

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB- COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 28 SEPTEMBER 2000

TEMPORARY EMPLOYMENT

Report by Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1 The purpose of this paper is to advise the Sub-Committee of temporary employment in East Ayrshire Council as at 30 June 2000.

2. BACKGROUND INFORMATION

- 2.1 The Council at its meeting of 16 December 1999 agreed that approval of temporary employment beyond 12 months be delegated to the Personnel and Property Sub-Committee of the Policy and Resources Committee. At this meeting the Council further agreed that the Sub-Committee be delegated powers to review as appropriate the levels of temporary employment within departments.
- 2.2 The Sub-Committee at its meeting on 30 May 2000 noted a report from the Director of Corporate Services which indicated that the Council employed 144 temporary employees at 31 March 2000. This report aims to advise the Committee on temporary employment on the quarter ended 30 June 2000 when the Council employed 127 temporary employees.

3. CURRENT POSITION

- 3.1 The following table summarises the numbers of temporary employees at 30 June 2000 as provided by service departments/sections.

DEPARTMENT/ SECTION	CONTINUOUS SERVICE				TOTAL 30/06/00	TOTAL 31/03/00
	Up to 6 Months	Up to 1 year	1 to 2 years	2 years & over		
Chief Executive's	1	-	-	-	1	-
Community Services	-	3	2	-	5	9
Corporate Services	2	-	1	-	3	2
Development Services	2	-	-	-	2	2
Education	3	7	18	13	41	51
Education (SSBU)	26	3	-	-	29	47
Finance	3	2	1	-	6	4
Homes & Technical Services			2	-	2	1
HATS (Building and Works)	-	-	1	-	1	6
Social Work	14	11	5	7	37	22
TOTAL	51	26	30	20	127	144

- 3.2 Members will note that the figures show a reduction from 144 to 127 in the quarter ended 30
TempemployeesSeptCtt/LT/(j)

June 2000 and also that the total continues to compare favourably to the original number of temporary employees of 376 at January 1999 when the Sub-Committee first considered this issue. However, by the nature of the Council's services and its general size as an employer, there will always be a need for an element of temporary employment. The reasons for and numbers of temporary employees will continue to be monitored and ongoing reports tabled to Committee.

- 3.3 Appendix A provides details of those temporary employees who, if their temporary employment continues, will attain 12 months or more continuous service with the Council in the period 1 October 2000 – 31 January 2001.
- 3.4 Appendix B provides details of those employees with more than 12 months service whose termination date previously approved by the Sub-Committee has been revised by the Head of Department.

4. FINANCIAL IMPLICATIONS

- 4.1 Costs associated with the employment of temporary employees are being met from existing departmental budgets.

5. POLICY IMPLICATIONS

- 5.1 This report complies with the Council's policy on temporary employment which requires quarterly reporting to the Sub-Committee.

6. LEGAL IMPLICATIONS

- 6.1 Although there is no automatic right to substantive employment, temporary employees with more than one year's continuous service have the right to pursue Unfair Dismissal and any with more than two year's continuous service would be entitled to a statutory redundancy payment. The Council's employment practices should negate the risk of any successful Unfair Dismissal claims and, to date, no such claims have been made.

7. RECOMMENDATIONS

- 7.1 The Sub-Committee is requested to:
 - a) note the numbers of temporary employees as provided by departments;
 - b) approve as appropriate the extension of temporary employment beyond 12 months in respect of those employees detailed in Appendix A;
 - c) approve as appropriate the revised termination dates as identified by Heads of Department for those employees detailed in Appendix B;

- d) ask the Director of Corporate Resources to continue to provide quarterly reports on temporary employment to the Sub-Committee; and
- e) otherwise note the contents of this report.

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
31 August 2000

LIST OF BACKGROUND PAPERS

1. Report submitted by the Director of Personnel Services to the Personnel and Property Sub-Committee of the Policy and Resources Committee of 7 April 1998.
2. East Ayrshire Council - Temporary Employment Policy.
3. Report submitted by the Director of Corporate Services to Personnel and Property Sub-Committee on 16 November 1999.

Anyone wishing further information concerning this report should contact Graham Haugh, Head of Personnel, telephone (01563) 576092

AGENDA