

Recruitment Hotspots

Summary Overview

January 2022

'Hotspot' defined as permanency less than 85% and where there have been failed recruitment campaigns

People Services

POSITION	Commentary
Mental Health Social Workers 37 hrs	<ul style="list-style-type: none">• Mental Health returned to WCC in April 2021 and a review of service/performance is underway.• There is a national recruitment challenge for Mental Health Social Workers.• Pay competitive - Market Forces Supplement introduced November 2021• Appointed internal additional management capacity to support workforce• Workforce plan being created to go live 1st April 2022• Alternative short-term capacity in place
Approved Mental Health Practitioner (AMHP) 37 hrs	<ul style="list-style-type: none">• As above + 3 years training required to be qualified as an AMHP once you are an experienced Social Worker• Pay competitive - Market Forces Supplement introduced November 2021• Appointed Interim manager to cover MH Area Manager post who is AMHP and will work on rota• Workforce plan being created to go live 1st April 2022• Alternative short-term capacity in place
Experienced Adult Social Workers 37 hrs	<ul style="list-style-type: none">• Strategy adopted 'Grow your own' focusing on recruiting less experienced, Newly Qualified (ASYE) Social Workers (lower level) and non-qualified social work assistants and reviewing cases to ensure aligned with level of Social Workers. Also supporting Student Placements to convert Newly Qualified• The mitigation is working whilst we still have higher number of experienced Social Workers across our Area Teams. However, this will not be sustainable should we lose high numbers of Experienced Social Workers
Experienced Hospital Based Social Worker 37 hrs	<ul style="list-style-type: none">• Recruited Social Care Workers in hard to fill roles and reviewed case loads• Filled 10 out of 12 vacancies, had a lot of interest of health care workers wanting a change
Reablement – PI Assistants 37 hrs	<ul style="list-style-type: none">• Engaged with Third Party provider to run recruitment campaign• Third party also provide selection (sifting and interviewing) to enable WCC managers to focus on service delivery• To date we have started/offered 52% of the hours needed and this includes replacing for turnover• BCF funded additional capacity to support with Pathway 1, which resulted in additional capacity of c144 posts.• Proposed mandatory Covid vaccination for these posts April 2022• Skills for Care workforce data show 178,000 vacancies in the West Midlands at end of 2020/21. Current vacancy rates are running at 12.2% which is 1.7% higher than pre Covid
Support/Care Workers 37 hrs	<ul style="list-style-type: none">• National staff shortages and recruitment campaigns to encourage people into care working• Used paid targeted campaigns through our advertising provider• Introduced £250 welcome payment for a 3-month period for Howbury & Exmoor Drive

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WCF

POSITION	Commentary
Children's Social Workers 37 hrs	<ul style="list-style-type: none"> • Social Worker permanency rate is now 91%, because of the activity Market Forces Supplement in place • Welcome and retention payments in place • Increase in Team Managers to reduce team size to allow for more support
SEND Case Workers 37 hrs	<ul style="list-style-type: none"> • High levels of turnover (15 resignations in 2021) • All vacancies now recruited • Paid recruitment campaign • Targeted agency recruitment via Agencies
Children's Homes – Riddings and Vale Roles: <ul style="list-style-type: none"> • Registered Mgr • Assistant Manager • RSW 37 hrs	<ul style="list-style-type: none"> • Agreed 'golden hello' payment of £1000 for RSW until 31 March 2022 • Agreed MFS for 3 years for roles of RM and Assistant Manager of £3000 – places total remuneration in competitive to upper quartile range • New approach agreed Jan 2022 to resolve issues. Won't know if this is successful until new campaign commences.

COaCH

POSITION	Commentary
Business & Policy Manager 35 hrs	<ul style="list-style-type: none"> • Advertised via free channels 3 times • Recruited 1 out of 3 posts • Set up rolling free advertising • Placed vacancies with Agencies via Matrix • Setting up paid advertising to promote all roles within this service. Outside of the traditional Local Authority media routes
Executive Assistant 35 hrs	<ul style="list-style-type: none"> • Advertised via free channels 3 times • Have started/offered 2 out of 4 posts • Set up rolling free advertising • Placed vacancies with Agencies via Matrix • Setting up paid advertising to promote all roles within this service. Outside of the traditional Local Authority media routes
Member Support Officer 35 hrs	<ul style="list-style-type: none"> • Advertised via free channels twice • Set up rolling free advertising

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	<ul style="list-style-type: none"> Placed vacancies with Agencies via Matrix Setting up paid advertising to promote all roles within this service. Outside of the traditional Local Authority media routes
<p>Procurement</p> <ul style="list-style-type: none"> Strategic Project Manager Category Manager (x2) <p>35 hrs</p>	<ul style="list-style-type: none"> Previously not advertised through normal channels. Agency approached which resulted in candidates being put forward at day rate salary equivalent Now agreed to commence a recruitment process with support from TMP to access all channels for a targeted approach Is causing a short term service delivery issue as the current post holders have left Recruitment campaign commencing Agreed mitigations put in place incl. using TMP (search partner) to target the market
<p>Equality, Diversity and Inclusion</p> <ul style="list-style-type: none"> Team Manager – E,D&I <p>35 hrs</p>	<ul style="list-style-type: none"> Now advertised 3 times including MFS Failed on all 3 occasions Previously used interim support but this is costly Have been unable to recruit through normal recruitment and via interim search Framework created but at risk of delivering on statutory compliance

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