ABSTRACT

Substitute family care is a frequently mentioned topic in the Czech Republic, especially in connection with the high number of children placed in institutional facilities. Foster care, as a one of the forms of substitute family care, was registered within the amendment to the Act on Social and Legal Protection of Children No. 359/1999 Coll. It was in January 2013 and a new concept of support and definition of foster parents' rights and obligations was defined. One of these obligations is to conclude a foster care agreement either with the municipal authority of the municipality with extended powers or with a non-governmental non-profit organization which is entrusted with the exercise of social and legal protection of children and with foster care agreements.

This diploma thesis focuses on the personnel activities of non-governmental non-profit organizations that accompany foster families and on the key accompanying workers themselves as well. The theoretical part defines an area of social and legal protection of children, the system of substitute family care, the activities of non-governmental non-profit organizations and personnel processes in the organization. In the qualitative research, I map out an area of human resources management in the accompanying organizations in the form of semi-structured interviews with executives and key accompanying workers. In particular, the research found that in most of the addressed organisations, appropriate attention is given to personnel processes and care for accompanying key workers. Key social workers consider accompanying foster parents to be a meaningful activity and they appreciate the long-term relationship with foster families. They positively evaluate the background of the organization, create a good team environment and management takes an interest in their work. To conclude the theses, I make recommendations that could help improve the system of accompanying organisations.

KEYWORDS
Substitute family care, accompaniment of foster care, non-governmental non-profit organization, personnel management, care of employees.