

Overview and Scrutiny Management Committee: Holding the Executive to Account

Scrutiny Monitoring – 16th August 2012

Date	Portfolio	Title	Action proposed	Action Taken	Progress Status
12:07:12	Children's Services	Safeguarding Children	That the Cabinet Member considers every available option to recruit experienced social workers, not just relying on a single recruitment event	Southampton hosted a successful recruitment campaign on 16 July. This resulted in over 70 applications, mainly from newly qualified social workers and a few (8) interviews are scheduled for 6 August. HR and Safeguarding are exploring the recruitment of experienced social workers from overseas; this approach was used successfully in 2010. Unfortunately 6 have resigned due to changes in their terms and conditions. Safeguarding have set up a monthly interviewing process to ensure that no experienced social worker wishing to work in Southampton has to wait to be interviewed. The Director of Children's Services and Learning and the Chief Executive are considering a recruitment and retention scheme which will further assist recruitment. The Communication team are responsible for working with Safeguarding on a recruitment micro-site to improve this process. Learning from the work undertaken by Teach Southampton will be used where appropriate. Two Principal Officers have been appointed to fill the vacancies.	To be considered by the OSMC at future discussions with the Cabinet Member in October and January.
			That the Safeguarding budget is ring fenced for 2013/14	The cabinet member is considering a range of ways to ensure effective safeguarding capacity whilst also moving some investment into preventative services. It may be premature to ring-fence this budget as there is a need to reconfigure Children's Services for vulnerable families. The long term aim of the administration is to enable early intervention to keep families together and reduce the high numbers of children looked after.	To be discussed when the OSMC considers the Administrations 2013/14 budget proposals.

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			That the Cabinet Member communicates with Safeguarding staff to ensure that social workers feel valued and motivated	The cabinet member will attend Safeguarding conferences to listen to staff. The first of these was on 3 rd July and social work staff worked on “messages” for the cabinet member. These are with the cabinet member and work is beginning to implement some of staff suggestions. Conferences are held regularly. The cabinet member is visiting teams throughout the Safeguarding service to ensure that social workers feel valued and are motivated. The cabinet member demonstrates her commitment to staff and children looked after through chairing the Corporate Parenting Committee and has recently written to all our Children Looked After.	To be considered by the OSMC at future discussions with the Cabinet Member in October and January.
12:07:12	Resources	Changes to existing revenue and capital budgets	That the Cabinet Member revisits Capita’s contribution to the Council’s savings target prior to the next budget being set	To be updated at the 16 August meeting of the OSMC	
			That the Cabinet Member requests details of the Capita Partnership’s Senior Managers pay levels and circulates to OSMC	To be updated at the 16 August meeting of the OSMC	
			That the Cabinet Member ensures that information is in the public domain in sufficient time to scrutinise the mini budget before Council consideration in September	To be updated at the 16 August meeting of the OSMC	