

**MEMBERS' QUESTIONS**

**AGENDA ITEM 6**

**'To follow' response for Question 5, and Question 13**

**QUESTION 5**

**MR ALAN MOSLEY** will ask the following question:

Could the Portfolio Holder please give details of our use of agency staff, including:

The names of all agencies being used by the Council, the number of staff engaged from each agency; the service areas in which they are working; together with the numbers in each service area.

How many agency staff are employed in areas where redundancies have been made or are expected to be declared in the next two years?

**MR MIKE OWEN**, the Portfolio Holder for Resources, Finance and Support will reply:

**The names of all agencies being used by the Council are listed below:**

<b>Agencies</b>
Abbey Care Direct Ltd
Air Social Care - London
Allied Healthcare Group Ltd
Amicus Interim Ltd
Arabella Health Staffing Ltd
Barnardo Services Ltd
Castlerock Recruitment Group
Clockwork Org Ltd T/A Travail Empl Grp
Core Assets Consultancy & Resourcing Ltd
Driver Hire Shrewsbury - Unit 19
Entrust Social Care Limited - Entrust Social Care
Hays Accountancy & Finance
Hb Info Ltd
Hbhc Synergy Limited
Howells Williams Solicitors
James Andrews Recruitment Solutions
Jane Lewis Health And Social Care
Key Care & Support Ltd
L J Hannah Occupational Health Services
Liquid Personnel
Medicare First

Mrl Healthcare Ltd
Nurse Plus And Carer Plus (Uk) Ltd
Odgers Interim
Peach Recruitment Llp - Peach Recruitment Llp
People2People Shropshire Comm Int Co
Pertemps Recruitment Partnership Ltd
Prestige Nursing Ltd
Proactive Personnel Limited - Telford
Reed Personnel Services Ltd
Sanctuary Personnel Ltd
Sellick Partnership Group Ltd- Legal Div
Service Care Solutions Ltd - Service Care Solutions Ltd
Serving The Nation Locums Limited - Serving The Nation Locums Ltd
Smh Associates Ltd
Snjp Partnership
South Shropshire Academy Trust
Stone Computers Ltd
Str Consultancy Ltd
Swiis (Uk) Ltd
The Care Bureau
Thompsons Solicitors
Total Assist Care Limited - London
Venn Group Recruitment Solutions

**The number of staff engaged from each agency is listed below:**

<b>Suppliers</b>	<b>Number of staff engaged from each agency</b>
Air Social Care - London	1
Driver Hire Shrewsbury - Unit 19	Between 8-30
Entrust Social Care Limited - Entrust Social Care	1
HBHC Synergy Limited - London	Between 1-8
Liquid Personnel Ltd - Manchester	Between 1-2
Peach Recruitment LLP - Peach Recruitment LLP	Between 1-5
Pertemps Contracts Limited - Telford	Between 1-24
Proactive Personnel Limited - Telford	1
Reed Specialist Recruitment Ltd - London	Between 1-3

Sanctuary Personnel Ltd - Sanctuary Personnel Ltd	Between 1-14
Sellick Partnership (North West) Limited - Sellick Partnership Head Office	1
Service Care Solutions Ltd - Service Care Solutions Ltd	1
Serving The Nation Locums Limited - Serving The Nation Locums Ltd	Between 1-3
Total Assist Care Limited - London	1
Venn Group - London	1

**The service areas in which they are working together with the numbers in each service area is listed below:**

<b>Area Commissioner Central</b>	5
<b>Area Commissioner North</b>	1
<b>Area Commissioner South</b>	44
<b>Childrens Safeguarding</b>	11
<b>Corp Head of Legal &amp; Demo</b>	1
<b>GM Customer Care &amp; Inv</b>	13
<b>Learning &amp; Skills</b>	25
<b>Prog Mgt, Systems &amp; Transition</b>	6
<b>Social Care Efficiency &amp; Improvement</b>	5
<b>Social Care Operations</b>	17
<b>Grand Total</b>	128

**How many agency staff are employed in areas where redundancies have been made or are expected to be declared in the next two years?**

The above agency staff are utilised as detailed. All the above areas have seen VR.

