

Agenda Item 33.

TITLE Agency Worker Usage - Quarter 3

FOR CONSIDERATION BY Personnel Board on 9 February 2021

WARD None Specific

LEAD OFFICER Director, Communities, Insight and Change - Keeley Clements

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 Head of 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 Constitution Review Working Group (CRWG) has asked that the Head of Human Resources and Organisation Development provide a quarterly report to Personnel Board with regards 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.

Analysis of Issues

Agency Workers make up 5.0% of our workforce (a reduction of 0.5% on last quarter) and 0.8% 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). We have reduced our reliance on high cost agency workers by 40% in the last 12 months'.

Attachment 1 provides details of the workers that are currently within this criteria.

We have continued to reduce our reliance on agency workers with active recruitment campaigns and converting wherever possible agency workers to permanent/fixed term employees. The total number now stands at 68, a year on year reduction of 12.8% and we continue to focus on this as a priority.

Personnel Board are asked to note this information.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe funding pressures, particularly in the face of the COVID-19 crisis. It is therefore imperative that Council resources are focused on the vulnerable and on its highest priorities.

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

Other financial information relevant to the Recommendation/Decision

None

Cross-Council Implications

N/A

Public Sector Equality Duty

No decision – information to note

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 Quarter 3 – over 6 months and equivalent cost of over £100,000 FTE per annum

Contact Sarah Swindley	Service Communities, Insight & Change
Telephone No Tel: 07789 921643	Email sarah.swindley@wokingham.gov.uk

This page is intentionally left blank