

**ADULT SOCIAL CARE AND SERVICES SCRUTINY PANEL
THE RECRUITMENT AND RETENTION OF STAFF WITHIN ADULT SOCIAL CARE - ACTION PLAN**

8 MARCH 2022

SCRUTINY RECOMMENDATION	PROPOSED ACTION	POST TITLE	BUDGET COST	TIMESCALE
<p>1. That further work regarding the introduction of a one off financial incentive payment (termed “Golden Hello”) be undertaken with Human Resources, and a further report be submitted to the Leadership Management Team. Consideration to be given to the payment amount; terms and conditions; and the potential impact upon existing staff. Work to be completed by Spring/Summer 2022.</p>	<p>A report for the Leadership Management Team (LMT) will be developed proposing that recruitment and retention payments are implemented for staff groups where it is identified that the criteria within the Council policy are met.</p>	<p>Director of Adult Social Care and Health Integration</p>	<p>tbc</p>	<p>End of March 2022</p>
<p>2. That exploratory work regarding the introduction of a Recruitment and Retention payment continue to be undertaken with Human Resources. Introduction of this payment would need to be in alignment with the Council’s existing policies and other similar structures within the authority (e.g. Children’s Services). Work to be completed by mid-2022.</p>	<p>The activity required to deliver this recommendation will be undertaken as part of the response to recommendation 1.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>3. That further consideration be given to the restructuring of Adult Social Care; examining the roles of Social Workers and Occupational Therapists as part of</p>	<p>The scale of the need for restructuring of staff roles within Adult Social Care will be determined by the effectiveness of the recruitment and retention</p>	<p>Director of Adult Social Care and Health Integration</p>	<p>tbc</p>	<p>End of December 2022</p>

<p>this. Exploratory work to be undertaken with regards to roles; impact on existing staff and terms and conditions; salary column grading; and clear routes for career progression. Update to be provided to the panel by Autumn/Winter 2022.</p>	<p>payments and will be considered as part of the Health and Social Care Reform Board Work preparing for implementation of the People at the Heart of Care White Paper.</p>			
<p>4. That consideration be given to undertaking activities which raise awareness of and promote the role of social work within Middlesbrough Council. Specific work could be carried-out with Teesside University to encourage students to remain in Middlesbrough and apply for roles at the Council following completion of their degree programmes. Online events could also be offered to provide information and Frequently Asked Questions opportunities with current Social Workers. Update to be provided to the panel by Autumn/Winter 2022.</p>	<p>A programme of awareness raising activities will be developed to highlight the work of Adult Social Care and raise awareness - this will include:</p> <ul style="list-style-type: none"> a. General awareness raising. b. Activities focussed on attracting potential staff members and retaining students c. Increased profile on media platforms to facilitate the above. <p>This will be an on-going programme.</p>	<p>Director of Adult Social Care and Health Integration</p>	<p>tbc</p>	<p>End of August 2022</p>
<p>5. That, in order to both promote the good work of Adult Social Care and the benefits of working for Middlesbrough Council, publicity be placed in as many news and media outlets as possible, e.g. 'Love Middlesbrough' magazine and the Council's social media platforms. Initial work to be completed by Spring 2022, however, this should be an on-</p>	<p>The activity required to deliver this recommendation will be undertaken as part of the response to recommendation 4.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

going orchestrated campaign involving the Council's media team.				
6. That, in order to raise awareness of the roles of Social Workers and Social Care Workers, an online learning module be created and implemented on Middlesbrough Learns for all Elected Members and Council staff. This could provide a route into a potential 'refer a friend' scheme. Work to be completed by Autumn/Winter 2022.	Online learning module, highlighting roles within Adult Social Care to be developed.	Director of Adult Social Care and Health Integration	None identified	End December 2022