

Response to Request for Information

Reference FOI 021630
Date 4 February 2016

Temporary and Consultant Social Workers

Request:

a) The council's total spend on agency qualified social work professionals for calendar years:

2015

2014

2013

For each year please provide figures for:

- children's & young people's social care services
- adult social care services
- total

In respect of your above question, it has been established after careful consideration that the Council does not hold the above information in the category you are specifically requesting. Consequently, we are unable to provide information relating to "qualified social work professionals", and are informing you as required by Section 1(1) (a) of the Act, that states:

"Any person making a request for information to a public authority is entitled to be informed in writing by the public authority whether it holds information of the description specified in the request".

However, we have provided below the information we do hold which is information relating to all agency workers in the areas requested which we hope will assist you in your enquiry. Please note we do not hold analysis in our financial systems down to type of agency worker and therefore we are unable to identify the amount related to qualified social work professionals.

All Age Disability:

2015 - £553,264

2014 - £535,780

2013 - £630,101

Older People :

2013 - £623,439

2014 - £645,127

2015 - £778,335

Children:

2013 - £1.5 million

2014 - £3.3 million

2015 - £3.6 million

Total

2013 - £2.677m

2014 - £4.481m

2015 - £5.008m

Please note in respect of questions b), c) and d) below, it has been established after careful, consideration that the Council does not hold all the information requested. Consequently, we are unable to provide information relating to All Age Disability and Older People and we are informing you as required by Section 1(1) (a) of the Act, that states:

"Any person making a request for information to a public authority is entitled to be informed in writing by the public authority whether it holds information of the description specified in the request".

However, we are able to provide you with information relating to Children which have been shown in blue below

b) Please let me know the total number of qualified social workers working on a recruitment agency basis at the council - 24

Please also provide this figure as a percentage of the council's permanently directly employed staff (ie non agency/consultant) qualified social worker headcount - 16%

c) Please let me know the total number of qualified social workers working on a consultancy/self employed basis at the council. Please also provide this figure as a percentage of the council's permanently directly employed staff (ie non agency/consultant) qualified social workers - None

d) Please provide the name and job title of anyone employed in a senior/managerial position in adult or children's & young people's social care services who is currently employed as a consultant or interim contract basis. Please restrict this to positions involving social care (ie not IT consultants etc). Please state whether the positions are full or part time and whether these are interim/short-term or permanent contracts.

Consultants – 0

Interims – Seven Social Work Unit Managers, 6 full time, 1 part time

With reference to question d) above regarding disclosing the names of interims, the

Council considers that this meets the definition for personal data set out in Section 1(1) of the Data Protection Act 1998 ("DPA") as:

"data which relate to a living individual who can be identified - (a) from those data, or (b) from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller and includes any expression of opinion about the individual and any indication of the intentions of the data controller or any other person in respect of the individual"

The Council thus considers that the requested information is caught by the exemption to disclosure contained in Section 40 (2) of the Act.

To explain further, a disclosure made under the provisions of the Act is judged to be a disclosure to the wider world and here the Council must consider disclosure of personal information in line with the provisions of the DPA.

Individuals involved would also have no reasonable expectation that their details would be disclosed to the world-at-large.

Any disclosure of this information would be judged in this instance to breach DPA principles, notably the first principle – that of fair and lawful processing and the second principle-that of processing for specified and not-incompatible purposes and no information will be disclosed in this instance.

We also consider that the requested information is caught by the definition for Section 38 - Health & Safety

The Council considers that disclosure to the wider world (which is how any disclosure made under the provisions of The Act must be considered) would endanger the health and safety of individuals

In applying this exemption, the Council considers the public interest in demonstrating openness and transparency of process against the public interest in withholding the information in ensuring the health and safety is greater than the public interest in any disclosure.

However, what we can provide you with is our structure chart which provides names and positions which I hope will be of use to you. Please see link below:

<http://portal/corporate/city-people/Content%20Documents/StructureChartsIntranet.pdf>