

PWYLLGOR CRAFFU ADDYSG, POBL IFANC A'R GYMRAEG

1^{AF} RHAGFYR 2023

ADOLYGIAD O DREFNIADAU STAFF CYFLENWI YN SIR GAERFYRDDIN

Y Pwrpas:

I ddarparu adolygiad a yw'r ddarpariaeth allanol gyfredol yn gost-effeithiol ac a oes lle i ddarparu gwasanaeth mewnol.

Gofynnir i'r Pwyllgor Craffu:-

Adolygu ac asesu'r wybodaeth sydd yn yr Adroddiad a darparu unrhyw argymhellion, sylwadau, neu gyngor i'r Aelod Cabinet a/neu'r Cyfarwyddwr cyn i'r Cabinet ystyried yr adroddiad.

Y Rhesymau:

Caniatáu i'r Pwyllgor adolygu'r ddarpariaeth bresennol a'r dewisiadau amgen i fwrw ymlaen â'r ddarpariaeth.

Yr Aelod o'r Cabinet sy'n gyfrifol am y portffolio:- Cyng. Glynog Davies - Aelod Cabinet dros Addysg a'r Gymraeg

Y Gyfarwyddiaeth:

Addysg a Gwasanaethau Plant

Enw Pennaeth y Gwasanaeth:

Aneirin Thomas

Awdur yr Adroddiad:

Julie Stuart

Swyddi:

Pennaeth Gwasanaethau Addysg
a Chynhwysiant

Partner Busnes Adnoddau Dynol
Arweiniol

Rhifau ffôn:

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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
NONE	NONE	YES	NONE	NONE	YES	NONE

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