

## Response to Request for Information

Reference: 862585  
Date: 04/09/2018

### ***Social worker cost***

This request concerns the Council's social work provision for both children and adults for the 2015-16, 2016-17, and 2017-18 budget years.

Should the following questions exceed your time and budgetary restrictions, we ask that as per Section 16 of the Freedom of Information Act you kindly assist us in formulating our request before the statutory 20 days waiting time. We are available to discuss this over the phone on 07940074548 if more convenient.

First, please provide a basic definition for permanent social workers and a definition for agency workers (i.e. staff who are used temporarily to cover shortfalls in permanent staffing levels).

Then for each of the three years separately, please detail:

Wage:

- a) the average annual salary for permanent social workers in the team, and the annual salary for the most junior level of permanent social worker you employ.
- b) The hourly equivalent of these annual salaries, based only on working hours and not on allotted annual leave, bank holidays, development days etc. (i.e. annual salary divided by contracted work hours)
- c) the average hourly wage for agency staff.
- d) the agency fee, and how this works, i.e. is it a one off up-front cost or an hourly commission for each agency staff member? If it is the latter, please highlight whether this is included within the hourly agency staff wage or is an additional cost on top.

The data below is provided on the 1<sup>st</sup> April for each year.

Permanent members of staff would be those paid on the Cambridgeshire County Council (CCC) payroll on an open-ended contract. Agency workers would be recruited and paid through an agency. An Agency / locum social worker is a worker used on a temporary basis to cover a team shortfall, or a piece of additional work.

We pay our Assisted and Supported Year in Employment (ASYE) Social Workers £29,318. They will be placed on £32,825 once they have passed the ASYE programme.

The following data is purely for those employed as a "Social Worker".

**2015/16:**

- a) The mean salary (pro rata'd for those who work part time) is £26,336.76
- b) This calculates to about £13.65 an hour.
- c) Guidant provided agency support during this time. They were approached to provide the hourly rate paid to agency staff, but did not respond.
- d) We feel this information is commercially sensitive and we will not be able to supply this.

**2016/17:**

- a) The mean salary (pro rata'd for those who work part time) is £29,238.78
- b) This calculates to about £15.16 an hour.
- c) £30 (this includes those Social Worker's paid PAYE or via a limited company
- d) We feel this information is commercially sensitive and we will not be able to supply this.

**2017/18:**

- a) The mean salary (pro rata'd for those who work part time) is £29,266.54
- b) This calculates to about £15.17 an hour.
- c) £29.89 (this includes those SW's paid PAYE or via a limited company
- d) We feel this information is commercially sensitive and we will not be able to supply this.

**Hours:**

- a) The total number of annual contracted hours for permanent social workers. Please divide this into working hours, and non-working hours (i.e. annual leave entitlement, bank holidays, development days etc.).
- b) The actual number of permanent staff hours worked in total across the whole team.
- c) The actual number of agency staff hours worked in total.
- d) The percentage of total agency hours that covered permanent staff vacancies, rather than maternity or sick leave.
- e) The average timeframe that individual agency staff members worked within the service (i.e. how long do they normally stay?).

The data below is provided on the 1<sup>st</sup> April for each year.

Social Workers are on professional band contracts so their full time working week is 37 hours. If they go over these hours, this would be recorded locally. Under a professional contract they would not be paid extra hours or take time off in lieu and would be expected to work the amount of hours that is needed for that role.

Annual leave is as follows (this is pro rata'd for part time employees and bank holidays added in):

<b>Number of Years' Continuous Local Government Service</b>	<b>Professional and Management Level/ Head of Service</b>
New Starter	28 days
5 years' continuous Local Government Service	29 days
10 years' continuous Local Government Service	30 days
15 years' continuous Local Government Service	30 days

**2015/16:**

- a) The total amount of contracted hours for Social Workers in this time period is 6,214.3.
- b) We are not able to provide this figure as it is not recorded centrally. To provide the actual number of hours worked across all the teams which employs individuals in the role of Social Worker, would require requesting this information from each team. In addition to the hours already put in to respond to this request, this would likely exceed the 18 hours considered appropriate in responding to a request under FOI and result in a refusal under Section 12 (cost of compliance exceeds the appropriate limit) of the Freedom of Information Act 2000.
- c) In 2015/16, CCC outsourced the recruitment of locum/temporary Social Worker's to Guidant Group. They have been approached to provide the information needed to answer parts c) d) and e). However they did not respond. As a result, we are not able to provide a figure for this.
- d) See part c).
- e) See part c).

**2016/17:**

- a) The total amount of contracted hours for Social Workers in this time period is 7,018.8.
- b) We are not able to provide this figure as it is not recorded centrally. To provide the actual number of hours worked across all the teams which employs individuals in the role of Social Worker, would require requesting this information from each team. In addition to the hours already put in to respond to this request, this would likely exceed the 18 hours considered appropriate in responding to a request under FOI and result in a refusal under Section 12 (cost of compliance exceeds the appropriate limit) of the Freedom of Information Act 2000.
- c) 19,472 between February and March 2017.
- d) CCC does not hold the percentage of total agency hours that covered permanent staff vacancies rather than maternity or sick leave. However, we can provide the following based on the order justification of 'vacant post cover':  
2016/17 – 25.37% (February and March 2017)
- e) The average timeframe is 206 days. However, this covers placements that span into the 2018/19 financial year, but also include start dates in the 2016/17 financial year. All our placements began at the start of February 2017 when CCC took over as master vendor from the previous provider so do not have an actual start date to work on. In summary there are a lot of factors that do not make the 206 days particularly accurate. This is, in part, contributed to by only part of the placement data being held. So

for example all Opus placements at CCC started the beginning of February 2017. However these placement would have commenced with the previous provider, possibly into 2016 or earlier. This would affect the average days of a placement figure supplier.

