

Appendix A – Agency Supply Analysis

Table I. All Council spend by quarter (via corporate agency supply arrangement)		
Period	Net Agency Spend	No of Agency Workers
Q4 2020/21	£3,484,797	218
Q3 2020/21	£3,682,725	211
Q2 2020/21	£3,415,906	205
Q1 2020/21	£3,711,235	186
Q4 2019/20	£3,852,957	225
Q3 2019/20	£3,935,314	244
Q2 2019/20	£3,984,750	295
Q1 2019/20	£4,054,575	317

Table 2. Directorate Breakdown, Quarter comparison (net spend)

	Reporting Quarters		Previous Quarters					
	Q4 (2020/21)	Q3 (2020/21)	Q2 (2020/21)	Q1 (2020/21)	Q4 (2019/20)	Q3 (2019/20)	Q2 (2019/20)	Q1 (2019/20)
Children's Services	£460,602	£519,703	£489,320	£454,107	£439,839	£371,496	£462,536	£564,074
Community & Environment	£331,412	£443,091	£357,870	£379,414	£377,346	£424,817	£480,493	£344,116
Finance & Legal Services	£412,584	£515,469	£536,787	£493,617	£541,381	£491,945	£402,387	£425,033
Health & Adult Services	£828,430	£662,294	£615,715	£830,937	£673,989	£772,381	£841,734	£894,359
Housing & Safer Communities	£387,826	£403,616	£403,421	£527,046	£778,920	£875,613	£826,338	£866,617
Regeneration, Enterprise & Skills	£1,063,943	£1,138,552	£1,012,793	£1,026,114	£1,041,482	£999,062	£971,261	£960,377
TOTALS	£3,484,797	£3,682,725	£3,415,906	£3,711,235	£3,852,957	£3,935,314	£3,984,750	£4,054,575

Table 3. Agency Worker Headcount by Directorate			
Directorate	Agency Worker headcount at end of Q4 2020/21	Agency Worker headcount at end of Q4 2019/20	Difference
Children's Services	31	36	-5
Community & Environment	31	23	8
Finance & Legal Services	25	34	-9
Health & Adult Services	52	32	20
Housing & Safer Communities	19	45	-26
Regeneration, Enterprise & Skills	60	55	5
TOTALS	218	225	-7

Table 4. Directorate Spend by Assignment Job Category	Children's Services	Communities & Environment	Finance	Health & Adult Services	Housing & Safer Communities	Regeneration, Enterprise & Skills	Grand Total	% of overall spend
Social Care - Qualified	243,479			434,315	12,804	8,372	698,969	20.1%
Interim Executive	3,034	27,995	55,123	142,812	96,550	205,890	531,403	15.2%
Property & Planning						487,460	487,460	14.0%
ICT	25,659	128,683		16,500	52,803		223,645	6.4%
Social Care - Unqualified				181,435			181,435	5.2%
Regeneration & Sustainability					23,765	130,138	153,902	4.4%
Project & Programme Management	23,009	21,579			19,544	87,159	151,291	4.3%
Legal			149,466				149,466	4.3%
Revenues & Benefits		30,255	95,361				125,616	3.6%
Procurement			104,662	15,413			120,074	3.4%
Education	120,001						120,001	3.4%
Parking Enforcement						109,413	109,413	3.1%
Admin & Clerical	45,421	10,826	7,972	12,051	17,776	7,987	102,032	2.9%
Engineering & Surveying					101,592		101,592	2.9%
Human Resources		47,108					47,108	1.4%
General Industrial & Manual Labour		46,698					46,698	1.3%
Employment & Skills						27,525	27,525	0.8%
Community, Safety & Enforcement					25,617		25,617	0.7%
Community Housing					25,358		25,358	0.7%
Customer Service		17,633		6,734			24,367	0.7%
Communications & Media		636		11,745			12,380	0.4%
Environmental Health & Trading Standards					12,018		12,018	0.3%
Public Health				7,427			7,427	0.2%
Grand Total	460,602	331,412	412,584	828,430	387,826	1,063,943	3,484,797	100.0%

