

Report



meeting	SOCIAL SERVICES SELECT COMMITTEE	STANDING
date	27 th January 2004	agenda item number

REPORT OF THE CHAIR OF THE RECRUITMENT & RETENTION STUDY GROUP

RECRUITMENT & RETENTION IN THE SOCIAL SERVICES DEPARTMENT

1. Purpose of the Report

- 1.1 To update the Select Committee on the work being undertaken by the Study Group in reviewing the proposals set out within the draft Workforce Plan developed in the Department.

2. Information and Advice

- 2.1 At the meeting on 23rd September 2003, the Select Committee received the draft Workforce Plan recently developed within the Department with a view to ensuring that we are able to anticipate and manage recruitment and retention difficulties that may impact upon the Department. In common with many Authorities, recruitment and retention has been identified as a potential risk to our ability to maintain and improve the quality of our services.
- 2.2 The Select Committee agreed to establish a Study Group to review the progress made to date, to give further consideration to the proposed actions already identified, to supplement those proposals and to have regard to the ongoing development of the Plan.
- 2.3 The Study Group met on 8th December 2003, considered terms of reference/issues to cover and worked through the proposed Actions set out within the draft Plan. In the light of that work, the Study Group identified a number of matters for more detailed consideration, including training arrangements for part-time workers, recent general feedback from staff groups, a Senior Practitioner role and the implications of future changes for the workforce. These issues were considered at the subsequent scheduled meeting of the Group on 12th January 2004 and further work is in hand to develop some of those themes for inclusion in the summary of proposals for consideration. In addition, the Study Group has made a range of helpful

comments on proposals already set out in the draft Workforce Plan and those comments will be incorporated into a revised draft Plan.

- 2.4 Arrangements are in hand to convene further meetings of the Study Group to continue with the work to produce a revised draft Workforce Plan by the end of March, for subsequent presentation to the Standing Select Committee.

3. Recommendations

- 3.1 It is recommended that the Select Committee:

(a) notes the progress made to date by the Study Group

(b) looks to receive a final Report from the Study Group by April 2004.

COUNCILLOR CHRIS PRESTON
Chair of the Recruitment and Retention Study Group

(Comm/Misc) RRSSD/SF