

Date of issue: Wednesday, 11 April 2018

MEETING	EMPLOYMENT & APPEALS COMMITTEE (Councillors Sarfraz (Chair), N Holledge, Bains, Bedi, Brooker, Qaseem, R Sandhu, Sharif and Swindlehurst)
DATE AND TIME:	WEDNESDAY, 11TH APRIL, 2018 AT 6.30 PM
VENUE:	JUPITER SUITE 1, ST MARTINS PLACE, 51 BATH ROAD, SLOUGH
DEMOCRATIC SERVICES OFFICER: (for all enquiries)	NICHOLAS PONTONE 01753 875120

SUPPLEMENTARY PAPER

The following Paper has been added to the agenda for the above meeting:-

* Item 5 was not available for publication with the rest of the agenda.

PART 1

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
5.	Temporary Agency Staff Progress on Implementation and Baseline Monitoring	1 - 2	All

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SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee
DATE: 11th April 2018
CONTACT OFFICER: Surjit Nagra, Service Lead - People
(For all enquiries) Barry Stratfull, Service Lead - Finance
WARD(S): All

PART I
FOR INFORMATION

TEMPORARY AGENCY REPORT

1 **Purpose of Report**

The purpose of the report is to provide members of this Committee with responses to the questions that were asked at the last committee. These related to information on the long term agency in the Chief Executive Department and what the 'true' costs of the agency spend is.

2 **Recommendation(s)/Proposed Action**

The Committee is requested to note the contents of this report.

3. **Supporting Information**

Background

This committee has been receiving reports which highlight the agency usage across the directorates within the Council and the related spend incurred. At the last committee meeting in January the committee requested further information as follows:

- A breakdown of the placements exceeding two years in the Chief Executive's department.
- Contextual information showing the net cost of using temporary agency cost against existing staffing budgets.

Chief Executive Placements

There are two long term placements within the Chief Executive Directorate who have been here for over two years. One of the workers is covering a maternity leave period which has straddled over two years due the permanent member of staff becoming pregnant shortly after returning to work from her first pregnancy leave. The second worker is covering a vacant position in legal services where there are national shortages in obtaining legal qualified professionals with experience.

We have in this process taken the opportunity to review all long term placements of which we have a total of 19. 4 of these workers are fulfilling qualified Social Workers roles (where we know there is a national shortage) and 6 workers are in the non qualified roles in Adult and Communities.

Use of Temporary agency staff

An initial analysis of the use of agency staff has been carried out for the period April 2017 to February 2018. Further detailed analysis of the reports are required in order to complete the analysis but in this period agency costs are approximately 18% higher than they would have been if existing staff had been used. Whilst employing agency costs saves on sick and holiday pay recent legislation has resulted in higher agency costs due to IR35 in some cases. In addition agency staff are recruited to cover one off projects and to cover sick leave and will be funded from consultancy and other service budgets rather than staffing budgets.

Position to the end of March 2018

The data setting out the spend, number and duration of Matrix placements that the committee usually receives each quarter is yet to be finalised for the fourth quarter of 2017-18. This information will be circulated to members of the committee within the next two weeks.