

# Social Workers u Social Welfare Professionals

Prezentazzjoni tal-Kap Eżekuttiv tal-FSWS  
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Komitāt dwar l-Affarijiet Soċjali,  
It-Tnejn, 10 ta' Lulju, 2023.



## We are social workers



# L-argument

- Il-kritika li qed issir fil-konfront tal-FSWS hija li n-nuqqas *tas-social workers* huwa problema tagħna u dan billi:
- Ma tajniex biżżejjed incentivi biex in-nies jagħżlu din il-professjoni u li l-ingaġġ ta' *social welfare professionals* qed ikompli jiskoraġġixxi lil żgħażaġħ milli jagħżlu din il-karriera



# Indiċi

- Kuntest internazzjonali
- Kuntest lokali
- It-twegiba tagħna
- Nispjegaw x'jagħmlu s-*social welfare professionals*



# II-Kuntest Internazzjonali

- Min qed jipprova jagħti l-impressjoni li n-nuqqas, l-hekk imsejjaħ *shortage* ta' ħaddiema soċjali (social workers) huwa xi fenomenu li qed iseħħ f'Malta biss jew ma hux aġġornat u ma jafx l-affarijiet jew jaf imma jrid jiżvija d-diskussjoni.
- Ftit eżempji riċenti minn madwar id-dinja jikkonfermaw dan.



# Problema mifruxa madwar id-dinja...

The US is Facing Massive Social Worker Shortages – What Can be Done About it?

January 30, 2020

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### The US is Facing Massive Social Worker Shortages – What Can be Done About it?

While you can find social workers in hospitals and public clinics around the country, there is a serious gap between supply and demand, and things are only going to get worse. The United States is facing a massive social worker shortage by 2030. There are already serious regional shortages in rural areas and specific states, but the shortfall will equal tens of thousands of professionals nationwide in just a few years. How many social workers do we have, and how many do we need? What factors are contributing to the social worker shortage? And more importantly, what can be done about it?

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# Problema mifruxa madwar id-dinja...

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LETTERS | DEPARTMENT OF CHILDREN AND FAMILIES

## Not enough social workers

January 4, 2014, 1:33 a.m.

✉ f t p i

THE RECENT scandal at the Department of Children and Families involving the disappearance of Jeremiah Oliver is not surprising when there are not enough workers to do a competent job.

As a society, we should be deeply concerned about any job involving health, safety, and the well-being of others. The tools and training necessary for competence should be a priority.

There's plenty of blame to go around. The causes of bad outcomes usually come in sets of three: in this case, inexperience, incompetence, and insufficient funding.

An experienced supervisor would have known that Jeremiah Oliver's case worker couldn't possibly have handled the number of clients under her watch. History has shown that some frustrated and fearful employees have falsified reports to meet workplace expectations. The name of disgraced state crime lab chemist Annie Dookhan comes to mind.

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Senior management is ultimately responsible. The vital signs of this underfunded agency should have been monitored more closely. Workers can handle an occasional case overload, but persistent, unrelenting work leads to burnout and incompetence in any job.

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# Problema mifruxa madwar id-dinja...

New data confirms staff shortages in social services across Europe

**NEW DATA  
CONFIRMS STAFF  
SHORTAGES IN  
SOCIAL SERVICES  
ACROSS EUROPE**



(9 February 2022) [The results](#) of a Social Employers survey on staff shortages in social services confirm that urgent action is needed both at European and national level to tackle recruitment and retention rates. The findings reinforce the [EPSU/ Social Employers joint position paper](#) on the upcoming European Care Strategy, which calls for measures to ensure adequate, safe staffing levels.

The results of the social employers survey, which correspond largely with EPSUs data, paint a worrying picture. Of the 47 employers' organisations and social services providers who responded, from 22 European countries, 85% report facing staff shortages. 30% of respondents report strong staff shortages of more than 10% of unfilled job positions.



# Problema mifruxa madwar id-dinja...



The screenshot shows a UNICEF Romania press release page. The header includes the UNICEF logo and 'for every child Romania'. Navigation links include 'EXPLORE UNICEF', 'PRESS CENTRE', and 'DONATE'. A secondary navigation bar lists 'WHAT WE DO', 'RESEARCH AND REPORTS', 'STORIES', and 'TAKE ACTION'. The main content area features the title 'CNASR-UNICEF study: Shortage of social workers in rural areas and ageing-threatened workforce' and a sub-headline: 'The research shows a significant labour shortage in the sector in the coming years, as the number of beneficiaries increases'. The date '27 Jun 2023' is displayed below. A photograph shows a woman in a red shirt writing in a notebook. To the right is a 'Media contacts' box with the name 'Cătălin Pruteanu', title 'Media Officer', organization 'UNICEF Romania', phone number '+40 726 107 799', and email 'cpruteanu@unicef.org'. Below the photo is a caption: 'A social assistant is writing her observations after examining a newborn in Corbasca, Bacău county, Romania.' A language selector shows 'English' and 'Romanian'. The main text begins with 'Bucharest, 27 June 2023. The social services workforce is threatened by ageing and is under-represented in rural areas, where only a third of social services employees work, according to the Census of the Social Services Workforce in Romania, conducted by the National College of Social Workers in Romania (CNASR) with support from UNICEF. This situation requires a strategic and immediate approach, given the statistical data showing that Romania has the highest rate of risk of poverty and social exclusion in the European Union<sup>1</sup>, pronounced rural-urban disparities and a marked ageing of the population.'



