

Statistics Publication Notice

Health and Care Series

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SOCIAL WORKER POSTS AND VACANCIES: OCTOBER 2005

November 3, 2005

A Scottish Executive Statistics Publication

This publication forms part of a series of publications which provide aggregate information on social workers employed by Scottish Local Authority Social Work Services. It contains the results of a quarterly social worker census held across all Scottish local authorities on October 3, 2005.

Care should be taken when comparing staffing figures over time (see Background Notes 1.5 and 1.6).

Headline messages are:

- The number of filled social worker posts has increased by 143 Whole Time Equivalent (WTE) between July 2005 (4,772 WTE) and October 2005 (4,915 WTE).
- The number of social worker vacancies has remained the same at 536 WTE vacancies from July 2005 to October 2005.
- The proportion of all vacant social worker posts has fallen slightly between July 2005 and October 2005, from 10.1 per cent to 9.8 per cent.
- The number of filled adult services posts have increased slightly from 1,560 WTE in July 2005 to 1,582 WTE in October 2005, but vacancies have also increased from 158 WTE to 174 WTE over the same time period.
- In children's services, the number of filled posts have increased by 105 WTE from 2,144 WTE in July 2005 to 2,249 WTE in October 2005, and vacancies have fallen slightly from 277 WTE to 271 WTE over the same time period.
- Between July 2005 and October 2005, the number (WTE) of filled senior social worker posts has increased by 8 per cent but vacant senior social worker posts have also increased by 25 per cent. As for main grade social workers, the number (WTE) of filled posts has increased by 2 per cent and the number of vacant main grade social worker posts has decreased by 5 per cent.

- Thirty-five per cent of all vacant social worker posts have been vacant for over six months. This ranges from 22 per cent in services for offenders (increase of 1 percentage point since July 2005) to 41 per cent in services for children (increase of 10 percentage points since July 2005). Nearly half of all senior social worker vacancies have been vacant for over 6 months.

The following tables and charts are available:

Table 1: Summary figures on social worker staffing statistics: October 2005

Table 2: Social worker staffing position within each local authority area: October 2005

Chart 1: Social workers – October 2000 to October 2005

Chart 2: Social worker vacancies – October 2000 to October 2005

Chart 3: Social worker vacancies as percentage of all posts – October 2000 to October 2005

BACKGROUND NOTES – Social Worker Staff

1. Notes and Definitions

Method of Collection

1.1 Each local authority is asked to submit a quarterly census form detailing the number (WTE) of filled and unfilled social worker posts there were in its social work/social services department, whether free-standing or part of a larger department. The census dates for these quarterly surveys are the first Monday in January, April, July, and October. Details on the number of filled and unfilled social worker posts by type of activity/ location are collected.

Organisation of Social Work Services

1.2 Social work services can be organised in a number of different ways, and this may impact on the results reported in this publication.

Estimates and Revisions

1.3 Guidance notes have been created to reduce the discrepancies in the reported number of filled social worker posts highlighted in previous quarterly surveys. These notes can be found through the following link:
<http://www.scotland.gov.uk/Topics/Statistics/16135/SocWorkQuartSurvey>

1.4 The guidance notes were formed to provide more robust definitions for the overall group of social workers requested in this survey. This has highlighted some differences in the reporting of social workers among local authorities. For example, some staff who were in a post that required a social worker qualification and have hands-on responsibility for caseloads were not being included in the quarterly return as they are known as Team Leaders/Managers rather than Senior Social Workers.

1.5 We believe that local authorities have more accurately reported the number of filled and unfilled social worker posts in this publication compared to previous publications but that this is on-going and affects changes over time.

Changes Over Time

1.6 It should also be noted that different local authorities may classify staff differently, according to the way work is organised in their area. Social workers, for example, may be classified either under generic provision, or by the nature or location of their work (adult services, children's services etc.). In addition, an increase in care management services has resulted in many staff (previously designated as social workers or occupational therapists) being assigned to care manager roles.

Whole Time Equivalent (WTE)

1.7 It should be borne in mind that WTE figures may be calculated using different weekly hours across local authorities. This can have the effect of WTE figures being slightly higher in local authorities who have reduced their standard full-time working week.

2. General

2.1 The following Executive publications provide figures from the local authority social services staff annual census:

Scottish social work employee statistics 2002

<http://www.scotland.gov.uk/stats/bulletins/00273-00.asp>

Scottish social work employee statistics 2003

<http://www.scotland.gov.uk/stats/bulletins/00355-00.asp>

Scottish social work employee statistics 2004

<http://www.scotland.gov.uk/stats/bulletins/00420>

2.2 The Scottish Children's Statistics Gateway provides a comprehensive summary of regular Scottish social work staffing statistics - www.scotland.gov.uk/statistics/children

2.3 Public enquiries (**non-media**) about the information contained in this News Release should be addressed to Children, Young People & Social Care Analytical Services Unit, Scottish Executive Education Department, Area 1-B(S), Victoria Quay, Edinburgh, EH6 6QQ (telephone 0131 244 0311 or e-mail children.statistics@scotland.gsi.gov.uk).

