

**Bracknell Forest Council
Record of Decision**

Work Programme Reference	I046900
---------------------------------	----------------

1. **TITLE:** Recruitment and Retention - Children's Social Care

2. **SERVICE AREA:** Children, Young People and Learning

3. **PURPOSE OF DECISION**

To consider options for addressing recruitment and retention challenges in relation to children's social care.

4. **IS KEY DECISION** No

5. **DECISION MADE BY:** Executive

6. **DECISION:**

That:

- i. the Executive be requested to recommend to the Employment Committee that they apply a Key Staff Retention Payment ("Golden Handcuff") as set out in Option 2 Model C of the joint report of the Chief Executive and Director of Children, Young People and Learning, the cost of which is added to the 2015-16 Commitment Budget.
- ii. a review of the structure and job design of Children's Social Care is commissioned to ensure the structure is appropriate to address the operational requirements and long term recruitment and retention issues.
- iii. That the Department continues to monitor the recruitment and retention situation and adjusts the key staff payments accordingly

7. **REASON FOR DECISION**

In order to ensure that the Council meets its statutory duties in relation to children's social care it is vital that a team of high quality staff are recruited and retained. With neighbouring Councils increasing their social work salaries by significant amounts, this is having an unsettling effect on current permanent staff and may result in more staff leaving to take up permanent or agency employment. This will increase the reliance of the Council on high cost agency cover to fulfil statutory duties. A reduction in the turnover together with more effective recruitment will assist in dealing with the pressures of increasing demand across the service.

8. **ALTERNATIVE OPTIONS CONSIDERED**

- i. There has been growing concern in the Council over the increasing challenge of the recruitment and retention of children’s social care professionals. Due to the possible introduction of a new pay and grading structure for the Council no separate review of the reward package has been undertaken, but as there will not be a new pay and grading scheme introduced in the near future, the Council will need to consider the option of additional payments to secure a strong workforce.
 - ii. Alternative options that have been considered include maintaining remuneration at current levels, reviewing workloads and practices, consideration of the structure of the service and approaches taken by other local authorities.
 - iii. Three options and four models for revising salary levels are presented in the paper for consideration
9. **PRINCIPAL GROUPS CONSULTED:** Not applicable
10. **DOCUMENT CONSIDERED:** Report of the Director of Children, Young People & Learning.
11. **DECLARED CONFLICTS OF INTEREST:** None

Date Decision Made	Final Day of Call-in Period
20 May 2014	28 May 2014