

The council uses fixed-term contracts across all council services where there is a temporary need and/or funded time-limited project work

60. In April 2023, the council had 1,132 staff employed on fixed term contracts with 818 of these being employed in education services. The council uses fixed-term contracts across all council services where there is a temporary need and/or funded time-limited project work. The council has guidance on the use of fixed-term workers in place to ensure good practice utilisation and management of fixed-term workers and has monitoring arrangements in place, which include oversight of the length of service. A profile of the workforce, including the temporary workforce, is shared with the Trade Unions representatives on a quarterly basis.

61. Services such as Social Policy and Education also have supply bank workers to offer ad hoc cover for a range of posts, which is used to cover short unplanned absences. This allows the council to provide contingency where unexpected staff absence or gaps in resourcing could impact the delivery of critical services. At times, leavers may opt to remain on Supply Banks to offer ad hoc support to services e.g. upon retirement.