# Problema mifruxa madwar id-dinja...

The screenshot shows a web browser displaying a news article on the CommunityCare website. At the top, there is a navigation bar with the CommunityCare logo and the tagline "The heart of your social care career". A prominent banner at the top reads "CHOOSE SOCIAL WORK" with the CommunityCare logo below it. Below the banner, there is a navigation menu with links for "Jobs/Careers", "Learning", "Events", "E-newsletters", "News", and "Search". The main article is titled "Social worker shortages making job 'unsustainable' for some, warns Ofsted". The sub-headline reads: "Many councils increasingly reliant on agency staff whose working arrangements can reduce capacity and affect quality of relationships with children, inspectorate warns in annual report". The article is attributed to "Mithran Samuel on December 13, 2022 in Children, Social work leaders, Workforce". Below the text is an image of a spiral notebook with the words "STAFF SHORTAGES" written in red and black markers. To the right of the article, there are two promotional boxes. The first is for a campaign to "champion your profession" with the hashtag #ChooseSocialWork and a "Click here to find out more" button. The second is for a "Job of the week" at Oldham Council, for the position of Assistant Director - Safeguarding and Quality Assurance. At the bottom right, there is a "CommunityCare live23" event banner for BDC, London, on 10-11 October, with a "Register now" button.



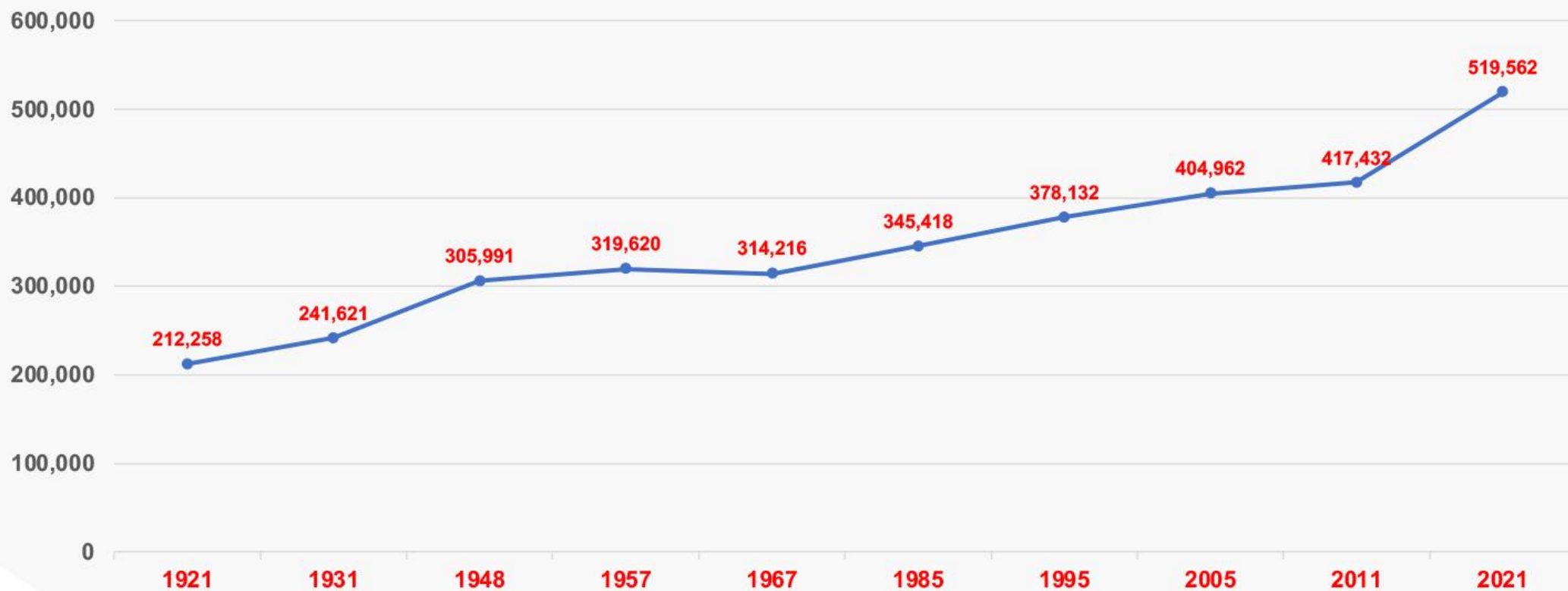
# Il-Kuntest lokali

- Popolazzjoni li qed tiżdied,
- Ekonomija li qed tikber,
- Aktar nies jigu jfittxu s-servizzi tagħna,
- Fakultà li mhux qed tlaħħaq mad-domanda.

