



Response to Request for Information

Reference FOI 091588
Date 21 September 2015

Daily Rates

Request:

What is your current employee headcount (for county and unitary councils, please exclude schools)?

Headcount as of 7 October 2015 = 4,499

How many officers are currently paid as agency or interim workers by your council?

[See table below](#)

Please provide a list of all job titles where the incumbent is paid a daily rate as an agency or interim officer.

[See table below](#)

Please provide the daily rate of each officer mentioned above and, if possible, the date the incumbent started, the date they are contracted until and the total paid so far.

I am not asking for a list of every agency worker eg care workers, cleaners etc, just those whose job would normally be classed as an officer.

[In response to your question 4 above, please see table below.](#) This represents information that the Council is able to provide:

Position	Day Rate	Start Date
Strategic Director - People	1159.00	16/01/2015
CRM Programme Director	800.00	01/01/2013
Interim Head of Assets	732.00	04/06/2015
Programme Manager	730.00	05/01/2015
Strategic Property Advisor	718.75	18/10/2013
Service Director: City Environment	676.47	07/10/2013
Head of Enterprise and Skills	671.00	11/08/2014
Interim HR Consultant - Agresso	650.00	05/10/2015
Head of Children in Need/Child Protection	625.00	20/10/2014
Head of Procurement	603.00	07/01/2015
Agresso Consultant	600.00	01/02/2015

[NOT PROTECTIVELY MARKED]

Families r First Programme Manager	575.00	01/04/2014
Interim HR Consultant - Agresso	575.00	01/10/2015
Category Manager	546.25	19/02/2015
Interim Head of Commissioning Older People	540.00	28/04/2015
MASH Project Manager	500.00	02/07/2015
Head of Adult Education	500.00	01/01/2015
Programme Manager for the Disposals	499.00	31/03/2014
Manager - Older People & Personalisation	495.00	15/09/2014
Senior Accounting Officer	485.00	01/01/2015
Payroll Analyst	475.00	01/06/2015
Assistant Category Manager - Property	431.25	02/02/2015
HR Consultant (IT) - Agresso	425.00	05/01/2015
Head of Finance	411.76	05/01/2014
Procurement Consultant	410.00	27/07/2015
Assistant Category Manager	402.50	03/09/2015
Interim Finance manager	400.00	01/04/2015
Approved Mental Health Professional	352.94	02/09/2014
WHO Reducing Health Inequalities within New Communities	255.00	18/08/2015
Interim Lawyer	325.60	06/03/2015
Interim Head of Transformation	671.00	07/10/2015
Interim Democratic Service Manager	252.00	24/08/2015
Director of Education	800.00	10/08/2015
Project Manager - WV Active	570.00	01/09/2015
Project Manager - Heantun House	495.00	14/08/2015
Interim Agresso Support Specialist	635.00	28/09/2015
Electrical Engineer	522.00	01/04/2015
Interim Lawyer	281.20	08/12/2014
Project Manager - Outdoor Market	650.00	26/02/2015
Project Manager - Civic Halls	600.00	19/03/2015
Programme Manager - Future Space	625.00	01/09/2015
Locum Solicitor	310.00	03/03/2015
Locum Legal Assistant	196.10	02/08/2015
Future Space Outcomes Manager	501.50	19/08/2015

Please note that the Day Rate is the rate paid to the agency.

The following list is made up of requests to agencies throughout September. Where there is a number alongside the role type, this gives the number of staff requested throughout the month to work in this role. It cannot be confirmed how many hours the worker undertook or how many days or weeks they undertook this role for.

