

# The Crisis in Social Care: Does it matter for ASHE 6115?

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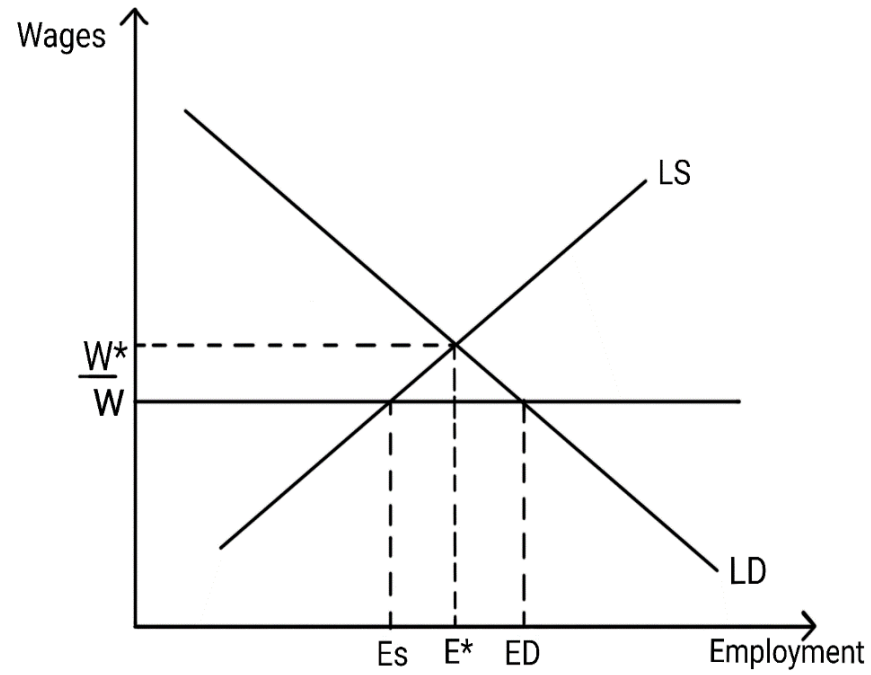
10<sup>th</sup> April 2025

- ASHE 6115 best measure for care escalation
- inflation risk
- stakeholders
- crisis in social care
- labour market for social care
- wage pressures
- “catch-up” and relative wages
- “catch-up plus” and population ageing

# Background to care and crisis in care

- Carers and care-giving
- Social care and the NHS
- Care Standards Act [2000]
- Global financial crisis, austerity, Brexit
- A hidden crisis
- Migration Advisory Committee Review of Adult Social Care 2022

