the largest proportion of services reporting vacancies where the service type had more than 100 services.
- Care homes for adults, care homes for older people, care homes for children and young people, housing support services, care at home services and residential special schools all had a proportion of services with vacancies significantly above the national average.
- Daycare of children and mainstream school accommodation services had a proportion of services significantly below the national average.
- North Lanarkshire (49% of services), Aberdeen (47% of services), Dundee (45% of services) and East Dunbartonshire (45% of services) had the highest proportion of services with vacancies of all local authority areas.
- Aberdeen, Dundee, North Lanarkshire and Edinburgh had a significantly higher proportion of services with vacancies than the national average.
- Angus (20% of services), Na h-Eileanan Siar (28% of services) and Highland (28% of services) had the lowest proportion of services with vacancies of all local authority areas.
- Angus and Highland had a significantly lower proportion of services with vacancies than the national average.

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[1] Workforce Data 2017 – Scottish Social Services Council

[2] Employer skills survey 2017: UK findings – Department for Education

Rate of whole time equivalent (WTE) vacancies

- At 31 December 2017, the rate of WTE vacancies for all services in Scotland was 5.9% up from 5.5% in 2016. This was higher than the overall vacancy rate across all establishments in Scotland of 3.1%.
- Clackmannanshire (10.6%) and Aberdeen (10.0% of services) had the highest rate of WTE vacancies of all local authority areas.
- Angus (3%), South Lanarkshire (4.2%) and East Ayrshire (4.5% of services) had the lowest rate of WTE vacancies of all local authority areas.

Nurse vacancies

- At 31 December 2017, there were an estimated 6,700 nurses working in registered care services in Scotland. The vast majority (66% of nurses; 4,450 nurses) were working in care homes for adults, with a further 30% (2,000 nurses) employed by nurse agencies.
- At 31 December 2017, 20% of services reported having nursing vacancies (where applicable). This was a decrease of 1 percentage point on the proportion of services with vacancies at 31 December 2016 (21%) and unchanged from 2015 (20%).
- Care homes for older people (46% of services) had a significantly higher than average proportion of services with nursing vacancies.

Rate of whole time equivalent (WTE) nursing vacancies

- At 31 December 2017, the rate of WTE vacancies for all services in Scotland was 1.8% up from 1.7% in 2016.
- Edinburgh (4.6%), East Renfrewshire (3.4%), and South Lanarkshire (2.9% of services) had the highest rate of WTE nursing vacancies of all local authority areas.
- Edinburgh (4.6% of services) had a significantly higher rate of nursing WTE vacancies than the national average.

Services reporting problems filling vacancies

- At 31 December 2017, 45% of services with vacancies reported having problems filling them; up 1 percentage point from the previous year.
- Particularly high proportions of the following types of services reported problems filling vacancies: care at home services (63%), care homes for older people (59%), housing support services (55%) and care homes for adults (50%).
- Care homes for older people, housing support services, care at home services and residential special schools all had a proportion of services reporting that vacancies were hard to fill significantly above the national average. On the other hand, daycare of children services and support services other than care at home services (adult daycare services) had a proportion of services reporting that vacancies were hard to fill significantly below the national average.

- Aberdeen (58%), Edinburgh (55%) and Fife (53% of services) had the highest proportion of services reporting that vacancies were hard to fill. Additionally, they had a proportion of services reporting that vacancies were hard to fill that was significantly higher than the national average.
- Angus (29%), West Dunbartonshire (31%), East Ayrshire (33%) and Scottish Borders (33%) had the lowest proportion of services reporting that vacancies were hard to fill.
- Angus, West Dunbartonshire, East Ayrshire, Scottish Borders and Moray all had a significantly lower proportion of services reporting that vacancies were hard to fill 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 with experience (58%), too few applicants in general (57%) and too few qualified applicants (50%) were the most common themes within most service types that reported problems filling vacancies.

- The main reason why services found vacancies difficult to fill was not having enough or appropriate applicants applying for vacancies. 26% of services reported there were too few applicants applying for roles, 18% reported there were too few applicants with the required experience and 18% reported there were too few qualified applicants.

Sources and use of data in this report

Managers of care services provided the information in this report, rather than inspectors independently verifying it. 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) Have you found vacancies hard to fill? (Yes, No, Not applicable)
4) 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
5) If 'Other reason', please specify. (open response text box)
6) Please tell us what you consider to be the main reason why it is hard to fill vacancies. (dropdown list of options from Question 3)
7) 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 total nursing staff?

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 2017, 89% 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 the number of actual vacancies that services say they have by service type and by local authority area. The number of registered care services with a vacancy data provides a proportional view into the scale how many services in local authority areas or service types are impacted by vacancies. The number of actual vacancies puts the proportional view into context by determining the size of the issue with vacancies. By combining both sets of data it allows a better understanding of both the scope and scale of the issue.

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 may be variation between services in what they considered a vacancy. 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 re-categorised with a 'Yes' response. 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 the proportion of services with vacancies.

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 may be variation between services regarding the definition. 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 reported they did not find it hard to fill vacancies, but have nonetheless answered the question about why they found it hard to fill vacancies, we have re-categorised 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 daycentres. 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 sector. 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 employers are responsible for their own recruitment.

This means where we refer to local authority areas in this report, we generally are 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. 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.

WTE data for vacancies and nursing vacancies are presented in this report for the first time. Some services were not able to provide this information accurately and as such we excluded some data where we found it to be inaccurate. If a service said they had no staff, no WTE staff figure, or provided a WTE staffing figure that was more than double the total number of staff working there, it was excluded. After these initial data checks, outlier services, that is services with extreme rates of WTE vacancies (likely errors) were removed. We defined an outlier as any service with a rate of WTE vacancies that was higher than the average plus 3 standard deviations for its specific service type. No service had a rate that was lower than the average minus 3 standard deviations for the specific service type.

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, 38% of services (where the question was applicable) said they had vacancies at 31 December 2017. This was an increase of 2 percentage points on the proportion of services with vacancies at 31 December 2016 (36%) and an increase of 3 percentage points from 2015 (35%).

Service type analysis (Table 1b and 1c)

Adult services

Residential services

For adult care services where the care provision was carried out in the home of the person receiving care there was generally an increase in the proportion of services with vacancies. Care at home services increased 4 percentage points from 58% of services in 2016 to 62% of services in 2017. Housing support services increased 1 percentage point to 59% of services from 58% of services in 2016. Care homes for older people decreased slightly, down 1 percentage point from 60% of services in 2016 to 59% of services in 2017. The proportion of services with vacancies reported in care homes for adults (53% of services) rose 2 percentage points from 2016 (51% of services).

All of them had vacancy rates significantly above the national average (38% of services).

For care at home services, there were no local authority areas where the proportion of services reporting vacancies was significantly above the average for the overall service type. This suggests the issue of filling vacancies for these service types may be a national problem across Scotland and was not driven by issues in a particular local authority area. Housing support services in East Dunbartonshire (86% of services), Aberdeen (77% of services) and Aberdeenshire (76% of services) each had a significantly higher proportion of vacancies than the national average for housing support services (59%).

In the case of care homes for adults, Dundee (100% of services) had a significantly higher proportion of vacancies than the national average for care homes for adults (53%). While, for care homes for older people, East Renfrewshire (87% of services), Aberdeen (81% of services), and Edinburgh (72% of services) each had a significantly higher proportion of vacancies than the national average for care homes for older people (59%).

Non-residential services

Support services other than care at home (adult daycare services) reported an increased proportion of services with vacancies from the previous years. The proportion of services with vacancies increased 2 percentage points to 36% of services in 2017 from 34% of services in 2016. Vacancies reported in nurse agency services dropped 9 percentage points from the previous year, from 64% of services in 2016 to 53% of services in 2017. Vacancies in offender accommodation services remained unchanged for the second year running at 40% of services. Adult placement services increased for the second year, up 8 percentage points from 16% of services in 2016 to 24% of services with vacancies in 2017.

For service types with fewer individual registered services, changes year on year can appear relatively large compared to the larger service types (that have more than 100 registered services). In order to assess whether the changes were statistically different, we took service size into account. Nurse agencies (53% of services) had vacancy rates significantly above the national average. For nurse agencies, there were no local authority areas where the proportion of services reporting vacancies was significantly above the average for the overall service type. This suggests the issue of filling vacancies for these service types may be a national problem across Scotland and was not driven by issues in a particular local area.

Services for children and young people

Residential services

Care homes for children and young people (45% of services) reported the same proportion of services with vacancies as the previous 2 years. For smaller service types, changes year on year can appear relatively large compared to larger service types. Vacancies in secure accommodation services continued to increase in 2017; rising 20 percentage points to 80% of services from 60% of services in 2016 (this was an increase of 1 service reporting having at least one vacancy). Residential special school accommodation services increased 2 percentage points from 76% of services in 2016 to 78% of services reporting vacancies in 2017. The proportion of mainstream school accommodation services reporting vacancies fell 24 percentage points from 35% of services in 2016 to 11% of services in 2017.

Care homes for children and young people had vacancy rates significantly above the national average. Dumfries and Galloway (74% of services) had a significantly higher proportion of vacancies than the national average for care homes for children and young people (45%).

Residential special school accommodation services (78% of services) had a proportion of services reporting vacancies significantly above the national average. For residential special school accommodation services, there were no local authority areas where the proportion of services reporting vacancies was significantly above the average for the overall service type. This suggests that the issue of filling vacancies for these service types may be a national problem across Scotland and was not driven by issues in a particular local area.

Mainstream school accommodation services (11% of services) had a proportion of services with vacancies significantly below the national average. There were no local authority areas where the proportion of services reporting vacancies was significantly below the average for mainstream school accommodation services.

Non-residential services

Daycare of children services reported a 3 percentage point increase in the proportion of services with vacancies; up to 23% from 20% of services in 2016. Fostering services continued to report a year on year increase in the proportion of reported vacancies (up to 45% of services from 40% in 2016 and 37% in 2015). Adoption services with vacancies fell for the second consecutive year down to 28% of services from 31% of services in 2016. The proportion of services with vacancies in childcare agency services stayed relatively stable with a 1 percentage point decrease to 25% of services with vacancies from 26% of services in 2016.

Daycare of children services had vacancy rates significantly below the national average. Daycare of children services displayed significant regional differences in vacancy levels between local authority areas compared to the average for the service type. Angus (9% of services), Highland (11% of services) and South Ayrshire (12% of services) all had a significantly lower proportion of vacancies than the national average for daycare of children services (23%).

Analysis by local authority area (Table 1d)

The local authority areas with the highest proportions of services with vacancies at 31 December 2017 were:
- North Lanarkshire (49%; up for the second consecutive year, up 4 percentage points from 2016 and 10 percentage points from 2015)
- Aberdeen (47%; up 1 and down 2 percentage points from 2016 and 2015 respectively)
- East Dunbartonshire (45%; up 5 and 6 percentage points from 2016 and 2015 respectively)
- Dundee (45%; up 3 and 9 percentage points from 2016 and 2015 respectively).

Of all the local authority areas, Aberdeen, Dundee, North Lanarkshire and Edinburgh had a significantly higher proportion of services with vacancies than the national average.

In Aberdeen, care homes for older people (81% of services) care homes for adults (69% of services) and housing support services (77% of services) all had a significantly higher proportion of vacancies than the average for services in Aberdeen (47%).

