

COMMITTEE: PERFORMANCE, RESOURCES AND ASSETS
SCRUTINY

DATE: 19TH DECEMBER 2007

SUBJECT: MANAGEMENT OF TEMPORARY STAFFING AND
PERMANENT RECRUITMENT

REPORT BY: CHIEF EXECUTIVE (HEAD OF LOCAL
DEMOCRACY)

CONTACT OFFICER: DEBORAH GARNER 546669

IMPLICATIONS:

LEGAL	COMMUNITY SAFETY
EQUALITIES	ENVIRONMENT
FINANCIAL	CONSULTATIONS
STAFFING	OTHER

WARDS AFFECTED: NONE

PURPOSE

1. The purpose of this report is to enable the Committee to scrutinise the decision of the Executive on 26th November 2007 with regard to the report of the Head of Human Resources on the subject of Management of Temporary Staffing and Permanent Recruitment (attached at Appendix A to this report).

RECOMMENDATION(S)

2. Performance, Resources and Assets Scrutiny Committee are recommended to consider Executive Decision No: EX/264/07.

REPORT

3. At its meeting on 26th November 2007, the Executive considered a report of the Head of Human Resources in respect of Management of Temporary Staffing and Permanent Recruitment.
4. The Executive then resolved at Decision No: EX/264/07:
 - "(i) That the following options, comprising options (A) with (C) as detailed at section 12 of the report of the Head of Human Resources (Ref: 4.1), for improving the management of permanent and temporary agency worker recruitment be endorsed:
 - (a) Strengthen the current partnership with job centre plus under the new Local Employment Partnership (consortium of local employers, the job centre and the local labour market) to supply permanent recruitment (option A). This will reduce the need to advertise lower graded and high volume posts and create savings.
 - (b) Re-tender the contract to supply temporary agency workers with a hybrid model of a standard neutral vendor (current contract) with potential for master vendor. (Option C). This will enable greater flexibility in recruiting to fill posts on a temporary basis, and include the current advertising and search and select contracts as part of the tender process.
 - (ii) That it be noted that provided the timetable appended to the report of the Head of Human Resources (Ref: 4.1), for implementing this proposal is met there will be no gap in provision when the current contract with Carlisle expires on 31 August 2008
 - (iii) That in the pre tender stages, partnerships be established with Local Authorities and other public sector organisations within and surrounding Bedfordshire to deliver permanent and temporary agency worker recruitment.
 - (iv) That Social Inclusion Scrutiny Committee be requested to look at social enterprise organisations in Luton with the intention of identifying ways that the Council could assist them."
5. In accordance with Standing Order 59.6, Councillor Pantling gave notice that he wished this matter to be included on the agenda for this meeting.
6. Therefore in compliance with Standing Order 59.7, the matter has been included on this agenda.

PROPOSAL/OPTION

7. Not to consider Executive Decision No: EX/364/07

LEGAL IMPLICATIONS

8. As identified at Appendix A

FINANCIAL IMPLICATIONS

9. As identified at Appendix A

APPENDIX

10. Appendix A – Executive Report - Management of Temporary Staffing and Permanent Recruitment.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

Committee Report Ref: EX/11B/07/4.1
Executive Decision No: EX/264/07