



Derby City Council

**Audit and Accounts Committee
6 July 2016**

ITEM 7

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

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 on the use of agency workers and consultants.
- 1.2 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 on 7 March 2016.
- 1.3 The final report and recommendations can be found at Appendix 2 of this report. The report details the evidence gathered and the processes used to receive the data. The report was considered by Council Cabinet at its meeting on 13 April 2016. The Board recommended Audit and Accounts Committee to review the procurement process in relation to the recruitment of consultants (paragraph 6.10 of the report).

RECOMMENDATIONS

- 2.1 To receive the report and consider the recommendation set out at paragraph 6.10 of the Supporting Derby's Workforce Topic Review. To ask the Audit and Accounts Committee to review the procurement process in relation to the recruitment of consultants.

REASON FOR RECOMMENDATIONS

- 3.1 To comply with the request from the Supporting Derby's Workforce Board.

SUPPORTING INFORMATION

- 4.1 The detail of the '*Supporting Derby's Workforce Overview & Scrutiny Board: Review of Use of Agency Workers and Consultants*' Report can be found at 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)	David Walsh
For more information contact: Background papers: List of appendices:	Karen Squires 01332 643649 karen.squires@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 the council's 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 and 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.

Corporate Joint Committee also regularly reviews the status of agency workers and interims and regular discussions take place at Departmental Management Team meetings, 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.