



## City of Westminster

Ms Mason

Corporate Services - Human Resources  
Westminster City Council  
5 Strand  
London  
WC2N 5HR  
**Telephone** 0207 641 3921  
**Email** xxx@xxxxxxxxxxx.xxx.xx

**Our ref:** 6995533

**Your ref:**

**Date:** 2 May 2018

Dear Ms Mason

### Freedom of Information Act 2000

Thank you for your recent Freedom of Information request. You asked to be provided with the following information:

1) The salary range of social workers (fixed term or permanent) at each band of the pay scale and the job title(s) associated with the band (e.g. Newly Qualified, Advanced Practitioner). I would be grateful if you could provide this information for Adult Social Care, Adult Mental Health Social Care and Children's Social Services separately.

**Response:** Social Workers in both Childrens Services and Adult Services are paid on Range D £32,802 to £39,855. There is no separate grade for Newly Qualified SWs. AMHP Social Workers currently have a pay range that extends to £41,718. (Under Review)

CHS Advanced Practitioners are paid on a salary range of £32,200 to £43,600 plus PRP bonus. ASC Senior Social Workers are paid on a salary range of £33,600 to £45,400 plus PRP bonus.

2) Information about additional benefits (e.g. recruitment or retention bonuses) that fixed term and/or permanent staff are entitled to, highlighting any differences between Adult Social Care, Adult Mental Health Social Care and Children's Social Services.

**Response:** No recruitment or retention bonuses are currently paid.

3) Details of any enhancements or extra allowances (e.g. unsocial hours, AMHP), highlighting any differences between Adult Social Care, Adult Mental Health Social Care and Children's Social Services.

**Response:** £2,500pa allowance is paid to Childrens Social Workers engaged in Child Protection work

EDT Social Workers have a number of allowances, these are currently under review. -  
Emergency Duty Social Worker Supplement - £2,300 EDT Shift allowance - £2,666.28 ASC staff only AMHP allowance £1,500

4) The number of fixed term or permanent social workers at each band of the pay scale in Adult Social Care, Adult Mental Health Social Care and Children's Social Services.

**Response - CHS** Range D Social Worker – 102 ASC Range D Social Worker - 76 CHS Advanced Practitioner – 8 ASC Senior Social Worker - 6

5) The average case load of social workers at each band of the pay scale in Adult Social Care, Adult Mental Health Social Care and Children's Social Services.

Response – Not Recorded

6) A copy of all of the social work 'health checks' (see above) that your council has produced since the social worker employer standards were introduced in 2011. My request covers both adult's and children's services. I am requesting copies of reports summarising or analysing the health check findings ' I am not requesting copies of individual social workers' responses to individual questionnaires.

Response – Not Recorded.

Response:

We don't have case-loads as such in Adults Social Care. Work is allocated as it needs to be done and is not related to pay scale bands. Typically, our Care Managers work on about 20 cases at any one time.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Information Management Team  
5 Strand  
London  
WC2N 5HR  
xxxx@xxxxxxxxxxx.xxx.xx

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Further information is also available from the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113 or 01625 54 57 45  
Fax: 01625 524510  
Web: [www.ico.org.uk](http://www.ico.org.uk)

I will now close your request as of this date.

Yours sincerely

Westminster City Council