

Appendix 1

Children's Workforce Health Check 2014-15

Recommendations & Outcomes

2014-15 Recommendations	Outcomes/Actions
To bring together as a single health check survey in 2015-16, the Children's Services and Social Work surveys	This has been implemented.
To undertake a review of the Department's workforce in order to identify any additional areas of service delivery facing, or likely to face, retention and recruitment issues in the next few years	We are currently focussing on the Children's Social Care frontline workforce, to ensure its stability and increased retention, and have taken active steps to ensure that recruitment is improved through the implementation of the Market Factor Supplement and expansion of the Social Work Support Officer initiative.
To consider the Department's approach to succession planning especially in specialist areas	The current Leadership Development Programme, and the newly developed Aspirant Managers Programme will provide pathways to promotion for appropriately experienced and qualified staff, and assist with succession planning.
To review the Department's induction processes to ensure a consistent approach for all new starters	Whilst the corporate induction is still being reviewed, we are in the process of creating a Departmental Induction Programme which will ensure that all staff joining us, are provided with a clear vision of the Department's priorities, and the role they can play in achieving them
To develop a consistent approach to supervision across the department including an entitlement to supervision at least every six weeks with a written record	81% of this year's respondents stated that they received regular supervision, which is a marked improvement on just 61% last year. In addition, we are proposing to implement a quarterly Departmental audit of supervisions to ascertain the quality of supervision being provided.
To develop a more explicit link between the EPDR process and the identification of workforce development needs	The new Employee Performance & Development Review format has now been finalised, and will be implemented shortly. This new format includes a process whereby Workforce Planning & Occupational Development can directly link identified training needs to their annual training plan.
To ensure all staff are aware of how to access, and make use of, the online Interagency Safeguarding procedures of the Nottinghamshire Safeguarding Children's Board	This year's health check revealed that 99.5% of respondents were aware of, and knew how to access, safeguarding procedures
To ensure all team managers are more confident in identifying, and dealing with, issues of stress and depression, and how to mitigate the circumstances in the working environment which might lead to staff suffering from stress etc.	We have provided a range of information within the Managers Resource Centre on the Intranet, and have also incorporated this issue into the "Resilience" training package. However, we feel it would be beneficial for all staff to have an increased awareness of our support infrastructure, and will be building this into our Departmental Induction Programme.
To review the impact of the current workforce mobilisation programme on the perceived levels of administration faced by frontline practitioners and access to the Nottinghamshire County Council network as and when required	This year's health check revealed very positive feedback on the mobilisation programme with staff who had been issued with Lenovo devices reporting that communication, case recording, and time management had all improved. There was also an improvement in the percentage of staff who were able to access the network – up from 70% last year to 79% this year.
To ensure the Department takes a consistent approach to staff working additional hours having the opportunity to take this time off within a reasonable time period	This will always be a challenging issue for us to address given the need for our workforce to be flexible, but we will continue to monitor levels of flexi & Time Off in Lieu (TOIL) and work with managers to facilitate a consistent process for taking time back.