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EAN workforce summit

Mrs Maria Mannerholm
Sweden

April 5th, 2022

Malmö

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Basic facts

- **Capacity of care sector in the country:**
Care sector - Sweden's largest professional group
- **How many people are working in the LTC sector?**
Nurse: 14 000, 93 % women.
Assistant nurses - educated: 132 300, 91 % women
Assistant nurses - not educated: 78 600, 77 % women
- **Full time versus part time jobs?**
Part time in all sectors: 22 %. Part time in care sector: 45 %
- **How many are still missing/needed?**
Shortage in supply for nurse and assistant nurse
Lack of experienced staff in particular
52 000 more assistant nurses needed by 2040

a.
all sectors



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Salaries/wages

- **Average salaries in the care sector:**
Nurse: 3.500 Euro. Assistant nurse: 2.500 Euro
- **Minimum salary:** No statutory minimum wage, determined in collective agreements
- **Average salary in the country:** 3.260 Euro, all sectors
- **Salary development in the last 5 years:** + 370 Euro, all sectors
- **Living costs:** 1 adult: 1.030 Euro, 2 adults/no kids: 1.600 Euro, housing costs not included

Working conditions

- **Working time:**
40 hours per week is the longest statutory regular working hours
- **Holidays:**
Minimum 25 days of holiday leave per year, regardless of your age or form of employment.
- **Work bonuses for the employees:**
Not municipal care providers, may occur for managers in private companies
- **How many clients per 1 care worker**
No official data, approx. 0,75-1,0 care worker per client in nursing homes

Retainment of the staff

- **Fluctuation rate of the staff**
Higher in LTC-sector than in other sectors in Sweden.
- **How to stop that?**

Four areas appear crucial to people wanting to start working in the sector – and wishing to continue.

- ✓ Refresh, maintain and develop skills.
- ✓ Strengthen leadership.
- ✓ Create safe employment conditions and a good working environment.
- ✓ New technologies in the service of health and care.

Attractiveness of the sector

- **How attractive is the sector in comparison to others**
- Negative image - criticism of the work environment, organization and leadership is quite sharp.
- **Changes in attractiveness (pandemic):**
The problems have been obvious for a long time, just accentuated with the pandemic
- **Campaigns to raise the attractiveness**
To attract young persons to choose education in health and care, for example pods, humor films on social media to show all good things that not everyone knows about care. Or free driving licence-education, employers visit the schools, information campaigns etc etc...

Work safety

- **Sicknesses rates**

Assistant nurses, among others - highest level of sick leave. Women: average 18 days per year, twice as much as male

- **Injuries**

Pain in the back, shoulders and neck, reactions to severe stress.

- Leaving the social sector due to health problems

Early retirement due to health problems

Qualification

- **Types of contracts**
- Permanent employment: 74 %, Temporary employees: 6 % , Employees paid by hour: 20 %
- **Qualification for care staff**
- Upper secondary school focus on health and social care. Adult education with focus assistant nursing. But also shorter courses -some only 12 weeks long.
- **Problem:** non-regulated degree or content of the education - great variation in competence. Lack of knowledge of Swedish is common.
- **Qualification for managers**

The absolut majority have some form of university education.

Good practices examples

Governments' activities

Free education on paid working hours.

Monetary compensation for local authorities to increase staff number

Digitalization

Hand held devices for planning the work and for documentation

Information in real time for relatives

Sensors and infrared light to monitor clients

Alarm systems

Social dialogue

- The role of Trade Unions
 - Strong trade unions monitor working conditions and negotiate salaries

Migrant workers

- High percentage of the carers and assistant nurses
- Citizens in Sweden with a foreign background are 25,5 %. Outside of EU. Primarily Syria, Iran, Irak, Somalia.
- **Main problems/challenges**
- Many are hired without knowing the language
- The level of education in care is not sufficient

Thanks for your attention.