2.4 **Media** enquiries about the information in this Statistics Publication Notice should be addressed to Vikki Quinn on 0131 244 2960.

Table 1: Summary figures on social worker staffing statistics: October 2005

	Filled posts (WTE)				Vacancies (WTE)				Vacancies as % of posts					
	October 05		July 05		October 05		July 05		October 05		July 05		since July 05	
	4915	4772	143	3%	536	536	0	0%	9.8%	10.1%	9.8%	10.1%	9.8%	-0.3%
	Change since July 05	% change since July 05			Change since July 05	% change since July 05			Change since July 05	% change since July 05			Change since July 05	% change since July 05
All social workers	2249	2144	105	5%	271	277	-6	-2%	10.8%	11.4%	-0.7%		10.8%	-0.7%
Children's services	1582	1560	21	1%	174	158	16	10%	9.9%	9.2%	0.7%		9.9%	0.7%
Adult services	781	749	31	4%	62	69	-6	-9%	7.4%	8.4%	-1.0%		7.4%	-1.0%
Offenders services	304	318	-14	-4%	29	33	-4	-12%	8.8%	9.4%	-0.7%		8.8%	-0.7%
Generic service														
All senior social workers	1026	954	72	8%	119	95	24	25%	10.4%	9.0%	1.3%		10.4%	1.3%
All main grade social workers	3889	3818	71	2%	417	441	-24	-5%	9.7%	10.4%	-0.7%		9.7%	-0.7%

Notes: WTE stands for the whole time equivalent for each post and is expressed as a figure between 0 and 1.

Where LAs were unable to provide vacancies breakdowns, vacancies were assumed to be <6 months.

Due to reclassification and staff groups not previously included, Glasgow has reported a large increase of staff and vacancies.

South Lanarkshire were unable to determine the number of vacancies in Adult Services so the July 2005 figure was used.

Aberdeenshire, East Dunbartonshire and South Ayrshire were unable to provide October 2005 figures so their July 2005 figures were used instead.

Table 2: Social worker staffing position within each local authority area: October 2005

	Filled posts (WTE)				Vacancies (WTE)				Vacancies as % of posts				
	October 05		July 05		October 05		July 05		October 05		July 05		
	4915	4772	143	3%	536	536	0	0%	9.8%	10.1%	9.8%	10.1%	
Aberdeen City	205	209	-4	-2%	12	17	-5	-28%	6.0%	7.6%	6.0%	7.6%	-1.6%
Aberdeenshire	N/A	210	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8.7%	N/A
Angus	60	55	4	8%	5	9	-4	-45%	7.0%	13.3%	7.0%	13.3%	-6.3%
Argyll & Bute	68	63	4	7%	10	10	-1	-5%	12.0%	13.6%	12.0%	13.6%	-1.6%
Clackmannanshire	31	34	-3	-9%	11	11	0	0%	25.0%	23.5%	25.0%	23.5%	1.5%
Dumfries & Galloway	130	121	8	7%	36	37	-1	-3%	22.0%	23.2%	22.0%	23.2%	-1.2%
Dundee City	175	179	4	-2%	14	10	4	42%	7.0%	5.0%	7.0%	5.0%	2.0%
East Ayrshire	106	110	-4	-4%	12	11	1	5%	10.0%	9.1%	10.0%	9.1%	0.9%
East Dunbartonshire	N/A	40	N/A	N/A	N/A	15	N/A	N/A	N/A	N/A	N/A	27.1%	N/A
East Lothian	88	83	4	5%	6	12	-6	-50%	6.0%	12.6%	6.0%	12.6%	-6.6%
East Renfrewshire	87	84	3	3%	5	8	-3	-38%	5.0%	8.7%	5.0%	8.7%	-3.7%
Edinburgh	542	542	0	0%	13	16	-3	-22%	2.0%	2.9%	2.0%	2.9%	-0.9%
Eilean Siar	16	16	0	0%	2	3	-1	-38%	9.0%	14.0%	9.0%	14.0%	-5.0%
Falkirk	141	149	-8	-5%	29	19	9	48%	17.0%	11.5%	17.0%	11.5%	5.5%
Fife	284	280	5	2%	51	51	1	1%	15.0%	15.4%	15.0%	15.4%	-0.4%
Glasgow	746	667	79	12%	48	13	35	269%	6.0%	1.9%	6.0%	1.9%	4.1%
Highland	209	207	2	1%	31	30	1	2%	13.0%	12.7%	13.0%	12.7%	0.3%
Inverclyde	106	107	0	0%	7	6	1	23%	6.0%	5.1%	6.0%	5.1%	0.9%
Midlothian	69	66	2	3%	11	12	-1	-4%	14.0%	14.8%	14.0%	14.8%	-0.8%
Moray	89	82	7	8%	4	5	-1	-17%	4.0%	5.2%	4.0%	5.2%	-1.2%
North Ayrshire	104	96	8	8%	8	12	-4	-32%	7.0%	10.7%	7.0%	10.7%	-3.7%
North Lanarkshire	264	253	11	4%	35	41	-6	-13%	12.0%	13.9%	12.0%	13.9%	-1.9%
Orkney Islands	18	20	-2	-10%	6	2	4	267%	24.0%	7.1%	24.0%	7.1%	16.9%
Perth & Kinross	118	111	7	6%	18	23	-5	-23%	13.0%	17.2%	13.0%	17.2%	-4.2%
Renfrewshire	124	130	-6	-5%	27	21	6	31%	18.0%	13.7%	18.0%	13.7%	4.3%
Scottish Borders	116	113	3	3%	16	19	-3	-16%	12.0%	14.6%	12.0%	14.6%	-2.6%
Shetland Islands	17	18	-1	-6%	5	4	1	25%	23.0%	18.2%	23.0%	18.2%	4.8%
South Ayrshire	N/A	111	N/A	N/A	N/A	9	N/A	N/A	N/A	N/A	N/A	7.6%	N/A
South Lanarkshire	279	252	27	11%	23	42	-19	-45%	8.0%	14.2%	8.0%	14.2%	-6.2%
Stirling	102	103	-1	-1%	18	15	3	19%	15.0%	13.0%	15.0%	13.0%	2.0%
West Dunbartonshire	118	113	5	4%	24	25	-1	-5%	17.0%	18.4%	17.0%	18.4%	-1.4%
West Lothian	145	147	-2	-1%	9	12	-3	-24%	6.0%	7.6%	6.0%	7.6%	-1.6%