In Dundee, care homes for adults (100% of services) and housing support services (65% of services) all had a significantly higher proportion of vacancies than the average for services in Dundee (45%).

In North Lanarkshire, support services other than care at home services (adult daycare services) (87% of services) and housing support services (64% of services) all had a significantly higher proportion of vacancies than the average for services in North Lanarkshire (49%).

In Edinburgh, care at home services (76% of services), care homes for older people (72% of services) and housing support services (57% of services) all had a significantly higher proportion of vacancies than the average for services in Edinburgh (42%).

The local authority areas with the lowest proportions of services with vacancies at 31 December 2017 were:
- Angus (20%; down 2 percentage points from 2016 and down 1 percentage point from 2015)
- Na h-Eileanan Siar (28%; down 3 percentage points from 2016 but still 4 percentage points higher than in 2015)
- Highland (28%; unchanged from 2016 and up 2 percentage points from 2015).

Of all the local authority areas, Angus and Highland had a significantly lower proportion of services with vacancies than the national average. For both of these local authority areas, only daycare of children services had a significantly lower proportion of vacancies than the average for services in their respective regions.

In 21 out of 32 local authority areas (66%) the proportions of services with vacancies increased between 2017 and 2016. The following local authority areas saw the biggest increases (in percentage points).

- Dumfries and Galloway up 9 percentage points (from 28% to 37%).
- West Dunbartonshire up 7 percentage points (from 33% to 40%).
- North Ayrshire up 6 percentage points (from 31% to 37%).

The following local authority areas saw the biggest decreases (in percentage points).

- Inverclyde down 7 percentage points (from 43% to 36%).
- Midlothian down 4 percentage points (from 35% to 31%).
- Na h-Eileanan Siar down 3 percentage points (from 31% to 28%).

Rate of 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 95% of services that provided WTE data being analysed.

Service type analysis (Table 1e and 1f)

Adult services

Residential services

At 31 December 2017, the rate of WTE vacancies for all services in Scotland was 5.9% up from 5.5% in 2016. The rate of WTE vacancies in care at home services increased from 7.8% in 2016 to 8.2% in 2017. Housing support services also had an increased rate up from 6.9% in 2016 to 7.2% in 2017. For, care homes for older people, the percentage increased from 4.3 % in 2016 to 4.8% in 2017. The rate of WTE vacancies in care homes for adults rose from 6.6% in 2016 to 7.3% in 2017.

Non-residential services

Support services other than care at home (adult daycare services) reported an increased rate up from 4.7% in 2016 to 5.6% in 2017. The rate of WTE vacancies in nurse agency services increased from 17.7% in 2016 to 23.8% in 2017. 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 results in a rate of WTE vacancies that is much higher than other service types. The rate of WTE vacancies in offender accommodation services almost doubled from 4.2% in 2016 to 8.2% in 2017. Adult placement services had an increase in the rate of WTE vacancies up from 0% in 2016 to 5.6% in 2017.

Services for children and young people

Residential services

Care homes for children and young people had a decline in the rate of WTE vacancies dropping from 5.4% in 2016 to 5.1% in 2017. Secure accommodation services' rate of WTE vacancies increased from 6.5% in 2016 to 7.2% in 2017. Residential special school accommodation services increased from 4.1% in 2016 to a rate of WTE vacancies of 4.3% in 2017. The rate of WTE vacancies in mainstream school accommodation services fell from 1.7% in 2016 to 0.2% in 2017.

Non-residential services

Daycare of children services reported a rate of 4.2% for WTE vacancies remaining unchanged from 2016. The rate of WTE vacancies in fostering services increased from 4.6% in 2016 to 5.0%. The rate of WTE vacancies in adoption services fell from 3.7% in 2016 to 3.4% in 2017. The rate of WTE vacancies in childcare agency services dropped from 13.1% in 2016 to 11.4% in 2017.Similar to nurse agency services, child care agency services also 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 results in a rate of WTE vacancies that is much higher than other service types.

Daycare of children services had a rate of WTE vacancies that was significantly below the national average. For daycare of children services, there were no local authority areas where the rate of WTE vacancies was significantly below the average for the overall service type. Nurse agencies also had a rate of WTE vacancies significantly above the national average. There were no local authority areas where the rate of WTE vacancies was significantly above the average for the overall service type. For daycare of children services, the rate of WTE vacancies is low across Scotland and was not driven by a low rate of WTE vacancies in particular local authority areas.

Analysis by local authority area (Table 1g)

The local authority areas with the highest rates of WTE vacancies at 31 December 2017 were:

- Clackmannanshire (10.6% in 2017 up from 9.5% in 2016)
- Aberdeen (10.0% in 2017 up from 9.0% in 2016).

Of all the local authority areas, only Aberdeen had a significantly higher rate of WTE vacancies than the national average. No single service type in Aberdeen had a significantly higher rate of WTE vacancies than the average for all services in Aberdeen (10.0%).

The local authority areas with the lowest rates of WTE vacancies at 31 December 2017 were:

- Angus (3% in 2017 down from 3.7% in 2016)
- South Lanarkshire (4.2% in 2017 down from 4.8% in 2016)
- East Ayrshire (4.5% in 2017 up from 4.3% in 2016).

No local authority areas had a significantly lower rate of WTE vacancies than the national average.

Nursing vacancies (Table 1h)

In the most recent annual return, 20% of services (where the question was applicable) stated that they had nursing vacancies at 31 December 2017. This was a decrease of 1 percentage point on the proportion of services with vacancies at 31 December 2016 (21%) and unchanged from 2015 (20%).

Service type analysis (Table 1i and 1j)

In 2017, the vast majority of nurses (66% of nurses, 4,450 nurses) were working in care homes for adults and older people, with a further 30% (2,000 nurses) employed by nurse agencies. At 31 December 2017, care homes for older people had 46% of services reporting nursing vacancies, down 4 and 1 percentage points from 2016 and 2015 respectively. Private care homes for older people had the highest proportion of services with nursing vacancies (55% of services). Voluntary/not for profit services had 18% of services reporting nursing vacancies. Local authority services had 6% of services reporting nursing vacancies.

Care homes for adults had 10% of services reporting nursing vacancies down 5 percentage points from 2016. Nurse agency services had 60% of services reporting nursing vacancies down 4 percentage points from 2016. Care homes for older people (46%) and nurse agency services (60% of services) had nursing vacancies significantly above the national average (20% of services).

For care homes for older people, Fife (76%) had a significantly higher rate of services reporting nursing vacancies than the national rate (46%) for care homes for older people. For nurse agency services, no local authority area had a rate of nursing vacancies significantly higher than the national rate for nurse agency services (60%).

Analysis by local authority area (Table 1k)

The local authority areas with the highest rates of services with nursing vacancies at 31 December 2017 were:
- East Renfrewshire (35% in 2017, down from 36% in 2016)
- South Lanarkshire (33% in 2017, down from 37% in 2016)
- Fife (31% in 2017, up from 30% in 2016)
- North Lanarkshire (30% in 2017, down from 34% in 2016).

Of all the local authority areas, South Lanarkshire, Fife and North Lanarkshire each had a significantly higher rate of services with nursing vacancies than the national average. In all three local authority areas, care homes for older people had a significantly higher rate of services with nursing vacancies than the average for services in the local authority.

The local authority areas with the lowest proportions of services with vacancies at 31 December 2017 were:
- Orkney (0% in 2017, unchanged from 2016)
- Shetland (0% in 2017, unchanged from 2016)
- Na h-Eileanan Siar (0% in 2017, unchanged from 2016).

No local authority areas had a significantly lower rate of services with nursing vacancies than the national average.

Rate of whole time equivalent nursing vacancies

The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of 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 94% of services, which provided nursing WTE data and where nursing vacancies were applicable, being analysed below.

Service type analysis (Table 1l and 1m)

At 31 December 2017, the rate of WTE nursing vacancies for all applicable services in Scotland was 1.8%, up from 1.7% in 2016. The rate of WTE nursing vacancies in care homes for older people increased slightly to 2.0%, from 1.9% in 2016. Private care homes for older people had the highest rate of WTE nursing vacancies (2.3%). Voluntary/not for profit services had a rate of 0.6% and local authority services had WTE nursing vacancies rate of 0.3%.

Nurse agency services had a WTE nursing vacancies rate of 41.1%, up from 34.2% in 2016. The rate of WTE nursing vacancies in care homes for adults was 0.4%, up slightly from 0.3% in 2016. The rate of WTE nursing vacancies in offender accommodation services was 6.4%, down from 7.1% in 2016. Nurse agency services (41.1%) had a rate of WTE nursing vacancies significantly above the national average (1.9%). Nurse 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, readers should note that these vacancies are different in nature to the vacancies reported by other types of service directly providing a care service.

There were no local authority areas where nurse agency services had a significantly higher rate of WTE nursing vacancies than the national average for nurse agency services (41.1%).This suggests that nursing vacancies were high across Scotland and were not driven by a high proportion of nursing vacancies in particular local authority areas.

Analysis by local authority area (Table 1n)

The local authority areas with the highest rates of WTE nursing vacancies at 31 December 2017 were:
- Edinburgh (4.6% in 2017, up from 4.3% in 2016)
- East Renfrewshire (3.4% in 2017, up from 2.5% in 2016)
- South Lanarkshire (2.9% in 2017, up from 1.9% in 2016).

Of all the local authority areas, Edinburgh had a significantly higher rate of WTE nursing vacancies than the national average. In Edinburgh, nurse agency services (50.3%) had a significantly higher rate of WTE nursing vacancies than the average for services in Edinburgh (4.6%).

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, 45% reported that they found it hard to fill vacancies in 2017. The number of services that found it hard to fill vacancies increased for the second year in a row, up 1 percentage point from 44% in 2016 and up 2 percentage points from 43% in 2015. The total number of services reporting that vacancies were hard to fill increased to 2,633 in 2017, from 2,603 in 2016.

Service type analysis (Table 2b and 2c)

Adult services

Residential services
Care at home services reported a drop of 4 percentage points from 2016, with 63% of services reporting that vacancies were hard to fill. Housing support services increased 4 percentage points to 55% of services reporting that vacancies were hard to fill - up from 51% of services in 2016 and up 5 percentage points from 2015. Care homes for older people decreased 2 percentage points from 2016 to 59% of services reporting that vacancies were hard to fill. Of care homes for adults, 50% reported that vacancies were hard to fill – a decrease of 2 percentage points from 2016.

The following service types had a proportion of services reporting that vacancies were hard to fill that was significantly above the national average of 45%.
- Care at home services (63%).
- Care homes for older people (59%).
- Housing support services (55%).

These service types displayed significant regional differences 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.

Care at home services in Fife (94%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care at home services (63%).

Housing support services in East Lothian and Fife (92 % and 70% respectively) had a significantly higher proportion reporting that vacancies were hard to fill than the national average for housing support (55%).

In the case of care homes for older people, East Renfrewshire (100%) Perth and Kinross (81%) and Edinburgh (75%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care homes for older people (59%).

Non-residential services
Support services other than care at home (adult daycare services) decreased 4 percentage points, down from 25% of services in 2016 to 21% in 2017. Nursing agency services decreased 4 percentage points from 67% of services in 2016 to 63% reporting that vacancies were hard to fill. Offender accommodation services reporting that vacancies were hard to fill remained unchanged from 2016 at 40%. Adult placement services increased in the proportion reporting that vacancies were hard to fill after successive years of decreases. 19% of adult placement services reported that vacancies were hard to fill (up from 5% in 2016 and 7% in 2015).