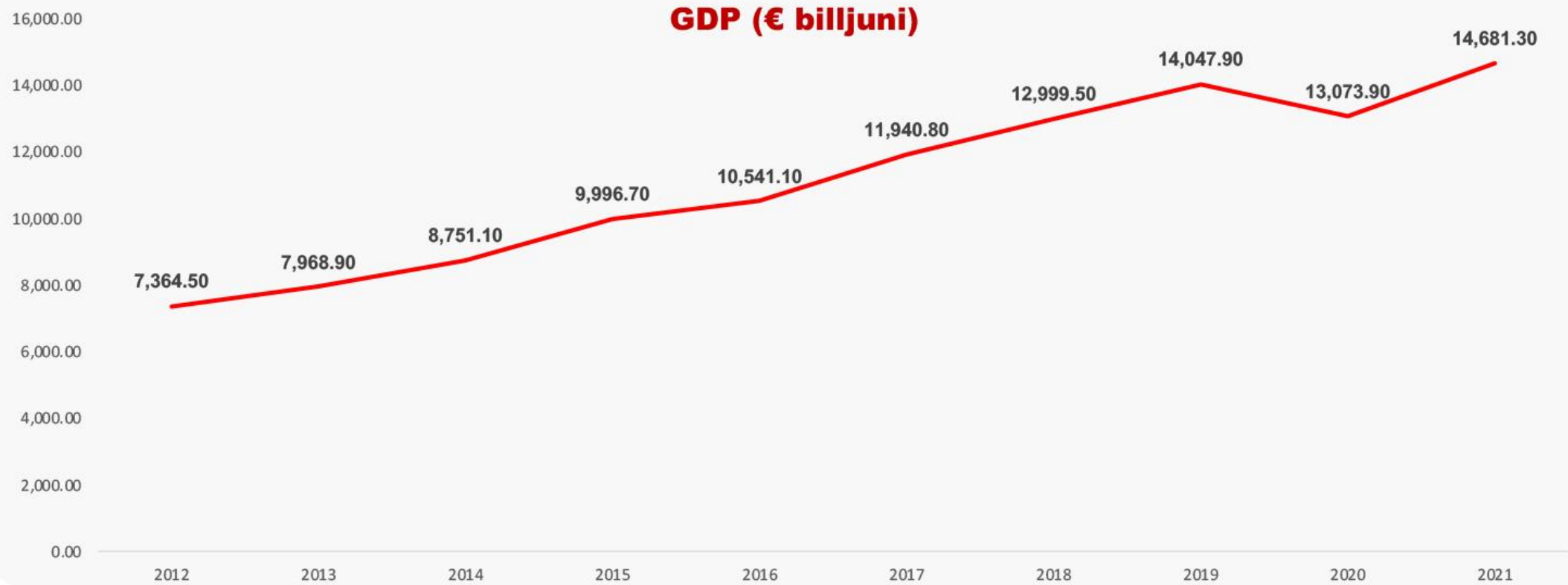


# Popolazzjoni li qed tiżdied ..

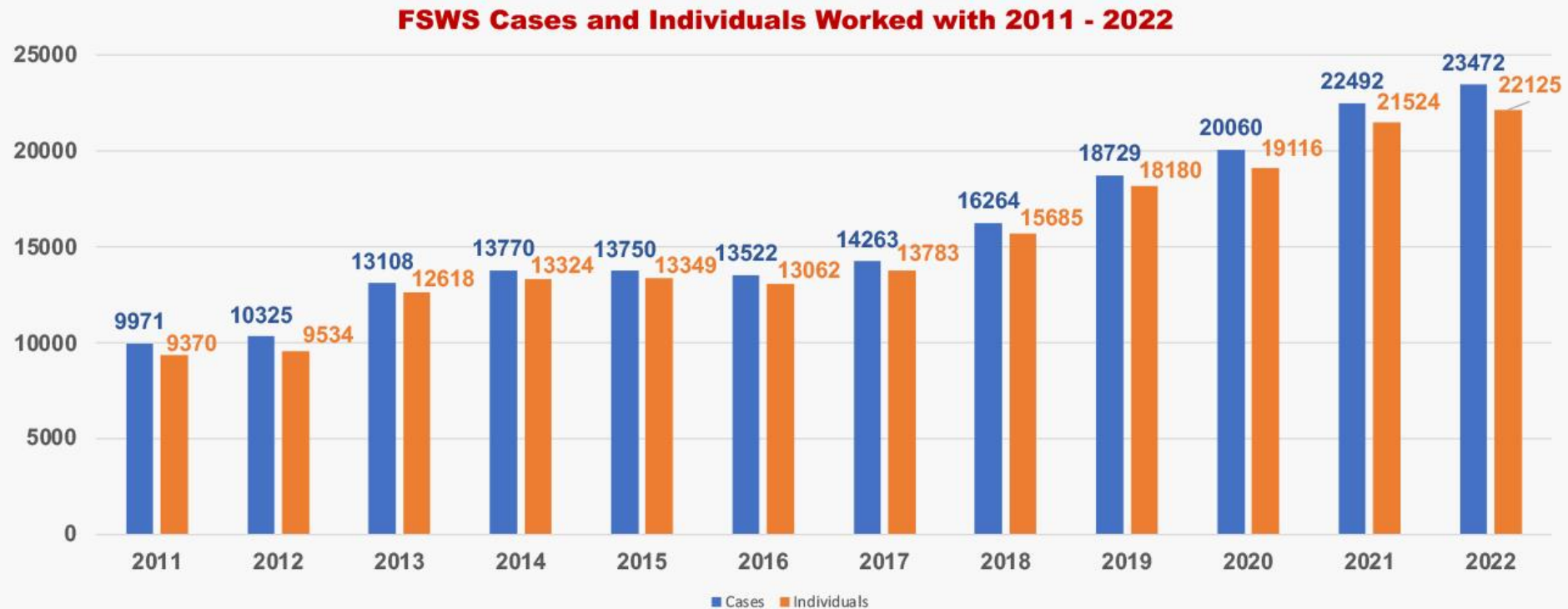
**POPOLAZZJONI 1921 - 2021**



# Ekonomija li qed tikber ...



# ... aktar nies ifittxu l-għajjnuna tagħna

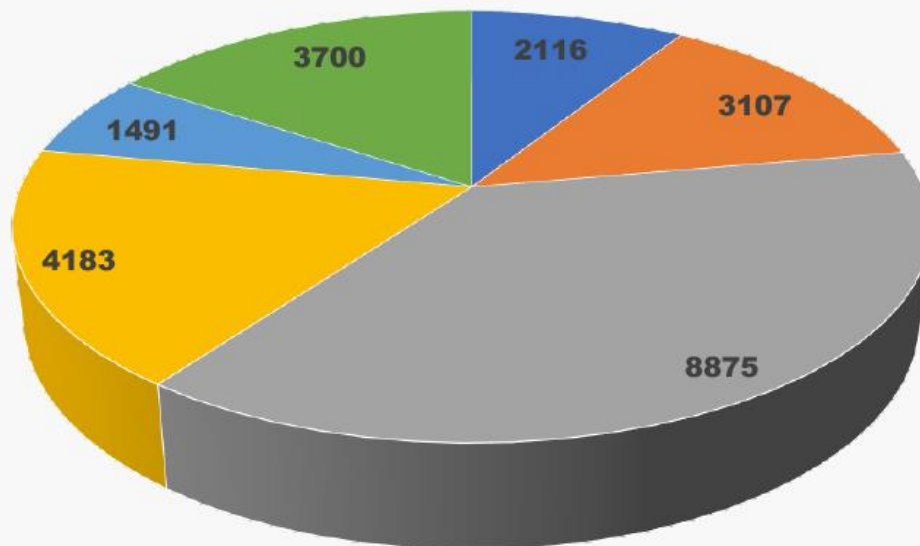


## FSWS Cases and Individuals Worked with 2011 - 2022



# L-għadd tal-każijiet skont l-aġenzija

Cases worked with by Agency 2022

