



MIGRANT WORKERS IN PERTH & KINROSS – THE CARE SECTOR

2010/2011

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1. INTRODUCTION

Since the expansion of the European Union in May 2004¹ and January 2007², Local Authorities across the country have been experiencing an influx of migrant workers³ in search of employment.

Whilst David Cameron has referred to today's levels of immigration as 'unsustainable'⁴, the Scottish Government has adopted a slightly different view on this matter. Their Economic Strategy encourages the idea of fresh talent arriving from abroad and argues that a highly skilled nation could attract further investments and ultimately increase economic growth⁵.

Although the Scottish Government has cited some advantages to increasing population levels, it would have to be argued that this can also impact heavily on the delivery of vital public services such as housing, transport, health and education.

Andrews et al⁶ (2011) argue that a sudden influx of migrant workers can create new and distinctive social and cultural needs which require additional attention and can overstretch resources. Furthermore, migrant workers may be unable to fully participate in services which rely on citizen participation, affecting the overall quality of a particular service. It is therefore crucial that Local Authorities manage the arrival of migrant workers effectively in order to avoid these dangers.

According to the Department for Work and Pensions, Perth and Kinross has the fourth highest number of migrant workers in Scotland and is placed within the top 13% of Local Authorities within the UK where migrant workers choose to settle⁷. It has therefore been particularly important for Perth and Kinross Council to address the needs of the migrant population in order to avoid the dangers quoted above by Andrews et al (2011).

In March 2006, the New Workers Partnership (NWP) was established within Perth & Kinross to address issues affecting the migrant population including: -

- Information provision
- Integration and inclusion
- Knowledge and skills
- Monitoring

The NWP identified the independent care sector as one of the main recruiters of migrant workers within the area. In 2009, it was decided that a survey

¹ The countries which joined the EU in 2004 were the Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovakia, Cyprus and Malta.

² Bulgaria and Romania joined the EU in 2007 taking the number of Member States to 27.

³ Migrant workers are defined by the Office for National Statistics as anyone born outside the UK (<http://www.scotland.gov.uk/Publications/2009/07/28092044/7> - Chapter 1, Page 17).

⁴ <http://www.express.co.uk/posts/view/225685/> - 28 January 2011

⁵ <http://www.scotland.gov.uk/Resource/Doc/207983/0054092.pdf> - page 23

⁶ Andrews et al, *Managing Migration – How some councils cope better than others*, Public Policy Research Bulletin, December – February 2011, p208-209

⁷ http://statistics.dwp.gov.uk/asd/asd1/tables/nino_alloc_summ_tables_feb11.xls

should be carried out to gather important demographic information and gain an awareness of the vetting processes within each organisation. Results of the first survey were released in March 2010. Following the release of the 2009/2010 results, the NWP agreed that this survey should be conducted on an annual basis to assist in the planning and delivery of services for the migrant community.

This report will outline the methodology used in the survey before discussing the main findings. It will firstly examine the responses received from Care Home Providers before reporting on Home Care Provider responses. The rationale behind reporting separately on each Provider is to highlight some distinct differences observed from the responses received. Finally, the report will review the number of migrant workers employed within Local Authority Care at Home and Residential Care Services before reaching its conclusion.

2. METHODOLOGY

In January 2011 all Independent Care Home and regularly commissioned Home Care Providers covering the Perth & Kinross area were emailed a letter outlining the purpose and objectives of the survey (Appendix 1).

These employers were asked to complete a spreadsheet which requested details on the age; occupation; period of employment; country of origin; employment source; and types of criminal checks completed for migrant workers currently employed within their organisation (Appendix 2).

A clause was inserted into the letter to Providers this year to explain that participation in the survey was entirely voluntary. A few Providers chose to 'opt out' of the survey, although the majority did choose to participate.

As each response was received, it was saved onto a computer drive restricted to Housing & Community Care employees for data protection purposes. In addition, no names were obtained from employers so that each worker remained unidentifiable.

Emails were issued to Care Home Providers on 12th January 2011 and to Home Care Providers on 13th January 2011. These respective dates were used to calculate age and length of employment on these dates.

All responses were then analysed using SPSS⁸. The next two chapters of this report will examine these responses in more detail.

⁸ SPSS (Statistical Package for Social Scientists) is a package which allows analysis of quantitative data.

3. CARE HOME FINDINGS

There are currently 47 Independent Care Home Providers within Perth & Kinross which collectively employ approximately 1650 members of staff⁹. All of these Providers were asked to participate in the survey.

A total of 36 responses were received this year which produced a response rate of 77%. From these 36 responses, employers provided details of 228 migrant workers, suggesting at least 13.8% of the total Independent Care Home workforce within Perth & Kinross is comprised of migrant workers. These migrant workers will be referred to as 'employees' throughout this chapter.

Last year, a total of 44 Care Home Providers were approached regarding participation in the exercise. A total of 35 responses were received and details of 241 migrant workers were provided, which suggested at least 14.6% of the total Independent Care Home workforce within Perth & Kinross was comprised of migrant workers. Although it might appear that the level of migrant workers employed within Care Homes has decreased since last year, this cannot be confirmed as six providers who responded last year, and collectively employed 34 migrant workers, did not respond to this year's survey.

The first section of this chapter will examine the findings on age; occupation; length of service; country of origin; and employment location for each employee. The second part of the chapter will present the findings on the source of employment and the criminal record checks carried out within each organisation.

3.1 Demography

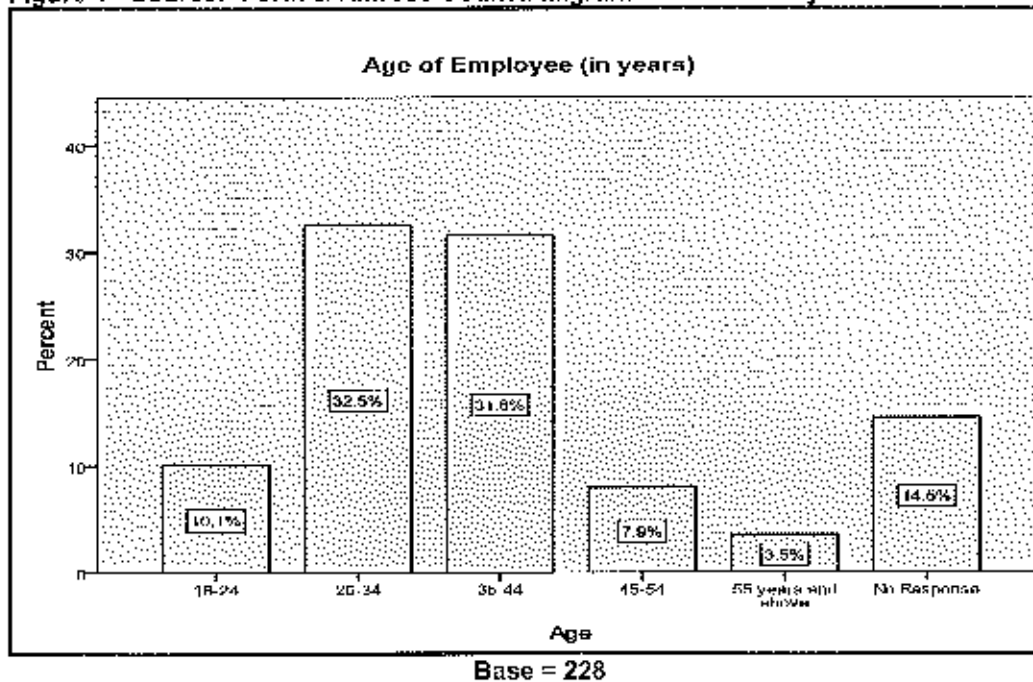
3.11 Age

Figure 1 below shows that 32.5% of the employees were aged between 25-34 years¹⁰ and a high number of employees were also aged between 35-44 years (31.6%).

