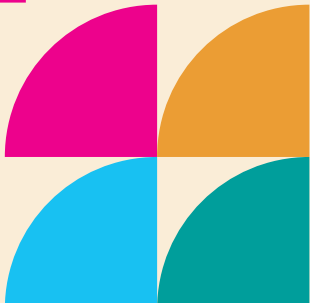




Staff vacancies in care services 2022

Published September 2023



HAPPY TO TRANSLATE

Contents

	Page
Introduction	3
Summary of key findings	6
Sources and use of data in this report	9
Detailed findings	12
Tables	34

Introduction

This Staff vacancies in care services 2022 report is jointly published by the Care Inspectorate and the Scottish Social Services Council (SSSC). This report provides data on vacancies reported by care services as at 31 December 2022. It shows the number of registered care services with a vacancy, the number of actual vacancies that services say they had using whole time equivalent (WTE) data, and data on the reasons why services have reported that vacancies are hard to fill.

The report highlights the extent of the current recruitment and retention challenges being faced by the sector at a time when services are experiencing continued pressure. Adult social care services are facing particular challenges with 76% of care homes for adults reporting vacancies, the highest since our reports began in 2017.

We all remain grateful for the dedication and commitment of our skilled and qualified workforce during a time that remains challenging with continued demands on staff and services following the Covid-19 pandemic, the cost-of-living crisis, financial constraints and the development of the National Care Service.

We know there are still many parts of the social service sector finding it difficult to fill vacancies, which has been an issue for several years, since before the pandemic. This report gives us a detailed understanding of those difficulties across the wider sector as registered care services provide this information as part of their annual returns to the Care Inspectorate. The annual returns ask services across social care to share information about the numbers of vacancies, difficulties filling vacancies and related questions.

This report shows the percentage of care services reporting vacancies has increased to 49%, the highest since we started these reports in 2017 and in 13 of the 32 local authority areas this is 50% or more. The parts of the workforce facing most challenge in filling vacancies are care homes for older people, housing support services, care at home services, care homes for adults and care homes for children and young people.

The most common reasons for vacancies not being filled are too few applicants, too few applicants with experience and too few qualified applicants. That means it's essential we continue to prioritise our work in attracting people into careers in social services, providing accessible training, learning and qualifications for people before and after they join the workforce. We also need to make sure workers feel valued, respected and supported to continue their social service career.

This report is just one aspect of the workforce planning activities undertaken by the Care Inspectorate and the SSSC. Both organisations continue to work closely with Scottish Government and others to help employers to recruit, retain and develop their staff.

We are working closely to support workforce planners in social services to meet these challenges. The SSSC has established a workforce planning network of over 330 planners and continues to host workforce planning webinars which focus on

specific areas of development for this group including safer recruitment through better recruitment, using social media to support recruitment, recruiting refugees, overseas recruitment, data and intelligence to support workforce planning, winter planning and workforce wellbeing. The SSSC publishes the annual official statistics on social services. The most recent report, the [Scottish Social Service Sector: Report on 2022 Workforce Data](#)¹ was published earlier this month. It shows a 1.5% growth in the sector's workforce between December 2021 and December 2022.

The SSSC's refreshed careers website provides information on getting started in the sector, tools for employers and supports this work along with other careers promotion activity and our network of careers ambassadors. We have published four pre-employment learning resources and our Ten Steps to a Career in Care resource to provide guidance and learning for those interested in, new to, and already engaged in, a career in care.

We work closely with the Scottish Government to support recruitment campaigns for social work, social care and children and young people's services and support specific groups, such as refugees, into the workforce via our engagement activity and by developing learning resources designed specifically for them.

The SSSC also provides support via our education and workforce development activity. We are committed to supporting the continued development of the national induction framework and are incorporating induction requirements into our new model of continuous professional learning (CPL). Our new model of CPL will make it easier for workers to match their development with their role and the stage they are at in their career.

We have reviewed the qualification requirements for registered workers to allow more flexibility and acceptance of benchmark qualifications across the Register. We are also working with the sector, learning providers, and partners to develop a new integrated health and social care qualification. We hope that this will help to improve retention levels.

Another example is working with the sector on implementation of the supported first year in practice for newly qualified social workers (NQSWS), to provide new social workers with more structured support and learning at the beginning of their career.

The SSSC's workforce wellbeing activity is closely aligned to our leadership development and we continue to provide spaces for workers to reflect on, share and learn from their experiences. We have developed a set of resources to support effective supervision which are available on our Step into Leadership website. These reinforce how supervision can be used to support wellbeing. We continue to promote other wellbeing activity such as Coaching for Wellbeing, the Workforce Specialist Service and other resources available via the National Wellbeing Hub.

The Care Inspectorate's Safe Staffing Programme was commissioned by Scottish Government to guide and steer the social care sector, and our own staff, in preparation for enactment of the Health and Care (Staffing)(Scotland) Act 2019. The

¹ Scottish Social Service Sector: Report on 2022 Workforce Data

SSSC supports this work and in particular the learning and development required to support implementation. In April 2024, this new legislation will provide a statutory basis for the provision of appropriate staffing in health and care services. We are working in collaboration with the social care sector, partnership organisations and key stakeholders to ensure that the right people with the right skills are in the right place at the right time to support people who experience care, and importantly, support the wellbeing of staff.

We work directly with providers, the workforce and in partnership with other agencies to keep the social care sector informed and up to date. Recently, the Care Inspectorate hosted a very well attended event, in conjunction with our partners at the Health and Safety Executive (HSE), Scottish Fire and Rescue Service and Environmental Health about health and safety in adult care homes. We shared learning with the sector, about adverse incidents, safe staffing and findings from inspections.

The Care Inspectorate support learning through webinars, our resources, and improvement programmes designed to enable services to deliver high quality care. For example, we work with specialist agencies to ensure new guidance and standards about infection prevention and control standards inform practice. We are commissioned to lead a quality improvement programme, Anne's Law, to support the promotion of people's rights so that connections, visiting and community involvement are maintained when people experience care.

Our scrutiny and assurance work plays a significant role in supporting high quality, person-centred care. Engagement with staff and other stakeholders is a fundamental principle of our inspection frameworks. If we find that a service is not operating at an adequate standard, we can issue an improvement notice. In these circumstances, engagement is crucial to improvement. We meet with staff to help them understand issues, provide support for improvement, and ensure staff are supported in their role.

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



Jackie Irvine
Chief Executive
Care Inspectorate



Maree Allison
Acting Chief Executive
Scottish Social Services Council

Summary of key findings

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

At 31 December 2022, there were just under 11,400 registered services providing care and support for children, young people, adults, and older people across Scotland. Just under 3,550 of these services were childminders, which are not included in the remainder of this report. The remaining 7,850 services employed an estimated 189,370 staff – an increase of 1.8% on the previous year's estimate. Around 39% (about 74,620 workers, an increase of 2.1%) work in care at home and/or housing support services; 27% (about 50,980 workers, a decrease of 0.1%) work in care homes for adults and older people and a further 22% (about 42,190 workers, up 2.5%) in daycare of children services. The growth in the workforce has been driven mainly by increases in staff in the daycare of children, housing support/care at home and nurse agency service types, whilst being slightly offset by a decrease in staff numbers in adult day care services. The social service workforce (registered care service staff including childminders and also social work staff) makes up approximately 7.8% of all Scottish employment².

Services reporting vacancies

- At 31 December 2022, 49% of services reported having vacancies. The last available comparison for the wider labour market, the Scottish Government's Employer Skills Survey in 2020, which covers all types of employers, found that 11% of all establishments across all sectors in Scotland reported having a vacancy³. This 2020 figure was reported during the peak of the pandemic and is likely to be higher now.
- The percentage of care services reporting vacancies increased by 2 percentage points over the last year and is up 13 percentage points from 2020. The percentage of care services reporting vacancies had been consistent over time up to and including 2020, before the large increase of 11 percentage points reported in 2021.
- The distribution of services reporting vacancies varies by type of service and by geographical location.
- Care homes for older people (79% of services), housing support services (70% of services), care at home services (70% of services), care homes for adults (67% of services) and care homes for children and young people (56% of services) had the largest proportion of services reporting vacancies where the service type had more than 100 services. These service types along with secure accommodation services and residential special school care accommodation services all had a proportion of services with vacancies significantly above the national average for all care services.

² Scottish Social Service Sector: Report on 2022 Workforce Data

³ Scottish Employer Skills Survey 2020

- East Dunbartonshire (60% of services), Edinburgh (59% of services) and Dundee, Clackmannanshire, and North Lanarkshire (all 57% of services) had the highest proportion of services with vacancies of all local authority areas. East Dunbartonshire, Edinburgh, Dundee, and North Lanarkshire had a significantly higher proportion of services with vacancies than the national average for all care services.

Rate of whole time equivalent (WTE) vacancies

- At 31 December 2022, the rate of WTE vacancies for all services in Scotland was 8.7%, up from 8.1% in 2021. This was higher than the overall vacancy rate across all establishments in Scotland of 1.9% reported in the Scottish Government's Employer Skills Survey 2020. This 2020 figure was reported during the peak of the pandemic and is likely to be higher now.
- Nurse agency services (19.6%), care at home services (12.2%) and housing support services (11.0%) had a significantly higher rate of WTE vacancies than the national average.

Nurse vacancies

- At 31 December 2022, 61% of services reported having nursing vacancies (where services employed nurses). This was an increase of 1 percentage point on the proportion of services with vacancies at 31 December 2021 (60%).
- Not all care services require nursing staff: 97% of all nurses working in the sector work in care homes for older people or for nurse agencies. In care homes for older people, 65% of services reported nursing vacancies an increase of 1 percentage point from 2021. In nurse agency services 68% of services reported a nursing vacancy, an increase of 16 percentage points from 2021.

Rate of whole time equivalent (WTE) nursing vacancies

- At 31 December 2022, the rate of WTE nursing vacancies for all services (where services employed nurses) in Scotland was 17.4%, up from 16.2% in 2021.
- Care homes for older people (16.1%) and care homes for adults (41.7%) had the highest rate of WTE nursing vacancies of service types with more than 10 services.
- West Dunbartonshire (77.1%) and North Ayrshire (49.8%) had the highest rate of WTE nursing vacancies of all local authority areas.

Services reporting problems filling vacancies

- At 31 December 2022, 63% of services with vacancies reported having problems filling them, up 5 percentage points from the previous year. This varied by type of service and geographical area.
- Care at home services (78%), care homes for older people (77%) and housing support services (77%) were all significantly above the national average for all care services.
- East Dunbartonshire (78%), Edinburgh (75%), Perth and Kinross (69%) and Fife (68%) were significantly higher than the national average.

Reported reasons for vacancies being hard to fill

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

- Too few applicants in general (71%), too few applicants with experience (60%), and too few qualified applicants (51%) were the most common themes within most service types that reported problems filling vacancies.

Sources and use of data in this report

The information in this report only relates to those services that completed an annual return. This includes services that were inactive but provided an annual return. We have not made statistical adjustments for those services that did not complete returns. In 2022, 93% of services (excluding childminders) completed an annual return with the required staffing information completed.

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

SSSC to Care Inspectorate service type definitions

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

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

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

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

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

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

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

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

Staffing vacancies

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

Options:

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

Nursing vacancies

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

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, 49% of services (where the question was applicable) said they had vacancies at 31 December 2022. This was an increase of 2 percentage points from 31 December 2021 (47%) and 13 percentage points up on 2020 (36%).

Service type analysis (Table 1b – 1d)

Adult services

Services where care is provided at place of residence

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

- Care homes for older people increased 4 percentage points from 75% of services in 2021 to 79% of services in 2022. This was significantly above the national average for all care services of 49%.
 - 89% of public services (significantly higher than the average for this service type), 85% of voluntary or not for profit services and 76% of private services reported having vacancies.
 - There were no local authority areas with a significantly higher proportion of services with vacancies than the national average for this service type.
- Housing support services decreased 1 percentage point from 71% of services in 2021 to 70% of services in 2022. This was significantly above the national average for all care services of 49%.
 - 80% of private services (significantly higher than the average for this service type), 68% of voluntary or not for profit services and 67% of public services reported having vacancies.
 - There were no local authority areas with a significantly higher proportion of services with vacancies than the national average for this service type.
- Care at home services decreased 1 percentage point from 71% of services in 2021 to 70% of services in 2022. This was significantly above the national average for all care services of 49%.
 - 75% of private services, 73% of public services and 59% of voluntary or not for profit services (significantly lower than the average for this service type) reported having vacancies.
 - North Lanarkshire (100% of services) had a significantly higher proportion of services with vacancies than the national average for this service type.

- Care homes for adults increased 4 percentage points from 63% of services in 2021 to 67% of services in 2022. This was significantly above the national average for all care services of 49%.
 - 79% of public services, 67% of voluntary or not for profit services and 65% of private services reported having vacancies.
 - There were no local authority areas with a significantly higher proportion of services with vacancies than the national average for this service type.
- Offender accommodation services remained unchanged in the proportion of services with vacancies at 60% of services in 2022. In real terms, this is just 3 out of 5 services reporting having vacancies.
 - 100% of public services and 50% of voluntary or not for profit services reported having vacancies.

Non-residential services

- The proportion of services reporting vacancies in support services other than care at home (adult day care services) increased 7 percentage points from 45% of services in 2021 to 52% of services in 2022.
 - 62% of public services (significantly higher than the average for this service type), 45% of voluntary or not for profit services and 29% of private services (significantly lower than the average for this service type) reported having vacancies.
- Nurse agency services increased 9 percentage points from 45% of services in 2021 to 54% of services in 2022.
 - 100% of voluntary or not for profit services and 52% of private services reported having vacancies.
- Adult placement services increased 2 percentage points from 21% of services in 2021 to 23% of services in 2022. This was significantly below the national average for all care services of 49%.
 - 25% of voluntary or not for profit services and 22% of public services reported having vacancies.
 - There were no local authority areas with a significantly lower proportion of services with vacancies than the national average for this service type.

Services for children and young people

Services where care is provided at place of residence

- The proportion of services with vacancies in care homes for children and young people increased 2 percentage points from 54% of services in 2021 to 56% of services in 2022. This was significantly above the national average for all care services of 49%.
 - 68% of voluntary or not for profit services (significantly higher than the average for this service type), 55% of private services and 49% of public services reported having vacancies.
 - East Lothian (100% of services) had a significantly higher proportion of services with vacancies than the national average for this service type.

- Vacancies in secure accommodation services remained unchanged from 2021 at 100% of services in 2022 (in real terms this is 5 services reporting having at least one vacancy). This was significantly above the national average for all care services of 49%.
 - 100% of public services and 100% of voluntary or not for profit services reported having vacancies.
 - There were no local authority areas with a significantly higher proportion of services with vacancies than the national average for this service type.
- Residential special school accommodation services decreased 2 percentage points from 84% of services in 2021 to 82% of services reporting vacancies in 2022. This was significantly above the national average for all care services of 49%.
 - 89% of private services and 71% of voluntary or not for profit services reported having vacancies.
 - There were no local authority areas with a significantly higher proportion of services with vacancies than the national average for this service type.
- The proportion of mainstream school accommodation services reporting vacancies increased 5 percentage points from 24% of services in 2021 to 29% of services in 2022 (this was an increase of 1 service reporting having at least one vacancy). This was significantly below the national average for all care services of 49%.
 - 100% of private services, 29% of public services and 25% of voluntary or not for profit services reported having vacancies.
 - There were no local authority areas with a significantly lower proportion of services with vacancies than the national average for this service type.

Non-residential services

- The proportion of daycare of children services increased 1 percentage point, up from 31% of services in 2021 to 32% of services in 2022. This was significantly below the national average for all care services of 49%.
 - 40% of private services (significantly higher than the average for this service type), 30% of public services and 24% of voluntary or not for profit services (significantly lower than the average for this service type) reported having vacancies.
 - Scottish borders (16% of services), South Ayrshire (17%), North Ayrshire (18%), Dumfries and Galloway (19%) Highland and Argyll and Bute (both 21% of services) and Falkirk (22% of services) all had a significantly lower proportion of services with vacancies than the national average for this service type.
- Fostering services remained unchanged from 2021 at 48% of services in 2022.
 - 50% of public services and 46% of voluntary or not for profit services reported having vacancies.
- Adoption services with vacancies decreased 6 percentage points, down from 39% of services in 2021 to 33% of services in 2022.

- 33% of public services and 33% of voluntary or not for profit services reported having vacancies.
- The proportion of childcare agency services with vacancies decreased 7 percentage points, down from 7% of services in 2021 to 0% of services in 2022. This was significantly below the national average for all care services of 49%.
 - 0% of private services and 0% of voluntary or not for profit services reported having vacancies.
 - There were no local authority areas with a significantly lower proportion of services with vacancies than the national average for this service type.