September 2015 – Social Work roles
Hospital Part Time Social Worker
Independent Reviewing Officers X 10

Hospital Adults Social Worker	
Other roles -Grade 5 and Above	
Complaints Assistant City Direct	
Public Health Commissioning Support Analyst	
AES Learning Assistant Induction X 2	
Support Worker - Short Breaks X 23	
Instrumental Coach	
Support Worker - Residential (Duke Street) X 20	
EDT Senior Practitioner	
Communications Assistant X 5	
Duty Officer - Leisure Services X 2	
Collections Officer - Art Gallery	
Assistant Tutor - AES	
Rehabilitation Assistant X 21	
Accommodation Support Officer	
Sessional Family Conference Convenor	
Support Worker - Enablement (AT)	
Support Worker - Enablement (JG)	
Rest Centre Manager X 2	
Les Mills Instructor X 8	
Basketball Coach X 2	
Senior Administrator CA TEAM	
Community Education Welfare Officer	
Support Worker – Outreach X 2	
Music Tutor X 2	
Support Worker - Day Opportunities	
Unqualified Music Teacher	
Accommodation Support Officer	
Aerobics Instructor	
Recovery Officer LLPP5	
Accounting Technician - PP26	
Support Worker - Day Opportunities	
NI Aggregation Officer	
Community Education Welfare Officer	
Web Development Officer	
YOGA TEACHER	
Support Worker - Enablement (JG)	
Parking Services Officer	
Family Support Worker	
Pest Control Officer	
Rest Centre Manager	
Support Worker - Day Opportunities	
Social Care Manager - Short Breaks	
Young Persons Advisor	
Complaints Assistant City Direct	
YOGA TEACHER	

Support Worker - Enablement (JG)	
Health & Safety Trainer – AES X 2	
PA - PLACE	
PA- Community Directorate	
Sessional Family Conference Convenor	
Aerobics Instructor	
HR Investigator X 2	
Support Worker - Short Breaks	
Parent Support Advisor	
Tutor - AES	
Family Support Worker	

Information relating to the date these employees are contracted until and the total paid so far has been withheld from disclosure in the first table. It has also been withheld in respect of information provided in the latter two tables (in this case the daily rate and dates employment commenced are also exempt).

The exemption engaged is Section 12 of the Freedom of Information Act 2000 (FOI).

Section 12 of the FOI exempts Public Authorities from providing information where the estimated cost of compliance exceeds the appropriate limit. Any estimate must be undertaken in accordance with the limits set in fees regulations made under Section 12 (5) of the FOI.

These Fees Regulations (SI 2004/3244 Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations) allow for a refusal where the cost of compliance, for local authorities such as the Council, would exceed £450. As a guide, staff time to identify and extract this information is charged at a rate of £25 per hour.

In summary to provide it would take us over 18 hours:

- “(a) determining whether it holds the information,
- (b) locating the information, or a document which may contain the information,
- (c) retrieving the information, or a document which may contain the information, and
- (d) extracting the information from a document containing it”.

Please provide the total spent on agency or interim staff for each department/directorate of the council in 2014/15.

Corporate	£3,643.840
Housing Revenue Account	£8,071
People	£5,696,089
Place	£1,012,237

Please provide the total spent on agency or interim staff for each department/directorate of the council in 2013/14.

Please provide the total spent on agency or interim staff for each department/directorate of the council in 2012/13.

With reference to your questions regarding spend on agency or interim staff for the years 2012/13 and 2013/14, I can confirm that the Council holds information falling within the description specified in your request. However, Section 12 of the Freedom of Information Act 2000 allows a public authority to refuse a request if the cost of providing the information to the applicant would exceed the 'appropriate limit' as defined by the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 as we are unable to isolate the spend for this specific category as the data base then focused more on suppliers and then from that information we cannot state categorically that it is all spend. Therefore we would have to manually trawl through the accounts for every supplier over the last three years.

The Regulations provide that the appropriate limit to be applied to requests received by local authorities is £450 (equivalent to 2.5 days of work). In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

- “(a) determining whether it holds the information,*
- (b) locating the information, or a document which may contain the information,*
- (c) retrieving the information, or a document which may contain the information,*
and
- (d) extracting the information from a document containing it”.*

For the purposes of the estimate the costs of performing these activities should be estimated at a rate of £25 per hour.

As such I believe that the aggregated time that it would take to collate the information would be in excess of 18 hours (equivalent to a notional cost of £450).

[NOT PROTECTIVELY MARKED]