

D55798-published-11/11/22 Delegated Decision Notice

This form is the written record of a key, significant operational or administrative decision taken by an officer.

Decision type	<input type="checkbox"/> Key Decision	<input checked="" type="checkbox"/> Significant Operational Decision	Administrative Decision
Approximate value	<input type="checkbox"/> Below £500,000 <input type="checkbox"/> £500,000 to £1,000,000 <input type="checkbox"/> over £1,000,000	<input type="checkbox"/> below £25,000 <input checked="" type="checkbox"/> £25,000 to £100,000 <input type="checkbox"/> £100,000 to £500,000 <input type="checkbox"/> Over £500,000	<input type="checkbox"/> below £25,000 £25,000 to £100,000
Director¹	Director of Adults & Health		
Contact person:	Shona McFarlane, Deputy Director of Social Work and Social Care Services	0113 3781201	
Subject²:	International Recruitment of Social Workers		
Decision details³:	<p>What decision has been taken? (Set out all necessary decisions to be taken by the decision taker including decisions in relation to exempt information, exemption from call in etc.)</p> <p>The Deputy Director of Social Work and Social Care Services has approved the expenditure of up to £235,200 to support recruitment of 15 experienced social workers from overseas.</p> <p>The Deputy Director of Social Work and Social Care Services has approved the direct award of contract to Sanctuary Personnel Limited under Lot 1c of the CCS RM6162 'International Healthcare Professionals Recruitment and Associated Services' Framework for £67,200k commencing on 17 November 2022 and ending on 31st March 2023 (with provision to extend for a further six months).</p>		
	<p>A brief statement of the reasons for the decision (Include any significant financial, procurement, legal or equalities implications, having consulted with Finance, PACS, Legal, HR and Equality colleagues as appropriate)</p> <p>There is a national shortage of social workers, and Adult Social Care currently has vacancies for up to 30 experienced social workers. These need to be urgently filled, with Social care and the wider Health and Care system continuing to face significant challenges around hospital discharge, increased demand for services and the ongoing pressures linked to the Covid-19 pandemic. Nationally, between 16-18% of Social Workers are recruited from overseas. This is, however, the first time that the council has entered this market, as a direct consequence of shortages within the domestic UK workforce. The report seeks permission for Adults and</p>		

¹ Give title of Director with delegated responsibility for function to which decision relates.

² If the decision is key and has appeared on the list of forthcoming key decisions, the title of the decision should be the same as that used in the list

³ Simply refer to supporting report where used as these matters have been set out in detail.

	<p>Health to spend up to £235,200 to recruit 15 experienced overseas social workers, with a view to them being in post by April 2023.</p> <p>£67,200K of this will be paid directly to Sanctuary Personnel Limited ('Sanctuary'), who will provide the necessary expertise to manage all elements of the recruitment process. Sanctuary are approved providers on the Crown Commercial Services procurement framework that addresses NHS and public sector need to increase international recruitment to fill existing vacancies.</p> <p>Further to this, £168K will be spent by the council on sponsorship fees and pastoral support. Pastoral support includes payment for visas, flights, and initial accommodation costs, and also includes critical support to help new recruits and their families to settle in quickly, which in turn aids long term retention.</p>
	<p>Brief details of any alternative options considered and rejected by the decision maker at the time of making the decision</p> <p>The other option for this work is to continue to try to fill all roles through domestic UK recruitment to make permanent appointments, but we would struggle to recruit as there is a national shortage of social workers.</p> <p>We will continue to explore all other alternative routes to bring in and secure the best social work talent for Leeds – by working with local and national universities, through targeted promotions and campaigns, offering competitive and attractive packages, and through grow our own programmes.</p>
Affected wards:	All
Details of consultation undertaken⁴:	<p>The Executive Member for Adult Social Care, Children's Social Care and Health Partnerships was briefed on 10th November 2022.</p> <p>Ward Councillors</p> <p>Chief Digital and Information Officer⁵</p> <p>Chief Asset Management and Regeneration Officer⁶</p> <p>The Adults and Health Directorate Leadership Team have been fully involved in the development of these proposals.</p> <p>Leeds City Resourcing Group members have provided input and advice to support this work, especially via Leeds Teaching Hospital Trust and their established international recruitment experience.</p> <p>Leeds City Council's corporate HR team has been fully involved, and has confirmed that the existing Reed Agency Contract cannot provide the service on</p>

⁴ Include details of any interest disclosed by an elected Member on consultation and the date of any relevant dispensation given.

⁵ See Officer Delegation Scheme (Executive Functions) CDIO must be consulted in relation to all matters relating to the Council's use of digital technology

⁶ See Officer Delegation Scheme (Executive Functions) CAMRO must be consulted in relation to all matters relating to the Council's land and buildings.

	offer from Sanctuary Personnel, nor provide the required numbers of social workers within the necessary timescales through its existing domestic UK pool. HR, including TU's and Legal, Procurement and Finance were also consulted.	
Implementation	Officer accountable, and proposed timescales for implementation The Deputy Director for Social Work and Social Care Services had lead responsibility for implementation, with practical implementation capacity coming from the Adults and Health Organisation Development team.	
List of Forthcoming Key Decisions⁷	Date Added to List:-	
	If Special Urgency or General Exception a brief statement of the reason why it is impracticable to delay the decision	
	If Special Urgency Relevant Scrutiny Chair(s) approval Signature _____ Date _____	
Publication of report⁸	If not published for 5 clear working days prior to decision being taken the reason why not possible:	
	If published late relevant Executive member's approval Signature _____ Date _____	
Call In	Is the decision available ⁹ for call-in?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If exempt from call-in , the reason why call-in would prejudice the interests of the council or the public:	
Approval of Decision	Authorised decision maker ¹⁰ Shona McFarlane, The Deputy Director of Social Work and Social Care Services, The Directorate of Adults and Health	
	Signature 	Date: 10.11.2022

⁷ See Executive and Decision Making Procedure Rule 2.4 - 2.6. Complete this section for key decisions only

⁸ See Executive and Decision Making Procedure Rule 3.1. Complete this section for key decisions only

⁹ See Executive and Decision Making Procedure Rule 5.1. Significant operational decisions taken by officers are never available for call in. Key decisions are always available for call in unless they have been exempted from call in under rule 5.1.3.

¹⁰ Give the post title and name of the officer with appropriate delegated authority to take the decision.