

Current Vacancies – Hard to Fill Roles

Service Area	Job Role	Agency staff <i>List types of roles</i>	Comments
Adult Services			
Access, Hospital and Older People's Social Work	Deputy Team Managers	None agency usage.	The service has been able to recruit to this level of role during the year but due to internal changes and the expansion of the service there are 2 vacancies to recruit to, once restrictions are lifted.
Learning Disability & Mental Health	Social Workers	Minimal use	The Adults Services achieved 100% occupancy during 19/20 and is currently consistently operating at 95% or above. Agency usage across the service has significantly reduced. Following some recent resignations the Mental Health Team have 4 vacancies. New content has been produced for socials and a campaign will be launched this month (subject to approval).
Learning Disability Day Services	Support Workers	High use of agency during year but this has now stopped as the Service is currently closed.	A review has been undertaken on job demand and design. Recruitment campaign has been developed. However, in light of days services closure for the foreseeable future there is no intention to recruit and forms a part of the services redeployment plan.
Reablement (Home First)	Reablement Assistants	Significant use of agency during the course of the year.	A review of recruitment over the last year has indicated that the new rota may be problematic to attract new workers. In light of the closure of days services, the plan will be to exhaust redeployment opportunities before any recruitment is required.

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Children and Families					
MASH	32	8	4 Social Work Qualified	Vacancies 8 - 5x senior practitioner 3x social workers	3 appointments made so far -due to start in July - Recruitment on hold
Family Support Teams	103	10	2 FSTS 4 FSTE 1 fstn	FSTE – 7 Vacancies FSTN -- 2 Vacancies FSTS- 1 Vacancy	Recruitment on hold
Corporate Parenting					
Fostering	20	2	1 Social Worker		Recruitment on hold
Corporate Parenting LAC and 16+	31	2	1 Social Worker		Recruitment on hold
Children's homes	43	1			Recruitment on hold – pending outcome of Walnuts
SEND					
Educational Psychology	12	2	Principal EP Educational Psychologist	Recruitment has been unsuccessful for the past few years.	Market supplement is implemented. Recruitment to start, Approved by FAB

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Housing				
Housing Delivery	Senior Development Manager	1	Post created when post holder TUPE transferred to council from YourMK. This post is off scale but is broadly in line with a Grade M. The postholder left in 2019 but we retained the position and moved another YourMK employee into this post. Once the new head of delivery starts on 12 May we will review the structure and this post is likely to be deleted. It is currently needed to provide stability, knowledge and experience to the team as the incumbent is an experienced former director of development. The post holder is still formally employed by YourMK as this enables us to access the YourMK files and folders which are needed because YourMK still formally contracts with suppliers. We are currently in the process of ending and/or novating these which will remove the need to retain someone on the YourMK payroll.	Post to be reviewed by new of Head of Service and likely to be deleted.
	Regeneration Manager	None	Post recently created and advertised. Poor response and only one applicant interviewed just prior to the Covid 19 pandemic who was not considered appointable. This post will be reviewed and may be combined with the CPM below once the new head of service starts.	To be reviewed once new head of service starts.
	Development Manager	None	Originally filled by agency but now moved on to FTC in revised role of Project Manager (Development). The role of DM will be re advertised once the restriction on recruitment is lifted.	To be re-advertised.
	Community Partnership Manager	None – staff seconded	Previous postholder left at beginning of January 2020 and has been filled on secondment since. Post to be reviewed and may be combined with the RM above once the new head of service starts.	To be reviewed once new head of service starts.
	Project Support Officer	None	Post held until new head of service starts.	To be reviewed and re-advertised once new head of service starts.

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Housing				
Asset Management & Investment	FTE Quantity Surveyor	None	Advertised int/ext with minimum uptake. Will need to re-advertise once recruitment freeze is lifted	Finance colleagues informed and updated on establishment.
Planning				
Development Management	Senior Planning Officer x4 (335001995; 335002001; 335002003; 335002004) Planning Officer (335004035) Enforcement Officer (335001997)		<ul style="list-style-type: none"> Senior Planning Officer x4 (335001995; 335002001; 335002003; 335002004) – there is currently an agency contractor in post Planning Officer (335004035) – there is currently an agency contractor in post Enforcement Officer (335001997) – there is currently an agency contractor in post 	Restructure pending. Roles to be advertised
Development Plans	Senior Planning Officer (335004411) Planning Officer (335004412)			
Planning Obligations and Infrastructure	Senior Planning Obligations Officer (335001988)			

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Performance & Information				
Performance & Information	IG Manager	None	<p>It has been out to advert several times it has been through the JE process but without change to the grade currently the grade is H £34,788-£38,813</p> <p>Role is hard to recruit for all organisations and that makes that market competitive. Agency's generally charge out between £200-£400 a day for similar roles</p> <p>A neighbouring authority has an advert out currently for a temp to possible permanent IG role and they are offering in £42,328 as a Starting salary.</p>	The role will be reviewed & re-evaluated after the recruitment freeze is over.
Regulatory Services				
Regulatory Services	<p>Environmental Health officers</p> <p>Sustainability Officer</p> <p>Trading Standards Officers</p> <p>Licensing</p>		<p>4 x posts - nationwide shortage of officers and competition from private sector.</p> <p>1x post</p> <p>2x posts</p> <p>1 x Post</p>	<p>Restructure of teams in progress to create different levels of officers.</p> <p>Recruitment campaign using social media to look at target audiences is going to be used to determine if a market supplement may need to be used. Neil Allen and SP discussed and taking to get agreement at FAB board that these positions can be advertised.</p>

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Highways	Approx 15 – 20 roles for different areas in Highway team.		Details TBC	Full restructure taken place and social media recruitment needs to take place and roles advertised. Put on hold due to COVID

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Revenues and Benefits					
Administration Occupational Therapist Blue Badge	8	1	1 x temp	Hard to recruit- candidate driven market	
Financial Operations					
Financial Assessments Assessment Officer	13	1	This is a 12 month fixed term post covering a secondment. Opus temp would be an option if this is not filled via direct recruitment	Hard to fill as need someone with regulatory knowledge and financial background, ideally in adult social care.	