

WORKFORCE PROFILE

Social Care | Status report – position as at 30th September 2015

Report format

This report focuses on roles which require a Social Worker qualification at Practice Manager to Social Worker. The report will especially focus on the roles within MASH, Single Assessment Team, The CIN/CP Team, The Court Team, LAC Teams, The Leaving Care Team, Fostering and Adoption Teams, the Disability Team, the Safeguarding Unit and Early Help

Feedback to teams

Each report will be fed back to the Practice Manager for each team.

Recruitment Position

The strategy for recruitment and retention of social workers has been successful in the past and is currently being redeveloped to include a further National recruitment Campaign for applicable roles, to aid a decrease to the current vacancy rate of 23%.

During September 15 the following appointments have been made:

1 x NQSW's Single Assessment

1 x NQSW CIN/CP

1 x SW Fostering

1 x IRO

1 .2 fte x Screening Manager
(MASH)

1 x PM LAC

Talent Management Programme

The Talent Management Programme is aimed at aspiring and new to post managers looking to develop and increase the number of staff within these roles. It offers a strong commitment to invest in our own talent and support career development, giving those on the programme additional training and mentoring whilst in a secondment position.

10 individuals are currently on secondment through the programme in roles covering Senior Practitioner up to Head of Service level. These secondments are due to be reviewed with the aim of making posts permanent where possible.

Business Support Pilot

On Monday 5th October 2015 a pilot study commenced which will run for a three month period and aims to assess the impact on Social Work within the Looked After Children Team of the Business Support Service undertaking all back office functions for Social Workers.

The aim of the pilot is to assess the possibilities of reducing the number of vacant Social Worker posts by increasing the number of Business Support Staff who will undertake the majority of back office functions for Social Workers thus freeing them up to spend the maximum amount of their time undertaking social work tasks out in the field. This may also have the impact if successful of being able to slightly increase the case loads of Social Workers as they will have more time available to undertake Social Work tasks.

The Team has been given the best chance of success by the provision of specialist IT equipment including Dragon Speak software to aid the inputting of data on to PARIS, Digital Recording Devices to enable minutes of meetings etc to be recorded and stored electronically on file and improvements to the Iphone Technology to aid the communication of information between Social Workers and Business Support Officers. A highly skilled Business Support team has been selected to work on a ratio of 1 Business Support Officer to every three Social Workers which will be reviewed throughout the pilot to establish whether the ratio is correct. A Project Team has been established that will monitor the pilot throughout the three months and make adjustments as necessary. An evaluation report will be produced early in 2016 that will make final recommendations on the way forward in relation to other Social Work teams.

CHILDREN'S SAFEGUARDING = WORKFORCE PROFILE as @30/09/15

SERVICE AREA	ESTABLISHMENT	PERMANENT STAFF	AGENCY STAFF	NQSW	VACANCIES	VACANCY RATE	TURNOVER RATE	SICKNESS ABSENCE RATE	MATERNITY fte
MASH	PM x 2 SW x 3	PM X 2	SW x3	n/a	SW x 2	40%			0
Single Assessment	PM x 2.81 SW x 15	PM x 2.81 SW x 8.81	PM x 1 SW x 9	1	SW x 7.19	40%			PM x 1.81 SW x 1
Notes: The Agency SW figure contains 2 over establishment due to seconded posts being covered									
CIN/CP	PM x 3 SNP x 3 SW x 25.81	PM x 1 SNP x 3 SW x 20.21	PM x 2 SW x 6	SW x 5.81	PM x 2 SW x 5.60	23%			0
Notes									
Court Team	PM x 1 SW x 4	PM x 1 SW x 3	SW x 1	0	SW x 1	20%			0
Looked After Children Teams	SNP x 1.81 SW x 10.51	SNP x 1.81 SW x 9.7	SW x 1	SW x 3	SW x 0.81	0.6%			0
Notes: 0.11 over establishment on Agency staff									
Leaving Care Team	PM x 1 SW x 1	PM x 1 SW x 1	0	0	0	0%			0
Fostering Team	PM x 2 SW x 11.59	PM x 2 SW x 10.08			SW x 1.11	0.08%			SW x 1
Adoption Team	PM x 1 SNP x 1 SW x 5.31	SNP x 1 SW x 4.61	PM x 1		PM x 1 SW x 0.7	15%			0
Notes: SW 0.7 vacancy is for a member of staff on a career break figure also included in permanent staff figures as it is a substantive post									
Disability Team	PM x 1 SW x 3.81	PM x 1 SW x 2.2	SW x 2		SW x 1.6	33%			0
Safeguarding Unit/IRO's	IRO x 6	IRO x 4.5 LADO x 0.5	IRO x 2		IRO x 1	16%			0
Notes: 0.5 over establishment in Agency Workers due to not being able to find a part-time agency IRO									
Early Help	PM x 2 SNP x 2	PM x 2 SNP x 1	SNP x 1	0	0	0			0
TOTAL	111.65					23%			0.03%

