



SUBJECT: PROVISION OF AGENCY WORKERS

REPORT BY: HEAD OF HUMAN RESOURCES AND ORGANISATION DEVELOPMENT

1. PURPOSE OF REPORT

- 1.1 To provide Elected Members with information on the number of agency workers engaged by the Council.

2. SUMMARY

- 2.1 Elected Members are aware that the Council uses the Agency Managed Service to supply the Council with agency workers to ensure continuity of service to the council taxpayers of the borough. This report provides information on the numbers of agency workers that have been used since the Agency Managed Service commenced in July 2010.

3. LINKS TO STRATEGY

- 3.1 The use of agency workers links to the People Management Strategy and therefore to all other strategies, including all equality strategies, policies and procedures, that relies on employees to deliver the strategy and service provision

4. THE REPORT

- 4.1 Elected Scrutiny Members are aware that the Council uses the Agency Managed Service to supply the Council with agency workers to ensure continuity of service to the council taxpayers of the borough. This report provides management information on the numbers of agency workers that have been used since the Agency Managed Service commenced in July 2010.

- 4.2 In October 2011 the Agency Worker Regulations come into force. The regulations mean that agency workers who have a minimum of 12 weeks service with Caerphilly Council will be entitled to the same basic employment conditions as employees. This includes rate of pay and annual leave entitlement but does not include conditions linked to a long-term employment relationship such as pension and occupational sick pay.

The regulations have had an impact on the cost of using agency workers in Caerphilly Council. We seen an increase in the cost of engaging agency workers, particularly in areas where the rate of pay offered to agency workers is significantly below that which is paid to permanent members of staff, for example, refuse and cleansing and parks.

- 4.3 Since Implementation in July 2010 to March 2012 **£5,291,392.55** has been spent on agency workers; however the Comensura contract has indicated **£164,849.00** of cashable savings for Caerphilly Council, by managing and reducing supplier mark-ups.

5. EQUALITIES IMPLICATIONS

- 5.1 This report is for information purposes, so the Council's EqIA process does not need to be applied, however it should be noted that all Council's personnel-related policies have been impact assessed during 2012 as part of the work around the Corporate Health Standard.

6. FINANCIAL IMPLICATIONS

- 6.1 The financial implications relate to the usage of agency workers by the Council.

7 PERSONNEL IMPLICATIONS

- 7.1 There are no personnel implications of this report.

8. CONSULTATIONS

- 8.1 There are no consultation responses that are not included in this report.

9. RECOMMENDATIONS

- 9.1 Elected Members are requested to note the contents of this report.

10. REASONS FOR THE RECOMMENDATIONS

- 10.1 The report has been produced for information purposes.

11. STATUTORY POWER

- 11.1 Local Government Act 1972
Local Government Act 2000
Employment Act 2008

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Consultees: Head of Human Resources and Organisation Development
HR Service Managers
Deputy Chief Executive
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Appendices:

Appendix 1 Vendor Neutral Managed Service for the Provision of Agency Staff