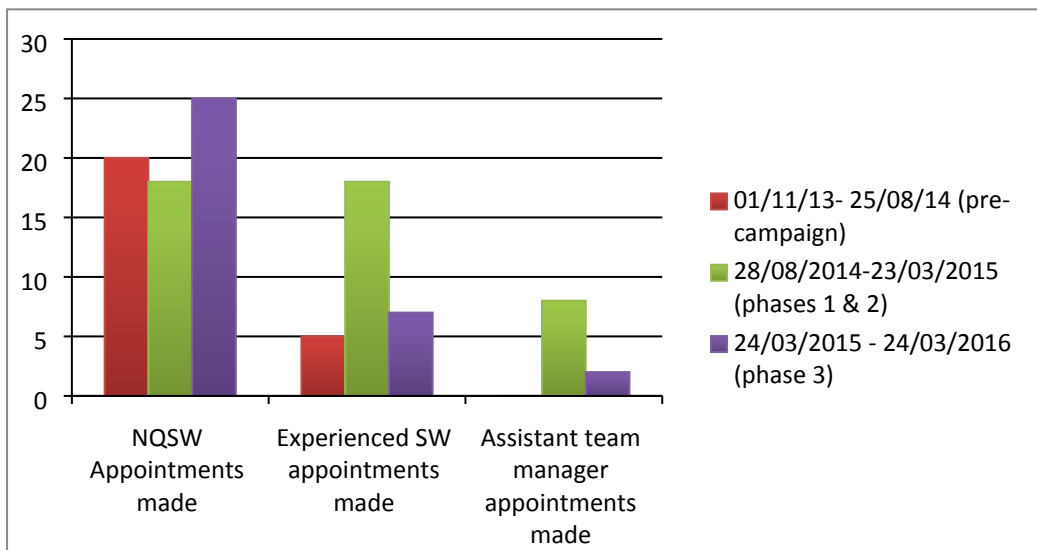
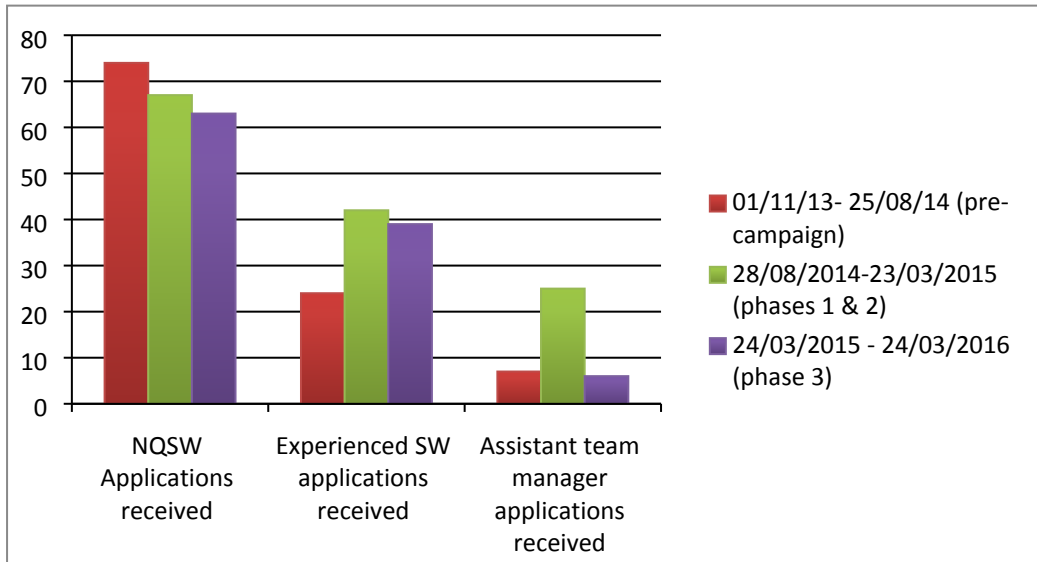
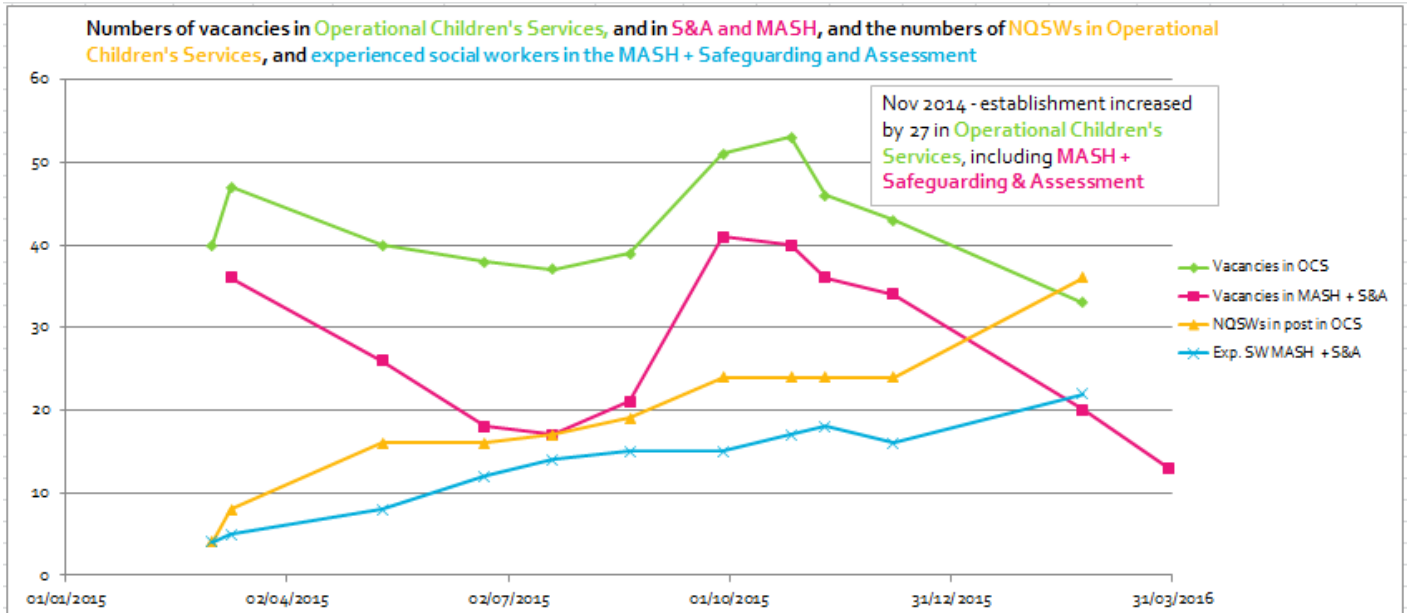


