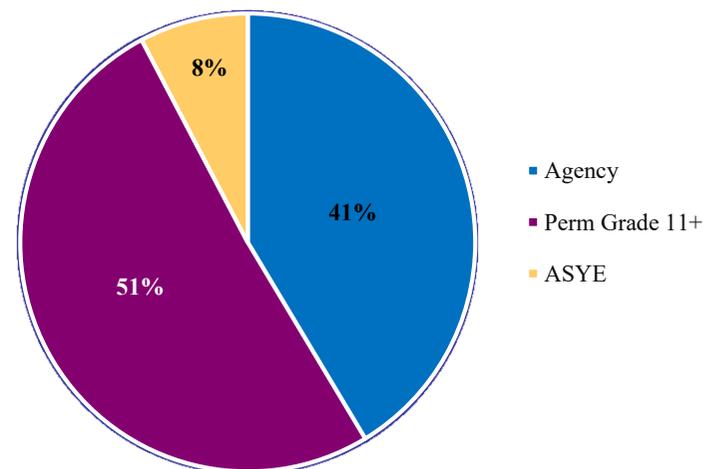
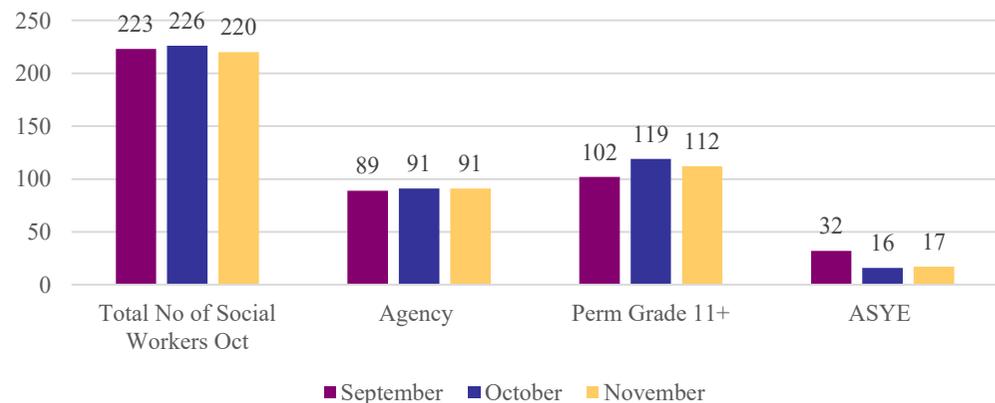


# Appendix 3 - Children's Social Care – Workforce Data

	Total No of Social Workers Caseloading Nov	Establishment Staff (Gr11+)	Establishment Staff (Gr11+) 12m +	Staff (Gr11+) Non Case Holding (absent)	NQSW	Agency Staff	Agency Staff 12m+	Salaried Leavers	Salaried Starters	Management Establishment to Agency /Vacancy Ratio	Unfilled Posts Social Workers	Vacant % Agency +Unfilled Posts	% SW with Personal Supervision in the month
Assessment	39	14	9	0	5	20	8	1	0	2:5	2	56%	
Care Planning (Unit 1-9 &YP)	64	24	24	2	10	30	4	0	0	4:5 (2 vacant)	0	47%	
Permanence	44	33	26	5	0	11	3	1 (Unit Manager)	0	5:1	0	25%	
Children With Disabilities	20	5	2	1	2	13	1	0	0	3:0	0	65%	
Other teams *	53	36	34	2	0	17	5	0	0	10: 3 vacancies	1	32%	
<b>Total</b>	<b>220</b>	<b>112</b>	<b>95</b>	<b>10</b>	<b>17</b>	<b>91</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>26:11</b>	<b>3</b>	<b>43.6%</b>	

\*not including Consultant Practitioners, Specialist, IROs & CP Chairs



## Pulse Survey Feedback

The results of the first pulse survey feedback will be available in December 2017

# Children's Social Care – Workforce Data

Indicator	Definition	Indicator	Definition
Total No of Social Workers Nov	Count of ALL Social Workers within CSC that are caseloading	Agency Staff (12m+)	Count of all Agency Staff employed for more than 12 months
Establishment Staff (Gr11+)	All Social Workers employed directly by LBC	NQSW	Count of Newly Qualified Social Workers
Establishment Staff (Gr11+) (12m+)	All Social Workers employed directly by LBC for more than 12 months	Leavers	Count of SW who have left LBC within the month.
Staff (Gr11+) Non Case Holding	Social Workers employed directly by LBC who are currently not holding cases eg. Maternity Leave/Long term sick	Starters	Count of SW who have started at LBC within the month
Agency Staff	Count of all Agency staff	Unfilled Posts	Posts where no one is currently working
% Social Workers with Personal Supervision in the month	% of Social Workers who have received Personal supervision in the last 30 days.	Vacant Posts	Posts where there are no directly employed staff. This is used to calculate the Service's vacancy rate.
Management Establishment to Agency Ratio (also includes vacant posts)	Proportion of Managers who are direct LBC employees compared to agency staff		