Of support services other than care at home (adult daycare services) 21% reported that vacancies were hard to fill, which was significantly below the national average of 45%. For support services other than care at home (adult daycare services), only Moray (0%) was significantly below the national average of 21% for support services other than care at home services for reporting that vacancies were hard to fill.

Of nurse agency services, 63% reported that vacancies were hard to fill, which was significantly above the national average of 45%. There were no local authority areas where nurse agency services were reporting a proportion of vacancies that were hard to fill that was significantly above the average for this service type. This suggests that the issue of filling vacancies may be a national problem across Scotland and was not driven by issues in a particular local authority.

Adult placement services (19%) had a proportion reporting that vacancies were hard to fill that was significantly below the national average of 45%. Again, 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

Residential services
Care homes for children and young people increased 3 percentage points for the second successive year, to 42% of services reporting that vacancies were hard to fill - up from 39% of services in 2016 and up 4 percentage points from 2015. Residential special schools remained unchanged at 65% of services reporting that vacancies were hard to fill – the highest proportion of all service types reporting vacancies were hard to fill. Secure accommodation services increased for the second successive year to 60% of services reporting that vacancies were hard to fill - up from 40% of services in 2016 and 50% of services in 2015 (an increase of 1 service reporting vacancies were hard to fill). Mainstream school accommodation services decreased 13 percentage points to 8% reporting that vacancies were hard to fill - down from 21% in 2016 and 16% of services in 2015.

Residential special schools (65% of services) had a proportion of services reporting that vacancies were hard to fill significantly above the national average of 45%. There were no local authority areas where residential special schools were reporting a proportion of vacancies that were hard to fill that was significantly above the average for this service type. This suggests the issue of filling vacancies may be a

national problem across Scotland and was not driven by issues in a particular local authority.

Mainstream school accommodation services (8%) had a proportion reporting that vacancies were hard to fill that was significantly below the national average of 45%. 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.

Non-residential services
Daycare of children services increased 2 percentage points to 39% of services reporting that vacancies were hard to fill - up from 37% in 2016 and 2015. Childcare agency services decreased to 41% in 2017 from 42% in 2016 reporting that vacancies were hard to fill. Fostering services increased 13 percentage points to 35% reporting that vacancies were hard to fill - up from 22% in 2016 and 21% in 2015. Adoption services decreased 7 percentage points to 27% reporting that vacancies were hard to fill - down from 34% in 2016.

Daycare of children services (39%) had a proportion of services reporting that vacancies were hard to fill significantly below the national average of 45%. Daycare of children services displayed significant regional differences in the proportion reporting that vacancies were hard to fill between local authority areas compared to the average for the service type. Inverclyde (19%) Scottish Borders (21%) Dundee (25%) and Highland (31%) 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 39%.

Adoption services (27%) had a proportion of services reporting that vacancies were hard to fill significantly below the national average of 45%. Again, 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.

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 2017 were:
- Aberdeen (58%, down 2 and 11 percentage points from 2016 and 2015 respectively)
- Edinburgh (55%, up 7 and 9 percentage points from 2016 and 2015 respectively)
- Fife (53%, down 1 percentage point from 2016 and up 3 percentage points from 2015).
- Argyll and Bute (53%, up 2 percentage points from 2016 and 2015 respectively).

Of all the local authority areas, Aberdeen (58%), Edinburgh (55%) and Fife (53%) each had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average of 45%.

In Aberdeen, no service type had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Aberdeen (58%). This indicates that the issue of filling vacancies was not service-type specific but instead was present for the majority of service types in Aberdeen.

In Edinburgh, care homes for adults (85%), care homes for older people (75%) and care at home services (77%) each had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Edinburgh of 55%.

In Fife, care at home services (94%) and housing support services (70%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Fife of 53%.

The local authority areas with the lowest proportions of services reporting that vacancies were hard to fill at 31 December 2017 were:
- Angus (29% - down 2 and 4 percentage points from 2016 and 2015 respectively)
- West Dunbartonshire (31% - up 1 percentage point from 2016 but down 1 percentage point from 2015)
- Scottish Borders (33% - up 3 and 4 percentage points from 2016 and 2015 respectively)
- East Ayrshire (33% - down 5 and 1 percentage points from 2016 and 2015 respectively).

Of all the local authority areas, Angus (29%), West Dunbartonshire (31%), East Ayrshire (33%), Scottish Borders (33%) and Moray (35%) each had a significantly lower proportion of services reporting that vacancies were hard to fill than the national average of 45%.

Support services other than care at home (adult daycare services) in Angus (0%), East Ayrshire (0%) and Scottish Borders (0%) had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services overall in their respective regions. Daycare of children services in the Scottish Borders also had a significantly lower proportion of services (21%) reporting that vacancies were hard to fill than the average for services overall in Scottish Borders of 33%.

In 18 out of 32 local authority areas (56%) the proportions of services reporting that vacancies were hard to fill increased between 2016 and 2017. The following local authority areas saw the biggest increases (in percentage points).

- Orkney - up 11 percentage points (from 31% to 42%).
- Edinburgh - up 7 percentage points (from 48% to 55%).
- Falkirk - up 6 percentage points (from 32% to 38%).

The following local authority areas saw the largest decreases (in percentage points).

- Perth and Kinross - down 5 percentage points (from 57% to 52%).
- Shetland - down 5 percentage points (from 48% to 43%).

- East Ayrshire - down 5 percentage points (from 38% to 33%).

Reasons reported by services that vacancies were hard to fill

The most common reasons services gave for finding it hard to fill vacancies were too few:
- applicants with experience (58% of services – up 3 percentage points from 2016)
- applicants in general (57% - up 3 percentage points from 2016)
- qualified applicants (50% - up 2 percentage points from 2016).

Additional reasons services gave were that candidates were unable to work the required hours (35% – up 1 percentage point from 2016) and competition from other service providers (33% – up 1 percentage point from 2016). The ranking of responses for the reasons why vacancies were difficult to recruit to has remained relatively unchanged from 2016.

Not having enough or appropriate applicants applying was the main reason given by services for vacancies being difficult to fill, accounting for 62% of main reasons given (up 1 percentage point from 2016). The issue with applicants can be further broken down into three main groups; 26% reported that there were too few applicants applying for roles (up 1 percentage point from 2016) 18% reported that there were too few applicants with the required experience (down 1 percentage point from 2016) and 18% reported that there were too few qualified applicants (up 1 percentage point from 2016). Again, on the whole, the breakdown of main reasons for why vacancies were difficult to recruit for has remained unchanged from 2016.

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.

Too few applicants in general

Service type analysis

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

Significantly above the national average of 57%.

- Housing support services increased 3 percentage points from 69% in 2016 to 72%.

- Care homes for adults increased 2 percentage points from 65% in 2016 to 67%.

- Care at home services increased 5 percentage points from 61% in 2016 to 66%.

Significantly below the national average of 57%.

- Daycare of children services increased 4 percentage points from 48% in 2016 to 52%.

- Care homes for older people decreased 1 percentage point from 53% in 2016 to 52%.

- Care homes for children and young people increased 7 percentage points from 34% in 2016 to 41%.

Analysis by local authority area

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

Significantly above the national average of 57%.

- Services in Perth and Kinross reporting that this was a reason increased 10 percentage points from 63% in 2016 to 73%.

- Services in Aberdeen reporting that this was a reason decreased 6 percentage points from 73% in 2016 to 66%.

- Services in Aberdeenshire reporting that this was a reason increased 3 percentage points from 63% in 2016 to 66%.

Significantly below the national average of 57%.

- Services in East Dunbartonshire reporting that this was a reason increased 3 percentage points from 36% in 2016 to 39%.

- Services in East Renfrewshire reporting that this was a reason decreased 7 percentage points from 49% in 2016 to 42%.

Too few applicants with experience

Service type analysis

The following service types differed significantly from the national average of 58% for the proportion of services reporting that vacancies were hard to fill because of too few applicants with experience.

Significantly above the national average of 58%.

- Care homes for children and young people increased 7 percentage points from 67% in 2016 to 74% in 2017.

Significantly below the national average of 58%.

- Care at home services increased 4 percentage points from 45% in 2016 to 49% in 2017.

- Nurse agency services decreased 4 percentage points from 35% in 2016 to 31% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average of 58% for the proportion of services reporting that vacancies were hard to fill because of too few applicants with experience.

Significantly above the national average of 58%.

- Services in Edinburgh reporting that this was a reason increased 1 percentage point from 66% in 2016 to 67% in 2017.

Significantly below the national average of 58%.

- Services in North Lanarkshire reporting that this was a reason increased 5 percentage points from 37% in 2016 to 42% in 2017.

Too few qualified applicants

Service type analysis

The following service types differed significantly from the national average 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 of 50%.

- Care homes for children and young people remained unchanged from 2016 at 63% in 2017.

- Daycare of children services increased 4 percentage points from 57% in 2016 to 61% in 2017.

Significantly below the national average of 50%.

- Housing support services increased 2 percentage points from 31% in 2016 to 33% in 2017.

- Care at home services increased 4 percentage points from 31% in 2016 to 35% in 2017.

- Support services other than care at home (adult daycare services) increased 6 percentage points from 29% in 2016 to 35% in 2017.

- Care homes for adults increased 6 percentage points from 34% in 2016 to 40% in 2017.

- Adult placement services remained unchanged from 2016 at 0% in 2017.

- Fostering services decreased 12 percentage points from 36% in 2016 to 24% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average 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 of 50%.

- Services in Edinburgh reporting that this was a reason decreased 4 percentage points from 61% in 2016 to 57% in 2017.

Significantly below the national average of 50%.

- Services in North Lanarkshire reporting that this was a reason increased 4 percentage points from 34% in 2016 to 38% in 2017.

Competition from other service providers (other care services)

Service type analysis

The following service types differed significantly from the national average of 33% for the proportion of services reporting vacancies were hard to fill because of competition from other service providers.

Significantly above the national average of 33%.

- Housing support services decreased 1 percentage point from 53% in 2016 to 52% in 2017.

- Care at home services increased 4 percentage points from 45% in 2016 to 49% in 2017.

- Care homes for adults decreased 4 percentage points from 47% in 2016 to 43% in 2017.

Significantly below the national average of 33%.

- Adoption services decreased 10 percentage points from 10% in 2016 to 0% in 2017.

- Daycare of children services increased 4 percentage points from 17% in 2016 to 21% in 2017.

- Support services other than care at home (adult daycare services) decreased 1 percentage point from 24% in 2016 to 23% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average of 33% for the proportion of services reporting that vacancies were hard to fill because of competition from other service providers.

Significantly above the national average of 33%.

- Services in East Ayrshire reporting that this was a reason increased 2 percentage points from 56% in 2016 to 58% in 2017.

- Services in Dumfries and Galloway reporting that this was a reason increased 8 percentage points from 41% in 2016 to 49% in 2017.

- Services in East Lothian reporting that this was a reason increased 9 percentage points from 37% in 2016 to 46% in 2017.

There were no local authority areas where the proportion of services reporting that competition from other service providers was a reason vacancies were hard to fill was significantly below the national average.

