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**To: Education and Children's Services Scrutiny Board**  
**Date: 16<sup>th</sup> June 2016**

**Subject: Establishment of a task and finish group to consider the recruitment and retention of social work staff**

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## **1 Purpose of the Note**

- 1.1 To establish a task and finish group of the Education and Children's Scrutiny Board to consider the recruitment and retention of social work staff

## **2 Recommendations**

- 2.1 The Education and Children's Services Scrutiny Board is recommended to:
- 1) Establish a task and finish group to consider the recruitment and retention of social work staff;
  - 2) To identify membership of the group;
  - 3) To receive recommendations from the group for the appropriate Cabinet Member at a subsequent meeting.

## **3 Information/Background**

- 3.1 At their meeting on 14<sup>th</sup> April 2016, members of the Board considered the Children's Services Improvement Plan.
- 3.2 One of the areas of key challenge was reported as being increasing the number of social workers.
- 3.3 Members of the Board heard about the "We're With You" campaign, which commenced on 11<sup>th</sup> February and ended on 15<sup>th</sup> March 2016. The 4 week campaign generated over 15,000 clicks via social media links/channels.
- 3.4 Table 1: Recruitment Activity for the period 11 February – 16 March 2016

<b>Source of recruitment</b>	<b>No. of CV's received</b>	<b>No. of interviews held up to 16/3/16</b>	<b>No of interviews arranged /in process</b>	<b>No. of offers during this period</b>
TMP Recruitment campaign	17	7	1	2 experienced social workers and 1 Team Manager
Sanctuary	19	11	1	1 experienced social worker
Other agencies	4	1	3	
Internal candidates	5	2	0	1 Team Manager 1 Newly Qualified Social Workers
Compass Jobs Fair	140 people registered on the day	68 informal interview	61 in the process	
NQSW's applying for posts	26 (3 adult area)	1	22 in process	1 Newly Qualified Social Worker
<b>Total</b>	<b>211</b>	<b>90</b>	<b>88</b>	<b>A total of 8 offers:</b> 3 experienced Social Workers 2 Team Managers 2 Newly Qualified Social Workers

- 3.5 Members were concerned that although there had been several recruitment campaigns there had been little effect on the recruitment of permanent staff and therefore reduction in the use of agency staff.
- 3.6 Members requested that a task and finish group be established during the municipal year 2016-17 to look at the effectiveness of recruitment campaigns, but also what the Council can do to retain existing staff.

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