



M Richards  
Via email: [request-490254-f9e844d1@whatdotheyknow.com](mailto:request-490254-f9e844d1@whatdotheyknow.com)

#### Information Governance

Postal address:  
Coventry City Council  
PO Box 15  
Council House  
Coventry  
CV1 5RR

[www.coventry.gov.uk](http://www.coventry.gov.uk)

E-mail: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

Phone: 024 7697 5408

3 April 2019

Dear Sir/Madam.

#### **Freedom of Information Act 2000 (FOIA)** **Request ID: REQ04350**

Thank you for your request for information relating to social work provision.

Your request is outlined below:

**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.**

**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).**

Please see the attached spreadsheet and comments to the remaining questions below:

**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.**

	Adult's		Children's	
	Average annual salary (median)	Annual salary junior level SW	Ave. annual salary (median)	Annual salary junior level SW
2015-16	35,662	24,472	35,662	25,440
2016-17	36,019	24,717	36,019	27,394
2017-18	36,379	24,964	36,379	27,668

**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)**

	Adult's		Children's	
	Average hourly rate (median)	Hourly rate junior level SW	Average hourly rate (median)	Hourly rate junior level SW
2015-16	£18.48	£12.68	£18.48	£13.19
2016-17	£18.66	£12.81	£18.66	£14.20
2017-18	£18.85	£12.94	£18.85	£14.34

Note: we are unable to separate out annual leave, bank holidays, development days etc.

**c) the average hourly wage for agency staff.**

Pay rate (per hour):

Jul 2015 - Mar 2016 = £28.88

2016 / 17 = £28.16

2017 / 18 = £25.92

These figures are predominantly payable to limited companies and therefore include employment costs.

**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 agency fee is a fixed rate per hour that varies depending on the supplying agency. Where the worker is not supplied by the Master Vender then there will be a further markup for the Master Vender. Where the worker is employed by the agency (ie taxed on PAYE), there will also be the actual cost of employers NI and the apprenticeship levy.

**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.).**

	Childrens	Adults
2015-16	244,341.16	479,922.33
2016-17	236,285.10	541,320.48

Note: we are unable to separate out annual leave, bank holidays, development days etc.

**b) the actual number of permanent staff hours worked in total across the whole team.**

We can confirm that we do not hold this information and are advising you as per Section 1(1) of the Act. We are unable to report on actual hours worked.

**c) the actual number of agency staff hours worked in total.**

Agency Hours where supplied by the Master Vender only:

Jul 2015 - Mar 2016 = 98,832

2016 / 17 = £28.16 = 117,633

2017 / 18 = £25.92 = 74,890

**d) The percentage of total agency hours that covered permanent staff vacancies, rather than maternity or sick leave.**

We can confirm that we do not hold this information and are advising you as per Section 1(1) of the Act. This information is not recorded.

**e) the average timeframe that individual agency staff members worked within the service (i.e. how long do they normally stay?).**

We can confirm that we do not hold this information and are advising you as per Section 1(1) of the Act. This information is not recorded.

**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).**

We can confirm that we hold this information and it is accessible to you via the Council website, please use the following link:-

[http://www.coventry.gov.uk/info/228/social\\_work\\_jobs/2735/social\\_work\\_jobs/5](http://www.coventry.gov.uk/info/228/social_work_jobs/2735/social_work_jobs/5)

We therefore do not have to provide the information as per Section 21 of the FOIA.

**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.**

Agency workers claim travel and subsistence on the same basis as permanent staff.

**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).**

See response to (a) above.

**Total Cost:**

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

We can confirm that we do not hold this information and are advising you as per Section 1(1) of the Act. We are unable to isolate the data to answer this question.

**Then, looking at the current situation:**

**- How many permanent full time equivalent staff members are currently employed?**

	<b>Whole Council</b>	<b>Childrens</b>	<b>Adults</b>
As at 1 August 2018	3733.45	129.14	264.74

**- How many full time equivalent agency staff are currently employed covering permanent positions (not maternity or sick leave)?**

See response above to (a).

**- What are the names of the agencies used by the council to provide temporary social workers?**

The Master Vender for the period covered by this enquiry was Pertemps. In addition a number of agencies were also contracted directly (i.e. not via the Master Vender) however the Council does not record details of this pay or hours.

**- 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)?**

As at 29 June 2018, the last five advertised social worker roles received 76, 34, 14, 18 and 5 applications over an eight week window.

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

Should you wish to make any further requests for information, you may find what you are looking for is already published on the [Council's web site](#) and in particular its FOI/EIR [Disclosure log](#), [Council's Publication Scheme](#), [Open Data](#) and [Facts about Coventry](#).

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [casework@ico.org.uk](mailto:casework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**