

Integrated Impact Assessment Statement – 23/24 Savings Programme

Agency and Overtime Cost Savings

This is a grip and control savings proposal which is not anticipated to have any adverse effects on people in receipt of services, unpaid carers or staff. It is recognised that the use of agency staff can be more expensive and provide less consistent care for supported individuals. Agency staff and overtime are used to ensure appropriate staffing levels when no other option is available and should always be a last course of action. This proposal will see a focused effort on addressing to root cause of agency and overtime use and putting in place measures to drive this down wherever possible, with consequential financial efficiency.

Workstreams will include:

- Reducing the need for agency to cover sickness absence, by improving absence management approaches;
- Reviewing and where necessary redesigning processes, ensuring that appropriate and robust control and approval mechanisms are in place and that data regarding the reason for agency and overtime use is consistently and accurately captured to better understand requirements;
- Effective contract management to ensure that where agency staff are required, this is through approved contractual suppliers, providing best value;
- Focus on recruitment of key roles to increase permanent staffing, thereby reducing the need for agency and providing greater consistency and stability.

Reducing the use of agency is a good practice measure which is already underway as a normal part of budgetary and financial control. Appropriate processes are in place to ensure that agency usage is not stopped where it is required to ensure safe staffing levels. As this is an operational management workstream with no identified negative impacts, it is considered that an Integrated Impact Assessment is not required.

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