

**THE CALL IN PERIOD FOR THIS DECISION EXPIRES AT 5.00PM ON,  
WEDNESDAY, 16 JUNE 2010. THE DECISION CANNOT BE IMPLEMENTED  
UNTIL AFTER THAT DATE.**

RECORD OF DECISION TAKEN UNDER DELEGATED POWERS AT COUNTY  
HALL, NEWPORT, ISLE OF WIGHT ON WEDNESDAY, 9 JUNE 2010

Present: Cllr Dawn Cousins - Cabinet Member for Children's Services

Jonathan Baker – Democratic Services Officer

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<b>Item</b>	<a href="#"><u>Review of Children's Social Work Salaries</u></a>
<b>Decision reference</b>	25/10
<b>Decision taken</b>	Option 2 - THAT salary levels for children and young people directorate social workers be brought into line with the south east region "Median", in order to tackle the recruitment, retention and performance issues faced by the service.
<b>Reasons for decision</b>	To stem the tide of vacancy increases, to re-recruit and stabilise the service.
<b>Additional reasons</b>	To aid in improving performance and practice  To help address and assist in improving low morale amongst children's social work staff
<b>Options considered and rejected</b>	Option 1 - To agree to implement "Salary Option 1" as laid out in paragraph 3.2 of the report, involving increase expenditure to achieve equity with the south east region "mean". In addition to endorse the plan to tackle the range of additional developments needed in order to secure improved service quality and support an appropriate recruitment and retention strategy.  Option 3 - To agree to implement "Salary Option 3" as laid out in paragraph 3.2 of the report, involving increase expenditure to achieve equity with the south east region "upper quartile". In addition to endorse the plan to tackle the range of additional developments needed in order to secure improved service quality and support an appropriate recruitment and retention strategy.  Option 4 - To decline to agree any of the options for salary increases for children's social workers
<b>Declarations of interest</b>	None
<b>Additional advice received</b>	None received