⁹ This statistic was obtained from the Commissioning and Contracts Team (Housing & Community Care) in March 2011.

¹⁰ The age of each worker was calculated at 12/01/2011.

Figure 1 - Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



These are the two categories into which most of the employees were classed during 2009/2010's survey. There does, however, seem to have been a shift this year from the 25-34 age group into the 35-44 age group producing a more even split between these two groups. Last year 37.3% of the employees were aged between 25-34 years and only 25.3% were aged between 35-44 years.

The other three groups have experienced insignificant changes since last year.

3.12 Occupation

A report produced by the Citizens Advice Bureau¹¹ highlights that many migrant workers who are qualified nurses within their native country are actually employed as care workers and paid low salaries upon arrival in the United Kingdom. Underemployment is a commonly debated topic at the moment. An article written by Sarah Kyambi (2011) also discusses the fact that many migrant workers are highly qualified but work in low paid employment while learning English. It questions whether these workers will remain in low paid positions once they have a firm grasp of the language¹².

The survey carried out by Perth & Kinross Council did not seek information on the level of qualifications obtained, so was unable to draw a direct comparison between qualifications and employment. The survey could confirm that an

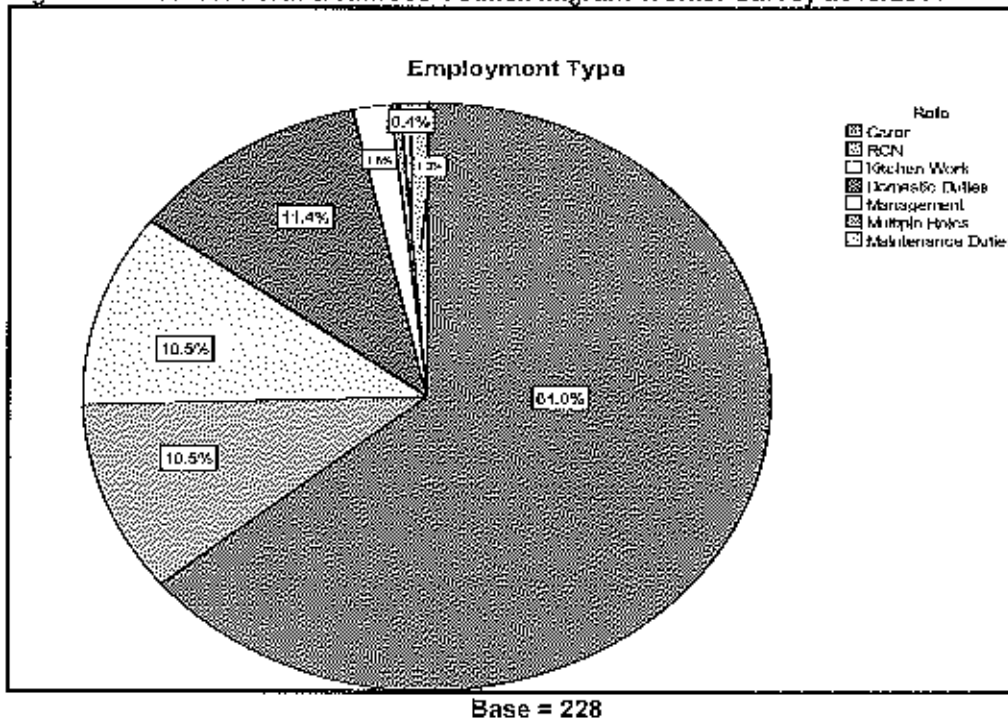
¹¹http://www.citizensadvice.org.uk/index/campaigns/policy_campaign_publications/evidence_reports/or_employment/nowhere-to-turn- Page 6

¹²http://www.migrantsrights.org.uk/files/MRN_Migration_and_Employment_Scotland.pdf

overwhelming majority of the migrant workers were employed as either carers or care assistants.

Figure 2 below displays a breakdown of the results by role. It shows that 64% of the employees were employed as carers. This is a similar figure to last year (66.4%) and is clearly the role in which the majority of the employees are employed.

Figure 2 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



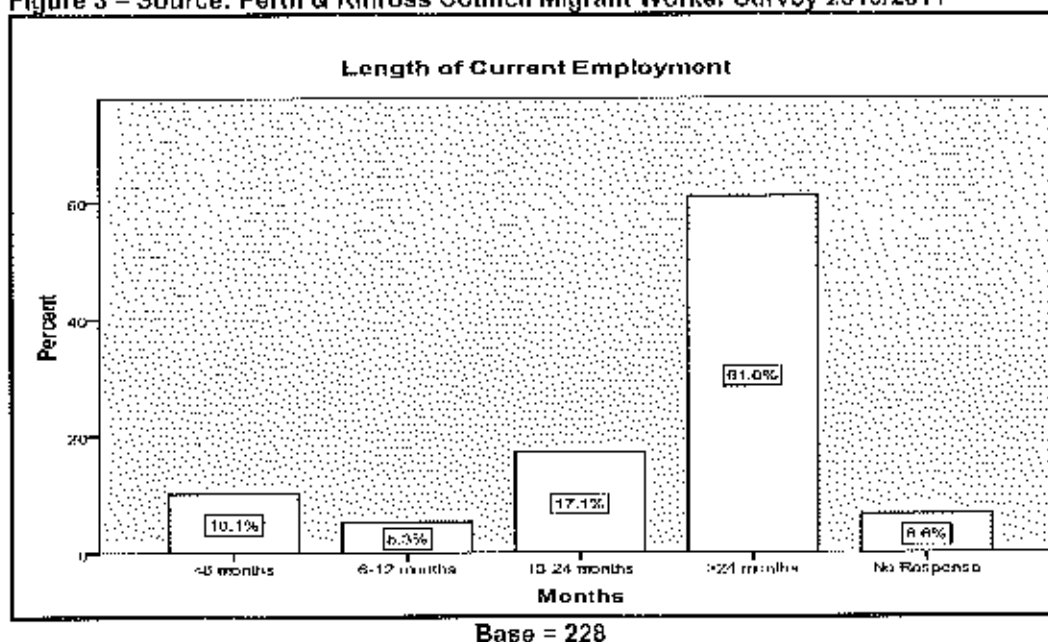
11.4% of the employees were employed to carry out domestic duties, which is an increase on the figure of 8.3% last year. There is also an increase in the number of employees carrying out kitchen work. This has increased from 7.5% last year to 10.5% this year. However, there has been a drop in the level of registered nurses from 14.1% last year to 10.5% this year. These figures tend to support the argument presented by the Citizens Advice Bureau that many migrant workers are employed on low salaries and the decrease in qualified nurses this year might also affirm Sarah Kyambi's view that qualified migrant workers may not remain in low paid jobs once they become competent in their language skills.

3.13 Length of Service

Figure 3 below provides a breakdown of the length of service for each migrant worker¹³.

¹³ Length of service was calculated at 12/01/2011

Figure 3 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



The results show that the greatest percentage of employees (61%) had been employed by their current employer for more than two years and that 78.1% had been employed for more than twelve months.

These figures are higher for these two categories than last year (60.2%), although there has also been a vast reduction in the numbers of employees employed between 6 and 12 months. This figure has dropped from 20.3% last year to 5.3% this year. Only 15.4% of the employees have been employed for less than 12 months compared to the figure of 31.5% last year. This might support the National Insurance Number (NiNo) data which reports that the number of migrant workers arriving in Perth and Kinross is now slowing down following a peak at 3,820 registrations in 2008/2009¹⁴.

A Home Office Report published in 2006¹⁵ claims that, compared with domestic employees,

"... migrant workers were said to be more likely to demonstrate lower turnover and absenteeism; be prepared to work longer and flexible hours; be satisfied with their duties and hours of work; and work harder in terms of productivity and speed" (Page 4).

