**Content for one page briefing note**

**The South East Region Memorandum of Cooperation for Agency Children’s Social Workers 2022 (MoC)**

**Introduction**

<name of your council> have committed to support this regional initiative. The MoC is an agreement between the 19 authorities in the South East to work in a cooperative and collaborative way. The MoC is designed to help control costs, reduce churn of both agency and permanent social worker. It also aims to improve the quality of information sharing between authorities when providing references for agency social workers.

**Which authorities are is in the agreement?**

|  |  |  |
| --- | --- | --- |
| 1. **Bracknell Forest** 2. **Brighton and Hove** 3. **Bucks** 4. **East Sussex** 5. **Hampshire** 6. **Isle of Wight** | 1. **Kent** 2. **Medway** 3. **Milton Keynes** 4. **Oxford** 5. **Portsmouth** 6. **Reading** | 1. **Slough** 2. **Southampton** 3. **Surrey** 4. **West Berks** 5. **West Sussex** 6. **Windsor and Maidenhead** 7. **Wokingham** |

**What are the main elements of the agreement?**

The agreement sets out pay caps representing the maximum authorities will be agency social workers. The rates are set out below.

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| --- | --- | --- | --- |
| **Agency Role** | **PAYE Rates** | **Paid to Employing Agency (amount in respect of Employers NI and holiday pay)** | **MoC Cap**  **Inclusive of Employers NI and holiday pay**  **(for Ltd company and Umbrella Rates)** |
| **Team Manager** | £38.12 | £9.38 | £47.50 |
| **Assistant Team Manager** | £33.71 | £8.29 | £42.00 |
| **Senior Social Worker** | £33.71 | £8.29 | £42.00 |
| **Social Worker** | £30.50 | £7.50 | £38.00 |

This is the hourly rate paid to the worker excluding the agency fee. The cap represents the maximum agency workers in each of these roles should be paid.

The MoC also contains an agreement that any children’s social worker leaving a permanent contract will not be employed on an agency contract by another authority in the region within 6 months. This would not apply to permanent staff moving to permanent roles in other authorities within the region. Social workers who are made redundant from a permanent post are exempt from this requirement.

The MoC also contains agreements about providing good quality timely references for agency worker.

**Is the MoC just about saving money?**

No, the MoC is designed to promote fairness (to permanent workers), to improve the quality and promote better outcomes for children.

**If you have any questions about the MoC?**

<Please add the name of an appropriate person in your authority> - The person named can contact [Mark@markevansconsulting.co.uk](mailto:Mark@markevansconsulting.co.uk) with any queries they would like support with.