Maria Mannerholm

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The European Aging Network
invites you to



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EAN workforce summit

on April 5th, 2022 in Malmö

When: 9-13.30

Where: ARJO headquarters,
Hans Michelsengatan 10,
211 20 Malmö

Main topics:

- Capacity of care sector in the country
- Full time versus part time jobs
- Average salaries in the care sector
- Salary development in the last 5 years
- Living costs
- Working time

- Holidays (in and outside of the social sector)
- Work bonuses for the employees
- Attractiveness of the sector
- How attractive is the sector in comparison to others
- Work safety
- Qualification
- Good practices examples
- Social dialogue
- Migrant workers

At the end of the summit, you will be able to try out the **virtual reality** prepared for the participants by the Association of Social Service Providers of the Czech Republic.

When: 14.30-16.00

Where: ARJO headquarters,
Hans Michelsengatan 10,
211 20 Malmö

Speakers from

-  Austria
-  Bulgaria
-  Czech Republic
-  Estonia
-  Finland
-  France
-  Malta
-  Netherlands
-  Norway
-  Scotland
-  Spain
-  Sweden

Please register you here: <https://forms.gle/uGP51hFDCFDjQVnJA>.

For more information please contact: Karel Vostrý, EAN Executive director, info@ean.care, +420 777 357 832.



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EAN workforce summit

Markus Mattersberger

Austria

April 5th, 2022

Malmö

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Schedule proposal

- 6 speakers x 10-15 minutes = 60-90 minutes
Coffee break 15 minutes
- 6 speakers x 10 -15 minutes = 60-90 minutes
Coffee break 15 minutes
- Discussion 60 minutes

TOTAL 210 – 270 MINUTES

Basic facts - Capacity of care sector in the country

- Inhabitants in Austria: ~ 8.9 Mio
- ~ 378.000 persons, who received some kind of support (2020)
 - 151.500 mobile care services
 - 95.000 care in facilities
 - 14.700 part-time care/short-time care
 - 110.000 case- and care management
- “Pflegegeld” – care allowance
 - 464.000 persons
 - = > 5.2% of all inhabitants

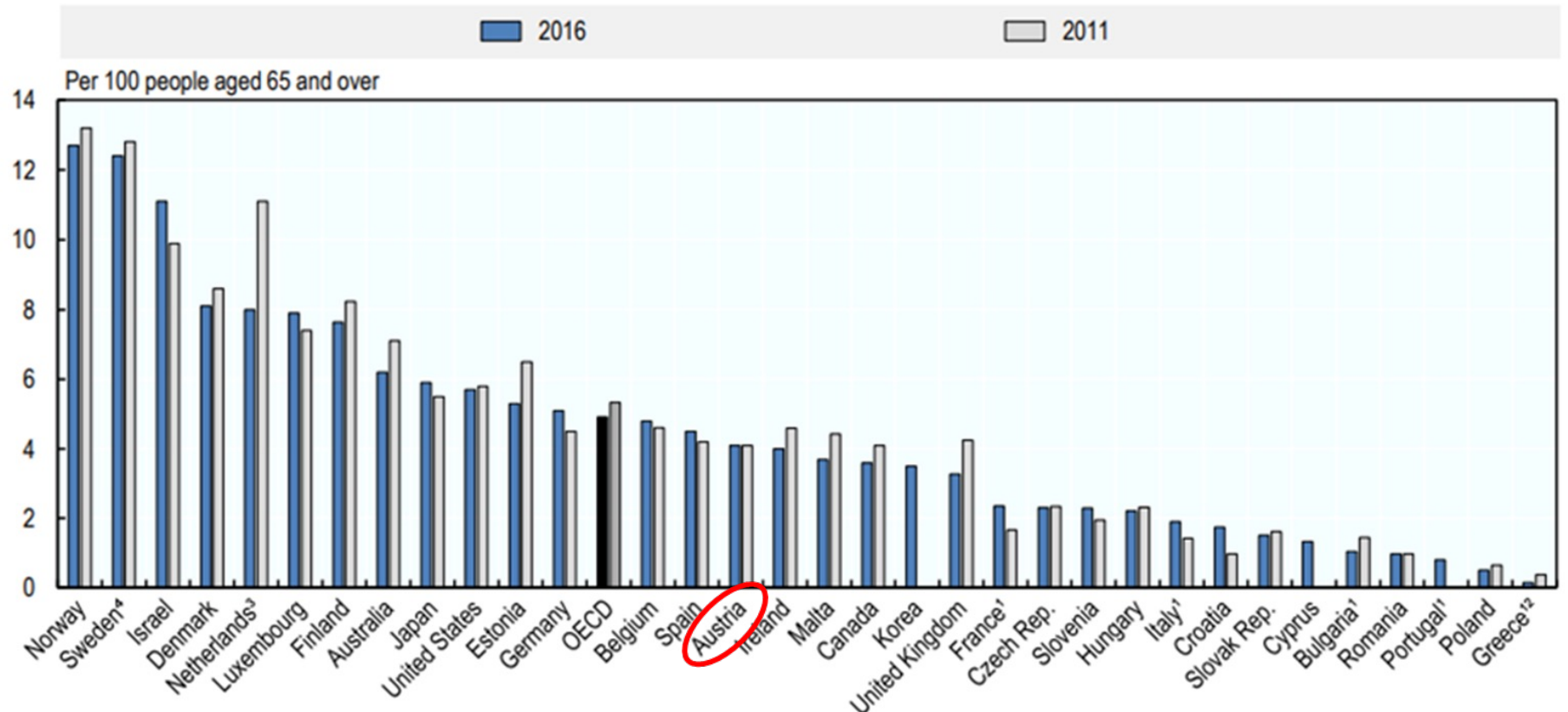
Basic facts - How many people are working in the LTC sector

