

56944 Council Agency Worker Data

This is a freedom of information request regarding agency workers in your council workforce.

I am looking for information for 2024-25, 2023-24 and 2022-23 and have included tables which you can use if convenient.

Please provide me with:

The number of agency workers in your council in each year.

Due to the nature of assignments ranging from short-term ad hoc assignments to longer assignments built into service areas workforce plans, it is not possible to give an exact number however a **notional FTE** figure, based on the total agency spend across the organisation, would be;

2022/23 - 478 FTE

2023/24 - 665 FTE

2024/25 - 755 FTE

The percentage of the council workforce comprised of agency workers in each year.

As described above, it is not possible to give an exact number. Using the notional agency figures detailed above;

2022/23 - 3% FTE

2023/24 - 4% FTE

2024/25 - 4.4% FTE

The number of agency workers who have been with the council for over 2 years in each year.

Based on the centralised information we hold on the Pertemps contract, the following figures are Headcount rather than FTE:

2022/23 - 200 people

2023/24 - 153 people

2024/25 - 197 people

The number of agency workers being paid over £75,000 (full-time equivalent) per year in each year.

Based on the centralised information we hold on the Pertemps contract, there were no such agency workers.

The council's total agency worker spending in each year.

The following figures include the spend across the organisation with all agencies, not just Pertemps.

2022/23 - £28,063,606.19

2023/24 – £31,988,581.88

2024/25 - £28,890,594.96

The overall staff turnover rate in each year.

The council wide staff turnover figures are as follows:

2022/23 - 8.1%

2023/24 - 7.7%

2024/25 - 7.47%

A breakdown of the number of agency workers by engagement reason in each year.

If your HR system categorises these differently, please use those categories instead:

Cover for long term sickness

Cover for acting-up

Cover for secondment

Cover of other long-term absence

Filling a vacancy (no substantive post holder)

If data is not available for any particular category, please provide the closest equivalent data.

Based on the centralised information we hold on the Pertemps contract, please refer to the table below. This provides the number of individual assignment requests rather than the number of Headcount/FTE Agency staff engaged. These will include ad hoc requests for one shift /day on site as well as assignments for longer periods.

| Reason | 2022-2023 | 2023-2024 | 2024-2025 |
|---|-----------|-----------|-----------|
| Absence cover (jury duty, training, bereavement) | 15 | 10 | 6 |
| Additional Service Area workload | 2,270 | 2,431 | 2,058 |
| Casual staff (e.g. Waiter/Waitress/Cleaners/Election) | 3 | 2 | 1 |
| Holiday cover | 18 | 20 | 8 |
| Maternity/Paternity Cover (shared parental leave) | 4 | 2 | 1 |
| Project Role | 97 | 73 | 86 |
| Recruitment in progress | 57 | 96 | 82 |
| Seasonal worker | 54 | 20 | 58 |
| Secondment cover | 7 | 9 | 10 |
| Sickness cover | 63 | 69 | 59 |

We have been unable to provide data in relation to all of our agency contracts across the organisation as the cost to the Council of locating, retrieving and providing the information exceeds the statutory maximum of £600.