

**By:** Roger Gough – Cabinet Member, Corporate Support Services & Performance Management  
Amanda Beer – Director of Personnel & Development

**To:** Personnel Committee **Date:** 12 May 2010

**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 2009.

---

## 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 requested reports on the numbers of staff being re-deployed following at risk of redundancy status and any who have been subsequently re-engaged on a consultancy basis. For the period 01.04.09 to 30.09.09, the figures are as follows:

	Slotted	Redeployed	No Longer at risk	Redundant	Voluntarily Redundant
Staff Nos	31	25	11	32	1

- 1.5 Whilst this report does not highlight significant levels of agency staff and the overall trend has been marginally downward, it is possible that agency staff will increase over the next year as managers respond to the need to keep headcount as low as possible pending restructures.

## 2. **AGENCY STAFF AND INTERIM MANAGERS IN PLACE ON 30.09.09**

- 2.1 The figure for use of agency staff and interim managers across KCC was 3.6% of the workforce which is marginally higher than in March 2009.
- 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 Applications Manager (ISG)
CMY	1	1 x Intensive Supervision & Surveillance Programme County Manager
KHS	1	1 x Contracts Manager

- 2.4 The percentage use of agency staff was lowest in Communities (1.1%) and highest in Environment, Highways & Waste (6.5%) where agency staff in Kent Highway Services were used as an alternative to recruitment pending efficiency savings.
- 2.5 In Chief Executive's Department (excluding Commercial Services) the total figure was 5.7% which is lower than the March report. In Commercial Services, the use of agency staff has risen from 2% in March 2009 to 6% in September. This is because a high percentage of agency staff were employed in Kent County Supplies due to a peak in the workload.
- 2.6 In Kent Adult Social Services, the overall figure was 4.1% an increase since March 2009. This increase is partly due to a new more accurate method of reporting but fundamentally is because agency staff are used for externally funded posts, a number of which are temporary due to specific grant funding. These posts are expected to finish at the end of the financial year and are covered by agency staff to avoid redundancy costs accruing to the County Council. The remainder of agency staff will be in direct provision where statutory minimum standards of staff are required.
- 2.7 In Children, Families & Education the use of agency staff accounted for 3.6% of the workforce, which is less than March 2009 by 0.2% due to an increase in administration roles, interpreters and social workers.

### **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 2009 is shown in Appendix 3. This also includes the new Managed Service therefore temporary staff also sourced through KTT via the supplier list.

### **4. RECOMMENDATION**

- 4.1 Personnel Committee is asked to note the information in this report and agree that it will be included in the Annual Workforce Profile Report in the future.

**Amanda Beer**  
**Director of Personnel & Development**  
**Ext 4136**