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<b>Report To:</b>	<b>Inverclyde Integration Joint Board</b>	<b>Date:</b>	<b>23 January 2023</b>
<b>Report By:</b>	<b>Kate Rocks Chief Officer Inverclyde Health &amp; Social Care Partnership</b>	<b>Report No:</b>	<b>IJB/08/2023/AS</b>
<b>Contact Officer:</b>	<b>Allen Stevenson Head of Health &amp; Community Care Inverclyde Health &amp; Social Care Partnership</b>	<b>Contact No:</b>	<b>01475 715212</b>
<b>Subject:</b>	<b>Proposal to Fund Final Year MSc Social Work Students to Commit to Work for Inverclyde HSCP for 3 Years</b>		

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## **1.0 PURPOSE AND SUMMARY**

- 1.1  For Decision  For Information/Noting
- 1.2 The purpose of this report is to attract self-funding MSc students who are not currently employed by Inverclyde HSCP to ensure an intake of newly qualified social workers (NQS) to Inverclyde.
- 1.3 There is an urgent need to recruit and retain social workers. The work force plan has identified that the recruitment and retention of staff in health and social care sectors has become a challenge. The COVID-19 pandemic has increased that pressure in some qualified roles, especially that of social workers. It is imperative that we consider ways in which we can make careers in social work in Inverclyde more attractive and retain our qualified social workers.
- 1.4 In return for funding of their final year of study, these students would commit to working for Inverclyde HSCP for 3 years. This work would be in a qualified social worker role.
- 1.5 The responsibility to ensure the Partnership has a suitably qualified social care workforce sits with the Chief Social Work Officer. Registered social workers are required to undertake specific roles and responsibilities to assess plan and manage complex case management in community settings. There are a number of critical vacancies across our current workforce that need to be filled permanently. This approach will maximise our ability to attract new registered social workers to apply for posts in Inverclyde HSCP.

## **2.0 RECOMMENDATIONS**

- 2.1 The Integration Joint Board is asked to agree the funding aspect of this proposal. The responsibility to ensure the HSCP has sufficient registered social workers across services sits with the Chief Social Work Officer.

**Kate Rocks**  
**Chief Officer**  
**Inverclyde Health and Social Care Partnership**

### 3.0 BACKGROUND AND CONTEXT

3.1 There is an urgent need to recruit and retain social workers. The work force plan has identified that the recruitment and retention of staff in health and social care sectors has become a challenge. The COVID-19 pandemic has increased that pressure in some qualified roles, especially that of social workers. It is imperative that we consider ways in which we can make careers in social work in Inverclyde more attractive.

3.2 The current registered social work vacancies across the HSCP is as follows;

Children and Families is 6 FTE  
Children and Families 1 FTE Senior Social Worker.

There are also 8 FTE new posts split across the HSCP. The Health and Social Care Partnerships across Scotland received resources direct from the Office of the Chief Social Work Officer, Scottish Government for Adult Social Workers these are being targeted to young people going through transition as we have identified capacity issues. The HSCP have used the avenues open to it regarding adverts in Myjobscotland in an attempt to recruit staff but are competing with larger Councils who pay higher salaries.

3.3 Inverclyde Quality and Learning Team already has established relationships with University of the West of Scotland, Strathclyde University, Caledonian University and the Learning Network West. This would allow for identification of suitable students and discussion about experience and aptitude. Some of these students will undertake placements with Inverclyde's Practice Learning team already.

3.4 Eligible students would be invited to attend an open day where representatives from social work teams and Quality and Learning could provide information about the support available in Inverclyde.

3.5 The MSc in Social work is a two year course and Student Awards Agency Scotland will only provide funding at an undergraduate course level and not at a post graduate level at a cost of 12-15k dependant on the university. In some circumstances the Scottish Social Services Council can provide a bursary of £3,300 per year.

The objective of this payment is to secure the services of a number of newly qualified registered Social Workers. Other partnerships across Scotland run similar schemes to attract new registered Social Workers to their partnerships.

As part of the recruitment process potential new staff will be asked to sign an agreement to commit to the partnership for a specified period of time after qualifying. There is also a well understood process to clawing back money from new recruits if they leave the partnership before the agreed time. The payment to new staff will be made on receipt of their qualifications being made.

3.6 This initiative would complement existing plans to attract social workers to Inverclyde.

- Inverclyde Quality and Learning Team is currently piloting the Scottish Social Services Council supported year for NQSW and is in a position to offer new workers training, increased supervision and mentorship. This supported year is likely to become mandatory and Inverclyde has already developed support for NQSW. This scheme offers strong incentives for NQSW to seek employment with Inverclyde.
- The Quality and Learning Team is also developing a traineeship scheme for current employees who may wish to qualify as social workers. This "grow your own" approach

will allow experienced staff to move into qualified roles, thus providing a balance of experience within teams.

