

Item No. 2	Classification: Open	Date: 2 February 2005	Meeting Name: Regeneration and Resources Scrutiny Sub-Committee
Report title:		Request from Overview and Scrutiny Committee – Use of Agency Staff	
Ward(s) or groups affected:		All	
From:		Head of Overview and Scrutiny	

PURPOSE OF ITEM

1. To consider the resource aspects of the reports presented to the Overview and Scrutiny Committee (OSC) on the use of agency staff, and feed back to OSC on the purely financial issues arising from the reports.

BACKGROUND INFORMATION

2. At its meeting on the 30th November 2004, OSC received a report from the Head of Human Resources on the use of agency staff. This request had originated at the Regeneration and Resources Scrutiny Sub-Committee meeting on the 9 September 2004, where it was recommended that OSC investigate the excessive use of agency staff. The Regeneration and Resources Scrutiny Sub-Committee noted that OSC had scrutiny responsibility for *“matters in respect of Human Resources and the Council’s role as an employer and corporate practice generally”*.
3. The report OSC received at its meeting on 30th November 2004 about the use of agency staff is appended (Appendix 1). After discussion with the Head of Human Resources, OSC recommended:
 - That the Head of Human Resources prepare a comparative cost analysis of a small sample of between 10-15 full-time agency and permanent staff for the January 2005 OSC meeting.
 - That Regeneration & Resources Scrutiny Sub-Committee consider the resource aspects of the report presented, and feed back to OSC on the purely financial issues arising from that report. In addition, the Sub-Committee to comment on the comparative report requested above in January 2005 OSC.
4. The report presented to OSC at their January meeting has been appended (Appendix 2).

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Agendas and minutes: Overview and Scrutiny Committee Regeneration and Resources Scrutiny Sub-Committee	Scrutiny Team Town Hall Peckham Road SE5 8UB	Lucas Lundgren (0207 525 7224) or Carina Kane (0207 525 4393)