Candidates unable to work the hours needed

Service type analysis

The following service types differed significantly from the national average of 35% 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 of 35%.

- Care at home services increased 8 percentage points from 58% in 2016 to 66% in 2017.

- Housing support services decreased 2 percentage points from 54% in 2016 to 52% in 2017.

Significantly below the national average of 35%.

- Adoption services remained unchanged from 2016 at 0% in 2017.

- Fostering services remained unchanged from 2016 at 0% in 2017.

- Care homes for children and young people increased 9 percentage points from 16% in 2016 to 25% in 2017.

- Daycare of children services increased 1 percentage point from 26% in 2016 to 27% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average of 35% 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 of 35%.

- Services in West Dunbartonshire reporting that this was a reason increased 18 percentage points from 39% in 2016 to 57% in 2017.

Significantly below the national average of 35%.

- Services in Orkney reporting that this was a reason decreased 4 percentage points from 14% in 2016 to 10% in 2017.

- Services in Glasgow reporting that this was a reason decreased 1 percentage point from 28% in 2016 to 27% in 2017.

Competition from other types of work (other industries)

Service type analysis

The following service types differed significantly from the national average of 23% 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 of 23%.

- Housing support increased 3 percentage points from 38% in 2016 to 41% in 2017.

- Care at home services increased 4 percentage points from 37% in 2016 to 41% in 2017.

Significantly below the national average of 23%.

- Fostering services remained unchanged from 2016 at 0% reporting that this was a reason.

- Care homes for children and young people increased 6 percentage points from 5% in 2016 to 11% in 2017.

- Support services other than care at home (adult daycare services) decreased 4 percentage points from 15% in 2016 to 11% in 2017.

- Daycare of children services remained unchanged from 2016 at 13% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average of 23% 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 of 23%.

- Services in Dumfries and Galloway reporting that this was a reason increased 4 percentage points from 33% in 2016 to 37% in 2017.

- Services in Aberdeen reporting that this was a reason decreased 1 percentage point from 37% in 2016 to 36% in 2017.

- Services in Aberdeenshire reporting that this was a reason decreased 4 percentage points from 34% in 2016 to 30% in 2017.

Significantly below the national average of 23%.

- Services in East Dunbartonshire reporting that this was a reason decreased 3 percentage points from 11% in 2016 to 8% in 2017.

- Services in Angus reporting that this was a reason increased 1 percentage point from 9% in 2016 to 10% in 2017.

Can't afford wage demands

Service type analysis

The following service types differed significantly from the national average 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 of 14%.

- Daycare of children services increased 2 percentage points from 16% in 2016 to 18% in 2017.

Significantly below the national average of 14%.

- Care homes for children and young people increased 2 percentage points from 3% in 2016 to 5% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average 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 of 14%.

- Services in Aberdeenshire reporting that this was a reason remained unchanged from 2016 at 26% in 2017.

- Services in Aberdeen reporting that this was a reason decreased 1 percentage point from 24% in 2016 to 23% in 2017.

- Services in Dumfries and Galloway reporting that this was a reason increased 3 percentage points from 20% in 2016 to 23% in 2017.

Significantly below the national average of 14%.

- Services in North Lanarkshire reporting that this was a reason decreased 3 percentage points from 9% in 2016 to 6% in 2017.

- Services in Fife reporting that this was a reason increased 1 percentage point from 7% in 2016 to 8% in 2017.

Cost of living in the area is too high

Service type analysis

The following service types differed significantly from the national average 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 of 8%.

- Care homes for adults remained unchanged from 2016 to at 16% in 2017.

- Housing support services decreased 1 percentage point from 15% in 2016 to 14% in 2017.

Significantly below the national average of 8%.

- Daycare for children services decreased 1 percentage point from 5% in 2016 to 4% in 2017.

Analysis by local authority area

The following local authority areas differed significantly from the national average 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 of 8%.

- Services in Aberdeen reporting that this was a reason decreased 5 percentage points from 51% in 2016 to 46% in 2017.

- Services in Aberdeenshire reporting that this was a reason decreased 3 percentage points from 28% in 2016 to 25% in 2017.

- Services in Edinburgh reporting that this was a reason decreased 1 percentage point from 13% in 2016 to 12% in 2017.

Significantly below the national average of 8%.

- Services in East Renfrewshire reporting that this was a reason decreased 5 percentage points from 5% in 2016 to 0% in 2017.

- Services in Scottish Borders reporting that this was a reason decreased 2 percentage points from 2% in 2016 to 0% in 2017.

- Services in Dundee reporting that this was a reason decreased 2 percentage points from 3% in 2016 to 1% in 2017.

- Services in Renfrewshire reporting that this was a reason remained unchanged from 2016 at 1% in 2017.

- Services in North Lanarkshire reporting that this was a reason remained unchanged from 2016 at 1% in 2017.

- Services in South Lanarkshire reporting that this was a reason remained unchanged from 2016 at 2% in 2017.

- Services in Fife reporting that this was a reason remained unchanged from 2016 at 2% in 2017.

- Services in Glasgow reporting that this was a reason remained unchanged from 2016 at 2% in 2017.

Tables

Table 1a: Services reporting vacancies

Vacancies in service	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Yes	2631	2536	2413	37.6%	36.2%	34.9%
No	4371	4468	4501	62.4%	63.8%	65.1%
Total	**7002**	**7004**	**6914**	**100.0%**	**100.0%**	**100.0%**

This was not applicable to 89 services in 2017, 90 services in 2016 and 80 services in 2015. 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		
		2017	2016	2015	2017	2016	2015
Adoption		10	11	14	28 %	31 %	38 %
Adult placement		8	6	4	24 %	16 %	11 %
Care homes:	Adults	147	145	165	53 %	51 %	55 %
	Older people	482	510	493	59 %	60 %	58 %
	Children and young people	127	118	110	45 %	45 %	45 %
Childcare agency		5	5	5	25 %	26 %	23 %
Daycare of children		805	727	688	23 %	20 %	19 %
Fostering		26	23	21	45 %	40 %	37 %
Housing support		601	591	552	59 %	58 %	55 %
Nurse agency		29	29	19	53 %	64 %	56 %
Offender accommodation		2	2	2	40 %	40 %	40 %
School care accommodation:	Mainstream	3	9	5	11 %	35 %	19 %
	Residential special	28	28	24	78 %	76 %	67 %
Secure accommodation		4	3	2	80 %	60 %	50 %
Support services:	Care at home	188	170	145	62 %	58 %	58 %
	Other than care at home	166	159	162	36 %	34 %	34 %
Grand total		**2631**	**2536**	**2413**	**38 %**	**36 %**	**35 %**

This was not applicable to 89 services in 2017, 90 services in 2016 and 80 services in 2015. These services have been excluded from the calculation above.

Staff vacancies in care services 2017

Table 1c: Services reporting vacancies by SSSC service type

Service type	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Adoption	10	11	14	28 %	31 %	38 %
Adult daycare	166	159	162	36 %	34 %	34 %
Adult placement service	8	6	4	24 %	16 %	11 %
Care homes for adults	628	655	657	57 %	58 %	57 %
Child care agency	5	5	5	25 %	26 %	23 %
Day care of children	805	725	688	23 %	20 %	19 %
Fostering	26	23	21	45 %	40 %	37 %
Housing support/care at home	789	761	697	60 %	58 %	56 %
Nurse agency	29	28	19	53 %	64 %	58 %
Offender accommodation	2	2	2	40 %	40 %	40 %
Residential child care	159	149	136	49 %	49 %	48 %
School care accommodation	3	9	5	11 %	35 %	19 %
Grand total	2630	2533	2410	38 %	36 %	35 %

This was not applicable to 89 services in 2017, 90 services in 2016 and 80 services in 2015. These services have been excluded from the calculation above. Inactive services are excluded when calculating values for SSSC service types.

Staff vacancies in care services 2017

Table 1d: Services reporting vacancies by local authority area

Local authority area	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Aberdeen	143	144	149	47 %	46 %	48 %
Aberdeenshire	136	126	133	37 %	34 %	38 %
Angus	36	39	37	20 %	22 %	21 %
Argyll and Bute	51	58	49	32 %	35 %	34 %
Clackmannanshire	25	23	28	44 %	40 %	46 %
Dumfries and Galloway	76	59	52	37 %	28 %	24 %
Dundee	91	81	70	45 %	42 %	36 %
East Ayrshire	48	49	45	36 %	36 %	32 %
East Dunbartonshire	61	52	50	45 %	40 %	39 %
East Lothian	50	48	44	34 %	34 %	31 %
East Renfrewshire	38	34	31	38 %	37 %	34 %
Edinburgh	283	280	267	42 %	41 %	40 %
Falkirk	59	54	62	31 %	29 %	33 %
Fife	170	180	163	37 %	38 %	35 %
Glasgow	292	281	290	40 %	38 %	39 %
Highland	111	113	104	28 %	28 %	26 %
Inverclyde	39	48	36	36 %	43 %	33 %
Midlothian	37	44	42	31 %	35 %	38 %
Moray	46	49	45	32 %	34 %	32 %
Na h-Eileanan Siar	18	20	16	28 %	31 %	24 %
North Ayrshire	60	50	48	37 %	31 %	30 %
North Lanarkshire	146	131	115	49 %	45 %	39 %
Orkney	20	18	18	36 %	35 %	33 %
Perth and Kinross	89	90	73	39 %	39 %	32 %
Renfrewshire	91	84	79	44 %	41 %	40 %
Scottish Borders	57	48	46	34 %	29 %	27 %
Shetland	24	20	20	38 %	33 %	34 %
South Ayrshire	50	40	42	32 %	26 %	29 %
South Lanarkshire	118	119	109	36 %	37 %	34 %
Stirling	53	54	53	40 %	43 %	42 %
West Dunbartonshire	38	32	27	40 %	33 %	28 %
West Lothian	73	68	67	33 %	31 %	32 %
Grand total	2631	2536	2413	38 %	36 %	35 %

This was not applicable to 89 services in 2017, 90 services in 2016 and 80 services in 2015. These services have been excluded from the calculation above.

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	
		2017	2016	2017	2016
Adoption		34	34	3.4 %	3.7 %
Adult placement		32	35	5.6 %	0.0 %
Care homes:	Adults	272	277	7.3 %	6.6 %
	Older people	790	802	4.8 %	4.3 %
	Children and young people	266	262	5.1 %	5.4 %
Childcare agency		16	18	11.4 %	13.1 %
Daycare of children		3434	3459	4.2 %	4.2 %
Fostering		53	55	5.0 %	4.6 %
Housing support		981	992	7.2 %	6.9 %
Nurse agency		57	45	23.8 %	17.7 %
Offender accommodation		5	5	8.2 %	4.2 %
School care accommodation:	Mainstream	24	24	0.2 %	1.7 %
	Residential special	34	34	4.3 %	4.1 %
Secure accommodation		4	4	7.2 %	6.5 %
Support services:	Care at home	290	259	8.2 %	7.8 %
	Other than care at home	441	440	5.6 %	4.7 %
Grand total		**6733**	**6745**	**5.9 %**	**5.5 %**

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 95% of services that submitted WTE data were included and all service types had an inclusion percentage of 80% or more (except for nursing agencies in 2016 with an inclusion percentage of 71%).

