

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.

1. 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).

Nottinghamshire County Council employs permanent Social Workers in Children's and Adults service areas. These posts are graded on two salary bands, A and B. Agency staff are used on a temporary basis to cover service demands.

2. 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.

The entry level annual salary of the junior level Social Worker post is: £26470

Average annual salary;

	Band A	Band B
March 2018	£28,209	£33,262
March 2017	£27,754	£32,903
March 2016	£26,876	£32,903
March 2015	£26,305	£32,532

- 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)

	Band A	Band B
2017-2018	£15.43	£18.90
2016-2017	£14.92	£18.65
2015-2016	£14.56	£18.82

- c) the average hourly wage for agency staff.

£32.58 per hour

- 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.

It is a fixed price margin which is applied in addition to the pay rate.

3 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.).

	Hours	Working Hours	Non working hours
2017-2018	799811.46	747743.64	52067.82
2016-2017	757015.21	711849.55	45165.66
2015-2016	736517.86	684929.87	51587.99

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

2017-2018	799811.46
2016-2017	757015.21
2015-2016	736517.86

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

2017 – 2018	138,562.25
2016 – 2017	170,380.25
2015-2016	173,423.42

d) The percentage of total agency hours that covered permanent staff vacancies, rather than maternity or sick leave. **This data is not held**

e) the average timeframe that individual agency staff members worked within the service (i.e. how long do they normally stay?). **27 weeks**

4 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).

**Permanent staff members
pension contribution at 22%
of salary;**

2017-2018	£2,878k
2016-2017	£2.691K
2015-2016	£2,608K

Agency staff members enrolled in a pension scheme @ 2% through the manages service provider

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.

Travel claim costs for permanent Social Workers;

Year	Total Travel
2015-16	£547,501
2016-17	£568,122
2017-18	£611,140

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). **The County Council has a relocation package that is available to all new employees and existing employees gaining promotion and is subject to a total maximum figure of £5000 inclusive of VAT**

Total Cost:

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

2017-2018	£17338k
2016-2017	£16209k
2015-2016	£15710k

6 Then, looking at the current situation:

a) How many permanent full time equivalent staff members are currently employed?
414.54 fte as at April 2018

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

90 agency staff are currently employed covering Social Work positions as at w/e 29th June

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

c) 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)?

Last five permanent social work vacancies attracted 19 applications between April and July of this year.