

Financial

The Grown Your Own Social Worker' Scheme was introduced in September 2017. This programme invests in our workforce to develop our own qualified Social Workers. Other benefits include enhancing the quality of our services and reducing agency spend.

A procurement to determine a provider is required, however based on Phase 1 assumptions, the course is delivered at a reduced rate for a cohort of no less than 25. Phase two plans to commence from September 2018 based on a further 12 NCC employee (10 Childrens / 2 Adults) and 18 external partner placements (35 total placements).

Using Cohort 1 cost assumptions; the maximum cost associated with the programme is £0.475m over 2 years. This assumes a cohort of 35 and the Council will be required to fund the course from the outset on behalf of the 12 NCC placements. Full payment from Partner's is made in advance.

The Council contribution to course fees £0.039m. The existing Childrens and Adults budget will fund the cost through holding spend in non-safeguarding services.

Residual costs will be recovered from colleagues via a career development loan repaid over a 5-year period. Management will need to monitor and manage any implications arising from any changes to individual circumstances over the course of the loan period.

Finance understands there is no additional funding required to backfill individuals that are enrolled on the course.

Christine Green

Strategic Commercial Business Partner - Children's & Educations

The funding of the course and loan repayment is set out in the table below.

Assumptions	
Costs of 3 Year SW Course per person:	£ 27,000
Discounted 2 year SW Programme for NCC per person:	£ 13,500
Class size	35
Total Course Payment	£ 472,500
Interest on Loan	£ 3,156
<i>NCC Funding</i>	<i>-£ 39,156</i>
<i>Partner Funding - Full Payment in Advance</i>	<i>-£ 310,500</i>
<i>Employees via career loan</i>	<i>-£ 126,000</i>
Costs to Employess (Recoup costs back to the City Council)	
Total individual Course Fee	£ 13,500
Less contribution from City Council	£ 3,000
Career Development Loan for Employee	£ 10,500
Monthly loan repayments for 5 years	£ 175
Total Cost	

- Payback £3,000 NCC contribution if leave within 3 years of becoming qualified or do not complete with good reason on a sliding scale (as per City Council policy)
- Benefit in kind Employers and Employee's Tax implications; Benefit is less than £10k annually