



Hampshire County Council

County Supplies
Property, Business and Regulatory Services
Bar End Road, Winchester
Hampshire SO23 9NR

Telephone 01962 810234
Fax 01962 877946

A Elliott

Enquiries to	Colin Russell	My reference	/
Direct Line	01962 826907	Your reference	
E-mail	colin.russell@hants.gov.uk	Date	29 th July 2010

Dear Mr Elliott

FREEDOM OF INFORMATION REQUEST – SOCIAL WORKERS etc

Further to your request made under the Freedom of Information Act in respect of Social Workers I am now able to provide some information for you. I will answer your questions in the same order you asked them.

Question 1: "a copy of the Manpower "Neutral Vendor" contract and fee schedules for recruitment to Hampshire County Council"

Answer: The contract between Manpower UK Limited and Hampshire County Council is for the provision of temporary workers, and does extend to cover a number of neighbouring local authorities. The contract is not designed for "recruitment" to the Council, but for the provision of temporary workers whose contracts of employment do not move to the Council. The contract covers a wide range of staff, providing staff in the commercial, administrative, professional and care sectors.

The contract is "vendor neutral" in respect of the care workers.

A copy of the contract document has been produced, though there are some items which have been redacted. Where these have been redacted, this is due to the information being commercially sensitive, and hence exempt from disclosure under Section 43 of the Act.

The details not disclosed relates to the manner in which Manpower calculates its bill rates, and the actual tendered bill rates. Manpower continue to be active in the market, bidding for new work, and their pricing structure is a key element of their bidding process, and hence it is deemed that disclosure would harm their financial interests.

This is in a paper form and I should be grateful if you could let me know an address to which it might be posted.

Question 2: "all agencies on the Manpower contract "qualified social work professionals".

Answer: There is only one agency on the Manpower contract, which is Manpower itself. We do not proscribe the panel vendors which support Manpower. Manpower are free to add or remove other agencies from the panel, as circumstance dictate. The Council's requirement is that the temporary

staff provided meet the specification. Details of agencies supporting Manpower were included in their bid, which forms a part of the contract, but this reflects that moment in time.

Question 3: "all agencies currently supplying Hampshire County Council with agency social work professionals"

During the past twelve months temporary qualified social workers have been provided through the following agencies: Blue Care; Evergood Associates; First Call Medical; Manpower; Medicare First; Randstad Care; Sanctuary; Personnel Limited; Tradewind Recruitment.

Question 4: "the total number of qualified social work professionals currently working on an agency basis at Hampshire County Council"

There are currently (second week in April 2010) 18 qualified social work professional working at the Council.

Question 5: "the number and grade of qualified social work professionals currently working on an agency basis by supplier"

Answer: As stated above there are currently 18, but we record no distinction in grade. Of these 14 are currently from Randstadt; and one each from Evergood, STR Group, Tradewind and Sanctuary.

Question 6: "the number and grade by department"

Answer: As above, we keep no records of the distinction of grade, and there are six in Adult Services, twelve in Children's Services.

Question 7: "the pay and agency charge rate of each qualified by department"

Answer: As in answer one above, we deem the pay and charge rates to be commercially sensitive and subject to a Section 43 exemption.

Question 8: "the fiscal budget for qualified social work professional recruitment through agencies for 2009-2010"

Answer: We have no specific fiscal budget for this area.

Question 9: "the fiscal budget for qualified social work professional recruitment through agencies for 2010-2011"

Answer: We have no specific fiscal budget for this area.

Question 10: "the total fiscal spend on agency qualified social work professionals by department for the last 12 months"

Answer: Adult services approx £429,000 (period 01/04/09 – 31/03/10); Children's Services approx £685,000 (period 01/04/09 – 31/03/10)

Question 11: "total fiscal spend by agency for the last twelve months"

Answer: all figures for period 01/04/09 – 31/03/10

Blue Care	£12,900
Evergood	£46,700

First Call Medical	£31,900
Manpower	£36,200
Medicare First	£20,600
Randstad Care	£840,200
Sanctuary	£89,400
Tradewind	£36,000

It may help to have some context for these numbers. The County Council directly employs over five hundred qualified social workers, split between Children's and Adult Services (roughly 50:50). We do have a relatively small number of vacancies as well, though I am sure you are aware this is one of the more difficult roles to fill, with a general shortage of suitable Qualified Social Workers, especially when a particular skill set is required.

I hope this information helps. As soon as you can let me have an address for the redacted copy of the contract, I shall dispatch it to you. In the meantime if there is anything else I can do to help, please do not hesitate to let me know. May I also apologise for the delay in responding.

Yours Sincerely

Colin Russell

Colin Russell
For Assistant Director Business Services