FREEDOM OF INFORMATION REQUEST – 1574/19

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request / Response:

These questions concern the strategic recruitment of ethnic, international child protection social workers (Children’s Department). Please distinguish between country of birth, of training and employment. Namibians, Botswanans, Zambians and Zimbabweans tend to get lumped together as South Africans which is not correct. The info will be on their certificates of sponsorship.

1. What selection criteria have you applied and why?

Answer:
Rutland County Council is not currently recruiting for Social Workers outside of the United Kingdom.

1a. Noting that some applications may be in process who many such social workers have been offered posts broken down by the criteria above?

Answer:
Not Applicable

1b. What is the gender distribution of those offered jobs and not offered jobs?

Answer:
Not Applicable

1c. According to gender how many were registered in advance of interview or had such applications in process? What were the least, medium and maximum times to process such applications? Counting from initial receipt by HCPC? Where any rejected, subsequently appealed with what outcomes?

Answer:
Not Applicable

1d. Have any failed their probation periods, had them extended or have otherwise been dismissed?
1e. What financial support has been made available to them for relocation, visas etc. for their families? Please provide details and details of relocation on offer to UK based social workers.

Answer:
Not Applicable

2. Are you considering recruiting from outside the UK in 2019? How many? Which source countries do you have in mind? What is the track record of citizens from such countries?

Answer:
Rutland County Council are not considering recruiting from outside the United Kingdom in 2019.

3. How many numbers are you contemplating? What selection criteria are you likely to initially intend to apply? Are interviews to be live (where?) or by skype?

Answer:
Not Applicable

4. In September you submitted D o E workforce return for social workers. What were your vacancy, full time and agency rates for social workers? What have been the newly qualified retention rates taking each of the last four years in a row?

Answer:

<table>
<thead>
<tr>
<th>Vacant Social Worker posts</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacant Full Time Equivalent</td>
<td>3.58</td>
</tr>
<tr>
<td>Number of Posts (including Vacancies)</td>
<td>29</td>
</tr>
<tr>
<td>Full Time Equivalent of all posts (including vacancies)</td>
<td>24.78</td>
</tr>
<tr>
<td>Agency Rates</td>
<td>£31.05 per hour</td>
</tr>
<tr>
<td>Newly Qualified Social Workers 2018/2019</td>
<td>1*</td>
</tr>
<tr>
<td>Newly Qualified Social Workers 2017/2018</td>
<td>1*</td>
</tr>
<tr>
<td>Newly Qualified Social Workers 2016/2017</td>
<td>2*</td>
</tr>
<tr>
<td>Newly Qualified Social Workers 2015/2016</td>
<td>0</td>
</tr>
</tbody>
</table>
* Of the above 4 new starters, all are still employed. Retention is therefore 100%.

5. The top three tiers of Children’s Services can be roughly broken down to Director, Deputy/Assistant Director and Service Manager/Principal Social Worker. Please identify the top three posts in your Department, their names and job titles together with, over the last 12 months, such post holders who have been interim/consultancy, short term contract (9 months or less) or permanent. What has the additional cost been compared with permanency?

Answer:
Until recently the senior team structure for Children’s Social Care was as follows:
- Strategic Director People (DCS) and Deputy Chief Executive – Dr Tim O’Neill
- Head of Children’s Social Care – Cathy Smith
- Service Manager – Kay Burnett
All the above are permanent employees. None of the above posts have been held by an agency, interim, or consultant in the past 12 months.

6. The Prime Minister has announced an income cap of £300,000 per worker (depends are not mentioned). What would be the immediate impact on this on Local Authorities tomorrow? How many posts would remain unfilled? How many redundancies would arise? In particular, what are the implications for the care of the elderly and disabled? Who will fill the jobs caring for behaviourally challenging youth, acute disability etc. The list goes on. I am asking about the implications NOW not in a year or so’s time.

Answer:
Rutland County Council does not have any employees about the income cap of £300,000. Therefore this would have no impact.

If you are dissatisfied with the handling of your request please contact the Head of Corporate Governance, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator
Business Support Team
Rutland County Council