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Table 5. Agency Worker Pay (as at end Q4 2020/21) – parity to Council grade							
Directorate	headcount	Scale 1-6	SO1 - SO2	PO1 - PO4	PO5 - PO8	PO9 - PO10	Over PO10
Children's Services	31	2	3	5	13	3	5
Communities & Environment	31	16	3	4	1	4	3
Finance & Legal Services	25	1	4	6	7	6	1
Health & Adult Services	52	11	3	11	21	1	5
Housing & Safer Communities	19	4	1	2	1	7	4
Regeneration, Enterprise & Skills	60	17	4	7	6	8	18
Grand Total	218	51	18	35	49	29	36
%	100%	23.4%	8.3%	16.1%	22.5%	13.3%	16.5%

Table 6. Agency Worker length of service (as at end Q4 2020/21)						
Directorate	0-6 months	7-12 months	13-18 months	19-24 months	over 24 months	Grand Total
Children's Services	12	9	5		5	31
Communities & Environment	9	4	7	6	5	31
Finance & Legal Services	2	6	4	6	7	25
Health & Adult Services	20	6	5	3	18	52
Housing & Safer Communities	4	3	3	5	4	19
Regeneration, Enterprise & Skills	12	4	5	9	30	60
Grand Total	59	32	29	29	69	218
%	27.1%	14.7%	13.3%	13.3%	31.7%	100%

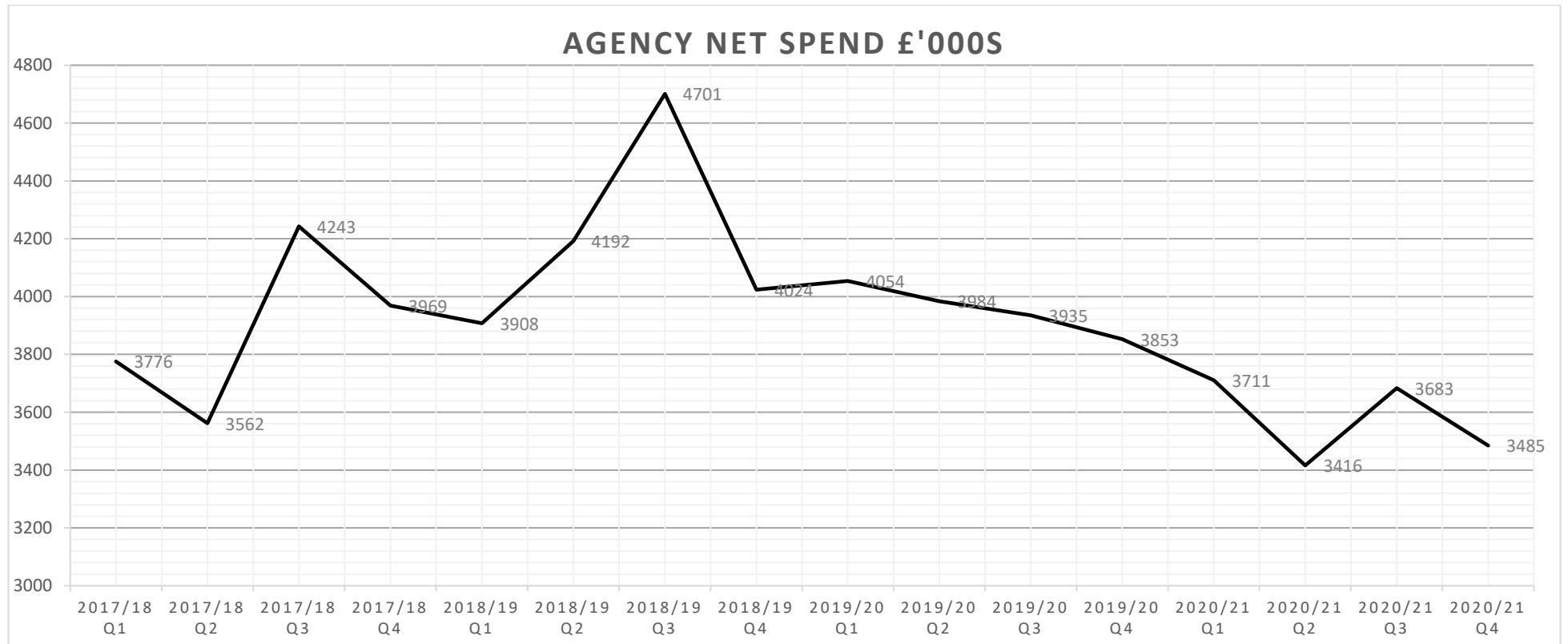
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Table 7. Agency Worker Spend - via centralised supply arrangement						
Financial Year	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Total Hiring Dept Spend	£19,762,185	£16,088,492	£17,870,377	£19,120,661	£18,222,891	£16,362,643
Net Council Spend	£17,421,445	£14,343,394	£15,805,953	£16,825,095	£15,827,601	£14,294,662
Agency Headcount at end of period	340	287	297	303	225	218

