

TITLE Agency Worker usage

FOR CONSIDERATION BY Personnel Board on 13 March 2019

WARD None Specific;

DIRECTOR Deputy Chief Executive - Graham Ebers

OUTCOME / BENEFITS TO THE COMMUNITY

To ensure that Council Tax payers money is being used to provide safe and effective services

RECOMMENDATION

That Personnel Board note the current Agency Worker usage

SUMMARY OF REPORT

The Constitution Review Working Group (CRWG) has asked that the Lead Specialist, Human Resources provide a quarterly report to Personnel Board with regard to the use of high earning agency workers longer term to ensure there is a robustness in officer decision making and effective use of council tax payers' money.

It should be noted that the appointment of Agency staff is often not the desired recruitment choice of managers but, usually a necessity because of the nature of the assignment or the difficulty or securing a permanent appointment.

Background

The CRWG has asked that Personnel Board receive a quarterly report on Agency Usage and Cost for those Agency Workers who have been in place for longer than 6 months and that cost over £100,000 (Full time equivalent), and the first report is due to be published in March.

Analysis of Issues

Agency Workers make up 8.2% of our workforce. 1% of the workforce is made up of Agency Workers who have been in place for more than 6 months and cost more than £100,000 per annum (based on a full time equivalent salaried employee).

Attachment 1 provides details of these roles. (*Part 2*)

Personnel Board are asked to note this information and note that the appointment of Agency staff is often not the desired recruitment choice of managers but, usually a necessity because of the nature of the assignment or the difficulty of securing a permanent appointment.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £20m over the next three years and all Executive decisions should be made in this context

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	Y	N/A
Next Financial Year (Year 2)	Nil	Y	N/A
Following Financial Year (Year 3)	Nil	Y	N/A

Other financial information relevant to the Recommendation/Decision

The costs of employing Agency staff are accommodated within the overall budgets delegated to services. There are no specific costs associated with the recommendations contained in this report.

Cross-Council Implications

N/A

Reasons for considering the report in Part 2

Attachment 1 contains information that makes individuals identifiable.

List of Background Papers

Attachment 1 - Agency Worker Usage – over 6 months and equivalent cost of over £100,000 FTE per annum

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