

RECRUITMENT AND RETENTION OF KEY WORKERS - HOUSING

Report of Corporate Director (People and Property)

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Executive Member:- David Beatty

1. Purpose of the report

The Adult Care Select Committee referred the issue of recruitment and retention for key workers to this Select Committee.

2. Summary

There is evidence that it is becoming increasingly difficult to recruit people to various jobs in the Social Services area. When they do join they also seem to move on quickly.

This is not however a phenomenon restricted to Social Services and there is increasing problems in other professions including teaching.

The cost of housing has been anecdotally cited as the major problem and in Hertfordshire generally high property values would support that. The government has recently launched a key worker housing fund pot to bid against by the end of February, officers are reacting to that and will consult with Members about the HCC response.

Officers are also reviewing the bigger picture with a view to reporting back to this Select Committee with information on housing, on staff movement and possible remedies. Officers are also exploring partnerships with the Police, Health, District Councils and Housing Associations.

It may be appropriate to have some 'quick fixes' but the council also needs to take a longer term strategic view.

3. Conclusion

Members are requested to consider whether they would like a full report at the next meeting of the select committee in order that this matter may be scrutinised.