

**EMPLOYMENT COMMITTEE
3 SEPTEMBER 2015
7.30 - 8.20 PM**



Present:

Councillors McLean (Chairman), Allen (Vice-Chairman), Mrs Angell, Mrs Birch, Leake, Ms Miller, Mrs Temperton, Virgo and Worrall

Also Present:

Councillor Heydon

12. Declarations of Interest

There were no declarations of interest.

13. Minutes from previous meeting

RESOLVED that the minutes of the meeting held on 1 July 2015 be approved as a correct record and signed by the Chairman.

14. Urgent Items of Business

There were no urgent items of business.

15. Exclusion of Public and Press

RESOLVED that pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of the following item which involves the likely disclosure of exempt information under the following category of Schedule 12A of that Act:

- (1) Information relating to any individual (Item 6).

16. Recruitment and Retention of Children's Social Workers

The Committee received a report on measures to improve the recruitment and retention of Children's Social Care staff.

The Committee discussed the report and in response to Members' queries the Director of Children, Young People and Learning and the Chief Officer: Human Resources confirmed that

- A number of different aspects had been considered to enable a package of support for staff.
- There was a national shortage of social workers and the measures were in response to this issue.
- A Berkshire wide approach to agency staff recruitment was being investigated.

- Bracknell Forest had been a part of the 'Step Up to Social Work' programme.
- The measures would include administrator and IT support staff.

The Committee **RESOLVED** that

- 1 Measures to improve the recruitment and retention of Children's Social Care staff would be implemented from the 1 October 2015.
- 2 Market Premium payments to relevant staff, as set out in Appendix F to the restricted Executive report be agreed.
- 3 The extension of existing golden handcuff payments to at least October 2018 be agreed.
- 4 A report would be provided to the Committee in 12 months to review the changes.

17. **Date of Next Meeting**

It was noted that the meeting on the 7 October had been rescheduled and would take place on 28 October 2015.

CHAIRMAN