

One Deal

for

Social Work

Join us in calling for national terms and conditions that are fair to social work

#onedealforsocialwork

SASW

The professional association for
social work and social workers






why

do we need one deal for social work?

The National Care Service (NCS) Bill and the proposed National Social Work Agency (NSWA) will bring changes to the profession and now is the time to address the challenges that the current fragmented terms and conditions are having on individual social workers and the profession as a whole.

The vast majority of social workers are employed by local authorities. In the collective bargaining process for pay and conditions the role is part of a job family together with other local authority workers. As a result, social work is not treated equitably with other professions. Other comparable local authority employed professions, teachers, for example, have separate and nationally agreed pay and conditions. Their job family is specific to their profession.



Scotland doesn't have enough social workers to meet our citizens' needs. This has encouraged councils to compete with one another for social workers, which often results in several thousand pounds of differences in salaries between similar local authorities. There are also disparities between social workers employed by the NHS and local authority and justice social workers working in the same area.

As a result of this large variation in terms and conditions, we see recruitment being influenced by the largest local authorities, while this encourages recruitment in those areas, it serves only to move the existing workforce around rather than working to solve the ever-increasing recruitment crisis the profession is experiencing. This of course ultimately affects the people we support as well as the teams experiencing mass shortages.

However, diversity of pay is not the only issue. High work and caseloads that are weighted to statutory intervention, protection and crisis work, are driving burn out in our profession. Social workers are morally driven and provide many free hours of work simply to keep people safe: safe but not thriving. Too often reflective supervision and CPL are viewed as a luxury by employers rather than being essential to a professional social work service.

We believe that the public should be able to rely on social work to be consistent regardless of where someone lives. In this regard we can look to education as a possible example and propose that like teaching social work must have an approach that is both locally implemented and employed, but nationally agreed in many aspects such as the amount of time spent in contact with services users, caseload sizes, learning and development time.



what

would we like to see happen?



A dedicated local government job family for pay and conditions for social work.



A consistent framework for pay that allows for rural weightings and short-term initiatives in areas that are hard to recruit to.



Pay recognition/pay enhancements for additional qualifications and responsibilities.



A national maximum caseload with the expectation that cases are equally split between early support/standard/complex.



A reduction in administrative burden to enable social workers to spend more time with people.



Reflective supervision from a qualified social worker every 6 weeks as a minimum, distinct from case supervision provided by a line manager.



At least 5 days/35hrs formal training each year.



Flexible working that meets the needs of social workers and our communities.



Paid overtime if social workers need to do more than their contracted hours, in order to keep people safe.



how

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campaign**

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Scottish Association of Social Work



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