Analysis by local authority area (Table 1e and 1f)

The local authority areas with the highest proportions of services with vacancies at 31 December 2022 were:

- East Dunbartonshire (60%, up 3 percentage points from 2021)
- Edinburgh (59%, up 2 percentage points from 2021)
- Dundee (57%; up 4 percentage points from 2021)
- Clackmannanshire (57%; up 5 percentage points from 2021)
- North Lanarkshire (57%; up 14 percentage points from 2021).

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

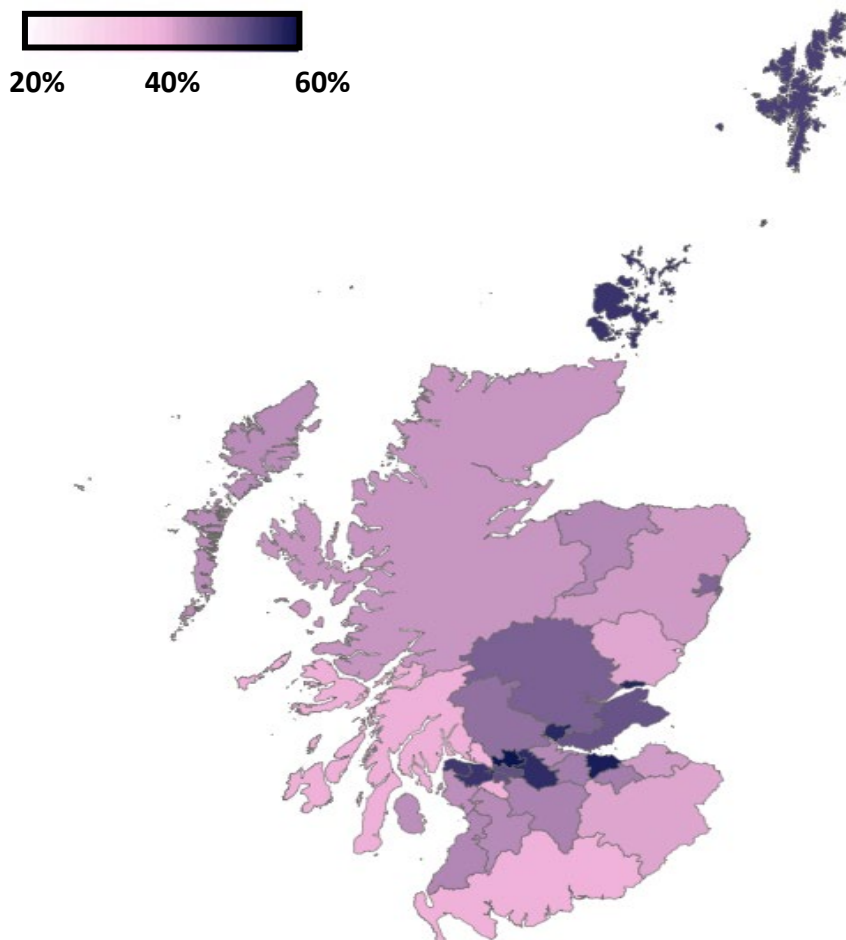


Figure 1 shows the percentage of services reporting staff vacancies by local authority area. The darker the shade, the higher the percentage of services reporting vacancies.

Of all the local authority areas, East Dunbartonshire, Edinburgh, Dundee and North Lanarkshire had a significantly higher proportion of services with vacancies than the national average for all care services (49% of services).

In East Dunbartonshire, no care service types had a significantly higher proportion of services with vacancies than the average for services in East Dunbartonshire (60%).

In Edinburgh, care homes for older people (84% of services), care at home services (76%), and housing support services (73% of services) had a significantly higher proportion of services with vacancies than the average for services in Edinburgh (59%).

In Dundee, housing support services (72% of services) had a significantly higher proportion of services with vacancies than the average for services in Dundee (57%).

In North Lanarkshire, care at home services (100%), care homes for older people (81% of services) and housing support services (80% of services) had a significantly higher proportion of services with vacancies than the average for services in North Lanarkshire (57%).

The local authority areas with the lowest proportions of services with vacancies at 31 December 2022 were:

- West Dunbartonshire (40%, down 4 percentage points from 2021)
- East Renfrewshire (40%, down 5 percentage points from 2021)
- Dumfries and Galloway (40%, down 5 percentage points from 2021)
- Argyll and Bute (40%, down 4 percentage points from 2021).

Of all the local authority areas, Dumfries and Galloway, Argyll and Bute, Aberdeenshire and Highland had a significantly lower proportion of services with vacancies than the national average for all care services (49%). For these local authority areas, only daycare of children services had a significantly lower proportion of services with vacancies than the average for services in these local authority areas.

In 21 out of 32 local authority areas (66%) the proportions of services with vacancies increased between 2021 and 2022. The following local authority areas saw the biggest increases (in percentage points).

- Orkney up 16 percentage points (from 40% in 2021 to 56% in 2022).
- North Lanarkshire up 14 percentage points (from 43% in 2021 to 57% in 2022).
- Fife up 8 percentage points (from 44% in 2021 to 52% in 2022).

In 11 out of 32 local authority areas (34%) the proportions of services with vacancies decreased between 2021 and 2022. The following local authority areas saw the biggest decreases (in percentage points).

- East Ayrshire down 8 percentage points (from 53% in 2021 to 45% in 2022).
- Na h-Eileanan Siar down 5 percentage points (from 50% in 2021 to 45% in 2022).
- East Renfrewshire down 5 percentage points (from 45% in 2021 to 40% in 2022).
- Dumfries and Galloway down 5 percentage points (from 45% in 2021 to 40% in 2022).
- Falkirk down 5 percentage points (from 50% in 2021 to 45% in 2022).

Rate of whole time equivalent (WTE) vacancies

The rate of WTE vacancies was calculated by dividing the number of WTE vacancies by the WTE number of staff plus the WTE vacancies at the 31 December of the given year. Some services were not able to provide this information accurately and as such we excluded some data where we found it to be inaccurate (see 'Sources and uses of data in this report' for details). Ultimately, this resulted in 94% of services that provided WTE data being analysed. The WTE data used in this report differs from that used in the SSSC Workforce Data report⁴ which uses imputation to fix errors or missing values.

Service type analysis (Table 1g – 1i)

At 31 December 2022, the rate of WTE vacancies for all services in Scotland was 8.7% up from 8.1% in 2021.

Adult services

Services where care is provided at place of residence

- The rate of WTE vacancies in care at home services increased from 11.1% in 2021 to 12.2% in 2022. This was significantly above the national average for all care services of 8.7%.
 - The rate of WTE vacancies was 13.3% in private services (significantly higher than the average for this service type), 11.8% in voluntary or not for profit services and 11.1% in public services.
 - Orkney (29.8%), West Dunbartonshire (24.0%), Dundee (20.3%), Shetland (19.2%), Moray (15.9%) and Glasgow (15.1%) all had a significantly higher rate of WTE vacancies than the national average for this service type.
- Housing support services increased from 9.8% in 2021 to 11.0% in 2022. This was significantly above the national average for all care services of 8.7%.
 - The rate of WTE vacancies was 13.7% in private services (significantly higher than the average for this service type), 10.3% in voluntary or not for profit services (significantly lower than the average for this service

⁴ Scottish Social Service Sector: Report on 2022 Workforce Data – Scottish Social Services Council

- type) and 10.2% in public services (significantly lower than the average for this service type).
 - Orkney (18.3%), East Lothian (16.6%), Moray (14.6%), Falkirk (14.5%), Dundee (14.4%), Argyll & Bute (14.1%), Fife (13.1%), and Edinburgh (12.9%) all had a significantly higher rate of WTE vacancies than the national average for this service type.
- For care homes for older people, the percentage increased from 7.6% in 2021 to 8.2% in 2022.
 - The rate of WTE vacancies was 10.9% in public services (significantly higher than the average for this service type), 9.4% in voluntary or not for profit services (significantly higher than the average for this service type) and 7.6% in private services (significantly lower than the average for this service type).
- The rate of WTE vacancies in care homes for adults increased from 10.1% in 2021 to 10.2% in 2022.
 - The rate of WTE vacancies was 12.2% in public services, 11.3% in voluntary or not for profit services and 8.3% in private services (significantly lower than the average for this service type).
- The rate of WTE vacancies in offender accommodation services decreased from 6.8% in 2021 to 5.4% in 2022.
 - The rate of WTE vacancies was 15.9% in public services and 3.7% in voluntary or not for profit services.

Non-residential services

- Support services other than care at home (adult day care services) reported an increased rate up from 8.6% in 2021 to 9.7% in 2022.
 - The rate of WTE vacancies was 11.3% in private services, 11.2% in public services (significantly higher than the average for this service type) and 7.4% in voluntary or not for profit services (significantly lower than the average for this service type).
- The rate of WTE vacancies in nurse agency services decreased from 36.3% in 2021 to 19.6% in 2022. This was significantly above the national average for all care services of 8.7%.
 - The rate of WTE vacancies was 34.0% in voluntary or not for profit services (significantly higher than the average for this service type) and 18.7% in private services.
 - Fife (76.6%), Perth and Kinross (68.9%) and Moray (55.8%) all had a significantly higher rate of WTE vacancies than the national average for this service type.
 - Nurse agency services had a high rate of WTE vacancies. This is likely due to the specific operating model of this service type. Nurse agency services source and supply care workers on behalf of third parties so while the core staff required to operate the agencies can be relatively small, the staff pool they attempt to recruit for can be substantially larger. This resulted in a rate of WTE vacancies that was much higher than other service types.
- Adult placement services had a decrease in the rate of WTE vacancies down from 10.5% in 2021 to 10.3% in 2022.

- The rate of WTE vacancies was 19.5% in voluntary or not for profit services and 6.2% in public services.

Services for children and young people

Services where care is provided at place of residence

- Care homes for children and young people had a decrease in the rate of WTE vacancies decreasing from 7.9% in 2021 to 7.4% in 2022.
 - The rate of WTE vacancies was 9.2% in private services (significantly higher than the average for this service type), 8.3% in voluntary or not for profit services and 5.2% in public services (significantly lower than the average for this service type).
- Secure accommodation services' rate of WTE vacancies increased from 5.1% in 2021 to 10.0% in 2022.
 - The rate of WTE vacancies was 25.7% in public services and 9.5% in voluntary or not for profit services.
- Residential special school accommodation services remained unchanged from 2021 at 7.2% in 2022.
 - The rate of WTE vacancies was 12.2% in private services (significantly higher than the average for this service type) and 5.5% in voluntary or not for profit services (significantly lower than the average for this service type).
- The rate of WTE vacancies in mainstream school accommodation services increased from 1.6% in 2021 to 1.8% in 2022.
 - The rate of WTE vacancies was 3.6% in private services, 2.5% in public services and 1.5% in voluntary or not for profit services.

Non-residential services

- The rate of WTE vacancies in daycare of children services remained unchanged from 2021 at 4.9% in 2022. This was significantly below the national average for all care services of 8.7%.
 - The rate of WTE vacancies was 6.2% in voluntary or not for profit services (significantly higher than the average for this service type), 5.7% in private services (significantly higher than the average for this service type), and 4.1% in public services (significantly lower than the average for this service type).
 - North Ayrshire, South Ayrshire (both 1.9%), West Dunbartonshire, Falkirk (both 2.4%), East Ayrshire (2.5%), South Lanarkshire (2.7%) and East Renfrewshire (2.9%) all had a significantly lower rate of WTE vacancies than the national average for this service type.
- The rate of WTE vacancies in fostering services increased from 5.5% in 2021 to 5.9% in 2022.
 - The rate of WTE vacancies was 6.6% in public services and 5.1% in voluntary or not for profit services.
- The rate of WTE vacancies in adoption services decreased from 5.7% in 2021 to 4.3% in 2022.
 - The rate of WTE vacancies was 4.9% in public services and 1.9% in voluntary or not for profit services.

- The rate of WTE vacancies in childcare agency services decreased from 24.9% in 2021 to 0.0% in 2022.
 - The rate of WTE vacancies was 0.0% in private services and 0.0% in voluntary or not for profit services.

Analysis by local authority area (Table 1j and 1k)

The local authority areas with the highest rates of WTE vacancies at 31 December 2022 were:

- Orkney (15.1% in 2022, up from 9.9% in 2021)
- East Lothian (11.2% in 2022, down from 11.8% in 2021)
- Shetland (11.0% in 2022, up from 10.0% in 2021).

Figure 2: Rate of WTE vacancies by local authority area

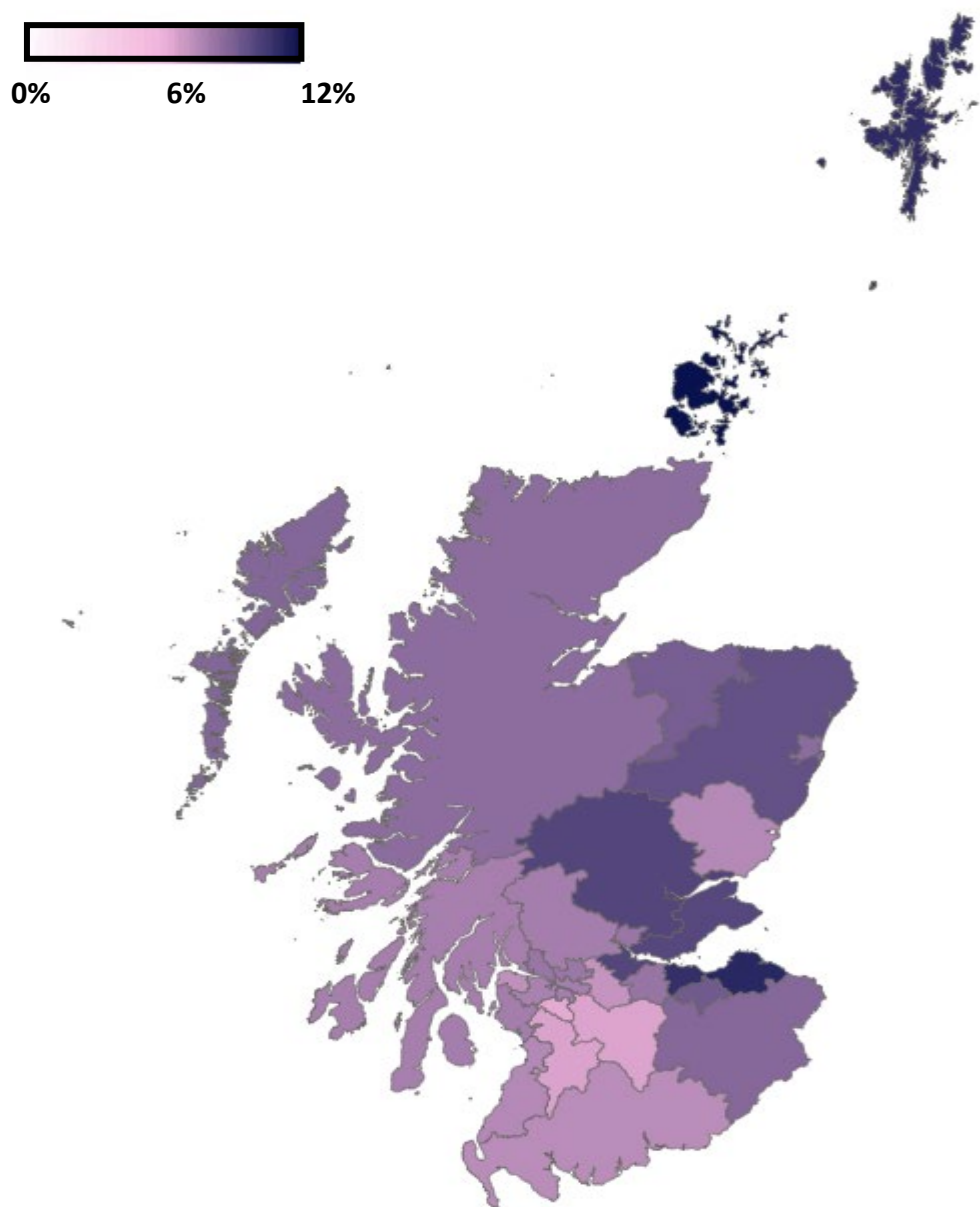


Figure 2 shows the rate WTE vacancies by local authority area. The darker the shade, the higher the rate of WTE vacancies.

Of all the local authority areas, Orkney, East Lothian, Shetland, Edinburgh, Dundee, Perth and Kinross, Falkirk, Fife, and Aberdeenshire all had a significantly higher rate of WTE vacancies than the national average for all care services (8.7% of services).

In all these areas except Perth and Kinross and Fife, no care service types had a significantly higher rate of WTE vacancies than the average for services in the local authority area.