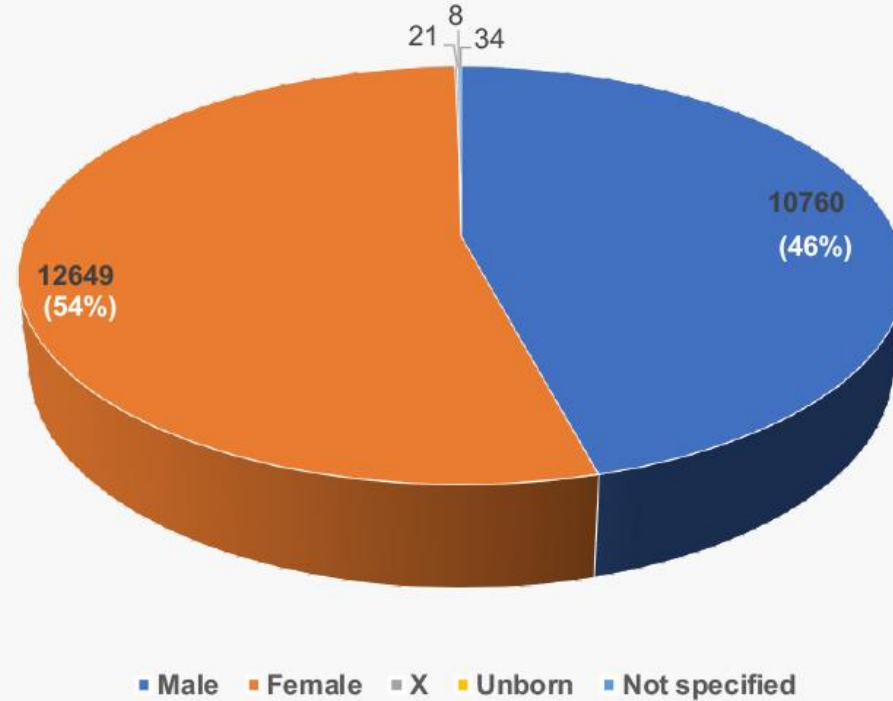


■ ACTS ■ ALT CARE ■ APPOGG ■ CPS ■ FSWS GOZO ■ SEDQA

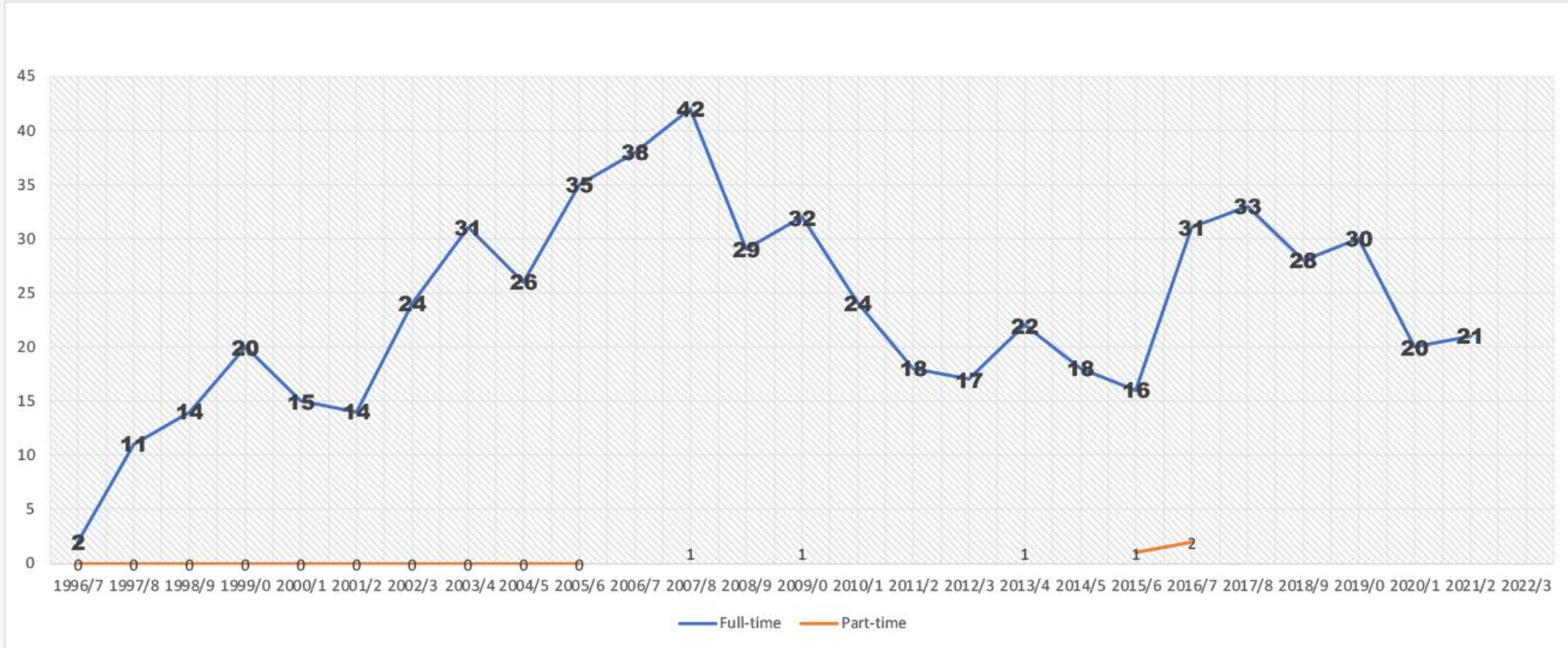


# L-għadd ta' każijiet skont is-sess

**FSWS: Cases worked with by gender 2022**



# ... Waqt li l-gradwati naqsu



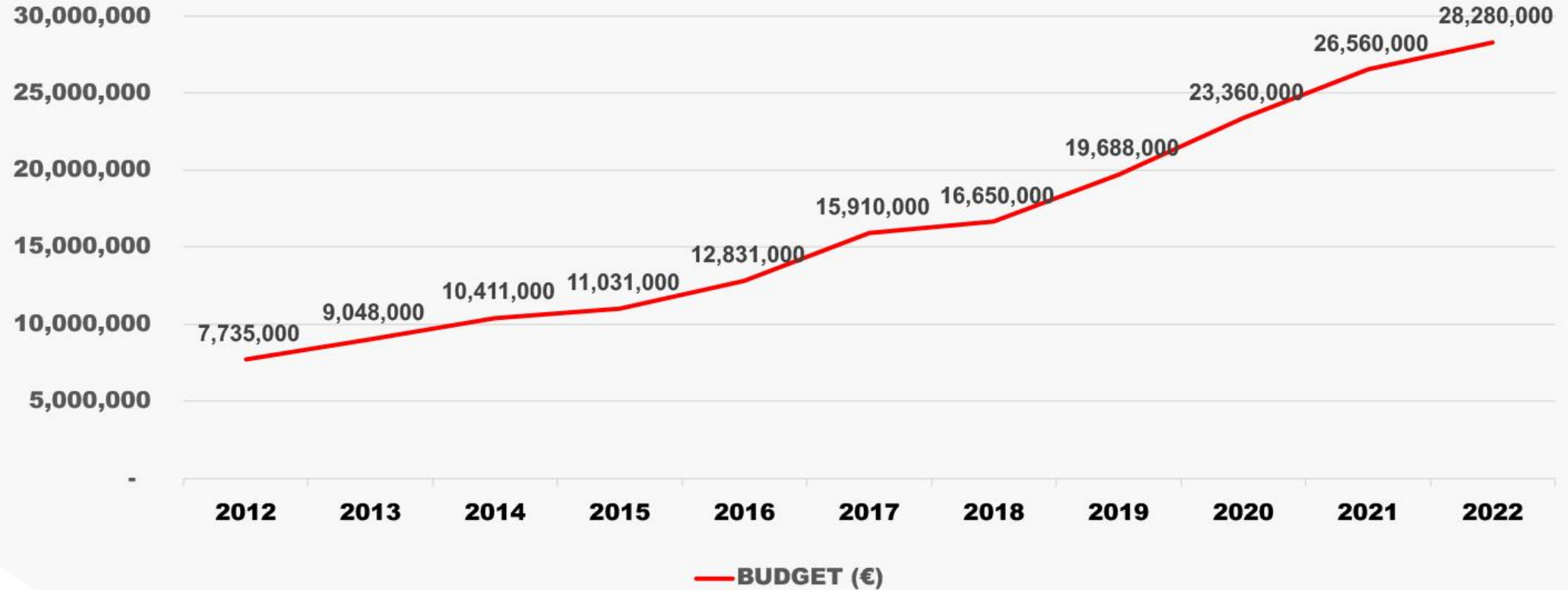
