

## Grow Our Own Scheme – HR Comments

The Provider of the Scheme Programme is yet to be confirmed. The principles of the Scheme have been reviewed by myself as Author and have considered impact on teams and managers, both in terms of their development and capacity.

The last year has been challenging for the whole council in terms of budget, but this programme continues to invest in our staff and motivate, which has supported the reduction in turnover in the social worker workforce. The Scheme continues to outline examples of changes in circumstances including long-term sickness, short-term sickness, long-term ill health, maternity/adoption, performance and capability, as well as redundancy/restructuring. Should any of these exceptional circumstances occur that jeopardise the employees' ability to complete the Course Programme, NCC will work with the Provider in the interests of the employee to assist them to complete the programme in full. NCC will be the Lead in such processes and the employee will have parallel responsibilities to comply with all policies and procedures set out in both the NCC People Management Handbook and the Providers Student Handbook.

The retention clause remains, which gives our children, families and workforce more stability beyond the qualification period and scheme completion.

Risk has again been limited by the pay-back clause and remains supported by appropriate legal documentation signed by each programme participant. Cohort 2 offers 10 places in Children's Social Work Teams and 2 in Adults Social Work Teams. Other East Midlands Partners supporting this programme further reduces financial risk to NCC.

As part of the overall Children's Social Work Workforce Plan, the Head of Children's Strategy and Improvement will consider this additional capacity. Newly Qualified Social Workers who successfully complete the programme, will be offered the opportunity to apply for vacant posts, where these are available, post-qualification. Candidates will be subject to an assessment process before being offered permanent employment as a Newly Qualified Social Worker and expected to undertake the 12 month ASYE programme.

Management will need to consider the impact of workload during an employee's placement periods, on that employee and on other members of the employee's team, as it is not intended that backfill arrangements will be approved during this time.

It is also noted that during the period of the two year programme, employees will remain in their substantive roles, unless a permanent change in their contract takes place for other reasons, which includes periods when on placement. Management should be mindful that any request from management for the employee to move to a different role, or to move to a different salary band, as a result of being on the programme might be deemed as a variation to contractual arrangements, and would therefore require management to enter into formal consultation with the employee. Management will also need to consider the impact on the employee and their existing contractual arrangements, in line with the New Nottingham Contract, particularly at the point of their application for vacant social work posts, post qualification.

Furthermore, whilst there is a management expectation that those employees who complete the course, are successful in attaining their qualification and complete their registration with the HCPC, will apply for and be assessed against Level 1 Social Work posts, management should note that whilst this expectation has been clearly set out and communicated, there is no formal obligation or contractual requirement for employees to apply for such posts, and therefore management would not be in a position to enforce this. It is also noted that if successful in securing a Level 1 Social Worker post the colleague will be enrolled onto the ASYE programme and will be employed on the terms and conditions relevant to this post.

Any formal agreements related to the Loan Agreement or Learning Agreement are a separate matter.

As stated, in the course of the two year programme, there are many variables that may affect employees circumstances, both personally and from an NCC employment perspective and management are advised to take HR and/or Legal advice on individual employment circumstances, on a case by case basis.

Again, management will need to manage the variety of changes to personal circumstances carefully and with advice from HR on a case by case basis, to ensure fairness and transparency of treatment.

There will be an appropriate and relevant application process for a place on the Scheme and this will be reflective of the Children & Adults Equality Action Plan. A Revised EIA should be carried out.

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