

EFFICIENT FORM OF DEPARTMENTAL ORGANIZATION AND a comprehensive program for effective use of available job skills at recommended salaries within State and local welfare departments.

WHEREAS, THE FUNCTIONS OF THE STATE DEPARTMENT OF PUBLIC WELFARE HAVE CHANGED MATERIALLY SINCE ITS ORGANIZATION, NEW SERVICES ARE BEING ADMINISTERED, AND THE DEPARTMENTAL BUDGET IS NOW \$50,000,000; AND

WHEREAS, In view of the limited availability of persons with professional training or broad experience in the field of social welfare, Maryland, as well as her sister states, has been faced with the continuing problem of recruiting and retaining competent personnel to perform social welfare work and of effectively utilizing the personnel available; and

WHEREAS, The State and local welfare departments experience a high ratio of turnover and position vacancies, particularly in case-work positions, with consequent increased expense and inefficiency of operation; and

WHEREAS, With respect to case-work positions, the current personnel plan of the welfare departments, determined at State level, does not allow for recognition of previous experience in welfare work, does not classify cases as to difficulty or workers as to levels of competence, and provides no overall plan for utilization of specialized resource persons to supplement social work skills; nor is there any comprehensive plan of compensation to coordinate salaries throughout the State or make provision for area factors; and

WHEREAS, The existence of these and other conditions of employment undoubtedly has contributed to the difficulties encountered in recruiting and retaining professionally trained personnel; and this problem can be expected to continue until policy changes permit social workers to freely and fully discharge the responsibilities for which they were trained, at adequate levels of remuneration; and

WHEREAS, Consequently, there is an immediate need for a review of the personnel administration practices and policies of the Department of Public Welfare and for the preparation of a comprehensive program for use of the Department of Budget and Procurement, the Commissioner of Personnel, the Standard Salary Board and the State and local welfare departments to efficiently utilize available job skills at appropriate salary scales. Although the Department has recognized the need for review and has undertaken an internal study of this area, effective review and revision can best be obtained through external inquiry with expert professional assistance; now, therefore, be it

Resolved by the General Assembly of Maryland, That the Board of Public Works is hereby requested to employ professional consultants to inquire into the STRUCTURE, personnel administration policies and practices of the Department of Public Welfare, and to