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	
	2017	2016	2017	2016
Adoption	34	34	3.4 %	3.7 %
Adult daycare	440	440	5.6 %	4.7 %
Adult placement	31	35	5.7 %	0.0 %
Care homes for adults	1062	1079	5.2 %	4.7 %
Child care agency	16	18	11.4 %	13.1 %
Day care of children	3430	3452	4.2 %	4.2 %
Fostering	53	55	5.0 %	4.6 %
Housing support/care at home	1269	1248	7.4 %	7.1 %
Nurse agency	57	45	23.8 %	17.7 %
Offender accommodation	5	5	8.2 %	4.2 %
Residential child care	303	300	5.0 %	5.1 %
School care accommodation	24	24	0.2 %	1.7 %
Grand total	**6724**	**6735**	**5.9 %**	**5.5 %**

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 95% of services that submitted WTE data were included and all service types had an inclusion percentage of 80% or more (except for nursing agencies in 2016 with an inclusion percentage of 71%). 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	
	2017	2016	2017	2016
Aberdeen	294	298	10.0 %	9.0 %
Aberdeenshire	350	354	5.6 %	5.3 %
Angus	173	175	3.0 %	3.7 %
Argyll and Bute	146	155	6.9 %	8.0 %
Clackmannanshire	56	55	10.6 %	9.5 %
Dumfries and Galloway	201	213	4.7 %	3.6 %
Dundee	195	194	6.3 %	5.0 %
East Ayrshire	127	133	4.5 %	4.3 %
East Dunbartonshire	130	129	4.9 %	4.1 %
East Lothian	135	136	6.7 %	7.3 %
East Renfrewshire	100	93	6.3 %	4.8 %
Edinburgh	652	660	7.1 %	6.4 %
Falkirk	186	181	7.0 %	3.7 %
Fife	436	441	5.6 %	5.6 %
Glasgow	710	710	5.9 %	5.5 %
Highland	388	387	5.8 %	5.4 %
Inverclyde	100	109	5.8 %	8.2 %
Midlothian	114	121	5.0 %	6.1 %
Moray	140	140	5.6 %	4.9 %
Na h-Eileanan Siar	62	62	6.0 %	6.2 %
North Ayrshire	158	156	5.6 %	4.5 %
North Lanarkshire	289	278	6.2 %	5.0 %
Orkney	52	50	7.2 %	6.9 %
Perth and Kinross	220	219	5.4 %	6.5 %
Renfrewshire	200	193	5.3 %	4.5 %
Scottish Borders	163	169	5.3 %	5.1 %
Shetland	61	56	6.8 %	5.8 %
South Ayrshire	149	150	5.0 %	3.7 %
South Lanarkshire	311	304	4.2 %	4.8 %
Stirling	131	122	5.6 %	6.4 %
West Dunbartonshire	89	92	4.9 %	4.1 %
West Lothian	215	210	4.8 %	5.0 %
Grand total	**6733**	**6745**	**5.9 %**	**5.5 %**

Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 95% of services that submitted WTE data were included and all local authority areas had an inclusion percentage of 89% or more.

Table 1h: Services reporting nursing vacancies

Services reporting nursing vacancies	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Yes	371	406	376	11%	12%	11%
No	1522	1489	1484	45%	45%	45%
Not applicable	1455	1450	1419	43%	43%	43%
Total	**3348**	**3345**	**3279**	**100%**	**100%**	**100%**

Services reporting nursing vacancies	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Yes	371	406	376	20%	21%	20%
No	1522	1489	1484	80%	79%	80%
Total	**1893**	**1895**	**1860**	**100%**	**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		
		2017	2016	2015	2017	2016	2015
	Adults	16	24	20	10 %	15 %	11 %
	Older people	305	338	322	46 %	50 %	47 %
Care homes:	Children and young people	3	0	2	2 %	0 %	2 %
Housing support		2	3	3	0 %	1 %	1 %
Nurse agency		32	29	18	60 %	64 %	51 %
Offender accommodation		2	2	2	50 %	50 %	50 %
School care accommodation:	Mainstream	2	2	2	10 %	10 %	10 %
	Residential special	2	1	3	11 %	5 %	14 %
Secure accommodation		0	0	0	0 %	0 %	0 %
	Care at home	2	4	2	1 %	2 %	1 %
Support services:	Other than care at home	4	3	2	2 %	1 %	1 %
Grand total		**371**	**406**	**376**	**20 %**	**21 %**	**20 %**

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		
	2017	2016	2015	2017	2016	2015
Adult daycare	4	3	2	2 %	1 %	1 %
Care homes for adults	321	362	342	39 %	43 %	40 %
Housing support/care at home	4	7	5	1 %	1 %	1 %
Nurse agency	32	28	18	62 %	64 %	51 %
Offender accommodation service	2	2	2	50 %	50 %	50 %
Residential child care	5	1	5	3 %	1 %	3 %
School care accommodation	2	2	2	10 %	10 %	10 %
Grand total	370	405	376	20 %	21 %	20 %

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		
	2017	2016	2015	2017	2016	2015
Aberdeen	19	18	21	22 %	20 %	23 %
Aberdeenshire	20	23	18	23 %	26 %	22 %
Angus	8	9	9	19 %	22 %	21 %
Argyll and Bute	6	7	5	15 %	15 %	11 %
Clackmannanshire	4	7	2	24 %	39 %	11 %
Dumfries and Galloway	6	4	6	10 %	6 %	9 %
Dundee	15	12	14	22 %	20 %	24 %
East Ayrshire	9	10	10	22 %	26 %	25 %
East Dunbartonshire	7	6	8	22 %	18 %	26 %
East Lothian	8	9	9	20 %	22 %	23 %
East Renfrewshire	9	9	11	35 %	36 %	46 %
Edinburgh	7	6	8	16 %	18 %	20 %
Falkirk	28	30	34	13 %	11 %	15 %
Fife	39	41	31	31 %	30 %	23 %
Glasgow	36	46	39	17 %	22 %	19 %
Highland	17	17	19	17 %	16 %	18 %
Inverclyde	4	4	5	11 %	11 %	13 %
Midlothian	3	5	4	12 %	19 %	19 %
Moray	4	7	7	8 %	13 %	14 %
Na h-Eileanan Siar	0	0	2	0 %	0 %	8 %
North Ayrshire	11	11	8	28 %	28 %	22 %
North Lanarkshire	20	22	18	30 %	34 %	26 %
Orkney	0	0	0	0 %	0 %	0 %
Perth and Kinross	14	14	9	21 %	21 %	14 %
Renfrewshire	12	15	16	24 %	30 %	32 %
Scottish Borders	5	8	4	12 %	19 %	9 %
Shetland	0	0	0	0 %	0 %	0 %
South Ayrshire	6	10	6	12 %	21 %	13 %
South Lanarkshire	28	31	28	33 %	37 %	34 %
Stirling	9	9	10	20 %	20 %	24 %
West Dunbartonshire	5	4	4	23 %	18 %	18 %
West Lothian	11	12	11	22 %	24 %	23 %
Grand total	371	406	376	20 %	21 %	20 %

Calculation excludes those services that stated 'Not applicable'.

Table 1l: 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	
		2017	**2016**	**2017**	**2016**
	Adults	156	159	0.4 %	0.3 %
	Older people	623	647	2.0 %	1.9 %
Care homes:	Children and young people	141	135	0.0 %	0.0 %
Housing support		426	438	0.0 %	0.3 %
Nurse agency		41	32	41.1 %	34.2 %
Offender accommodation		4	4	6.4 %	7.1 %
School care accommodation:	Mainstream	19	17	0.0 %	0.0 %
	Residential special	17	19	0.1 %	0.0 %
Secure accommodation		3	3	0.0 %	0.0 %
	Care at home	158	144	0.0 %	0.0 %
Support services:	Other than care at home	195	189	0.0 %	0.0 %
Grand total		**1783**	**1787**	**1.8 %**	**1.7 %**

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, 94% of services that submitted WTE data were included and all service types had an inclusion percentage of 75% or more (except for nursing agencies in 2016 with an inclusion percentage of 73%).

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	
	2017	2016	2017	2016
Adult daycare	195	189	0.0 %	0.0 %
Care homes for adults	779	806	1.8 %	1.8 %
Housing support/care at home	584	580	0.0 %	0.2 %
Nurse agency	41	32	41.1 %	34.2 %
Offender accommodation service	4	4	6.4 %	7.1 %
Residential child care	160	157	0.0 %	0.0 %
School care accommodation	19	17	0.0 %	0.0 %
Grand total	1782	1785	1.8 %	1.7 %

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, 94% of services that submitted WTE data were included and all service types had an inclusion percentage of 75% or more (except for nursing agencies in 2016 with an inclusion percentage of 73%). Inactive services are excluded when calculating values for SSSC service types.

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

Local authority area	Total services with WTE data		Rate of WTE nursing vacancies	
	2017	2016	2017	2016
Aberdeen	81	83	1.4 %	1.4 %
Aberdeenshire	77	82	1.6 %	1.3 %
Angus	41	40	1.2 %	1.1 %
Argyll and Bute	38	41	0.7 %	0.5 %
Clackmannanshire	17	17	0.2 %	0.5 %
Dumfries and Galloway	60	59	0.5 %	0.1 %
Dundee	62	60	1.5 %	1.3 %
East Ayrshire	39	38	0.7 %	0.8 %
East Dunbartonshire	32	33	1.3 %	0.7 %
East Lothian	39	38	1.4 %	1.2 %
East Renfrewshire	26	24	3.4 %	2.5 %
Edinburgh	167	163	4.6 %	4.3 %
Falkirk	52	52	0.7 %	0.5 %
Fife	117	126	2.8 %	2.6 %
Glasgow	204	197	2.6 %	3.1 %
Highland	92	98	1.2 %	1.0 %
Inverclyde	34	36	0.5 %	0.2 %
Midlothian	24	25	0.9 %	1.2 %
Moray	51	52	0.4 %	0.7 %
Na h-Eileanan Siar	23	23	0.0 %	0.0 %
North Ayrshire	38	38	1.4 %	0.6 %
North Lanarkshire	63	60	0.8 %	1.3 %
Orkney	9	8	0.0 %	0.0 %
Perth and Kinross	63	66	0.9 %	1.0 %
Renfrewshire	45	46	1.4 %	2.4 %
Scottish Borders	41	42	0.4 %	1.4 %
Shetland	6	5	0.0 %	0.0 %
South Ayrshire	49	47	0.6 %	0.5 %
South Lanarkshire	80	78	2.9 %	1.9 %
Stirling	45	42	1.4 %	1.4 %
West Dunbartonshire	22	22	1.5 %	0.5 %
West Lothian	46	46	1.1 %	0.8 %
Grand total	1783	1787	1.8 %	1.7 %

Calculation excludes those services that stated 'Not applicable'. Services have been excluded from the analysis above when the required information was not provided or correct. Overall, 94% of services that submitted WTE data were included and all local authority areas had an inclusion percentage of 82% or more.

