

International Social Worker Recruitment



A Joint Approach – November 2005/06

“Why reinvent the wheel! ”

Kathryn Kelly

Improvement and Development Agency



Starting Point

- A partnership between Health and Social Care
- Invite from the Dept of Health to work with Cheshire and Mersey Health Auth
- ADSS lead, NHS Expert and invite to LA's
 - First group – St Helens/lead, Sefton, Wirral
 - Second group – St Helens/lead only, Sefton, Wirral, Cheshire
- Use local Health model – identify partners and inter government links
- Agree timeframe for recruitment – Nov 05/May 06 and June 06/Jan 07



Process Stage One

- Team of 3 authorities working together led by St Helens Director and NHS Expert
- Trip by team to Madrid supported by Embassy, St HA and Madrid SW school
- Preparation and advance work by Embassy
- Session for interested SW's screened through
 - Presentation by the North West employers in English
 - Group sessions to determine language level, motivation and flexibility
 - Agreed longlist for invite to NW interviews



Merseyside Spanish Social Work Recruitment

Example Presentation in Madrid



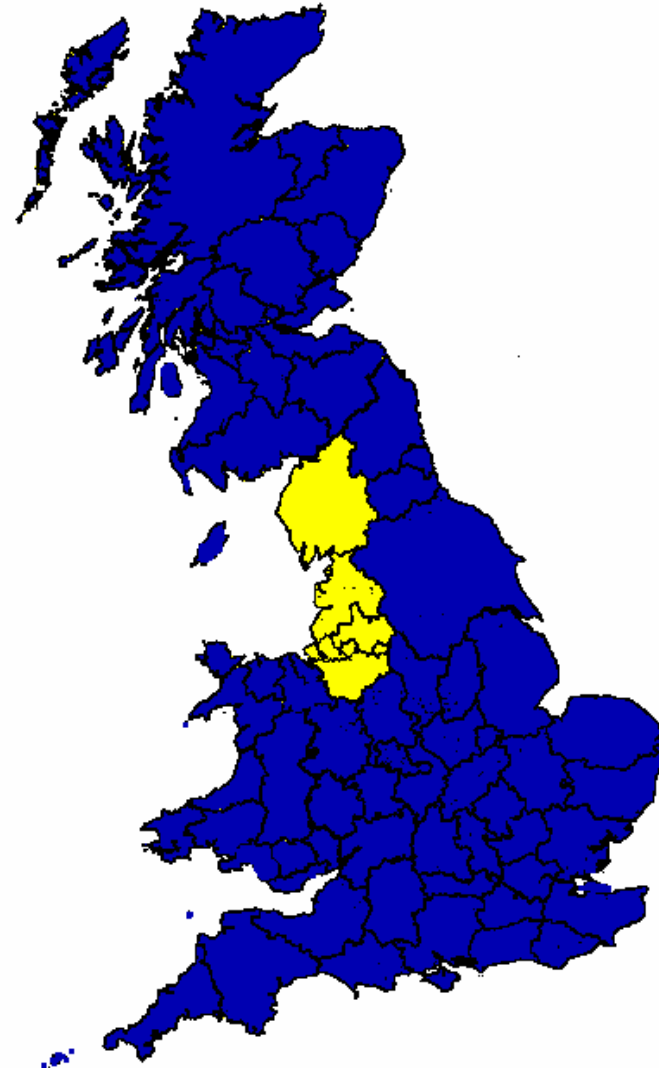
Presentation

- Coming to work in the UK
- How we are organised
- What kind of jobs
- How we will recruit
- The North West as a place to live



Where Are We?

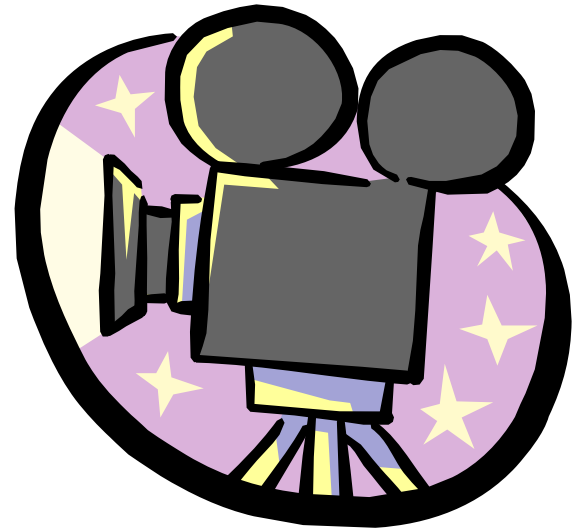
- A region of contrasts
- Five Areas - Merseyside, Greater Manchester, Cheshire, Cumbria, & Lancashire
- 6.7 million people
- 60% live in Merseyside and Greater Manchester





What Have We Got?

- Biggest film & television production industry (outside London)
- New industries
- Largest Airport outside South East
- Biggest Football Club in the World!





Council Information

- 22 Local Authorities in North West of England
- 6 Local Authorities in Merseyside:-
 - Halton
 - Knowsley
 - Liverpool
 - Sefton*
 - St Helens*
 - Wirral*



Your Commitment

- Experienced staff
- Be able to travel to the UK within 6 months
- Provide all documentation requested
- Be committed to undertake induction and all necessary training
- Gain registration with the GSCC
- Able to work within UK social care legislation and CPD



Recruitment Process

- Pre-screening visit (November)
- Suitable candidates interviewed in Britain (January/February)
 - Health Screen
 - Linguistic Tests
 - Reference Checks
 - Police Check
 - Competency Tests
 - GSCC Registration
- Appointment (February/March)
 - Resettlement Support
 - Induction Training
 - Mentoring





What Happens If I Do Not Meet the Criteria?

