

Slivers of time – Inspiring People Management

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Where: Hyatt Regency - Birmingham

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The key points from the two seminars on this topic came in the form of concerns raised by the delegates in regards to the suitability of slivers of time management in the context of social care.

The nature of care work means that the background and level of training of carers needs to be checked and vetted by agencies. The concern about slivers of time is that unsuitable workers would be able to gain work without going through the necessary checks. The response is that each profile on the SOT site would display the level of training achieved by each candidate.

Discrimination could be a factor as employers want to choose someone who is locally based. SOT needs to be rolled out on a local basis. Also they need to work with employers to ensure that everyone has an equal chance of getting work.

The issue of having pictures and names on profiles was a concern. The trade off is between the issue of the employer being able to see who they are booking to work, and being fair to those who are selling their time.

As SOT seems to be cutting out the role of agencies, why would they get involved with payroll and clearance if it is not financially viable?

- SOT provides agencies with payroll information. Agencies do have to pay for CRB checks, but once the seller is registered and the buyer wants them, they liaise directly which saves time for the agency.
- SOT is not trying to replace the agency – their core duties (payroll, security checks) still remain.
- SOT creates an incremental revenue stream for the agency and creates a pool of people in local areas.

There is a stumbling block for residential care workers with SOT. Homes need to be reconnoitred to check health and safety standards and this takes time which means that working with slivers of time would not be worthwhile in this instance.

Some of the delegates were concerned about security issues. But we must differentiate between problems with SOT and problems which exist already in social care.

The ratings scheme for workers in terms of attendance and punctuality must be balanced with the data protection act.

Because it is a recruitment scheme, and not a social care entity, SOT needs to link in with organisations in social care in order to be accepted and trusted in the sector.