

**Report for:** Staffing & Remuneration Committee

**Title:** Children's Services Social Worker Offer

**Report authorised by :** Ann Graham – Director of Children's Services

**Lead Officer:** Ian Morgan – Reward Strategy Manager

**Ward(s) affected:** n/a

**Report for Key/  
Non Key Decision:** Non Key

**1. Describe the issue under consideration**

The purpose of this report is to provide the Committee with recommendations for a change to the payment schedule for the Children's Services Social Worker Offer.

**2. Cabinet Member Introduction**

Not applicable.

**3. Recommendations**

To approve the amendments to the payment schedule for the Children's Services Social Worker Offer as set out below.

**4. Reason for Decision**

Currently recruitment and retention payments to employees appointed after 1<sup>st</sup> January 2016 are made on appointment and on the 12 month anniversary of their start date. As the numbers of newly recruited staff grow this has become an onerous task to which a disproportionate amount of administration time is required.

While payments on the anniversary of the start date are still appropriate we are proposing to move subsequent retention payments to all staff groups outlined below to scheduled payments in January and July each year.

**5. Alternative options considered**

This is a report back item following the management review of the efficacy of the Recruitment and Retention Offer.

**6. Children's Services Social Worker Offer**

**6.1 Background**

In 2015 the Council undertook a major review of the recruitment to service critical roles in Children's Services, who were experiencing major difficulties at the time in attracting suitable candidates. As a result, a recruitment and retention offer, designed to attract and retain qualified Social Workers and Team Managers in Children's Services, was introduced with effect from January 2016. The offer, outlined below, brought Haringey's reward package closer to that of other London boroughs, with whom we are competing for the skills, experience and talent in this area.

It is generally recognised that there is a shortage of experienced, qualified, social workers; senior practitioners and team managers employed in statutory children's social work. The recruitment of staff to roles involved in the delivery of these services therefore represents a significant challenge to all local authorities and the problem is particularly difficult in London.

Payments will be made for either recruitment or retention purposes.

## **6.2 Payments – Eligibility**

Recruitment payments will be made to newly appointed experienced social workers, senior practitioners and team managers where there is a statutory requirement for a social work qualification and accreditation to fulfil the duties of the post.

Retention payments will be made to experienced permanent social workers, senior practitioners, team managers, independent reviewing officers and child protection advisers where there is a statutory requirement for a social work qualification and accreditation to fulfil the duties of the post.

## **6.3 Payments – Amounts**

A recruitment payment of £1,000 will only be payable to eligible employees in Target Area 1 (Assessments and Safeguarding).

A retention payment of £1,500 will be payable to eligible employees in Target Area 1 (Assessments and Safeguarding).

A retention payment of £1,000 will be payable to eligible employees in Target Area 2 (Children in Care and Placements; and Special Educational Needs and Disability (SEND)).

A retention payment of £750 will be payable to eligible employees in Target Area 3 (All other Social Workers, Senior Practitioners, Team Managers, Independent Reviewing Officers and Child Protection Advisers working in CYPS including the Multi Agency Safeguarding Hub (MASH)).

## **6.4 Payments – Timing**

Recruitment – The first payment is payable on appointment.

The second payment is payable after the satisfactory completion of the programme of work at the end of the first 12 months.

Retention - Payments are made every 6 months via schedules prepared in January and July each year.

## **6.5 Changes to the Payments Schedule**

There are no significant changes to the recruitment payment schedule but we have added clarity in order to manage expectations and streamline the process as much as possible.

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| Recruitment & Retention Payment Schedule<br>(for those appointed on or after 1 <sup>st</sup> January 2016)  |
| The first payment is payable on appointment.  |
| The second payment is payable after the satisfactory completion of the programme of work at the end of the first 12 months.   |
| The third payment will be made with the next available retention payment schedule in January or July and will be pro rata to the length of service between the second and third payments. |
| The fourth and subsequent payments will be made with the retention payments schedule in January and July.   |

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| Retention Payment Schedule<br>(for those appointed before 1 <sup>st</sup> January 2016) |
| Payments are made every 6 months via schedules prepared in January and July each year.  |

## 6.6 Other criteria

In all other aspects the recruitment and retention criteria for the Children's Services Social Worker offer remains as set out in recommendations approved by the Staffing & Remuneration Committee on 1<sup>st</sup> October 2018.

## 7. Contribution to strategic outcomes

Ensuring that our recruitment and retention commitments are delivered accurately and on time protect the Council's status as an employer of choice.

## 8. Statutory Officers' comments

### 8.1 Chief Finance Officer

The proposed realignment of all retention payments from the anniversary of the employees start date to January and July can create an initial timing difference in respect of which financial year the first retention payment is made however the impact of this is not significant. There are no other financial implications arising from this report

### 8.2 Assistant Director of Corporate Governance

The Assistant Director of Corporate Governance has been consulted in the preparation of this report. Legal services has been involved and has reviewed the proposed changes to the payment schedule of the recruitment and retention policy and the associated social work offer letter and confirms that there are no legal implications.

## 9. Use of Appendices

Not applicable.

## 10. Local government (Access to Information) Act 1985

Not applicable.