In Perth and Kinross and Fife, nurse agency services (68.9% and 76.6% respectively) had a significantly higher rate of WTE vacancies than the average for services in Perth and Kinross (10.1%) and Fife (10.0%).

The local authority areas with the lowest rates of WTE vacancies at 31 December 2022 were:

- East Renfrewshire (6.3% in 2022, down from 7.0% in 2021)
- South Lanarkshire (6.6% in 2022, down from 6.7% in 2021)
- East Ayrshire (6.6% in 2022, up from 5.9% in 2021).

Of all the local authority areas, East Renfrewshire, South Lanarkshire, East Ayrshire, North Lanarkshire, Inverclyde, Dumfries and Galloway, South Ayrshire, Renfrewshire, and Glasgow had a significantly lower rate of WTE vacancies than the national average for all care services (8.7%).

In all these areas except South Lanarkshire and Glasgow, no care service types had a significantly lower rate of WTE vacancies than the average for services in the local authority area.

In South Lanarkshire and Glasgow, daycare of children services (2.7% and 4.7% respectively) had a significantly lower rate of WTE vacancies than the average for services in South Lanarkshire (6.6%) and Glasgow (7.9%).

In 21 out of 32 local authority areas (66%), the rate of WTE vacancies increased between 2021 and 2022. The following local authority areas saw the biggest increases (in percentage points).

- Orkney up 5.2 percentage points (from 9.9% in 2021 to 15.1% in 2022)
- Aberdeenshire up 2.3 percentage points (from 7.4% in 2021 to 9.7% in 2022)
- Moray up 2.2 percentage points (from 7.0% in 2021 to 9.2% in 2022).

In 11 out of 32 local authority areas (34%) the rate of WTE vacancies decreased between 2021 and 2022. The following local authority areas saw the biggest decreases (in percentage points).

- Argyll and Bute down 1.6 percentage points (from 9.6% in 2021 to 8.0% in 2022).

- Clackmannanshire down 1.6 percentage points (from 9.9% in 2021 to 8.3% in 2022).
- Aberdeen down 1.1 percentage points (from 9.7% in 2021 to 8.6% in 2022).

Nursing vacancies (Table 1l)

The percentage of services reporting vacancies has only been calculated for those services employing nurses. In the most recent annual return, 61% of services (where services employ nurses) stated that they had nursing vacancies at 31 December 2022. This was an increase of 1 percentage point on the proportion of services with vacancies at 31 December 2021 (60%).

Service type analysis (Table 1m – 1o)

- Care homes for older people had 65% of services reporting nursing vacancies, up 1 percentage point from 2021. This was significantly higher than the national average for all care services of 61%.
 - 67% of private services, 43% of voluntary or not for profit services (significantly lower than the average for this service type), and 33% of public services reported having nursing vacancies.
 - Glasgow (83%) and Fife (82%) had a significantly higher proportion of services reporting nursing vacancies than the national average for this service type.
- Care homes for adults had 39% of services reporting nursing vacancies, down 12 percentage points from 2021.
 - 100% of public services, 50% of voluntary or not for profit services, and 34% of private services reported having nursing vacancies.
- Nurse agency services had 68% of services reporting nursing vacancies, up 16 percentage points from 2021.
 - 100% of voluntary or not for profit services and 66% of private services reported having nursing vacancies.

Analysis by local authority area (Table 1p and 1q)

The local authority areas with the highest rates of services with nursing vacancies at 31 December 2022 were:

- West Dunbartonshire (100% in 2022, up from 86% in 2021)
- Midlothian (83% in 2022, unchanged from 2021)
- Glasgow (77% in 2022, up from 68% in 2021).

West Dunbartonshire (100%) and Glasgow (77%) had a significantly higher rate of services with nursing vacancies than the national average for all care services (61% of services). In both areas, no care service types had a significantly higher rate of services with nursing vacancies than the average for services in these areas.

Other than Shetland and Orkney which both reported no services employing nurses, the local authority areas with the lowest proportions of services with nursing vacancies at 31 December 2022 were:

- Scottish Borders (36% in 2022, down from 45% in 2021)

- East Renfrewshire (38% in 2022, down from 67% in 2021)
- Aberdeenshire (39% in 2022, down from 67% in 2021).

Aberdeenshire (39% of services) had a significantly lower rate of services with nursing vacancies than the national average for all care services (61% of services). There were no service types where the proportion of services reporting nursing vacancies was significantly below the average for services in the local authority area (39% of services).

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

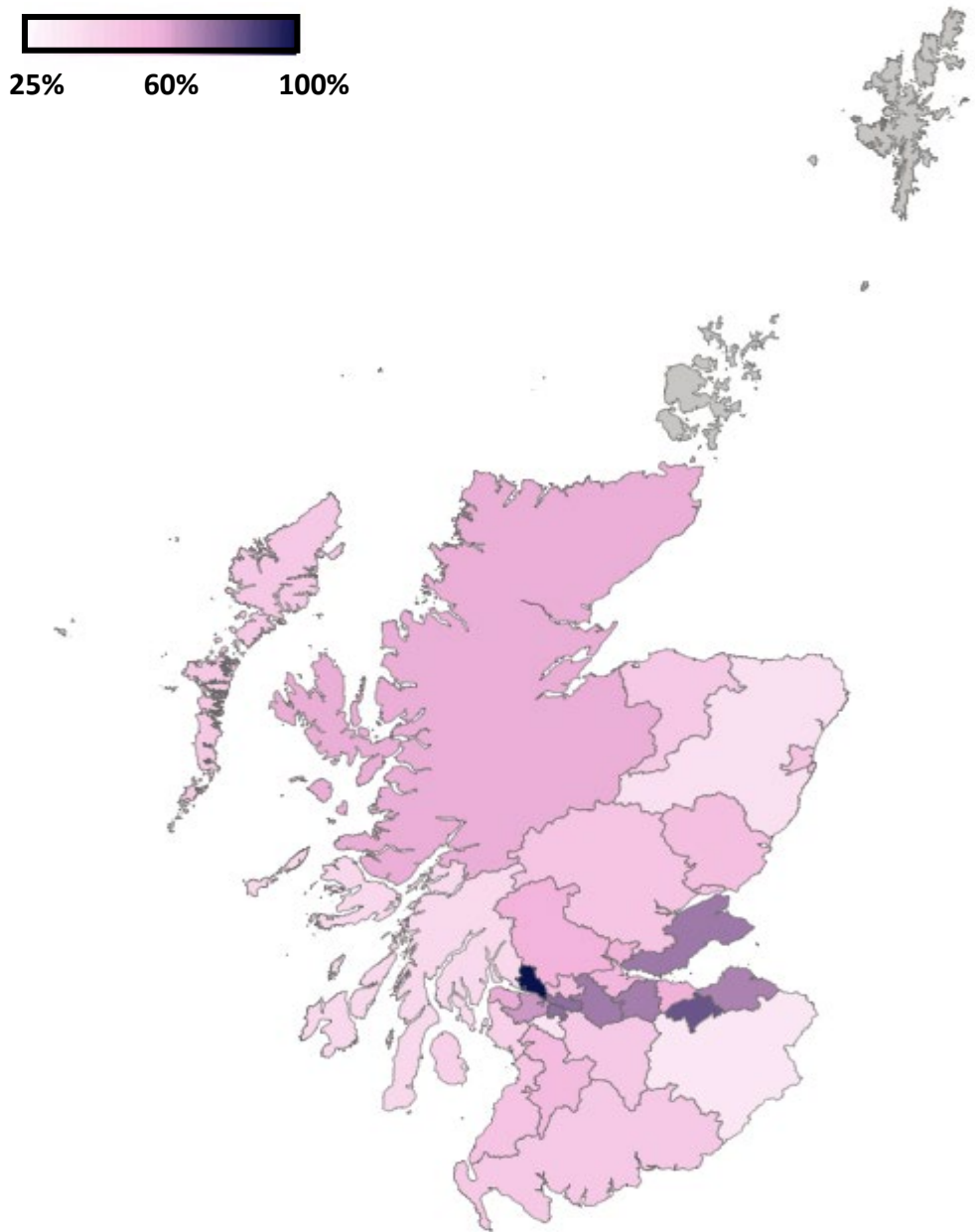


Figure 3 shows the percentage of services reporting nursing vacancies by local authority area. The darker the shade, the higher the percentage of services reporting nursing vacancies.

Rate of whole time equivalent (WTE) nursing vacancies

The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year for services employing nurses. 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 96% of services that provided nursing WTE data and where nursing vacancies were applicable, being analysed below.

Service type analysis (Table 1r – 1t)

At 31 December 2022, the rate of WTE nursing vacancies for all applicable services (where services employ nurses) in Scotland was 17.4% up from 16.2% in 2021.

- The rate of WTE nursing vacancies in care homes for adults was 41.7% up from 17.9% in 2021. This was significantly higher than the national average (17.4%).
 - The rate of WTE nursing vacancies was 44.1% of private services, 21.4% of public services, and 28.3% of voluntary or not for profit services.
 - There were no local authority areas with a significantly higher rate of WTE nursing vacancies than the national average for this service type.
- The rate of WTE nursing vacancies in care homes for older people was 16.1% down from 16.2% in 2021.
 - The rate of WTE nursing vacancies was 16.3% of private services, 14.3% of public services, and 10.7% of voluntary or not for profit services (significantly lower than the average for this service type).

Analysis by local authority area (Table 1u and 1v)

The local authority areas with the highest rates of WTE nursing vacancies at 31 December 2022 were:

- West Dunbartonshire (77.1% in 2022, up from 17.5% in 2021)
- North Ayrshire (49.8% in 2022, up from 14.5% in 2021)
- Falkirk (30.8% in 2022, up from 25.7% in 2021).

West Dunbartonshire (77.1%), North Ayrshire (49.8%) and Glasgow (29.9%) had a significantly higher rate of WTE nursing vacancies than the national average (17.4%). For all areas there were no service types that had a significantly higher rate of WTE nursing vacancies than the local authority average.

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

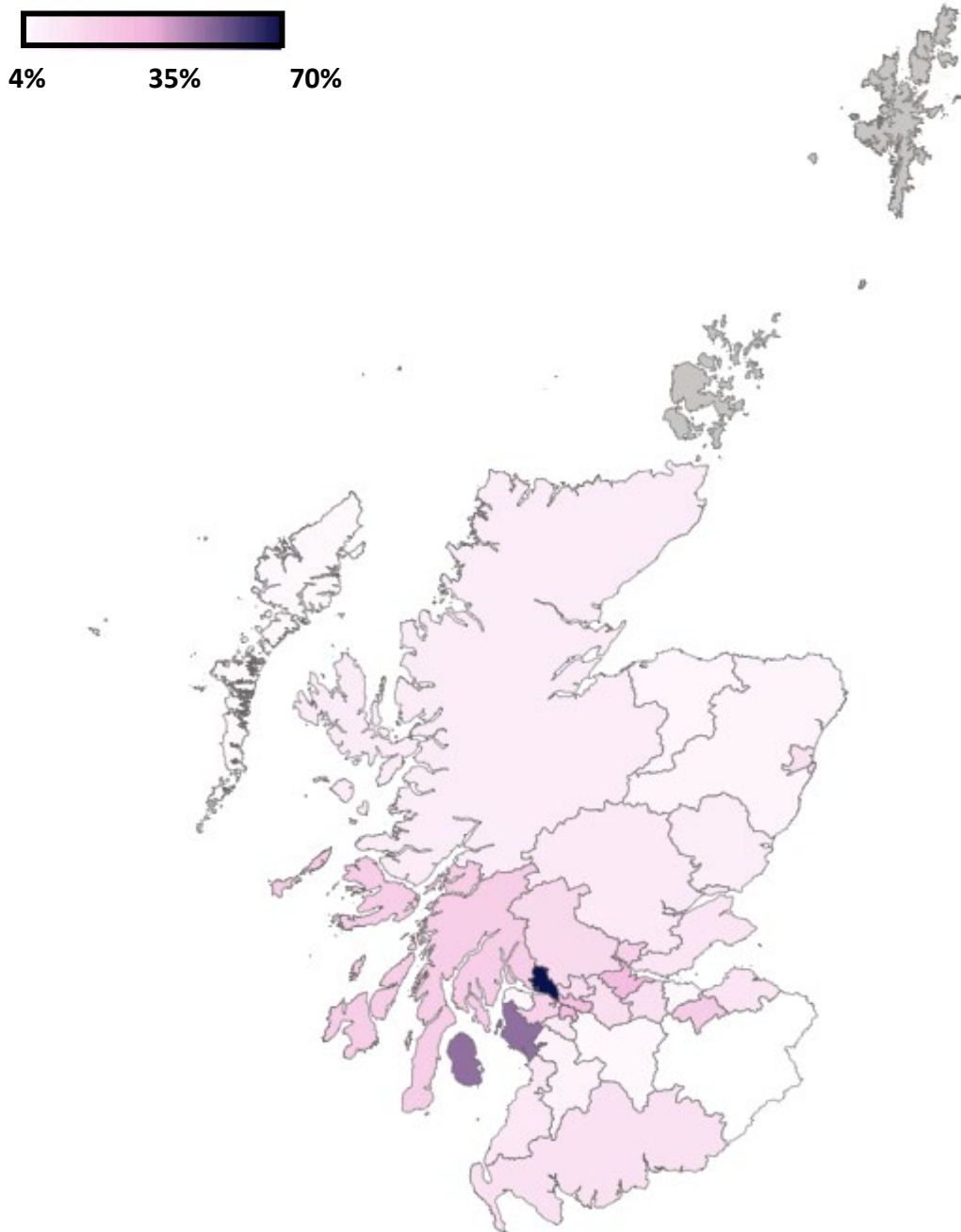


Figure 4 shows the rate of WTE nursing vacancies by local authority area. The darker the shade, the higher the rate of WTE nursing vacancies.

Services that reported problems filling vacancies

Overall problems filling vacancies (Table 2)

Of the services that answered 'Yes' or 'No' to whether they had problems filling a vacancy (irrespective of whether they had a vacancy on 31 December 2022), 63% reported that they found it hard to fill vacancies in 2022. The number of services that found it hard to fill vacancies increased, up 5 percentage points from 58% in 2021 and up 20 percentage points from 43% in 2020.

Reasons reported by services that vacancies were hard to fill (Tables 3a – 3d)

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

- applicants in general (71%, up 4 percentage points from 2021)
- applicants with experience (60%, up 3 percentage points from 2021)
- qualified applicants (51%, up 1 percentage point from 2021).

Additional reasons services gave were competition from other service providers (44%, up 1 percentage point from 2021) and candidates were unable to work the required hours (35%, up 2 percentage points from 2021).

In addition to providing information on any reasons for vacancies being hard to fill, services were also asked to provide the main reason why they thought it was hard to fill vacancies. Not having enough or appropriate applicants applying was the overall main theme given by services for vacancies being difficult to fill, accounting for 63% of main reasons given (unchanged from 2021). The issue with applicants can be further broken down into three main groups; 34% reported that there were too few applicants applying for roles (down 3 percentage points from 2021), 15% reported that there were too few applicants with the required experience (up 1 percentage point from 2021) and 13% reported that there were too few qualified applicants (unchanged from 2021). Competition for employees overall remained unchanged from 15% in 2021. The issue with competition can be further split; 9% reported that the competition was from other service providers (down 1 percentage point from 2021) and 6% reported that the competition was from other types of work (other industries) (up 1 percentage point from 2021).

Service type analysis (Table 2b – 2d)

Adult services

Services where care is provided at place of residence

- Care at home services decreased 3 percentage points from 81% in 2021, to 78% of services in 2022 reporting that vacancies were hard to fill. This was significantly above the national average for all care services of 63%.
 - 88% of private services (significantly higher than the average for this service type), 73% of voluntary or not for profit services and 57% of public services (significantly lower than the average for this service type) reported vacancies were hard to fill.

- The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few applicants (78%) compared to 71% for all service types.
 - Competition from other service providers (52%) compared to 44% for all service types.
 - Candidates unable to work the hours needed (51%) compared to 35% for all service types.
 - Competition from other types of work (50%) compared to 31% for all service types.
- Fife (96%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care at home services (78%).
- Care homes for older people increased 3 percentage points from 74% in 2021, to 77% of services in 2022 reporting that vacancies were hard to fill. This was significantly above the national average for all care services of 63%.
 - 86% of voluntary or not for profit services, 83% of public services and 75% of private services reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Competition from other types of work (36%) compared to 31% for all service types.
 - Other reason (32%) compared to 26% for all service types.
 - East Dunbartonshire (100%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for care homes for older people (77%).
- Housing support services increased 4 percentage points from 73% in 2021, to 77% of services in 2022 reporting that vacancies were hard to fill. This was significantly above the national average for all care services of 63%.
 - 85% of private services (significantly higher than the average for this service type), 77% of voluntary or not for profit services and 65% of public services (significantly lower than the average for this service type) reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few applicants (80%) compared to 71% for all service types.
 - Competition from other service providers (60%) compared to 44% for all service types.
 - Candidates unable to work the hours needed (47%) compared to 35% for all service types.
 - Competition from other types of work (52%) compared to 31% for all service types.
 - Cost of living in the area is too high (20%) compared to 12% for all service types.
 - Other reason (32%) compared to 26% for all service types.
 - Edinburgh (85%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for housing support services (77%).
- Care homes for adults increased 4 percentage points from 65% in 2021, to 69% of services in 2022 reporting that vacancies were hard to fill.

