

**MINUTES OF THE SCRUTINY TASK & FINISH GROUP:
RECRUITMENT & RETENTION OF SOCIAL WORKERS**

MONDAY 15TH AUGUST 2015 AT 6.00 PM

PRESENT: Councillors; Franks, Green, Rivers and J. Taylor.

SUPPORT OFFICERS / ADVISORS:

- Matt Hussey – Democracy and Scrutiny Officer – LBC
- Maud O’Leary – Service Director, Adult Social Care
- Lee-Anne Farach – Service Director, Specialist Family Support
- Jackie Groom – Interim Project Manager, LEX Team
- Sheila Martin – HR Business Manager

PUBLIC/ INTEREST GROUPS REPRESENTATIVES:

None this time

| | | <u>ACTION</u> |
|-----------|--|----------------------|
| 1. | ELECTION OF CHAIR (REF: 1) | |
| | Resolved: That Councillor Green be elected chair of the Recruitment & Retention of Social Workers Scrutiny Task & Finish Group for the duration of the review. | |
| 2. | APOLOGIES FOR ABSENCE (REF: 2) | |
| | Apologies for absence from the meeting were received on behalf of Councillors Keens and Rowland, and Sally Rowe (Director of People), and Angela Claridge (Service Director, HR and Monitoring Officer). | |
| 3. | RECRUITMENT & RETENTION OF SOCIAL WORKERS - SCOPE (REF: 6) | |
| | <p>The Democracy and Scrutiny Officer informed the Task and Finish Group the scope was approved by the Overview and Scrutiny Board on 13th January 2016.</p> <p>Members were informed that the focus of the review would be to investigate issues around the recruitment and retention of Social Workers for Adults and Children, which was also a key challenge to Local Authorities</p> | |

| | | |
|-----------|--|--|
| | <p>nationally.</p> <p>Members agreed to the following objectives:</p> <ul style="list-style-type: none"> • The review initiatives already in place and recommend further initiatives that could be put in place to recruit and retain Social Workers and occupational therapists. • Lobbying the Government to ensure that all Social Workers for Children (this does not apply to Social Workers for Adults) receive accreditation from the Local Authority that employs them in order to reduce the use of Agency Staff • To recommend initiatives to reduce the spend on contingent labour • To agree actions that will promote Luton as a number one employer of choice • To provide detailed analysis of the local and national picture relating to the recruitment & retention of social workers • To understand the drivers of (effective) recruitment and retention, and to produce SWOT analysis (Strengths, weaknesses, opportunities, threats) of our local position • To review initiatives already in place and assess their efficiency • To recommend future initiatives to improve the recruitment and retention of social workers, and thereby reduce spend on contingent labour <p>The above be explored through: process mapping, desktop research, interviews; and face to face work with victims.</p> <p>Resolved: That the scope for the review attached as Appendix A to the Report (Ref: 6) be agreed.</p> | |
| 4. | PUBLIC ENGAGEMENT/PRESS RELEASE: (REF: 7) | |
| | <p>The Democracy and Scrutiny Officer tabled the proposed consultation by the Senior Consultation Officer as outlined below: informed the Task and Finish Group on the advice received from the consultation officer that any consultation of vulnerable people would require ethical clearance before going ahead. This would mean a business case on the following:</p> <ul style="list-style-type: none"> • Aim of the consultation – to capture views on the recruitment and retention of social workers in Luton and how this impacts on the service and service users. This is a national issue however we need to build a local evidence base. • Key stakeholders identified – LBC social workers, student social workers, service providers LBC departments, local partner agencies/organisations, charities etc. and general residents of Luton Borough Council. • Undertake meaningful consultation with social workers to understand | |

| | | |
|-----------|---|---|
| | <p>workloads/pressures, training , development and progression opportunities, what they value most about working for LBC, would encourage you to remain in current post/reasons to leave and suggestion for maximising recruitment and retention of social workers.</p> <ul style="list-style-type: none"> • Undertake meaningful consultation with service providers, evidence from Exit Interviews, agency social workers, professional associations and Trade Unions to capture impacts that changes to social worker staff has on them and service provision, suggestions for maximising recruitment and retention of social workers. • Methodology – survey (both online and paper) with the possibility of following up with focus groups to explore in depth any emerging themes arising from the survey feedback. • Social workers will be targeted via LBC internal communications and relevant services will support dissemination, service users will be targeted via service provider databases held by LBC. • The resident consultation will be promoted via press release, Lutonline advert, LBC consultation portal. <p>Resolved: That Democracy and Scrutiny Officer in consultation with the Chair draft a press release.</p> | |
| 4. | WORK PROGRAMME AND DATES OF FUTURE MEETINGS (REF: 7) | |
| | <p>Resolved: i) That the Service Director, Adult Social Care and the Service Director, Specialist Family Support give a written report at the next meeting on the overview of Recruitment & Retention of Social Workers in Luton and include the following:</p> <ul style="list-style-type: none"> • Outcomes of Guidant Survey; • Market Supplement (Baseline Data); • Key Issues That need addressing <p>(ii) That the HR Business Manager submit a written report in regards to evidence gathers at Exit Interviews of Social Workers</p> <p>(ii) That the next meeting of the Task and Finish Group be held at 6pm on Wednesday 21st September 2016.</p> <p>(iii) That the following future meeting dates were agreed:</p> <ul style="list-style-type: none"> • 21st September 2016 • October 2016 TBA • 22nd November 2016 • 21st December 2016 • 16th January 2017 | <p>MO'D/L AF</p> <p>SM</p> <p>Chair</p> |

| | | |
|--|---|--|
| | <ul style="list-style-type: none">• 28th February 2017 | |
| | (NOTE: The meeting ended at 6.50pm) | |