Staff vacancies in care services 2017

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

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Yes	2633	2603	2467	37%	37%	35%
No	3192	3269	3265	45%	46%	47%
Not Applicable	1266	1222	1261	18%	17%	18%
Total	7091	7094	6993	100%	100%	100%

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2017	2016	2015	2017	2016	2015
Yes	2633	2603	2467	45%	44%	43%
No	3192	3269	3265	55%	56%	57%
Total	5825	5784	5650	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		
		2017	2016	2015	2017	2016	2015
Adoption		8	10	8	27 %	34 %	23 %
Adult placement		4	1	1	19 %	5 %	7 %
Care homes:	Adults	121	135	141	50 %	52 %	51 %
	Older people	464	498	481	59 %	61 %	59 %
	Children and young people	106	94	84	42 %	39 %	38 %
Childcare agency		7	8	7	41 %	42 %	37 %
Daycare of children		1074	1014	980	39 %	37 %	37 %
Fostering		17	11	10	35 %	22 %	21 %
Housing support		509	483	459	55 %	51 %	50 %
Nurse agency		32	31	24	63 %	67 %	69 %
Offender accommodation		2	2	1	40 %	40 %	20 %
School care accommodation:	Mainstream	2	5	4	8 %	21 %	16 %
	Residential special	22	24	19	65 %	65 %	54 %
Secure accommodation		3	2	2	60 %	40 %	50 %
Support services:	Care at home	182	187	155	63 %	67 %	66 %
	Other than care at home	80	98	92	21 %	25 %	24 %
Grand total		2633	2603	2468	45 %	44 %	43 %

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		
	2017	2016	2015	2017	2016	2015
Adoption	8	10	8	27 %	34 %	23 %
Adult daycare	80	98	92	21 %	25 %	24 %
Adult placement	4	1	1	19 %	5 %	7 %
Care homes for adults	584	633	621	57 %	59 %	57 %
Child care agency	7	8	7	41 %	42 %	37 %
Daycare of children	1073	1009	978	40 %	37 %	37 %
Fostering	17	11	10	35 %	22 %	21 %
Housing support/care at home	691	668	614	57 %	55 %	53 %
Nurse agency	32	30	24	64 %	67 %	71 %
Offender accommodation	2	2	1	40 %	40 %	20 %
Residential childcare	130	119	105	46 %	43 %	41 %
School care accommodation	2	5	4	8 %	21 %	16 %
Grand total	**2630**	**2594**	**2465**	**45 %**	**44 %**	**43 %**

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		
	2017	2016	2015	2017	2016	2015
Aberdeen	145	156	189	58%	60%	69%
Aberdeenshire	149	151	159	46%	47%	52%
Angus	41	43	45	29%	31%	33%
Argyll and Bute	69	73	58	53%	51%	51%
Clackmannanshire	23	25	21	48%	50%	41%
Dumfries and Galloway	75	70	68	44%	39%	37%
Dundee	74	61	71	39%	34%	42%
East Ayrshire	38	45	40	33%	38%	34%
East Dunbartonshire	59	56	42	52%	49%	40%
East Lothian	54	51	53	46%	44%	48%
East Renfrewshire	45	39	41	53%	49%	51%
Edinburgh	319	289	271	55%	48%	46%
Falkirk	62	51	50	38%	32%	32%
Fife	213	218	195	53%	54%	50%
Glasgow	253	251	216	42%	42%	36%
Highland	133	142	133	42%	43%	43%
Inverclyde	32	30	21	36%	31%	22%
Midlothian	42	51	47	46%	50%	50%
Moray	44	49	43	35%	38%	35%
Na h-Eileanan Siar	23	20	16	41%	36%	29%
North Ayrshire	49	45	47	37%	35%	36%
North Lanarkshire	109	110	97	47%	46%	42%
Orkney	20	14	16	42%	31%	36%
Perth and Kinross	97	107	98	52%	57%	53%
Renfrewshire	76	80	68	46%	48%	44%
Scottish Borders	47	43	41	33%	30%	29%
Shetland	23	24	28	43%	48%	54%
South Ayrshire	54	48	51	43%	38%	41%
South Lanarkshire	110	103	90	41%	40%	36%
Stirling	52	56	54	46%	50%	50%
West Dunbartonshire	23	23	25	31%	30%	32%
West Lothian	77	77	72	47%	46%	44%
Grand total	**2630**	**2601**	**2466**	**45%**	**44%**	**43%**

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

	Vacancies problem 2017	Vacancies problem 2016	Vacancies problem 2015
Too few applicants with experience	58 %	55 %	55 %
Too few applicants	57 %	54 %	53 %
Too few qualified applicants	50 %	48 %	47 %
Candidates unable to work the hours needed	35 %	34 %	34 %
Competition from other service providers	33 %	32 %	29 %
Other reason	24 %	25 %	26 %
Competition from other types of work	23 %	22 %	22 %
Can't afford wage demands	14 %	14 %	13 %
Cost of living in the area is too high	8 %	9 %	10 %
Reason unknown	4 %	5 %	4 %
Total number of services reporting problems filling vacancies	**2633**	**2603**	**2468**

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

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

	2017	2016	2015
Too few applicants	26%	25%	26%
Too few applicants with experience	18%	19%	20%
Too few qualified applicants	18%	17%	17%
Other reason	11%	10%	12%
Competition from other service providers	9%	7%	7%
Candidates unable to work the hours needed	8%	8%	7%
Can't afford wage demands	5%	4%	4%
Competition from other types of work	4%	4%	5%
Reason unknown	3%	4%	0%
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 for 2017, 2016 and 2015

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Adoption	38%	40%	50%	25%	30%	38%	75%	50%	75%	13%	10%	13%	0%	0%	0%	0%	10%	13%	0%	0%	13%	13%	10%	0%	0%	0%	0%	38%	60%	63%
Adult placement	25%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	100%
Care Home Services:																														
Adults	67%	65%	62%	40%	34%	35%	59%	53%	52%	18%	16%	16%	6%	7%	6%	43%	47%	38%	30%	28%	26%	16%	16%	17%	40%	37%	37%	22%	22%	23%
Older people	52%	53%	54%	53%	55%	54%	54%	54%	58%	12%	12%	14%	5%	6%	5%	37%	37%	36%	23%	23%	26%	10%	12%	14%	31%	31%	33%	29%	29%	29%
Children and young people	41%	34%	29%	63%	63%	54%	74%	67%	63%	5%	3%	1%	5%	6%	5%	30%	28%	21%	11%	5%	4%	5%	3%	1%	25%	16%	15%	15%	16%	31%
Childcare agency	57%	50%	57%	57%	50%	57%	71%	75%	86%	14%	13%	14%	0%	0%	0%	43%	25%	29%	43%	25%	29%	29%	25%	29%	57%	75%	71%	43%	50%	71%
Daycare of children	52%	48%	48%	61%	57%	57%	58%	56%	55%	18%	16%	13%	2%	3%	2%	21%	17%	15%	13%	13%	12%	4%	5%	6%	27%	26%	24%	21%	20%	24%
Fostering	35%	55%	70%	24%	36%	50%	65%	91%	70%	12%	9%	0%	0%	0%	0%	12%	9%	10%	0%	0%	10%	6%	18%	0%	0%	0%	0%	47%	36%	60%
Housing support	72%	69%	66%	33%	31%	30%	59%	57%	57%	13%	15%	17%	6%	5%	7%	52%	53%	48%	41%	38%	36%	14%	15%	14%	52%	54%	53%	27%	27%	26%
Nurse agency	59%	52%	50%	41%	39%	33%	31%	35%	46%	3%	6%	8%	6%	6%	0%	44%	52%	42%	19%	32%	21%	9%	10%	13%	28%	26%	25%	22%	16%	21%
Offender accomm.	100%	100%	0%	50%	50%	100%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%	0%	100%	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%
School care accommodation:																														
Mainstream residential	0%	40%	50%	50%	60%	50%	50%	60%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	20%	25%	50%	20%	25%
Residential special	41%	29%	47%	64%	79%	84%	73%	75%	79%	0%	4%	11%	0%	0%	0%	23%	29%	32%	9%	13%	11%	0%	0%	0%	23%	25%	32%	27%	25%	21%
Secure accomm.	33%	50%	0%	100%	100%	50%	67%	100%	0%	33%	50%	0%	0%	0%	0%	33%	50%	0%	33%	50%	0%	0%	0%	0%	0%	0%	0%	33%	50%	50%

Support services:

Care at home	66%	61%	61%	35%	31%	34%	49%	45%	49%	13%	13%	10%	5%	5%	4%	49%	45%	43%	41%	37%	39%	9%	9%	8%	66%	58%	63%	29%	25%	26%
Other than care at home	59%	44%	51%	35%	29%	22%	59%	45%	40%	10%	10%	5%	9%	6%	4%	23%	24%	24%	11%	15%	15%	11%	7%	8%	28%	20%	17%	26%	41%	33%
Grand total	**57%**	**54%**	**53%**	**50%**	**48%**	**47%**	**58%**	**55%**	**55%**	**14%**	**14%**	**13%**	**4%**	**5%**	**4%**	**33%**	**32%**	**29%**	**23%**	**22%**	**22%**	**8%**	**9%**	**10%**	**35%**	**34%**	**34%**	**24%**	**25%**	**26%**

Table 3d: Reported reasons why vacancies were hard to fill by SSSC service type for 2017, 2016 and 2015

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Adoption	38%	40%	50%	25%	30%	38%	75%	50%	75%	13%	10%	13%	0%	0%	0%	0%	10%	13%	0%	0%	13%	13%	10%	0%	0%	0%	0%	38%	60%	63%
Adult daycare	59%	44%	51%	35%	29%	22%	59%	45%	40%	10%	10%	5%	9%	6%	4%	23%	24%	24%	11%	15%	15%	11%	7%	8%	28%	20%	17%	26%	41%	33%
Adult placement	25%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	100%
Care homes for adults	55%	55%	55%	51%	51%	50%	55%	54%	56%	13%	13%	14%	5%	6%	6%	38%	39%	36%	25%	24%	26%	11%	13%	14%	33%	33%	34%	28%	28%	28%
Childcare agency	57%	50%	57%	57%	50%	57%	71%	75%	86%	14%	13%	14%	0%	0%	0%	43%	25%	29%	43%	25%	29%	29%	25%	29%	57%	75%	71%	43%	50%	71%
Daycare of children	52%	48%	48%	61%	57%	57%	58%	56%	55%	18%	16%	13%	2%	3%	2%	21%	17%	15%	13%	13%	12%	4%	5%	6%	27%	26%	24%	21%	20%	24%
Fostering	35%	55%	70%	24%	36%	50%	65%	91%	70%	12%	9%	0%	0%	0%	0%	12%	9%	10%	0%	0%	10%	6%	18%	0%	0%	0%	0%	47%	36%	60%
Housing support/care at home	71%	67%	65%	33%	31%	31%	56%	54%	55%	13%	15%	15%	6%	5%	6%	52%	51%	47%	41%	38%	36%	12%	13%	13%	56%	55%	56%	27%	26%	26%
Nurse agency	59%	53%	50%	41%	40%	33%	31%	33%	46%	3%	7%	8%	6%	7%	0%	44%	53%	42%	19%	33%	21%	9%	10%	13%	28%	23%	25%	22%	17%	21%
Offender accomm.	100%	100%		50%	50%	100%	0%	0%	100%	50%	50%	0%	0%	0%	0%	0%	0%	100%	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%
Residential Childcare	41%	34%	31%	65%	66%	59%	74%	69%	65%	5%	4%	3%	3%	5%	4%	29%	29%	23%	12%	8%	5%	4%	3%	1%	24%	18%	18%	18%	18%	30%
Schoolcare accomm.	0%	40%	50%	50%	60%	50%	50%	60%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	20%	25%	50%	20%	25%
Grand total	57%	54%	53%	50%	48%	47%	58%	55%	55%	14%	14%	13%	4%	5%	4%	33%	32%	29%	23%	22%	22%	8%	9%	10%	36%	34%	34%	24%	25%	26%