The results from this survey would tend to support this statement due to the prevalence of employees in work for more than 12 months.

However, there has also been a great deal of publicity on the exploitation of migrant workers within the UK. A briefing paper published by Oxfam in

¹⁴ http://statistics.dwp.gov.uk/asd/asx11/labtools/ni-no_alloc_sunm_tables_feb11.xls

¹⁵ <http://www.homeoffice.gov.uk/rds/pdfs/06/rdsolr0308.pdf>

December 2009¹⁶ suggests that many migrant workers within the care sector are experiencing: -

"...excessive hours, extreme pressure to work overtime, an expectation that the worker will constantly be on call, spurious deductions taken from pay for petrol and other expenses and non payment of holiday and sick pay – all whilst workers are being paid no more than the minimum wage" (Page 2).

This piece of evidence presents the argument that perhaps migrant workers are more likely to demonstrate the attributes mentioned in the Home Office Report as they are vulnerable to exploitation by employers and often feel they cannot complain about the poor working conditions. This topic has received a great deal of media attention in recent months. A broadcast on BBC Radio 4 on 6th January 2011 examined how many migrant workers are abused and exploited by agencies placing them in UK Care Homes¹⁷. It interviewed people who had suffered at the hands of 'rogue providers' and called for care providers to ensure that the workers they are employing and the agencies used to recruit them are genuine.

In addition to this, the Oxfam report calls for the care sector to be regulated by the Gangmasters Licensing Authority (GLA) which is a Government Agency set up to protect workers from exploitation. It currently regulates those who,

"...supply labour or use workers to provide services in agriculture, forestry, horticulture, shellfish gathering and food processing and packaging"¹⁸.

In January 2010, a fruit farming company within Perth & Kinross was the first in Scotland to be prosecuted and fined under the Gangmasters (Licensing) Act for using an unlicensed gangmaster to source workers from Bulgaria¹⁹. Since January 2010, a further three cases have been brought against Scottish businesses by the GLA. Similar malpractice could be occurring within the care sector, yet these employers cannot currently be prosecuted until the GLA extends its remit to include this sector.

3.14 Country of Origin

National Insurance Numbers (NINo) are generally required by any adult overseas national looking to work or claim benefits/tax credits in the UK. According to the Department for Work and Pensions (DWP) the five most common nationalities registering for National Insurance Numbers in Perth & Kinross in 2009/10 were Poland, Czech Republic, Slovak Republic, Bulgaria and Romania²⁰.

Although the survey carried out by Perth & Kinross Council confirmed that a high percentage of employees originated from Poland (27.6%), a very small

¹⁶ http://www.oxfam.org.uk/resources/policy/trade/downloads/bp_ukpp_who_cares.pdf

¹⁷ <http://www.bbc.co.uk/programmes/b00xf5dy>

¹⁸ <http://www.gla.gov.uk/>

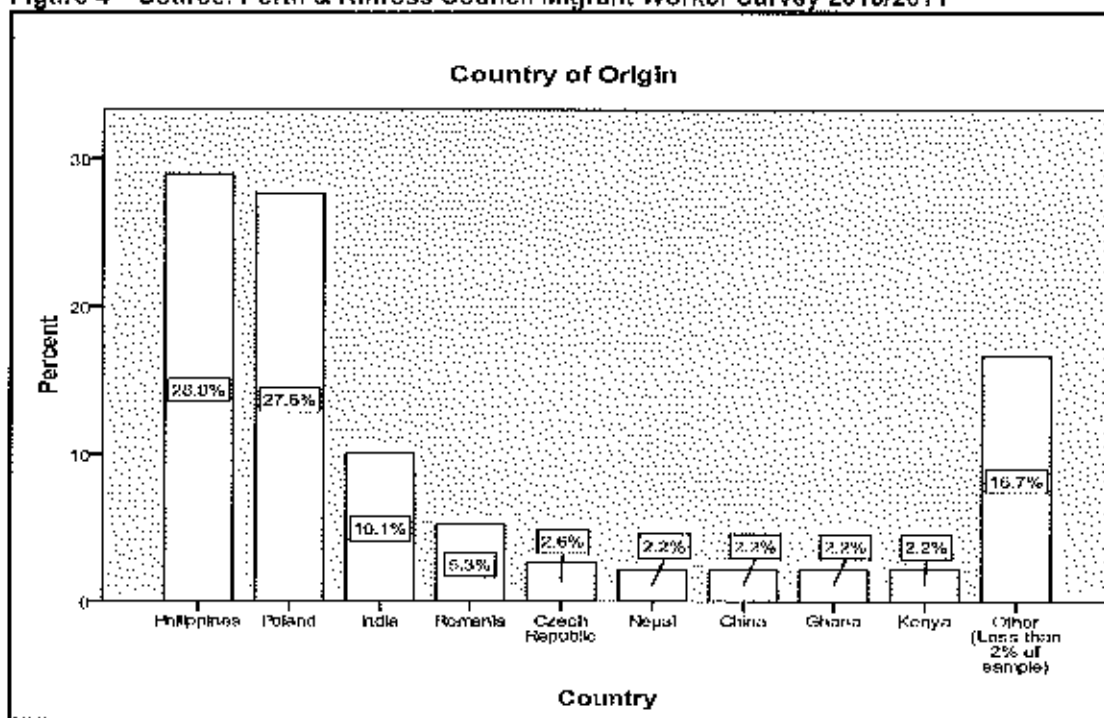
¹⁹ http://news.bbc.co.uk/1/hi/scotland/lawside_and_central/8174374.stm

²⁰ DWP Tabulation Tool – http://statistics.dwp.gov.uk/asd/asd1/nia/index.php?page=nino_allocation

percentage originated from the four other countries specified above. Instead, Figure 4 below reflects that 28.9% of employees working in care homes within the Perth & Kinross area originated from the Philippines and 10.1% of employees originated from India. These results are very similar to last year where the top three countries were also Philippines, Poland and India.

This year, migrant workers originated from a wider range of countries than last year. A column entitled 'other' was therefore inserted into the chart below. Countries highlighted by less than 2% of employees were grouped into this column. This column included Bulgaria; Slovakia; Nigeria; Zambia; Hungary; Pakistan; Korea; Tasmania; Holland; Switzerland; Finland; USA; Germany; Zimbabwe; Portugal; Thailand; Italy; Asia; Lithuania; Spain; New Zealand; and Afghanistan.