- 72% of public services, 70% of voluntary or not for profit services and 64% of private services reported vacancies were hard to fill.
- The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Competition from other service providers (56%) compared to 44% for all service types.
 - Competition from other types of work (44%) compared to 31% for all service types.
 - Cost of living in the area is too high (20%) compared to 12% for all service types.
- Offender accommodation services increased 20 percentage points from 60% in 2021, to 80% of services in 2022 reporting that vacancies were hard to fill (in real terms this was 4 out of 5 services reporting that vacancies were hard to fill).
 - 100% of public services and 75% of voluntary or not for profit services reported vacancies were hard to fill.
 - There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.

Non-residential services

- Support services other than care at home (adult day care services) increased 11 percentage points from 40% in 2021, to 51% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 58% of voluntary or not for profit services, 47% of public services and 36% of private services reported vacancies were hard to fill.
 - There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
 - North Ayrshire, Na h-Eileanan Siar, Inverclyde (all 0%), Dumfries and Galloway (13%) and Renfrewshire (14%) were significantly below the national average of 51% for support services other than care at home services for reporting that vacancies were hard to fill.
- Nurse agency services increased 1 percentage point from 60% in 2021, to 61% of services in 2022 reporting that vacancies were hard to fill.
 - 100% of voluntary or not for profit services and 58% of private services reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Competition from other service providers (62%) compared to 44% for all service types.
 - Cannot afford wage demands (35%) compared to 17% for all service types.
- Adult placement services increased 16 percentage points from 13% in 2021, to 29% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 38% of voluntary or not for profit services and 25% of public services reported vacancies were hard to fill.

- There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
- There were no local authority areas where the proportion of services reporting that vacancies were hard to fill was significantly below the average for the overall service type.

Services for children and young people

Services where care is provided at place of residence

- Care homes for children and young people increased 4 percentage points from 48% in 2021, to 52% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 72% of voluntary or not for profit services (significantly higher than the average for this service type), 54% of private services and 35% of public services (significantly lower than the average for this service type) reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few applicants with experience (69%) compared to 60% for all service types.
 - Too few qualified applicants (63%) compared to 51% for all service types.
 - North Ayrshire (18%) and Glasgow (25%) had a proportion of services with vacancies that were hard to fill that was significantly below the average for this service type (52%).
- Secure accommodation services remained unchanged from 2021 at 100% of services reporting that vacancies were hard to fill in 2022. However, in real terms this is only 5 services.
 - 100% of public services and 100% of voluntary or not for profit services reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few qualified applicants (100%) compared to 51% for all service types.
- Residential special schools increased 3 percentage points from 72% in 2021, to 75% of services in 2022 reporting that vacancies were hard to fill.
 - 79% of voluntary or not for profit services and 72% of private services reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few applicants with experience (83%) compared to 60% for all service types.
- Mainstream school accommodation services increased 5 percentage points from 22% in 2021, to 27% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 29% of public services, 29% of voluntary or not for profit services and 0% of private services reported vacancies were hard to fill.

- There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
- There were no local authority areas where the proportion of such services reporting that vacancies were hard to fill was significantly below the average for the overall service type.

Non-residential services

- Daycare of children services increased 5 percentage points from 49% in 2021, to 54% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 76% of private services (significantly higher than the average for this service type), 61% of voluntary or not for profit services (significantly higher than the average for this service type) and 37% of public services (significantly lower than the average for this service type) reported vacancies were hard to fill.
 - The below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few qualified applicants (65%) compared to 51% for all service types.
 - Too few applicants with experience (65%) compared to 60% for all service types.
 - Cannot afford wage demands (21%) compared to 17% for all service types.
 - Inverclyde (14%), East Ayrshire (28%), West Dunbartonshire (30%), South Lanarkshire, South Ayrshire (both 36%), Scottish Borders (38%), Dumfries and Galloway and Falkirk (both 39%) 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 54%.
- Childcare agency services decreased 15 percentage points from 55% in 2021, to 40% of services in 2022 reporting that vacancies were hard to fill.
 - 100% of voluntary or not for profit services and 25% of private services reported vacancies were hard to fill.
 - There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
- Fostering services increased 13 percentage points from 31% in 2021, to 44% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.
 - 52% of voluntary or not for profit services and 39% of public services reported vacancies were hard to fill.
 - There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
 - There were no local authority areas where the proportion of such services reporting that vacancies were hard to fill was significantly below the average for these overall service types.
- Adoption services increased 10 percentage points from 27% in 2021, to 37% of services in 2022 reporting that vacancies were hard to fill. This was significantly below the national average for all care services of 63%.

- 40% of public services and 20% of voluntary or not for profit services reported vacancies were hard to fill.
- There were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this service type.
- There were no local authority areas where the proportion of such services reporting that vacancies were hard to fill was significantly below the average for these overall service types.

Analysis by local authority area (Table 2e and 2f)

The local authority areas with the highest proportions of services reporting that vacancies were hard to fill at 31 December 2022 were:

- East Dunbartonshire (78%, up 8 percentage points from 2021)
- Edinburgh (75%, up 6 percentage points from 2021)
- Orkney (73%, up 4 percentage points from 2021).

Of all the local authority areas, East Dunbartonshire (78%), Edinburgh (75%), Perth and Kinross (69%) and Fife (68%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the national average for all care services of 63%.

In East Dunbartonshire:

- care homes for older people (100%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in East Dunbartonshire (78%)
- there were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this local authority area.

In Edinburgh:

- care homes for older people (86%) and housing support services (85%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Edinburgh of 75%
- the below reported reasons were significantly higher than the national average for why vacancies were hard to fill.
 - Too few applicants with experience (68%) compared to 60% for all service types.
 - Too few qualified applicants (57%) compared to 51% for all service types.
 - Candidates unable to work the hours needed (41%) compared to 35% for all service types.
 - Cost of living in the area is too high (18%) compared to 12% for all service types.

In Perth and Kinross:

- care homes for older people (85%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Perth and Kinross (69%)
- there were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this local authority area.

In Fife:

- care at home services (96%) and housing support services (85%) had a significantly higher proportion of services reporting that vacancies were hard to fill than the average for services in Fife of 68%
- there were no reported reasons that were significantly higher than the national average for why vacancies were hard to fill for this local authority area.

The local authority areas with the lowest proportions of services reporting that vacancies were hard to fill at 31 December 2022 were:

- Inverclyde (44%, down 4 percentage points from 2021)
- West Dunbartonshire (50%, up 2 percentage points from 2021)
- North Ayrshire (50%, up 3 percentage points from 2021)
- Na h-Eileanan Siar (50%, down 4 percentage points from 2021).

Of all the local authority areas, Inverclyde (44%), West Dunbartonshire, North Ayrshire, Na h-Eileanan Siar (all 50%), East Ayrshire (52%) and South Lanarkshire and Dumfries and Galloway (both 54%) each had a significantly lower proportion of services reporting that vacancies were hard to fill than the national average for all care services of 63%.

In Inverclyde (14%), West Dunbartonshire (30%), East Ayrshire (28%), South Lanarkshire (36%) and Dumfries and Galloway (39%), daycare of children services had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in those local authority areas.

In Inverclyde, Na h-Eileanan Siar, North Ayrshire (all 0%) and Dumfries and Galloway (13%), support services other than care at home (adult day care services) had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in those local authority areas.

In North Ayrshire, care homes for children and young people (18%), had a significantly lower proportion of services reporting that vacancies were hard to fill than the average for services in North Ayrshire (50%).

In 27 out of 32 local authority areas (84%), the proportions of services reporting that vacancies were hard to fill increased between 2021 and 2022. The following local authority areas saw the largest increases (in percentage points).

- Midlothian – up 10 percentage points (from 59% to 69%).
- North Lanarkshire – up 10 percentage points (from 57% to 67%).
- Angus – up 10 percentage points (from 50% to 60%).

In 5 out of 32 local authority areas (16%), the proportions of services reporting that vacancies were hard to fill decreased between 2021 and 2022. The following local authority areas saw the largest increases (in percentage points).

- Inverclyde – down 4 percentage points (from 48% to 44%).
- Na h-Eileanan Siar – down 4 percentage points (from 54% to 50%).
- East Renfrewshire – down 4 percentage points (from 69% to 65%).

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

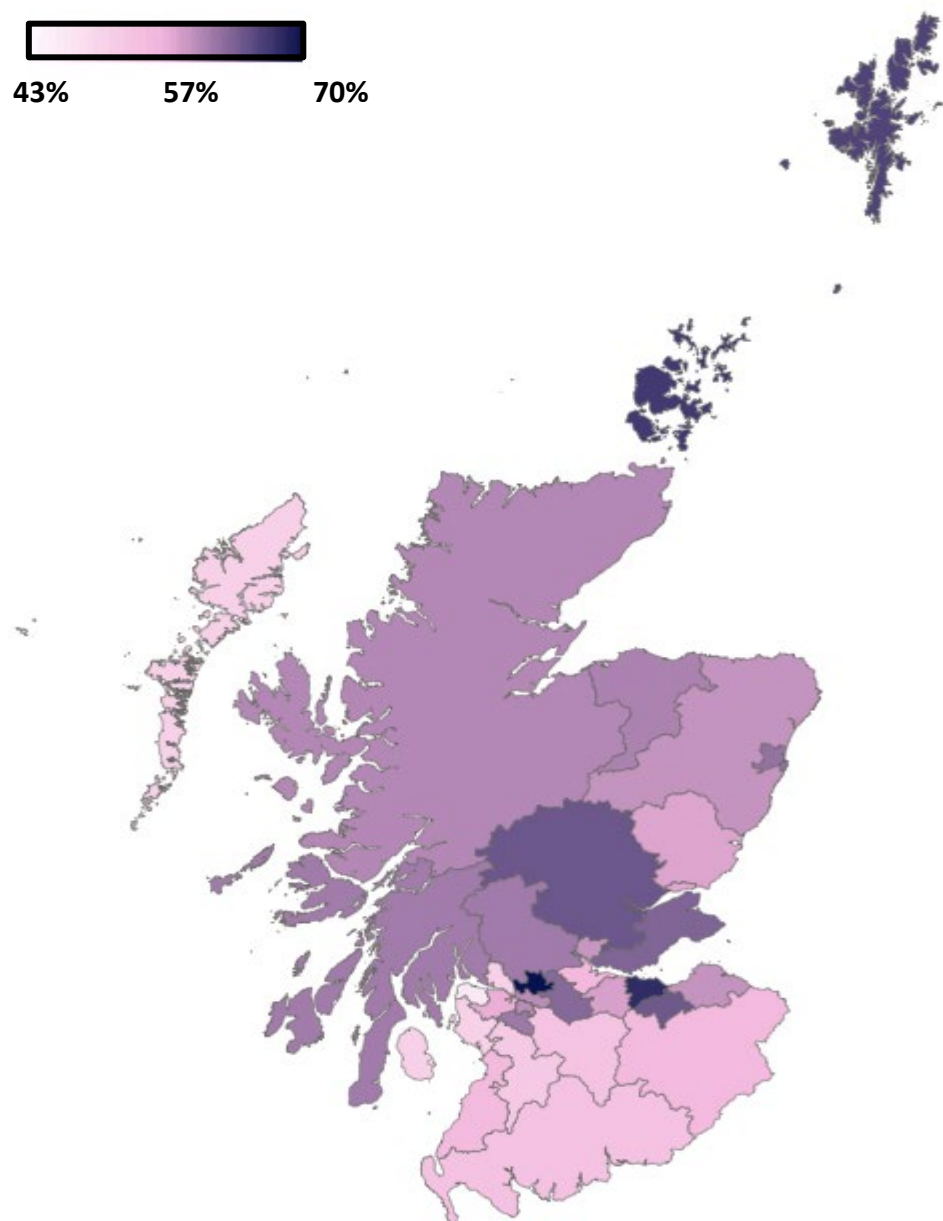


Figure 5 shows the percentage of services reporting that vacancies were hard to fill by local authority area. The darker the shade, the higher the percentage of services reporting that vacancies were hard to fill.

Tables

Table 1a: Services reporting vacancies

	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Vacancies in service						
Yes	3221	3212	2427	49%	47%	36%
No	3321	3556	4285	51%	53%	64%
Total	6542	6768	6712	100%	100%	100%

This was not applicable to 70 services in 2022, 82 services in 2021 and 99 services in 2020. 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		
		2022	2021	2020	2022	2021	2020
Adoption		12	14	9	33%	39%	24%
Adult placement		7	7	4	23%	21%	12%
Care homes:	Adults	156	154	120	67%	63%	48%
	Older people	592	586	434	79%	75%	55%
	Children and young people	179	174	116	56%	54%	38%
Childcare agency		0	1	2	0%	7%	13%
Daycare of children		1052	1051	719	32%	31%	21%
Fostering		28	28	23	48%	48%	39%
Housing support		684	702	590	70%	71%	60%
Nurse agency		31	30	28	54%	45%	47%
Offender accommodation		3	3	3	60%	60%	60%
School care accommodation:	Mainstream	7	6	8	29%	24%	33%
	Residential special	27	27	21	82%	84%	66%
Secure accommodation		5	5	2	100%	100%	40%
Support services:	Care at home	287	267	199	70%	71%	59%
	Other than care at home	151	157	149	52%	45%	41%
Grand total		3221	3212	2427	49%	47%	36%

This was not applicable to 70 services in 2022, 82 services in 2021 and 99 services in 2020. These services have been excluded from the calculation above.

Table 1c: Services reporting vacancies by Care Inspectorate service type and sector

Service type	Subtype	Private		Public		Voluntary or not for profit	
		2022	2021	2022	2021	2022	2021
Adoption		-	-	33%	40%	33%	33%
Adult placement		-	-	22%	24%	25%	13%
Care homes:	Adults	65%	63%	79%	65%	67%	62%
	Older people	76%	72%	89%	88%	85%	79%
	Children and young people	55%	57%	49%	41%	68%	70%
Childcare agency		0%	10%	-	0%	0%	0%
Daycare of children		40%	38%	30%	30%	24%	23%
Fostering		-	-	50%	48%	46%	48%
Housing support		80%	79%	67%	63%	68%	69%
Nurse agency		52%	42%	-	-	100%	100%
Offender accommodation		-	-	100%	100%	50%	50%
School care accommodation:	Mainstream	100%	-	29%	29%	25%	22%
	Residential special	89%	89%	-	-	71%	77%
Secure accommodation		-	-	100%	100%	100%	100%
Support services:	Care at home	75%	72%	73%	81%	59%	65%
	Other than care at home	29%	27%	62%	58%	45%	33%
Grand total		58%	55%	40%	39%	50%	49%

This was not applicable to 70 services in 2022 and 82 services in. These services have been excluded from the calculation above.

Table 1d: Services reporting vacancies by SSSC service type

Service type	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Adoption	12	14	9	33%	39%	24%
Adult day care	151	157	149	52%	45%	41%
Adult placement service	7	7	4	23%	21%	12%
Care homes for adults	748	739	554	76%	72%	53%
Childcare agency	0	1	2	0%	7%	13%
Day care of children	1046	1049	717	32%	31%	21%
Fostering	28	28	23	48%	48%	39%
Housing support/care at home	970	969	787	70%	71%	60%
Nurse agency	31	30	28	54%	45%	47%
Offender accommodation	3	3	3	60%	60%	60%
Residential childcare	210	206	139	59%	57%	41%
School care accommodation	7	6	8	29%	24%	33%
Grand total	3213	3208	2423	49%	48%	36%

This was not applicable to 70 services in 2022, 82 services in 2021 and 99 services in 2020. These services have been excluded from the calculation above. Inactive services are excluded when calculating values for SSSC service types.

