

**3 February**

Met with Richard Quallington and Derek Markie to work on the response to the LEP.

**4 February**

Voices Board meeting

**17 February**

Attended WPEG Recruitment and retention group – see notes below

**24 February**

Governance Sub Group

**25 February**

Meeting with Richard Quallington and Lorna Pearcey regarding finance, Lorna for a regular catch-up and John Taylor about Health and Well being

**26 February**

Meeting with Andy White regarding volunteering workshop report.

# **WPEG Working Group on Recruitment and Retention of staff**

**17 February 2014 at County Hall**

## **Background**

The group started out looking at the challenges of recruiting key staff (experienced social workers and key medical staff) and went to Worcestershire Partnership Executive Group for financial support to take forward some work including some promotional material which could be used across partners.

The message from the WPEG was that they felt that by working together partners did not need any additional money. Some work was being done by the LEP on the image of Worcestershire and they were asked to involve a wider range of (statutory) partners, to consider retention of skills in the County and also to look at encouraging young people to stay.

The meeting included WCC Children, WCC ASH, NHS hospital, NHS Commissioner, Police, District Council, and University. Gary Woodman (WLEP) could not make the date.

## **Summary of present situation**

Districts – few problems but in competition nationally – planning officers, building control officers; low take up of apprenticeships

NHS – competing nationally too – some specialist nursing and medical roles. Trying recruitment of nurses from Spain as there is a national shortage. Conscious of aging workforce. Acute services review hindering recruitment.

Police generally recruit locally and tend to have a large number of applicants wanting to join – so not so much of a problem. They do have more difficulty with Special Constables.

University – no problems recruiting staff but student placements are more difficult to find

WCC ASH – shrinking workforce – difficult to recruit new social workers but they tend to stay.

WCC Children – difficulty with experienced social workers.

VCS – again facing shrinkages and loss of skills – personalisation will impact of ability of smaller local organisations to continue as income stream is so uncertain and there is little resilience.

## **Debate**

There was a general feeling that some sort of Worcestershire brand might help promote the County. Understood that the LEP was working on this and it might be part of a suite of resources which partners could use as required.

In addition for social workers also need to promote Worcestershire as a place to develop their careers and not a 'nice' place with no challenges.

Also recognised need to promote opportunities across partners so that applicants might find information about other opportunities for their spouses for example.

Identified a need for a resource 'living and working in Worcestershire' – providing information for those coming from other areas or even overseas.

Need to develop placement opportunities and look at ways to increase the take up of apprenticeships.

## **Actions**

To speak to Gary Woodman of LEP to see what linking could be done.

To look at possibilities of linking websites

To look at how other counties have tried to tackle this (Worcestershire is not unique.)