

By: Director of Personnel & Development
To: Personnel Committee - 1 February 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 September 2007.

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	25	74	14	61

2. **AGENCY STAFF AND INTERIM MANAGERS IN PLACE ON 30.9.07**

- 2.1 The figure for use of agency staff and interim managers across KCC was 2.8% of the workforce which is lower than in March 2007. 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	2	1 x Property and 1 x Corporate Diversity Team
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2.4 The percentage use of agency staff was lowest in Communities (0.9%) and highest in Environment & Regeneration (8.2%). 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 8.0%. 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 36 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 4.0% an increase since March but lower than the September figure in 2006. 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 1.8% of the workforce. This is a decrease on the March figures and agency staff are still mainly in Children's Social Services, covering both social workers and administration roles. Consultants in CFE were deployed in the Advisory Service and most of these were part of the school improvement partner set up.

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 2007 is shown in Appendix 2. 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. RECOMMENDATION

4.1 Personnel Committee is asked to note the usage of agency staff, interim managers and consultants in KCC on 30 September 2007.

Amanda Beer
Director of Personnel & Development
Ext 4136

NUMBERS OF AGENCY STAFF AND INTERIM MANAGERS ON 30 SEPTEMBER 2007

Directorate	No of Agency staff (FTE)	No of interim managers (FTE)	Total Temporary Staff (FTE)	Total temporary staff as a % of Directorate headcount	No of Consultants procured between 01.04.07 and 30.09.07
Chief Executive	79.41	2	81.41	8.0	14
Commercial Services	17	0	17	1.8	0
Communities	41	0	41	0.9	13
Environment & Regeneration	74	0	74	8.2	1
Children, Families & Education	79.5	0	79.5	1.8	35
Kent Adult Social Services	152	0	152	4.0	3
TOTAL	442.91	2	444.91	2.8	66

COMPARISON OF DATA

Directorate	% Temp Staff	% Temp Staff	% Temp Staff	% Temp Staff	% Temp Staff
	Sept 2007	March 2007	2006	2005	2004
CED	8.0	4.3	5.5		
Comm Serv	1.8				
Corp Serv				12.59	4.45
CMY	0.9	1.1	0.8		
CFE	1.8	3.4	2.0		
Ed & Lib				1.57	1.36
E&R	8.2	6.3	5.7	12.59	.99
KASS	4.0	2.5	4.5		
Social Services				3.32	2.0
KCC staff	2.8	3.1	3.2	4.53	2.22

Directorate	Consultants	Consultants	Consultants	Consultants	Consultants
	Sept 2007	March 2007	2006	2005	2004
CED	14	0	3		
Corp Serv				7	
Comm Serv	0	0	0	0	
CMY	13	20	13		
CFE	35	32	40		
Ed & Lib				0	
E&R	1	10	4		
Strat Planning				45	
KASS	3	7	5		
Social Services				22	
Totals	66	64	65	74	

Agency Staff Supplied by KTT as at 30 September 2007

Job Title/Role	No of Temps (Actual)
CED (excluding Commercial Services)	30
ASD	36
CFE	32
Communities	7
E&R	16
Commercial Services	7
Medway	1
Care Workers	32
Supply Teachers	7
Interpreters	16
Drivers & Industrial	14
TOTAL	198