



Information Resilience and Transparency

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Please ask for: Kirsty-Leigh
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Date: 5 July 2018

Dear Mr Elliott

Freedom of Information Act 2000

Thank you for your request for information made under the Freedom of Information Act (FOIA) 2000, relating to social workers. I am pleased to provide the response below:

Q1

The number of qualified social workers who were working on a temporary (agency) and Substantive basis (Permanent) basis at the Council on Monday 7th June 2018, and over their respective financial years 2014/15/16- date analysed by:

a) Children's Services social work roles as a number

Date	31/04/2018	31/03/2018	31/03/2017	31/03/2016	31/03/2015
Substantive	530	531	511	466	525
Temporary*	12	12	15	29	35

*For the purpose of the request we have used staff with an assignment category of Casual, Relief, Sessional or Temporary.

Notes

- 31/04/18 is latest date at which data is available
- Position titles included: Senior Practitioner, Social Worker, Team Manager
- A restructure within Specialist Children's Services occurred in April 2015 and June 2016

Q1:

The figures below show the number of temporary social workers we provided for Children's Services.

Current year as of 7th June is - 103 social workers in KCC's Childrens teams

The other years

16/17 – 240

15/16 – 268

14/15 – 266

Q2

What was the total spend by your organisation on temporary (agency) social work professionals over the last 3 Financial Years (2014-2015-2016-2017) versus Permanent Social Workers. Please represent the data in 2 separate columns.

Q2 – Response provided by C2K

Temporary staff	
2013/14	- 13,347,283.49
2014/15	- 10,970,272.38
2015/16	- 15,532,833.28
2016/17	- 14,675,665.71
2017/18	- 10,984,716.84

Note: Our system data shows no permanent placements prior to 16/17

Whilst it has been possible to determine the amount spent by KCC on temporary (agency) social work professionals over the last 3 financial years (2014-2015-2016-2017), it is not possible to determine the amount spent on permanent social work staff in KCC as our finance systems are unable to breakdown spend between social workers and other staff, and we cannot, therefore, provide a direct comparison as requested.

Q3

The number of qualified social workers who were working on a temporary (agency) - Please provide numbers whom come from WITHIN the EU and those OUTSIDE the EU

This data is not readily available. Due to how the data is stored we would have to go into every candidate record which would certainly exceed the appropriate limit of £450 (18 hours @ £25 per hour), so under section 12 of the Freedom of Information Act, we are not obliged to deal with this element of your request.

Q4

The number of qualified social workers who were working on a temporary (agency) - Please provide average signed Contract Lengths of the workers

The average assignment is 6-9 months

The figures below show the number of temporary social workers we provide for Children's Services.

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The other years

16/17 – 240

15/16 – 268

14/15 – 266

If you are unhappy with this response, and believe KCC has not complied with legislation, please ask for a review by following our complaints process; details can be found at this link <http://www.kent.gov.uk/about-the-council/contact-us/complaints-and-feedback> on our website. Please quote reference 2291637.

If you still remain dissatisfied following an internal review, you can appeal to the Information Commissioner, who oversees compliance with the Freedom of Information Act 2000. Details of what you need to do, should you wish to pursue this course of action, are available from the Information Commissioner's website <http://www.ico.org.uk/concerns>.

Yours sincerely

Kirsty-Leigh Robertson
Information Access Officer