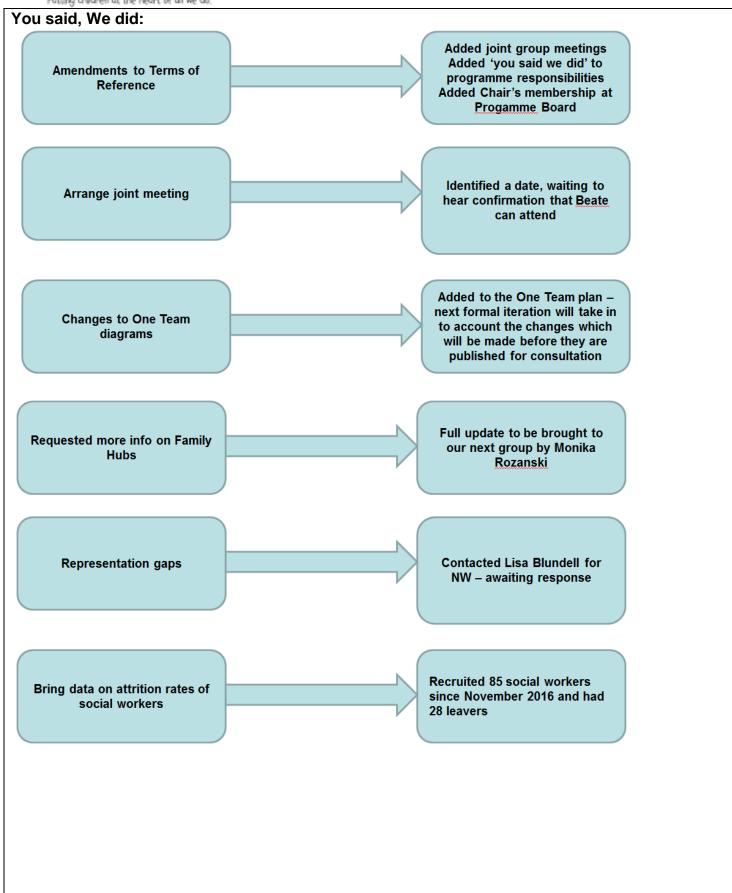


## WARWICKSHIRE WAY FORWARD STAFF ENGAGEMENT GROUP

		NOTES OF MEETING: 18th October 2017	
PRESENT:		Gill Campbell, Graham Palmer, Joe Quintanilla, Sue Reeves, Mark Roden, Matt Smith, L Hargreaves, Olivia Burscough, Zoe Hutchinson, Claire Gafoor, Laura Hilliard, Cathy Boyce, Stephen Downey, J Kenna	
APOLOGIES:		H White, M Thiara, S Lines, N Williams, E Musgrove, Caroline Comrie-Sinclair, L Coleman, Adam Miller, Ramandeep Sandhu, Kelly Masterson, David Sherwood	
Item		,,,,,,	
	Children	n & Families Transformation Programme Update:	
	One Team		
		<ul> <li>Service managers are working with their Op Managers/Team Managers to create their One Team service and staffing structure. Draft structures have been to the first Challenge Board; challenges will be responded to and amended structures will be presented to the next Challenge Board at the end of November.</li> <li>At the same time service managers are working with their colleagues to ensure overarching One Team vision becomes a reality</li> <li>Connect Oxford (Learning and organisational development partner) work started for SLT and Ops Managers 11<sup>th</sup> October</li> <li>Organisation and Staffing Structure will be ready for consultation in November, to be implemented in April 2018</li> </ul>	
Social Worker Recruitment and Retention		Vorker Recruitment and Retention	
		<ul> <li>Project is being managed by Sarah Morgan</li> <li>Average caseloads have reduced</li> <li>Work for them recruitment open day booked for 16<sup>th</sup> November – posters and other external adverts launched last week, coordinated with foster carer recruitment - <a href="http://www.warwickshire.gov.uk/workforus">http://www.warwickshire.gov.uk/workforus</a></li> <li>Similarities between social worker recruitment and foster carer recruitment so working together for greater efficiency</li> <li>Recruited 85 social workers since November 2016 and had 28 leavers</li> </ul>	
	esign		
	0-5 iteu	<ul> <li>Cabinet report will be finalised by Friday to be considered by Cabinet on 9<sup>th</sup> November</li> <li>Full update on Family Hubs to be brought to our next meeting by Monika Rozanski</li> </ul>	
	ents Project		
		<ul> <li>New owner in place – Sharon Shaw</li> <li>First Placement Stability Group held – led by Jenny Butlin Moran</li> <li>First Foster Carer Recruitment Group held – led by Tracy Avil, foster carers attended which was positive</li> <li>Working towards work for them event on 16<sup>th</sup> November along with social worker recruitment</li> <li>Second Connected Others workshop to look at how we redesign the Kinship service today</li> </ul>	
		cCaul's contract as Programme Manager is coming to an end in October 17.  McHugh from Performance Business Unit will be providing support two days a week	







