



Reference: RFI 1709026

Request:

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/ASYE social worker Grade 8 (£25,951 – £29,324)

(ii) qualified social worker Grade 8 (£25,951 – £29,324) or Grade 9 (£30,152 – £33,437) for those who have completed progression

(iii) advanced/senior practitioner (caseholder) Grade 10 (£34,538 – £38,236)

(iv) frontline team manager/practice lead/IRO Grade 11 (£39,177- £43,820). We don't have a post with the title Practice Lead. IRO's are in a separate service area to ensure independence.

(v) service manager Service Manager ranges from Grade 13 (£49,068 – £50,806) to Grade 14 (£53,544) **Assistant Directors** – A range from £59,808 to £72,655.

(vi) director £100,215

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/ASYE social worker Grade 8 £33,103 - £37,550 plus two thousand pounds Market Supplement

(ii) qualified social worker Grade 8 as above plus two thousand pounds Market Supplement or Grade 9 £38,645 – £42,977 (for those with progression) plus two thousand pounds Market Supplement

(iii) advanced/senior practitioner (caseholder) Grade 10 £44,429 – £49,308 plus two thousand pounds Market Supplement

(iv) frontline team manager/practice lead/IRO Grade 11 £50,548 – £56,678 plus one thousand pounds Market Supplement

(v) service manager/assistant director Service Manager ranges from Grade 13 £63,594 – 65,886 to Grade 14 £69,498

(vi) director Grade 26 £133,713

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/ASYE social worker not applicable

(ii) qualified social worker Social Worker £25.00 to £33.00 all in Children's Services. Information as to progression level not held.

(iii) advanced/senior practitioner (caseholder) Senior Social Worker - £37.00 Children's Services

(iv) frontline team manager/practice lead/IRO IRO £35.00 - In separate service area – neither Children's nor Adults

(v) service manager/assistant director not applicable

(vi) director not applicable

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) See table below

The information supplied to you is owned by the council unless otherwise stated and may be protected by copyright. You are free to use it for your own purposes, including any non-commercial research or for the purposes of news reporting. Any other re-use of a commercial nature will require the permission of the Council. Further enquiries in this respect should be directed to Head of Law and Governance, North Tyneside Council, Quadrant The Silver Link North, Cobalt Business Park, North Tyneside, NE27 0BY



Reference: RFI 1709026

(ii) Employed social work staff (true cost) See table below

(iii) Locum social work staff (wages) See table below

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

The table below shows the salary cost of Social Worker staff only in 2016/17 – Management and other support staff are excluded.

Service Area	(i) Salaries*	(ii) Total Salary Cost	(iii) &(iv) Locum/Agency Staff –Total Salary Cost
Adults Services	£3.140m	£3.977m	£0.116m
Children's Services	£2.077m	£2.685m	£0.804m
Total	£5.217m	£6.662m	£0.920m

*Salaries includes basic pay only

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?

Of the £0.920m total cost of Locum/Agency staff, £0.154m was payable to 'off-framework' agencies, for Children's Social Care staff only.

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

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

Service Area	(a) 2016/17 Net Budget	(b) 2016/17 Overspend
Adult Services	£46.256m	£4.497m
Children's Services	£24.211m	£2.371m
Total	£70.467m	£6.868m

For Qs 1-3, I am aware that different councils use a range of job titles, but hopefully the employee types I have specified are generic enough to apply to your structures and capture all qualified social work staff and their managers.

The information supplied to you is owned by the council unless otherwise stated and may be protected by copyright. You are free to use it for your own purposes, including any non-commercial research or for the purposes of news reporting. Any other re-use of a commercial nature will require the permission of the Council. Further enquiries in this respect should be directed to Head of Law and Governance, North Tyneside Council, Quadrant The Silver Link North, Cobalt Business Park, North Tyneside, NE27 0BY