Table 1e: Services reporting vacancies by local authority area

Local authority area	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Aberdeen	132	149	108	50%	54%	38%
Aberdeenshire	144	146	118	43%	42%	34%
Angus	67	64	37	42%	37%	21%
Argyll and Bute	63	70	48	40%	44%	31%
Clackmannanshire	28	28	17	57%	52%	33%
Dumfries and Galloway	74	81	55	40%	45%	29%
Dundee	108	101	70	57%	53%	37%
East Ayrshire	60	71	61	45%	53%	47%
East Dunbartonshire	74	73	41	60%	57%	32%
East Lothian	64	71	49	43%	47%	33%
East Renfrewshire	41	48	32	40%	45%	31%
Edinburgh	377	377	303	59%	57%	47%
Falkirk	77	88	71	45%	50%	39%
Fife	221	194	159	52%	44%	36%
Glasgow	350	342	284	52%	49%	42%
Highland	155	160	109	44%	42%	29%
Inverclyde	53	54	38	55%	55%	41%
Midlothian	56	56	39	47%	44%	33%
Moray	55	59	55	45%	47%	43%
Na h-Eileanan Siar	26	29	21	45%	50%	36%
North Ayrshire	62	62	45	45%	42%	30%
North Lanarkshire	159	127	99	57%	43%	34%
Orkney	29	20	14	56%	40%	28%
Perth and Kinross	103	114	81	50%	53%	37%
Renfrewshire	121	110	94	56%	51%	44%
Scottish Borders	61	64	55	42%	41%	35%
Shetland	32	30	25	54%	50%	40%
South Ayrshire	66	68	42	46%	45%	30%
South Lanarkshire	154	153	110	46%	45%	33%
Stirling	57	52	41	48%	42%	33%
West Dunbartonshire	38	43	38	40%	44%	39%
West Lothian	107	102	63	47%	46%	29%
Grand total	3214	3206	2422	49%	48%	36%

This was not applicable to 70 services in 2022, 82 services in 2021 and 99 services in 2020. These services have been excluded from the calculation above. Services registered outside of Scotland have also been excluded.

Table 1f: Services reporting vacancies by local authority area and sector

Local authority area	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Aberdeen	53%	59%	39%	42%	54%	56%
Aberdeenshire	50%	50%	42%	40%	38%	38%
Angus	54%	53%	30%	26%	45%	34%
Argyll and Bute	57%	54%	36%	39%	33%	44%
Clackmannanshire	81%	71%	48%	35%	42%	57%
Dumfries and Galloway	50%	56%	30%	33%	36%	39%
Dundee	47%	42%	64%	65%	62%	53%
East Ayrshire	54%	62%	41%	46%	38%	50%
East Dunbartonshire	55%	58%	77%	67%	53%	45%
East Lothian	68%	63%	28%	38%	33%	40%
East Renfrewshire	50%	46%	18%	41%	56%	50%
Edinburgh	65%	61%	54%	55%	55%	53%
Falkirk	70%	69%	32%	39%	29%	41%
Fife	71%	60%	39%	32%	48%	42%
Glasgow	53%	53%	33%	33%	61%	55%
Highland	58%	54%	34%	34%	50%	47%
Inverclyde	57%	56%	47%	49%	63%	61%
Midlothian	65%	65%	31%	26%	45%	42%
Moray	50%	49%	43%	43%	44%	49%
Na h-Eileanan Siar	67%	33%	36%	50%	63%	53%
North Ayrshire	56%	42%	34%	43%	45%	41%
North Lanarkshire	55%	43%	55%	35%	66%	61%
Orkney	33%	33%	57%	36%	60%	80%
Perth and Kinross	63%	66%	34%	31%	51%	60%
Renfrewshire	55%	49%	60%	48%	53%	58%
Scottish Borders	59%	49%	26%	32%	49%	45%
Shetland	0%	0%	62%	56%	14%	17%
South Ayrshire	62%	54%	28%	36%	50%	47%
South Lanarkshire	54%	56%	38%	31%	47%	51%
Stirling	59%	51%	40%	33%	41%	41%
West Dunbartonshire	68%	48%	26%	48%	33%	32%
West Lothian	71%	71%	31%	32%	38%	32%
Grand total	58%	56%	40%	39%	50%	49%

This was not applicable to 70 services in 2022, 82 services in 2021. These services have been excluded from the calculation above. Services registered outside of Scotland have also been excluded.

Table 1g: 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		
		2022	2021	2020	2022	2021	2020
Adoption		35	35	37	4.3%	5.7%	4.5%
Adult placement		27	32	32	10.3%	10.5%	7.1%
Care homes:	Adults	218	228	239	10.2%	10.1%	5.6%
	Older people	712	728	738	8.2%	7.6%	4.0%
	Children and young people	290	302	286	7.4%	7.9%	4.9%
Childcare agency		7	11	12	0.0%	24.9%	24.8%
Daycare of children		3151	3256	3242	4.9%	4.9%	3.4%
Fostering		56	56	54	5.9%	5.5%	6.3%
Housing support		933	963	933	11.0%	9.8%	6.4%
Nurse agency		63	62	63	19.6%	36.3%	19.7%
Offender accommodation		5	5	5	5.4%	6.8%	5.2%
School care accommodation:	Mainstream	22	24	22	1.8%	1.6%	1.6%
	Residential special	28	29	31	7.2%	7.2%	3.9%
Secure accommodation		5	4	4	10.0%	5.1%	2.5%
Support services:	Care at home	379	340	314	12.2%	11.1%	7.7%
	Other than care at home	278	334	347	9.7%	8.6%	7.0%
Grand total		6209	6409	6359	8.7%	8.1%	5.1%

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 service types had an inclusion percentage of 85% or more (except for nursing agencies 79%, childcare agency services 78% and adult placement services 82%).

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

Service type	Subtype	Private		Public		Voluntary or not for profit	
		2022	2021	2022	2021	2022	2021
Adoption		-	-	4.9%	6.7%	1.9%	2.7%
Adult placement		-	-	6.2%	7.9%	19.5%	16.6%
Care homes:	Adults	8.3%	8.8%	12.2%	11.6%	11.3%	10.8%
	Older people	7.6%	7.2%	10.9%	8.8%	9.4%	9.0%
	Children and young people	9.2%	10.0%	5.2%	4.9%	8.3%	9.6%
Childcare agency		0.0%	32.1%	-	0.0%	0.0%	0.0%
Daycare of children		5.7%	5.6%	4.1%	4.2%	6.2%	6.0%
Fostering		-	-	6.6%	5.3%	5.1%	5.7%
Housing support		13.7%	13.4%	10.2%	7.8%	10.3%	9.1%
Nurse agency		18.7%	39.3%	-	-	34.0%	17.5%
Offender accommodation		-	-	15.9%	15.9%	3.7%	5.4%
School care accommodation:	Mainstream	3.6%	-	2.5%	3.3%	1.5%	1.5%
	Residential special	12.2%	12.3%	-	-	5.5%	4.6%
Secure accommodation		-	-	25.7%	12.3%	9.5%	4.8%
Support services:	Care at home	13.3%	12.3%	11.1%	9.7%	11.8%	10.6%
	Other than care at home	11.3%	5.4%	11.2%	10.5%	7.4%	6.0%
Grand total		8.8%	8.8%	7.6%	6.6%	9.6%	8.6%

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 service types had an inclusion percentage of 85% or more (except for nursing agencies 79%, childcare agency services 78% and adult placement services 82%).

Table 1i: 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		
	2022	2021	2020	2022	2021	2020
Adoption	35	35	37	4.3%	5.7%	4.5%
Adult day care	278	334	347	9.7%	8.6%	7.0%
Adult placement	27	32	32	10.3%	10.5%	7.1%
Care homes for adults	929	956	977	8.4%	7.9%	4.2%
Childcare agency	7	11	12	0.0%	24.9%	24.8%
Day care of children	3146	3251	3235	4.9%	4.9%	3.4%
Fostering	56	56	54	5.9%	5.5%	6.3%
Housing support/care at home	1311	1303	1245	11.3%	10.1%	6.7%
Nurse agency	63	62	63	19.6%	36.3%	19.7%
Offender accommodation	5	5	5	5.4%	6.8%	5.2%
Residential childcare	322	335	321	7.5%	7.6%	4.5%
School care accommodation	22	24	22	1.8%	1.6%	1.6%
Grand total	6201	6404	6350	8.7%	8.1%	5.1%

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 service types had an inclusion percentage of 85% or more (except for nursing agencies 79%, childcare agency services 78% and adult placement services 82%). Inactive services are excluded when calculating values for SSSC service types.

Table 1j: 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		
	2022	2021	2020	2022	2021	2020
Aberdeen	256	270	265	8.6%	9.7%	6.8%
Aberdeenshire	313	322	323	9.7%	7.4%	4.1%
Angus	150	164	164	7.6%	6.3%	2.8%
Argyll and Bute	152	154	147	8.0%	9.6%	6.1%
Clackmannanshire	48	53	50	8.3%	9.9%	6.5%
Dumfries and Galloway	171	174	183	7.4%	7.3%	4.2%
Dundee	182	187	179	10.1%	9.3%	6.1%
East Ayrshire	122	122	120	6.6%	5.9%	4.6%
East Dunbartonshire	115	121	125	8.2%	8.7%	3.1%
East Lothian	138	142	139	11.2%	11.8%	6.9%
East Renfrewshire	98	105	98	6.3%	7.0%	3.9%
Edinburgh	603	628	611	10.9%	10.0%	6.6%
Falkirk	167	163	167	10.1%	9.5%	5.8%
Fife	409	417	420	10.0%	8.2%	5.2%
Glasgow	642	655	645	7.9%	7.0%	4.9%
Highland	338	356	360	8.6%	8.5%	4.9%
Inverclyde	92	91	88	7.3%	7.4%	5.7%
Midlothian	114	123	118	9.3%	9.0%	5.2%
Moray	118	124	132	9.2%	7.0%	5.8%
Na h-Eileanan Siar	57	54	54	8.9%	9.8%	5.3%
North Ayrshire	133	140	147	8.0%	7.9%	3.7%
North Lanarkshire	269	284	281	7.2%	6.1%	4.8%
Orkney	47	48	44	15.1%	9.9%	4.8%
Perth and Kinross	189	202	210	10.1%	9.9%	6.7%
Renfrewshire	209	207	202	7.9%	7.9%	5.0%
Scottish Borders	138	153	146	8.8%	8.3%	5.8%
Shetland	54	55	54	11.0%	10.0%	6.0%
South Ayrshire	135	141	131	7.6%	7.0%	3.6%
South Lanarkshire	315	314	309	6.6%	6.7%	3.6%
Stirling	116	119	123	8.0%	6.0%	4.9%
West Dunbartonshire	94	95	94	8.3%	6.9%	6.2%
West Lothian	213	214	215	8.3%	8.4%	4.3%
Grand total	6197	6397	6344	8.7%	8.1%	5.1%

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 90% or more.

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

Local authority area	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Aberdeen	9.3%	9.2%	6.0%	8.6%	9.0%	10.9%
Aberdeenshire	8.5%	6.8%	10.9%	6.9%	10.1%	9.6%
Angus	7.4%	6.6%	7.2%	5.9%	8.8%	6.0%
Argyll and Bute	10.8%	11.9%	6.8%	8.8%	5.2%	7.2%
Clackmannanshire	10.8%	13.9%	4.7%	3.9%	5.5%	7.8%
Dumfries and Galloway	6.7%	7.3%	4.1%	3.1%	10.9%	9.7%
Dundee	8.6%	9.5%	9.0%	6.6%	13.5%	11.9%
East Ayrshire	7.7%	7.3%	4.7%	4.6%	7.6%	5.5%
East Dunbartonshire	7.5%	8.9%	10.3%	9.6%	7.6%	6.6%
East Lothian	12.3%	12.2%	6.6%	7.4%	12.3%	13.7%
East Renfrewshire	8.6%	9.5%	2.0%	3.6%	10.1%	7.2%
Edinburgh	10.0%	10.4%	10.9%	8.0%	11.9%	10.5%
Falkirk	12.0%	11.0%	8.8%	8.8%	7.3%	6.8%
Fife	10.7%	9.1%	9.5%	7.6%	9.1%	7.2%
Glasgow	7.4%	7.8%	2.3%	3.2%	10.6%	8.0%
Highland	8.8%	7.0%	7.2%	7.0%	10.2%	13.3%
Inverclyde	6.4%	10.2%	7.9%	5.1%	7.7%	6.3%
Midlothian	10.0%	10.8%	5.4%	4.8%	11.8%	11.2%
Moray	12.1%	7.9%	10.9%	8.5%	5.1%	5.2%
Na h-Eileanan Siar	25.4%	8.8%	6.8%	10.6%	9.1%	7.7%
North Ayrshire	7.6%	6.4%	7.8%	9.9%	9.4%	7.4%
North Lanarkshire	5.7%	7.1%	8.1%	5.3%	8.4%	5.6%
Orkney	5.9%	6.7%	15.5%	9.7%	14.6%	12.7%
Perth and Kinross	13.1%	13.0%	8.3%	5.4%	7.2%	8.6%
Renfrewshire	7.7%	8.5%	10.1%	8.0%	6.4%	7.1%
Scottish Borders	7.2%	5.9%	9.6%	10.5%	9.6%	8.5%
Shetland	0.0%	0.0%	12.0%	9.9%	5.4%	16.0%
South Ayrshire	6.7%	5.9%	8.6%	7.7%	8.9%	9.3%
South Lanarkshire	7.5%	8.0%	4.4%	3.9%	8.8%	8.8%
Stirling	9.6%	7.2%	6.5%	4.6%	6.6%	5.4%
West Dunbartonshire	9.6%	6.0%	6.6%	8.5%	10.7%	2.7%
West Lothian	10.2%	10.3%	4.8%	5.3%	8.9%	7.8%
Grand total	8.8%	8.7%	7.6%	6.6%	9.6%	8.6%

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 90% or more.

Table 1l: Services reporting nursing vacancies

Services reporting nursing vacancies	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Yes	368	369	277	59%	57%	44%
No	238	250	330	38%	39%	52%
Not applicable	22	27	26	4%	4%	4%
Total	628	646	633	100%	100%	100%

Services reporting nursing vacancies	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Yes	368	369	277	61%	60%	46%
No	238	250	330	39%	40%	54%
Total	606	619	607	100%	100%	100%

Calculation excludes those services that stated 'Not applicable.'

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

Service type	Subtype	Number of services			Percentage of services		
		2022	2021	2020	2022	2021	2020
Care homes:	Adults	16	22	20	39%	51%	48%
	Older people	306	311	229	65%	64%	48%
	Children and young people	3	3	2	75%	75%	67%
Housing support		3	0	0	30%	0%	0%
Nurse agency		36	26	23	68%	52%	50%
Offender accommodation		1	0	0	50%	0%	0%
School care accommodation:	Mainstream	0	0	0	0%	0%	0%
	Residential special	0	0	0	0%	0%	0%
Secure Accommodation Service		0	1	0	0%	33%	0%
Support services:	Care at home	3	4	3	27%	40%	23%
	Other than care at home	0	2	0	0%	33%	0%
Grand total		368	369	277	61%	60%	46%

Calculation excludes those services that stated 'Not applicable.'

Table 1n: Services reporting nursing vacancies by Care Inspectorate service type and sector

Service type	Subtype	Private		Public		Voluntary or not for profit	
		2022	2021	2022	2021	2022	2021
Care homes:	Adults	34%	41%	100%	100%	50%	88%
	Older people	67%	65%	33%	33%	43%	52%
	Children and young people	-	-	50%	100%	100%	50%
Housing support		17%	0%	0%	0%	67%	0%
Nurse agency		66%	49%	-	-	100%	100%
Offender accommodation		-	-	-	-	50%	0%
School care accommodation:	Mainstream	-	-	-	-	0%	0%
	Residential special	-	-	-	-	0%	0%
Secure Accommodation		-	-	-	-	0%	33%
Support services:	Care at home	13%	14%	-	-	67%	100%
	Other than care at home	0%	50%	0%	33%	0%	0%
Grand total		63%	61%	33%	50%	41%	49%

Calculation excludes those services that stated 'Not applicable.'

