

Progression scheme for Social Workers, Experienced and Consultant Social Workers, Practice and Service Managers

The salary ranges offered for each post fall within the existing SCC grade ranges which have been assigned to the Social Work posts through the job evaluation framework. They provide a commencing salary within each grade which is above the lower increments of the grade range and enable annual progression through the full incremental salary scale to the top of the grade.

Grade Ranges

Grade Ranges Post	Grade for post	Starting incremental salary point	Maximum incremental salary point
Newly Qualified Social Worker	Fixed salary point 18*		
Social Worker	5	21	25
Experienced Social Worker	6	26	31
Consultant Social Worker	6	28	31
Practice Manager	7	32	41
Service Manager	8	46	51

* Plus additional payments that are currently made which include:

- Welcome payment of £500
- Option for a welcome loan of £2000

Progression within a grade

Timing: Incremental progression will be implemented from 1 April each year to reflect performance during the year up to that date. As progression is unlikely to be determined until May/June, it will be backdated to 1 April for payment. Please note that the final deadline for the submission of any annual incremental progression will be 31st July in each year. After this date there will not be any backdated incremental progression awarded for that year. It is the responsibility of both the post holder and their Manager to ensure that this deadline is met. In order to qualify for an increment the post holder must have been employed in this post on or before 31st October prior to the 1 April increment.

Criteria: Incremental progression will be awarded where each of the following has been fully satisfied:

- Annual PDR completed and documented with;
 - all of objectives fully met
 - allocation to a green box on the ASPIRE 9 box performance management grid (consistent/Developing/Rising/Strong/Strong Developing/Aspirational performer)
 - no adverse performance, behaviour or conduct issues identified within that year

- The duties and responsibilities of the post are being fully met by the post holder
- Your post is one that qualifies for the scheme – please see Appendix A for definitive list of posts that qualify for this.

Award: There will be a maximum of one increment awarded each year which will be consolidated. Progression is up to the maximum of the incremental salary range for that grade.

The only ongoing variation to this is an ASYE completing their portfolio by 31 October, in addition to receiving SCP 21 on completion they will also be entitled to a further increment in the following April, subject to meeting the above criteria for progression.

It is worth noting that exception to this was made in the introductory year of this scheme (2015) where transition arrangements for current staff that qualify leads some to be eligible to receive additional increments, to ensure alignment to these pay arrangements.

Progression to the next grade

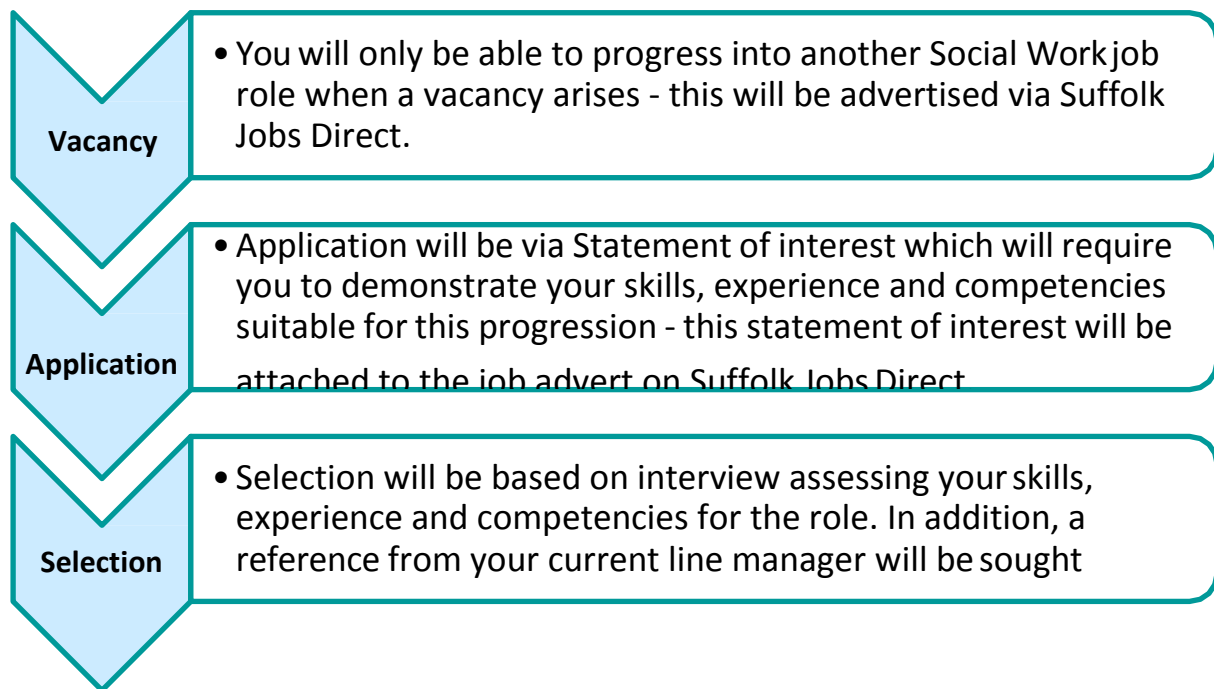
The career pathway developed for Social Work posts enables a progression through grade levels:



Each post has a JPP outlining the duties and responsibilities of that role, together with a person specification which identifies the essential skills, knowledge, approach and experience that must be met by the post holder. For example, to progress from SW grade 5 post to an Experienced SW grade 6 post, there is a requirement of a **minimum**

2 years post qualifying, relevant Social Worker experience. This would be alongside an essential requirement to be able to demonstrate the breadth and depth of experience required for the role.

Progression to another role will be on the basis of application and selection and all opportunities will be advertised internally in the first instance. Detailed below is the process for Social Work progression to another role.



It is worth noting that the only variation to this process will be for Newly Qualified Social Workers who must complete the AYSE portfolio successfully to qualify for progression to a Social Worker post with a salary increase from spinal point 18 to 21 which will be backdated to the date of their successful portfolio submission. In addition, within the same role type there may be flexible movement between teams, services and areas to meet service demands as determined by the Service Manager (within areas) and Head of Service (across areas) . This may involve a selection process where this is necessary but will not always, depending upon the circumstances.

Appendix A – Posts included in the Progression Scheme

The details below provide a definitive list of the posts that qualify for inclusion in the Progression Scheme.

To qualify your post must fall within both of the below Job title list and Team list - if your post and team combination does not appear below then you will not qualify for the progression scheme.

Job Title:

The scheme is applied to all those who work to one of the following JPP's (for avoidance of doubt these should all fall within the Practitioner or Manager Job family):

Social Worker
Experienced Social Worker
Consultant Social Worker
Independent Reviewing Officer
Practice Manager
Service /Safeguarding Manager

Team:

In addition to the above you will also need to be working in one of the below teams:

Specialist Services teams;

Social Care teams
LAC teams
Positive Choices/ MAC
FAST

Early Help teams;

Practice Managers only

Safeguarding;

Independent Reviewing Officers
County Safeguarding Managers

Corporate Parenting;

Fostering Changes for Children
Permanent Support
Recruitment, Assessment & Matching
Short term and intensive fostering
Refugee & family & friends support team

MASH

Inclusion;

Disabled Children and Young People's team
Sensory and Communications Team
Activities Unlimited team