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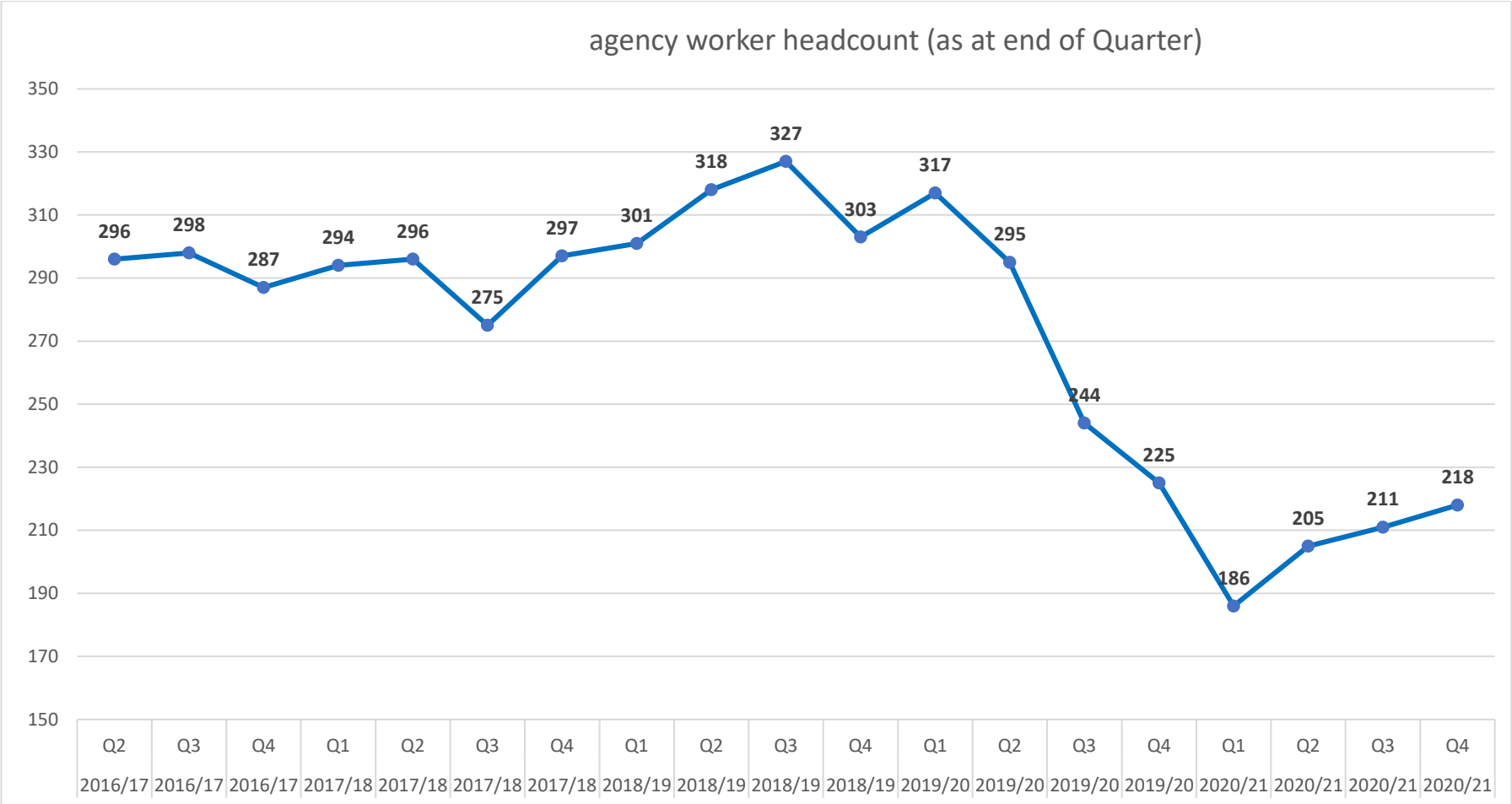
APPENDIX B

