

APPENDIX 2: Agency Staff - Engaged for over 52 weeks (Outside IR35)

Directorate	Department	Job Title	Indicate reasons why agency workers are still being used	Indicate <u>proactive</u> action(s) being taken to fill the post i.e. tried to recruit to twice/three times internal and externally; covering maternity leave; covering sickness absence; adverts on going to perm post; posts on hold pending re-org.	IR35 - Inside or Outside
Regeneration	Housing, Benefits & Planning	Regeneration Project Manager (Level 9)	The contractor is funded by the transformation budget, it is a specialised role and will help us to provide continuity of service with our capital projects.		Outside
Regeneration	Facilities & Environmental Services	Structural Checking Engineer	SE has been brought in to deliver a specific piece of specialised work.	Difficulties to recruit someone in this very specialised field. Internal expertise is not available. This relates to a specialist activity, the cost of which is expected to be recovered partially or fully from the application fees.	Outside
Regeneration	Housing, Benefits & Planning	Local Plan Consultant (Level 7)	Contractor working on a special project for the local plan : that includes supporting strategic project management plus at present the town centre regeneration element. This is a specialist activity - the contract could extend for up to three years i.e. 2022 but depends on progress with the local plan.		Outside

Regeneration	Housing, Benefits & Planning	Project Manager – SROI, Income Generation & Private Sector Initiatives	Worker was funded by the Transformation Fund to carry out the HMO Consultation for a new licensing scheme. Transformation Fund unavailable in 2019/20 but vacancies will pay for the worker to stay on for 6 months to implement scheme plus other identified work.	This is not an Establishment post.	Outside
Regeneration	Management	Regeneration & Commercial Project Officer (Level 7)			Outside
Regeneration	Housing, Benefits & Planning	RMI Systems Mobilisation Project Manager (Level 9)	Awaiting approval for restructure and another attempt at recruitment . Also specialist role in project management delivery system development of repairs and service charge IT module	Pending restructure and recruitment	Outside
Finance and Resources	People / Digital and Strategic IT	Agresso Support Consultant x 4	Working on a specific project	Engaged on corporate Agresso IT project	Outside
Finance and Resources	People	Education Services Consultant	Working on a specific project	Engaged on the corporate Slough Academy transformation project	Outside
Finance and Resources	Finance	Principal Accountant	Covering vacancy.	Finance had plans for a restructure towards the end of 2018 but it has been put on hold pending work on the future model for SBC	Outside
Children, Learning and Skills	School Effectiveness	Primary School Improvement Consultant X2	Engaged on an as and when basis	Individual is highly specialist in their role so the current flexible arrangement makes most economical sense.	Outside