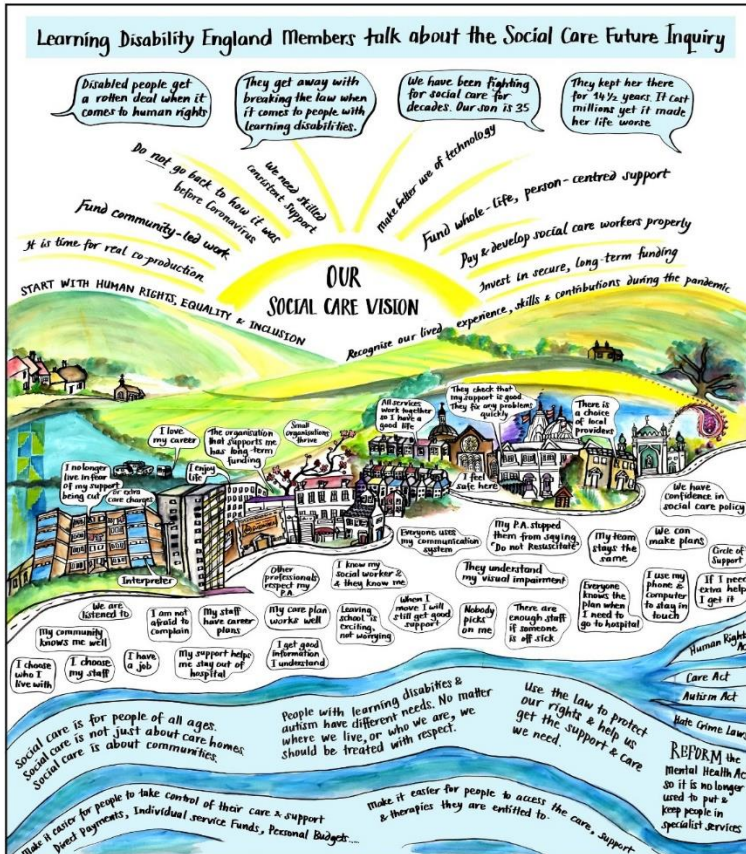


Learning Disability England

What members tell us about Social Care



Learning Disability England Members Talk About The Social Care Future Inquiry, April-May 2021. Graphic by www.penmendonca.com @MendoncaPen

Learning Disability England [members](#) tell us that Social Care is key to [The Right Support](#)

People [talk about](#) relationships, trust, community, belonging

‘We all want to live in the place we call home, with the people and things that we love, in communities where we look out for one another, doing the things that matter to us’
[Social Care Futures](#)

The rise in Employers National Insurance Contributions is having a significant impact on Learning Disability England social care provider members’ plans for delivering what people need for a [Good Life](#) from 2025 onwards.

We asked them to share the financial working out they are doing as they assess how this will affect the services they provide and ultimately the people they support and their families.

Many of them are still working out the details but shared projections of the financial impact for their organisation.

Some tell us they have limited options for finding the 7.5% increase in staff costs they are projecting due to a combination of national living wage and employer NICs increases.

The current staffing model, full time equivalent make-up and previous Real Living Wage status affect the impact for the organisations sharing examples. While this will cost providers additional cash, none of this will help with recruitment and retention or improve services.

The NICs increase is just tax and the national living wage increase will only keep social care providers in line with other low-paying industries. Providers will need to invest further to improve recruitment and retention and provide a better deal for staff.

For LDE member providers, nearly all their revenue comes from local government, and this cost increase is well below the expected core spending power increase for councils.

Without further action or investment in social care, delivery providers will have to make decisions on service closure, disinvestment in staff retention programmes or reducing service delivery that will negatively affect the lives of people with learning disabilities supported by social care.

Examples of the Financial Impact (Support Provider Members of Learning Disability England)

Provider A



Employs 160 staff, supporting 1000 people at any one time

Total cost of change	NLW increase	NICs threshold & Rate increase	Total additional cost
50 part-time staff 50% FT hours eqv.	£60,506	£48,200	£108,706
50 part-time staff 75% FT hours eqv.	£30,253	£24,100	£54,353
60 full-time staff	£27,225	£21,690	£48,915
Total increased costs from April 2025	£117,984	£93,0990	£211.974

Provider B



Employs 177 staff supporting 64 people with high support needs

Total cost of change	NLW increase	NICs threshold	NICS increase	Total additional cost
68 part-time staff	£61,700	£42,500	£15,500	£119,700
109 full-time staff	£138,300	£68,125	£36,000	£242,425
Total increased costs from April 2025	£200,000	£110,625	£51,500	£362,125

Represents 7.25% increase on current forecasted staff costs of £4,995,000 in 2024 - 2025

Organisation C



Employs 2,500 staff supporting 2000 people

	£ totals
Cost of 1.2% increase	£500k
Cost of 1.2% at £5k threshold	£1.68m
No. of part-time workers	840

3% increased cost for NICS increase alone

Provider D



Employs 1,000 staff supporting 300 people

Total cost of change	NLW increase	NICs threshold	NICS increase	Total additional cost
1000 staff (mix of PT & FT)	£1.3m	£450k	£300k	£2,050,000

Represents 7.3% increase on staff costs of £26m in 2024 - 2025

Provider E



Employs 235 staff supporting 144 people with learning disabilities

Total cost of change	NLW increase (ER NI Impact)	LLW increase (ER NI Impact)	NICs threshold	NICS increase	Total additional cost
164 full time staff	4,505	33,696	100,860	31,755	170,816
26 part time staff	721	3,744	15,990	3,810	24,265
30 bank staff	1,802	3,744	18,450	3,928	27,924
25 other staff		0	15,375	5,703	21,078
Total increased costs from April 2025	£7,027	£41,184	£150,675	£45,197	£244,083

3.2% increase on 2024 – 2025 staffing budget

Provider F



Employs 300 staff supporting 566 people

Total cost of change	NLW increase	NICs threshold and % increase	Total additional cost
Total increased costs from April 2025	*£490,000 A 6.7% increase would have a c%490k impact on our staff salary bill (estimate)	£216,000** 3% increase on total wage bill – this is partly because we have a lot of part time staff.	£705,000 9.7% On £7.3m wage bill.

* Still costing. We are a real living wage employer and hope to support the RLW. We have a pay scales model and this will have an impact on our higher grades too as the differential is getting too close and reducing progression for staff- making particularly middle management very difficult to recruit to. We would therefore have to give the same uplift to all staff or the bands will overlap. The £490k is therefore a rough estimate because we will have to look at our paygrades across the board.

** This is also an estimate as it depends on how many staff go up a pay band and how much we grow which we have not added into our estimate. This estimate is on the current year's wages and will be much higher next year.

ERNI: Represents 3% increase on staff costs of £7.3m in 2024 – 2025 just for the

Minimum wage increase: £490,000 represents a 6.7% increase.

The total is therefore a 9.7% increase on our wage bill.

If you want to know more about people with learning disabilities and their lives this briefing may be helpful [Good Lives Manifesto Briefing.pdf](#)