

Report for: Staffing & Remuneration Committee, 4th October 2016

Item number: 9

Title: People Management Report, April – June 2016

Report authorised by : Richard Grice, AD Transformation & Resources

Lead Officer: Carole Engwell, HR Quality Assurance Manager

Ward(s) affected:

**Report for Key/
Non Key Decision:**

1 Describe the issue under consideration

The report provides the committee with data relating to the workforce including non-employed workers, equalities and sickness absence data for the period April to June 2016.

2 Cabinet Member Introduction

Not applicable.

3 Recommendations

The report is for information and noting only.

4 Reason for decision

Not applicable.

5 Alternative options considered

Not applicable.

6 Background information

Details of the number of non-employed workers, the spend over the quarter, the workforce equality profile and sickness absence trend over the period are attached at Appendix 1.

7 Contribution to Strategic Outcomes

The management controls that were introduced towards the end of the quarter in response to the need for a tighter grip on spending, have reduced both the

number of non-employed workers and the spend across the council. Over the coming months, the headcount is expected to show a reduction in line with the reductions outlined the Workforce Plan and Medium Term Financial Strategy. Some of the equality action plan recommendations agreed by the Committee earlier this year may take slightly longer to achieve than originally thought due to the slowdown of external recruitment resulting from the increased spending control over recruitment.

8 Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities

- 8.1 The current regime in place supporting the engagement of agency, consultants and interim staff requires a completed business case setting out the funding available to cover the costs of these appointments. This ensures that the managers are taking full budgetary responsibility for their decisions and the requirement to provide regular business cases for extensions provides challenge to ensure that the greater focus is placed on moving towards permanent recruitment or the positive and timely delivery of agreed outcomes.
- 8.2 The Assistant Director for Corporate Governance notes the contents of this report, and appendices 1 and 2. He comments there appear to be no legal implications arising from this report.

9 Use of Appendices

Appendix 1: Data relating to the workforce
Appendix 2: List of current consultant contracts

10 Local Government (Access to Information) Act 1985

Not applicable.