ABSTRACT
This report advises of the cost of the use of temporary, agency and supply workers during the 2010/11 financial year.

1 RECOMMENDATION
The Sub Committee consider the terms of this report.

2 BACKGROUND
At its meeting of 2 November last year the Sub Committee received a report on an efficiency review of the council’s use of temporary, agency and supply workers. Following consideration of that report the Sub Committee agreed that, as part of the council’s performance management arrangements, departmental and total council spend on non-permanent workers would be reported to it annually. This is the first such report.

The following definitions are used for the three categories:

a) **A temporary worker** is an employee, whether designated temporary or fixed term, who is employed for a specific period of time or to complete a specific task. They may be employed in an existing post eg to provide maternity or long-term absence cover or a new post may have been established for them.

b) **An agency worker** is an individual who is provided to the council by a third party, usually an employment agency, to whom the council pays a fee for the service and who is not therefore an employee of the council.

c) **A supply (or casual or relief) worker** is an individual, previously recruited to a ‘pool’ whom a department may call to undertake (usually) short periods of work often to provide sickness or holiday cover. There is no obligation on the council to offer such individuals work nor on the individual to accept work if it is offered.

3 TEMPORARY, AGENCY AND SUPPLY WORKER COSTS 2010/11

The costs incurred in 2010/11 and, for comparative purposes, 2009/10, are shown at the appendix (Temporary, Agency and Supply Worker Costs 2010/11 Sheet) to this report. Also shown is the cost of employing these workers expressed as a percentage of total employee costs.

The following table summarises the position

<table>
<thead>
<tr>
<th></th>
<th>2009/10</th>
<th>2010/11</th>
<th>Increase/Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporary</td>
<td>3,367,465.00</td>
<td>3,628,763.00</td>
<td>261,298 (7.8%)</td>
</tr>
<tr>
<td>Agency</td>
<td>737,680.00</td>
<td>445,990.00</td>
<td>(291,690) (39.5%)</td>
</tr>
<tr>
<td>Supply</td>
<td>1,940,634.00</td>
<td>2,147,627.00</td>
<td>206,993 10.7%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6,045,779.00</td>
<td>6,222,380.00</td>
<td>176,601 (2.9%)</td>
</tr>
</tbody>
</table>

Expressed as a percentage of total employee costs, the cost of these workers in 2010/11 was 3.9% compared to 3.8% in 2009/10.
4 FINANCIAL IMPLICATIONS
There are no financial implications associated with the terms of this report.

5 HUMAN RIGHTS IMPLICATIONS
There are no human rights implications associated with the terms of this report.

6 EQUALITIES IMPLICATIONS
The issues dealt with in this report have been the subject of consideration from an equalities perspective (as required by legislation). An equalities impact assessment is not required.

7 CONSULTATION
The Director of Corporate Services, Head of Finance and Head of Law & Administration have been consulted on the terms of this report.

RICHARD STIFF
CHIEF EXECUTIVE

NOTE  No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.