# It-twegiba għal din is-sitwazzjoni kienet li nagħtaw

- ✓ Aktar flus għall-FSWS
- ✓ Aktar flus għall-NGOs
- ✓ Aktar impjegati għall-FSWS
- ✓ L-aqwa Ftehim Kollettiv li qatt kien hemm għall-impjegati tal-FSWS, speċjalment il-professjonisti u b'mod partikolari l-ħaddiema soċjali.



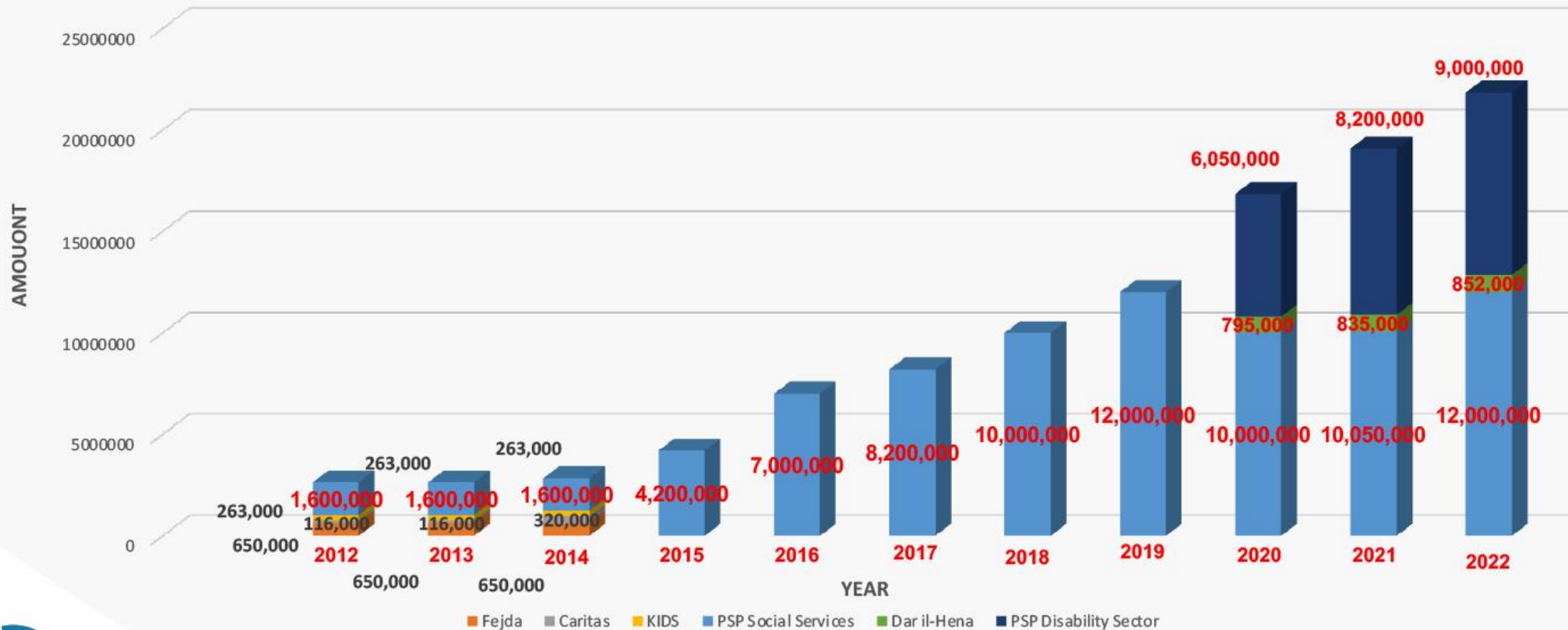
# ... B'aktar flus għall-FSWS ... 3.6 drabi daqs li kien

