

Use of Agency Workers and Consultants

SUMMARY

- 1.1 The Supporting Derby's Workforce Overview and Scrutiny Board resolved at its meeting of 27 July 2015 to conduct a topic review on the use of agency workers and consultants.
- 1.2 A final version of the Use of Agency Workers and Consultants Topic Review Report, including a list of recommendations and reasons for recommendations, was approved by members at the meeting of 07 March 2016.
- 1.3 The final report and recommendations can be found at Appendix 2 of this report. The report details the evidence gathered and the methodology used to conduct the review. Section 6 of the report sets out the suggested recommendations for Council Cabinet to consider and respond.

RECOMMENDATIONS

- 2.1 To receive the report and consider the recommendations from the Supporting Derby's Workforce Topic Review.
- 2.2 To agree to report back to the Board with a response to the review recommendations and inform the Board of any actions the Council Cabinet proposes to take in relation to the Board's recommendations.

REASON FOR RECOMMENDATIONS

- 3.1 To inform Council Cabinet of the results of Supporting Derby's Workforce Overview and Scrutiny Board Use of Agency Workers and Consultants Topic Review and to put forward the recommendations agreed by the Board as part of this review.
- 3.2 Rule OS24 of the Council's Constitution states that once the scrutiny board has formed recommendations they will prepare a formal report and submit it to the proper officer for consideration by the Council Cabinet or to the Council as appropriate.
- 3.3 The Supporting Derby's Workforce Overview and Scrutiny Board requests that Council Cabinet responds to its recommendations resulting from the completed topic

review. Rules OS26 and OS27 of the Council's Constitution states that the Council or Council Cabinet shall consider the report of the overview and scrutiny board within one month of it being submitted to the proper officer and respond to the board indicating what action, if any, the Council Cabinet proposes to take, within two months of receipt of the report.

SUPPORTING INFORMATION

- 4.1 See '*Supporting Derby's Workforce Overview & Scrutiny Board: Review of Use of Agency Workers and Consultants*' Report (Appendix 2).

OTHER OPTIONS CONSIDERED

- 5.1 None

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	David Walsh
For more information contact: Background papers: List of appendices:	Jody Shelton 01332 643652 jody.shelton@derby.gov.uk None Appendix 1 – Implications Appendix 2 - Supporting Derby's Workforce Overview & Scrutiny Board: Review of Use of Agency Workers and Consultants

IMPLICATIONS

Financial and Value for Money

- 1.1 Both consultant and agency work spends are significant. Work is on-going to ensure the council's contract arrangements offer value for money, although potentially greater savings will arise from reducing demand for agency workers. The responses to the recommendations and the proposed future actions will have a cost saving impact with reductions in agency costs. Any revenue savings will be fed into the medium term financial plan as they arise.

Legal

- 2.1 Legal advice will be obtained, as required, as detailed proposals to implement the future actions continue to be developed.

Personnel

- 3.1 The work of the Employee Commission will monitor the balance of agency workers and zero hours workers. Improved contract management of non-permanent staffing arrangements will help to ensure that vacant posts are filled sooner so that the council has a reduced reliance on non-permanent staff. Corporate Joint Committee also regularly reviews the status of agency workers and interims and regular discussions take place at Departmental Management Team meetings, all with the purpose of reducing spend on temporary workers.

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- 4.1 None directly arising from this report.

Equalities Impact

- 5.1 By using the Council's Master Vendor, Matrix-SCM we can be assured that they operate fair and equitable recruitment policies and practices when recruiting temporary agency workers on our behalf. Temporary agency worker cover is especially scrutinised during periods of restructuring where compulsory redundancies are possible.

Health and Safety

- 6.1 The proposals will support the Health and Wellbeing Strategy.

Environmental Sustainability

- 7.1 There are no environmental implications arising directly from this report.

Property and Asset Management

8.1 None directly arising from this report.

Risk Management

9.1 None directly arising from this report.

Corporate objectives and priorities for change

10.1 A skilled and motivated workforce.