Childrens Services Directorate
Employee Value Proposition for Social Workers

We aim to create an inclusive working environment where everyone can achieve a healthy work/life balance. We are serious about our responsibility for personal and professional development and look to ensure that staff are equipped with the skills, knowledge and experience to succeed. The Councils Benefit Package is designed to boost and maintain the health, wellbeing and general quality of life of all our staff.

Security and support at work
We offer a wide range of benefits, to ensure that staff are paid fairly for the work they undertake and have the flexibility to enjoy a great work/life balance. We offer:

- A competitive salary package, including a career progression scheme
- A range of flexible working options, including flexitime and home-working, dependent on service requirements
- A generous holiday allowance and special leave provisions
- The Local Government Pension Scheme
- A comprehensive Employee Assistance Programme – whatever life throws at you, we are committed to supporting you
- Bullying and Harassment and Dignity at Work policies to protect your everyday working life

Your professional future
We invest in our staff, to enable them to develop personal and professional skills and progress in their Social Work Career.

All new employees receive a comprehensive induction, training and development programme, with regular opportunities to update their skills and achieve their full potential. We welcome fresh thinking, recognise real talent and encourage innovation and ingenuity.

We train staff at all levels. We have a huge range of training opportunities, through the Centre for Professional Practice Service. We encourage and support Continual Professional Development, with opportunities to attend external training, secondment opportunities, and earn extra qualifications through the Apprenticeship Levy.

A summary of all benefits for staff are included on the following page:

Social Worker Salary Range

Grade 8 SCP24 £ 36,581 – SCP 27 £ 39,481

Grade 9 -SCP28 £ 40,444 – SCP31 £ 43,149

Grade 10 -SCP32 £ 44,253 – SCP35 £ 47,665

Paid Monthly – Last Thursday of each Month

Annual and Other Leave Provision

29 x Days plus public holidays (Increasing to 33 days – after 5 years service)

Local Government Sickness Scheme - Up to 6 Months Full Pay plus 6 Months Half Pay

Family Friendly Policies

- Agile Working,
- Flexible Working,
- Maternity Leave;
- Adoption Leave;
- Shared Parental Leave;
- Parental Leave;
- Paternity Leave;
- Maternity/Adoption Support Leave

Career Development Progression

The progression process is to be used to make judgements about whether a worker has met the criteria to be progressed through the Social Worker Grading Structure

Notice Provision

Grade 8 – 1 Calendar Month

Grade 9 – 2 Calendar Months

Grade 10 – 2 Calendar Months

Local Government Pension Scheme

The largest Public Sector Pension Scheme in the UK

Cycle Purchase Scheme

Salary Sacrifice Purchase Scheme

Leisure Centre Benefits

Subsidised Leisure Centre Membership

Child care Vouchers

Salary Sacrifice Purchase Scheme

KAARP Discount Benefits

100's of discounts on shopping, entertainment, holidays and much more

PayCare Health Scheme

A number of Plans are available to suit individual requirement

Staff Counselling Service

Confidential staff counselling is available for all staff and can support with work related and personal issues.

Standard Working Hours

37 Hours per Week

Overtime/Weekend Working /Night working/ Shift Working

In accordance with the Councils Collective Agreement

Standby and Call-Out Arrangement

In accordance with the Councils Collective Agreement

Car Allowance

Casual User Allowance – 45.0ppm

User Friendly IT Equipment

Provision of Essential IT Equipment to undertake roles

Relocation Package

Up to £7,500 tax free