

By: Director of Personnel & Development
To: Personnel Committee - 11 September 2008
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 March 2008.

1. **BACKGROUND**

- 1.1 In September 2004, Personnel Committee endorsed a report recommending annual monitoring of the use of interim managers and agency staff in KCC and from 2005 consultants would be included. In January 2006 it was agreed that this should be extended to six monthly monitoring from 2007.
- 1.2 The report noted 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 It was agreed that the date for the monitoring would be 30 March and 30 September each year and this paper reports the outcomes of the latest monitoring.
- 1.4 It was also agreed at the last Personnel Committee 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				

2. **AGENCY STAFF AND INTERIM MANAGERS IN PLACE ON 30.03.08**

- 2.1 The figure for use of agency staff and interim managers across KCC was 4.5% of the workforce. Information on the use of agency staff in other local authorities is scant.
- 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 Gateway Administration
CMY	9	7 x Adult Education 1 x Libraries & Archives 1 x KDAAT
CFE	2	2 x Attendance & Behaviour Service on temporary projects
E&R	5	5 x Business Change Managers

- 2.4 The percentage use of agency staff was lowest in Communities (0.8%) and highest in Environment & Regeneration (9.7%). 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 7.8% which is lower than September last year. Higher percentages were seen in Legal Services where there were a high number of locum solicitors and in ISG where there were a total of 22 agency staff at this time working in the development team, service desk, projects and integration, procurement, TRP, Oracle Support, EIS and IS commissioning.
- 2.6 In Kent Adult Social Services, the overall figure was 3.75% a decrease since September 2007. In the East Kent Social Care area the number of agency staff remained relatively high to support the implementation of SWIFT.
- 2.7 In Children, Families & Education the use of agency staff accounted for 3.7% of the workforce. This is an increase on the September figures and partly due to increased use of agency social workers in the lead up to the Joint Area Review.

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 March 2008 is shown in Appendix 3. The information includes 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 March 2008.

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