Figure 4 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011

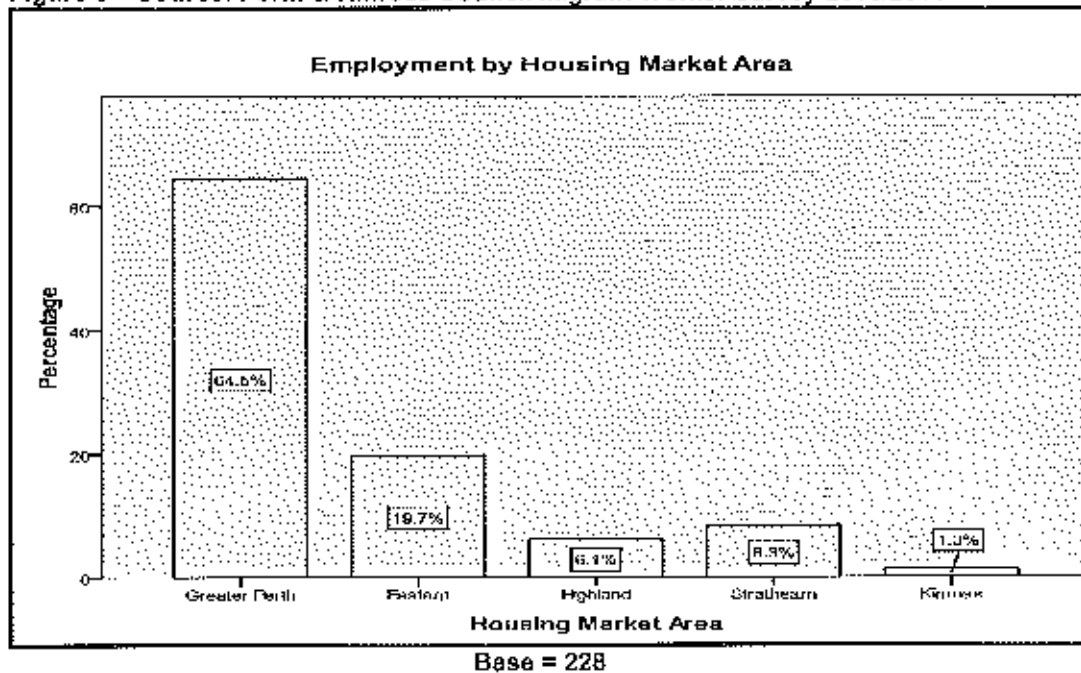


Base = 228

3.15 Location of Employment

It was possible to identify the percentage of migrant workers employed within each Housing Market Area (HMA) by looking at the location of the care homes which responded. Figure 5 below highlights the location in which the 228 migrant workers were employed. The majority of migrant workers were employed within the Greater Perth HMA (64.5%), whilst the Highland and Kinross HMA's employed the least amount of migrant workers with percentages of 6.1% and 1.3% respectively. Again, these results are very similar to last year's results.

Figure 5 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



The following section will examine the way in which migrant workers are recruited and the most common method of criminal record checks completed by care home employers.

3.2 Employment Process

3.2.1 Employment Source

Earlier in this report, it was mentioned that the onus should be placed upon employers to exercise rigorous checks on employees or agencies before hiring any new members of staff. Section 3.3 of the Scottish Government report entitled 'Recent Migration into Scotland: The Evidence Base' states: -

"Recent studies report a change in practice among employers from use of agencies to direct recruitment and from advertising to supply-led methods such as speculative applications and word of mouth (de Lima et al, 2007; Metcalf et al, 2008)"²¹.

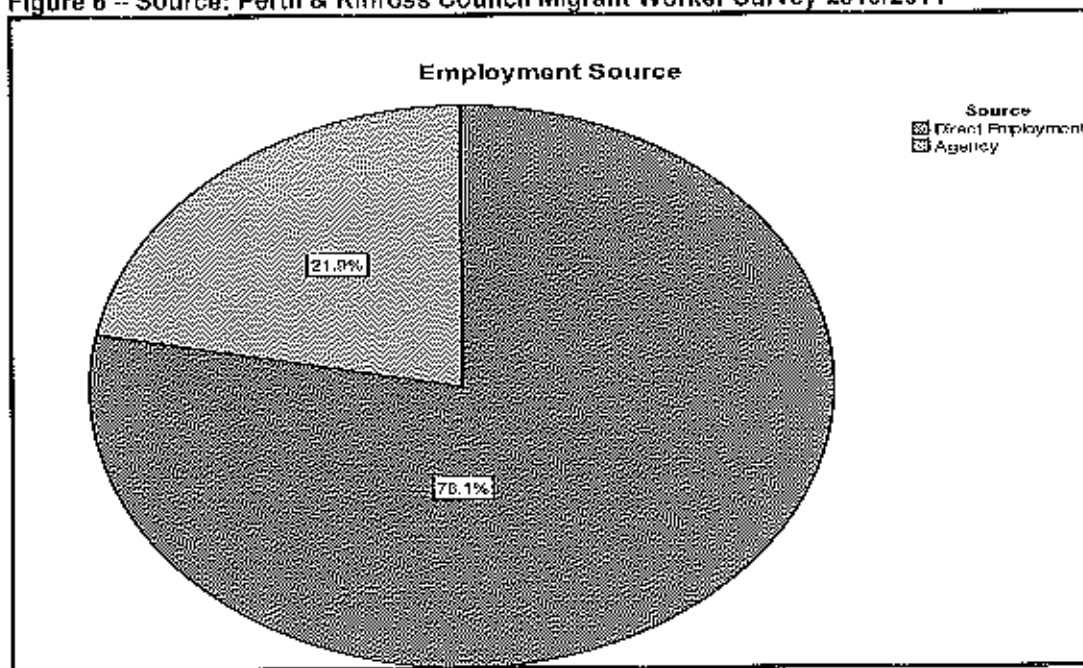
This statement is also echoed by the Migrants Rights Network which also highlights that research has shown migrant workers to be less likely to use employment agencies as they are now forming direct links to employers in Scotland²².

²¹ <http://www.scotland.gov.uk/Publications/2009/02/23154109/0>

²² Kyambi, S, February 2011, *Employment & Migration: Scotland*, available at - http://www.migrantsrights.org.uk/files/MRN_Migration_and_Employment_Scotland.pdf

The survey carried out by Perth & Kinross Council asked each Care Home Provider the method used to employ staff. Figure 6 below displays these results.

Figure 6 -- Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



Base = 228

78.1% of migrant workers were recruited directly by their employer whilst 21.9% were employed through an employment agency. Last year, only 67.6% of migrant workers were recruited directly and 26.6% through an agency which might support a shift towards direct employment. It is very difficult to confirm this theory without more than two years data.

3.22 Criminal History

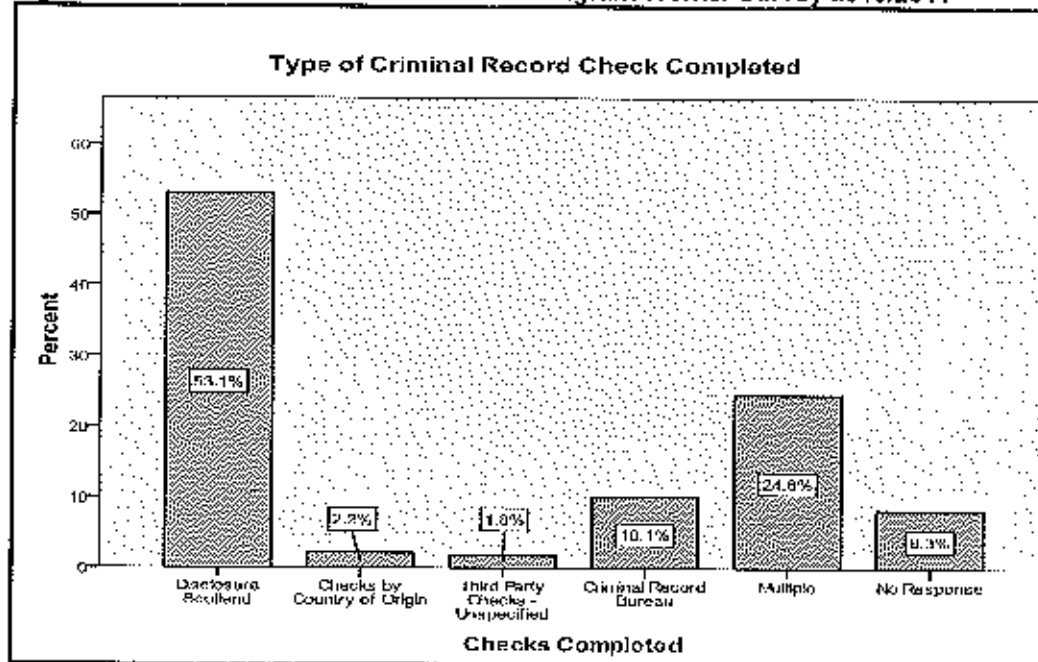
Section 4.64 of the same report, cited above, by the Scottish Government argues that: -

"Lack of information on the criminal history of migrants is a serious issue for employers recruiting to jobs involving contact with vulnerable groups. Disclosure Scotland, the service responsible for vetting and barring as provided for in the Protection of Vulnerable Groups (Scotland) Act 2007, works under UK legislation and has no jurisdiction to obtain criminal history information from other countries. Moreover, not all foreign countries have a system of recording information. Poland, for example, has no equivalent of Disclosure Scotland".

