

Pay in Camden: information for social workers

The following information sheet has been written to provide clarity to social workers and managers on pay in Camden, including details of any actions needed by managers.

General pay

Details of Camden's pay scales are available at: [Essentials-HR - Practitioner and Manager Pay Range.pdf - All Documents \(sharepoint.com\)](#)

- All ASYEs start on Level 3, Zone 2 of the pay scale.
- When they have successfully completed the first year of assessment, they should move to Level 4, Zone 1 of the pay scale.
- It is the team managers responsibility to ensure that HR Services (Payroll) are notified of this via Oracle otherwise changes to pay will not take effect.

National pay increases are negotiated annually with the relevant Trade Unions . When this happens is dependent on when agreement is reached and this will be communicated to staff and published on Essentials with pay rates amended accordingly. For more details see: [Essentials - Pay and Benefits \(sharepoint.com\)](#)

Performance pay

Individuals can receive a 2% **pay increase** provided:

- they are deemed as 'performing well' under Camden's performance pay scheme My Performance
- new workers have passed their probation period (this is 12 months for ASYEs)
- they are not at the top their pay scale.

Decisions on a worker's level of performance are made by their manager following conversations about the worker's performance. This should happen by March with payment in April each year. It is the manager's responsibility to ensure that Oracle is updated to reflect decisions on performance and reminders are generally sent out to managers by HR before this. However social workers should feel confident in approaching their team Manager and starting the conversation themselves.

My rewards

Some individuals may also receive **a one-off payment** of either 1% or 2% at any point during the year, dependant on high or exceptional performance in any rolling period of 12 months. It is the manager's responsibility to ensure that they have regular performance discussions with all their staff and to let the member of staff know whether they will receive this payment and why it is being awarded. This should also be put on Oracle, so that it can be actioned by Payroll. Staff can also take responsibility for requesting 1:1 discussions with their manager.

For further information on Camden's performance pay scheme visit:

[Essentials-HR - My Performance Guidance.pdf - All Documents \(sharepoint.com\)](#)

My recognition

Camden offers £40 vouchers for good practice.

Further information and advice

The HR team provide manager briefings which managers can book on to should they wish to do so.

Any further queries on pay can be directed to HR In the first instance via:

HRServices@Camden.gov.uk.

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