

Finance and Resources Committee

10.00am, Thursday, 4 March 2021

Security Service – Use of Agency Workers

Item number	
Executive/routine	Executive
Wards	
Council Commitments	

1. Recommendations

- 1.1 That the Committee notes the content of this report and discharges, in part, the Coalition Addendum from the Finance and Resources Committee approved on 21 January 2021.

Stephen S. Moir

Executive Director of Resources

Contact: Rew Ferguson, Security Manager,

Property and Facilities Management Division, Resources Directorate

E-mail: rew.ferguson@edinburgh.gov.uk | Tel: 0131 123 4567

Security Service – Use of Agency Workers

2. Executive Summary

- 2.1 The purpose of this report is to address the specific request from the Committee to provide an update on the Council's Security Team and the use of agency workers by this team.
- 2.2 The Committee is advised that there are no agency workers used within the Council's security team within Property and Facilities Management. The current operating model comprises a Council employed core team which is supplemented, when necessary, by a Security Services Contract to G4S, as approved by the Policy and Sustainability Committee on 25 June 2020.

3. Background

- 3.1 On 21 January 2021, the Finance and Resources Committee approved a report on the Award of a Contract for the Provision of Temporary Agency Staff, Permanent, Fixed-Term Contract and Short-Term Supply Resources. A Coalition Addendum was approved that, amongst other things, requested a report from the Executive Director of Resources, in two cycles, providing an update on the Council's security team and the use of agency workers in this area".
- 3.2 The purpose of this report is to address the above part of the Addendum.

4. Main report

- 4.1 There is no use of agency workers in the Council's Security Team. The operating model has been a hybrid between a Council employed core service and the utilisation of a procured Security Contract.
- 4.2 An organisational review of the Security Team was last completed in 2017 as below:

Current Posts in Scope	Current FTE in scope	Proposed Post	Proposed Grade	Proposed FTE
Technical Security Manager	1	Security Manager	Gr9	1
Security Services Supervisors	2	Security Team Leader	Gr5	4
Technical Support Officer	1			
Security Officers	19	Security Officer	Gr3	25
Total	23			30

- 4.3 Since that time, as with any service area, vacancies levels have fluctuated. There are currently seven vacancies within the service area, principally due to retirements and resignations, covering two-day shift and five night-time posts. These posts are not being recruited to at present due to the ongoing financial pressures from the price increases in the retendered security contract, as outlined in the remainder of the report. Committee is further advised that when unplanned absences occur, such as absence due to ill-health, overtime/additional hours are offered to the members of the employed Council team.
- 4.4 Up until 1 October 2020, Allander Security were the Council's framework provider of security services. The contract was retendered and awarded to G4S, as approved by the Policy and Sustainability Committee on 25 June 2020.
- 4.5 The new contract resulted in a price increase from the contract start date of 1 October 2020, with a further price increase due (as per the contract) on 1 April 2021.
- 4.6 On a like for like basis, comparing the cost of the Allander contract with G4S, from the outset of the contract, has created an unbudgeted pressure for FY 2020-21 of £107,760, which will increase to £128,678 for FY 2021-22. To mitigate this pressure the service has had to freeze recruitment and use any in year savings from this to balance the budget.
- 4.7 Again, on a like for like basis, to recruit the vacant posts would increase the annual pressure to £180,692 per annum, which is not sustainable.
- 4.8 In response to the above, and in the absence of additional funding, the service is currently reviewing which elements of security service can be reduced to bring the annual budget into full alignment and enable recruitment to the vacant posts.

5. Next Steps

- 5.1 As this report is for information, there are no direct next steps outlined. However, business as usual will require Property and Facilities Management to fully mitigate the budget pressure created by the re-tender of the security contract and work is ongoing in this respect.

6. Financial impact

- 6.1 The main financial elements of this report have been explained in the Main Report section. Current costs per hour from utilising the frame work contract and employing direct as shown in the table below:

	<u>CEC</u> <u>2020-21</u> <u>Dayshift</u>	<u>CEC</u> <u>2020-21</u> <u>Nightshift</u>	<u>CEC</u> <u>2021-22</u> <u>Dayshift</u>	<u>CEC</u> <u>2021-22</u> <u>Nightshift</u>	<u>G4S</u> <u>2020-21</u>	<u>G4S</u> <u>2021-22</u>
Hourly Rate	£12.99	£18.44	£13.38	£18.99	£13.09	£13.42
Annual Cost (per Officer)	£24,317	£34,520	£25,047	£35,555	£24,504	£25,122
Officer Vacancies Cost	£48,635	£172,598	£50,094	£177,776	£171,531	£175,856
Cost Variance Council versus G4S	-£374	£50,076	-£151	£52,165		

7. Stakeholder/Community Impact

- 7.1 There are no stakeholder or community impacts arising from this report.

8. Background reading/external references

- 8.1 [Report to Policy and Sustainability Committee 9 July 2020 Award of Security Contract](#)

9. Appendices

- 9.1 Not applicable.