Agency workers are utilised in the Council to support the delivery of services while the substantive postholder is absent from work due to either sickness or annual leave, or in some circumstances while a post is being recruited to. Agencies are used to ensure service delivery is maintained for the people of Shropshire, where it is an essential service.

For those agency appointments going through the Matrix system there is a built in approval system within that system. This ensures that in addition to the user who is seeking and selecting the agency worker, there is also a separate authoriser who is a manager in that business area and who has to go on to the system to authorise that engagement.

### **QUESTION 13**

**MR MILES KENNY** will ask the following question:

A short journey is less than five miles but only two out of five short journeys are made by foot, bike or public transport, how are you influencing the planning process in encouraging alternatives to the private car for short journeys so that by 2020 four out of five short journeys are made by foot, bike or public transport?

Furthermore what action has been taken and planned to be taken to encourage more exercise for healthier outcomes? And through the use of the Council's regulatory licensing powers for healthier eating?

**MRS KAREN CALDER**, the Portfolio Holder for Health will reply:

- Sustainable transport is an integral part of planning policy embedded in Core Strategy CS7.
- Public Health to invest in Outdoor Recreation from 2014/15, to support its non-statutory functions with focus on physical activity: walking for health, active volunteering, Parish Pathways Partnership, Shropshire Outdoor, utilisation of green spaces.
- Local Sustainable Transport Fund projects focus on walking and cycling development. PH supported the original bid and is working with OR and Transport on a further 1 year extension funding bid (2015/16).

PH **Active4Health (A4H)** programmes include:

- Registration, mapping and promotion of community-based start-up exercise programmes, including Exercise on Referral (Healthy Shropshire website Directory).
- Development of A4H Exercise on referral programmes, including staff training.
- Commissioning and support of Outdoor Recreation (walking, walking for health programmes, active volunteering, utilisation of green space)
- Development of leisure facilities to provide support for less active people to become more active (e.g. Neighbourhood Life project).

**Let's Get Moving** projects (individual behaviour change) piloting, development and delivery as part of Help 2 Change (H2C) integrated behaviour change services

- Primary care based care pathway GP
- Active Pebble/accelerometers

- Get Active Feel Good cancer survivorship project (3 year Macmillan funded project)

**Eat Better Move More** (interventions focused on early years, primary and secondary aged children to support healthy eating and physical inactivity and sedentary behaviour reduction). Commissioning and delivery support to improve provision to meet national guidance for food and drink.

- Early years settings: nurseries, child minders and Children's Centres.
- School Sports Premium (SSP) development: work with Energize County Sports Partnership to include whole school approach to physical activity within SSP support offer to primary schools.
- Eat Better Move More teaching resource developed for primary schools.
- Increasing physical activity represents a key part of local children & young people and adult weight management services (LiFT and Help2Slim).
- Following Young People's Scrutiny Committee, decision to develop Task & Finish Group to look at childhood obesity - group proposes to undertake early scoping work to find out what local people think about the issue of fast food takeaways in their communities and potential of supplementary planning guidance (fast food takeaways in proximity to schools) as a means of supporting healthy weight in Shropshire.
- **NHS Health Checks.** A PH Commissioned service delivered by GP practices for eligible people aged 40-74 designed to detect undisclosed cardiovascular risk and diabetes. Health Check includes healthy lifestyle assessment, including healthy eating and physical activity levels. Following support allows patients to understand the impact of their own lifestyle and the simple changes that will reduce the risk of developing conditions that require medical intervention. NHS Health Checks serve as a gateway to a range of risk management services commissioned by Public Health, e.g. stop-smoking and weight management services.
- **Heart Age.** A pilot project working with Unilever to localise a simple online heart health assessment proven to help people understand their heart disease risk in a way that is personally relevant, and motivate them to adopt healthy lifestyle habits (healthy eating, physical activity, stop smoking, weight management) that will help reduce their risk of developing chronic health problems. Heart Age results are shown as a 'heart age' comparing their actual age with their 'heart age'. For those whose heart age is great than their true age Heart Age provides help and advice to reduce their future heart health risk. The localised tool will provide information on local services.