

TITLE	Agency Worker usage
FOR CONSIDERATION BY	Personnel Board on 1 July 2019
WARD	None Specific
LEAD OFFICER	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 long term high cost agency workers to ensure there is a robustness in officer decision making and effective use of council tax payers' money.

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).

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.

Personnel Board are asked to note this information.

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	Nil	N/A
Next Financial Year (Year 2)	Nil	Nil	N/A
Following Financial Year (Year 3)	Nil	Nil	N/A

Other financial information relevant to the Recommendation/Decision
N/A

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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