Notes: WTE stands for the whole time equivalent for each post and is expressed as a figure between 0 and 1.

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CHART 1

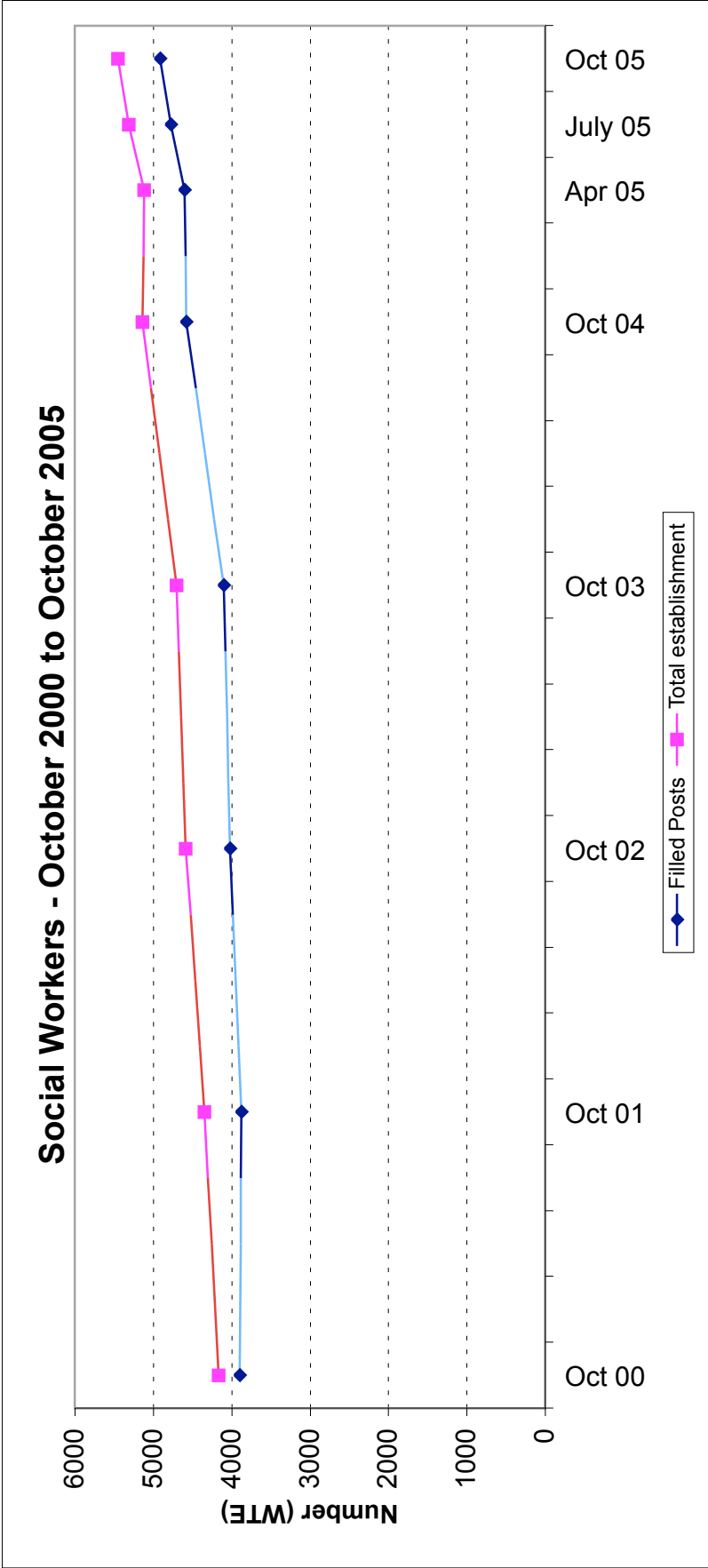


CHART 2

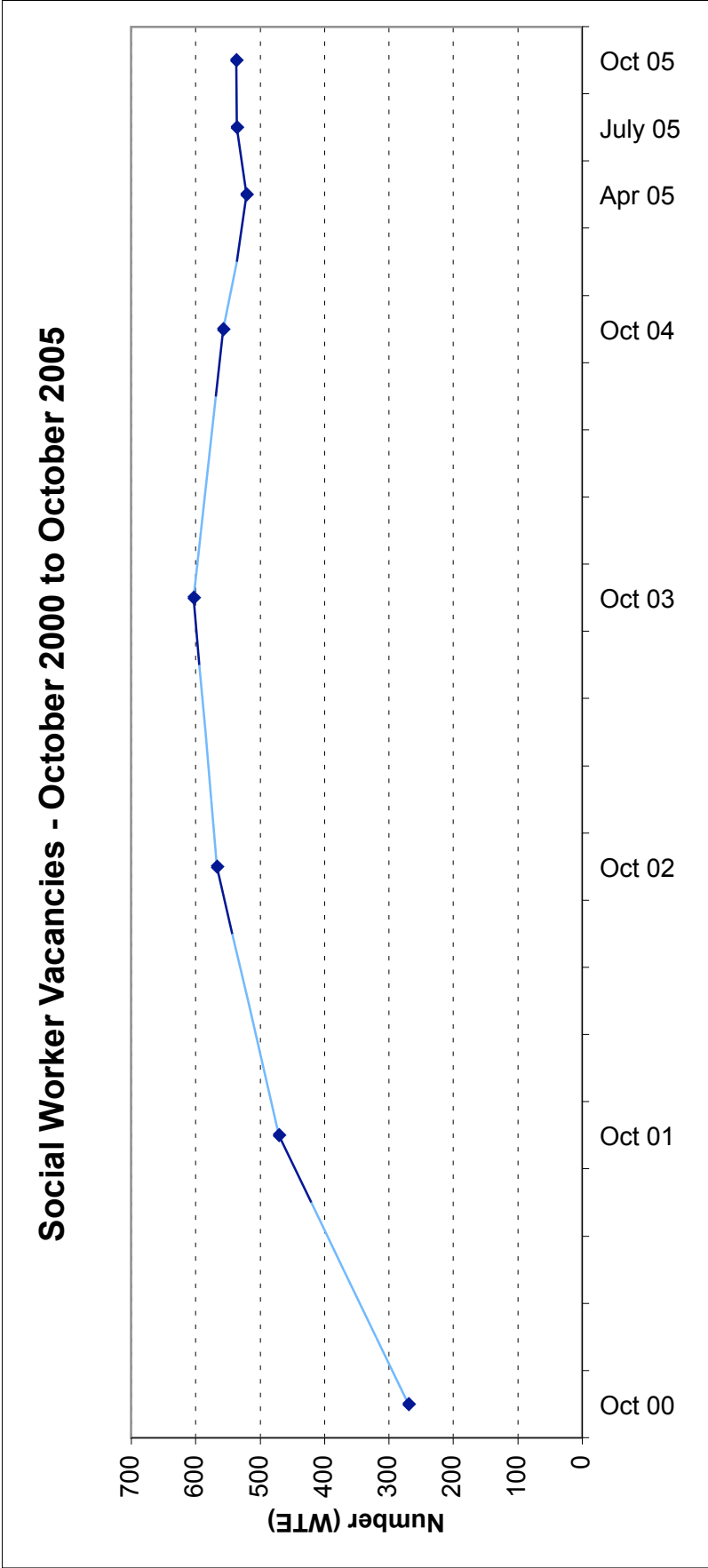


CHART 3

