



Haringey

Report for:	Staffing & Remuneration Committee 14 September 2015	Item Number:	
Title:	Consultation and Interims Report – April to June 2015 (Qtr 1)		
Report Authorised by:	Jacquie McGeachie, Assistant Director Human Resources <i>J McGeachie</i>		
Lead Officer:	Carole Engwell, HR Quality Assurance Manager		
Ward(s) affected: N/A	Report for Key/Non Key Decisions: N/A		

1. Describe the issue under consideration
 - 1.1. The report details the number of Consultants and Interims engaged across the Council during the period 1 April to 30 June 2015 (Qtr 1) and compares the data to that reported for the previous quarter (Qtr 4).
2. Recommendations
 - 2.1. The report is for discussion and noting.
3. Background Information
 - 3.1. The number of Consultants and Interims engaged by the Council reduced by 7 during the period resulting in 60 current contracts at the end of June 2015. Of these, 33 people were covering established posts that are vacant, 13 were covering a transformation project and 14 were providing additional support.
 - 3.2. The overall spend for Qtr 1 was £886,697. The net spend covering established posts was £138,403. The estimated spend on covering supernumerary posts was £748,294.



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During the quarter, the total spend on both Consultants and Interims reduced by £82,776 when compared to the spend of £969,473 in Qtr4.

The table below summarises the spend for Qtr1 and compares it to the spend in Qtr 4

	Interims (covering a vacancy)			Supernumerary Consultant (working on a transformation project)			Supernumerary Consultant (providing additional expertise)			Total
	Qtr4	Qtr1	+/-	Qtr 4	Qtr1	+/-	Qtr4	Qtr1	+/-	
Number of individuals	36	33	-3	17	13	-4	14	14	0	£969,473
Spend	£189,391	£138,403	£50,988	£449,820	£406,820	£43,000	£330,262	£341,474	(£11,212)	£886,697

- 3.3. The number of Consultants providing additional cover has remained stable between the last and current quarters, the spend this quarter has increased by £11,212.
- 3.4. At the last meeting, the Committee asked that Assistant Directors provide additional information to show the top three outcomes that were to be delivered by each Consultant and Interim over the quarter, together with an indication to what extent the objectives have been met. The information added is shown in Columns Q – S of the Established Cover data in Appendix 1.
- 3.5. Appendix 1 also gives the details relating to the recruitment plans for those covering an established post which is vacant. Recruitment plans or the reason for a plan not being in place is shown for each Interim worker covering an established post.
- 3.6. A total of 29 Consultants and Interims have contracts that, at the end of Qtr1, are less than one year and average 7 months. A total of 31 Consultants and Interims have contracts that, at the end of Qtr 1, are over one year and average 25 months.
4. Comments of the Chief Finance Officer & Financial Implications
- 4.1. Whilst the report provides information only it does highlight to Members the continuing level of consultants in place across the authority and the financial implications of this.
- 4.2. The use of interims / consultants is likely to be required in any large organisation however it is critical that these contracts are closely monitored and managed to ensure that the Council receives the specified outcomes and that additional costs are minimised.



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5. Comments of the Head of Legal Services and Legal Implications
 - 5.1.
6. Equalities and Community Cohesion Comments
 - 6.1. Not applicable
7. Head of Procurement Comments
8. Policy Implication
 - 8.1.
9. Use of Appendices
 - 9.1. Appendix 1: Consultants / Interims Data Q1 April – June 2015
10. Local Government (Access to Information) Act 1985
 - 10.1.