Appendix 1

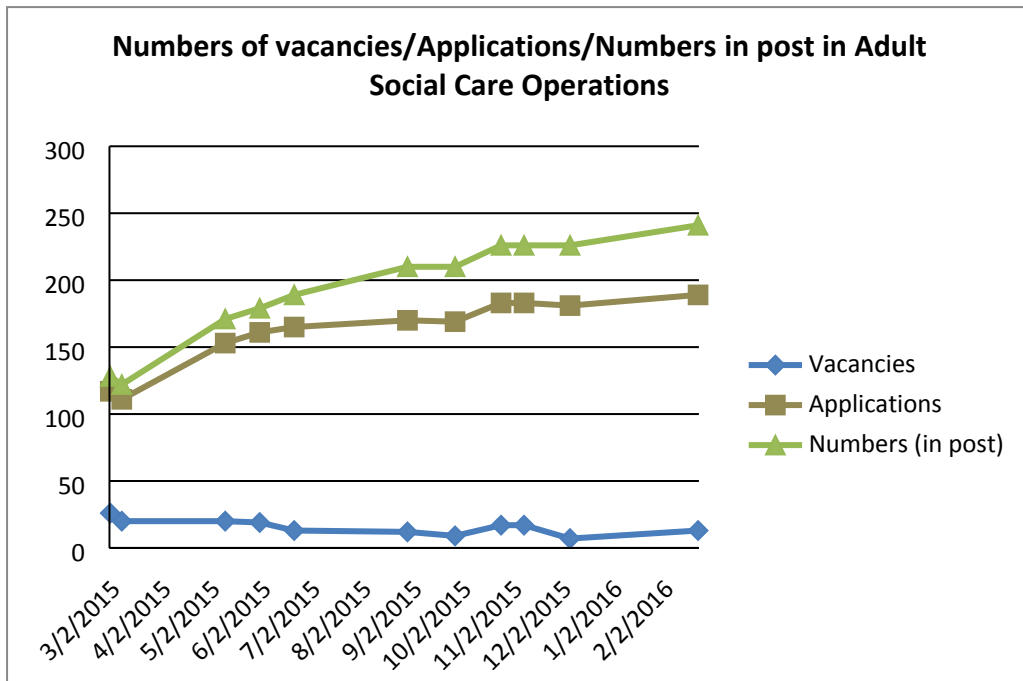
a. Charts showing applications received and appointments made comparing pre-campaign and campaign performance for Operational Children's Services



b. Line graph showing upward trend of applications and numbers appointed and the decrease in overall vacancies during phase 3 (2015/16) for Operational Children's Services and in Safeguarding and Assessment



c. Chart for Adult Care operations<sup>1</sup> for Phases 2 and 3 showing numbers of vacancies, applications and numbers appointed



