

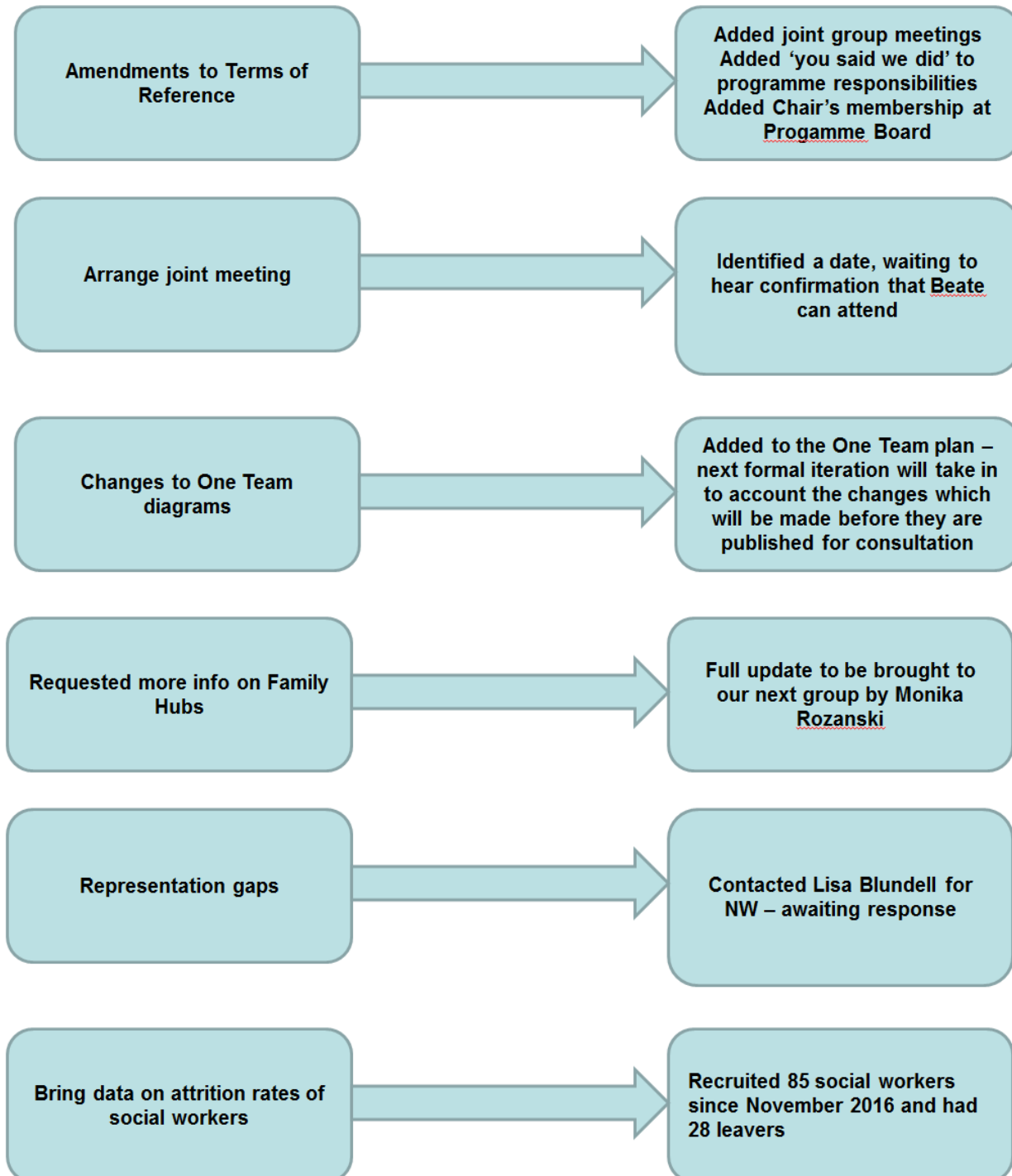
WARWICKSHIRE WAY FORWARD STAFF ENGAGEMENT GROUP

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	
	<p>Children & Families Transformation Programme Update:</p> <p>One Team</p> <ul style="list-style-type: none"> 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. At the same time service managers are working with their colleagues to ensure overarching One Team vision becomes a reality Connect Oxford (Learning and organisational development partner) work started for SLT and Ops Managers 11th October Organisation and Staffing Structure will be ready for consultation in November, to be implemented in April 2018 <p>Social Worker Recruitment and Retention</p> <ul style="list-style-type: none"> Project is being managed by Sarah Morgan Average caseloads have reduced Work for them recruitment open day booked for 16th November – posters and other external adverts launched last week, coordinated with foster carer recruitment - http://www.warwickshire.gov.uk/workforus Similarities between social worker recruitment and foster carer recruitment so working together for greater efficiency Recruited 85 social workers since November 2016 and had 28 leavers <p>0-5 Redesign</p> <ul style="list-style-type: none"> Cabinet report will be finalised by Friday to be considered by Cabinet on 9th November Full update on Family Hubs to be brought to our next meeting by Monika Rozanski <p>Placements Project</p> <ul style="list-style-type: none"> New owner in place – Sharon Shaw First Placement Stability Group held – led by Jenny Butlin Moran First Foster Carer Recruitment Group held – led by Tracy Avil, foster carers attended which was positive Working towards work for them event on 16th November along with social worker recruitment Second Connected Others workshop to look at how we redesign the Kinship service today <p>Fiona McCaul's contract as Programme Manager is coming to an end in October 17. Michelle McHugh from Performance Business Unit will be providing support two days a week</p>

You said, We did:



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

- 'Early Help' feels that they will be working for Social Care not with them.
- Staff feel that if Social Care's workload is going to reduce to 15 then more caseloads will come to Early Help
- Anxiety shared across teams – after one team presentation
- It comes down to “where I will be working & what will my job be”

GP

GP

GP

GP

Staff Engagement Feedback

Future Meeting Dates: To be confirmed shortly