- Informal care – by caring relatives
 - ~ 80% are cared for at home - with or without professional support
 - ~ 801,000 informal carers are involved in the process
 - ~ 146,000 informal carers are involved, even if the person to be cared for is placed in a care facility
- Professionals in the LTC (2020)
 - **21,427 persons/12.800 fte** in mobile care services = 0.59%
 - **47,380 persons/37,100 fte** in care facilities = 0.78%

Basic facts - How many people are working in the LTC sector

- Professionals in the LTC (OECD 2020 – Who cares...?)

Number of LTC workers per 100 individuals aged 65 and over, in 2011 and 2016 (or nearest year)



Basic facts - How many are still missing/needed

Until the year 2030:

- Replacement requirements due to retirements in 2030 amount to around **42,000 additional nursing and care staff required.**
- The additional demand due to demographic developments and taking into the expansion of mobile services, the **additional need in 2030 is around 34,000 people.**
 - 13,000 persons in the hospital sector and
 - around 21,000 in the long-term care sector

Basic facts - How many are still missing/needed

Until the year 2030:

- For nursing professionals, this corresponds to an **annual demand of 3,900 to 6,700 additional persons** (depending on demographic development).
- This compares with around 4,800 graduates from UAS, GuKP schools and PA courses and 955 graduates from SOB schools in 2016 compared to this. Due to declining student numbers, a decrease in the number of graduates is expected.

Salaries/wages - Average salaries in the care sector

- Home assistance*

- 1. year netto € ~ 1,500/14x = € 21,500/a
- 10. y netto € ~ 1,600/14x = € 22,630/a

- Nursing assistance*

- 1. year netto € ~ 1,595/14x = € 22,522/a
- 10. y netto € ~ 1,710/14x = € 24,218/a

- Graduate nurse*

- 1. year netto € ~ 1,758/14x = € 24,940/a
- 10. y netto € ~ 1,920/14x = € 27,347/a

Salaries/wages – minimum/average salary in the country

I1 Unselbständig Erwerbstätige nach Nettomonatseinkommen, Geschlecht und sozioökonomischen Merkmalen - Absolutwerte Jahresdurchschnitt 2019

Employees by monthly net income, sex and socio-economic characteristics (1 000 persons) - annual average 2019