Disclosure Scotland provide a link on their website to a guidance document published by the NHS and the Scottish Government²³ which reiterates that Disclosure Scotland cannot access criminal records from overseas. If this is the case, then the value of the information obtained from a Disclosure Scotland check is questionable. This clearly highlights an area in which there seems to be disparity between migrant workers and local workers.

In the survey conducted by Perth & Kinross Council, care homes were asked to provide details of the vetting process they applied. The results are shown below in Figure 7.

Figure 7 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



Base = 228

53.1% of employees had been Disclosure Scotland checked whilst only 24.6% of employees had undergone multiple checks (which often included a Disclosure Scotland check as well as a Police check from the country of origin). These figures are both lower than last years percentages for the same type of checks. This year has also seen an increase in the number of criminal record bureau checks (which have increased from 2.5% last year to 10.1% this year).

In February 2011, the Scottish Government introduced a new membership scheme to replace and improve upon the current disclosure arrangements for people who work with vulnerable groups. This scheme is called the Protecting Vulnerable Groups Scheme (PVG Scheme) and will be managed and delivered by Disclosure Scotland with the aims to: -

²³ <http://www.disclosurescotland.co.uk/pdf/Overseas%20Disclosure%20checks%20-%20NHS%20Scotland%20Guidance%20doc>

- help to ensure that those who have regular contact with children and protected adults through paid and unpaid work do not have a known history of harmful behaviour.
- be quick and easy to use, reducing the need for PVG Scheme members to complete a detailed application form every time a disclosure check is required.
- strike a balance between proportionate protection and robust regulation and make it easier for employers to determine who they should check to protect their client group²⁴.

Whether or not the new scheme can address any of the problems identified within the previous system remains unanswered.

The next chapter of this report will examine the findings from the Home Care Providers.

²⁴ <http://www.disclosurescotland.gov.uk/pul/Overseas%20Disclosure%20checks%20-%20NHS%20Scotland%20Guidance.doc>

4. HOME CARE FINDINGS

A total of 15 Independent Home Care Providers were approached for information relating to migrant workers within the Perth & Kinross area. This year, it was decided that only those providers regularly commissioned by Perth & Kinross Council should be contacted for responses in order to obtain a better response rate than last year. These Providers collectively employ approximately 400 staff^{2b} within the area.

It has been assumed that all information supplied by Providers is relevant to migrant workers employed within the Perth & Kinross home care sector only, as requested in the letter issued to all Providers (Appendix 1).

A total of 12 responses were received from Providers which produced a response rate of 80%. This response rate is much higher than last year's response rate of 56%; however, the results cannot be used to describe the home care sector within Perth & Kinross as a whole. As there are other Providers covering the area who are not utilised by the Local Authority, this information can only really be used as an indicator for the commissioned providers.

From these 12 responses, employers provided details of 14 migrant workers. This suggests that migrant workers represent at least 3.5% of the independent home care sector commissioned by Perth & Kinross Council. These migrant workers will be referred to as 'employees' throughout this chapter.

Last year, a total of 27 Home Care Providers were contacted regarding participation in the survey. A total of 15 responses were received and details of 34 migrant workers were provided. This suggested at least 8.5% of the total Independent Home Care workforce was comprised of migrant workers. However, eight of the Providers who provided responses last year were not included in the survey this year. These Providers collectively employed 20 migrant workers. Therefore, both last year and this year's results should really be considered separately as a result of the change in methodology applied this year.

The first section of this chapter will report on the findings for age; occupation; period of employment; and country of origin for each migrant worker. Unfortunately, the responses for the home care sector were unable to be analysed by HMA due to the fact that home care workers tend to cover a number of properties which Perth & Kinross Council did not seek further information on in this survey. The second part of the chapter will present the findings on the source of employment and the types of criminal record checks carried out within each organisation.

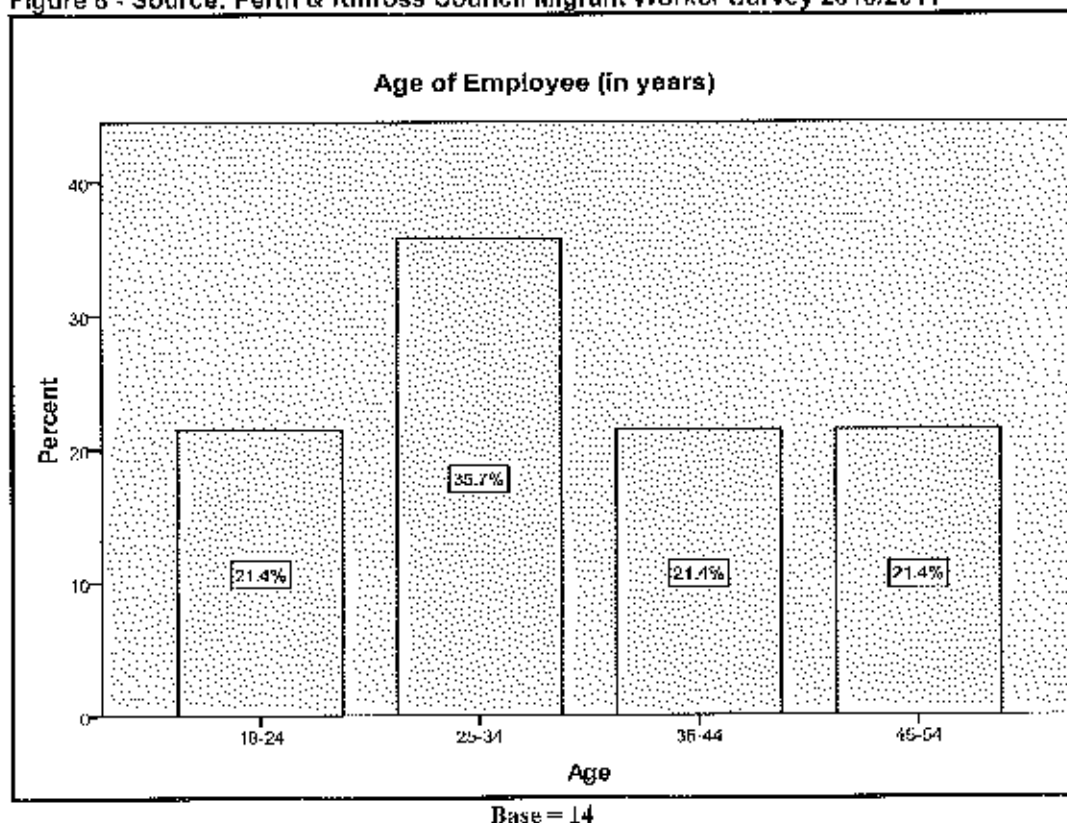
^{2b} This statistic was obtained from Providers in March 2011.

4.1 Demography

4.11 Age

Figure 8 below displays the age of migrant workers employed within the home care sector. 35.7% of the employees were aged between 25-34 years, whilst equal percentages of employees were aged between 18-24 years, 35-44 years and 45-54 years (21.4%). These results differ from last year as there are more 18-24 year olds and 45-54 year olds within the workforce. These statistics also differ from the Care Home Sector. Although the majority of workers are aged 25-34 years, a higher percentage of home care employees are aged 18-24 years and 45-54 years than in the care homes.

