

13 January 2014**Agenda Item: 5**

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE

SOCIAL WORK HEALTH CHECK 2013

Purpose of the Report

1. The report presents a summary of the responses to the Social Work Health Check Report 2013, the recommendations made and the action plan for noting. The report proposes that progress on the implementation of the action plan be reported to the Children's Social Care divisional leadership team.

Information and Advice

2. The final report of the Social Work Task Force, published in November 2009, asked employers of social workers to undertake a regular 'health check' with their workforce covering areas of:
 - Effective workload management
 - Pro-active workflow management
 - Having the right tools to do the job
 - A healthy workplace
 - Effective service delivery.
3. A summary of the responses made to the 2013 Nottinghamshire County Council Children's Social Care Social Work 'health check' is attached as **Appendix 1**.
4. The Action Plan 2013/14 is attached as **Appendix 2** and it is proposed that the Children's Social Care divisional leadership team monitors progress on the implementation of the Action Plan.

Other Options Considered

5. Production of the 'health check' is a best practice requirement. No other options were considered as resources in the Practice Support Service are annually allocated to the production of this report.

Reason/s for Recommendation/s

6. The implementation of the health check action plan will address the key issues identified by staff in Children's Social Care.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

8. Having an effective workforce of social workers will positively impact on vulnerable children and families.

Financial Implications

9. The recommendations of the action plan can be carried out within existing budgets. Where review is recommended, the outcomes of any review will be reported on separately if they have material financial implications for the authority

RECOMMENDATION/S

That:

- 1) the summary of the responses to the Social Work Health Check Report 2013, the recommendations made and the action plan be noted.
- 2) progress on the implementation of the action plan be reported to the Children's Social Care divisional leadership team.

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Constitutional Comments (LM 16/12/13)

10. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendation in the report.

Financial Comments (KLA 19/12/13)

11. The financial implications of the report are set out in paragraph 9 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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