



Questions and Answers for Providers

Children's Recruitment Agency

All Wales Pledge [MOC]

Questions	Answers
Does the MOC apply to workers who live in England but wish to work in Wales?	<p>Yes. The MOC covers all Children's Social Workers that wish to work in Wales.</p> <p>Directors have agreed not to use agency workers that have left a permanent contract within a Local Authority to take up a temporary agency contract for a minimum of 6 months after their last day of employment.</p> <p>This reflects an approach that MOC's in England have adopted.</p>
Does the MOC apply to social workers who are registered with Social Work England but work within Wales?	<p>Yes. Registration does not form part of the MOC principles.</p>
What is the classification of a Senior/Advanced Practitioner Social Worker, Deputy Team Manager and Team Manager?	<p>This is set out in the MOC as follows :-</p> <p>Social Worker A registered Children's Social Worker responsible for delivering general day-to-day social work functions.</p> <p>Enhanced Social Worker</p> <ul style="list-style-type: none">• A Senior Practitioner. A registered Children's Social Worker that supports other Children's Social Workers with cases and case management guidance, and who may have some line management responsibility.• A registered Social Worker who has responsibility for deputising for a Team

	<p>Manager and who may have specific line management responsibility.</p> <ul style="list-style-type: none"> • A senior Registered Social Worker, who is given specific responsibility for holding a complex case load. <p>Team Manager A registered Social Worker who has responsibility for full day-today management of a social work team.</p>
Can you confirm that IRO roles are exempt as these have not been identified under the categories outlined in the All Wales Pledge?	Yes, we can confirm that the IRO are not included in the MOC
Are existing agency workers rates being changed?	<p>Rates agreed before 1 May 2023 are not directly impacted by the MOC.</p> <p>However, Local Authorities have also agreed to bring any existing agency workers who exceed the new All-Wales Pledge pay rates in line with the new pay rates at the earliest possible opportunity.</p>
Do the “pay rates” outlined in Appendix 1 relate to PAYE rates as opposed to the rates used by Umbrella companies?	Yes, the “pay rates” outlined in Appendix 1: All Wales Pay Rates relates to PAYE rates as opposed to the rates used by Umbrella Companies
Are the rates outlined in Appendix 1 related to PAYE rates and therefore would Umbrella rate be higher?	Yes, the rates outlined in Appendix 1: All Wales Pay Rates are the PAYE rate. These can then be converted to umbrella rates.
What will the new charge rates be for new agency social worker placements?	<p>The MoC only specifies the pay rates the actual agency Social Workers are to be paid and this should not be greater than those set out in Appendix 1: All Wales Pay Rates.</p> <p>We have not specified charge rates.</p>
<p>Will pay rates differ for those with varying levels of experience?</p> <p>For example, if an agency worker has 3 years + PQE, would they receive the</p>	<p>Length of service is not a factor in setting rates.</p> <p>The categories of pay rates are set out within the MOC.</p>

same pay rate as someone doing the same job with 10 years + PQE?	
There are currently agency social workers working in Wales who have less than 3 years PQE. Should their contract come to end, will they be able to be transferred to another team within the LA or a new assignment in another Welsh authority?	<p>Recognising the importance of newly qualified Social Workers gaining practical experience while continuing to develop their professional skills, Directors of Social Services will not permit the use agency Children’s Social Workers with less than three years post-qualifying experience irrespective of their pathway to the profession.</p> <p>However, Local Authorities will encourage agency Social Workers to take up permanent vacancies within the relevant LAs.</p>
If there is an agency worker currently placed in a Local Authority who has under three years post qualification experience, will they be able to continue in post?	<p>Contracts agreed prior to 1 May 2023 are not directly impacted by this MOC.</p> <p>However, Local Authorities will review the arrangements at the earliest opportunity and look at whether these individuals can fill permanent roles.</p>
The All-Wales Pledge outlines the agency worker pay rates but what are the associated charge rates?	<p>The MOC only specifies the pay rates the actual agency Social Workers are to be paid and this should not be greater than those set out in Appendix 1: All Wales Pay Rates.</p> <p>We have not specified charge rates.</p>
What will the “working week” look like for agency workers who live in England but will need to travel to their place of work?	The requirements around the “working week” does not form part of the MOC principles
Will additional expenses, such as accommodation costs be paid	No additional expenses, such as accommodation, will not be paid
The All Wales Pledge requires two references for agency workers. Can you confirm that these need to cover the 3 year period?	Yes, Local Authorities will required to provide two reference to cover the 3 year period.

Can you confirm which authorities have not signed into the pledge.	All 22 Local Authorities have signed up to the MOC
How will this work on the neutral vendor platforms?	The MOC only specifies agency Social Workers are paid rates no greater than those set out in Appendix 1: All Wales Pay Rates. There will be no impact on neutral vendor platforms?
We can see that the All-Wales Pledge has provided a reference template to be used. Are we able to amend the template to include additional information and if so, can this be on our company headed paper?	Yes, we are happy for you to provide any “additional information” in line with your company policy.
Are there going to be regular MOC review meetings with Agencies / Agency Social Workers	Yes as and when required
Is there a point of contact for the All-Wales Pledge?	Yes – a Central Resource Team has been set up. The Team can be contacted by emailing : allwalespledge@adss.cymru