

Memorandum of Understanding

**Extending the approach to
the adult social care
workforce**

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Memorandum of Co-operation (MoC) for Children's Services

- **Signed by 31 Councils**
 - Original work commissioned by CELC
 - Boroughs working collaboratively
 - Engagement with stakeholders with a clear purpose
 - Aim to improve supply and quality and manage balance between permanent and agency by, for example:
 - Capping maximum pay rates to rebalance temp v perm
 - Reference/Feedback template for London to improve quality
 - Encourage LA's to invest in training and development and good employer practice through the Employers' Standard
 - Improving data re workforce and its use
 - Lobbying of HMRC re psc's
 - Building regional and national approach through PPMA
 - Further work planned re permanent pay rates, promotion of careers, shared training etc

Current Rates - £ per hour

	Spread	Average	Cap
Social Worker	£20 - £40	£28	£25
Senior Social Worker	£21 - £43	£30	£35
Team Manager	£27 - £55	£36	£42

Common Features?

- Escalating pay bill, especially on agency staff
- High percentage of agency workers in workforce
- Disconnect between rates sought and skills and experience
- Variable but often poor referencing and recycling of poor performers
- Poor supply of experienced workers
- Some LA's not supporting workers in ASYE

What is required to move forward?

- Support of senior stakeholders e.g. CELC and ADASS support
- The active engagement of your HR leads with the agenda
- Engagement with Agencies and MSPs (who are warmed up and may be surprisingly positive)
- Using Member involvement (but towards the end)
- Developing the protocols jointly
- Commitment to keep going...

What are the challenges?

- Who will lead?
- Getting councils to sign up
(Communication within organisations/linking stakeholders/commitment to work together/local reasons not to)
- Getting a standard definition for social workers
- Engaging with regulators
- Engagement with elements that you must do (references, training, ASYE)
- Getting the publicity right

How do you want to proceed?