Graph I- Agency Spend (£000s) over previous years, by Quarter



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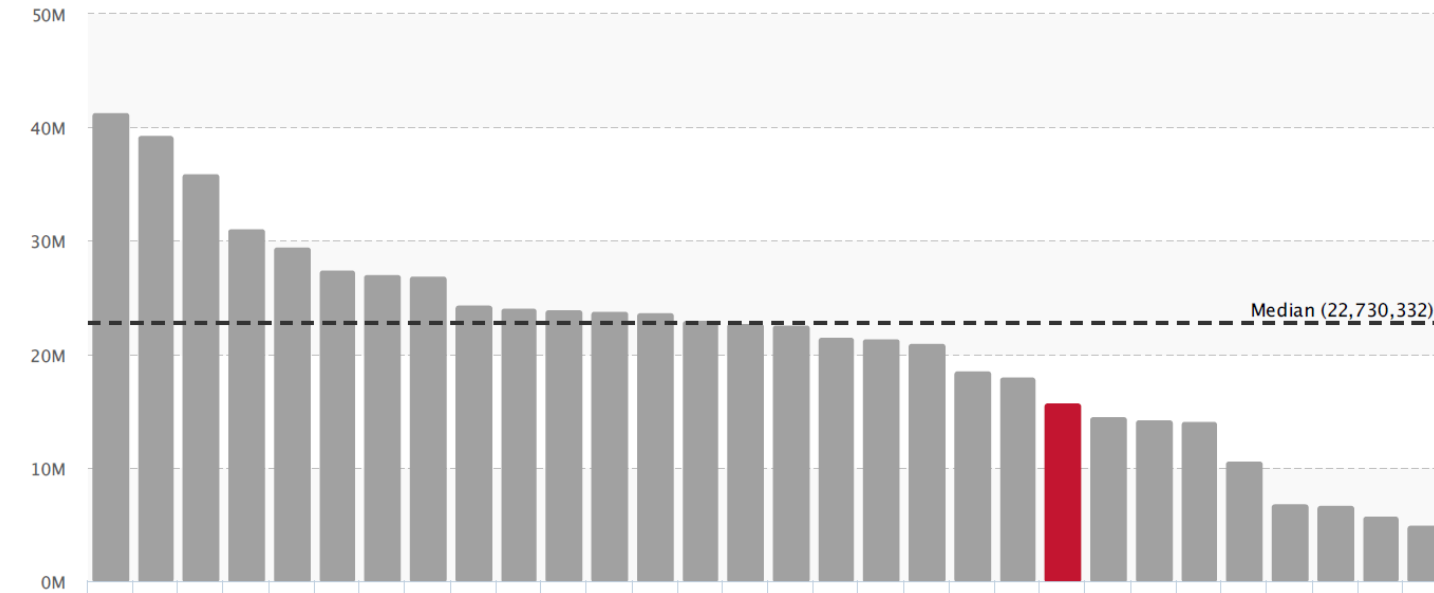
Graph 2 - Agency Headcount over previous years, by Quarter



