



Further to your information request FOI/EIR 25/26-256, please find your question and our response below.

Request:

This is a freedom of information request regarding agency workers in your council workforce. I am looking for information for 2024-25, 2023-24 and 2022-23 and have included tables which you can use if convenient. Please provide me with:

1. The number of agency workers in your council in each year
2. The percentage of the council workforce comprised of agency workers in each year
3. The number of agency workers who have been with the council for over 2 years in each year
4. The number of agency workers being paid over £75,000 (full time equivalent) per year in each year
5. The council's total agency worker spending in each year
6. The overall staff turnover rate in each year

	2024-25	2023-24	2022-23
Total number of agency workers			
Total spending on agency workers			
Agency workers as a percentage of workforce			
Number of agency workers engaged for more than 2 years			
Number of agency workers paid £75k and above (full time equivalent)			
Overall staff turnover rate			

7. A breakdown of the number of agency workers by engagement reason in each year. If your HR system categorises these differently, please use those categories instead:

Reason	2024-25	2023-24	2022-23
Cover for long term sickness			
Cover for acting up			
Cover for secondment			
Cover of other long term absence			
Filling a vacancy (no substantive postholder)			

Response:

1-6

	2024-25	2023-24	2022-23
Total number of agency workers	9	3	7
Total spending on agency workers	247,531.07	188,730.93	249,340.24
Agency workers as a percentage of workforce	4.8%	1.6%	3.7%
Number of agency workers engaged for more than 2 years	0	0	0

Number of agency workers paid £75k and above (full time equivalent)	6	1	4
Overall staff turnover rate	13.8%	12%	13.9%

7.

Reason	2024-25	2023-24	2022-23
Cover for long term sickness	2		
Cover for acting up			
Cover for secondment			
Cover of other long term absence			
Filling a vacancy (no substantive postholder)	7	3	7

This concludes your request FOI/EIR 25/26-256.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach foi@eastcambs.gov.uk and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.