# Labour market for care



# Wage pressures and mitigators



Ambulance queues and waiting time

Beds in corridors

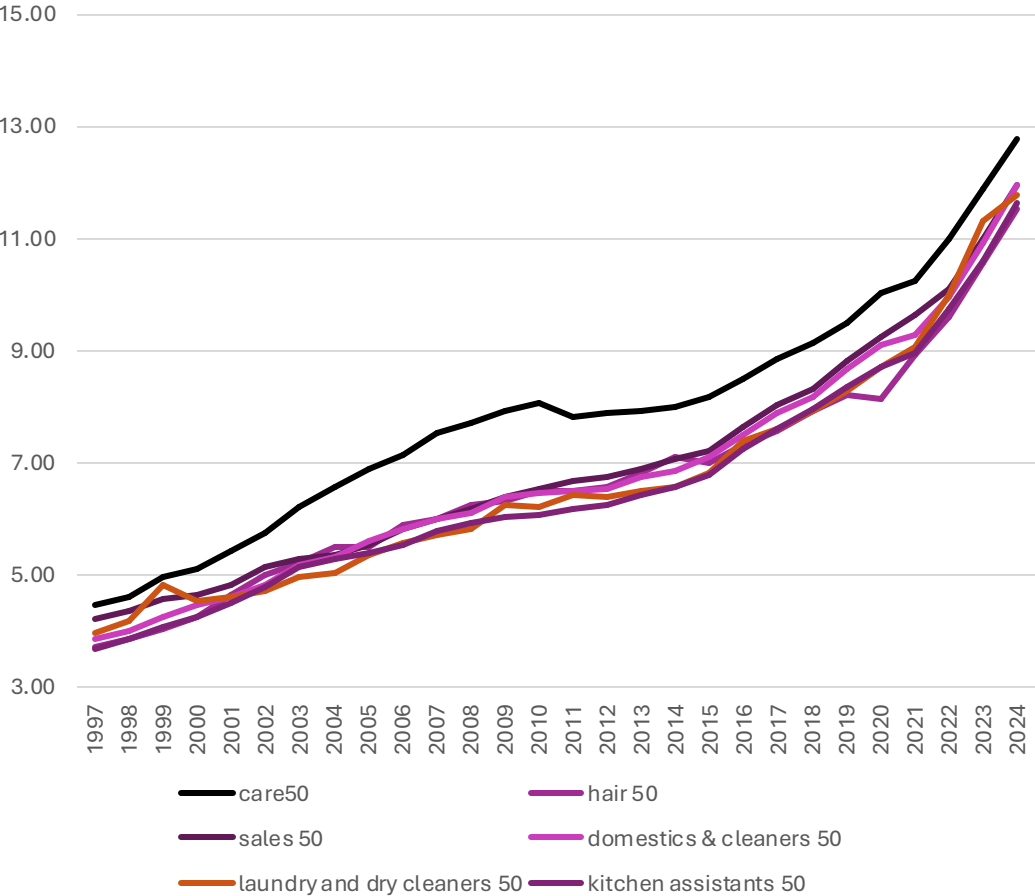
Long waits for assessments

High threshold for qualification

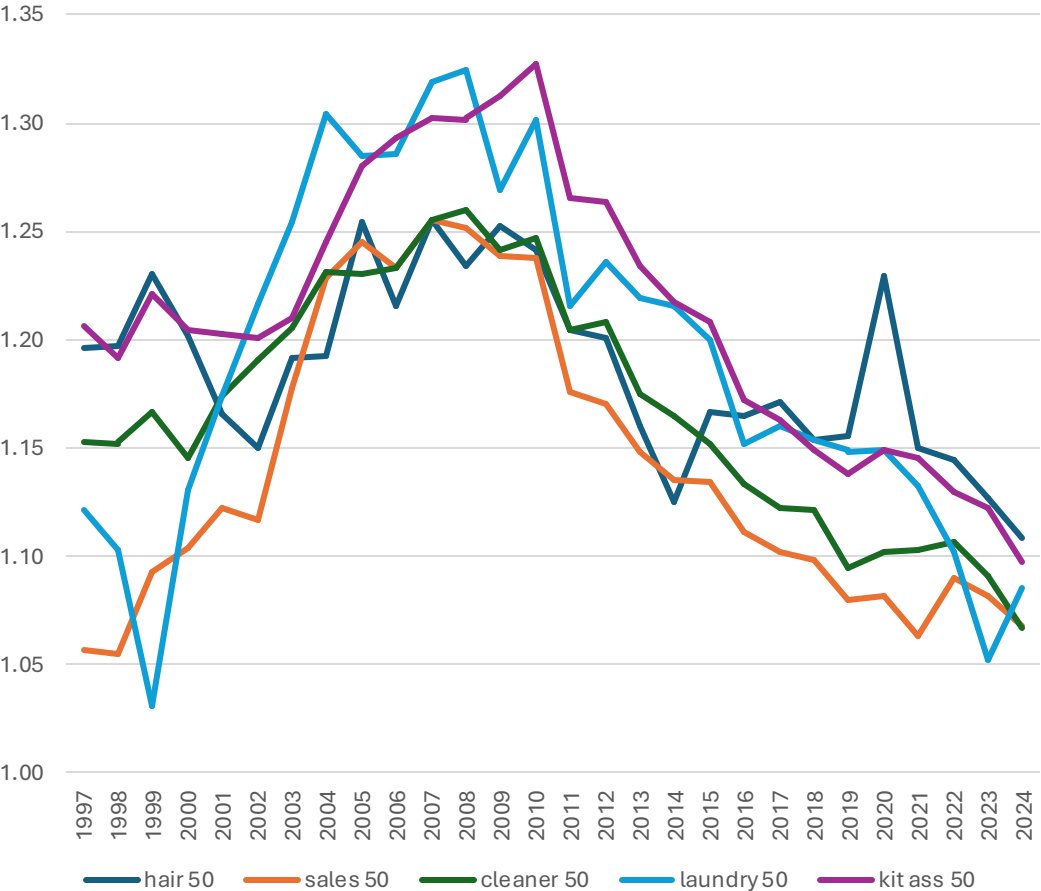
Falling LE and rate of unexpected deaths

