

ITEM 7

Minute Extract

COUNCIL CABINET

13 April 2016

Matters Referred

198/15 Use of Agency Workers and Consultants

The Council Cabinet considered a report from the Supporting Derby's Workforce Board on the Use of Agency Workers and Consultants.

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.

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 7 March 2016.

The final report and recommendations could be found at Appendix 2 of the report. The report detailed the evidence gathered and the methodology used to conduct the review. Section 6 of the report set out the suggested recommendations for Council Cabinet to consider and respond.

The Council Cabinet also considered a report from the Cabinet Member for Jobs and Fair Employment setting out a response to the recommendations of the Supporting Derby's Workforce Board.

The Council launched the Employment Charter in May 2015, with ten principles. The Council's aspiration was to apply the principles in the Derby City Employment Charter to all directly employed staff at the Council and to staff working for companies that the Council had a business relationship with through procurement. Derby City Council also encouraged all employers across Derby to adopt the Charter as best practice.

In order to deliver the principles in the Charter, an Employment Commission was established, with Members, officers and Trade Union Representatives. A substantial action plan had been developed, as a result of the work of the Commission. Significant progress had been made already, in delivering the action plan. This would continue.

Specifically within the Charter were the following commitments:-

1. We will work to minimise the use of agency workers and ensure agencies we engage use professional methods and follow fair employment practices.

2. We will strive to be as self-sufficient as possible and minimise the usage of external consultants by developing the skills and capacity of our own employees. We will seek value for money when using consultants whilst ensuring that they also follow fair employment practices.

The Overview and Scrutiny Board (OSB) chose to concentrate on those two principles for consideration and discussion. These were the subject of a separate report to Council Cabinet.

The Corporate Scrutiny and Governance Board agreed the Topic Review recommendations to be presented to Council Cabinet.

Decision

1. To receive the report and consider the recommendations from the Supporting Derby's Workforce Topic Review.
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.
3. To note the information in the report and support the work of the Employment Commission to deliver the Employment Charter.