

Report



meeting	SOCIAL SERVICES STANDING SELECT COMMITTEE	
date	8 th June 2004	agenda item number

REPORT OF THE CHAIR OF THE RECRUITMENT AND RETENTION STUDY GROUP

RECRUITMENT AND RETENTION IN THE SOCIAL SERVICES DEPARTMENT

1. Purpose of the Report

- 1.1 To present to the Social Services Standing Select Committee the draft Workforce Plan for the department following consideration of the proposals by the Study Group.
- 1.2 A copy of the Workforce Plan has been circulated to Select Committee Members only and is listed as a background paper. A copy has been placed in the Local Government Library.

2. Information and Advice

- 2.1 At the meeting on 23rd September 2003, the Select Committee received a preliminary draft Workforce Plan developed within the department, with a view to helping ensure that we are able to manage any recruitment and retention issues that may impact upon us. In addition, the Plan was intended to reflect the views of the Managers of our services, as to anticipated issues of service development in the future, to help us to plan for the impact of those.
- 2.2 Members will be aware that there has been considerable national publicity given to the difficulties being faced by the social care sector, particularly in terms of recruitment & retention and to the publicity campaigns that continue to try to improve that situation. Clearly, some parts of the country have experienced these difficulties more acutely than others, but all departments now need to plan to try to mitigate the impact upon our ability to deliver services.
- 2.3 Although the research that we undertook suggested that, as yet, few authorities appear to have developed recognisable Workforce Plans, it is in our interests to do so as a matter of priority in order to support managers in

their continuing efforts to ensure that their staff teams are properly resourced. The report to the Select Committee on 23rd September made reference to the intensive interventions undertaken by managers in some areas to address staffing difficulties where these have occurred.

- 2.4 The Select Committee established the Study Group to give further consideration to the Plan and to help advise and guide its ongoing development. The nature of the Plan is such that it will continue to change and adapt to meet the challenges of ongoing service development and the changing employment market.
- 2.5 The Study Group has met on four occasions to discuss the draft Plan and to guide the further development of it. The Plan has now been revised in order to reflect the consideration of the Study Group and the need to update and re-order it. Currently, consideration is being given to the implementation process.
- 2.6 A copy of the revised draft 4 of the Workforce Plan is attached to this report as an Appendix.

3. Recommendations

- 3.1 It is recommended that:
 - a. the Social Services Standing Select Committee comments on the revised draft Workforce Plan attached to this report
 - b. notes the ongoing development of the Plan within the Department
 - c. the Cabinet Member for Social Services adopts this Workforce Plan.

4. Background Papers Available for Inspection

- Workforce Plan 2004-2005 Nottinghamshire County Council Social Services Department
- Minutes of the Recruitment and Retention Study Group - 5th April 2004
- Minutes of the Recruitment and Retention Study Group - 1st March 2004
- Minutes of the Recruitment and Retention Study Group - 12th January 2004
- Minutes of the Recruitment and Retention Study Group - 8th December 2003

COUNCILLOR CHRIS PRESTON
Chair of the Recruitment and Retention Study Group