



EMPLOYMENT COMMITTEE – 23 OCTOBER 2013

**ASSESSED & SUPPORTED YEAR IN EMPLOYMENT POLICY & PROCEDURE –
AMENDMENT**

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to seek the approval of the Committee on the amendment to the Assessed & Supported Year in Employment Policy & Procedure.

Background

2. At its meeting on 18 October 2012, the Committee agreed the Assessed & Supported Year in Employment Policy & Procedure, which provides a framework for the assessment of Social Workers during their first year in employment.
3. It was designed to support newly qualified social workers to develop their skills, knowledge and capability; and to ensure that only suitable individuals continue to practise beyond the first supervised year.

Amendment

4. At the time of implementing the Assessed and Support Year in Employment, it was essential to have agreed the employment Policy & procedure to enable newly qualified social workers and their managers to have the correct framework for managing the assessment process and dealing with any capability issues.
5. Social Workers are employed under a contract which places them on a career grade moving from grade 9 to 10 through to 11, as their experience increases. Within their contract the first opportunity to be uplifted to from grade 9 to 10 is at 9 months. It was the Council's view that it was essential to move this review of grade from 9 months to 12 months, which is when the competency assessment for the Assessed & Supported Year is completed. This is to ensure the decisions around competence to continue in the role and career progression are made together.
6. During the initial discussions with the trade unions, agreement was reached on the majority of the Policy's content, however it was not possible to agree the movement of the first career grade review from 9 to 12 months. It was decided to agree the Policy and continue discussions about the career grade review.

7. Having completed a further year of review of the career grade uplift process and discussions with the trade unions, it has not been possible to agree the change from 9 to 12 months.
8. It is the Council's intention from 1 December 2013, without trade union agreement, to amend the Assessed & Supported Year in Employment Policy & Procedure by removing the paragraph about career progression. Accordingly, from 1 December 2013, newly appointed Social Workers would be offered a contract with a revised career grade clause, stating that the first review would be at 12 months. This change does not require trade union agreement.
9. The career grade review from grade 10 to 11 remains unchanged and will be at two years post qualification.

Recommendations

10. It is recommended that the Committee approves the amendment of the Assessed & Supported Year in Employment Policy & Procedure as set out in paragraph 8 of this report.

Background Papers

Assessed & Supported Year in Employment Policy & Procedure – 18 October 2012

Circulation under the Local Issues Alert Procedure

None

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Equal Opportunities Implications

An equality impact assessment has been completed for this Policy

Appendix

Assessed & Supported Year in Employment Policy & Procedure