

Current Vacancies – Hard to Fill Roles

ANNEX M

Service Area	Head Count	Vacancies	Agency staff <i>List types of roles</i>	Comments	Action taken
Housing					
Neighbourhoods	85	3	1 x temp		
Homelessness and Prevention	58	1	one temp working with us but paid via specific funding grant, following implementation of the Homelessness Reduction Act (New Burdens Funding), so not general fund.		
Communities	24	1	1 x temp private sector housing – going 31 st January		
Asset Management and Investment	6	1	2 x Agency – surveyors	Formation of new team now that they have moved over from YourMk. Restructure in pipeline Care takers and Cleaners moving from Neighbourhoods	
Regeneration	5	1	1 x Head of Service 3 x Development managers. Will go as the permanent colleagues start.	2 x development managers appointed due to start before end of Jan. 1 x development manager interviewed booked HOS out to advert closing date 19 th January. Good selection of candidates to shortlist.	
Service Delivery Unit	13	1			

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Planning					
	41	12		Using the external recruitment agency it has not proved to be success we are now looking at a campaign through social media. Also Planning are discussing possibility of a restructure looking at different levels of Planning officers.	

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Adult Services			
Assessment & Safeguarding	OT Manager	Agency Worker has finished	Our long standing management vacancy placement has now ended and this vacancy has been addressed as part of the restructure – we are combining two roles. The other management agency worker (Deputy Team Manager) is an additional role. This individual is moving to a fixed term contract effective from 30.09.2019.
	Deputy Team Manager (Review)	Agency Worker	This is an additional post rather than a vacancy. Due to workload this role is required for a longer period. The agency worker has accepted a six month contract to reduce the services costs.
	Deputy Team Manager (DoLS)	N/A	This is a role was previously Team Manager but was recently vacated. The role was reviewed and will be placed with a DTM instead. The role is currently being covered as additional duties by a Team Manager.

	Social Workers	The last remaining agency workers have ended.	Subject to some pending resignations all budgeted posts are occupied.
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Reablement (Home First)	Home Frist Coordinators		This is a new role as introduced during the Home Frist restructure. There are three vacancies following difficulties in recruiting to the role. A revised recruitment campaign will begin shortly.
	Reablement Assistants	Significant use of agency.	Due to the pending restructure the service had not committed to recruiting to carer roles. There is now a need to catch up on vacant posts. There is also an overreliance on agency for additional hours. A recruitment campaign has started to specifically target relief workers for this area to reduce the ongoing need for agency workers. There was initial good success from the recruitment event held at the library.
Learning Disability Day Services	Support Workers	Significant use of agency.	Following the change of service to a more complex client base the service have had challenges in retaining some new starters. A review is underway on job design and the makeup of teams to ensure the structure is correct to support the new demands of these roles. Additionally, the service utilised the recruitment event for new applicants and is also involved in the relief recruitment drive.

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Children and Families					
MASH	31	3	4 Social Work Qualified 1 Admin		Recruitment campaign review under way
Family Support Teams	103	14	5 Social Work Unqualified 8 Social Work Qualified 1 Care assistant	Out of hours independent social work - out of county support SWA cover as well as urgent work	Recruitment is ongoing
Corporate Parenting					
Fostering	20	0	5 Social Workers L3		
Corporate Parenting LAC and 16+	31	8	3 admin 5 Social Worker L3 and Sr Practitioner	Social worker turnover is high.	Review of admin services will be undertaken before the end of the year OPUS is trying to find people
Children's homes	43	8 (part time)	Social Care unqualified	Shift cover	Recruitment ongoing.
SEND					
Educational Psychology	12	2	Principal EP Educational Psychologist	Recruitment has been unsuccessful for the past few years. Interim Principal EP is returning to Sr EP post Feb 2020	Market supplement is implemented. Recruitment to start third quarter