

WORCESTERSHIRE COUNTY COUNCIL

RECORD OF OFFICER EXECUTIVE DECISION

Item	Outcome
Date Of Decision	29 March 2022
Decision Maker	Mark Fitton, Interim Strategic Director, People
Brief Description Of Decision	<p>To record the decision made by the Interim Director of People Services in consultation with the Cabinet Member with Responsibility for Adult Services to apply a market forces supplement to adult social workers of £3,000 per annum (pro rata part time).</p> <p>This will match that which is paid for our mental health social workers to support retention and avoid people moving between teams and also to help to improve recruitment particularly within the Experienced Social Worker field</p>
Reason(s) For Decision	<p>Worcestershire's adult social care Social Workers are paid lower salaries than the current market value and therefore adverts to recruit are resulting in limited or no interest. The use of agency Social Workers to fill vacancies is also more challenging than ever, often candidate led in terms of the location and rates and pay. Retention is also an issue for the council with people leaving the service for higher paid, similar, posts elsewhere.</p>
Alternative Options Considered And Rejected	<p>Phasing across teams, only applying to experienced social workers, different values of MFS payments.</p>
Joint Equality, Public Health, Data Protection and Sustainability Impact Assessments carried out	<p>The JIA screening did not identify any potential considerations requiring further assessment during implementation – this payment will enable equal pay for adult social workers across the service – still maintaining the differential for experienced social workers</p>
Any Conflict of Interest declared by a consulted Cabinet Member/ any dispensation granted	<p>None known or identified</p>

Reference	03/2022
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October 2020
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