

Request

1. Please provide details of your minimum and maximum basic pay rates in each grade for the jobs below in your children’s social services:

Family/Support Worker, Newly Qualified Social Worker, Social Worker Generic, Social Worker Child Protection/Safeguarding, Social Worker Family Placement, Social Worker Child and Adolescent Mental Health, Social Worker Youth Offending Team, Senior Social Worker, Assistant Team Manager, Advanced Practitioner, Consultant Social Worker, Team Manager, Principal Social Worker, Service Manager

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

2. Please provide how many FTE employees you have in the jobs below in each grade for your children’s social services: *Grades – as indicated at Q1*

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

3. Please provide details (including scope and amounts) of any market force supplements you pay to any of the jobs below in your children’s social services: *Grades – as indicated at Q1*

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

4. Please provide details (including scope and amounts) of any recruitment payments you pay to any of jobs below in your children’s social services: *Grades – as indicated at Q1*

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

5. Please provide details (including scope and amounts) of any retention payments you pay to the jobs below in your children’s social services: *Grades – as indicated at Q1*

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

6. Please provide details (including scope and amounts) of any welcome/start up payments you pay to the jobs below in your children’s social services: *Grades – as indicated at Q1*

Please base your return on your April 2022 payroll. If a job occupies two or more grades, please list data by each grade.

7. How many FTE temporary workers (staff employed via an agency) do you currently have in your Children’s Social Services and which of the jobs below are they covering: *Grades – as indicated at Q1*

Please base your return on your April 2022 data. If a job occupies two or more grades, please list data by each grade.

8. Do you use the social worker job evaluation role profiles (NJC, GLPC or Hay) to match your social work jobs to?

- YES – NJC
- YES – GLPC
- YES – HAY
- NOT USED

Response – Please see attached spreadsheet as requested