Table 3e: Summary of main reasons reported why vacancies were hard to fill by Care Inspectorate service type 2017, 2016 and 2015

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Adoption	25%	0%	14%	13%	11%	14%	38%	67%	43%	13%	11%	14%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	11%	14%
Adult placement	25%	33%	50%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	67%	50%
Care homes:																														
Adults	38%	28%	36%	7%	12%	9%	15%	17%	14%	3%	5%	10%	4%	2%	-	12%	13%	8%	5%	3%	4%	2%	1%	4%	7%	8%	4%	7%	11%	11%
Older People	27%	27%	29%	20%	23%	22%	16%	17%	17%	3%	2%	3%	3%	5%	-	11%	9%	7%	5%	4%	5%	1%	1%	1%	5%	4%	3%	9%	9%	13%
Children and Young People	18%	25%	7%	27%	15%	19%	32%	27%	48%	1%	3%	0%	4%	7%	-	3%	5%	4%	2%	3%	0%	0%	0%	0%	6%	5%	4%	8%	10%	19%
Childcare agency	14%	0%	0%	14%	17%	11%	14%	50%	11%	0%	0%	0%	0%	17%	-	14%	0%	11%	0%	0%	0%	14%	0%	0%	14%	17%	44%	14%	0%	22%
Daycare of children	21%	22%	24%	25%	23%	25%	20%	21%	20%	7%	5%	4%	2%	5%	-	7%	3%	4%	2%	2%	2%	0%	1%	1%	8%	9%	8%	10%	9%	12%
Fostering	29%	25%	0%	12%	8%	0%	18%	58%	0%	12%	0%	0%	0%	0%	-	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	29%	0%	0%
Housing support	35%	31%	30%	5%	6%	4%	14%	15%	19%	3%	3%	5%	2%	3%	-	11%	11%	14%	7%	8%	10%	3%	3%	3%	9%	10%	6%	11%	11%	9%
Nurse agency	22%	23%	25%	25%	29%	8%	9%	19%	21%	0%	0%	0%	3%	6%	-	13%	13%	17%	6%	3%	8%	0%	3%	0%	3%	0%	8%	19%	3%	13%
Offender accomm.	0%	50%	0%	0%	0%	0%	0%	0%	100%	100%	0%	50%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
School care accommodation Services:																														
Mainstream residential	0%	17%	33%	0%	17%	0%	50%	33%	17%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	50%	33%	33%
Residential special	9%	13%	20%	45%	33%	35%	27%	25%	15%	0%	4%	0%	0%	0%	-	0%	4%	10%	0%	4%	10%	0%	0%	0%	5%	8%	5%	14%	8%	5%

Secure accomm.	0%	0%	0%	33%	50%	50%	33%	50%	0%	0%	0%	0%	0%	0%	-	0%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%
Support services:																														
Care at home	30%	31%	33%	3%	4%	6%	11%	11%	12%	3%	1%	3%	2%	3%	-	12%	12%	12%	7%	12%	8%	0%	1%	0%	16%	18%	18%	16%	9%	8%
Other than care at home	29%	17%	21%	10%	6%	7%	23%	21%	21%	3%	4%	6%	6%	5%	-	8%	14%	9%	4%	1%	4%	1%	1%	3%	6%	8%	8%	11%	21%	21%
Grand total	26%	25%	26%	18%	17%	17%	18%	19%	20%	5%	4%	4%	3%	4%	-	9%	7%	7%	4%	4%	5%	1%	1%	1%	8%	8%	7%	11%	10%	12%

Staff vacancies in care services 2017

Table 3f: Summary of main reasons reported why vacancies were hard to fill by SSSC service type 2017, 2016 and 2015

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Adoption	25%	0%	14%	13%	11%	14%	38%	67%	43%	13%	11%	14%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	11%	14%
Adult daycare	29%	17%	21%	10%	6%	7%	23%	21%	21%	3%	4%	6%	6%	5%	-	8%	14%	9%	4%	1%	4%	1%	1%	3%	6%	8%	8%	11%	21%	21%
Adult placement	25%	33%	50%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	67%	50%
Care homes for adults	29%	27%	30%	17%	21%	19%	16%	17%	16%	3%	3%	5%	4%	4%	-	11%	10%	7%	5%	3%	5%	1%	1%	2%	6%	5%	4%	8%	10%	12%
Child care agency	14%	0%	0%	14%	17%	11%	14%	50%	11%	0%	0%	0%	0%	17%	-	14%	0%	11%	0%	0%	0%	14%	0%	0%	14%	17%	44%	14%	0%	22%
Daycare of children	21%	22%	24%	25%	23%	25%	20%	21%	21%	7%	5%	4%	2%	5%	-	7%	3%	4%	2%	2%	2%	0%	1%	1%	8%	9%	8%	10%	9%	12%
Fostering	29%	25%	0%	12%	8%	0%	18%	58%	0%	12%	0%	0%	0%	0%	-	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	29%	0%	0%
Housing support/care at home	34%	31%	31%	5%	5%	5%	13%	14%	17%	3%	3%	4%	2%	3%	-	11%	11%	14%	7%	9%	9%	2%	2%	2%	11%	12%	9%	13%	10%	9%
Nurse agency	22%	23%	25%	25%	30%	8%	9%	17%	21%	0%	0%	0%	3%	7%	-	13%	13%	17%	6%	3%	8%	0%	3%	0%	3%	0%	8%	19%	3%	13%
Offender accomm.	0%	50%	0%	0%	0%	0%	0%	0%	100%	100%	50%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Residential child care	16%	23%	9%	30%	19%	22%	32%	27%	41%	1%	3%	0%	3%	5%	-	2%	5%	5%	2%	3%	2%	0%	0%	0%	5%	5%	4%	9%	9%	17%
School care accomm.	0%	17%	33%	0%	17%	0%	50%	33%	17%	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	50%	33%	33%
Grand total	26%	25%	26%	18%	17%	17%	18%	19%	20%	5%	4%	4%	3%	4%	-	9%	7%	8%	4%	4%	5%	1%	1%	1%	8%	8%	7%	10%	10%	12%

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Aberdeen	66%	73%	73%	48%	48%	48%	65%	61%	62%	23%	24%	22%	1%	2%	4%	39%	42%	43%	36%	37%	42%	46%	51%	53%	39%	42%	39%	23%	15%	20%
Aberdeen shire	66%	63%	70%	53%	53%	54%	58%	56%	54%	26%	26%	27%	9%	8%	4%	35%	39%	32%	30%	34%	31%	25%	28%	26%	41%	40%	48%	26%	23%	22%
Angus	56%	44%	42%	63%	67%	64%	66%	56%	51%	17%	26%	20%	5%	5%	2%	22%	16%	11%	10%	9%	7%	0%	0%	0%	39%	28%	24%	22%	28%	31%
Argyll and Bute	67%	60%	71%	59%	52%	55%	49%	49%	50%	12%	10%	12%	4%	5%	3%	28%	29%	29%	28%	27%	31%	12%	15%	16%	38%	33%	34%	48%	42%	43%
Clackmannan shire	61%	52%	38%	52%	44%	33%	57%	44%	48%	17%	12%	19%	9%	0%	0%	35%	28%	43%	26%	28%	33%	0%	0%	5%	43%	44%	52%	26%	32%	38%
Dumfries and Galloway	53%	43%	50%	56%	50%	50%	49%	51%	62%	23%	20%	26%	0%	0%	3%	49%	41%	41%	37%	33%	37%	4%	3%	3%	40%	36%	41%	24%	34%	29%
Dundee	49%	41%	35%	45%	51%	46%	64%	66%	59%	16%	20%	15%	5%	8%	4%	38%	41%	28%	20%	15%	14%	1%	2%	0%	38%	31%	23%	18%	15%	27%
East Ayrshire	61%	60%	63%	47%	38%	40%	55%	56%	50%	11%	11%	13%	8%	7%	8%	58%	56%	48%	21%	20%	20%	3%	2%	0%	21%	20%	23%	24%	22%	18%
East Dunbarton shire	39%	36%	38%	42%	39%	38%	54%	50%	48%	14%	13%	12%	3%	2%	0%	39%	36%	29%	8%	11%	10%	3%	5%	2%	34%	30%	26%	22%	25%	24%
East Lothian	57%	45%	43%	50%	43%	40%	57%	49%	53%	20%	14%	9%	2%	6%	4%	46%	37%	40%	20%	27%	26%	11%	14%	15%	41%	41%	49%	20%	29%	32%
East Renfrew shire	42%	49%	27%	47%	51%	46%	58%	51%	51%	11%	8%	10%	2%	5%	5%	33%	41%	34%	22%	23%	15%	0%	5%	5%	38%	38%	39%	36%	33%	39%
Edinburgh	54%	52%	50%	57%	61%	56%	67%	66%	63%	14%	13%	10%	3%	4%	4%	38%	38%	37%	27%	29%	30%	12%	13%	11%	39%	43%	39%	22%	18%	24%
Falkirk	61%	63%	50%	50%	43%	38%	58%	57%	68%	18%	18%	14%	10%	8%	8%	23%	33%	28%	19%	22%	20%	3%	6%	2%	42%	47%	42%	32%	43%	34%
Fife	63%	61%	60%	48%	45%	44%	56%	55%	57%	8%	7%	6%	7%	8%	7%	27%	26%	23%	19%	17%	17%	2%	2%	2%	30%	28%	24%	16%	17%	19%
Glasgow	52%	45%	39%	48%	43%	44%	56%	53%	55%	11%	12%	9%	6%	4%	1%	31%	24%	20%	21%	17%	14%	2%	2%	2%	27%	28%	26%	25%	27%	29%
Highland	62%	59%	65%	54%	55%	59%	54%	51%	50%	13%	11%	11%	5%	8%	7%	29%	26%	23%	21%	19%	15%	11%	10%	5%	35%	30%	29%	32%	30%	26%
Inverclyde	72%	47%	38%	50%	37%	24%	47%	43%	29%	16%	20%	10%	0%	3%	5%	34%	33%	38%	31%	27%	24%	0%	3%	5%	28%	27%	33%	25%	27%	38%

