

**Item 9 - Question Time**

To the Chair of the Corporate Resources Committee

“Could you please provide me with a list of posts, noting grades and department, of where the Council engages Agency workers?”

Response to Mrs G Campbell Sinclair

At the last Council, in response to a similar question, it was confirmed that action was continuing to be taken in terms of reducing the number of agency staff across the Council and that if required a confidential briefing for any Member with the relevant Manager could be arranged.

As was explained, Agency spend is monitored by Services to ensure costs are within staffing budgets. Agency workers are used where it is necessary to meet the needs of the Service and service users e.g. short notice recruitment, technical skills, and risk factors. Examples of this are:-

- Teacher, or occasionally a promoted post (Teaching grades)
- Social Worker (HC9)
- Mental Health Officer (HC9)
- Community Works Operative 4 – LGV Driver within Waste Services (HC4)
- Community Works Operative 3 – Refuse Loader within Waste Services (HC3)
- Community Works Operative 3 – Grounds Maintenance operative within Amenity Services (HC3)

The Council may also use bank nurses to cover for Health Visitors or School Nurses. (Agenda for Change grades)

It was further pointed out that the level of detail requested in the format required would require considerable staff resources to analyse every invoice and obtain details from services and suppliers. On that basis, this information has not been collated.

I can however advise that the Shared Commercial & Procurement Service has undertaken an analysis of agency spend and is currently working with all services to ensure that best value is obtained from the use of agencies through a preferred supplier.