

Freedom of Information Request

- 1. What was your staff turnover rate for registered social workers working in child protection or with children in need in each of the following years? (Where staff turnover is calculated as the headcount of full-time equivalent (FTE) registered social workers leaving in the year divided by the headcount of FTE registered social workers in post at 1 January)**

- i) 2017**
- ii) 2018**
- iii) 2019**
- iv) 2020**
- v) 2021**

Years	Turnover %
2017	7.41%
2018	5.48%
2019	7.55%
2020	9.76%
2021	6.47%

Figures as at 31 December for each of the years.

Band 6 & above Qualified Social Workers (including AYE Social Workers)
Excludes Bank, Temporary, Career Breaks & External Secondees

- 2. What was your staff turnover rate for social work assistants working in child protection or with children in need in each of the following years? (Where staff turnover rate is calculated as the headcount of full-time equivalent (FTE) social work assistants leaving in the year divided by the headcount of FTE social work assistants in post at 1 January)**

- i) 2017**
- ii) 2018**
- iii) 2019**
- iv) 2020**
- v) 2021**

Years	Turnover %
2017	0.00%
2018	0.00%
2019	37.50%
2020	6.67%
2021	4.65%

Figures as at 31 December for each of the years.
Band 3 & 4 Social Work Support Staff
Excludes Bank, Temporary, Career Breaks & External Secondees

3. In your Trust's children services department, what percentage of your registered social worker headcount was defined as newly qualified on 1 January in the following years?

- i) 2018**
- ii) 2019**
- iii) 2020**
- iv) 2021**
- v) 2022**

Years	% Newly Qualified Social Workers
2017	9.14%
2018	10.22%
2019	9.14%
2020	9.38%
2021	5.56%

Figures as at 31 December for each of the years.
Excludes Bank, Career Breaks & External Secondees

4. In your Trust’s children’s services department, how many full time equivalent registered social workers were in post on 1 January in each of the following years?

- i) 2018**
- ii) 2019**
- iii) 2020**
- iv) 2021**
- v) 2022**

Years	Headcount	WTE
2017	514	486.15
2018	499	473.25
2019	514	484.96
2020	501	473.52
2021	522	490.70

Figures as at 31 December for each of the years.
 Band 6 & above Qualified Social Workers (including AYE Social Workers)
 Excludes Bank, Career Breaks & External Secondees

5. In your Trust’s children’s services department, how many full time equivalent agency staff were you employing as social workers on 1 January in each of the following years?

- i) 2018**
- ii) 2019**
- iii) 2020**
- iv) 2021**
- v) 2022**

Year	WTE
Jan-18	22.19
Jan-19	27.31
Jan-20	33.43
Jan-21	23.05
Jan-22	21.46

The level of agency social workers employed is based on an indicative annual salary applied to the total spend for that category of staff in order to generate an indicative whole time (full time) equivalent (WTE).

6. Do you have a shortage of social workers in your Trust's children's services department? If yes, how many full time equivalent social worker vacancies were recorded on your system as of 1 January 2022?

Yes, the Northern H&SC Trust currently has 34 social work vacancies. This is a regional issue and the Trust is currently contributing to the Department of Health Social Work Workforce Review in order to review the increased demand

7. What was the total amount spent by your Trust's children's services department on agency social workers in each of the following years:

i) 2017

ii) 2018

iii) 2019

iv) 2020

v) 2021

Year	Total Expenditure £000's
16/17	463
17/18	711
18/19	712
19/20	1,004
20/21	823