



Haringey Council

Report for:	Staffing & Remuneration Committee (26 th January 2015)	Item Number:	
Title:	Report on the Process for Managing Consultants & Interims into the Organisation		
Report	Jacquie McGeachie, Interim Assistant director, HR <i>J McGeachie</i>		
Lead Officer:	Carole Engwell (HR)		
Ward(s) affected:	Report for Key/Non Key Decisions:		

1. Describe the issue under consideration
 - 1.1 The Committee received a report in November outlining the reasons for Consultants or Interims to be contracted across the Council and gave details of the proposed Gateway process to be introduced.
 - 1.2 This report gives an update on the introduction of the process that was introduced for all new contracts effective from 1st January 2015.
2. Recommendations
 - 2.1 That the Committee note the report.
3. Alternative options considered
 - 3.1 None
4. Background information
 - 4.1 At the beginning of December 2014 Assistant Directors were asked to submit a business case by 23 December for each Consultant or Interim working in their business area. The information provided was used to update the central register and a copy of the final information relating to Quarter 3 is attached at Appendix 2.



- 4.2. The new process was introduced on 1 January 2015 which requires a business case to be completed by the hiring manager, authorised by their Assistant Director and finally signed off by both the Assistant Director HR and the Chief Operating Officer. The new process will be more robust and will ensure that value for money is evidenced both at the initial engagement stage and when an extension to the contract is requested.
- 4.3 A comparison of the data for Q2 and Q3 is attached at Appendix 1. Overall, there were seven fewer Consultants/Interims engaged at the end of December compared to the end of September with each category showing a slight reduction in contractors. Christmas is seen as a natural end point for contracts and the majority of those leaving left in December. As a result, the overall estimated annual cost also reduced by £530,880.
- 4.4 The estimated off contract spend also reduced considerably due to the reduction in contracts but more significantly, due to work that has been done with business unit managers to move contractors to one of the Council's framework agencies. At the end of the quarter only eight contractors were still engaged through an agency not on the framework and work will continue during the next quarter to further reduce the number.
5. Comments of the Chief Finance Officer and financial implications
5.1 Not applicable.
6. Comments of the Assistant Director of Corporate Governance and legal implications
6.1 Not applicable.
7. Equalities and Community Cohesion Comments
7.1 The proposed Gate keeping process will follow the council's policy on equality and diversity.
8. Head of Procurement Comments
8.1 Not applicable.
9. Policy Implication
9.1 None
10. Use of Appendices
Appendix 1: Summary of the last two quarters
Appendix 2: Details of Consultants / Interim Contracts Q3 2014
11. Local Government (Access to Information) Act 1985
Not applicable.