There is some evidence that universities are receptive to this idea and would engage with identifying eligible students.

- 3.7 All students who have been granted facilities under this scheme will be required to sign a '*letter of undertaking*' prior to the payment of any fees. This undertaking requires students to agree to remain and continue in the service of the Council for a period of **3 years following the completion of the course** in order for the organization to gain maximum benefit from the acquired knowledge and skills of this investment.

If an employee leaves or is dismissed within this 3 year period, he or she will be required to reimburse the Council on a basis proportional to the completed months of post qualification service e.g. an employee who leaves the Council's employment 12 months after completing the course of study, would be required to pay back 66% of the overall cost.

- 3.8 It is important that the Integration Joint Board members understand the responsibility to ensure a suitable number of registered social workers are employed by the Council sits with the Chief Social Work Officer under The Social Work (Scotland) Act 1968. The Chief Social Work Officer has a range of duties and responsibilities outlined in legislation relating to promoting the values and standards of effective social work practice, governance for practice standards and HR standards in relation to SSSC(Registration Body) Code of Practice. Ensuring sufficient numbers of registered social workers is an important part of this role.

#### 4.0 PROPOSALS

- 4.1 To attract self-funding MSc students who are not currently employed by Inverclyde HSCP and would ensure an intake of newly qualified social workers (NQSW) to Inverclyde.
- 4.2 In return for funding of their final year of study, these students would commit to working for Inverclyde HSCP for 3 years. This work would be in a qualified social worker role.

#### 5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial	x		
Legal/Risk		x	
Human Resources		x	
Strategic Plan Priorities		x	
Equalities	x		
Clinical or Care Governance	x		
National Wellbeing Outcomes	x		
Children & Young People's Rights & Wellbeing		x	
Environmental & Sustainability		x	
Data Protection		x	

#### 5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report (000)	Virement From	Other Comments
N/A		23/24	150	IJB Reserves	

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

### 5.3 Legal/Risk

None

### 5.4 Human Resources

None

### 5.5 Strategic Plan Priorities

Ensures recruitment and retention of qualified social works.

### 5.6 Equalities

#### (a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

x	YES – Assessed as relevant and an EqIA is required.
	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

#### (b) Equality Outcomes

How does this report address our Equality Outcomes?

Equalities Outcome	Implications
People, including individuals from the above protected characteristic groups, can access HSCP services.	Attracting registered social workers to Inverclyde

	remains an ongoing priority to address equalities outcomes
Discrimination faced by people covered by the protected characteristics across HSCP services is reduced if not eliminated.	
People with protected characteristics feel safe within their communities.	
People with protected characteristics feel included in the planning and developing of services.	
HSCP staff understand the needs of people with different protected characteristic and promote diversity in the work that they do.	
Opportunities to support Learning Disability service users experiencing gender based violence are maximised.	
Positive attitudes towards the resettled refugee community in Inverclyde are promoted.	

## 5.7 Clinical or Care Governance

This report highlights the requirement to have in place a suitable number of registered social workers.

## 5.8 National Wellbeing Outcomes

How does this report support delivery of the National Wellbeing Outcomes?

<b>National Wellbeing Outcome</b>	<b>Implications</b>
People are able to look after and improve their own health and wellbeing and live in good health for longer.	Securing registered social workers will ensure we offer advice guidance and support to the most vulnerable in our community.
People, including those with disabilities or long term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community	
People who use health and social care services have positive experiences of those services, and have their dignity respected.	
Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.	
Health and social care services contribute to reducing health inequalities.	
People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.	
People using health and social care services are safe from harm.	

People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.	
Resources are used effectively in the provision of health and social care services.	

### 5.9 Children and Young People

Has a Children’s Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children’s rights.

### 5.10 Environmental/Sustainability

Summarise any environmental / climate change impacts which relate to this report.

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy or document which is like to have significant environmental effects, if implemented.

### 5.11 Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
x	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

## 6.0 DIRECTIONS

### 6.1

<b>Direction Required to Council, Health Board or Both</b>	Direction to:	
	1. No Direction Required	
	2. Inverclyde Council (to follow)	x
	3. NHS Greater Glasgow & Clyde (GG&C)	
	4. Inverclyde Council and NHS GG&C	

## **7.0 CONSULTATION**

7.1 N/A

## **8.0 BACKGROUND PAPERS**

8.1 None