

RECRUITMENT OF SOCIAL WORKERS

3. There was submitted a report dated 19 May 1998 by the Director of Social Work requesting exemption from the Moratorium on Recruitment in respect of the employment of Social Workers.

**Decided:**

- (1) that the request for exemption from the Moratorium on Recruitment in respect of the recruitment of Social Workers be refused, and
- (2) that the Department be authorised to recruit 3 Social Workers above the Department's approved establishment subject to the approval of the Social Work and Personnel Services Committees.

**NORTH LANARKSHIRE COUNCIL**

**REPORT**

TO: Policy and Resources Vacancy Control Sub Committee	Subject: Recruitment of Social Workers
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 19.5.98	
REPORT AUTHOR: I M Crawford	
REF: jd/ic/rp/98	

**1 PURPOSE OF REPORT**

- 1.1 Request the committee to grant exemption from Vacancy Control with regard to the recruitment of Social Workers.

**2 BACKGROUND**

- 2.1 Newly qualified Social Workers graduate from college in the summer period and there is considerable competition from Social Work Departments across the country for the best graduates.

**3 CORE SECTION**

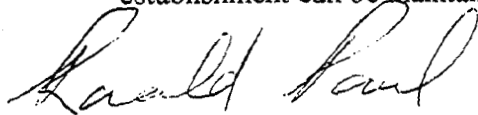
- 3.1 There is a regular turnover amongst Social Workers
- 3.2 The department will be unable to meet its statutory obligations if it is unable to recruit sufficient Social Workers.
- 3.3 Competing Social Work Departments are authorised to recruit above their establishment levels at this time of year in order to ensure that they can attract sufficient candidates to ensure staffing levels can be maintained at statutory levels during the year.
- 3.4 Delays in being authorised to replace staff who leave has a detrimental effect on service delivery.
- 3.5 Delays in recruitment has a major impact on the quality of staff available
- 3.6 Absence levels are affected by shortfalls in recruiting sufficient staff.

**4 LEGAL AUTHORITY/IMPLICATIONS**

- 4.1 Department has a statutory obligation to provide services which cannot be met if recruitment is delayed.

**5 RECOMMENDATIONS**

- 5.1 The committee should grant exemption from Vacancy Control with respect to the recruitment of Social Workers.
- 5.2 The committee should authorise the department to recruit up to six Social Workers above establishment at this time in order to ensure that over the full year the agreed establishment can be maintained.



**Jim Dickie**  
**Director of Social Work**

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