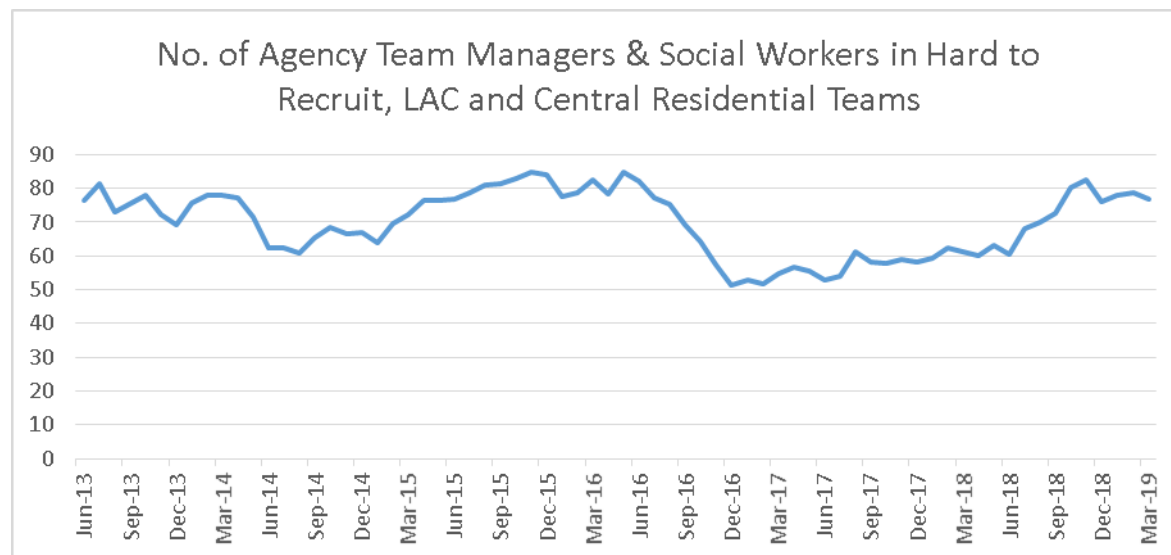


Trend Data for Agency Workers

Number of agency workers since June 2013.



Reasons for the engagement of agency workers

| Reasons for Agency in Hard to Recruit, LAC & Central Residential Teams- Yearly Average | | | | | | | |
|--|---------------------|------------|------|-----------|------------|---------|-------|
| | Additional Capacity | ASYE Cover | LTS | Maternity | Suspension | Vacancy | TOTAL |
| 2013/14 | 15.59 | 3.36 | 3.78 | 8.36 | 0.71 | 44.92 | 76.72 |
| 2014/15 | 3.33 | 3.33 | 4.58 | 5.03 | 0.50 | 50.54 | 67.33 |
| 2015/16 | 0.79 | 10.03 | 5.50 | 6.29 | 0.67 | 56.86 | 80.14 |
| 2016/17 | 3.79 | 13.82 | 2.79 | 7.75 | 0.08 | 38.40 | 66.63 |
| 2017/18 | 9.66 | 11.74 | 5.42 | 6.78 | 1.03 | 23.72 | 58.35 |
| 2018/19 | 14.72 | 6.48 | 8.00 | 8.00 | 0.43 | 34.46 | 72.09 |

Actual spend on agency workers since 2013-14