Immigration through care visas

# Hourly wages at median £



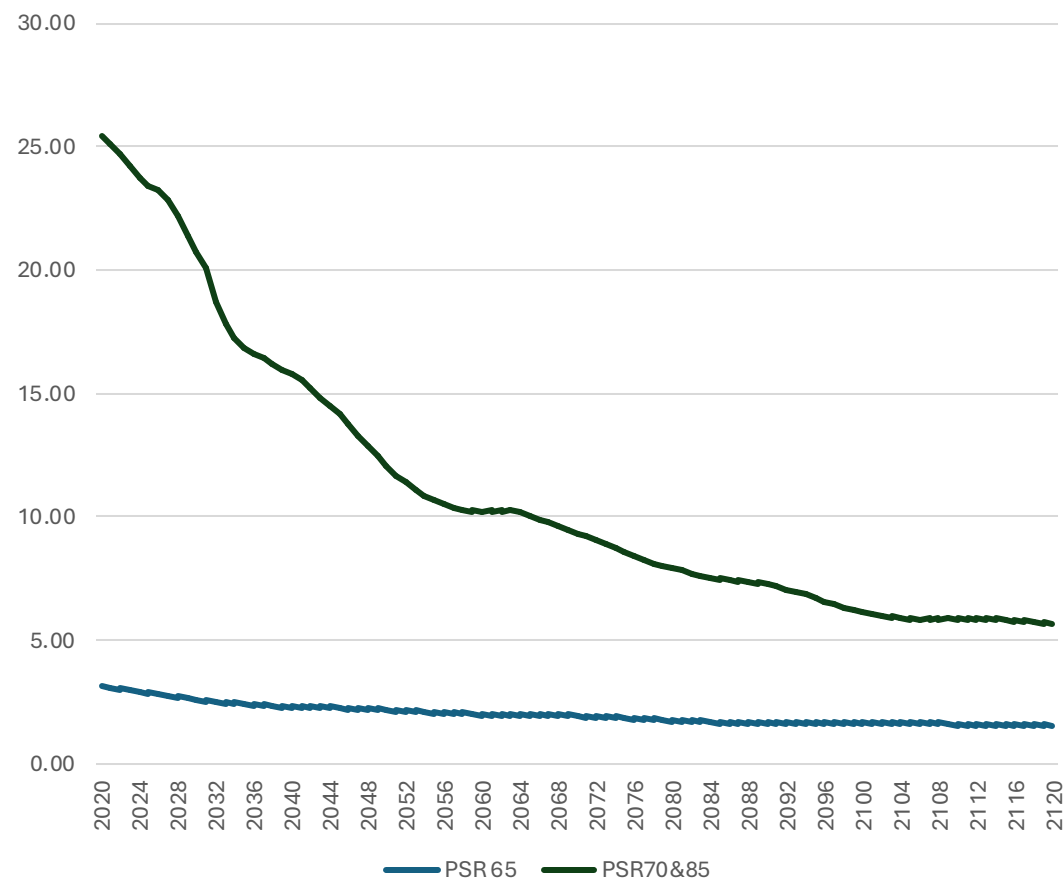
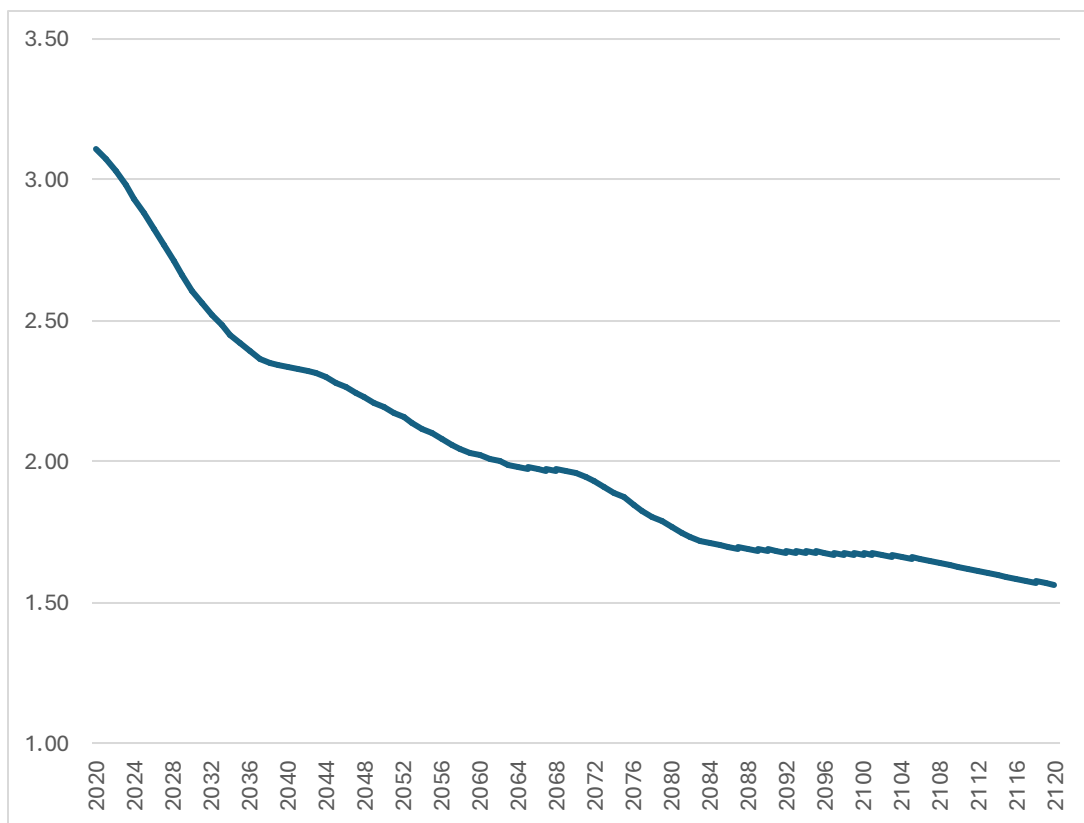
# Care wage relative to other groups



