



Derby City Council

**SUPPORTING DERBY'S WORKFORCE OVERVIEW
AND SCRUTINY BOARD
16 March 2016**

ITEM 5

Report of the Chair of the Supporting Derby's
Workforce Overview and Scrutiny Board

Report on Topic Review: Use of Agency Workers and Consultants

SUMMARY

- 1.1 The Supporting Derby's Workforce Overview and Scrutiny Board resolved at its meeting on 27 July 2015 to conduct a Topic Review to 'review the use of agency workers and consultants'.
- 1.2 The report details the evidence gathered and the processes used to receive the data. It sets out the suggested recommendations for Cabinet to consider and respond.

RECOMMENDATIONS

- 2.1 To approve the recommendations outlined within the topic review.
- 2.2 To resolve to refer the report for consideration by Council Cabinet.

REASON FOR RECOMMENDATIONS

- 3.1 The Board has the Constitutional right to ask Council Cabinet to consider and respond to a topic review.

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)	Olu Idowu – Head of Legal Services Martyn Marples – Director of Finance Diane Sturdy - Acting Head of Service - Organisational Development, Employee Relations and Pay and Reward Strategy Jayne Sowerby-Warrington – Head of Strategic Asset Management & Estates Gordon Stirling - Director of Strategic Services and Organisational Development
For more information contact: Background papers: List of appendices:	Ruth Redfern 01332 643735 ruth.redfern@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 our 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 vs. 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.

CJC also regularly reviews the status of agency workers and interims and regular discussions take place at DMTs all with the purpose of reducing spend on temporary workers.

IT

- 4.1 None

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

Risk Management

9.1 None

Corporate objectives and priorities for change

10.1 A skilled and motivated workforce.