

By: Director of Personnel & Development
To: Personnel Committee - 21 May 2007
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 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 26 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.

2. **AGENCY STAFF AND INTERIM MANAGERS IN PLACE ON 30.3.07**

- 2.1 Appendix 1 shows the number of agency staff and interim managers in place across KCC by Directorate. Appendix 2 shows comparisons since September 2004.
- 2.2 The use of interim managers were as follows:

CED	2	2 x Property
CFE	2	1 x Commissioning 1 x Advisory Service Kent

- 2.3 The percentage use of agency staff was lowest in Communities (1.1%) although total number is higher than in September. Most of this increase was due to a higher number of temporary contact centre agents. This is always possible due to the higher levels of staff turnover associated with this type of role and agency staff are needed to ensure business continuity.
- 2.4 The highest percentage of temporary staff was in the Chief Executive's Department. Short term fluctuations in work and/or defined project work have been accommodated effectively and economically by the use of agency workers, primarily in Legal Services, ISG and Property although Property has seen a significant reduction in the number of expensive professional interim managers in the last 6 months.

- 2.5 Most of the agency staff in Environment & Regeneration were in Kent Highway Services due to the restructuring, which has necessitated using agency staff to avoid taking on permanent staff.
- 2.6 In Adult Services, the overall figure was 2.5% and overall the number of agency staff has reduced since September however, in East Kent Care Management and Resources, the number of agency staff remains high to support the implementation of SWIFT.
- 2.7 In Children, Families & Education the use of agency staff accounted for 3.4% of the workforce. This increase on the September figures is mainly in Children's Social Services, in both social workers and administration staff. Consultants in CFE were deployed in the Advisory Service and most of these were part of the school improvement partner set up.
- 2.8 The figure for use of agency staff and interim managers across KCC was 3.1% of the workforce which is virtually unchanged compared to September 2006. Information on the use of agency staff in other local authorities is scant.

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 2007 is shown in Appendix 2.

4. RECOMMENDATION

- 4.1 Personnel Committee is asked to note the usage of agency staff, interim managers and consultants in KCC on 30 March 2007 and consider continuing reporting on the use of agency staff and consultants with reports on staff numbers.

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NUMBERS OF AGENCY STAFF, INTERIM MANAGERS AND CONSULTANTS
ON 30 MARCH 2007

Directorate	No of Agency Staff	No of Interim Managers	Total Temporary Staff	% of Temporary Staff	No of Consultants procured between 01.10.06 and 30.03.07
CED	80.4	2	82.4	8.4	0
CS	18	0	18	1.9	0
CMY	30	0	30	1.1	20
E & R	58	0	58	6.3	10
CFE	97.5	2	99.5	3.4	32
AS	98	0	98	2.5	7
Totals:	381.9	4	385.9	3.1	64

APPENDIX 2

COMPARISON OF DATA

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

Directorate	Consultants	Consultants	Consultants	Consultants
	March 2007	2006	2005	2004
CED	0	3		
Corp Serv			7	
CS	0	0	0	
CMY	20	13		
CFE	32	40		
Ed & Lib			0	
E&R	10	4		
Strat Planning			45	
KASS	7	5		
Social Services			22	
KCC staff	64	65	74	

Agency Staff Supplied by KTT as at 30 March 2007

Job Title/Role	No of Temps (Actual)
CED (excluding Commercial Services)	31
ASD	59
CFE	38
Communities	9
E&R	20
Commercial Services	1
Kent Top Temps	1
Maidstone BC	4
Medway	1
Ashford BC	0
Care Workers	27
Supply Teachers	14
Interpreters	15
Drivers & Industrial	14
TOTAL	234