Figure 8 - Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



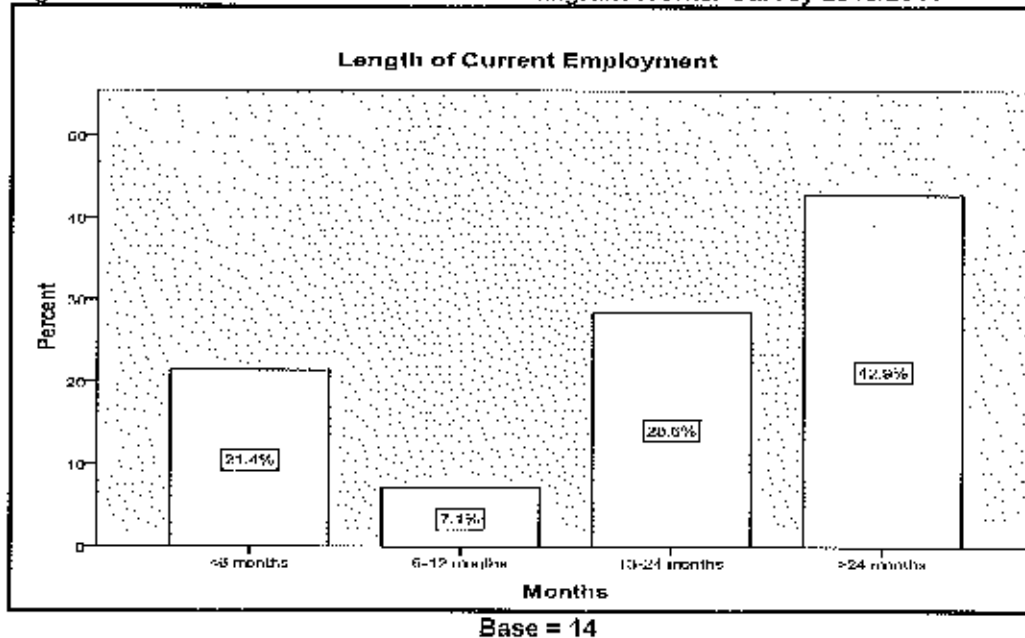
4.12 Occupation

All of the responses received for the home care sector highlighted that the migrant workers were employed as carers. This result differs from last year where a small percentage of employees were employed as registered nurses or within management roles. This could again reinforce the view discussed earlier in this report that qualified workers are seeking other employment after mastering the language. This also differs from the care home sector where there are a range of roles specified.

4.13 Length of Service

Figure 9 highlights that although the highest proportion of employees had been employed for more than 24 months (42.9%), there were more employees employed for less than 6 months (21.4%) compared with the care home sector. This figure could possibly signify higher staff turnover rates within the home care sector; it might suggest that more migrant workers are seeking employment within the home care sector as opposed to the care home sector or it might indicate that the sector is continuing to grow and ongoing recruitment is required to meet demand. It is very difficult to confirm any theory due to the low base number for the home care sector.

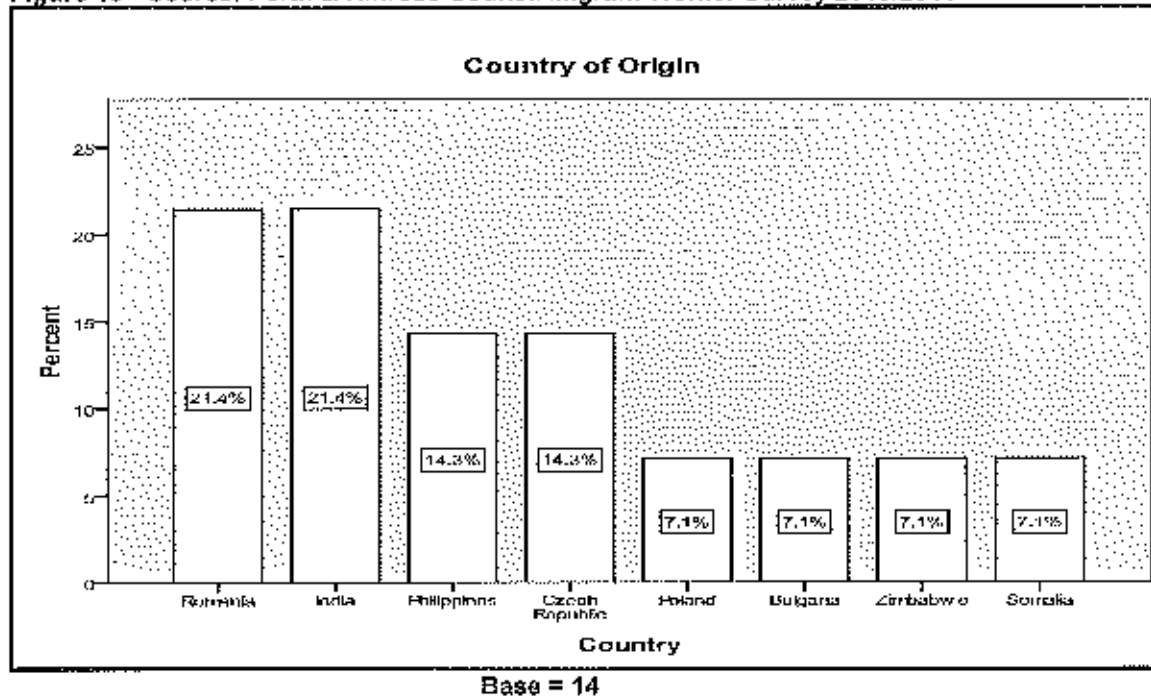
Figure 9 - Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



4.14 Country of Origin

Figure 10 displays the countries of origin for migrant workers employed within the home care sector in Perth & Kinross.

Figure 10 - Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



The table above shows that the largest percentage of migrant workers within the home care sector originated from Romania and India (21.4% each). These countries differ from last year where the top three countries were Czech Republic, Poland and Zimbabwe.

As mentioned earlier in this report, the top five countries for NINo registrations within Perth and Kinross for 2009/2010 were Poland, Czech Republic, Slovak Republic, Bulgaria and Romania. Between the care home sector and the home care sector, three of these five countries are well represented.

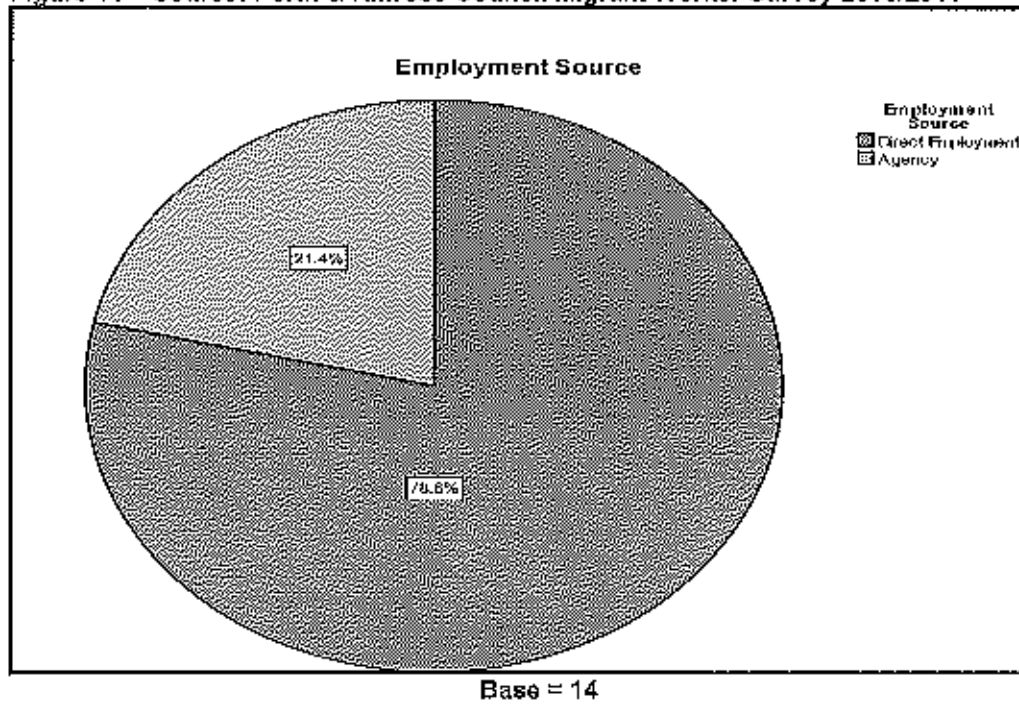
The following section will examine the way in which migrant workers are recruited and the most common method of criminal record checks completed by each employer.

