

Annex 2 – Benefits and challenges of employing staff on different types of contract

Options	Benefits	Risks
<p>Increase the number of gig workers</p>	<p>The offer of flexible working could attract a larger pool of candidates</p> <p>Work can be allocated based on peaks and troughs</p> <p>The offer of a higher hourly rate could attract a larger pool of candidates</p>	<p>The law on employment status and workers’ rights is changing and it has recently been found that those working in particular in the “gig” economy and wrongly classed/treated as “self-employed contractors are workers and therefore have some employment rights and benefits as shown above.</p> <p>The longer workers are engaged by one organisation and work on a regular basis without interruption between work assignments the greater the risk of them acquiring yet more employment rights and employee status.</p> <p>For certain roles within the Council, it is important for staff to build relationships with their customers and this would be lost with gig workers.</p> <p>There is a potential lack of team management and worker oversight of staff</p>

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Options	Benefits	Risks
Increase number of directly engaged locums	The offer of a higher hourly rate could attract a larger pool of candidates	<p>In the long term locum workers acquire more employment rights</p> <p>There could be an impact on the morale of permanent staff if they are working alongside locums who are being paid at a higher rate</p> <p>There could be an impact on our relationship with the TU's as they support the hiring of permanent staff</p> <p>Locum workers are not required to give as long notice periods which can affect the handover of work</p> <p>Depending on the proposed spend, the hiring process can be lengthy</p>
Increase number of bank staff	<p>The offer of flexible working could attract a larger pool of candidates</p> <p>Work can be allocated based on peaks and troughs</p>	<p>Bank employees are not expected to accept every request to work and therefore managers cannot rely on their availability</p> <p>Bank employees who work regular hours are in fact part-time employees, not genuine bank employees, and should be on part-time contracts</p>
Transfer work areas to an agency	The hiring agency is accountable for staffing issues/concerns/recruitment/selection/training etc.	<p>There will be an increase in costs as due to the agency fees</p> <p>There is a potential lack of management oversight of staff</p>