



To: Finance and Corporate Services Scrutiny Board (1)

Date: 6 November 2024

Subject: Agency Staff and Staff Sickness – Task and Finish Group

1 Purpose of the Note

- 1.1 To establish a Task and Finish Group of the Finance and Corporate Services Scrutiny Board (1) to review issues around the use of agency staff and staff sickness.

2 Recommendations

- 2.1 Finance and Corporate Services Scrutiny Board (1) are recommended to:
 - 1) Establish a task and finish group to be involved in a review of issues around the use of agency staff and staff sickness.
 - 2) Review the draft scoping document in Appendix 1
 - 3) Identify Members to take part in the task and finish group

3 Background and Information

- 3.1 The Finance and Corporate Services Scrutiny Board (1) considered a briefing note on the 11th September 2024 which provided the current workforce analytics, the data within it included the numbers employed, turnover, starters, leavers, sickness absence, agency workers, and, where possible historical data had been included for comparative purposes.
- 3.2 The report enabled a comprehensive overview and explanation of the workforce and related metrics. As a result of this item, it was resolved that the Board establish a Task and Finish group to look at issues around the use of agency staff.
- 3.3 Scrutiny Co-ordination Committee also considered a report of the Director of Public Health and Wellbeing regarding the One Coventry Bi-Annual Performance Report 2023 – March 2024 on the 25th of September 2024.
- 3.4 The Committee considered the report and asked questions, sought assurances and made comments on a number of issues to include the work undertaken to investigate staff sickness rates and spend on agency staff with a view to it being more tightly managed.
- 3.5 Following discussion, the Board agreed for Finance and Corporate Services Scrutiny Board (1) to further explore the issues raised and establish a Task and Finish Group to review issues around the use of agency staff and staff sickness.

- 3.6 Scrutiny members are invited to be involved in the review of issues around the use of agency staff and staff sickness alongside officers to ensure that we consider new solutions to achieve potential savings.
- 3.7 The task and finish group will meet for 2/3 times during the year with the intention of making recommendations to the Cabinet Member in the new municipal year.

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