

LONDON BOROUGH OF BROMLEY

STATEMENT OF EXECUTIVE DECISION

The Portfolio Holder for Children and Young People, Councillor Ernest Noad has made the following executive decision:

REVIEW OF THE RECRUITMENT AND RETENTION STRATEGY FOR CHILDREN'S SOCIAL WORK STAFF

Reference Report:

CYP PDS 210212 Review of the Recruitment and Retention Strategy for Children's Social Work Staff

Decision:

That the continued use of the strategy for recruitment and retention of children's social work staff for 2012/13 and 2013/14 be endorsed.

Reasons:

On 3rd February 2010, the Council's Executive agreed a recruitment and retention strategy and funding arrangement to improve the recruitment and retention of qualified Social Workers within two front line teams of Children's Social Care Services – Referral & Assessment and Safeguarding & Care Planning. This included an enhanced remuneration package, a 'grow our own' social worker scheme and the use of overseas recruitment.

The introduction of the recruitment and retention strategy has made a significant difference to Bromley's ability to recruit qualified staff. By 1st April 2010, the underlying vacancy rate for the front line teams (excluding the use of locum staff) was 40%. By 31 December 2011 the vacancy rate stood at 8%, with a further reduction expected.

The proposed decision was scrutinised by the Children and Young People PDS Committee on 21st February 2012 and the Committee supported the proposal.

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Councillor Ernest Noad
Portfolio Holder for Children and Young People

Mark Bowen
Director of Resources
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Date of Decision: 27 Feb 2012
Implementation Date (subject to call-in): 5 Mar 2012
Decision Reference: CYP12017