## FSWS BUDGET 2012 - 2022



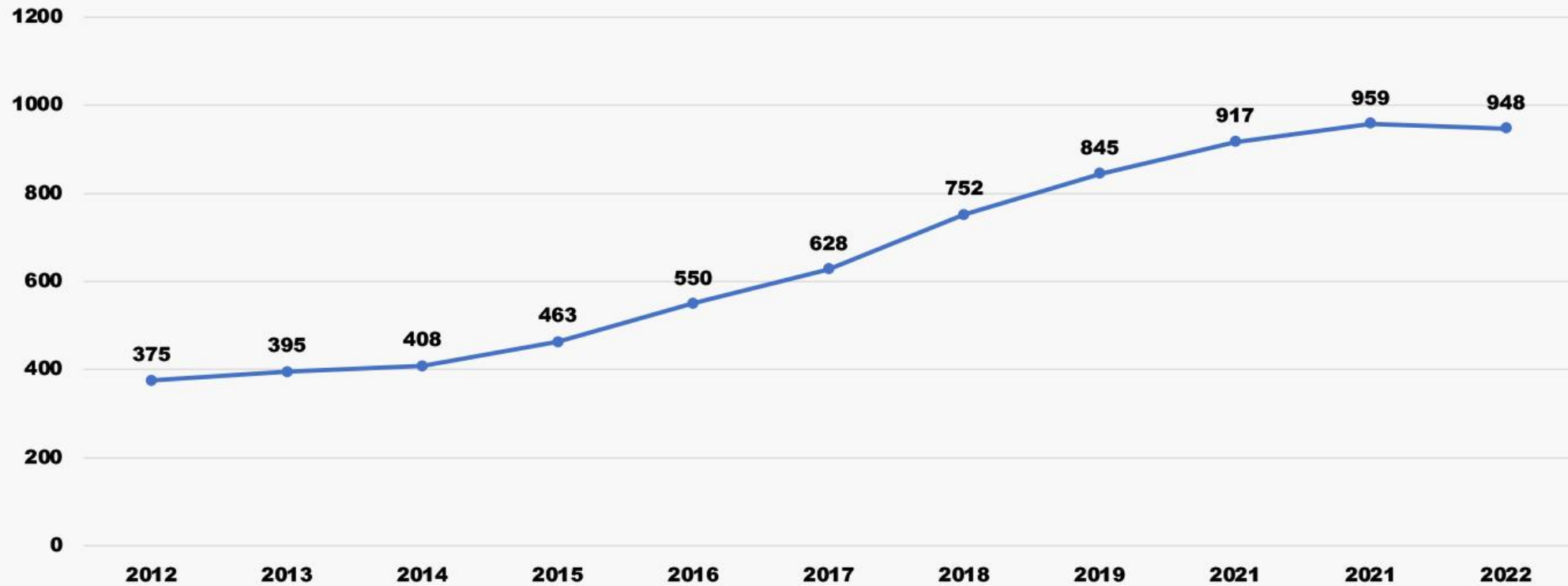
# ... U aktar flus għall-NGOs

BUDGET FOR SOCIAL SECTOR NGOs 2012 - 2022



# ... L-impjegati ždiedu ... b' 2.5 drabi aktar milli kienu

**TOTAL ta' IMPJEGATI mal-FSWS 2012 - 2022**



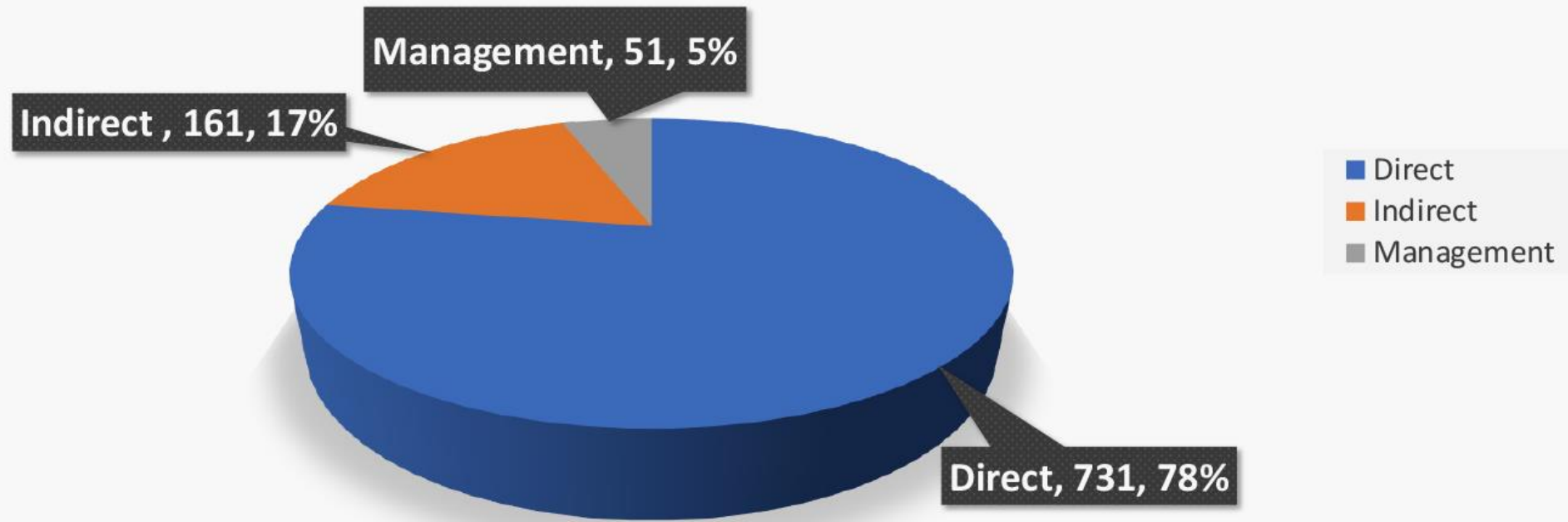
# Investiment f'aktar Riżorsi Umani

	YEAR	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
APPOGG		240	250	260	295	326	252	291	183	190	193	195
SEDQA		85	96	93	104	103	109	115	119	122	128	128
LEAP (ACTS)		0	0	0	0	62	109	132	114	129	130	135
Directorate for ALTERNATIVE CARE		0	0	0	0	0	83	97	256	271	278	265
Directorate for PROTECTION of MINORS		0	0	0	0	0	0	0	35	46	55	53
GOZO		0	0	0	0	0	0	19	19	22	27	29
HEAD OFFICE		23	24	31	40	36	45	63	82	96	101	96
MANAGEMENT		27	25	24	24	23	30	35	37	41	47	47
