

Reference Number: MFOI001979

Request:

1. Please provide an organisational chart of your Childrens Services Department from Director down to Team Managers providing the names of current postholders as appropriate (Director down to Service Manager would be excellent including Heads of Service, Principal Officers).
2. Please identify who within Children's Services and your Human Resources Department takes lead responsibility on social worker recruitment and retention.
3. What steps if any have you taken or intend to take to incentivise retention?

Response:

1. Please provide an organisational chart of your Childrens Services Department from Director down to Team Managers providing the names of current postholders as appropriate (Director down to Service Manager would be excellent including Heads of Service, Principal Officers).
Please see attached structure chart.
2. Please identify who within Children's Services and your Human Resources Department takes lead responsibility on social worker recruitment and retention.
Roisin Madden, Head of Safeguarding and Jackie Wood, Head of Provider Services are responsible for leading on recruitment in their respective areas. Lisa Morgan, HR Business Partner, is responsible for leading from a HR Perspective.
3. What steps if any have you taken or intend to take to incentivise retention?
We currently attach a market premia payment to all social work posts in our Safeguarding Teams and Referral and Assessment Team. This is paid bi annually.

I trust this information is to your satisfaction, however, if you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Information Governance Manager, Medway Council, Gun Wharf, Dock Road, Chatham, Kent, ME4 4TR., or email freedom@medway.gov.uk.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

If you wish to receive further information in regards to this request or wish to submit a Freedom of Information Request please forward your request to freedom@medway.gov.uk or Information Governance Team, Medway Council, Gun Wharf, Dock Road, Chatham, Kent, ME4 4TR.