

Derby City Council – Freedom of Information Response

Number 10150

Date: 29/06/2017

	Children Services Social Workers		
1a.What is the trend data for your Local Authority over the last three years in relation to the proportion of agency front line social workers (those holding cases) as opposed to front line directly employed workers?	<b>Information not held – this is because DCC does not record this information.</b>		
b. the average number of cases held by all front line workers?	<b>The average is between 20-25 cases.</b>		
c. the turnover rate of both directly employed and also agency social workers?	<b>Financial Year</b>	<b>Directly Employed</b>	<b>Agency</b>
	<b>2016/17</b>	<b>16%</b>	<b>Information not held</b>
	<b>2015/16</b>	<b>14%</b>	<b>Information not held</b>
	<b>2014/15</b>	<b>8%</b>	<b>Information not held</b>
2a.Do you have a strategic recruitment and retention plan for front line social workers?	<b>No</b>		
b. If so, please provide a copy and any data that can support or otherwise its effectiveness in achieving its aims?	<b>N/A</b>		
3. Last year HCPC estimated that it would process about 600 registration applications from foreign-trained social workers.			
a. Have you considered international recruitment?	<b>No</b>		
b. If you have not are there specific reasons why you have not pursued such an option given that children's social work is on the government's official shortage occupation list?	<b>Last year we directed our resources to a specific recruitment campaign related to experienced UK based social workers.</b>		



<p>4a.If you have recruited from outside of the UK can you please provide details of source countries and the numbers involved ideally broken down by those who have applied to you themselves and those you have recruited through an agency?</p> <p>b. How long has it taken to get such workers into post after interview?</p> <p>c. How many were registered to work in the UK (including the provinces) in advance of interview?</p> <p>d. What proportion have passed their probationary periods?</p> <p>e. What data do you have on retention rates for such social workers?</p>	<p><b>Information not held – this is because we have not recruited from outside of the UK.</b></p>
<p>5a.If you have recruited through an agency what fees and costs were involved?</p> <p>b. How did you comply with principles of procurement and in particular ensure best value?</p> <p>c. How many agencies were contacted and invited to bid?</p> <p>d. Were there any agencies who you knew provided such workers but were overlooked for such purposes?</p> <p>e. If you had a procurement specification (source country, post qualification experience, languages, registration situation etc), please provide a copy.</p>	<p><b>N/A</b></p>
<p>6. Which Officer (position and name if appropriate) takes lead responsibility for the recruitment and retention of children's services social workers?</p>	<p><b>Judith Russ Head of Service Safeguarding</b></p>



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