

## TRAFFORD COUNCIL

**Report to:** Employment Committee  
**Date:** 4<sup>th</sup> September 2023  
**Report for:** Information/Update  
**Report of:** Director of Human Resources

### Report Title

**Adult Social Care - Emergency Duty Team Approved Mental Health Practitioner (AMPH) Recruitment and Retention Market Supplement Payment**

### Summary

This report provides the rationale for the continuation of a market supplement payment to staff who work within the Emergency Duty Team (EDT) who provide an out of hours service for Adult Social Care, Children Social Care and Mental Health covering statutory responsibilities of the Local Authority.

The supplement will support recruitment and retention of staff during a challenging time nationally, with respect to Approved Mental Health Practitioners (AMHP).

### Recommendation(s)

Employment Committee is recommended to note the continuation of the payment of Market Supplement of £3,366 per annum for a further 2 years with an annual review as per the policy.

### *Implications:*

Relationship to Corporate Priorities	This report aligns to the council's corporate priorities and statutory responsibilities for safeguarding and mental health practice.
Relationship to GM Policy or Strategy Framework	None
Financial	Financial commitment £40,392 in budget
Legal Implications	None
Equality/Diversity Implications	None
Sustainability Implications	None
Carbon Reduction	None
Staffing/E-Government/Asset Management Implications	None
Risk Management Implications	Not applicable
Health and Safety Implications	Not applicable

## 1.0 Introduction and Background

- 1.1 The Emergency Duty Team work solely out of hours to provide an emergency duty function 365 days a year and provide exceptional statutory care out of hours to our most vulnerable people in the community. This service ensures that the Council is meeting its statutory duties in providing an out of hours service in line with Mental Health Act 1983, the Care Act 2014 and the Children Act 1989.
- 1.2 Adult Social Care (ASC) nationally and within Trafford, are currently experiencing challenges with regards to recruiting and retaining qualified social workers/ Approved Mental Health Practitioners and especially to work outside of core hours. This applies to not only recruiting staff on a permanent basis but also in engaging agency staff to support the staffing crisis the team are experiencing.
- 1.3 There are 6 EDT social workers at band 8 that have had a market supplement in place since 2019 that was reviewed again in 2021. The current payment is £3,366 per annum. Since this payment was originally put in place, significant work has been undertaken to strengthen the service and this offer is there to support the continued stabilisation of staffing within the service. There are concerns, however, that ceasing to pay a market supplement would result in staff exploring other employment options, putting service delivery at high risk.
- Comparison work has been completed across Greater Manchester to see how we compare, a review of the salary benchmarking data has taken place, outlined below;

<b>GM Ranking</b>	<b>Council</b>	<b>Basic salary pre pay award &amp; without Market Supplement</b>
1	Oldham	£46,549
2	Bolton	£45,495
2	Salford	£45,495
4	Bury	£44,539
5	Rochdale	£42,503
6	Manchester	£41,496
7	Tameside	£40,478
7	Wigan	£40,478
9	Trafford	£38,296
10	Stockport	£37,261

## 2.0 Proposal

- 2.1 As there are significant issues in recruiting and retaining staff and the offer of a market supplement payment has proven to support us with recruiting and retaining staff within the service, the proposal is to continue with a market supplement for level 3 EDT social workers of £3,366. This would bring our package to £41,662, improving our ranking in GM from 9th to 6th.

## 3.0 Conclusion

3.1 Consideration has been given to the placing of our current offer and in reviewing the benchmarking information, and if we don't continue, our salary position would drop to 9<sup>th</sup> and be much less competitive, with a risk that staff would leave and seek better employment options. Although we might have ambitions to be higher in the pay ranking, any increase in the value at present would also put additional pressure on budget at this time.

#### **4.0 Recommendation**

4.1 Employment Committee is recommended to note the continuation of the payment of Market Supplement of £3,366 per annum for a further 2 years with an annual review as per the policy.