

Appendix 3

A Workforce Overview Note (including Market Supplement)

Childrens Services Restructure Overview

The table below shows the current funded posts within Children's Services Social care, implemented as part of the workforce redesign.

Job Description	Grade	Responsive services	Area Team	LAC Team	TroughCare	Fostering	Placements	Total FTE
Service Manager	SM2	1.0	4.0	1.0	1.0	1.0	1.0	9.0
Team Manager	9	5.0	16.0	3.0	3.0	4.0	1.0	32.0
Senior Practitioner	8	5.0	17.0	3.0	3.0	4.0	0.0	32.0
Children & Family Social Worker	7	14.0	106.0	19.0	13.0	20.0	1.0	173.0
Newly Qualified Social Worker	6	0.0	16.0	3.0	3.0	4.0	0.0	26.0
Children & Family Worker	5	5.0	16.0	3.0	0.0	4.0	0.0	28.0
Personal Advisor	5	0	0.0	0	11	0.0	0	11.0
Other posts	Various	7	3	5.6	0	1	4	20.6

There are a number of assumptions underpinning the staffing model including

Caseloads: built in at 14 per social worker for Looked after children and child protection, and 20 per social worker for children in need, and 25 per personal advisor for former relevant children (leaving care) In addition to this, reductions to caseload have been made for certain posts (e.g. Senior Practitioners, newly qualified social workers NQSW)

Advanced Social Worker Posts (grade 8): the structure includes resource to convert 50 FTE grade 7 Social Worker posts into Grade 8 Advanced social worker posts.

Current Position

There are currently 45 agency workers covering vacancies, and we continue to look to reduce this number through recruitment and retention.

In addition there are currently 45 NQSW's, which is higher than the original workforce model.

There are currently 48.2 full time equivalent social workers receiving the market supplement. Replacing this with 50 FTE Grade 8 Advanced Social Worker posts in the new structure is cost neutral.