

20 April 2015

Agenda Item: 04

## **REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE**

### **SOCIAL WORK HEALTH CHECK 2014**

#### **Purpose of the Report**

1. The report presents a summary of the responses to the Social Work Health Check Report 2014 and the recommendations made for noting. The report proposes that progress on the implementation of the subsequent 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 2014 Nottinghamshire County Council Children's Social Care Social Work 'health check' is **attached**.

#### **Other Options Considered**

4. Production of the 'health check' is a best practice requirement. No other options were considered as resources of the Principal Child and Family Social Worker are annually allocated to the production of this report.

#### **Reason/s for Recommendation/s**

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

#### **Statutory and Policy Implications**

6. 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**

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

### **RECOMMENDATION/S**

That:

- 1) the summary of the responses to the Social Work Health Check Report 2014 and recommendations be noted.
- 2) progress on the implementation of the subsequent action plan be reported to the Children's Social Care divisional leadership team.

**Steve Edwards**  
**Service Director, Children's Social Care**

### **For any enquiries about this report please contact:**

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### **Constitutional Comments (LM 16/02/15)**

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

### **Financial Comments (SS 13/02/15)**

9. There are no financial implications arising directly from this report.

### **Background Papers and Published Documents**

None.

### **Electoral Division(s) and Member(s) Affected**

All.

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