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

Service type	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Adult day care	0	2	0	0%	33%	0%
Care homes for adults	322	333	249	63%	63%	48%
Housing support/care at home	6	4	3	29%	21%	16%
Nurse agency	36	26	23	68%	52%	50%
Offender accommodation service	1	0	0	50%	0%	0%
Residential childcare	3	4	2	38%	57%	29%
School care accommodation	0	0	0	0%	0%	0%
Grand total	368	369	277	61%	60%	46%

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

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

Local authority area	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Aberdeen	13	18	12	52%	67%	48%
Aberdeenshire	11	18	9	39%	67%	35%
Angus	6	9	7	55%	75%	54%
Argyll and Bute	3	3	1	43%	43%	14%
Clackmannanshire	3	4	4	60%	67%	80%
Dumfries and Galloway	3	5	4	50%	63%	50%
Dundee	9	10	10	53%	56%	53%
East Ayrshire	9	8	5	56%	47%	28%
East Dunbartonshire	10	9	5	56%	53%	31%
East Lothian	13	12	11	72%	67%	61%
East Renfrewshire	3	6	5	38%	67%	50%
Edinburgh	35	33	25	60%	62%	48%
Falkirk	10	10	4	59%	56%	25%
Fife	35	29	27	74%	64%	56%
Glasgow	50	44	35	77%	68%	55%
Highland	19	25	15	61%	76%	44%
Inverclyde	8	6	5	62%	50%	38%
Midlothian	5	5	5	83%	83%	83%
Moray	6	4	6	50%	33%	75%
Na h-Eileanan Siar	1	2	0	50%	100%	0%
North Ayrshire	7	9	5	47%	64%	36%
North Lanarkshire	20	22	19	74%	71%	56%
Orkney	0	0	0	-	-	-
Perth and Kinross	12	14	10	52%	56%	45%
Renfrewshire	14	12	9	67%	63%	47%
Scottish Borders	4	5	3	36%	45%	25%
Shetland	0	0	0	-	-	-
South Ayrshire	11	11	6	52%	48%	29%
South Lanarkshire	19	16	10	50%	39%	25%
Stirling	6	6	7	60%	60%	70%
West Dunbartonshire	6	6	5	100%	86%	83%
West Lothian	11	5	7	73%	36%	50%
Grand total	362	366	276	61%	60%	46%

Calculation excludes those services that stated 'Not applicable.'

Table 1q: Services reporting nursing vacancies by local authority area and sector

Local authority area	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Aberdeen	48%	64%	-	-	100%	100%
Aberdeenshire	42%	69%	-	-	0%	0%
Angus	60%	73%	-	-	0%	100%
Argyll and Bute	50%	50%	-	-	0%	0%
Clackmannanshire	60%	67%	-	-	-	-
Dumfries and Galloway	50%	63%	-	-	-	-
Dundee	50%	53%	100%	100%	-	-
East Ayrshire	56%	47%	-	-	-	-
East Dunbartonshire	59%	56%	-	-	0%	0%
East Lothian	73%	71%	100%	100%	50%	33%
East Renfrewshire	50%	57%	-	-	0%	100%
Edinburgh	64%	63%	-	-	38%	60%
Falkirk	67%	56%	0%	0%	0%	100%
Fife	76%	66%	-	-	0%	0%
Glasgow	76%	68%	-	-	86%	63%
Highland	61%	73%	0%	100%	100%	100%
Inverclyde	70%	67%	-	-	33%	0%
Midlothian	83%	83%	-	-	-	-
Moray	55%	36%	-	-	0%	0%
Na h-Eileanan Siar	100%	100%	-	-	0%	100%
North Ayrshire	50%	67%	100%	100%	0%	0%
North Lanarkshire	79%	74%	0%	33%	100%	100%
Orkney	-	-	-	-	-	-
Perth and Kinross	71%	70%	-	-	0%	0%
Renfrewshire	81%	73%	-	-	20%	25%
Scottish Borders	22%	33%	-	-	100%	100%
Shetland	-	-	-	-	-	-
South Ayrshire	52%	48%	-	-	-	-
South Lanarkshire	47%	38%	-	-	75%	50%
Stirling	67%	67%	0%	0%	-	-
West Dunbartonshire	100%	86%	-	-	-	-
West Lothian	79%	38%	0%	0%	-	-
Grand total	63%	62%	33%	50%	40%	49%

Calculation excludes those services that stated 'Not applicable.' Services registered outside of Scotland have also been excluded.

Table 1r: 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		
		2022	2021	2020	2022	2021	2020
Care homes:	Adults	40	41	40	41.7%	17.9%	12.6%
	Older people	454	474	466	16.1%	16.2%	7.8%
	Children and young people	4	4	3	16.9%	17.6%	7.8%
Housing support		5	3	4	20.0%	0.0%	0.0%
Offender accommodation		2	2	2	11.7%	0.0%	0.0%
School care accommodation:	Mainstream	7	-	-	0.0%	-	-
Secure accommodation		3	3	3	0.0%	21.9%	0.0%
Support services:	Care at home	8	7	7	9.1%	7.5%	7.0%
	Other than care at home	5	4	6	0.0%	24.3%	0.7%
Grand total		528	538	531	17.4%	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable.' Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 96% of services that submitted WTE nursing staff data were included. The rate of whole time equivalent (WTE) nursing vacancies was calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year.

Table 1s: Percentage of whole time equivalent (WTE) nursing vacancies as a proportion of the nursing WTE workforce by Care Inspectorate service type and sector

Service type	Subtype	Private		Public		Voluntary or not for profit	
		2022	2021	2022	2021	2022	2021
Care homes:	Adults	44.1%	20.3%	21.4%	17.7%	28.3%	11.0%
	Older people	16.3%	16.5%	14.3%	2.8%	10.7%	14.1%
	Children and young people	-	-	5.1%	9.8%	34.0%	29.4%
Housing support		35.5%	0.0%	0.0%	-	16.4%	0.0%
Offender accommodation		-	-	-	-	11.7%	0.0%
School care accommodation:	Mainstream	-	-	-	-	0.0%	-
Secure Accommodation Service		-	-	-	-	0.0%	21.9%
Support services:	Care at home	7.8%	8.3%	-	-	9.6%	7.3%
	Other than care at home	0.0%	50.0%	0.0%	10.6%	0.0%	-
Grand total		17.8%	16.7%	8.6%	5.9%	12.6%	12.5%

Table 1t: 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		
	2022	2021	2020	2022	2021	2020
Adult day care	5	4	6	0.0%	24.3%	0.0%
Care homes for adults	494	515	506	17.6%	16.3%	8.0%
Housing support/care at home	13	10	11	13.3%	5.7%	6.4%
Offender accommodation service	2	2	2	11.7%	0.0%	0.0%
Residential childcare	7	7	6	15.7%	18.1%	7.2%
School care accommodation	7	-	-	0.0%	-	-
Grand total	538	538	531	17.4%	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable.' Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 96% of services that submitted WTE nursing staff data were included. The rate of whole time equivalent (WTE) nursing vacancies was

calculated by dividing the number of WTE nursing vacancies by the WTE number of nursing staff plus the WTE nursing vacancies at 31 December for the given year.

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

Local authority area	Total services with WTE data			Rate of WTE nursing vacancies		
	2022	2021	2020	2022	2021	2020
Aberdeen	21	23	22	15.9%	17.2%	18.0%
Aberdeenshire	24	24	24	8.3%	14.5%	5.0%
Angus	10	12	13	10.9%	11.1%	12.0%
Argyll and Bute	6	4	5	24.0%	36.0%	5.1%
Clackmannanshire	5	6	4	22.1%	17.5%	7.6%
Dumfries and Galloway	5	8	8	15.7%	18.7%	10.4%
Dundee	17	18	18	13.8%	28.8%	5.4%
East Ayrshire	16	16	18	9.1%	5.8%	7.3%
East Dunbartonshire	14	15	15	17.7%	18.0%	9.6%
East Lothian	17	16	16	14.2%	21.8%	11.5%
East Renfrewshire	8	9	8	12.4%	12.8%	12.2%
Edinburgh	46	43	41	6.9%	11.0%	6.9%
Falkirk	17	16	16	30.8%	25.7%	4.7%
Fife	39	38	44	13.8%	14.4%	9.0%
Glasgow	48	50	50	29.9%	16.8%	8.1%
Highland	31	33	30	11.5%	16.2%	9.6%
Inverclyde	12	11	10	7.4%	13.2%	4.0%
Midlothian	5	5	5	24.4%	11.7%	12.0%
Moray	10	10	8	7.6%	4.9%	16.3%
Na h-Eileanan Siar	2	2	2	6.5%	10.6%	0.0%
North Ayrshire	14	12	14	49.8%	14.5%	2.0%
North Lanarkshire	26	30	33	16.9%	17.3%	13.2%
Orkney	-	0	0	-	-	-
Perth and Kinross	19	18	16	12.3%	37.9%	3.7%
Renfrewshire	19	19	18	22.2%	26.9%	6.0%
Scottish Borders	9	9	10	4.0%	4.8%	4.1%
Shetland	-	0	0	-	-	-
South Ayrshire	21	22	20	13.1%	7.5%	6.0%
South Lanarkshire	37	39	38	7.0%	18.5%	4.8%
Stirling	11	10	9	18.7%	12.8%	17.4%
West Dunbartonshire	6	7	6	77.1%	17.5%	15.2%
West Lothian	13	13	10	16.6%	7.2%	10.3%
Grand total	528	538	531	17.4%	16.2%	8.0%

Calculation excludes those services that stated 'Not applicable.' Services have also been excluded from the analysis above when the required information was not provided or correct. Overall, 96% of services that submitted WTE nursing staff data were included.

Table 1v: Percentage of whole time equivalent (WTE) nursing vacancies as a proportion of the nursing WTE workforce by local authority area and sector

Local authority area	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Aberdeen	12%	21.0%	-	-	46%	-
Aberdeenshire	8%	15.0%	-	-	-	-
Angus	11%	11.0%	-	-	0%	-
Argyll and Bute	25%	36.0%	-	-	0%	-
Clackmannanshire	22%	18.0%	-	-	-	-
Dumfries and Galloway	16%	19.0%	-	-	-	-
Dundee	14%	30.0%	10%	9%	-	9%
East Ayrshire	9%	6.0%	-	-	-	-
East Dunbartonshire	18%	18.0%	-	-	0%	-
East Lothian	13%	26.0%	23%	7%	29%	7%
East Renfrewshire	17%	14.0%	-	-	0%	-
Edinburgh	7%	11.0%	-	-	5%	-
Falkirk	32%	26.0%	0%	-	0%	-
Fife	14%	14.0%	-	-	0%	-
Glasgow	31%	17.0%	-	-	18%	-
Highland	11%	16.0%	0%	11%	35%	11%
Inverclyde	8%	15.0%	-	-	5%	-
Midlothian	24%	12.0%	-	-	-	-
Moray	8%	5.0%	-	-	0%	-
Na h-Eileanan Siar	11%	13.0%	-	-	0%	-
North Ayrshire	51%	15.0%	21%	18%	0%	18%
North Lanarkshire	17%	19.0%	0%	11%	22%	11%
Orkney	-	-	-	-	-	-
Perth and Kinross	18%	39.0%	-	-	0%	-
Renfrewshire	21%	25.0%	-	-	25%	-
Scottish Borders	3%	4.0%	-	-	25%	-
Shetland	-	-	-	-	-	-
South Ayrshire	13%	8.0%	-	-	-	-
South Lanarkshire	7%	19.0%	-	-	9%	-
Stirling	20%	14.0%	0%	0%	-	0%
West Dunbartonshire	77%	18.0%	-	-	-	-
West Lothian	17%	8.0%	-	0%	-	0%
Grand total	17.8%	16.7%	8.6%	5.9%	12.6%	12.5%

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

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

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Yes	3528	3368	2396	53%	49%	35%
No	2100	2421	3147	32%	35%	46%
Not Applicable	984	1061	1268	15%	16%	19%
Total	6612	6850	6811	100%	100%	100%

Services reporting vacancies hard to fill	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Yes	3528	3368	2396	63%	58%	43%
No	2100	2421	3147	37%	42%	57%
Total	5628	5789	5543	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		
		2022	2021	2020	2022	2021	2020
Adoption		11	8	5	37%	27%	15%
Adult placement		7	3	1	29%	13%	4%
Care homes:	Adults	149	148	101	69%	65%	45%
	Older people	564	561	404	77%	74%	54%
	Children and young people	156	143	88	52%	48%	32%
Childcare agency		2	6	6	40%	55%	43%
Daycare of children		1414	1334	987	54%	49%	39%
Fostering		24	16	12	44%	31%	24%
Housing support		701	673	466	77%	73%	52%
Nurse agency		34	36	27	61%	60%	57%
Offender accommodation		4	3	3	80%	60%	75%
School care accommodation:	Mainstream	6	5	4	27%	22%	17%
	Residential special	24	23	16	75%	72%	52%
Secure accommodation		5	5	2	100%	100%	67%
Support services:	Care at home	303	289	197	78%	81%	63%

	Other than care at home	124	115	77	51%	40%	25%
Grand total		3528	3368	2396	63%	58%	43%

Services that stated 'Not applicable' were excluded.

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

Service type	Subtype	Private		Public		Voluntary or not for profit	
		2022	2021	2022	2021	2022	2021
Adoption		-	-	40%	29%	20%	17%
Adult placement		-	-	25%	13%	38%	13%
Care homes:	Adults	64%	60%	72%	63%	70%	68%
	Older people	75%	72%	83%	75%	86%	88%
	Children and young people	54%	51%	35%	28%	72%	74%
Childcare agency		25%	43%	-	0%	100%	100%
Daycare of children		76%	69%	37%	34%	61%	55%
Fostering		-	-	39%	25%	52%	39%
Housing support		85%	86%	65%	53%	77%	73%
Nurse agency		58%	58%	-	-	100%	100%
Offender accommodation		-	-	100%	0%	75%	75%
School care accommodation:	Mainstream	0%	-	29%	29%	29%	19%
	Residential special	72%	63%	-	-	79%	85%
Secure accommodation		-	-	100%	100%	100%	100%
Support services:	Care at home	88%	86%	57%	72%	73%	76%
	Other than care at home	36%	44%	47%	32%	58%	49%
Grand total		75%	71%	43%	38%	69%	65%

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

Service type	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Adoption	11	8	5	37%	27%	15%
Adult day care	124	115	77	51%	40%	25%
Adult placement	7	3	1	29%	13%	4%
Care homes for adults	713	709	505	75%	72%	52%
Childcare agency	2	6	6	40%	55%	43%
Day care of children	1403	1330	983	54%	50%	39%
Fostering	24	16	12	44%	31%	24%
Housing support/care at home	1003	962	661	77%	75%	55%
Nurse agency	34	35	27	61%	59%	57%
Offender accommodation	4	3	3	80%	60%	75%
Residential childcare	184	171	106	55%	52%	34%
School care accommodation	6	5	4	27%	22%	17%
Grand total	3515	3363	2390	63%	58%	43%

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

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

Local authority area	Number of services			Percentage of services		
	2022	2021	2020	2022	2021	2020
Aberdeen	152	166	125	66%	68%	55%
Aberdeenshire	187	186	124	62%	59%	41%
Angus	81	70	42	60%	50%	31%
Argyll and Bute	86	77	55	65%	58%	43%
Clackmannanshire	27	27	18	61%	55%	39%
Dumfries and Galloway	83	79	59	54%	53%	40%
Dundee	100	90	52	59%	52%	31%
East Ayrshire	62	64	48	52%	52%	40%
East Dunbartonshire	88	83	50	78%	70%	46%
East Lothian	79	80	54	62%	61%	43%
East Renfrewshire	52	64	39	65%	69%	46%
Edinburgh	436	411	297	75%	69%	53%
Falkirk	80	86	68	56%	59%	45%
Fife	250	221	177	68%	60%	47%
Glasgow	349	329	235	63%	57%	43%
Highland	192	180	120	63%	57%	39%
Inverclyde	37	42	23	44%	48%	28%
Midlothian	67	61	42	69%	59%	43%
Moray	67	64	49	64%	55%	40%
Na h-Eileanan Siar	24	27	16	50%	54%	33%
North Ayrshire	59	61	44	50%	47%	33%
North Lanarkshire	146	129	100	67%	57%	48%
Orkney	35	29	19	73%	69%	48%
Perth and Kinross	122	120	87	69%	65%	48%
Renfrewshire	109	99	70	58%	53%	40%
Scottish Borders	74	72	52	56%	52%	41%
Shetland	38	34	26	72%	64%	48%
South Ayrshire	68	64	45	56%	50%	39%
South Lanarkshire	146	143	101	54%	53%	40%
Stirling	68	58	47	65%	56%	44%
West Dunbartonshire	41	39	32	50%	48%	41%
West Lothian	117	106	75	60%	57%	42%
Grand total	3522	3361	2391	63%	58%	43%

Calculation excludes those services that stated 'Not applicable.'