- If you fail the English test
- If you fail your medical
- If you do not provide satisfactory references
- If you do not have a satisfactory police clearance
- If you do not register with the GSCC

Job Offer Will Not Be Made

- Failure to comply with Council terms and conditions of employment
- Failure to complete satisfactory probationary period

Contract Terminated



The Social Care Register

- Everyone who works in social care in England will join the GSCC register and must abide by the code of practice.
- There is a law which makes it illegal for anyone who is not a qualified social worker from using the title “Social Worker” (from April 2005)
- Internationally qualified social workers need to complete a form which will help establish whether their qualification meets the standard of the Diploma in Social Work (UK qualification)
- The application form for internationally qualified social workers is in 2 parts. The 1st part is the same as for social workers qualified in the UK, the 2nd part which is only for internationally qualified staff is designed to demonstrate that the qualification of the applicant meets standards.
- The fee to register is £155 (£30 standard fee + £125)

What To Expect on Arrival

- Meet and Greet at the airport – paid flight to UK
- Assistance with salaries, bank accounts, local orientation
- Colder, wetter weather
- Expect different work practices, law, language and accents
- Hard work, commitment, further study and training
- Supportive environment and supervision





Councils Will Provide

- Permanent Contracts
- Paid Salary £21,649 – £26,625
- 37 Hour Week, Flexible Hours
- Sick Pay – 6 months full & 6 months half pay after 5 years
- Holiday entitlement 22 – 30 days plus Bank Holidays
- Final Salary Pension scheme
- Facilities for Car Users
- Relocation Expenses

Living in the North West of England

- Climate
- Transport
- Money Tax 23%
- National Insurance 11%
- Accommodation
- Food
- Multicultural society
- Bills - gas, electric, Council Tax, TV licence, VAT



Living in the North West



- Major cities
 - Liverpool
 - Manchester
- Shops
- Tourist Areas
- Standard of Living
- Sport
- Relaxation

Cultural Heritage



- Museums
- Historic Buildings
- Liverpool - City of Culture in 2008
- National Football Museum
- Home of The Beatles

Education

- Everyone given opportunity to realise their full potential, irrespective of background.
- Everyone has access to high quality education wherever they live in the North West
- Allows personal fulfilment and it contributes to the growth of the North West





Countryside

- Lake District
- Pennines
- Coastal Areas
- Wirral
- Cheshire Plain



Sporting and Cultural Events

- 2005 Women's European Football
- 2005 European Champions
- 2002 Commonwealth Games
- 2006 Open Golf Championship - Wirral
- Grand National Horse Race
- 2008 Liverpool Capital of Culture
- 2012 Olympics





Useful Websites

- www.sthelens.gov.uk
- www.sefton.gov.uk
- www.wirral.gov.uk
- www.thinkcare-nw.co.uk



Process stage two

- Regular planning meetings with LA's held to manage arrangements to agreed standards
- Invite to candidates to attend recruitment weekend in Liverpool [major city and central location for all 3 LA's]
- Candidates confirm attendance and CV's, references, personal preferences - E mailed in advance
- Team agreed consistent approach to salaries, health questionnaires, GSCC registration, Induction



Process stage two

- Recruitment Weekend covering three days activity - included
 - Visits by coach to representatives of teams and each location
 - Verbal and written language tests by experts
 - Shared panel interviews – agreed general criteria
 - Information on GSCC registration and local areas
 - Built in time to practice English, get to know candidates and explore social scene
 - Involvement and commitment of operational managers



Process stage two

- Decision making done by
 - Interview panels made up of each of the partners made a recommendation to the partner LA's- appointable or non appointable candidates
 - Team considered above in conjunction with language assessment against an agreed threshold
 - Shared approach to allocation of job offers - matching jobs available and candidate preferences
 - Job offers made directly to candidates, subject to references, health checks, police checks and GSCC



Stage three

- Continuation of regular team meetings to ensure standards maintained across La's
- Feedback to all candidates from recruitment weekend to promote opportunities for candidates to work on any areas for development – candidates may return later
- Team approach to confirming job offers, commencement date, arrival, induction and practical support



Stage four

- Agree commitment to third group recruitment
- Arrival of candidates in the UK – May 06 and Feb 07
- Team approach to follow up by
 - Meeting and welcome
 - Personal support and after care
 - Links to local area and people
 - Lessons learnt and feedback
 - Opportunity for first group to engage in second group recruitment



Outcomes

- Effective Partnerships
- Extended understanding of a different professional culture and a more diverse workforce
- Resources and VFM
 - Staff time and money [£4k per authority]
- Social Workers
 - Nov/May 06- Of 31 SW's, invited 19 to NW, 13 accepted the jobs offered
 - June06/Jan07 – Of 30 SW's, invited 14 to NW, offered jobs to 8 [max jobs available]
 - 2 SW's returned home as a result of personal issues



Issues

- Commitment to the model
- Linguist assessment
- Accommodation
- Doctors, Banks, Utilities and Schools
- Induction – Coordination
- GSCC
- CRB [Panales]
- References



Key elements of Success

- Commitment and understanding of the level of preparation work needed
- Clear links and communication with GSCC, Training, Embassy staff, SW school
- Support from DH/NHS locally and willingness to share expertise
- Support with bureaucracy, culture, geography, language and practical details eg translation
- Experience of working with different teams and individuals in the recruitment process



Key elements of success

- Regular and continual contact with the candidates and Embassy
- Transparency and team work in the selection process
- Smooth transition into the workplace and support systems for individuals and as a group
- Recognition of the timescales involved
- Enjoy the process and opportunity to meet highly motivated individuals