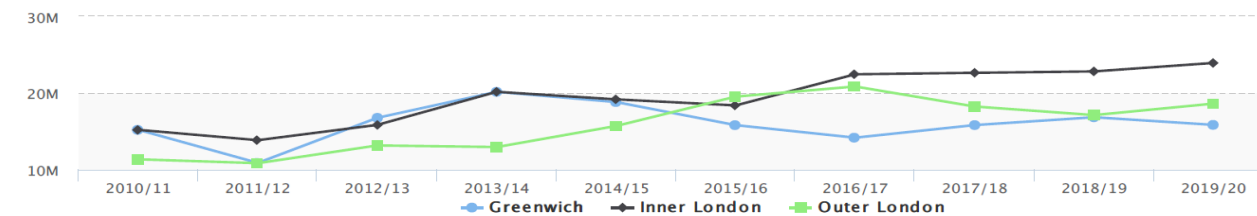
APPENDIX C

Graph 1 - London Boroughs Comparison, Agency Spend by Council 2019/20*

Agency and temporary staff - Cost of agency workers



*Greenwich shown as red bar



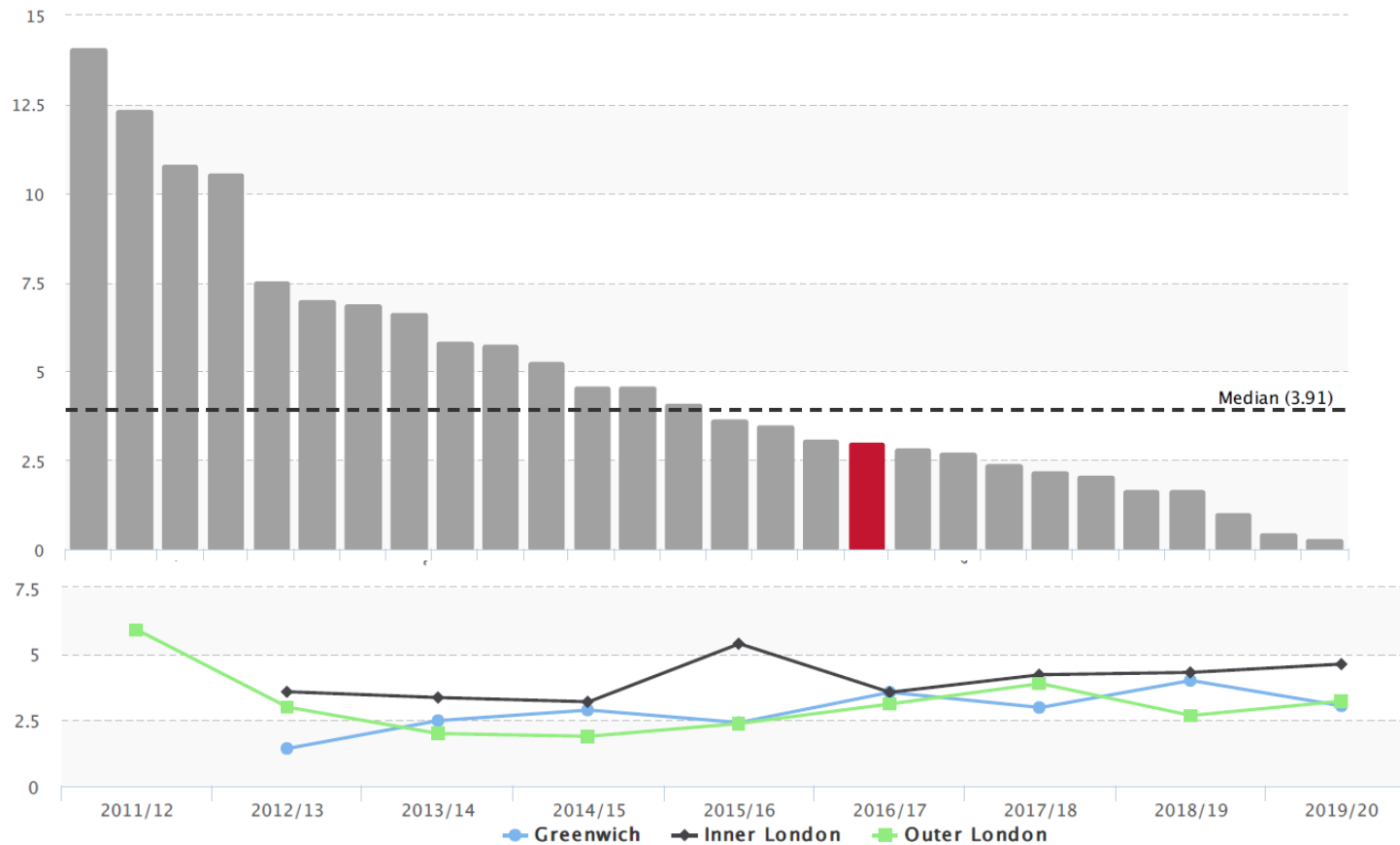
Greenwich's cost of agency workers of £15,827,601 falls in the second quartile of all the London boroughs, and the first quartile for inner London. It has fallen by 5.9% since the last survey in 2018/19, when it was £16,825,095. This compares with a median average change of +4.9% for inner London since 2018/19.