<b>TOTALS</b>		<b>375</b>	<b>395</b>	<b>408</b>	<b>463</b>	<b>550</b>	<b>628</b>	<b>752</b>	<b>845</b>	<b>917</b>	<b>959</b>	<b>948</b>



# Aktar minn $\frac{3}{4}$ tal-impjegati jaħdmu direttament mal-klijenti ....

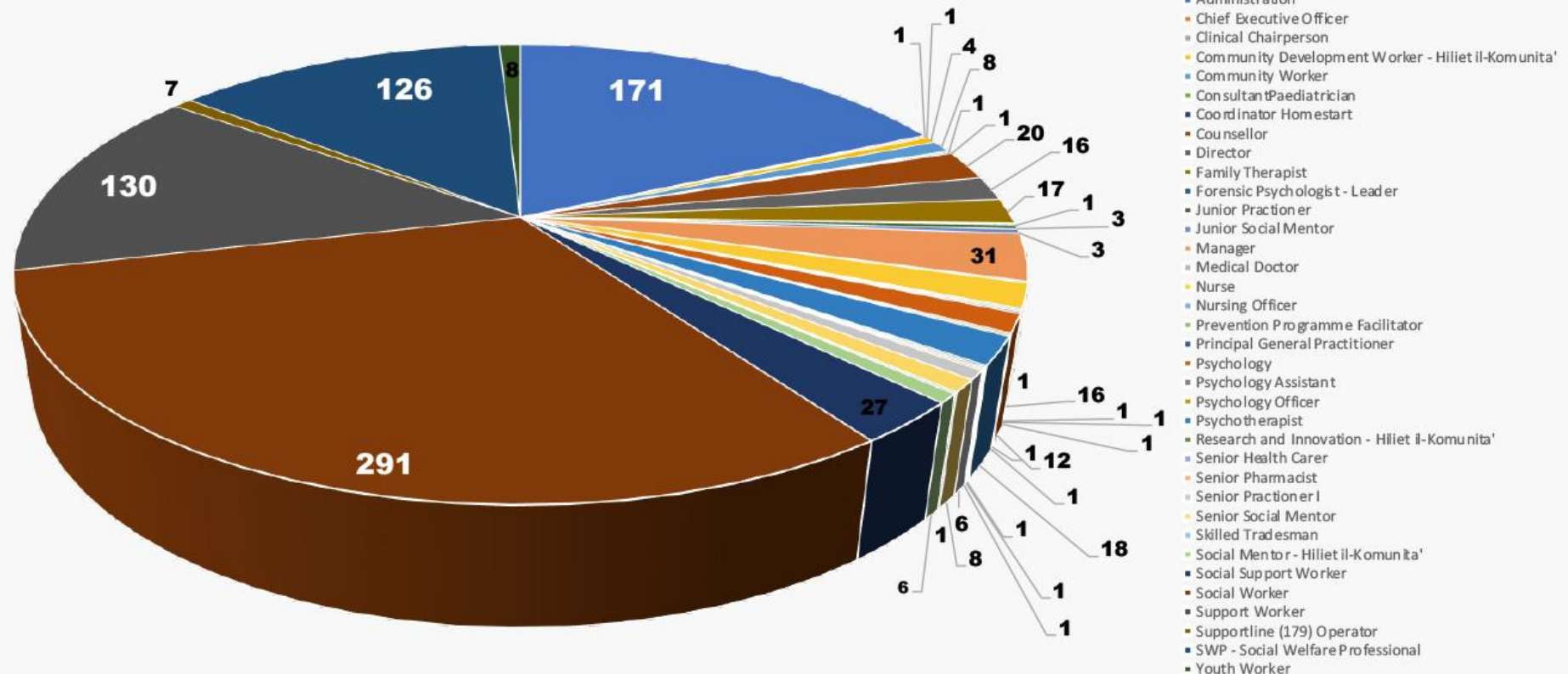
**FSWS: DIRECT vs INDIRECT EMPLOYEES (JULY 2023). Total 943**



# Social workers: l-akbar professjoni fl-FSWS

**Distribution of professions across FSWS (JULY 2023).**

**Total 943**



# Kif wasalna għal dan in-numru?

- Konna aggressivi fir-reklutaġġ ta' *social workers*
- Ikkoperajna bis-sħiħ mal-Fakultà billi tajna, kull sena, *placements* lil kull student/a riferut/a mid-Dipartiment tas-*Social Work & Social Policy* tal-Università
- Tejjibna l-pakkett tal-ħaddiema kollha tal-FSWS imma partikolarment tas-*Social Workers*.



