

1. What annual salary do you pay the following workers, when employed on staff contracts (if pay scales apply please provide the range) in your (a) children's and (b) adults' services departments?

- (i) NQSW/ASWE social worker
- (ii) qualified social worker
- (iii) advanced/senior practitioner (caseholder)
- (iv) frontline team manager/practice lead/IRO
- (v) service manager/assistant director
- (vi) director

Please DO NOT include any employee benefits, bonuses etc in this answer.

2. What is the annual 'true employee cost', factoring in NICs, benefits and all other costs of the following workers, when employed on staff contracts (if pay scales apply please provide the range) in your (a) children's and (b) adults' services departments?

- (i) NQSW/ASWE social worker
- (ii) qualified social worker
- (iii) advanced/senior practitioner (caseholder)
- (iv) frontline team manager/practice lead/IRO
- (v) service manager/assistant director
- (vi) director

3. How much per hour do you pay the following workers, when hiring them as locums in your (a) children's and (b) adults' services departments?

- (i) NQSW/ASWE social worker
- (ii) qualified social worker
- (iii) advanced/senior practitioner (caseholder)
- (iv) frontline team manager/practice lead/IRO
- (v) service manager/assistant director
- (vi) director

Please quote the top-line pay rate, before any employer's NICs etc have been deducted.

4. For the tax year 2016/17, what was your (a) children's and (b) adults' services department's total spend on:

- (i) Employed social work staff (salaries only)
- (ii) Employed social work staff (true cost)
- (iii) Locum social work staff (wages)

(iv) Locum social work staff (true cost, including but not limited to agency fees, travel/accommodation allowances etc)

5. How much of the 2016/17 spend on locums in your (a) children's and (b) adults' services department was 'off-framework'; i.e. outside your neutral vendor/PSL?

6. What was your (a) children's and (b) adults' services department's total annual budget for 2016/17?

7. For (a) children's and (b) adults' services, how much was this over- or under-spent by?