Graph 2 - London Boroughs Comparison, Agency Rate by Council 2019/20*

*Greenwich is graph bar highlighted red

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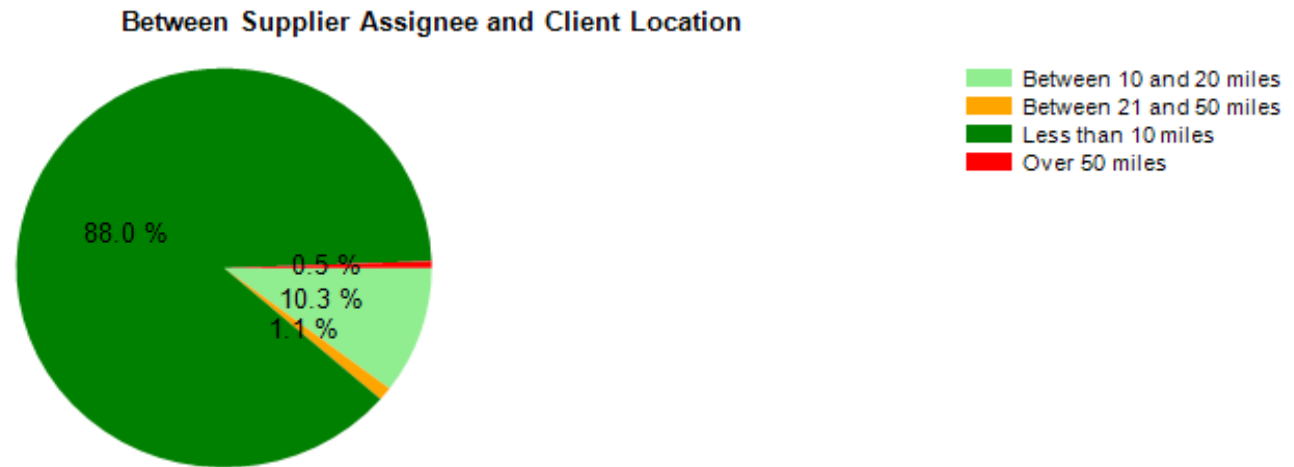
Agency and temporary staff - Temporary staff headcount rate (excl. casuals)



Greenwich's temporary staff headcount rate (excluding casuals) of 3.02% falls in the second quartile of all the London boroughs, and the first quartile for inner London. It has fallen by 24.3% since the last survey in 2018/19, when it was 3.99%. This compares with a median average change of +7.3% for inner London since 2018/19.

APPENDIX D

Graph I - Residing location of agency workers assigned through reporting period (Oct 2020-Mar 2021)



Distance Type	Between Supplier Assignee and RBG Location			
# Candidates	19	2	162	1
Distance In Miles	Between 10 and 20 miles	Between 21 and 50 miles	Less than 10 miles	Over 50 miles

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Table I – Ethnicity of agency workers in active placement within reporting period

