

<p>NOTICE OF KEY DECISION not published on the Forward Plan</p>	<p><i>Gloucestershire County Council</i></p>
<p>Decision to be taken by Chief Executive: Peter Bungard</p>	
<p>The following key decision will be considered using the Council’s general exception rules because the decision is urgent and it has not been possible to give 28 days notice on the Forward Plan. The decision will be considered by Peter Bungard, Chief Executive.</p> <p>Decision Details</p> <p>To implement a number of adjustments to our recruitment and retention arrangements, as follows:</p> <ul style="list-style-type: none"> • To adjust the current retention payment of £2,000 per annum by a further one off £3,000 for permanent Social Workers, Senior Social Workers, Advanced Practitioners, Team Managers and Service Managers in our locality safeguarding teams. • To increase the agency hourly rate by £4.00 for Social Workers, Senior Social Workers, Advanced Practitioners, Team Managers and Service Managers in our locality safeguarding teams for a fixed period of six months. • To provide 8 hours per week of paid overtime up to a maximum of 32 hours over a 4-week period for Social Workers, Senior Social Workers, Advanced Practitioners, Team Managers and Service Managers across children’s services. 	

Reason for invoking general exception procedures (as set out in the Council's Constitution, Rules on Access to Information Procedure Rules)

GCC's Children's Services anticipate a full ILACS (Inspection of Local Authority Children's Services) to take place imminently. The Ofsted monitoring visits and focused visit that have taken place since the 2017 inspection have highlighted the critical importance of work force stability and capacity as significant factors in enabling practice to flourish and delivering good outcomes for children and families.

More recently, increased demand due to the enduring effects of the Covid pandemic and the challenges in recruitment and retention, particularly within our locality safeguarding teams, have impacted on the stability and capacity of our workforce, to the extent that urgent action is required. The actions proposed in this decision, which have been considered by Oversight Board, aim to align our recruitment and retention offer with the best in the south west region and address the particular difficulties of recruitment and retention within our safeguarding teams, for both agency and permanent staff.

The provision for overtime for practitioners applies to the whole service, acknowledging that the pressures, whilst most acute in safeguarding, also impact across other teams and their case recording. This is a one-off measure agreed as part of preparation for regulatory inspection, acknowledging the impact of Covid related demand on practice.

As this decision is urgent, it has not been possible to give the required 28 days notice of this key decision.

Background Papers:

Gloucestershire County Council Pay and Conditions Policy

Signed:



Dated: 25/11/21

In accordance with the Council's General Exception Rules, the Chair and Vice Chair of the Corporate Overview Scrutiny Committee have been notified of the need to take this decision as an urgent decision without first publishing notification of the decision on the council website (28 days before the decision is taken).

Information given to: Cllr Phil Awford and Cllr John Bloxson Chair and Vice Chair of the Corporate Overview Scrutiny Committee on 25 November 2021

Published for inspection on 25 November 2021