

International Recruitment in Social Care

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People matter – good practice in people management and international recruitment

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Summary

- The importance of good people management
- The SCIE People Management website
- International recruitment

Good people management is important because

- People working in social care want to make a difference
- Increasing evidence that good people management promotes psychological wellbeing and job satisfaction
- It is crucial to outcomes in services

SCIE's people management work

- This is about the whole social care sector
- Central to quality and changing the way services are provided
- Guided by a steering group consisting of experts in HR, people working in social care services and national social care organisations
- Aim to produce a resource which is comprehensive, practical and easy to use

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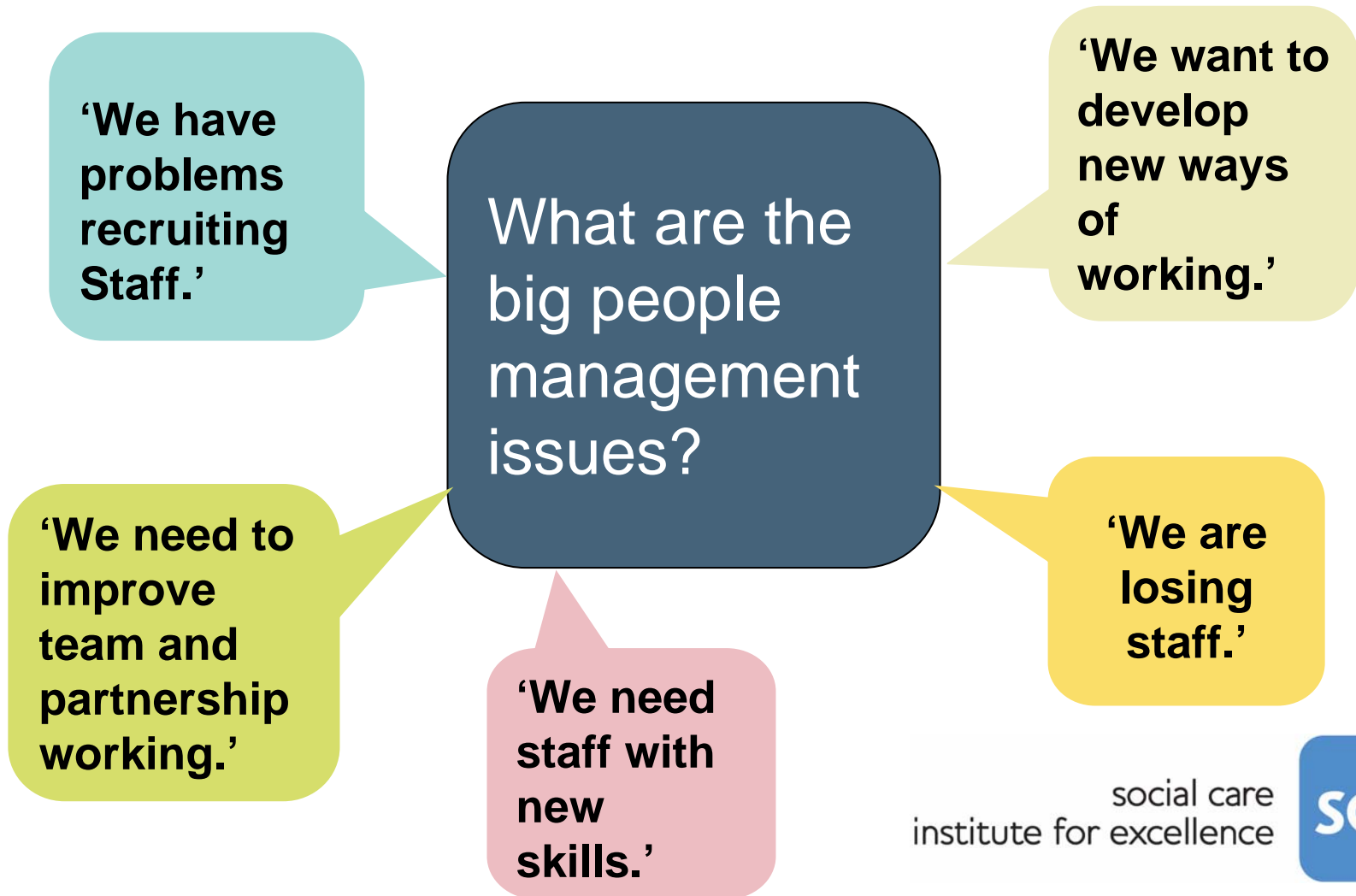


