By: Alex King – Deputy Leader, Corporate Support & External Affairs
Amanda Beer – Director of Personnel & Development

To: Personnel Committee - 30 January 2009

**Subject: Monitoring use of Interim Managers, Agency Staff
& Consultants**

Classification: Unrestricted

SUMMARY: This report details the use of interim managers, agency staff and consultants across the Authority on 30 September 2008.

---

1. **BACKGROUND**

1.1 Since September 2004, Personnel Committee has monitored the use of interim managers and agency staff in KCC and from September 2005, consultants have been included in this monitoring which is done on a six monthly basis.

1.2 The reports note the difference between consultants procured to deliver a specific piece of work and the individuals brought into the organisation to cover existing vacancies or supplement the workforce at times of peak workload, i.e. agency staff and interim managers.

1.3 Personnel Committee have subsequently requested that the numbers of staff being re-employed following at risk of redundancy status. These figures are as follows:

	At risk of Redundancy	At risk of Restructure	Slotted	Redeployed
Staff Nos	233	67	38	104

1.4 It has also been requested that any member of staff who has left the Authority with a redundancy payment and subsequently re-engaged as a consultant is noted. In the period 01.04.08 to 30.09.08 the total is 8.

2. **AGENCY STAFF AND INTERIM MANAGERS IN PLACE ON 30.09.08**

2.1 The figure for use of agency staff and interim managers across KCC was 3.1% of the workforce. Information on the use of agency staff in other local authorities is scant, so it is difficult to benchmark this level of usage. However, statistics show that agency use is higher in the public than private sector and higher in the South East than elsewhere. The national average for the use of agency staff is reported at "roughly 2%" of the workforce, (CIPD/KPMG Labour market Outlook survey, 2008) so given the sector and location of KCC, agency use here does not seem excessive.

2.2 Appendix 1 shows the number of agency staff and interim managers in place across KCC by Directorate. Appendix 2 shows comparisons since September 2004.

2.3   The use of interim managers was as follows:

CED	1	1 x County Print
CMY	6	4 x Adult Education 1 x Libraries & Archives 1 x KDAAT

2.4   The percentage use of agency staff was lowest in Communities (0.8%) and highest in Environment & Regeneration (9%). Most of the agency staff in Environment & Regeneration were in Kent Highway Services where it has been necessary to use agency staff during restructuring to avoid taking on permanent staff.

2.5   In Chief Executive's the total figure was 5.9% which is lower than March last year. Higher percentages were seen in Legal Services where there were a high number of locum solicitors, SDU there were 25 in the contact centre and in ISG there were a total of 26, a significant percentage of ISG activity is project related and not funded from base budget. In order to meet the short term requirement for specialist staff ISG makes use of the KCS agency contracts to resource projects on behalf of service directorates.

2.6   In Kent Adult Social Services, the overall figure was 2.36% a decrease since March 2008.

2.7   In Children, Families & Education the use of agency staff accounted for 3.4% of the workforce, which is also a lower figure than March.

3.   KENT TOP TEMPS (KTT)

3.1   Personnel Committee has asked that this monitoring report include information on Kent Top Temps. The number of agents that KTT had in place on 30 September 2008 is shown in Appendix 3. This also includes the new Managed Service therefore temporary staff also sourced through KTT via the supplier list and the number of supply teachers placed through Kent Top Temps. Information on supply teachers placed by other agencies is only available by requesting each school to provide it.

4.   SUMMARY

4.1   Personnel Committee is asked to note the usage of agency staff, interim managers and consultants in KCC on 30 September 2008.

Amanda Beer
Director of Personnel & Development
Ext 4136