### **Shadowing Opportunities:**

- Could this be raised through supervision? The line manager could then support the request made to other services; identified in continual personal development
- Acknowledged that time away from day to day role & when client facing may be an issue.
- Team leaders could allocate an afternoon every 6 weeks for staff to come to see what their team does
- Include in Welcome to Warwickshire & induction pack, seeing what each team does & how they link. GC to liaise with Learning & Development colleagues

## Staff Engagement – How do we measure our success?

The group members discussed the 'for and against' aspects of various mechanisms.

It was decided that it was best, at this stage to simply make a statement as a benchmark:

"The Children & Families Transformation Programme Staff Engagement Group, Warwickshire Way Forward, has been a way of getting information to staff in a positive, early way; information that has then been reinforced at Roadshows by Beate and in team meetings."

The group will revisit this statement periodically and evaluate against it. Add to future agenda(s)

# Group Members Feedback:

#### Staff consultation

- Most staff accept that we needed to change, however naturally there is anxiety.
- Some teams have set up a meeting specifically to discuss transformation; an opportunity to raise concerns and opportunities.

Others have put up A3 sheets of paper so that staff can add ideas and questions. However this level of communication is not consistent. Examples of comments

- Some staff feel that the ops managers have done their design days and not feedback
- It doesn't feel as if all staff has been consulted about the teams
- When will frontline staff have a meaningful input to the one team?
- Some staff feel there is a lack of consultation with frontline workers
- Feels like it's going on higher up and we'll just be told about it
- Feel like I'm missing out on the design of the family hub and the child's journey – and also working together – what is the plan behind that and how can we contribute to that
- The honest feeling is that because of the timescales the changes are going to be decided on quickly.

ACTION: G Palmer to feedback to Programme Manager

## GP

GC

GC

### Business/admin support

- Meetings have been set up for Team Administrators, PA's and Business Support Managers to begin to discuss team needs.
- Beate is referring to the admin review as part of the transformation
   Work on an admin review was carried out in 2016.
   Beate asked teams recently what were the good points and bad points of that review.
- Don't feel that there are the same opportunities for admin staff.
   ACTION: G Campbell will obtain update from Learning & Organisational Development colleagues about career approach for admin staff.

GC



Comments:     When John Coleman came to our meeting – concern over admin – he did come and talk to us afterwards as he knew we were concerned     At the Family & Parenting Support away day it was not made clear where admin staff fit	
<ul> <li>One Team</li> <li>'Early Help' feels that they will be working <u>for Social Care not with them.</u></li> <li>Staff feel that if Social Care's workload is going to reduce to 15 then more caseloads will come to Early Help</li> <li>Anxiety shared across teams – after one team presentation</li> <li>It comes down to "where I will be working &amp; what will my job be"</li> </ul>	
ACTION: G Palmer to feedback to Programme Manager	GP
Any Other Business:	
<ul> <li>Communication</li> <li>Sarah Antill, Marketing and Communications suggested a 'Getting to know you' intranet page.         The group thought this good idea. A template form will be produced &amp; circulated.     </li> <li>Different messages at different Children's Centres – could they get the blog to ensure constant messages?</li> </ul>	GP
ACTION: G Palmer to feedback to Programme Manager	GP
Future Agenda Items:	
- Families Hubs update – Monika Rozanski, 0-5 Redesign Coordinator	GP

For more information about the

Children & Families Transformation Staff Engagement Group Warwickshire Way Forward - WCC Intranet

Contact the Chair on 01926 742491 gilliancampbell@warwickshire.gov.uk

<u>or</u>

Graham Palmer, Project Manager on 01926 742817 grahampalmer@warwickshire.gov.uk

Give us your thoughts and feedback by adding to the sheet by following this link

**Staff Engagement Feedback** 

Future Meeting Dates: To be confirmed shortly