- Similarly it also includes placement that span into 18/19. So this is why I don't feel the 206 figure is that accurate.

**2017/18:**

a) The total amount of contracted hours for Social Workers in this time period is 7,685.78.

b) We are not able to provide this figure as it is not recorded centrally. To provide the actual number of hours worked across all the teams which employs individuals in the role of Social Worker, would require requesting this information from each team. In addition to the hours already put in to respond to this request, this would likely exceed the 18 hours considered appropriate in responding to a request under FOI and result in a refusal under Section 12 (cost of compliance exceeds the appropriate limit) of the Freedom of Information Act 2000.

c) 90,492

d) CCC does not hold the percentage of total agency hours that covered permanent staff vacancies rather than maternity or sick leave. However, we can provide the following based on the order justification of 'vacant post cover':

2017/18 – 25.41%

e) The average timeframe is 206 days. However, this covers placements that span into the 2018/19 financial year, but also include start dates in the 2016/17 financial year. All our placements began at the start of February 2017 when CCC took over as master vendor from the previous provider so do not have an actual start date to work on. In summary there are a lot of factors that do not make the 206 days particularly accurate. Please see the response for the year 2016/17.

**Benefits:**

a) Any additional benefits offered/given to permanent staff members including pension contributions (and the total cost of these), and any additional benefits offered/given to agency staff members, including pension contributions (and the total cost of these).

b) Any costs that permanent staff members can claim back, but which agency staff members have to absorb themselves - for example travel/petrol costs. In such cases, please detail the total cost of these permanent staff claims.

c) Any incentives you offer as part of the recruitment of social workers, either to social workers themselves or recruitment consultants, for example relocation packages (and the cost of these).

We offer a Local Government Pension Scheme (LGPS) where the contributions are as follows:

Actual Pay £	Main Section Contribution Rate %	50/50 Section Contribution Rate %
Up to £14,100	5.50%	2.75%
£14,101 to £22,000	5.80%	2.90%
£22,001 to £35,700	6.50%	3.25%
£35,701 to £45,200	6.80%	3.40%
£45,201 to £63,100	8.50%	4.25%
£63,101 to £89,400	9.90%	4.95%
£89,401 to £105,200	10.50%	5.25%
£105,201 to £157,800	11.40%	5.70%
£157,801 or more	12.50%	6.25%

The employer pays 17.5% in contributions.

We have a relocation scheme where relocation expenses that can be claimed will depend on the employee's individual circumstances.

Opus have advised that there is a new scheme only launched this year. A 'golden hello' payment of £400 to the placement of a qualified locum social worker within our agency. For further details please see <https://www.opuspeoplesolutions.co.uk/golden-hello/>

Based on the reports we can directly run, our finance team cannot answer further questions about finance as requested. To separate out would require a significant amount of work and would go over the threshold for FOI queries.

Total Cost:

a) The total cost of permanent staff members and the total cost of agency staff members.

Then, looking at the current situation:

- How many permanent full time equivalent staff members are currently employed?
- How many full time equivalent agency staff are currently employed covering permanent positions (not maternity or sick leave)?
- What are the names of the agencies used by the council to provide temporary social workers?
- What was the number of applications you had for the last five permanent social worker roles that were advertised (and over what time-period this was)?

Based on the reports we can directly run, our finance team cannot answer further questions about finance as requested. To separate out would require a significant amount of work and would go over the threshold for FOI queries.

a) 2016/17 = £689,245 February and March 2017,  
2017/18 = £3,878,607

- There are 204.99 FTE staff employed as permanent Social Workers at the 31st March 2018

- We do not hold this as a reason, however we have listed 17 listed as vacant post cover

- 3D Recruit - 3D Recruit Central
- Action First Recruitment Consultants Plc
- BWR Recruitment LTD
- Caritas Recruitment
- Carlisle Staffing plc trading as Guidant Group
- Charles Hunter Associates Ltd
- Danluker Limited T/A Supply Care
- Diverse Financial Solutions Ltd ta/ Social Personnel
- Eden Brown Synergy
- Evergood Social Care T/A Evergood Associates
- Executive Resource Group
- HCL Social Care
- Hojona - Hojona Ltd
- Liquid Personnel Ltd
- Maxxima Ltd Trading as Swim
- Medacs Healthcare PLC - Medacs Healthcare PLC
- Medicare First Limited
- Mercia Recruitment (Social Care) Ltd
- NonStop Care Ltd
- Opus People Solutions
- Pertemps Medical Professionals Limited
- Raynet Recruitment Agency Ltd
- Recruitment Team Nine Ltd
- Remedy Medical Solutions
- Sanctuary Personnel Ltd
- Service Care Solutions Ltd
- Seven Social Care Ltd
- Social Care Locums Ltd
- SW Locums Ltd
- Tempest Resourcing Limited
- Tripod Partners Ltd

We advertise Social Worker roles in different teams across the County so wouldn't be able to pull this information together