Area																														
Midlothian	57%	51%	55%	50%	47%	43%	50%	55%	47%	19%	10%	11%	2%	6%	2%	31%	25%	19%	17%	18%	17%	7%	6%	2%	29%	33%	23%	14%	20%	17%
Moray	55%	47%	51%	50%	45%	40%	64%	57%	51%	11%	12%	12%	0%	0%	0%	36%	35%	42%	27%	22%	23%	2%	0%	0%	34%	33%	30%	20%	18%	16%
Na h-Eileanan Siar	70%	60%	69%	43%	35%	31%	52%	55%	63%	4%	5%	0%	4%	5%	0%	30%	25%	25%	22%	15%	13%	9%	10%	6%	30%	30%	31%	35%	30%	38%
North Ayrshire	55%	53%	51%	53%	56%	57%	47%	53%	51%	16%	13%	21%	2%	0%	6%	29%	36%	21%	12%	11%	15%	10%	9%	9%	39%	51%	45%	35%	29%	38%
North Lanarkshire	49%	45%	46%	38%	34%	34%	42%	37%	40%	6%	9%	8%	3%	5%	7%	28%	24%	25%	17%	13%	12%	1%	1%	1%	30%	25%	25%	28%	35%	39%
Orkney	65%	71%	69%	30%	21%	19%	65%	57%	75%	0%	0%	0%	0%	0%	0%	40%	21%	19%	5%	0%	6%	20%	0%	0%	10%	14%	13%	25%	14%	13%
Perth and Kinross	73%	63%	62%	52%	46%	51%	59%	53%	59%	16%	16%	15%	5%	3%	3%	32%	32%	26%	15%	15%	15%	4%	4%	4%	36%	35%	34%	24%	26%	28%
Renfrewshire	53%	53%	53%	50%	40%	40%	64%	61%	51%	17%	15%	12%	4%	4%	6%	30%	33%	28%	22%	20%	22%	1%	1%	1%	39%	43%	50%	21%	25%	29%
Scottish Borders	55%	56%	51%	36%	47%	41%	60%	65%	63%	11%	14%	15%	4%	2%	2%	32%	37%	24%	26%	30%	17%	0%	2%	5%	45%	47%	34%	13%	14%	15%
Shetland	57%	50%	54%	52%	54%	61%	61%	54%	54%	13%	13%	11%	4%	0%	0%	26%	33%	21%	35%	42%	32%	17%	21%	11%	39%	38%	25%	30%	29%	29%
South Ayrshire	57%	63%	57%	46%	40%	47%	56%	50%	53%	11%	8%	12%	4%	6%	6%	37%	35%	31%	24%	27%	18%	4%	4%	4%	41%	27%	37%	28%	25%	27%
South Lanarkshire	50%	53%	44%	55%	49%	47%	54%	52%	43%	13%	11%	8%	2%	3%	4%	27%	24%	13%	19%	18%	10%	2%	2%	2%	33%	31%	31%	26%	25%	27%
Stirling	65%	57%	54%	42%	36%	33%	58%	50%	50%	17%	14%	11%	4%	11%	7%	33%	34%	26%	33%	25%	17%	8%	5%	6%	37%	39%	39%	35%	36%	37%
West Dunbartonshire	43%	52%	40%	39%	52%	36%	48%	52%	48%	9%	4%	8%	0%	0%	0%	17%	22%	20%	13%	0%	0%	0%	0%	0%	57%	39%	36%	26%	17%	32%
West Lothian	47%	45%	42%	56%	52%	47%	57%	57%	58%	13%	13%	7%	4%	1%	1%	27%	30%	32%	16%	13%	18%	3%	3%	3%	35%	29%	32%	10%	13%	19%
Grand total	**57%**	**54%**	**53%**	**50%**	**48%**	**47%**	**58%**	**55%**	**55%**	**14%**	**14%**	**13%**	**4%**	**5%**	**4%**	**33%**	**32%**	**29%**	**23%**	**22%**	**22%**	**8%**	**9%**	**10%**	**35%**	**34%**	**34%**	**24%**	**25%**	**26%**

Staff vacancies in care services 2017

Table 3h: Summary of main reported reasons why vacancies were hard to fill by local authority area 2017, 2016 and 2015:

	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		
	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15	17	16	15
Aberdeen	22%	20%	32%	17%	15%	19%	22%	22%	13%	3%	5%	2%	3%	1%	-	7%	8%	7%	6%	3%	6%	6%	10%	12%	6%	9%	4%	8%	8%	4%
Aberdeenshire	26%	28%	31%	19%	10%	14%	18%	20%	12%	9%	8%	11%	1%	2%	-	7%	9%	9%	2%	5%	3%	2%	3%	3%	10%	8%	11%	5%	7%	5%
Angus	20%	26%	30%	39%	26%	33%	24%	34%	13%	2%	6%	3%	2%	0%	-	5%	3%	3%	0%	0%	0%	0%	0%	0%	5%	3%	13%	2%	3%	8%
Argyll and Bute	36%	25%	33%	22%	20%	17%	7%	17%	9%	1%	0%	4%	1%	2%	-	6%	8%	6%	4%	2%	6%	0%	2%	0%	4%	11%	7%	17%	15%	19%
Clackmannanshire	48%	35%	10%	13%	13%	5%	4%	9%	14%	13%	4%	10%	4%	0%	-	4%	9%	14%	9%	4%	10%	0%	0%	0%	0%	9%	19%	4%	17%	19%
Dumfries and Galloway	28%	21%	19%	15%	13%	18%	16%	17%	19%	5%	8%	13%	0%	3%	-	5%	5%	10%	3%	3%	5%	0%	0%	0%	13%	17%	10%	15%	13%	6%
Dundee	27%	26%	14%	12%	21%	24%	15%	22%	28%	1%	5%	9%	3%	0%	-	11%	9%	7%	4%	5%	0%	0%	0%	0%	12%	7%	10%	15%	5%	9%
East Ayrshire	16%	30%	23%	26%	7%	15%	16%	30%	18%	8%	5%	3%	3%	9%	-	21%	9%	18%	5%	5%	5%	0%	0%	0%	3%	2%	8%	3%	5%	10%
East Dunbartonshire	17%	9%	16%	12%	30%	16%	27%	17%	16%	3%	4%	8%	3%	2%	-	12%	6%	14%	2%	0%	0%	0%	0%	0%	12%	24%	11%	12%	9%	19%
East Lothian	35%	24%	31%	15%	24%	16%	11%	11%	14%	6%	2%	8%	2%	7%	-	11%	7%	6%	2%	4%	2%	6%	2%	0%	2%	9%	10%	11%	9%	12%
East Renfrewshire	27%	25%	38%	7%	28%	22%	16%	6%	16%	7%	6%	5%	2%	3%	-	7%	8%	3%	7%	11%	3%	0%	0%	0%	11%	8%	5%	18%	6%	8%
Edinburgh	23%	26%	21%	18%	21%	21%	19%	21%	20%	5%	2%	3%	2%	1%	-	9%	11%	14%	4%	3%	7%	1%	3%	2%	8%	9%	5%	11%	4%	7%
Falkirk	21%	28%	22%	5%	9%	11%	23%	21%	33%	8%	2%	2%	11%	4%	-	3%	4%	11%	3%	9%	7%	0%	0%	0%	13%	9%	2%	13%	15%	11%
Fife	23%	32%	35%	19%	17%	15%	20%	20%	28%	5%	0%	1%	2%	6%	-	11%	10%	6%	4%	5%	6%	0%	0%	0%	8%	4%	3%	8%	5%	5%
Glasgow	27%	27%	22%	15%	14%	24%	15%	23%	22%	4%	2%	2%	5%	4%	-	11%	8%	9%	4%	5%	2%	0%	0%	0%	8%	8%	7%	10%	9%	12%
Highland	30%	40%	30%	23%	15%	17%	14%	15%	19%	1%	2%	3%	1%	1%	-	7%	6%	5%	2%	4%	4%	1%	1%	0%	3%	4%	8%	19%	12%	13%
Inverclyde	31%	20%	18%	6%	20%	12%	28%	28%	35%	0%	4%	6%	3%	0%	-	6%	8%	12%	3%	8%	6%	0%	0%	0%	9%	0%	12%	13%	12%	0%

Midlothian	40%	31%	33%	12%	24%	26%	12%	20%	14%	10%	7%	7%	5%	0%	-	10%	2%	2%	2%	4%	2%	0%	0%	0%	5%	9%	7%	5%	2%	7%
Moray	27%	30%	37%	25%	11%	8%	20%	16%	26%	5%	7%	3%	0%	0%	-	11%	14%	13%	2%	5%	3%	0%	0%	0%	5%	7%	5%	5%	11%	5%
Na h-Eileanan Siar	30%	33%	46%	13%	11%	15%	22%	11%	8%	0%	6%	0%	4%	0%	-	9%	17%	8%	17%	0%	8%	0%	0%	0%	0%	17%	8%	4%	6%	8%
North Ayrshire	22%	20%	19%	24%	15%	31%	12%	17%	24%	4%	7%	7%	2%	0%	-	10%	10%	0%	2%	2%	0%	0%	0%	0%	14%	22%	14%	8%	7%	5%
North Lanarkshire	21%	24%	23%	21%	17%	20%	11%	11%	19%	3%	5%	5%	4%	2%	-	9%	11%	7%	6%	5%	4%	0%	0%	0%	10%	10%	12%	14%	14%	10%
Orkney	40%	46%	29%	0%	8%	7%	25%	23%	21%	0%	0%	0%	0%	0%	-	10%	8%	7%	10%	0%	14%	0%	0%	0%	0%	8%	0%	15%	8%	21%
Perth and Kinross	34%	35%	36%	15%	19%	15%	19%	13%	22%	3%	4%	4%	2%	2%	-	5%	8%	4%	5%	2%	5%	1%	0%	0%	4%	7%	2%	11%	9%	12%
Renfrewshire	22%	24%	20%	24%	17%	13%	14%	28%	24%	4%	0%	2%	1%	1%	-	9%	7%	13%	9%	10%	9%	0%	0%	0%	5%	10%	9%	11%	3%	11%
Scottish Borders	26%	31%	26%	15%	13%	9%	19%	13%	26%	6%	5%	6%	0%	0%	-	6%	3%	3%	4%	13%	6%	0%	0%	3%	15%	18%	14%	9%	5%	9%
Shetland	39%	18%	17%	30%	18%	33%	4%	27%	13%	13%	5%	4%	0%	5%	-	0%	5%	13%	0%	14%	17%	0%	0%	0%	0%	0%	0%	13%	9%	4%
South Ayrshire	26%	38%	20%	15%	16%	15%	28%	24%	30%	0%	2%	4%	2%	2%	-	7%	7%	4%	4%	2%	11%	0%	0%	0%	11%	4%	9%	7%	4%	7%
South Lanarkshire	23%	21%	35%	17%	25%	11%	24%	20%	20%	5%	3%	2%	3%	4%	-	7%	3%	4%	2%	5%	1%	0%	0%	0%	9%	9%	12%	10%	9%	14%
Stirling	23%	22%	35%	10%	8%	13%	21%	35%	17%	6%	6%	4%	2%	2%	-	12%	4%	4%	8%	2%	17%	0%	0%	0%	2%	8%	4%	17%	12%	6%
West Dunbartonshire	13%	29%	15%	22%	24%	20%	22%	29%	45%	4%	0%	0%	4%	0%	-	9%	5%	0%	4%	0%	0%	0%	0%	0%	13%	10%	10%	9%	5%	10%
West Lothian	28%	25%	31%	20%	31%	22%	18%	18%	22%	9%	6%	3%	4%	0%	-	5%	10%	10%	0%	1%	1%	1%	1%	0%	9%	6%	4%	5%	1%	4%
Grand total	**26%**	**27%**	**27%**	**17%**	**17%**	**18%**	**18%**	**20%**	**20%**	**5%**	**4%**	**4%**	**3%**	**2%**	-	**9%**	**8%**	**8%**	**4%**	**4%**	**5%**	**1%**	**1%**	**1%**	**8%**	**9%**	**7%**	**10%**	**8%**	**9%**

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