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

Local authority area	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Aberdeen	70%	70%	47%	49%	73%	75%
Aberdeenshire	81%	79%	48%	42%	60%	60%
Angus	77%	75%	38%	19%	64%	53%
Argyll and Bute	91%	74%	55%	48%	59%	61%
Clackmannanshire	88%	81%	33%	25%	70%	69%
Dumfries and Galloway	67%	65%	30%	22%	58%	64%
Dundee	60%	48%	40%	38%	73%	65%
East Ayrshire	65%	60%	36%	37%	58%	65%
East Dunbartonshire	84%	82%	67%	46%	74%	68%
East Lothian	85%	81%	37%	34%	57%	62%
East Renfrewshire	83%	86%	28%	34%	77%	77%
Edinburgh	80%	79%	64%	50%	75%	68%
Falkirk	79%	81%	29%	32%	65%	74%
Fife	79%	70%	55%	47%	73%	70%
Glasgow	69%	65%	26%	23%	72%	63%
Highland	81%	77%	49%	43%	68%	59%
Inverclyde	60%	60%	13%	33%	60%	52%
Midlothian	91%	86%	20%	19%	83%	62%
Moray	67%	61%	54%	40%	70%	63%
Na h-Eileanan Siar	67%	50%	53%	53%	40%	56%
North Ayrshire	65%	56%	31%	32%	53%	56%
North Lanarkshire	72%	65%	56%	40%	80%	71%
Orkney	67%	67%	75%	71%	60%	60%
Perth and Kinross	82%	82%	49%	33%	70%	72%
Renfrewshire	74%	67%	27%	25%	65%	59%
Scottish Borders	74%	61%	33%	28%	70%	73%
Shetland	50%	50%	74%	66%	60%	50%
South Ayrshire	76%	63%	30%	30%	59%	59%
South Lanarkshire	70%	68%	25%	24%	66%	62%
Stirling	74%	65%	33%	24%	96%	79%
West Dunbartonshire	77%	65%	22%	30%	68%	58%
West Lothian	75%	75%	37%	36%	66%	57%
Grand total	75%	71%	43%	38%	69%	65%

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

	2022	2021	2020
Too few applicants	71%	67%	56%
Too few applicants with experience	60%	57%	60%
Too few qualified applicants	51%	50%	52%
Competition from other service providers	44%	43%	39%
Candidates unable to work the hours needed	35%	33%	36%
Competition from other types of work	31%	28%	23%
Other reason	26%	27%	30%
Can't afford wage demands	17%	14%	15%
Cost of living in the area is too high	12%	8%	7%
Reason unknown	5%	5%	5%
Total number of services reporting problems filling vacancies	3528	3368	2396

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

Table 3b: Reported reasons why services find vacancies hard to fill by sector

	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Too few applicants	68%	65%	69%	63%	75%	73%
Too few applicants with experience	63%	60%	55%	53%	60%	55%
Too few qualified applicants	59%	58%	39%	39%	49%	46%
Competition from other service providers	51%	49%	22%	19%	52%	50%
Candidates unable to work the hours needed	37%	36%	26%	24%	39%	35%
Competition from other types of work	33%	30%	18%	15%	38%	34%
Other reason	26%	26%	30%	30%	24%	25%
Can't afford wage demands	22%	18%	2%	1%	20%	16%
Cost of living in the area is too high	12%	7%	8%	6%	15%	10%
Reason unknown	4%	4%	5%	5%	7%	7%
Total number of services reporting problems filling vacancies	1567	1538	824	723	1137	1107

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

	2022	2021	2020
Too few applicants	34%	37%	23%
Too few applicants with experience	15%	14%	21%
Too few qualified applicants	13%	13%	16%
Competition from other service providers	9%	10%	13%
Other reason	9%	10%	10%
Competition from other types of work	6%	5%	3%
Candidates unable to work the hours needed	5%	4%	3%
Can't afford wage demands	5%	4%	7%
Reason unknown	3%	3%	3%
Cost of living in the area is too high	2%	1%	1%
Grand total	100%	100%	100%

Table 3d: Main reasons stated for why services find vacancies hard to fill by sector

	Private		Public		Voluntary or not for profit	
	2022	2021	2022	2021	2022	2021
Too few applicants	32%	34%	40%	40%	33%	39%
Too few applicants with experience	13%	13%	21%	21%	16%	11%
Too few qualified applicants	15%	15%	9%	11%	13%	10%
Other reason	9%	10%	11%	11%	6%	8%
Competition from other service providers	10%	12%	4%	4%	9%	12%
Competition from other types of work	6%	5%	4%	3%	7%	7%
Can't afford wage demands	6%	4%	0%	0%	7%	5%
Candidates unable to work the hours needed	4%	4%	5%	5%	5%	5%
Reason unknown	3%	3%	4%	4%	2%	3%
Cost of living in the area is too high	1%	0%	1%	1%	2%	0%
Grand total	100%	100%	100%	100%	100%	100%

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

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20
Adoption	55%	63%	40%	18%	13%	60%	64%	50%	10%	0%	0%	0%	0%	0%	0%	18%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	27%	25%	60%
Adult placement	43%	0%	0%	43%	0%	0%	43%	0%	0%	14%	33%	10%	14%	33%	0%	29%	0%	0%	29%	0%	0%	14%	0%	0%	0%	0%	0%	29%	10%	10%
Care home services:																														
Adults	75%	78%	63%	40%	38%	46%	55%	51%	59%	17%	14%	17%	7%	7%	7%	56%	47%	37%	44%	36%	30%	20%	13%	17%	40%	36%	39%	26%	28%	31%
Older people	68%	67%	51%	51%	52%	58%	59%	57%	58%	10%	8%	9%	7%	7%	7%	45%	43%	36%	36%	31%	23%	13%	9%	8%	37%	35%	35%	32%	33%	34%
Children and young people	62%	52%	36%	63%	62%	73%	69%	70%	77%	5%	3%	8%	6%	5%	6%	40%	42%	41%	22%	18%	13%	8%	5%	6%	22%	24%	33%	19%	21%	20%
Childcare agency	50%	83%	83%	10%	10%	67%	10%	83%	83%	0%	17%	33%	0%	0%	0%	0%	0%	0%	0%	17%	17%	0%	17%	17%	0%	33%	50%	0%	33%	67%
Daycare of children	66%	60%	53%	65%	64%	62%	65%	63%	64%	21%	19%	20%	3%	3%	3%	36%	35%	34%	16%	15%	14%	7%	4%	4%	30%	28%	28%	22%	22%	25%
Fostering	79%	81%	58%	21%	13%	25%	58%	44%	67%	4%	6%	8%	0%	0%	8%	13%	13%	8%	4%	0%	0%	4%	0%	0%	0%	0%	0%	21%	38%	50%
Housing support	80%	78%	67%	37%	36%	34%	59%	53%	58%	17%	13%	13%	9%	9%	8%	60%	56%	52%	52%	45%	39%	20%	11%	11%	47%	42%	49%	32%	29%	35%
Nurse agency	56%	58%	48%	47%	33%	41%	53%	33%	26%	35%	19%	19%	6%	6%	11%	62%	53%	52%	26%	19%	11%	15%	6%	4%	15%	11%	15%	21%	25%	30%
Offender accomm.	75%	10%	67%	50%	67%	67%	75%	33%	33%	25%	33%	33%	0%	0%	0%	50%	67%	0%	0%	0%	0%	0%	0%	0%	25%	33%	0%	25%	33%	33%
School care accommodation:																														
Mainstream residential	83%	80%	75%	33%	20%	50%	67%	80%	75%	0%	0%	25%	0%	0%	0%	0%	0%	0%	17%	20%	0%	17%	20%	0%	50%	40%	25%	33%	40%	25%
Residential special	75%	65%	44%	71%	61%	63%	83%	74%	88%	8%	9%	0%	8%	9%	6%	54%	52%	50%	17%	13%	19%	4%	9%	13%	29%	13%	19%	13%	26%	31%

Secure accomm.	60 %	20 %	50 %	10 0 %	40 %	50 %	80 %	20 %	50 %	40 %	20 %	0%	0%	0%	0%	80 %	40 %	0%	40 %	0%	0%	20 %	0%	0%	20 %	20 %	0%	40 %	80 %	50 %
Support services:																														
Care at home	78 %	77 %	64 %	32 %	30 %	35 %	46 %	43 %	53 %	15 %	10 %	9%	6%	6%	4%	52 %	55 %	55 %	50 %	48 %	45 %	16 %	11 %	9%	51 %	51 %	61 %	28 %	28 %	31 %
Other than care at home	75 %	68 %	32 %	29 %	27 %	25 %	49 %	51 %	39 %	9 %	6%	9%	6%	6%	4%	35 %	31 %	17 %	31 %	23 %	9%	10 %	5%	1%	16 %	14 %	10 %	27 %	33 %	55 %
Grand total	71 %	67 %	56 %	51 %	50 %	52 %	60 %	57 %	60 %	17 %	14 %	15 %	5%	5%	5%	44 %	43 %	39 %	31 %	28 %	23 %	12 %	8%	7%	35 %	33 %	36 %	26 %	27 %	30 %

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

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason					
	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20
Adoption	55%	63%	40%	18%	13%	60%	64%	50%	100%	0%	0%	0%	0%	0%	0%	18%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	27%	25%	60%
Adult day care	75%	68%	32%	29%	27%	25%	49%	51%	39%	9%	6%	9%	6%	6%	4%	35%	31%	17%	31%	23%	9%	10%	5%	1%	16%	14%	10%	27%	33%	55%			
Adult placement	43%	0%	0%	43%	0%	0%	43%	0%	0%	14%	33%	100%	14%	33%	0%	29%	0%	0%	29%	0%	0%	14%	0%	0%	0%	0%	0%	29%	100%	100%			
Care homes for adults	69%	69%	54%	49%	49%	55%	58%	56%	58%	11%	9%	10%	7%	7%	7%	47%	44%	36%	37%	32%	24%	15%	10%	10%	38%	35%	36%	31%	32%	33%			
Childcare agency	50%	83%	83%	100%	100%	67%	100%	83%	83%	0%	17%	33%	0%	0%	0%	0%	0%	0%	0%	17%	17%	0%	17%	17%	0%	33%	50%	0%	33%	67%			
Day care of children	66%	60%	53%	65%	64%	62%	65%	63%	64%	21%	19%	20%	3%	3%	3%	36%	35%	34%	16%	15%	14%	7%	4%	4%	30%	28%	28%	22%	22%	24%			
Fostering	79%	81%	58%	21%	13%	25%	58%	44%	67%	4%	6%	8%	0%	0%	8%	13%	13%	8%	4%	0%	0%	4%	0%	0%	0%	0%	0%	21%	38%	50%			
Housing support/care at home	79%	77%	66%	36%	34%	34%	55%	50%	56%	16%	12%	12%	8%	8%	7%	57%	56%	53%	51%	46%	41%	18%	11%	10%	48%	45%	53%	31%	29%	34%			
Nurse agency	56%	60%	48%	47%	34%	41%	53%	34%	26%	35%	20%	19%	6%	6%	11%	62%	51%	52%	26%	17%	11%	15%	6%	4%	15%	11%	15%	21%	26%	30%			
Offender accomm.	75%	100%	67%	50%	67%	67%	75%	33%	33%	25%	33%	33%	0%	0%	0%	50%	67%	0%	0%	0%	0%	0%	0%	0%	25%	33%	0%	25%	33%	33%			
Residential childcare	64%	53%	38%	65%	61%	71%	71%	69%	78%	7%	4%	7%	6%	5%	6%	43%	43%	42%	22%	17%	13%	8%	5%	7%	23%	22%	30%	19%	23%	23%			
School care accomm.	83%	80%	75%	33%	20%	50%	67%	80%	75%	0%	0%	25%	0%	0%	0%	0%	0%	0%	17%	20%	0%	17%	20%	0%	50%	40%	25%	33%	40%	25%			
Grand total	70%	67%	56%	51%	50%	52%	60%	57%	60%	17%	14%	15%	5%	5%	5%	45%	43%	39%	31%	28%	23%	12%	7%	7%	35%	33%	36%	26%	27%	30%			

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

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

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

Secure accomm.	20 %	20 %	50 %	20 %	0 %	0%	40 %	20 %	0%	0 %	0 %	0%	0 %	0 %	0%	0 %	0 %	0%	20 %	0 %	0%	0 %	0 %	0%	0 %	0 %	0%	0 %	60 %	50 %
Support services:																														
Care at home	44 %	50 %	30 %	4 %	3 %	4%	7 %	4 %	15 %	7 %	2 %	1%	3 %	3 %	3%	8 %	12 %	12 %	11 %	10 %	7%	4 %	0 %	1%	5 %	6 %	18 %	8 %	10 %	10 %
Other than care at home	44 %	37 %	14 %	5 %	8 %	6%	12 %	22 %	19 %	3 %	2 %	5%	3 %	1 %	3%	10 %	9 %	6%	9 %	7 %	3%	2 %	2 %	1%	2 %	2 %	3%	9 %	12 %	39 %
Grand total	34 %	37 %	23 %	13 %	13 %	16 %	15 %	14 %	21 %	5 %	4 %	3%	3 %	3 %	3%	9 %	10 %	10 %	6 %	5 %	3%	2 %	1 %	1%	5 %	4 %	7%	9 %	10 %	13 %

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

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason		
	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20
Adoption	36%	63%	0%	18%	0%	20%	36%	25%	80%	0%	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	0%	0%
Adult day care	44%	37%	14%	5%	8%	6%	12%	22%	19%	3%	2%	5%	3%	1%	3%	10%	9%	6%	9%	7%	3%	2%	2%	1%	2%	2%	3%	9%	12%	39%
Adult placement	14%	0%	0%	29%	0%	0%	29%	0%	0%	0%	33%	100%	0%	33%	0%	14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	33%	0%
Care homes for adults	38%	45%	27%	10%	8%	14%	14%	11%	22%	2%	2%	1%	4%	5%	4%	8%	9%	7%	8%	5%	3%	2%	0%	2%	4%	2%	4%	10%	13%	15%
Childcare agency	0%	33%	17%	100%	0%	17%	0%	33%	0%	0%	17%	0%	0%	0%	17%	0%	0%	0%	0%	0%	17%	0%	0%	0%	0%	17%	0%	0%	0%	33%
Day care of children	26%	26%	17%	20%	22%	25%	18%	18%	21%	6%	5%	4%	3%	2%	2%	8%	10%	11%	2%	3%	2%	1%	0%	1%	6%	6%	8%	9%	7%	9%
Fostering	38%	56%	33%	21%	19%	8%	33%	19%	33%	0%	0%	8%	0%	0%	0%	0%	6%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	17%
Housing support/care at home	42%	48%	31%	5%	4%	6%	11%	7%	18%	7%	3%	3%	2%	3%	3%	9%	11%	12%	10%	9%	6%	3%	1%	1%	3%	4%	10%	7%	9%	12%
Nurse agency	38%	29%	22%	15%	17%	22%	12%	17%	4%	12%	9%	4%	3%	0%	4%	12%	17%	19%	3%	0%	0%	0%	0%	4%	3%	3%	0%	3%	9%	22%
Offender accomm.	25%	67%	67%	25%	0%	0%	25%	0%	33%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%
Residential childcare	30%	25%	12%	15%	9%	18%	22%	25%	36%	0%	1%	4%	2%	3%	4%	11%	14%	9%	4%	3%	1%	1%	2%	1%	3%	2%	4%	11%	16%	11%
School care accomm.	17%	20%	0%	0%	20%	25%	17%	20%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	20%	0%	0%	0%	0%	33%	0%	25%	17%	20%	25%
Grand total	34%	37%	23%	13%	12%	16%	16%	14%	21%	5%	4%	3%	3%	3%	3%	9%	10%	10%	6%	5%	3%	2%	1%	1%	5%	4%	7%	9%	10%	13%

