

<b>Report for:</b>	<b>CYPS Scrutiny Panel 16 July 2013</b>	<b>Item Number:</b>	
<b>Title:</b>	<b>Update on Social Work Training and Recruitment</b>		
Report Authorised by:	Libby Blake Director, Children and Young People's Service		
Lead Officer:	Marion Wheeler		
Ward(s) affected: All		Report for information	

**1. Describe the issue under consideration**

CYPS Scrutiny Panel have asked for an update on the current position with regard to the recruitment of Social Workers.

**2. Cabinet Member introduction**

N/A

**3. Recommendations**

That the Panel notes the content of the information report.

**4. Alternative options considered**

N/A

**5. Background information**

Data is provided every quarter and the data used in this report relates to the period up to 31 March 2013 unless specified differently.

### **Vacancy Rates**

Table A shows the social worker vacancy rates on dates leading up to March 2013. This table shows that in March 2013 there were 32.8 vacancies i.e. 14.9%.

### **Provisional Job offers subject to pre employment checks**

As at 19 June 2013 there are 29 positions that are 'out to offer' subject to receipt of references and other pre employment checks. This is in response to a recruitment campaign that commenced in March 2013. On this basis, our most recent attempt to recruit social work staff has been successful. However we are mindful that the market across London is starting to become more buoyant and therefore we need to maintain our vigilance regarding our ability to attract staff.

### **Leavers and Exit Processes**

Tables B and C show the detail on the number of staff that have left the service in terms of their reasons. These tables show that in the year to March 2013 a total of 33.5 staff left for reasons of voluntary resignation.

As well as recruiting staff it is equally significant that we keep our ability to retain staff under review. In January 2013 we revamped our exit interview process in order to better understand the reason that staff had for resigning on a voluntary basis.

The analysis of the data to date has shown that since January 2013 only three staff have taken up the opportunity of an exit interview. On this basis the process has been refined further and we are commencing a process of having direct and personal telephone contact interviews with leaving social workers so that we can better understand their reasons for leaving. This will be done for a four month trial period.

In addition we will be communicating with the wider workforce in order to engage them in this process.

### **Sickness Absence**

As at March 2013 the rate of sickness absence for social workers was running at an average of 7.4 days per social worker. We have implemented a process of pro active case planning for individual cases of employee sickness absence. In addition we are working with managers in one service specifically so that we are able to engage with managers and learn further lessons which can then be applied across the wider social care workforce.

### **New Developments**

In May this year the Department for Education (DfE) announced its approval for the funding of a new national scheme for fast track, high calibre graduate entry into social work training. The scheme is called FRONTLINE and is the equivalent of the successful Teach First fast track teaching graduate programme. Haringey Children's Services have expressed an interest, along with a number of other local



authorities, in being part of the first cohort in the programme. The current commitment is for up to four graduate trainees being placed with us commencing September 2015. Further detail of the exact content and structure of the programme is being worked on currently and we will update members as the work progresses. Please see attached appendix.

### **Conclusion**

In March 2013 there were 32.8 vacancies. As at 19 June 2013 there were 29 positions that had been offered to candidates subject to pre employment checks. We are currently able to attract staff however we do need to keep this under review since there are signs that the market in London is starting to become more buoyant. In the year to March 2013 33.5 staff left by reason of voluntary resignation. We need to better understand the reasons that staff have for leaving our employment on a voluntary basis and take whatever reasonable steps are available to improve our retention rates.

#### **6. Comments of the Chief Finance Officer and financial implications**

N/A

#### **7. Head of Legal Services and legal implications**

N/A

#### **8. Equalities and Community Cohesion Comments**

N/A

#### **9. Head of Procurement Comments**

N/A

#### **10. Policy Implication**

N/A

#### **11. Reasons for Decision**

N/A

#### **12. Use of Appendices**

Letter from Chief Executive, Frontline, with update.

#### **13. Local Government (Access to Information) Act 1985**

N/A



**Table A:**

<b>N9. Social Worker Vacancy Rate</b>										
SW Group	Mar-12		Jun-12		Sep-12		Dec-12		Mar-13	
	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)
Manager	14.0	3.2	19.5	10.6	28.0	16.9	25.7	15.2	20.2	8.0
SW	9.1	-2.0	11.4	1.6	10.3	-3.9	12.6	-3.0	13.2	2.5
<b>All</b>	<b>10.4</b>	<b>-0.6</b>	<b>13.5</b>	<b>4.0</b>	<b>15.0</b>	<b>1.6</b>	<b>15.8</b>	<b>1.5</b>	<b>14.9</b>	<b>3.8</b>

**Table B:**

<b>SW - Leaving Reason (FTE)</b>							
Leaving Reason	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Contract End	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dismissal	1.5	1.6	2.9	1.0	2.0	2.0	0.0
Other	2.0	0.0	0.0	1.0	2.0	1.0	0.0
Redundancy	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Resignation	7.8	14.1	16.0	16.5	13.5	14.0	24.5
Retirement	0.0	0.0	0.0	0.0	2.0	1.0	2.0
<b>Total no of Leavers in Fiscal Year</b>	<b>11.3</b>	<b>15.7</b>	<b>18.9</b>	<b>18.5</b>	<b>19.5</b>	<b>18.0</b>	<b>26.5</b>



**Table C**

<b>Manager - Leaving Reason (FTE)</b>							
Leaving Reason	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Contract End	0.0	0.0	1.0	0.0	0.0	0.0	0.0
Dismissal	1.0	0.0	0.0	3.0	0.0	0.0	0.0
Other	0.0	1.0	0.0	0.0	1.0	1.0	0.0
Redundancy	0.0	1.0	0.0	0.0	0.0	0.0	1.0
Resignation	3.5	3.0	4.8	4.2	3.3	7.2	9.0
Retirement	1.0	0.7	0.0	1.0	0.0	3.0	0.0
<b>Total no of Leavers in Fiscal Year</b>	<b>5.5</b>	<b>5.7</b>	<b>5.8</b>	<b>8.2</b>	<b>4.3</b>	<b>11.2</b>	<b>10.0</b>