

Children & Young People Overview & Scrutiny Panel

28 January 2010

Resolution 38 (2) – Employee Statistics in Children’s Social Care Division

At the Children & Young People Overview & Scrutiny Panel meeting held on 19 November 2009, a comparison of numbers of full time equivalent social work posts, vacancies and numbers of agency staff currently employed, and employed five years ago, was requested to be provided to the panel.

The current Human Resources database holds records dating back to February 2007. A comparison of the earliest available data (February 2007) and most recent available data (December 2009) is as follows:

Staff numbers as full time equivalents:	Feb 2007	Dec 2009
Overall staff in Children’s Social Care	347.60	351.73
Qualified Social Workers	57.89	96.43
Qualified Social Work Vacancies	42.01	9.91
Agency Social Workers	32.44	5.81

Conclusion

It can be evidenced from the above statistics that the number of qualified social workers in post has increased by 38.54 fte over this period. Vacancy rates of qualified social workers have reduced dramatically by 32.1 fte due to the recruitment and retention strategies that have been developed and implemented during this period, as detailed in previous reports to the scrutiny panel. The success of these interventions has had a direct impact in reducing the numbers of agency workers employed by 26.63 fte, thereby reducing cost to the Council and ensuring that a permanent stable workforce is in place. These positive outcomes are key in ensuring the stability of children in need and looked after children in Plymouth.

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