<sup>1</sup> the service did not enter the campaign until October 2014 and there is no pre-campaign performance information available

d. Specific roles, applications, numbers shortlisted and appointed and vacancies remaining for Operational Children's Services and Adult Care Operations

Operational Children's Services					
	Total number of applications received Aug 14 – Mar 16	Numbers shortlisted	Numbers appointed	People waiting to be appointed	Vacancies left
<b>Totals</b>	<b>368</b>	<b>229</b>	<b>118</b>	<b>5</b>	<b>38</b>
NQSW Safeguarding and Assessment	112	78	43	5	10
Aspiring Manager	13	7	5	0	4
HOS Care and Placement	3	3	1	0	0
Service manager Care & Placement	3	2	1	0	0
Service Manager MASH	3	2	1	0	0
Service Manager EDS	4	3	1	0	0
Team Manager Care & Placement	2	1	1	0	0
Team Manager CIC Team	1	1	1	0	0
Assistant Team manager MASH	8	4	1	0	0
Assistant team manager SEND	1	1	1	0	0
Assistant Team manager EDS	2	1	1	0	0
Social worker fostering	14	8	5	0	0
School based social worker	9	4	2	0	0
Social worker children in care team	1	1	1	0	0
SEND Social Worker	12	8	3	0	0
CIC team SW south	8	4	4	0	0
Level 2 SW Fostering	3	3	2	0	2

NQSW Social Worker CIC	18	6	2	0	0
Occupational Therapist SEND	7	4	2	0	0
Level 2 SEND SW	13	5	1	0	0
Social worker LAC team	7	5	1	0	0
Assistant team manager Fostering	4	3	1	0	0
Team Manager Safeguarding and Assessment Team	15	12	4	0	0
Assistant team manager CIC Team	1	1	1	0	0
DOFA (previously LADO)	2	2	1	0	0
Assistant Team Manager - Safeguarding	13	10	4	0	1
EDS Assistant team manager	1	1	1	0	0
MASH Social worker	24	14	7	0	1
Team Manager - Safeguarding	4	2	1	0	1
Perm Social worker EDS	1	1	0	0	2
Fostering Contract Care Social Worker	0	0	0	0	1
Fostering Team Manager	0	0	0	0	1
Assistant Team Manager	2	0	0	0	3
Social Worker Safeguarding and Assessment Team	57	32	18	0	12

Adult care operations					
	Total number of applications received Aug 14 – Mar 16	Numbers shortlisted	Numbers appointed	People waiting to be appointed	Vacancies left
<b>Totals</b>	<b>176</b>	<b>122</b>	<b>52</b>	<b>0</b>	<b>13</b>
Adult Care Locality Team Leader	5	4	2	0	3
Specialist Senior Practitioner SAMCAT	5	5	2	0	0
Senior Social Worker Reassessment team	0	0	0	0	1
Level 2 Social Worker CTPLD	2	2	1	0	0
NQSW Hospital team	16	12	2	0	0
Occupational Therapist	4	4	2	0	0
Mental Health Social worker- South	7	7	3	0	0
Hospital Team- Social Worker RUH	2	1	1	0	0
Hospital Team- Social Worker Salisbury	12	8	2	0	0
Level 2 Hosp social worker Salisbury	13	11	3	0	0
Adult Care Locality Team- Exp Social Worker	20	9	3	0	3
Mental Health Social worker- North	6	3	3	0	0
CTPLD- Exp Social Worker	17	11	3	0	0
Hospital team Social Worker RUH	2	2	1	0	0
Best interest assessor	7	3	2	0	0
Occupational Therapist	1	1	1	0	0

Level 2 Social Worker CTPLD	13	8	7	0	0
Intermediate Care Team- Social Worker	15	6	3	0	0
Adult Care Locality Team- Exp Social Worker	11	10	5	0	0
Level 2 Locality Social worker	14	13	4	0	0
Mental Health Social Worker - Temporary	1	1	1	0	0
CTPLD- Exp Social Worker	3	1	1	0	5
Special Social worker for deaf people	3	0	0	0	1