



Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI450664200

Thank you for your request for information relating to Children's Social Services staff pay.

You have requested the following information:

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.

Family/Support Worker: £22,571 - £28,226
Newly Qualified Social Worker: £27,518 - £33,486
Social Worker Generic: £32,798 - £39,571
Social Worker Child Protection/Safeguarding: £32,798 - £39,571
Social Worker Family Placement: £32,798 - £39,571
Social Worker Child and Adolescent Mental Health: £32,798 - £39,571
Social Worker Youth Offending Team: £32,798 - £39,571
Senior Social Worker: £38,553 - £45,648
Assistant Team Manager: £38,553 - £45,648
Advanced Practitioner: £38,553 - £45,648
Consultant Social Worker: £38,553 - £45,648
Team Manager: £44,624 - £50,314
Principal Social Worker: £60,098 - £66,427
Service Manager: £49,395 - £53,002

2. Please provide how many FTE employees you have in the jobs below in each grade for 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.

Family/Support Worker: 45
Newly Qualified Social Worker: 24
Social Worker Generic: 177
Social Worker Child Protection/Safeguarding: 95
Social Worker Family Placement: 49
Social Worker Child and Adolescent Mental Health: 11
Social Worker Youth Offending Team: 3
Senior Social Worker: 47
Assistant Team Manager: 3
Advanced Practitioner: 67
Consultant Social Worker: 2
Team Manager: 53

Principal Social Worker: 1
Service Manager: 2

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:

**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.

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:

**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.

For Questions 3 and 4, we confirm Children's Services currently do not pay any recruitment payments to any of the above job roles.

5. Please provide details (including scope and amounts) of any retention payments you pay

to 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.

We confirm Children's Services currently do not pay any retention payments to any of the above job roles.

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:

**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.

We confirm Children's Services currently do not pay any welcome/start up payments to any of the above job roles.

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:

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 data. If a job occupies two or more grades, please list data by each grade.

Family/Support Worker: Nil.
Newly Qualified Social Worker: Three
Social Worker Generic: 29
Social Worker Child Protection/Safeguarding: Nil
Social Worker Family Placement: Nil
Social Worker Child and Adolescent Mental Health: Nil
Social Worker Youth Offending Team: Nil
Senior Social Worker- Senior Practitioner: Three
Assistant Team Manager: Nil
Advanced Practitioner: Eight
Consultant Social Worker: Nil
Team Manager: Four
Principal Social Worker: Nil
Service Manager: Nil

As at 30 April, the total number of agency workers was 55, of which 47 agency staff covered the roles listed above.

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

NJC and HAY are used.

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For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance