

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE : 27 JANUARY 2005

SOCIAL WORK SERVICES

Report by the Executive Director of Educational and Social Services

1. PURPOSE

- 1.1 To advise Committee of the continuing success of East Ayrshire Council employees in gaining the Diploma in Social Work.

2. BACKGROUND

- 2.1 On 29 January 2004 the Executive Director of Social Work presented the report on "Strengthening Frontline Services". This report highlighted the local and national problem in recruiting and retaining social workers. It identified the need to "Grow Our Own" social work staff.
- 2.2 Between 1999 and 2003, six staff were seconded and completed the Diploma in Social Work.
- 2.3 In line with this practice four staff were seconded in 2002 and an additional "Fast Track" student (part funded by the Scottish Executive) was also taken on.
- 2.4 On 14 December 2004 all the candidates successfully completed their training and will be awarded the Diploma in Social Work in 2005. All the candidates are now employed as qualified social workers, four have been placed in Children and Families Teams across the authority and one has been placed in the Community Mental Health Team.
- 2.5 East Ayrshire Council is committed to addressing the difficulties arising from a national crisis in the recruitment and retention of social work staff particularly in Children and Families Teams. Secondment of staff to complete their Diploma in Social Work has been an effective measure in responding to this area of difficulty. The seconded workers are committed to working with the Council for a minimum of 2 years on completion of the Diploma and the expectation is that many will stay with the Council much longer given their prior commitment to working and living in the area.

3. FINANCIAL IMPLICATIONS

- 3.1 The cost of seconding staff to training is between £2,000 and £4,000 + salary per candidate depending upon the institution they attend.

4. PERSONNEL AND LEGAL IMPLICATIONS

- 4.1 Nil.

5. RECOMMENDATIONS

5.1 It is recommended that Committee:

- (i) acknowledge the success of the candidates; and
- (ii) otherwise note the contents of this report.

John Mulgrew
Executive Director of Educational & Social Services
23 December 2004
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LIST OF BACKGROUND PAPERS

1. Corporate Governance, 23 September 2003 – Fast Track Scheme for Graduate Trainee Social Workers

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