



# Together we can do great things

**Child & family social work in  
our Families First teams**



# Why work with children and families in County Durham?

County Durham is a great place for child and family social workers. You will benefit from:

- Competitive salary and contributory career average salary pension scheme
- Recruitment and retention allowance in our Families First teams
- A possible attractive relocation package in our Families First teams
- Practice educator payments
- Car salary sacrifice scheme
- Interest-free travel loans
- Discounted gym membership

## **A senior leadership team that listens**

- Opportunities for meaningful communication including regular briefings, and practice weeks where senior managers spend time with you in your workplace
- A culture of high expectations, high challenge and high support

## **Career progression**

- As the 7th largest local authority in England, and the largest in the North East we offer excellent opportunities for career progression, whether broadening your experience as a social worker or stepping into management
- Aspiring managers programme to help you step up to the next level, whether that is social work consultant, team manager, or head of service

## **Professional development**

- Development pathways for every stage of your career
- A clear professional development offer
- Funded specialist training
- A commitment to offer you 5 days a year for continuous professional development (CPD)

## **Celebrating social work**

- We make sure you get positive feedback about the things you do well
- We have regular events to celebrate your

achievements such as completing the Assessed and Supported Year in Employment or progression to senior social worker

## **Holiday**

- 26 days holiday per year, increasing to 31 after five years continuous Local Government service.
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme.

**One of my favourite things about working for Durham County Council is the people.**

**There's a great team spirit and people are very willing to help each other. We encourage a supportive atmosphere and that permeates across all of our teams.**

**Hayley Higgins (Social Worker)**

## **Flexible working**

- Laptop/tablet and mobile phone to help you work wherever you can access wifi
- Freedom to arrange your working day and up to 13 days flexi leave per year
- Opportunities for part time/job share working and for flexible retirement

## **Family life**

- Maternity, paternity, adoption and parental leave
- Salary sacrifice policy for childcare vouchers
- Dependent leave for carers

## **Support when you need it**

- Physiotherapy
- Confidential telephone counselling
- Occupational Health service

## **Opportunity to join a trade union**



# Careers in children's social work in Durham County Council



Together we can do  
**GREAT THINGS**

**Durham**  
County Council



# What salary & support can we offer you?

## Social worker

You can go through the progression process taking you to senior social worker with a significant increase in salary from as early as 18 months. Progression recognises and celebrates your ability to work consistently at a higher level of responsibility with more complex cases.

## Senior social worker/Social work consultant/Team manager

You can develop your career in Durham - whether you want to develop your expertise, move into management or progress to another level of management. Our aspiring managers programme will give you a comprehensive professional development offer, including 5 days a year for continuing professional development.

		Senior social worker (post progression)	Social work consultant	Team manager
		<b>Grade 11</b>	<b>Grade 13</b>	<b>Grade 14</b>
		Initial salary of <b>£32,233</b>	Initial salary of <b>£38,052</b>	Initial salary of <b>£40,858</b>
		Progress through increments to top of grade	Progress through increments to top of grade	Progress through increments to top of grade
		<b>£33,136</b>	<b>£39,002</b>	<b>£41,846</b>
		<b>£34,106</b>	<b>£39,961</b>	<b>£42,806</b>
		<b>£35,229</b>	<b>£40,858</b>	<b>£43,757</b>
		<b>£36,153</b>	<b>£41,846</b>	<b>£44,697</b>
		<b>Note:</b> Recruitment and retention allowance of <b>£2,500</b> (pro rata) annually paid as a lump sum in Families First teams (subject to annual review against market conditions)		
<b>Newly qualified social worker (during the ASYE)</b>	<b>Social worker (completed the ASYE)</b>			
<b>Grade 9</b>	<b>Grade 9</b>			
Starting salary of <b>£27,358</b>	Progress through increments to top of grade			
Incremental rise up to <b>£28,221</b>				
	<b>Option:</b> Progress to senior social worker from 18 months			

## Recruitment and retention allowance

Senior social workers, social work consultants or team managers joining our Families First teams will receive a recruitment allowance of £2,500 (pro rata) paid as a lump sum.

Senior social workers, social work consultants or team managers who have worked in one of our Families First teams for a year or more will receive an annual retention allowance of £2,500 (pro rata), reviewed annually against market conditions.

## Salary at appointment

Salary is agreed with newly appointed social workers, social work consultants and team managers based on relevant experience.

## Practice Educator allowance

We encourage our social workers to become practice educators and support students. You will receive an allowance of £10 per placement day, normally £700-£1000 per placement (normally 70 or 100 days in length).