Geschlecht, höchste abgeschlossene Schulbildung, Voll- / Teilzeit, berufliche Stellung, Wirtschaftsbereiche	Ins-gesamt	Dezile									
		Lowest qualifikation				Higher qualifikation					
		1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
		< 888 €	888 - 1.329 €	1.330 - 1.638 €	1.639 - 1.877 €	1.878 - 2.105 €	2.106 - 2.344 €	2.345 - 2.639 €	2.640 - 3.051 €	3.052 - 3.760€	> 3.761 €
		n 1.000									
Insgesamt¹⁾	3 726,3	373,2	372,4	373,3	374,1	371,1	373,8	370,9	373,3	371,6	372,6
Männer	1 963,9	118,8	98,0	113,4	158,2	209,7	231,8	229,8	249,4	261,0	293,9
Frauen	1 762,4	254,4	274,4	259,9	215,9	161,4	142,0	141,1	123,9	110,6	78,7
Höchste abgeschlossene Schulbildung											
Pflichtschule	460,3	111,7	98,2	71,2	56,2	38,8	30,5	23,6	16,2	9,3	(4,7)
Männer	235,9	43,9	39,8	30,1	31,3	25,2	21,6	19,1	13,2	7,9	(3,9)
Frauen	224,4	67,8	58,4	41,1	24,8	13,5	8,9	(1,5)	(3,0)	(x)	(x)

Salaries/wages – Living costs

- The **average monthly consumption expenditure** of private households in Austria is around **EUR 3,250**, according to the 2019/20 consumer survey by Statistik Austria.
- By way of comparison, the average household income in the period covered by the survey was **EUR 4,020** per month.
- incomes increased by an average of 16% in the years 2015 – 2020, with the consumer price index increasing by 9% in the same period

Salaries/wages - What is needed

“Monetary incentives may bring people, into the nursing and caregiving professions, but they do not keep them there!”

What is needed:

- Reduced workload
- Duty schedule security
- compatibility between family and career
- Recognition by society
- ...

Working conditions

- Working time
 - 37 – 40 h/week
- Holidays (in and outside of the social sector)
 - 5 – 6 calendar weeks
- Work bonuses for the employees
 - General labor premiums for employer occupations, e.g. according to SWÖ collective agreement
 - Sunday and holiday bonuses
 - Night duty allowances
 - Overtime allowances
 - ...(other possible, depends on employer)

Retainment of the staff

- Fluctuation rate of the staff
 - Reasons
 - How to stop that
- Sickneses rates
- Injuries
- Leaving the social sector due to health problems
-

Either we don't know, or the numbers are not available!

Attractiveness of the sector

- How attractive is the sector in comparison to others
- Changes in attractiveness (pandemic)
- Campaigns to raise the attractiveness

Qualification

- Types of contracts
 - the overwhelming number of caregivers are employed, only a very small proportion are self-employed.
 - Almost every employed caregiver is subject to a collective agreement
- Qualification for care staff
 - this depends on the respective regulations of the federal states
 - the majority are nursing assistants ~ 50% and more
 - in the inpatient long-term care sector and across all federal states, about 25% of the nursing staff are qualified nurses
 - 10 – 20% support services like home assistants,...

Qualification

- Qualification for managers
 - There are more or less concrete specifications in the regulations of the federal states. Some prescribe relevant training, such as the EDE (EAN) certificate, while others merely specify that it must be a suitable person.
 - many come from other professions, increasingly also from the care sector
 - the majority of facility managers in Austria have the EDE-certificate

Good practices examples

- Associations' activities
 - Training programs
 - Public Relations
 - Development of new offers
 - ...
- Governments' activities
 - Development of various pilot projects for training
 - Nursing reform
- Digitalization

Social dialogue

- The role of Trade Unions
 - play an essential role within the framework of the social partnership
 - are thus important contacts for politics
 - Organize themselves partly together with other interest groups; e.g. MotivAllianzPflege
- The role of social dialogue
 - hardly takes place
 - Only in the context of the care reform was there a broad involvement of society; the meaningfulness of this is to be questioned.

Migrant workers

- How many (in %)
 - ? – no figures available
 - It depends on the setting and where you are in Austria
 - 24h-assistance – almost exclusively
 - Vienna, Burgenland - high
- Outside or inside of EU (what countries)
 - Rumania
 - Hungary
 - Czech Republik
 - Slovakia
 - but also outside the EU
- Main problems/challenges
 - Availability
 - Language
 - Nostrification procedure

Ideas what to do - to change that !

- Ensuring good data basis - for the control of the systems.
- Development of a common vision on future supply structures.
- Strengthen the reputation of the nursing and care professions in society.
- Joint consideration and reform of the health and care sector.
- Rapidly advance a comprehensive reform of the entire system with the involvement of stakeholders and experts.



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Thanks for your attention.



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