

**Appendix A Children's  
Benchmarking**

<b>LA/Trust</b>	<b>NQSW / ASYE</b>	<b>Comparable to Shropshire</b>	<b>Social Worker</b>	<b>Comparable to Shropshire</b>	<b>Senior Social Worker</b>	<b>Comparable to Shropshire</b>
<b>Shropshire Council</b>	£31,099 - £32,020	-	£33,820 - £39,493	-	£40,478 - £44,539	-
<b>Birmingham Children's Trust</b>	£32,076 to £37,261, start at bottom subject to any prior experience. Subject to service area a £5,000 pa market premium	More	£32,076 to £39,186 depending on experience. Subject to service area a £5,000 pa market premium	Less	£40,221 to £48,474 depending on experience. Subject to service area a £5,000 pa market premium	More
<b>City of Wolverhampton Council</b>	£33,945 - £38,223 (Grade 6)	More	£41,418 - £46,464 (Grade 7)	More	£49,498 - £53,630 (Grade 8)	More
<b>Coventry City Council</b>	NQSW - starting £32,020 and then up to £35,411 as progress through scale / after 1 year finishing ASYE	More	£34,723 - £41,496 (depending on experience. Currently £3000 retention payment payable after 12 months service - until March 24)	More	-	-
<b>Dudley MBC</b>	£33,024 - £35,745 (Grade 8)	More	£36,648 - £39,186 (Grade 9) plus market forces supplement of £7000 for specific teams/demand of work. MFS to be reviewed in June 2024	More	£40,221 - £43,421 plus market forces supplement of £7000 for specific teams/demand of work. MFS to be reviewed in June 2024	Less
<b>Herefordshire Council</b>	£27,852 – £32,020 (NQSW)	Same	Social Worker starting salary of £37,020- £41,298 (including £5,000 market rate supplement per year).	More	N/A	-

<b>Sandwell Childrens Trust</b>	£34,634 to £39,186	More	£34,634 to £39,186 plus a £2500 market supplement for SW's in a statutory role. Plus a £10k retention payment paid over 3 years (£2k, £3K and £5k)	Less	£40,221 to £45,441 plus a £2500 market supplement for SW's in a statutory role. Plus a £10k retention payment paid over 3 years (£2k, £3K and £5k)	Less
<b>Solihull MBC</b>	£33,820 - appointed on a FTC until have completed ASYE. Then move to next point on Band E £34723	More	Band E £33,820 to £43,516 ( includes 4 market forces payments)	More	Band F £40,478 to £46,549	Comparable
<b>Staffordshire Council</b>	No response	-	No response	-	No response	-
<b>Stoke on Trent City Council</b>	£34,723	More	£34,723 - £37,261 plus market supplement of £3000 per annum (until 31.3.2024) for roles within Children in Care/Safeguarding	Less	£37,261- £40,478	Less
<b>Telford &amp; Wrekin Council</b>	£32,909 – £34,723	More	Qualified SW: £34,723 – £37,261 + £3.5k market factor Experienced SW: £35,411 - £38,296 + £7.5k market factor	Less	£41,496 - £44,539 plus £4k market factor	More
<b>Walsall Council</b>	Grade 8 £34,834 - £39,186 plus retention payment of between 10% and 15% of annual basic salary in specific teams	More	Grade 9 £38,223 - £43,421 plus retention payment of between 10% and 15% of annual basic salary in specific teams	More	"Grade 10 £42,403 - £47,420 plus retention payment of between 10% and 15% of annual basic salary in specific teams"	More

<b>Warwickshire Council</b>	£33,945 - £36,648 (Grade J 1st year post qualifying till successful ASYE portfolio sign off)	More	£36,648 - £39,186 (Grade K, 2nd year post qualifying)	More	£39,186 - £41,418 (Grade L, 3rd year post qualifying)	Less
<b>Worcestershire Children First</b>	£31,364 rising to £33,024 at the end of the ASYE	Less	£33,945 - £39,186 plus a market forces payment of £4,000 (Our teams in CWD, Fostering and Kinship receive the same salaries however they do not receive the market forces element.)	Less	N/A SW's are on one continuous grade	-