

FOI 9718 Staffing data

(1) May we request that you complete the following list identifying the salary range for permanent staff within the following categories:

Within Children's Services

- (a) Newly qualified social worker
- (b) Entry level social worker
- (c) Qualified social worker
- (d) Principal or senior social worker

Our Social Worker pay ranges from NJC LGS PO1-PO4, Spinal Point 33-44, £31,464 - £40,911

(e) Lead practitioner or practice manager

Practice Manager – NJC LGS PO5, Spinal Point 44-47, £40,911 - £43,584

(f) Area, cluster or operations manager

We do not have an area, cluster or operations manager. We have a team and group manager instead.

Team manager – PO6, Spinal Point 46-49, £42,681 - £45,360

Group manager – GLEA LPO7, Spinal Point 1-4, £47,169 - £49,947

(g) Service Manager

Service Manager – GLEA LPO9, Spinal Point 9-12, £64,392 - £72,015

(h) Assistant Director

We do not have an assistant director. We have a service head instead.

Service Head – SHBAND1, Spinal Point 7-13, £85,275 - £100,557

(i) Deputy Director – N/A

(j) Director (most senior permanent/non-political member of staff)

Corporate Director – CORPDIRESW, Point 1, £141,672

Within Adult Social Care

- (a) Newly qualified social worker
- (b) Entry level social worker
- (c) Qualified social worker

Our Social Worker pay ranges from NJC LGS PO1-PO4, Spinal Point 33-44, £31,464 - £40,911

(d) Principal or senior social worker

Senior Social Worker – NJC LGS PO5, Spinal Point 44-47, £40,911 - £43,584

(e) Lead practitioner or practice manager – N/A

(f) Area, cluster or operations manager

We do not have an area, cluster or operations manager. We have a team manager instead.

Team manager – GLEA LPO7, Spinal Point 1-4, £47,169 - £49,947

(g) Service Manager

Service Manager – GLEA LPO8, Spinal Point 5-8, £57,681 - £60,582

(h) Assistant Director

We do not have an assistant director. We have a service head instead.

Service Head – SHBAND1, Spinal Point 7-13, £85,275 - £100,557

(i) Deputy Director – N/A

(j) Director (most senior permanent/non-political member of staff)

Corporate Director – CORPDIRESW, Point 1, £141,672

(2) Please can you provide information on the additional benefits that permanent staff are entitled to highlighting any differences between Children's Services and Adult Social Care?

Permanent staffs in adults & children's receive Travel Card for Zones 1-3 (£1,424 taxable).

(3) May we request that you complete the following list identifying the hourly pay rate for locum/temporary agency staff within the following categories:

Within Children's Services

(a) Newly qualified social worker

(b) Entry level social worker

(c) Qualified social worker

(d) Principal or senior social worker

(e) Lead practitioner or practice manager

(f) Area, cluster or operations manager

(g) Service Manager

(h) Assistant Director

(i) Deputy Director

(j) Director (most senior/non-political member of staff)

Within Adult Social Care

(a) Newly qualified social worker

- (b) Entry level social worker
- (c) Qualified social worker
- (d) Principal or senior social worker
- (e) Lead practitioner or practice manager
- (f) Area, cluster or operations manager
- (g) Service Manager
- (h) Assistant Director
- (i) Deputy Director
- (j) Director (most senior/non-political member of staff)

Under the Agency Worker Regulations, Agency staff receives comparable pay to that of directly employed staff.

(4) Please can you confirm the average caseload volume for (a) newly qualified social workers (b) qualified social workers (c) senior social workers?

There is a workload weighting management system in place to ensure caseloads are managed. Caseloads vary across different teams according to type of service delivery. NQSWs have a caseload of 90% of other social workers in their team for the whole of the ASYE year.

(5) How many qualified social workers are currently employed in (a) Children's Services (b) Adult Social Care?

	Total number of social worker posts (filled and unfilled)	Number of posts filled by agency social workers	Number of vacant posts (not filled by anyone, agency or otherwise)
Children's services	302	58	0
Adult social care	141	12	4

(6) How many locum/temporary social workers are currently used in (a) Children's Services (b) Adult Social Care?

- (a) 58
- (b) 12

(7) Can you please confirm the average length of placement for locum/temporary social workers?

36 weeks