Recruitment and retention

Factors contributing to job satisfaction

- Interactions and relationships with service users and carers
- Working with and learning from a team of colleagues
- Feeling valued by management, government and society as whole
- A manageable workload and acceptable hours
- Worthwhile procedures, administration and paperwork
- Fair pay

People management issues



About the website

- Launched – May 2005
- Visitor numbers increased steadily – now around 4000 a month
- Almost 700 people have sign-up the network

About the structure of the website

- Audit tools – self assessment questionnaires generate a score and can be repeated.
- Resource directories – include:
 - A topic overview
 - Key documents
 - Links to relevant websites
 - Information about key organisations

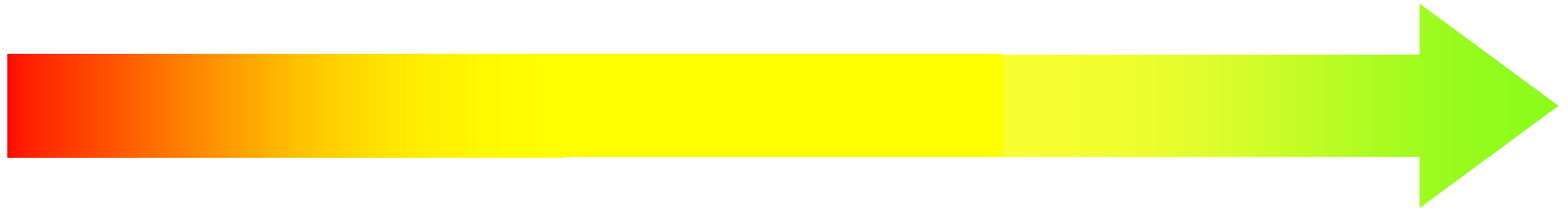
Self-assessment

Below
Statutory
minimum

Statutory
minimum

Developing
good practice

Continuous
improvement



RED

YELLOW

GREEN

Example questionnaire recruitment and retention

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Recruitment and retention

Audit > Recruitment and retention

Please select your answers to the questions below. Questions marked with an asterisk (*) and highlighted must be answered before you can move on to the next page. Click on 'clear' at the bottom of the page to clear your selections and start the page again.

You are on page 1 of 4

Recruitment policy

1. A recruitment policy explains how an organisation attracts and selects potential employees.

Do you have an up-to-date recruitment policy? *

- No
- Yes, but it has not been reviewed in the last 12 months
- Yes and it has been reviewed recently

Member login:

Username

Password

[I forgot my password](#)

Example questionnaire recruitment and retention

Recruitment policy

A recruitment policy explains how an organisation attracts and selects potential employees.

Do you have an up-to-date recruitment policy?

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Example results

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Recruitment and retention

[Audit home](#) > **Recruitment and retention**

Finished

Well done, you have now finished the audit **Recruitment and retention**.

Your score

You have scored **48** - Yellow - for this audit.

In progress. Your recruitment practices have some way to develop, although the basics are in place. You are missing out on opportunities to recruit and retain a more capable workforce. Check through your answers in detail and draw up an action plan.

You may find the following documents useful which have been selected from our [information directory](#) :-

- ➔ [Retention : best practice](#)
- ➔ [Retention: procedures](#)
- ➔ [View this document - retention checklist](#)
- ➔ [Tips on writing your ad](#)

Example results

Finished

Well done you have now finished the audit
Recruitment and Retention

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International recruitment

- New Resource Directory on International recruitment added – November 2006
- Recruitment audit updated – November 2006
- People management network to be invited to share information about their experience and solutions and suggestions for future web materials

How you can be involved

- Try out the audits
- Disseminate information to your partners
- Suggest documents for resources directory
- Sign up for the network

SCIE's websites

www.scie.org.uk

www.scie-peoplemanagement.org.uk

www.scie-socialcareonline.org.uk

www.sccir.org.uk

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