# Kemm għandna Social Workers

- Bejn l-2012/3 u l-2021/22 iggradwaw 236 social worker
- FSWS ziedet minn 175 għal 319 fl-istess perjodu (+ 82%)
- i.e. **żidna 144 jew 61% tal-gradwati kollha tas-social work**

Sena	Numru ta' Social Workers fl-FSWS
2012	175
2013	181
2014	191
2015	201
2016	199
2017	192
2018	207
2019	255
2020	303
2021	308
2022	319



# Kemm tlifna Social Workers

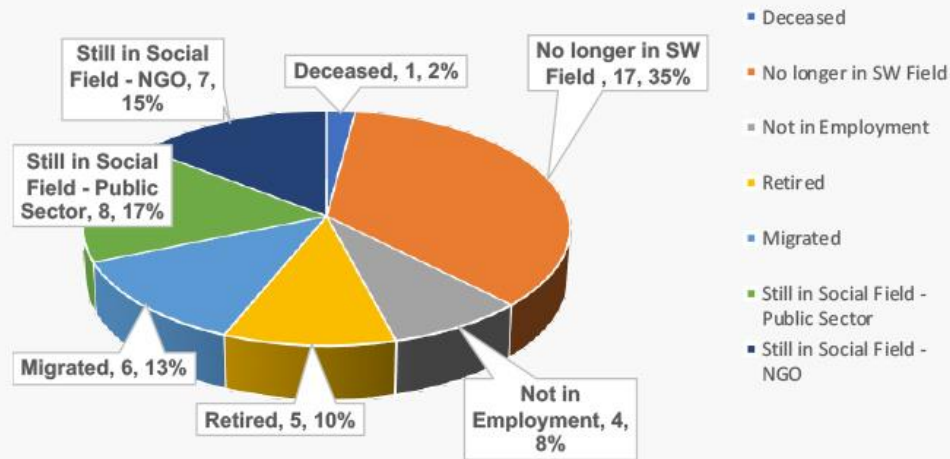
Sena	Irrizenjaw	Irtiraw	Mietu
2012	5	0	0
2013	9	0	0
2014	3	0	0
2015	4	0	0
2016	9	0	0
2017	3	3	0
2018	3	2	1
2019	9	2	0
2020	3	0	1
2021	7	1	0
2022	17	1	0
<b>Total</b>	<b>72</b>	<b>9</b>	<b>2</b>

Sena	Numru ta' <i>Social Workers</i> li saru Terapisti/ <i>Counsellors</i>
2012	1
2013	0
2014	0
2015	0
2016	3
2017	1
2018	0
2019	0
2020	1
2021	1
2022	2
<b>Total</b>	<b>9</b>



# Fejn marru?

## Social Workers: Indicative Tracer 2019 - 2022



- 35% Ma għadhomx jaħdmu fis- *social work*
- 17% Jaħdmu bħala *social workers* ma' entitajiet oħra tas-settur pubbliku
- 15% jaħdmu bħala *social workers* ma' NGOs fis-settur soċjali.
- **Illum hemm 75 social worker jaħdmu mal-NGOs soċjali li minnhom 59 ġew ingaġġati grazzi għall-PSPs li għandna.**



# Pagi - titjib bla precedent

## COMPARATIVE INCREASES IN FSWS SOCIAL WORKER SALARIES as per COLLECTIVE AGREEMENTS 2007-2010, 2012-2016, 2017-2021

COLLECTIVE AGREEMENT (CA) Duration	2007 - 2010		2012 - 2016		2017 - 2021		INCREASE in BASIC MINIMUM & MAXIMUM SOCIAL WORKER Salaries as per 2007, 2012 & 2017 COLLECTIVE AGREEMENTS			
COLLECTIVE AGREEMENT (YEARS)	2007	2010	2012	2016	2017	2021	Minimum 2017 OVER Minimum 2007	MAXIMUM 2017 OVER MAXIMUM 2007	Minimum 2017 OVER Minimum 2012	MAXIMUM 2017 OVER MAXIMUM 2012
	Minimum of CA, 1st Step	Final Year of CA, Maximum after All Increments	Minimum of CA, 1st Increment	Final Year of CA, Maximum after All Increments	Minimum of CA, 1st Increment	Final Year of CA, Maximum after All Increments				
	Min	Max	Min	Max	Min	Max				
<b>Social Worker I</b>	€14,897	€19,366	€15,081	€22,004	€20,117	€25,319	€5,220	€5,953	€5,036	€3,315
Social worker I progresses to <b>Social Worker II</b> after two years full time equivalent and receives warrant	€15,839	€20,731	€16,191	€23,541	€20,186	€27,916	€4,347	€7,185	€3,995	€4,375
<b>Senior Social Worker I</b>	€17,120	€22,711	€19,466	€25,371	€22,620	€29,931	€5,500	€7,220	€3,154	€4,560
<b>Senior Social Worker II</b>					€24,246	€31,951				
					FSWS Allowance	€1,500				
					CPD Allowance	€700				

	TOTAL INCREASE			
<b>Social Worker I</b>	€5,520	€5,935	€5,036	€3,135
	<b>TOTAL INCREASE (Including FSWS Allowance)</b>			
<b>Social Worker II</b>	<b>€5,847</b>	<b>€8,685</b>	<b>€5,495</b>	<b>€5,875</b>
<b>Senior Social Worker I</b>	<b>€7,000</b>	<b>€8,720</b>	<b>€4,654</b>	<b>€6,060</b>



# Is-Social Welfare Professionals (SWPs)

- Is-SWPs ma jagħmlux ix-xogħol ta' *social workers* – dan kien isir lura fiż-żmien sal-2004 meta gradwati fil-psikologija kienu jingħataw *case load ta' child protection*.
- Dejjem insistejna li SWPs jagħmlu xogħol anċillari fejn jgħinu *lis-social workers (u dejjem taħt il-gwida tas-Social workers bil-warrant)* biex *is-social workers* ikollhom aktar ħin jikkonċentraw fuq dak li huwa *social work* pur
- Eżempji:
  - Risk Assessors tal-vjolenza domestika,
  - Investigaturi tal-Protezzzjoni tat-tfal,
  - SAVs għal ġenituri li uliedhom ma jgħixux magħhom,
  - Housing Authority
  - Youth Services



# NIRRINGRAZZJAKOM!

