

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Personnel Committee**

14 May 2018

### **Report of the Head of Human Resources – Sheenagh Rees**

#### **Matter for Information**

#### **Wards Affected:**

All wards

#### **Report on Agency Usage and Spend**

#### **Purpose of the Report**

To provide an update on agency workers usage across the Council, per Head of Service.

#### **Executive Summary**

The report shows the usage and spend on Agency workers by Head of Service over the last three financial years.

#### **Background**

During 2010, the Council reviewed its agency worker usage and appointed Comensura to take over responsibility for managing the supply of all temporary agency workers. The new arrangement came into place in May 2010.

Comensura are not a staffing agency and engage with suppliers offering them the opportunity to work with the Council. Using Comensura simplified the way the Council recruited temporary agency workers. Instead of contacting numerous staffing agencies, Managers contact Comensura via an online system called C-net, saving time and money. Comensura then takes responsibility for managing agencies on the Council's behalf and as a result of economies of scale, supply agency workers to the Council at the best rate possible.

Influential to the Council's decision to partner with Comensura was the fact that they are not a staffing company and are entirely supplier-neutral. All temporary agency workers are provided by preferred suppliers and through the Comensura programme all relevant suppliers are presented with an equal opportunity to grow their business with the Council.

### **Agency Spend**

Attached as Appendix 1 is a table showing the breakdown of agency worker spend for the financial years: April 1<sup>st</sup> 2015 – March 31<sup>st</sup> 2016; April 1<sup>st</sup> 2016 – March 31<sup>st</sup> 2017 and April 1<sup>st</sup> 2017 – March 31<sup>st</sup> 2018.

The table provides information on the spend per Head of Service and the types of jobs that Agency workers have been used for.

The data has been provided by 'Comensura' and is based on 'active' usage of Agency workers, which falls within the reported periods.

The figures show that total expenditure has steadily decreased across the Council from £1,516,699.09 in 2015/16 to £1,261,839.07 in 2016/17 and to £1,129,100.37 in 2017/18.

The highest expenditure over these three financial years is in the Environment Directorate within the Refuse and Recycling Teams in Streetcare Services. This expenditure has been used to specifically cover the jobs of Refuse/Recycling Driver and Refuse/Recycling Loader. The reasons for using agency workers to cover these jobs have been given as cover for holiday/leave, cover for sickness absence and to meet short-term demand.

	<b>TOTAL EXPENDITURE</b>
2015/16	£567,706.24
2016/17	£549,184.63
2017/18	£649,831.61

The table above shows that expenditure has decreased over the first two years but, increased over the last financial year.

The main reasons for this increase was the need for agency workers to provide cover for additional training being delivered, particularly in health and safety, supervisors being taken away from their job roles to carry out project work, the Council's recycling scheme being rolled out which required equipment to be delivered to households and also, for office cover for long-term sickness absences.

The second highest expenditure shown is in Social Services, Health and Housing Directorate.

The majority of expenditure within this Directorate is in Children's Services and Adult Services and this has been when they have engaged agency Social Workers.

The table below shows the total expenditure on social workers over the three financial years divided into Children's Services and Adult Services:

	<b>TOTAL EXPENDITURE</b>	<b>ADULT SERVICES</b>	<b>CHILDREN'S SERVICES</b>
2015/16	£679,493.74	£190,455.88	£489,037.86
2016/17	£516,842.64	£279,317.58	£237,525.06
2017/18	£222,176.79	£158,489.30	£63,687.49

The figures demonstrate that total expenditure over the three financial years has significantly decreased during the three year period and at present there is 1 agency social workers in Children and Young People's Services and 1 in Adult Services.

### **Financial Impact**

The cost of agency workers is met by individual services engaging the agency workers. The total spend is included in the report.

### **Equality Impact Assessment**

There are no equality impacts associated with this report.

### **Workforce Impacts**

There are no workforce impacts associated with this report".

### **Legal Impacts**

Agency Worker Regulations give Agency workers are entitled to certain employment rights and equal treatment if the hirer uses the worker for 12 consecutive weeks in a given job.

### **Risk Management**

The delivery of front line services to the community could be disrupted if Agency workers are not used.

### **Consultation**

There is no requirement under the Constitution for external consultation on this item.

### **Recommendations**

It is RECOMMENDED that the report be NOTED.

FOR INFORMATION.

## **Appendices**

Appendix 1

### **List of Background Papers**

None

### **Officer Contact**

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