

LONDON BOROUGH OF CAMDEN
COUNCIL MEETING – 3RD MARCH 2025
AMENDMENTS TO MOTIONS

Amendment to motion 1, proposed by Councillor Tommy Gale and seconded by Councillor Camron Aref-Adib:-

The Council notes that Camden staff levels rise yearly ~~to meet increasing demand and due to further insourcing. and further, that~~ Over 10% of employment is through agencies ~~due to Camden's flexible resourcing model – which is vital to enabling the Council to respond to changing circumstances, like during COVID when the response was supported by the voluntary and community sector and additional temporary staff, many of whom were residents.~~ The cost of this type of work to the borough is over £2.2M per year. ~~In times of financial stricture, it cannot be good practice for this to continue unchecked.~~

~~It should also be noted that the use of temporary staff can affect service quality, introduces a burden on Camden through the need for continual, repetitive induction training and can also result in a lower level of corporate commitment.~~ A happy workplace is one where everyone feels both an intrinsic part of the organisation and permanently embedded in its ethos. ~~There is a need to strike a balance between the benefits that hiring some agency staff in certain areas can permit, while acknowledging that permanent workforce are the lifeblood of any organisation.~~

The Council resolves to make greater efforts to drive down ~~the non-productive additional~~ costs of staffing by reducing the reliance on agency ~~hiring towards a level of 5%. This reduction would deliver a £1.1M saving while not reducing staff levels.~~ By more use of existing technology, the Council also commits to ~~a future reduction in total staff numbers through efficiencies~~ making efficiency savings where permissible and enhancing staff productivity and development.

The amended motion therefore reads:

The Council notes that Camden staff levels rise yearly to meet increasing demand and due to further insourcing. Over 10% of employment is through agencies due to Camden's flexible resourcing model – which is vital to enabling the Council to respond to changing circumstances, like during COVID when the response was supported by the voluntary and community sector and additional temporary staff, many of whom were residents. The cost of this type of work to the borough is over £2.2M per year.

A happy workplace is one where everyone feels both an intrinsic part of the organisation and permanently embedded in its ethos. There is a need to strike a balance between the benefits that hiring some agency staff in certain areas can permit, while acknowledging that permanent workforce are the lifeblood of any organisation.

The Council resolves to make greater efforts to drive down additional costs of staffing by reducing the reliance on agency hiring. By more use of existing technology, the Council also commits to making efficiency savings where permissible and enhancing staff productivity and development.

ENDS