



## East of England Regional Partnership on Qualified Social Workers: Standardised Pay rates for Agency Social Workers from 1 April 2015

As part of the regional Memorandum of Cooperation for the East of England for Qualified Social Workers, Directors of Children's and Adults' Services in the region have agreed to an upper pay limit for agency workers.

These are the **maximum rates** that we will pay to agency workers who are engaged in any East of England Council **on or after 1 April 2015**:

Broad Job Categories	Maximum Hourly Rate for a PAYE worker via an Agency	Maximum Day Rate for a PAYE worker via an Agency	Maximum Hourly Rate for a Limited Company worker via an Agency	Maximum Day Rate for a Limited Company worker via an Agency
Newly Qualified Social Worker (NQSW)	£23	£170	£23	£170
Social Worker (with 2 years+ PQE)	£26	£192	£28	£207
Senior Practitioner/Assistant Team Manager	£28	£207	£32	£237
Team Manager	£35	£259	£38	£281

*N.B. Pay rates do not include the additional costs paid to the Agency by each council in line with their contractual arrangements.*

We will all apply these maximum pay rates for all new workers engaged via an Agency or direct supply (if applicable). We will monitor the impact of these new maximum pay rates.

We recognise that maintaining service delivery is paramount and therefore the DCS and ADASS groups will agree an escalation process to cover any circumstances where there a need to exceed the above rates.

We will honour existing pay rates until the end of a worker's current assignment. The new rates will apply for any new assignment starting from 1<sup>st</sup> April 2015, even if this is in the same Council.

Where possible, we will try to minimise the use of agency social workers who are newly qualified as we recognise that they will receive better support in their ASYE if they are permanent employees.

We are working with colleagues across the country to take a similar approach to agency pay rates

**More information about the East of England partnership on Qualified Social Workers can be found at:**

<http://www.adcs.org.uk/regions/eastern.html>



Signed:	Signed:
Director of Children's Services	Director of Children's Services
<b>Bedford Borough Council</b>	<b>Cambridgeshire County Council</b>

Signed:	Signed:
Director of Children's Services	Director of Children's Services
<b>Central Bedfordshire Council</b>	<b>Essex County Council</b>

Signed:	Signed:
Director of Children's Services	Director of Children's Services
<b>Hertfordshire County Council</b>	<b>Luton Borough Council</b>

Signed:	Signed:
Director of Children's Services	Director of Children's Services
<b>Peterborough City Council</b>	<b>Norfolk County Council</b>

Signed:	Signed:
Director of Children's Services	Director of Children's Services
<b>Southend-on-Sea Borough Council</b>	<b>Suffolk County Council</b>

Signed:
Director of Children's Services
<b>Thurrock District Council</b>