



Rutland County Council

Rutland County Council

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10 July 2018

FREEDOM OF INFORMATION REQUEST – 760/18

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request:

Please note – Rutland County Council has responded to the questions as far as we are able. However, items 4, 5, 8 and 9 represents information that does not exist or would exceed 18 hours of staff time in order to identify, analyse and prepare the information in the format requested.

In order to determine this, an officer would have to manually inspect records to determine whether it fell within the scope of your request and if so, extract the relevant data. Given the number of records involved, we believe it to be a reasonable estimate that to comply with your request would exceed the appropriate cost limit of £450. This figure is set out in Regulations and is equivalent to one person working more than 18 hours to determine whether we hold the information, and to locate and extract the information.

Under section 12 of the Freedom of Information Act the Authority is not obliged to comply with your request and we will not be processing your request further.

We have though provided information which we hope will be of use.

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.

Should the following questions exceed your time and budgetary restrictions, we ask that as per Section 16 of the Freedom of Information Act you kindly assist us in formulating our request before the statutory 20 days waiting time. We are available to discuss this over the phone on 07940074548 if more convenient.

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).

Answer: Permanent Social workers are individual who are employed by the County Council as an employee in an established post. An Agency worker is employed by an Agency and not the Council; they are engaged via the Agency to



cover a temporary, short term need such as covering a vacancy pending employment, maternity cover, sickness absence or peak workload.

Then for each of the three years separately, please detail:

Wage:

2. 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.

Answer:

	2015-16	2016-17	2017-18
Level 1	£23,166	£25,530.50	£26,094.67
Level 2	£29,580.33	£30,153	£29,481.25*
Level 3	£32,712.22	£32,942.55	£33,069.75
Senior /Advanced Practitioners	£36,322.33	£36,774	£37,107.50
Team Manager	£38,580.80	£42,308.14	£43,251.40

*average salary declined due to an increase in numbers of staff moving into grade at lower points on our salary scale

3. 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)

Answer:

	2015-16	2016-17	2017-18
Level 1	£12.01	£13.23	£13.53
Level 2	£15.33	£15.63	£15.28*
Level 3	£16.96	£17.08	£17.14
Senior /Advanced Practitioners	£18.83	£19.06	£19.23
Team Manager	£20.00	£21.93	£22.42

*average hourly rate declined due to an increase in numbers of staff moving into grade at lower points on our salary scale

4. The average hourly wage for agency staff.

Answers: See above. Rutland County Council is part of a Memorandum of Understanding with other authorities with the following hourly rates. This has been in place since 2017. Rates for prior to then are not available.

PAYE

ASYE/NQSW/Level 1 Social Worker	£17
Level 2/3 Social Worker	£24.50
Senior/Advanced Practitioner	£27.50

Practice Supervisor	£32.50
IRO/CP Chair	£33
Team Manager/Social Work Consultant/ Specialist	£34

Self-employed/LTD

ASYE/NQSW/Level 1 Social Worker	£20
Level 2/3 Social Worker	£28.50
Senior/Advanced Practitioner	£32
Practice Supervisor	£37
IRO/CP Chair	£39
Team Manager/Social Work Consultant/ Specialist	£39

5. 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.

Answer: Agency fees are an additional charge in addition to the hourly rates as above; this depends on the rate chargeable by the Agency who makes the appointment. Specific information for each individual is not available.

6. 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.).

Answer: As above. The following represents the total contracted working hours for permanent Children and Adult Social Workers

	2015-16	2016-17	2017-18
Children	425.5	539.83	643.8
Adults	501.53	502.83	608.65

7. The actual number of permanent staff hours worked in total across the whole team.

Answer: Please refer to answer to question 6

8. The actual number of agency staff hours worked in total.

Answer: As above. Actual hours are not available. The following represents the number of agency staff used in the following periods

	2015-16	2016-17	2017-18
Children	17	14	10
Adults	27	5	4

9. The percentage of total agency hours that covered permanent staff vacancies, rather than maternity or sick leave.

Answer: As above

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

Answer:

	2015-16	2016-17	2017-18
Children	96 days	120 days	98 days
Adults	112 days	171 days	127 days

Benefits:

11. 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).

Answer:

	2015-16	2016-17	2017-18
Children	£181,259	£241,897	£287,280
Adults	£356,629	£459,056	£592,819

12. 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.

Answer:

	2015-16	2016-17	2017-18
Children	£19,457	£22,896	£25,697
Adults	£47,603	£46,935	£60,911

13. 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).

Answer: The Council provides a relocation package of up to £8,000. We also offer market supplements to salaries for qualified Social Workers.

Level 1 Social Worker	£1,000
Level 2/3 Social Worker	£3,000
Supervising Social Worker	£3,000
Senior Practitioner/Principal Social Worker	£3,000
Safeguarding/QA	£5,000
Team Manager	£5,000

Service Managers | £5,000

14. The total cost of permanent staff members and the total cost of agency staff members.

Answer:

Childrens	2015-16	2016-17	2017-18
Agency	£357,157	£549,084	£220,061
Permanent Staff	£1,353,715	£1,676,989	£1,856,596
Total	£1,710,872	£2,226,073	£2,076,657

Adults	2015-16	2016-17	2017-18
Agency	£1,177,570	£903,459	£373,375
Permanent Staff	£2,959,409	£3,414,712	£3,881,009
Total	£4,136,979	£4,318,171	£4,254,384

Then, looking at the current situation:

15. How many permanent full time equivalent staff members are currently employed?

Answer:

Children	17.4 FTE (19 H/C)
Adults	16.45 FTE (17 H/c)

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

Answer:

Children	5
Adults	2

17. What are the names of the agencies used by the council to provide temporary social workers?

Answer: Agency staff are provided through a framework agreement that we have with Matrix eg. Caritas, Liquid Personnel.

18. 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)?

Answer: 12

If you are dissatisfied with the handling of your request please contact the Data Protection Officer, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP

You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator
Business Support Team
Rutland County Council