

Appendix 1

Number of current Social Work and Occupational Therapy vacancies in Adult Social Care frontline social care teams, as at 2 September 2015

Post Title	No. full time equivalent vacancies
Social Worker	18
Senior Social Work	15
Occupational Therapist	5
Senior Occupational Therapist	5
Total	43

The Senior Social Worker (S9) vacancies have on average been vacant for 6 months. A number have been vacant for 2 years+ and others have only recently become vacant

Example Cost Comparison

Surrey County Council employed Senior Social Worker

For budget purposes the cost of employing a permanent member of staff is approximately £43,730.00 per annum. This includes on costs such as pension contributions, national insurance etc.

Agency employed Senior Social Worker (Locum)

Approximately £32 per hour inclusive.
This equates to approximately £60,000.00 per annum based on a 36 hour week.

Consequently, the additional cost of employing a Locum Senior Social Worker is approximately £16,270 per annum, more than employing a permanent member of staff.

Permanent Senior Social Worker recruited via an agency

If an employment agency referred a candidate who was appointed to a permanent Senior Social Worker role their fee would be approximately £5,000 (based on 15% of starting salary for an S9 Senior Social Worker).

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