**LONDON COUNCILS CHILDREN’S SOCIAL WORKER AGENCY NUMBERS**

**AND PAY RATES**

1. Numbers of Children’s Social Workers

In April 2015 there were an estimated 5,300 children’s social worker posts across all London Boroughs. These were made up of 4,600 permanent staff with 700 vacant unfilled positions. In addition there were about 1,300 agency social workers.

Agency social workers made up about 20% of the London children’s social worker workforce. About 46% of agency children’s social workers were working in basic grade social worker roles. A further 30% were in senior social worker roles. The remaining agency workers were in more specialist or senior roles up to team manager level.

1. Agency Hourly Pay Rates

Hourly pay-rates for agency social workers varied by local authority.

The average agency pay-rate for basic grade children’s social worker roles was £28.17 and for senior children’s social worker roles £29.90. However, there were instances of hourly pay-rates of up to £40 for social workers and £43 for senior social workers.

Analysis by percentiles showed a spread of between £5 and £7 in the hourly pay-rate between the pay-rate at the 50th pay percentile (mid-point) and the 75th as in the table below:

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| **Role-type of agency CSW** | **50th percentile** | **75th percentile** |
| Social Worker | £29.00 | £34.50 |
| Senior Social Worker | £32.34 | £37.67 |
| Specialist Social Worker | £35.44 | £42.72 |
| Assistant Team Manager | £33.78 | £38.70 |
| Team Manager | £41.40 | £48.48 |