



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 (attached) which you can use if convenient. Please provide me with:

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

Please note – agency workers that worked in each period will be included in each period, for example, if they worked 01/01/2022 – 01/05/2025 this will appear in each count.

01/04/2022-31/03/2023 - 232
01/04/2023-31/03/2024 - 241
01/04/2024-31/03/2025 – 241

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

Please note, the only way we can show the number of staff employed by the LA within a period is to look at the numbers at both the beginning and end of the financial year and take the average headcount which is how the LA figures have been calculated:

01/04/2022-31/03/2023 –
LA headcount 5056
Agency 232
Total 5288
Agency percentage 4.4%

01/04/2023-31/03/2024 –
LA headcount 5189
Agency 241
Total 5430
Agency percentage 4.4%

01/04/2024-31/03/2025 –
LA headcount 5356
Agency 241
Total 5597
Agency percentage 4.3%

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

01/04/2022-31/03/2023 - 19
01/04/2023-31/03/2024 - 23
01/04/2024-31/03/2025 – 20

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

We have used a hourly rate of £39 and over

01/04/2022-31/03/2023 - 87

01/04/2023-31/03/2024 - 134

01/04/2024-31/03/2025 – 89

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

The agency workers data used in Questions 1 to 4 relate to the Corporate contract only with Reed Specialist Recruitment Ltd (supplier ID 40676).

We also pay various other agencies via hundreds of invoices and we cannot quantify these as it would take too long going through individual invoices to get agency worker numbers.

Therefore, the breakdown for Question 5 is as follows:

01/04/2022-31/03/2023

Total spend on agency £8,895,898.58

01/04/2023-31/03/2024

Total spend on agency £7,524,228.84

01/04/2024-31/03/2025

Total spend on agency £6,634,682.41

6. The overall staff turnover rate in each year

01/04/2022-31/03/2023 – 12%

01/04/2023-31/03/2024 – 12%

01/04/2024-31/03/2025 – 10.4%

7. 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:

This information is not held