

# EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

1<sup>ST</sup> DECEMBER 2023

## REVIEW OF SUPPLY STAFF ARRANGEMENTS IN CARMARTHENSHIRE

### Purpose:

To provide a review of whether current external provision is cost effective and whether there is scope for an in-house service provision.

### The Scrutiny Committee Is Asked To:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director prior to the report's consideration by Cabinet.

### Reason(s)

To allow the Committee to review the current provision and alternatives to take provision forward.

**Cabinet Member Portfolio Holder:-** Cllr Glynog Davies - Cabinet Member for Education and Welsh Language

<b>Directorate:</b> Education and Children's Services	<b>Designations:</b>  Head of Education & Inclusion Services  Lead HR Business Partner	<b>Tel Nos.</b> <b>E Mail Addresses:</b>  <a href="mailto:ARThomas@carmarthenshire.gov.uk">ARThomas@carmarthenshire.gov.uk</a>  <a href="mailto:JStuart@carmarthenshire.gov.uk">JStuart@carmarthenshire.gov.uk</a>
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**EXECUTIVE SUMMARY**  
**EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE**  
**SCRUTINY COMMITTEE**  
**1ST DECEMBER 2023**

**REVIEW OF SUPPLY STAFF ARRANGEMENTS IN CARMARTHENSHIRE**

**SUMMARY OF PURPOSE OF REPORT.**

The purpose of this report is to provide the Committee with information in relation to current Supply Staff arrangements in Carmarthenshire, to include a review of whether current external provision is cost effective and whether there is scope for an in-house service provision.

The report will explore:

- 1] Why and how schools engage supply staff.
- 2] The context in terms of the NPS Supply Teacher Framework and the Agency Workers Regs, and the impact on supply staff remuneration.
- 3] The impact on pay progression for Supply Teachers paid via payroll.
- 4] The daily cost variation between agency and direct employment.
- 5] Welsh Government's commitment to establishing a National Supply Pool for Wales.
- 6] Agency spend since 2019.
- 7] Options for reducing supply costs.

**DETAILED REPORT ATTACHED ?**

**YES**

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **Aneirin Thomas**

**Head of Education and Inclusion Services**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>

### 3. Finance

The purpose of this report is to share information for further discussion.

An inhouse agency will require staffing and the FTE requirement will be influenced by the forecasted ongoing level of demand for agency staff. Many schools have had surplus balances following the covid period that have been funding additional staffing. With the surpluses depleting, it is possible that agency levels will reduce.

It is already noted in the report that there is little difference in the daily cost difference between employed and agency, with many other factors to consider.

Further detailed analysis and costing forecasts will be worked on prior to any decisions being taken.

### 6. Staffing Implications

Direct employment i.e. payment via payroll, whilst increasing the Authority's Payroll team workload and giving access to the LGPS / Teachers' Pension Scheme, may also impact Supply Teachers entitlement on pay progression and pay portability, and ultimately redundancy, thus potentially increasing the cost to schools.

An in-house supply agency, in addition to the implications noted above, will have resource implications in terms of maintaining and managing associated systems.

**CABINET MEMBER PORTFOLIO  
HOLDER(S) AWARE/CONSULTED**

YES

**Include any observations here**

**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**