

# Chief Executive's Department Town Hall, Upper Street, London N1 2UD

# Report of: Assistant Chief Executive, Governance and HR

Meeting of:	Date	Agenda item	Ward(s)
Policy and Performance Scrutiny Committee			All

Delete as	Exempt	Non-exempt	
appropriate			

# Subject: Recruitment of agency workers to directly employed posts

#### 1 Synopsis

1.1 This report an update on the Audit Committee's consideration of the council's approach to recruiting agency workers to directly employed posts following the Policy and Performance Scrutiny Committee's consideration of this issue.

### 2. Recommendations

2.1 To note the contents of the report.

#### 3 Background

- 3.1 In the context of its work relating to the council's use of agency staff, the Policy & Performance Scrutiny Committee at its 1 June 2015 meeting considered a report concerning the recruitment of agency workers to directly employed positions in the council. Arising out of that report the Policy and Performance Scrutiny Committee recommended that the Audit Committee review the council's approach to recruitment of agency workers to directly employed positions.
- 3.2 The Audit Committee considered a report on the scrutiny on 28 January 2016 and agreed the following future approach to recruitment of agency workers to directly employed positions in the council:

- All vacancies will be advertised to redeployees before they are made available through general internal and/or external advertisement.
- Agency workers will have the same access to roles advertised internally as employees who are not redeployees and recruitment will be in accordance with the council's recruitment guidelines.
- Where it is identified by senior managers that use of agency workers in a
  particular service is at a level that is leading to excessive cost and/or to
  impacts on the quality of service or stability of the workforce, discussions
  will take place with the council's trades unions. These discussions will
  aim to agree a process for recruitment to the posts covered by agency
  workers which complies with legal requirements, is fair and takes equality
  implications fully into account.
- 3.3 The trade unions were consulted on these proposals prior to the report being considered by the Audit Committee.

# 4.0 Implications

# Financial implications:

None arising directly from this report.

# Legal Implications:

None arising directly from this report.

# **Environmental Implications:**

None

# **Resident Impact Assessment:**

No resident impacts arise directly from this report

# 5.0 Conclusion

The committee is asked to note the approach to recruiting agency workers to directly employed posts adopted by the Audit Committee following the scrutiny undertaken by the committee.

Final report clearance: **Signed by:** 

Assistant Chief Executive, Governance and	Date
HR	

# **Received by:**

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