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

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason				
	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21
Aberdeen	65%	65%	56%	59%	54%	53%	70%	61%	66%	20%	19%	22%	3%	3%	4%	49%	51%	47%	35%	31%	30%	29%	25%	26%	43%	37%	39%	18%	22%	27%		
Aberdeen shire	71%	68%	63%	61%	57%	62%	66%	60%	59%	24%	20%	22%	4%	2%	4%	37%	34%	32%	26%	23%	22%	19%	19%	20%	39%	38%	37%	22%	23%	23%		
Angus	67%	63%	38%	48%	46%	48%	59%	53%	69%	15%	14%	14%	4%	7%	2%	22%	27%	14%	21%	27%	14%	2%	1%	0%	35%	31%	31%	16%	24%	12%		
Argyll and Bute	77%	74%	62%	41%	48%	58%	48%	53%	55%	14%	10%	13%	6%	12%	4%	34%	34%	29%	33%	32%	25%	23%	23%	13%	24%	30%	35%	29%	36%	35%		
Clackmannan shire	52%	63%	61%	44%	52%	39%	70%	70%	56%	15%	11%	17%	4%	7%	0%	44%	44%	44%	37%	30%	28%	7%	0%	0%	33%	41%	50%	30%	30%	39%		
Dumfries and Galloway	73%	73%	58%	46%	48%	56%	48%	52%	56%	18%	19%	27%	4%	3%	3%	47%	48%	56%	34%	32%	36%	8%	4%	3%	39%	38%	49%	29%	32%	32%		
Dundee	70%	67%	54%	50%	44%	56%	64%	57%	67%	21%	13%	13%	8%	8%	8%	49%	48%	42%	46%	40%	33%	13%	2%	2%	39%	38%	38%	21%	27%	27%		
East Ayrshire	61%	55%	46%	44%	53%	48%	66%	67%	71%	11%	6%	4%	3%	5%	4%	56%	53%	50%	26%	19%	17%	5%	3%	4%	29%	27%	40%	32%	28%	29%		
East Dunbarton shire	77%	69%	48%	61%	58%	46%	67%	66%	72%	20%	17%	22%	5%	4%	2%	53%	41%	48%	27%	18%	18%	3%	1%	4%	44%	41%	52%	27%	28%	36%		
East Lothian	76%	71%	61%	47%	46%	57%	59%	58%	57%	20%	18%	9%	5%	4%	0%	54%	49%	48%	33%	30%	31%	10%	5%	6%	34%	33%	35%	23%	26%	33%		
East Renfrew shire	62%	61%	38%	65%	63%	54%	60%	52%	64%	4%	6%	8%	2%	3%	3%	33%	36%	41%	37%	42%	33%	8%	2%	3%	35%	33%	38%	31%	28%	33%		
Edinburgh	72%	68%	56%	57%	56%	60%	68%	65%	70%	16%	15%	14%	6%	6%	5%	47%	49%	45%	33%	31%	28%	18%	12%	12%	41%	36%	37%	25%	24%	31%		
Falkirk	73%	70%	66%	40%	41%	40%	56%	58%	60%	18%	14%	15%	6%	8%	4%	48%	44%	34%	34%	31%	24%	10%	8%	3%	39%	35%	41%	33%	27%	28%		
Fife	76%	70%	56%	47%	44%	46%	60%	58%	59%	8%	8%	8%	6%	6%	8%	38%	34%	35%	26%	22%	21%	9%	3%	4%	31%	30%	36%	17%	19%	21%		
Glasgow	66%	61%	44%	52%	50%	49%	60%	56%	56%	15%	12%	13%	6%	6%	8%	46%	45%	38%	31%	26%	18%	7%	2%	1%	30%	23%	22%	25%	27%	30%		
Highland	83%	81%	65%	51%	49%	49%	54%	49%	49%	18%	12%	13%	7%	6%	7%	40%	37%	32%	33%	25%	22%	19%	12%	8%	40%	35%	33%	35%	32%	39%		

Inverclyde	70 %	71 %	61 %	49 %	43 %	52 %	65 %	52 %	43 %	8 %	2 %	9 %	3 %	7 %	9 %	51 %	38 %	35 %	27 %	26 %	22 %	0 %	0 %	0 %	38 %	33 %	30 %	27 %	24 %	26 %
Midlothian	64 %	61 %	48 %	52 %	54 %	57 %	72 %	64 %	62 %	21 %	15 %	17 %	1 %	5 %	0 %	54 %	52 %	52 %	28 %	28 %	17 %	13 %	8 %	5 %	33 %	28 %	29 %	15 %	18 %	26 %
Moray	79 %	72 %	59 %	51 %	52 %	53 %	52 %	53 %	45 %	13 %	9 %	18 %	3 %	3 %	4 %	43 %	44 %	49 %	27 %	27 %	29 %	12 %	3 %	4 %	39 %	45 %	43 %	27 %	28 %	35 %
Na h-Eileanan Siar	88 %	85 %	81 %	42 %	44 %	31 %	54 %	52 %	69 %	4 %	11 %	6 %	0 %	0 %	0 %	38 %	33 %	19 %	42 %	41 %	19 %	13 %	11 %	0 %	38 %	41 %	31 %	29 %	22 %	38 %
North Ayrshire	58 %	54 %	50 %	46 %	46 %	57 %	46 %	49 %	59 %	24 %	13 %	14 %	7 %	7 %	2 %	39 %	33 %	34 %	25 %	23 %	16 %	10 %	3 %	14 %	31 %	31 %	45 %	39 %	38 %	41 %
North Lanarkshire	57 %	59 %	63 %	42 %	37 %	41 %	47 %	47 %	49 %	18 %	14 %	14 %	10 %	8 %	6 %	43 %	40 %	36 %	31 %	26 %	25 %	5 %	2 %	0 %	33 %	29 %	35 %	34 %	35 %	32 %
Orkney	89 %	83 %	79 %	37 %	38 %	42 %	43 %	48 %	47 %	3 %	3 %	0 %	6 %	3 %	5 %	40 %	28 %	37 %	20 %	10 %	0 %	11 %	14 %	5 %	14 %	14 %	16 %	37 %	41 %	37 %
Perth and Kinross	74 %	73 %	67 %	51 %	46 %	51 %	59 %	59 %	64 %	19 %	11 %	13 %	6 %	7 %	3 %	47 %	47 %	39 %	37 %	30 %	18 %	14 %	7 %	5 %	35 %	40 %	39 %	31 %	31 %	32 %
Renfrewshire	62 %	56 %	50 %	50 %	48 %	41 %	62 %	59 %	59 %	20 %	18 %	17 %	6 %	3 %	4 %	39 %	39 %	33 %	23 %	25 %	19 %	4 %	3 %	1 %	34 %	33 %	44 %	28 %	35 %	31 %
Scottish Borders	73 %	72 %	73 %	47 %	42 %	48 %	53 %	46 %	56 %	15 %	15 %	13 %	8 %	8 %	4 %	53 %	53 %	44 %	28 %	28 %	21 %	14 %	6 %	2 %	38 %	39 %	44 %	35 %	29 %	44 %
Shetland	84 %	74 %	65 %	58 %	53 %	58 %	61 %	56 %	65 %	3 %	3 %	0 %	8 %	6 %	8 %	42 %	35 %	27 %	50 %	47 %	38 %	29 %	21 %	12 %	34 %	26 %	31 %	32 %	21 %	23 %
South Ayrshire	75 %	73 %	62 %	56 %	58 %	53 %	68 %	66 %	56 %	9 %	8 %	16 %	6 %	6 %	9 %	50 %	52 %	40 %	35 %	30 %	18 %	9 %	3 %	2 %	31 %	30 %	33 %	29 %	22 %	24 %
South Lanarkshire	66 %	62 %	38 %	52 %	52 %	54 %	60 %	59 %	59 %	21 %	17 %	15 %	4 %	4 %	3 %	53 %	54 %	44 %	39 %	34 %	23 %	8 %	3 %	2 %	32 %	31 %	30 %	25 %	28 %	37 %
Stirling	75 %	72 %	62 %	49 %	52 %	49 %	72 %	62 %	62 %	22 %	24 %	26 %	6 %	5 %	9 %	46 %	52 %	40 %	35 %	34 %	32 %	10 %	5 %	9 %	37 %	34 %	32 %	32 %	31 %	36 %
West Dunbartonshire	73 %	64 %	56 %	51 %	46 %	50 %	44 %	38 %	53 %	12 %	8 %	13 %	7 %	10 %	3 %	41 %	21 %	38 %	27 %	15 %	16 %	7 %	0 %	0 %	29 %	28 %	47 %	34 %	33 %	38 %
West Lothian	67 %	64 %	51 %	56 %	53 %	56 %	55 %	49 %	56 %	24 %	12 %	17 %	5 %	3 %	4 %	38 %	38 %	31 %	23 %	22 %	20 %	9 %	3 %	1 %	34 %	32 %	33 %	21 %	17 %	17 %
Grand total	71 %	67 %	56 %	51 %	50 %	52 %	60 %	57 %	60 %	16 %	13 %	15 %	5 %	5 %	5 %	44 %	43 %	39 %	31 %	28 %	23 %	12 %	8 %	7 %	35 %	33 %	36 %	26 %	27 %	30 %

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

	Too few applicants			Too few qualified applicants			Too few applicants with experience			Cannot afford wage demands			Reason unknown			Competition from other service providers			Competition from other types of work			Cost of living in the area is too high			Candidates unable to work the hours needed			Other reason				
	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21	20	22	21
Aberdeen	24%	28%	23%	15%	17%	19%	31%	19%	24%	3%	5%	6%	3%	2%	2%	8%	8%	12%	5%	7%	2%	3%	2%	1%	5%	6%	6%	3%	5%	5%		
Aberdeenshire	33%	36%	26%	18%	17%	21%	13%	14%	21%	10%	8%	3%	1%	2%	2%	5%	9%	7%	1%	1%	1%	2%	1%	3%	10%	8%	8%	8%	5%	8%		
Angus	30%	31%	14%	23%	16%	19%	17%	19%	40%	1%	3%	0%	2%	6%	0%	7%	6%	5%	4%	3%	7%	1%	0%	0%	10%	6%	10%	4%	11%	5%		
Argyll and Bute	36%	35%	33%	13%	16%	18%	15%	13%	16%	1%	4%	0%	5%	5%	0%	1%	6%	9%	9%	4%	4%	3%	4%	0%	2%	3%	7%	14%	10%	13%		
Clackmannanshire	22%	30%	39%	7%	11%	11%	33%	37%	22%	7%	7%	0%	0%	4%	0%	7%	4%	0%	7%	4%	0%	0%	0%	0%	4%	4%	11%	11%	0%	17%		
Dumfries and Galloway	34%	41%	15%	19%	5%	20%	7%	10%	7%	8%	9%	5%	1%	1%	2%	6%	13%	19%	10%	5%	8%	0%	0%	0%	5%	1%	10%	10%	15%	14%		
Dundee	32%	30%	22%	13%	13%	14%	15%	13%	33%	3%	7%	2%	4%	3%	0%	10%	9%	10%	13%	11%	6%	1%	0%	0%	3%	6%	4%	6%	8%	10%		
East Ayrshire	35%	38%	19%	13%	6%	17%	13%	20%	27%	2%	0%	0%	3%	3%	4%	10%	17%	10%	6%	5%	4%	0%	0%	0%	5%	2%	8%	13%	9%	10%		
East Dunbartonshire	20%	37%	14%	20%	14%	16%	18%	14%	26%	5%	4%	8%	5%	2%	2%	11%	8%	6%	6%	0%	2%	0%	1%	0%	7%	6%	12%	8%	12%	14%		
East Lothian	37%	41%	20%	10%	9%	9%	15%	10%	22%	8%	8%	2%	3%	1%	0%	13%	9%	9%	6%	5%	4%	0%	1%	0%	3%	6%	9%	6%	10%	24%		
East Renfrewshire	40%	33%	21%	15%	17%	18%	12%	9%	28%	4%	0%	0%	2%	5%	3%	6%	6%	10%	10%	22%	5%	2%	0%	0%	10%	2%	5%	0%	6%	10%		
Edinburgh	34%	41%	17%	16%	16%	19%	16%	12%	24%	3%	2%	3%	2%	1%	1%	9%	10%	15%	7%	5%	2%	3%	1%	2%	3%	4%	6%	8%	9%	13%		
Falkirk	38%	43%	26%	9%	6%	18%	16%	14%	21%	3%	3%	6%	1%	2%	3%	10%	7%	4%	9%	3%	1%	0%	0%	0%	11%	7%	10%	4%	14%	10%		
Fife	39%	40%	26%	8%	14%	15%	18%	15%	19%	3%	1%	2%	3%	3%	4%	9%	9%	9%	3%	2%	2%	2%	0%	1%	8%	6%	7%	7%	9%	15%		
Glasgow	37%	33%	25%	14%	13%	13%	19%	17%	22%	5%	3%	3%	3%	6%	7%	7%	12%	10%	5%	6%	2%	1%	0%	0%	3%	2%	5%	7%	9%	13%		
Highland	31%	44%	28%	13%	9%	22%	11%	10%	18%	6%	3%	2%	6%	3%	3%	6%	9%	5%	9%	5%	3%	1%	2%	1%	2%	3%	4%	15%	12%	15%		
Inverclyde	35%	40%	26%	8%	5%	22%	16%	19%	17%	3%	0%	4%	0%	7%	9%	11%	7%	13%	8%	5%	0%	0%	0%	8%	7%	4%	11%	10%	4%			

Midlothian	30 %	30 %	24 %	16 %	28 %	26 %	10 %	11 %	7%	10 %	3 %	2 %	1 %	3 %	5 %	10 %	11 %	17 %	1 %	2 %	2 %	4 %	0 %	0 %	6 %	5 %	0 %	9 %	7 %	17 %
Moray	34 %	48 %	18 %	9 %	11 %	14 %	15 %	13 %	18 %	10 %	6 %	2 %	1 %	0 %	2 %	12 %	8 %	16 %	6 %	3 %	12 %	1 %	0 %	0 %	1 %	8 %	4 %	9 %	3 %	12 %
Na h-Eileanan Siar	67 %	37 %	38 %	4 %	11 %	25 %	8 %	4 %	19 %	0 %	0 %	6 %	0 %	0 %	0 %	8 %	19 %	6 %	4 %	4 %	0 %	4 %	0 %	0 %	0 %	7 %	0 %	4 %	19 %	6%
North Ayrshire	32 %	23 %	16 %	8 %	8 %	18 %	7 %	15 %	14 %	7 %	5 %	5 %	3 %	3 %	0 %	14 %	18 %	9 %	10 %	5 %	2 %	7 %	2 %	14 %	7 %	5 %	11 %	5 %	15 %	11 %
North Lanarkshire	27 %	30 %	25 %	10 %	14 %	10 %	10 %	12 %	18 %	7 %	5 %	6 %	9 %	8 %	3 %	12 %	12 %	12 %	7 %	7 %	2 %	1 %	0 %	0 %	5 %	2 %	7 %	12 %	9 %	16 %
Orkney	69 %	62 %	53 %	14 %	10 %	11 %	3 %	7 %	11 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	3 %	11 %	6 %	10 %	11 %	0 %	0 %	0 %	0 %	0 %	0 %	9 %	7 %	5%
Perth and Kinross	42 %	38 %	26 %	11 %	12 %	18 %	11 %	13 %	22 %	7 %	3 %	1 %	2 %	2 %	1 %	7 %	18 %	6 %	7 %	6 %	2 %	2 %	0 %	2 %	3 %	4 %	10 %	9 %	6 %	10 %
Renfrewshire	29 %	31 %	16 %	11 %	9 %	7%	17 %	22 %	21 %	6 %	3 %	3 %	4 %	2 %	3 %	9 %	6 %	14 %	6 %	13 %	10 %	1 %	0 %	0 %	6 %	4 %	11 %	9 %	9 %	14 %
Scottish Borders	41 %	46 %	29 %	14 %	8 %	15 %	7 %	6 %	13 %	9 %	4 %	2 %	1 %	3 %	2 %	5 %	10 %	10 %	3 %	4 %	6 %	4 %	0 %	0 %	1 %	6 %	10 %	15 %	14 %	13 %
Shetland	63 %	44 %	35 %	8 %	21 %	12 %	8 %	12 %	19 %	3 %	3 %	0 %	3 %	0 %	8 %	0 %	6 %	4 %	0 %	3 %	4 %	0 %	0 %	0 %	3 %	0 %	4 %	13 %	12 %	15 %
South Ayrshire	37 %	41 %	22 %	7 %	9 %	22 %	16 %	11 %	16 %	0 %	3 %	0 %	0 %	0 %	4 %	15 %	8 %	11 %	3 %	6 %	4 %	0 %	0 %	0 %	1 %	3 %	11 %	21 %	19 %	9%
South Lanarkshire	31 %	36 %	14 %	10 %	6 %	13 %	18 %	15 %	21 %	7 %	4 %	3 %	1 %	3 %	5 %	13 %	15 %	12 %	5 %	3 %	4 %	2 %	0 %	0 %	2 %	3 %	5 %	12 %	15 %	24 %
Stirling	37 %	41 %	23 %	15 %	9 %	11 %	16 %	14 %	28 %	3 %	3 %	6 %	3 %	0 %	0 %	4 %	10 %	2 %	1 %	3 %	6 %	0 %	0 %	4 %	9 %	2 %	6 %	12 %	17 %	13 %
West Dunbartonshire	37 %	38 %	25 %	20 %	10 %	9%	10 %	10 %	19 %	5 %	3 %	9 %	0 %	5 %	0 %	10 %	8 %	9 %	10 %	8 %	0 %	0 %	0 %	2 %	5 %	16 %	7 %	13 %	13 %	
West Lothian	31 %	37 %	25 %	10 %	9 %	16 %	19 %	13 %	21 %	13 %	8 %	8 %	3 %	3 %	4 %	10 %	14 %	5 %	4 %	4 %	0 %	0 %	0 %	4 %	7 %	15 %	5 %	6 %	5%	
Grand total	34 %	37 %	23 %	13 %	13 %	16 %	16 %	14 %	21 %	5 %	4 %	3 %	3 %	3 %	8 %	10 %	10 %	6 %	5 %	3 %	2 %	1 %	1 %	5 %	4 %	7 %	9 %	10 %	13 %	

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