4.2 Employment Process

4.21 Employment Source

Figure 11 below shows that 78.6% of employers within the home care sector who responded to this survey employed staff directly. This is a similar percentage to the care home sector; however, it differs from last year where 97.1% were employed directly. This result contradicts the research by Lima et al which argues that employers are moving towards direct employment.

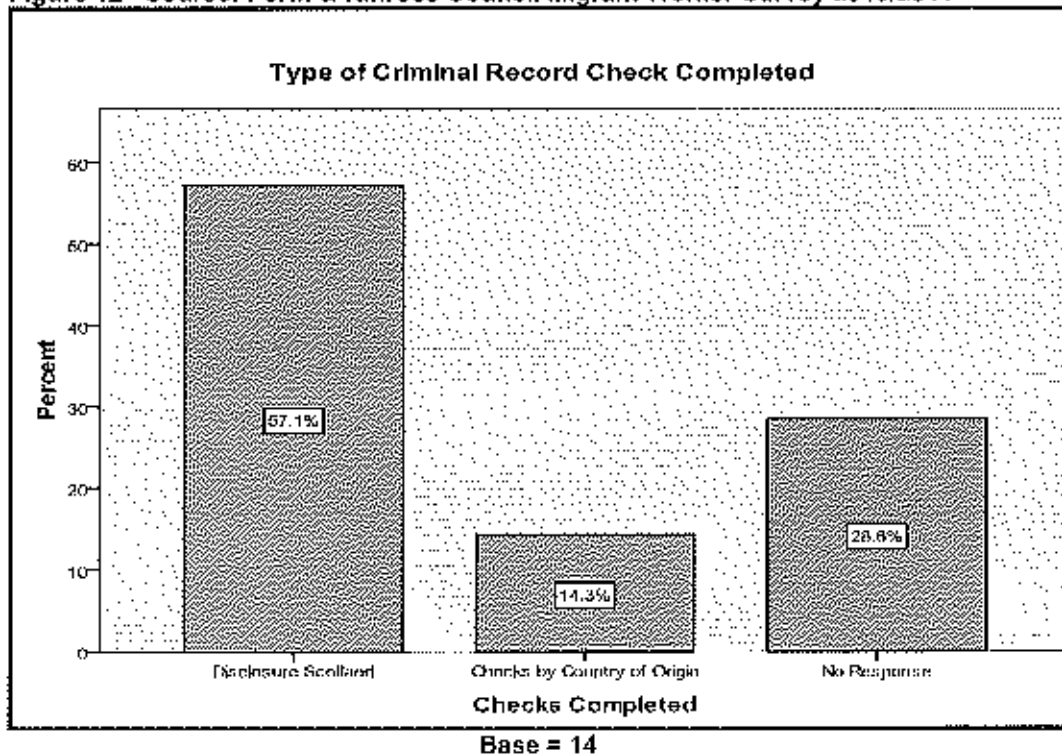
Figure 11 – Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



4.22 Criminal History

Figure 12 displays a breakdown of the checks completed within the home care sector in Perth & Kinross.

Figure 12 - Source: Perth & Kinross Council Migrant Worker Survey 2010/2011



The response to this question reflected the response from the care home sector. The majority of migrant workers (57.1%) within the home care sector were subjected to Disclosure Scotland checks prior to obtaining employment. This was a similar percentage to the care home sector. However, whilst 24.6% of the employees within the care home sector were subjected to multiple checks, there were no multiple checks carried out within the home care sector. 14.3% of employees within the home care sector had checks carried out by their country of origin. Only 2.2% of the care home sector had this form of check carried out alone. This result differs from last years statistics where the majority of checks (52.9%) were multiple checks. This suggests that employers may be becoming less thorough in their recruitment process.

The final section of this report will now examine the number of migrant workers employed within the residential care and care at home services sector of Perth and Kinross Council.

5. LOCAL AUTHORITY CARE SECTOR

Details of staff employed within residential care and the care at home services within Perth & Kinross Council were examined in order to draw comparisons between the percentages of migrant workers employed within the Local Authority sector compared to the Independent care sector.

On receipt of the information, it was realised that the Staffing section did not hold details on country of origin/birth for members of staff. The details held included ethnic origin and nationality. This presented a problem in terms of analysis as the definition of 'migrant worker' applied throughout this report was 'anyone born outside the UK'. In this instance, the information supplied involved each persons own interpretation of their nationality. For example, someone who had been granted UK citizenship may have highlighted that they were a UK citizen when, in actual fact, they were born outside the UK. This factor meant it was extremely difficult to draw clear comparisons between the Local Authority and Independent sector. Nevertheless, the available information was analysed despite the validity of this analysis being uncertain. In cases where the nationality or ethnic origin was not specified or was unclear, the 'not specified' box was selected. The results were as follow: -