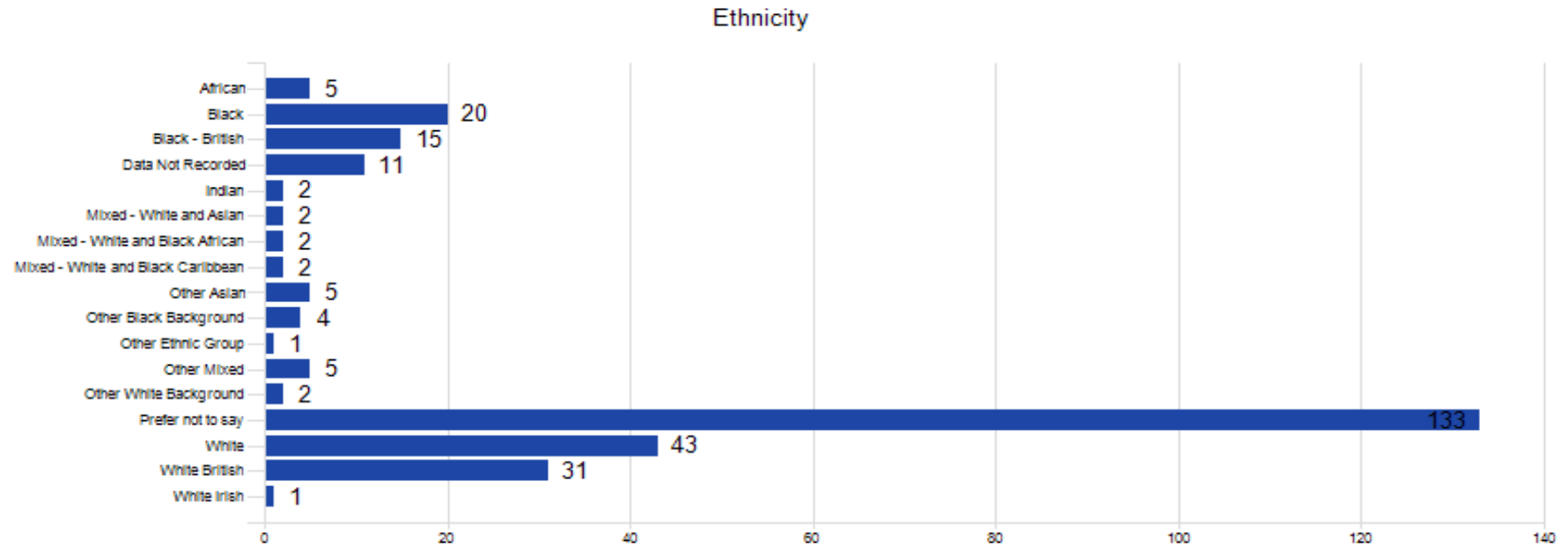
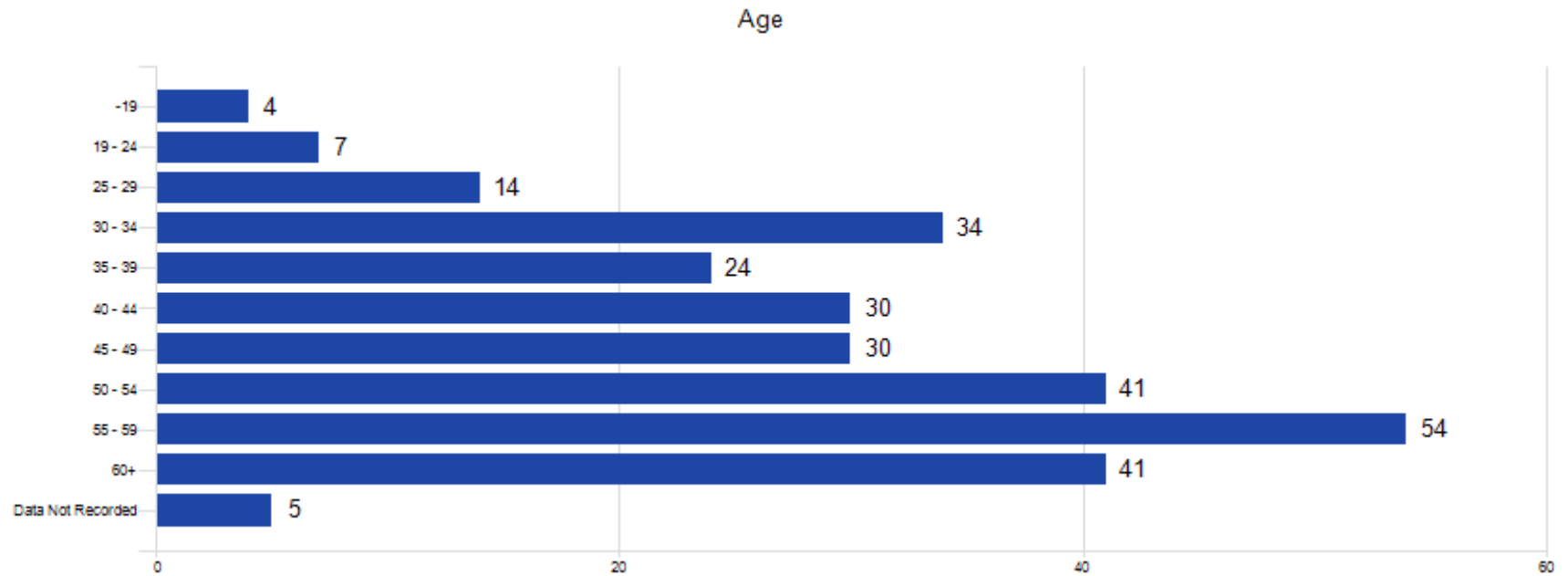
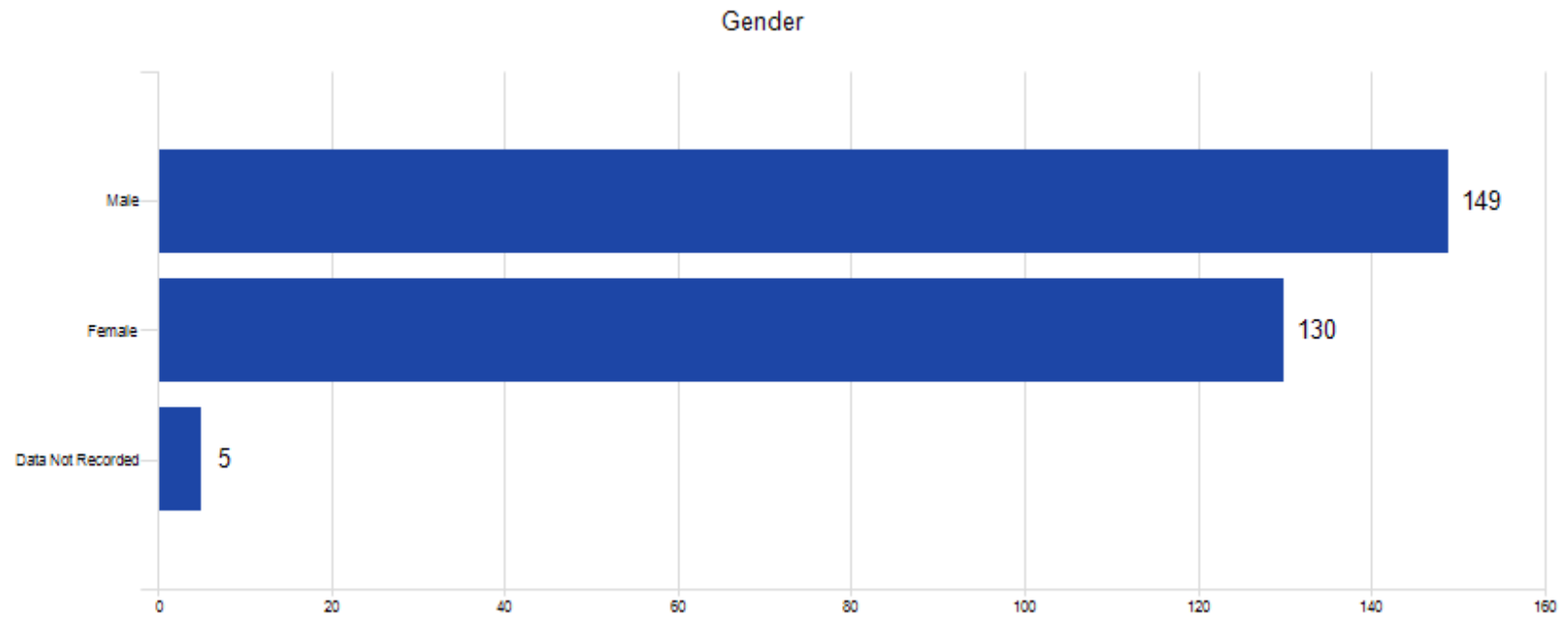


Table 2

a. Agency Worker Age Data (agency workers assigned during reporting period)



b. Agency Worker Gender (agency workers assigned during reporting period)



APPENDIX E

Agency and Consultancy usage outside of the corporate supply arrangement, as reported by Directors	
Directorate	July 2021
Health & Adults Services	None reported
DRES	None reported
Finance & Legal Services	None reported
Communities & Environment	None reported
Children's Services	None reported
Housing & Safer Communities	None reported