



Social Services Agency Gibraltar

16, Governor's Parade, Gibraltar

PRESS RELEASE

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The Government of Gibraltar, the Gibraltar General and Clerical Association, (GGCA) and the Social Services Agency, are pleased to announce that an agreement has been reached on a new pay and professional development structure for Social Workers within the Social Services Agency.

The new deal introduces a pay analogue with Oxfordshire County Council in the UK for Qualified Social Workers pay with effect from 1st April 2007. It also introduces a new professional grade, "Qualified Social Worker – Added Responsibility Status", in recognition of the increasingly more complex roles played by Social Workers in Gibraltar. In addition, a new competency based progression framework has also been agreed along with new job descriptions for all grades of Qualified Social Workers.

Speaking about the agreement yesterday the Hon J Netto, Minister for Family, Youth and Community Affairs said:

"I am delighted that we have been able to reach agreement with the GGCA and their Social Work membership on this groundbreaking deal. This agreement provides a good career structure for Social Workers in Gibraltar, maintains parity with the UK regarding salaries and, through the introduction and application of the new Competency and Progression Framework, will ensure that all Social Workers practicing in Gibraltar will be trained to the highest possible standards and will continue their personal development through a process of lifelong learning on the job. This will go a long way towards ensuring that the quality of our Social Work services continues to improve year on year for the benefit of the clients they serve."

Michael Tampin, National Secretary of the GGCA commented:

"This has been a lengthy and complex process, to achieve Social Workers own aspirations for their own development and also practices in order to develop an improved service that would benefit the end user, the clients.

All Social Workers within the Agency have had an input to the two and a half years research that was needed to achieve this Agreement and many, many hours of commitment from the GGCA's two Section Reps, who I can only commend for the dedication to the daunting task that was at hand.

I, on behalf of the GGCA, would like to take this opportunity of thanking all of the Social Workers for their patience and professionalism over this period.

Government refers to a, 'Groundbreaking Deal', and what has been achieved can be put down to a commitment by all parties to modernise and restructure, with a new vision, a section of the Public Sector that are dedicated, through their profession, to work for the most vulnerable within our community.

What has been achieved today for Qualified Social Workers and the Social Services Agency, represents a significant step forward towards an even more professional and competent Social Work profession within our community.”