Figure 13 – Source: Perth and Kinross Council Staffing Figures – March 2011

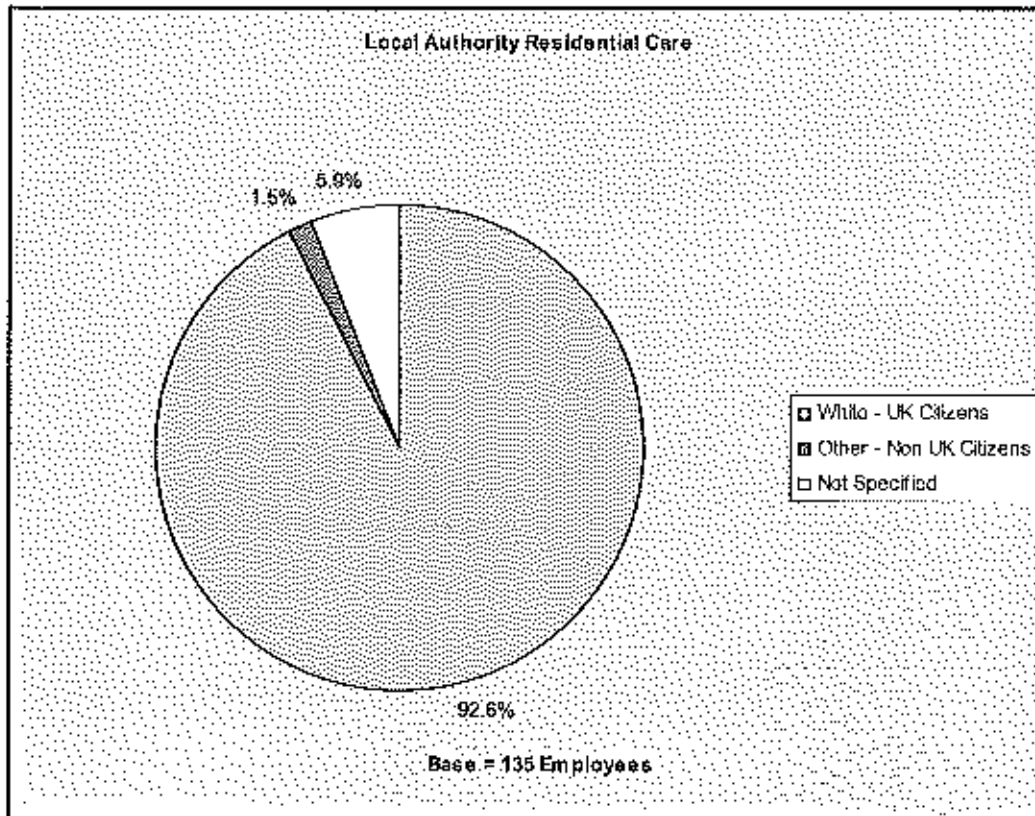
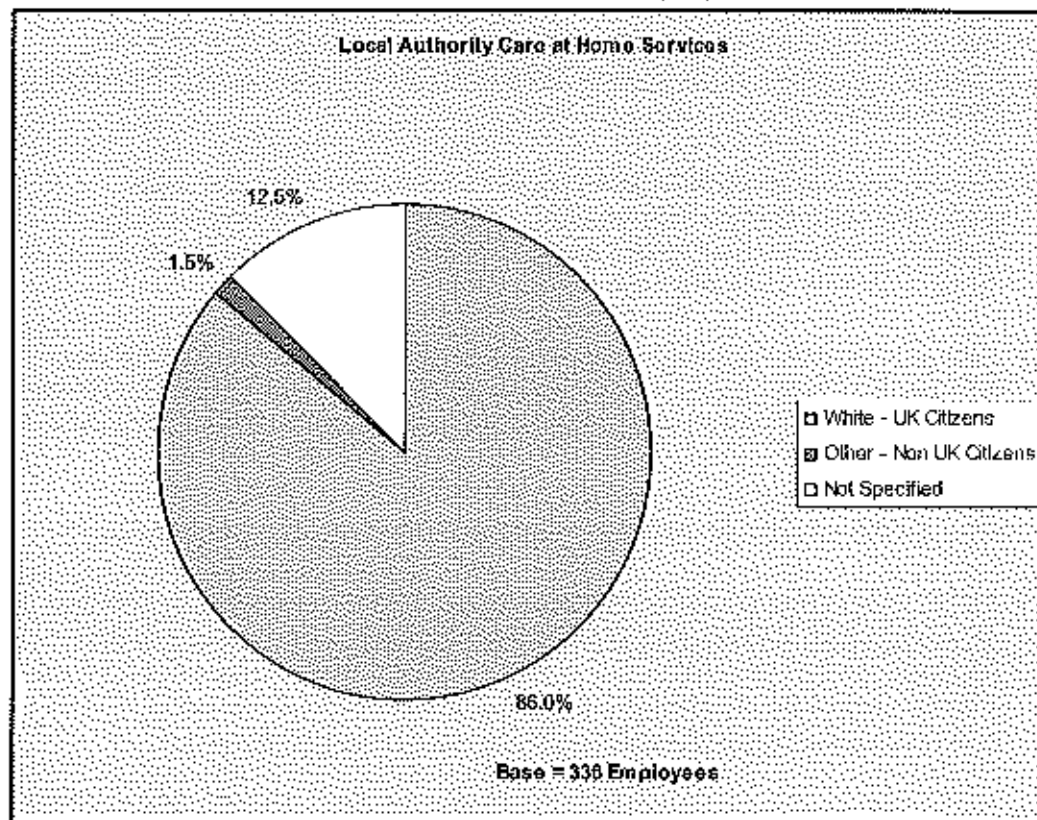


Figure 13 above shows that 92.6% of employees within the residential care services of Perth & Kinross Council classed themselves as White UK Citizens.

This figure is slightly lower than last year (93.4%). Only 1.5% of employees expressed that they were of a different ethnic origin and not a UK Citizen. This figure is the same as last year.

Figure 14 below shows that 86% of employees within care at home services classed themselves as White UK Citizens. This figure is also slightly lower than last year (89.7%). Only 1.5% of employees expressed that they were of a different ethnic origin and not a UK citizen. This figure is slightly higher than last year's figure of 1.1%.

Figure 14 – Source: Perth and Kinross Council Staffing Figures - March 2011



If the information presented above is accurate, then an extremely low number of migrant workers are employed within the care sector of Perth and Kinross Council. Overall, only 1.5% of the workforce is non UK citizens which might indicate higher percentages of migrant workers are securing positions within the independent sector as opposed to the Local Authority care sector.

However, this percentage is 0.3% higher than last year's overall figure which also highlights that Perth & Kinross Council has either employed more Non UK Citizens since last year or there have been a few UK citizens who have left Perth & Kinross Council since last year. However, this information cannot be confirmed unless the country of origin is confirmed for each member of staff working within the Local Authority sector, allowing a comparable analysis of both sectors.

6. CONCLUSION

This survey has established the following facts: -

- Although details of less migrant workers were received this year, the response rate from Providers was much better.
- The highest percentage of migrant workers employed within both the independent care home sector and the home care sector of Perth & Kinross are aged between 25-34 years of age.
- The majority of workers within both sectors are employed within care roles and a wider range of roles appear to be available to workers within care homes.
- The highest percentage of workers within both sectors have been employed for more than 24 months. However, a higher percentage of workers within the home care sector have been employed for less than 6 months compared to the care home sector.
- A large number of workers from the Philippines, Poland and India are employed in care homes whilst high numbers of workers from Romania and India are employed within the home care sector in Perth & Kinross.
- More than 60% of the migrant workers within care homes in Perth & Kinross are employed within the Greater Perth Housing Market Area.
- 78.1% of employees within the care home sector are recruited directly whilst the main vetting process includes Disclosure Scotland checks. Similarly, 78.6% of employees within the home care sector are employed directly whilst the majority of employers have moved from carrying out multiple checks to Disclosure Scotland checks since last year.
- Only 1.5% of employees within Local Authority care at home services and residential care services classed themselves as non UK citizens.

Although this survey has produced current and valuable demographic information as well as interesting information on the vetting process within organisations, it must also be acknowledged that these findings should be treated with caution. Responses were not received from all Providers who were written to and the responses from the home care sector, in particular, only represent the Providers regularly commissioned by Perth and Kinross Council.

There were two areas identified within this piece of work which could precipitate further research. There appears to be loopholes within current legislation in terms of the Gangmasters Licensing Authority not extending its remit to the care sector. In addition to this, the fact that Disclosure Scotland is unable to obtain information from countries out with the UK is an issue of concern. Further research into the new PVG Scheme may also be welcomed.

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APPENDIX 1 – LETTER ISSUED TO PROVIDERS

To All Care Sector Providers

Housing & Community Care
5 Whitefriars Crescent
PERTH
PH2 0PA

Tel (01738) 476782
Fax (01738) 476822

Contact David McPhee

Our ref DFMcP/NJG

Date 12 January 2011

To Whom It May Concern:

REQUEST FOR INFORMATION ON MIGRANT WORKERS IN THE CARE SECTOR

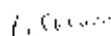
You may recall that the Perth & Kinross New Workers Partnership (a Multi Agency Forum) requested that we obtain statistical information pertaining to the number of migrant workers employed in the care sector within Perth & Kinross last year. We are now repeating this exercise for the current year 2010/2011.

Although your participation in this exercise would be on an entirely voluntary basis, your co-operation allows us to gather quantitative information relating to migrant workers within the local area. This information will help ensure that the position within the care sector is addressed accurately in further discussions that take place in the Partnership.

Please find attached for your attention the Migrant Workers Desktop Exercise. This should be completed to reflect each member of staff employed by your organisation (who was born in a country other than the United Kingdom). Please complete for members of staff employed within the Perth & Kinross area only and return to Gillian Conway (GConway@pkc.gov.uk) no later than Friday 4th February 2011.

Thanking you in advance for your co-operation with this matter.

Yours faithfully,



Glenn Peters
Team Leader, Commissioning and Contracting

