

## Rehabilitation Team - Children in Care – HR Advice

Management are proposing to create up to 3 FTE new social worker posts at Grade I specifically to work in the Rehabilitation team (Children in Care).

Social workers with the level of experience needed to operate at Grade I are very difficult to recruit to and are in short supply at a national level. Due to the important nature of the work and the savings it is anticipated that this will provide, the service wish to initially hire agency staff for the posts before converting these to permanent employees where possible and appropriate.

The NCC policy and procedures on the hiring of Agency staff should be followed and adhered to, including the neutral vendor system, and the national Agency Worker Regulations. The hiring manager should liaise with their Departmental HR team for further support where it is felt necessary. The contract NCC has with our agency worker provider (GRI) allows for conversion of agency workers to permanent directly employed staff without charges or fees after 14 weeks as an agency worker.

It is understood that external permanent recruitment will be considered to fill the posts on a longer term basis in the near future. Where this is the case a business case for recruitment is required with the support of the relevant Director and all requests should be submitted through the recruitment portal. All posts will be considered for redeployment and internal resource options should be considered first.

Management should be aware that the selected candidate(s) will commence on a starting salary of Level One within the respective Grade, unless the appointed colleague is already in employment at the council and on Level two of the same grade, in which case the employee would be matched over at the rate of pay they currently receive.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the new probationary policy.