

**Report of Head of Governance Services**

**Report to Scrutiny Board (Strategy and Resources)**

**Date: 21 November 2016**

**Subject: Use of Agency Staff**

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

**1 Purpose of this report**

- 1.1 The purpose of this report is to provide members of the Scrutiny Board with the opportunity to discuss the use of agency staff across the Council.

**2 Main issues**

- 2.1 As part of the recent inquiry into ICT Resourcing, the Scrutiny Board considered the use of agency staff and associated spending on delivering aspects of ICT services. Previously, the use of agency staff and associated spending across the Council was considered by the Scrutiny Board in 2013/14.
- 2.2 At its previous meeting, on 24 October 2016, the Scrutiny Board considered an analysis of spending on agency staff across the Council over recent years. This showed a cumulative reduction in spending of over £6.5M from 2013/14 to 2015/16, with a further budgeted reduction of over £4.3M in 2016/17.
- 2.3 The spending analysis is again appended to this report for ease of reference.
- 2.4 Representatives from Human Resources have been invited to attend the Scrutiny Board meeting to further discuss the work undertaken to manage the use of agency staff in the delivery of services across the Council.

**3. Recommendations**

- 3.1 Members are asked to consider the details provided and identify any specific areas that may require further scrutiny input/ activity.

**4. Background papers<sup>1</sup>**

#### 4.1 None used

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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.