

SCRUTINY ADVISORY BOARD – CHILDREN AND YOUNG PEOPLE

Meeting date: 12 February 2019

From: Executive Director – People (Deputy Chief Executive)

Social Work Academy and Social Work Recruitment

1.0 Purpose of Report

1.1 To provide the Board with an update on Social Work Recruitment including the Academy. The report provides an update on both experienced Social Work recruitment and the entry level Academy intake for Child and Young People's Social Work.

2.0 Issues for Scrutiny

2.1 To note the current and future position for the Social Work Academy and the planned targeted recruitment of experienced Social Workers for 2019/20.

3.0 Background

3.1 Social Work Academy Cohorts by area – total 50

Number of ASYE recruited via SW Academy as at 31/12/18				
Area	Children's Services			
	2015	2016	2017	2018
Barrow	1	5	2	6
Carlisle	2	6	1	2
Penrith	1		1	1
Kendal	2	4	1	
Whitehaven	3	5		1
Workington		5	1	
Total	9	25	6	10

4.0 Social Work Academy Career progression

4.1 On entry into the Social Work Academy all staff must complete as mandatory the Assessed and Supported Year of Employment (ASYE). This is a 12-14 month programme which is quality assured and candidates must pass portfolio assessment to be able to work

as an experienced social worker in our teams. Cumbria's ASYE programme meets national standards and our ASYE Lead is Chair of the National Panel.

4.2

- 30 Academy newly qualified social workers (NQSW) have successfully completed the ASYE programme and have now moved into experienced social work posts across Children and Families social work teams.
- 14 NQSWs are currently working through their programme
- 6 have left to take up social work post in other parts of the country or in associated professions.

5.0 Social Academy Academy – future planning

It has been agreed through Children's Workforce Practice Board that for 2019/20 we will recruit four small intakes on a quarterly basis.

6.0 Experienced Social Work Recruitment

6.1 Background

In March 2017 it was agreed that there would be the provision of dedicated recruitment resource for the attraction and retention of experienced social workers into hard to fill posts. This work was led by the Workforce Professional Development Manager with coordination support, the attraction campaign has involved targeted social media activities, acceptance of CVs and communication with prospective candidates in evenings and weekends to accommodate the work and life of an experienced social workers. In the period 39 experienced social workers including the conversion of EPW's to permanent council contracts have been recruited.

6.2

In the period from the 1 March 2017 – 31 March 2018 a financial incentive was applied across the county. From the 1 April 2018 to date the financial incentive is only applicable for posts within Children and Family teams in Workington or Whitehaven.

External staff commencing employment during period 1 March 2017 - 31 December 2018							
Area	Team Manager	Advanced Practitioner	Enhanced Social Worker (5.5)	Social Worker (level 5)	IRO	EPW's converted to permanent	Total External
Barrow	1	1	4	2	1	5	14
Kendal						1	1
Whitehaven			2	1	1	2	6
Workington			3	1		2	6
Carlisle				3	1	2	6
Penrith			2	1			3
Penrith Safeguarding hub	1		1			1	3
Total	2	1	12	8	3	13	39

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7.0 Future planning for experienced social workers.

7.1 The Workforce Professional Development Manager will lead a new 2019/20 recruitment campaign. The Workforce Practice Boards have confirmed experienced social work vacancies across the County which will inform the new targeted recruitment.

8.0 Financial implications

8.1 The table below gives an indication of the annual savings per social worker in achieving successful recruitment as opposed to EPW workers.

Type of staff recruited	Permanent staff hourly rate (B grade)	Salary as permanent staff FTE (B grade)	25% on costs for permanent staff	Total costs FTE	EPW hourly rate	Total Costs FTE as EPW	Annual Savings
Enhanced Social Workers	£18.26	£35,229	£8,807.25	£44,036	£35.00	£67,340	£23,304
Team Manager	£22.19	£42,806	£10,701.50	£53,507	£42.00	£80,808	£27,301

9.0 Conclusion

9.1 There will continue to be a dedicated recruitment drive to recruit and retain experienced social workers to fill permanent vacancies. This together with the long term strategy of our Social Work Academy approach remains the focus for driving down EPW costs and meeting the Ofsted Inspection criteria of a confident and stable workforce.

Sonyia Curran, Workforce Professional Development Manager

30 January 2019

Please ensure that every part of this section where there is an asterisk* is completed in accordance with the instructions before sending the report to Member Services, following which please delete this sentence.

Appendices

No appendices.

**Previous Relevant Council or Executive Decisions
*[including Local Committees]***

No background.

Background Papers

No background papers.

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