

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

7 April 2015

RECRUITMENT & RETENTION of SOCIAL WORKERS – UPDATE

Background

1. The Children & Young People Scrutiny Committee has regularly expressed its concerns at the high levels of vacancies in Children's Services. The Committee last received a briefing at its meeting in March 2014.
2. The Members were pleased to receive a copy of a briefing on the work in progress to develop a strategy for the recruitment and retention of social workers in Cardiff. Service management has also been acting to replace agency staff with permanent employees.

Purpose of the Report

3. The purpose of this report is to provide the Committee with a copy of the progress Update Report Card on the recruitment and use of Agency Staff. A copy is attached at **Appendix A**.
4. The Report Card covers a number of key areas:
 - Why the improvement initiative was started
 - The people involved
 - The timeline
 - The key things that we did to improve the situation;
 - What the numbers show us about the effect of what we have been doing;
 - The opinions we have collected;
 - The future trend;
 - Conclusions on the effectiveness of the initiative; and
 - Next steps.

5. Sarah Woelk (Operational Manager Intake & Assessment) and Menai Griffiths (Policy & Performance Officer) will present the briefing report, explain the work being undertaken and be available to answer any questions Members may have.

Way Forward

6. Members may wish to consider the information contained in **Appendix A** and in the presentation provided by Sarah Woelk (Operational Manager Intake & Assessment) and Menai Griffiths (Policy & Performance Officer), and provide any comments, advice or recommendations to the Cabinet Member and Director of Children's Services.

Legal Implications

7. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

8. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and

review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to consider the report and information presented at the meeting, and provide the Cabinet Member and Director of Children's Services with any comments, concerns or recommendations.

Marie Rosenthal
County Clerk and Monitoring Officer
30 March 2015