# Care premium and “catch-up”

- Migration Advisory Committee 2022
- the premium in terms of the additional skills, attributes and responsibilities attached to social care, *“emotional and physical resilience, communication, planning and organisation, problem solving skills and understanding individual needs”* (p6)
- *“differentials across the workforce must increase and the pay premium historically afforded to social care workers over other jobs must be re-instated to increase attractiveness and fairly reward employees for the unique nature of their work”.* (p9)
- 2010-2024 median 13% to 23% (mid-point 19%)
- 2010-2024 75<sup>th</sup> percentile 8% to 33% (mid-point 20.5%)
- MAC (2022) min wage for care in 2021 10.50 (NMW £8.91) 18% uplift
- *We would also strongly emphasise that an increase of this magnitude is not enough to address the issues presented by low pay in the sector and urge the government to go significantly further as quickly as possible* (p9).

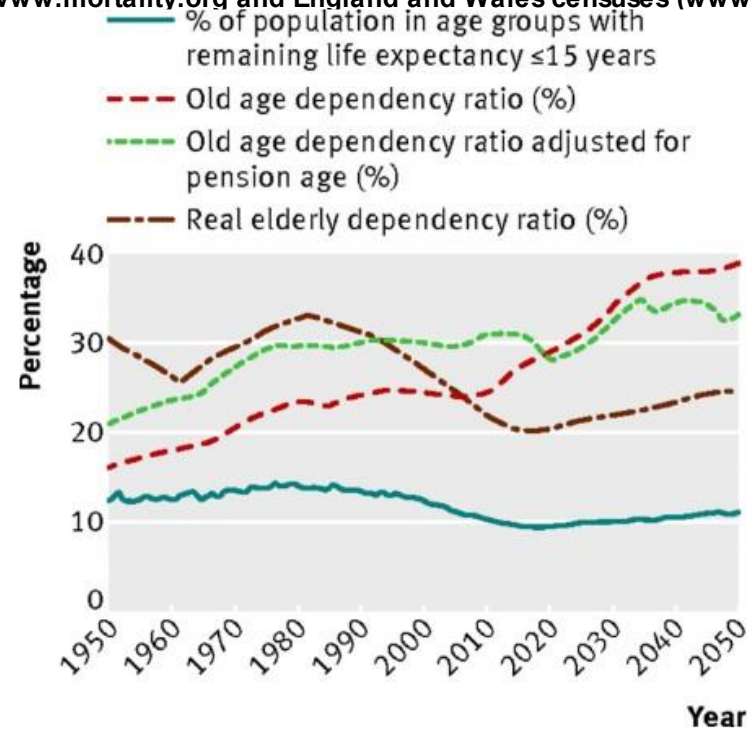
# “Catch-up Plus”: a falling potential support ratio





