

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
12th July 2018

REPORT AUTHOR: County Councillor Rachel Powell, Portfolio Holder for Young People and Culture

SUBJECT: Question from County Councillor Huw Williams

How many full-time, part-time and temporary agency staff, of all grades, are currently employed in the Authority's Children's Services department, and how do the figures compare with the number employed at the time of the Care Inspectorate Wales inspection, in July 2017? How many posts are vacant?

Response

Children's Services Establishment

| | 3 rd July 2017 | 28 th May 2018 |
|-----------------|---------------------------|---------------------------|
| Full time posts | 142 | 149 |
| Part time posts | 99 | 97 |
| Agency Workers | 23 | 30 |
| Contractor | 10 | 8 |

*May 2018 – Agency numbers include contractors (BK/CH) that are covering additional capacity for Senior Manager

3rd July 2017 there were 86 vacant posts in Children's Services (this includes relief and shadow posts and S/W posts that are open for NQSW etc.)

28th May 2018 there were 72 vacant posts in Children's Services (this includes relief and shadow posts and S/W posts that are open for NQSW etc.)

4th July 2018 there were 65 vacant posts in Children's Services (this includes relief and shadow posts and S/W posts that are open for NQSW etc.)

This data is directly from BI Dashboard – further analysis can be provided if required

In reality there are approx. 37 vacant posts if you remove shadow, open posts for NQSW etc.

As at 28/5/18, of the 30 agency workers - 8.5 were covering vacancies and 21.5 were over establishment.

In July 2017, there was no recruitment drive as such as posts were only advertised on the PCC website and other limited places.

Work continues to address recruitment and retention issues as part of the implementation of the Children's Improvement Plan

- Recruitment Campaign live within Community Care Guardian, Indeed, Facebook, LinkedIn etc. for both Adults and Children Services
- A number of Recruitment Events have taken place throughout Powys during 2018.
- Recruitment Open Day for Carers Wales held in March 2018 – this has proved to be successful as a number of applications have been received for Social Care posts and Golwg y Bannau
- Corporate 'Work, Live, Play in Powys' video has gone live and are pinned on Social Media accounts.
- Social work specific recruitment videos developed.
- Social Care web page development finalised and launched to target specific recruitment areas
- Role profiles are being developed to attract people to specific job roles.
- Communications continue to share posts relating to Children's Services recruitment
- HoS permanent post has been advertised with a good response
- Fostering TM recruitment campaign has been finalised
- Recruited four newly qualified social workers in the last few months
- 6 in house social work training places made available this year across adults and children's
- Staff benefit scheme launched this month
- Induction package developed
- Exit interviews offered to all leavers
- Staff questionnaire to better understand issues important to frontline staff.