

**CONSULTANTS AND AGENCY WORKER DATA – QUARTER 2**

To: Audit and Accounts Committee

Date: 28<sup>TH</sup> November 2019

From: Martin Cox, HR Director

**1.0 Introduction**

- 1.1 An internal audit was undertaken on the use of consultants in 2018. This identified concerns about compliance with the consultant policy and a potential risk that the Council was not achieving value for money in this area.
- 1.2 Following an update to the Consultants Policy we have committed to providing information on the use of consultants on a quarterly basis. This report outlines information on the use of consultants in quarter 2, from July to September 2019.

**2.0 Reporting on Consultants**

- 2.1 OPUS LGSS have provided information on consultants that have been engaged through them. LGSS finance/P2P have provided details of consultants paid via invoice and coded to the consultancy code (D4100). HR Business Partners have followed up with services to provide further details for each consultancy placement.
- 2.2 To ensure that there is greater scrutiny of consultancy engagement the new policy puts in place an approval to engage a consultant form. No new approval to engage a consultant forms have been received/approved for engagements in Q2.

**3.0 Quarter 2 (July to September) Consultant Summary**

- 3.1 The information available indicates that there were 12 consultants used in quarter 2. This is not in itself a significant number considering the size of the Council, its diverse nature of services and the shared working agendas that exist.
- 3.2 Details of each of these consultant placements and the expected end dates are provided in the tables overleaf.

**Summary of the 7 ongoing placements that are due to end in 2019**

<b>Team</b>	<b>Output consultant engaged to deliver</b>	<b>Planned end date</b>	<b>Actual spend in quarter 2</b>
Historic Environment	Work on digital media and virtual reality	August 2019	£7,500
Historic Environment	Audience development analysis.	August 2019	£1,000
Environment & Commercial	Community approached us, who are based on oil heating and want to get onto renewable energy. They are applying for government money to support this transition. They have to come through us to apply for this money. This was approved by C&I committee. When we got the 2nd round of money we had 20k to spend on external project management, we can't use internal resources to fund the project as part of the restrictions for the grant.	November 2019	£8202
LGSS Digital Services	Work on a new innovation area within LGSS Digital, essentially project delivery where skills shortage AI work and develop own internal understanding of the that work and skills transfer underway in team. Cost neutral as MKC grant funded.	October 2019	£8,745
LGSS Digital Services	IT Consultancy - Mosaic work	November 2019	£32,450
Public Health	Engaged to work on a large procurement of sexual health and contraceptive services across both Cambridgeshire and Peterborough Councils with potential joint commissioning with NHS England and the CCG. Consultant has specialist expertise in this field.	October 2019	£23,100
Public Health	Engaged to work on renegotiation of Section 75 for the 'Healthy Child Programme' (health visiting and school nursing) across Cambridgeshire County Council, Peterborough City Council, Cambridgeshire Community Services NHS Trust and Cambridgeshire and Peterborough NHS Foundation Trust. Specialist expertise in NHS contracts and financial baselining.	September 2019	£6,238

Summary of the 4 placements ongoing placements that are due to end in 2020			
Team	Output consultant engaged to deliver	Planned end date	Actual spend in quarter 2
Major Infrastructure Delivery / Infrastructure & Growth	Required through to March 2020 to deliver the Joint Professional Services procurement for the County Council, Peterborough City Council, GCP and Combined Authority. The GCP and Combined Authority are funding this procurement. Standalone piece of work for which expertise does not exist in house. Associated costs fully covered externally through recharge.	Spring 2020	£20,360
Infrastructure and Growth	Engage to work closely with Highways England in relation to the A14.	April 2020	£18,263
Environment & Commercial	Bespoke planning work, namely the Waterbeach Energy from Waste Planning Appeal. If the process is amended or further work is required this engagement may be extend past this date.	March 2020	£15,650
Commissioning	Resource identified to bring specialist skills for CCC and PCC savings reviews. Focussing on improving outcomes and value for money for services provided for people with exceptionally high, complex needs.  A process is underway to transfer the necessary skills to CCC employees.	March 2020	£32,905

<b>Summary of the 1 ongoing consultant that is engaged on an ongoing intermittent basis</b>			
<b>Team</b>	<b>Output consultant engaged to deliver</b>	<b>Planned end date</b>	<b>Actual spend in quarter 2</b>
Fostering Service	Independent Chair of Fostering Panel. Statutory position which is required by law to be independent of the LA	Engaged on an ongoing intermittent basis	£1,838

#### 4.0 Agency worker data

The Audit and Accounts Committee also asked for information on the agency spend in quarter 2. Information on agency use and spend in quarter 2 is given in the tables below.

The highest level of agency worker use is within services providing social care, particularly children's social care. This is in line with the position in other local authorities. The majority of the quarterly spending is on individuals engaged to undertake qualified social care roles covering front line positions. Proactive work is ongoing to fill qualified social worker vacancies on a permanent basis and to decrease the need for agency social workers.

Spending on agency workers should be considered in the context of our overall workforce costs. Agency spending is equivalent to 5% of the pay bill total pay bill for employees this quarter. Agency spending in Q2 has reduced by £0.9 million when compared to Q2 last year.

Number of agency workers engaged

<b>Month</b>	<b>July</b>	<b>August</b>	<b>Sept</b>
Number of agency workers engaged	170	171	152

Spend on agency workers by directorate

<b>Directorate</b>	<b>Spend in July</b>	<b>Spend in August</b>	<b>Spend in September</b>
Customer Service Transformation	£0	£2,911	£13,973
Economy, Transport and Environment	£73,645	£106,984	£97,463
LGSS	£66,664	£56,120	£42,003
LGSS Law	£608	£0	£0
People and Communities	£467,905	£498,519	£362,159

Public Health	£9,720	£8,100	£10,530
<b>Total</b>	<b>£618,543</b>	<b>£672,635</b>	<b>£526,127</b>

#### Agency worker spend by category

<b>Spend by job category</b>	<b>July</b>	<b>August</b>	<b>September</b>
Admin & Clerical	£66,702	£86,436	£55,689
Engineering & Surveying	£3,389	£15,852	£7,849
Finance	£11,459	£8,650	£2,340
General Industrial	£0	£0	£0
Housing, Benefits & Planning	£11,292	£12,137	£12,226
Human Resources	£0	£0	£0
IT	£17,336	£19,716	£18,889
Legal	£2,777	£3,054	£2,777
Professional	£23,500	£34,210	£33,368
Property	£6,137	£7,479	£2,853
Senior Interims	£54,029	£44,687	£74,840
Social Care – Qualified	£382,997	£402,042	£281,009
Social Care – Unqualified	£9,812	£7,409	£13,059
Technical	£27,273	£28,371	£19,820
Facilities & Environmental Services	£1840	£2592	£1,409

## 5.0 Recommendations

- 5.1 Audit and Accounts Committee is asked to note the current data on the use of consultants and agency workers.

Source Documents: None