# Spijker and MacInnes (2013) British Medical Journal Population ageing and the timebomb that isn't.

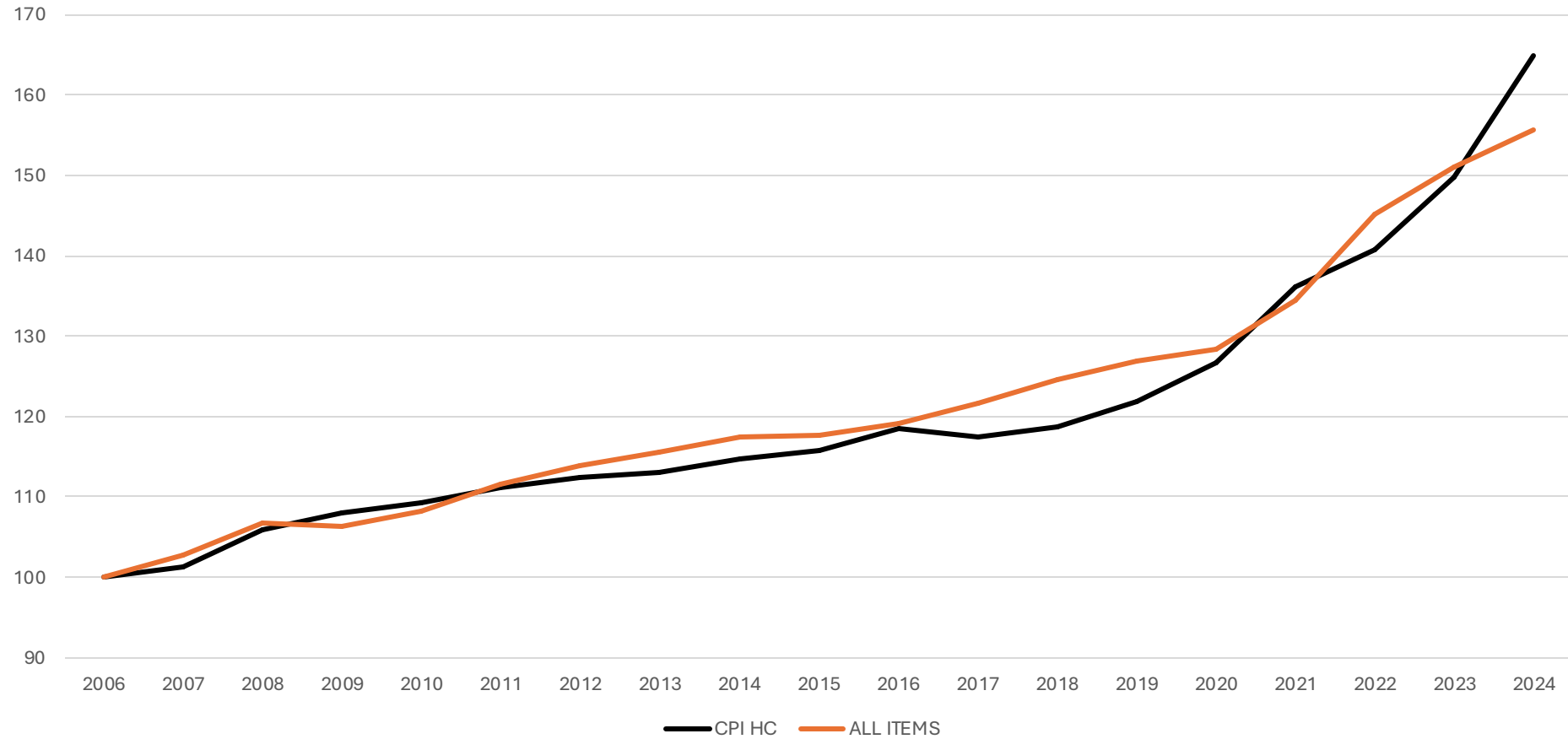
Fig 3 Old age dependency ratios, proportion of the population at ages with remaining life expectancy of  $\leq 15$  years, and the real elderly dependency ratio, England and Wales 1950-2050 (data from [www.mortality.org](http://www.mortality.org) and England and Wales censuses ([www.ons.gov.uk](http://www.ons.gov.uk))).



Jeroen Spijker, and John MacInnes BMJ  
2013;347:bmj.f6598



# US CPI: the canary in the coalmine



# Care provider rates and ASHE 6115 80

	2015	2017	2019	2021	2023	2025	growth
% above ASHE 6115 80	14.36	10.20	8.03	6.20	11.84	11.13	3.5%pa (4.2%pa)

- Provider rates for complex care are higher than ASHE 6115 80
- Growth in provider rates are lower than growth in ASHE 6115 80 over 2015-2025
- Provider captures some of the “catch-up” when costing for the package
- This provides a buffer against future increases
- For claimant future accuracy of ASHE 6115 depends on response of funding for care to population ageing
- ASHE 6115 remains the best measure