



Employment Criteria

Entrust Social Care specialises in the supply of Locum Social Workers to Children's Services, Mental Health and Adult Services departments. To ensure that we register only qualified social workers and unqualified support workers with proven ability in their particular social care field, we operate a positive procedure that fully incorporates the "Choosing with Care" recommendations arising from the Warner Report.

Applications

We offer professionally qualified consultants with extensive experience in social work and related fields, working in partnership with the statutory and voluntary sectors of local Authorities. Full or part time, newly qualified workers or senior management, we aim to match the professional and career interests of our workers with the recruitment needs of our clients, with flexibility and skill.

Assessment

We believe in comprehensive assessment, interview procedures for new workers and updated security procedures for all staff. Telephone reviews and contact to ensure the needs of customer and worker are carried out as needed. Support and selective training will be undertaken upon application to ensure our locums reach their achievement goals.

CV Checks

Comprehensive checks on the candidates CV are carried out to ensure that all dates from previous employment correspond with references that have been obtained.

Reference Checks

Comprehensive written reference checks are taken up from the most recent professional or educational sources, prior to the locum commencing their initial assignment. Character references are also taken up where appropriate. Where possible we attempt to obtain a full 5 years worth of references.

Criminal Record Checks

Police checks are applied for, or renewed every twelve months, via the Criminal Records Bureau's Enhanced Disclosure process, thereby securing the confidence of our clients on the ethics of all our locums.

Qualifications and Identity

Originals of certificates and diplomas have to be produced. National insurance numbers are recorded and verified. All candidates are issued with identification badges which they are required to carry with them during working hours.

GSCC Registration

All qualified Social Workers are asked to provide their GSCC Registration certificate. This is verified on the GSCC Website.

Training

Entrust believes strongly in the continued professional development of its locums and offers a full Specialist Award via the West Midlands Regional PQ Consortium (WMRPQC), and Staffordshire Social Services Training Development Centre. We also

offer five days free training (of your choice) per year in line with the GSCC regulation, via the Staffordshire Social Services Department. We provide a mentoring service for our workers so that none of our agents are misplaced, left vulnerable or unsupported. The mentor will be a qualified, very experienced member of the team and will not interfere with the agent's caseload, but will offer out-of-hours support.

Appraisals

At Entrust it is our policy to carry out checks on all locums who have been on assignment for longer than six weeks or at regular intervals if the position is long-term. We need to monitor the progress of our workers so that any queries or problems can be directed through the right channels of communication and resolved quickly and effectively.

Disciplinary Issues

Applicants are required to disclose any disciplinary action taken against them on assignment, and our reference forms specifically ask the referee to disclose any relevant issues.

Health Records

All candidates are required to complete a questionnaire on their previous and present fitness to work. An applicant who has retired on health grounds must provide written proof that they are fit to work.

Assignments

On proposing a candidate for an assignment, we provide the client with a detailed CV so that an interview can take place on site before confirming that the position is appropriate for both the client and the locum. References from the previous employers are also forwarded upon request.

Entrust is an Equal Opportunities Employer



INVESTOR IN PEOPLE