

Report of the Chief Officer Human Resources and  
Support Services

**Work with York Ltd Update October 2025**

**Purpose of Report**

1. To consider and receive the Work with York Ltd Performance Update October 2025 provided as **Annex A**.

**Recommendations**

2. Note the Performance Update from Work with York Ltd attached at **Annex A** to this report.

Reason: To ensure the Council is updated on the performance of and plans for Work with York Ltd.

**Background and analysis**

3. Work with York Limited ("WwY") was formed in October 2024, following a Council Executive Decision in July 2024, as a Teckal Company compliant with Reg. 12(1) of the Procurement Regs and Schedule 2, Part 1, Para 2 of the Procurement Act 2023.
4. Work with York Limited's sole shareholder is City of York Council.
5. Work with York Limited started trading on 1<sup>st</sup> April 2025 providing staff to City of York Council, the previous contract for the direct engagement of candidates and the supply of agency worker services dated 7th September 2023 with City of York Trading Ltd having been novated to Work with York Limited in line with July 2024's Executive approval.
6. Work with York Limited provides temporary, interim and casual agency staff to the Council, in a wide range of roles and across many Council services.

7. Work with York Limited also has second tier contracts with a small number of specialist agencies to support the Council.
8. Work with York Limited's services to the Council include support with hard-to-fill and/or senior permanent recruitment.
9. WwY's Board of Directors comprises Karen Bull (Managing Director) with Non-Executive Directors, Cllr Claire Douglas, Cllr Ian Cuthbertson, Cllr John Moroney, Lisa Wood and Chloe Kerridge-Phipps and usually meets monthly to consider financial and performance reports and plan future strategy. Ann Vickers resigned as Non-Executive Director at the end of August owing to other commitments, and WwY will shortly be advertising for a replacement NED.
10. As 2025/26 is WwY's first year of trading, there are no accounts for 2024/25.

## **Risk Management**

11. There are no specific risk issues arising from this report.

## **Implications**

12. There are no financial, legal, HR, equalities, crime and disorder, information technology, property or other implications arising from this report.

<b>Author:</b>		<b>Chief Officer responsible for the report:</b>			
Karen Bull, Managing Director Work with York Limited		Helen Whiting Chief Officer Human Resources and Support Services			
		<b>Report Approved</b>	Y	<b>Date</b>	1/10/2025
<b>Wards Affected:</b>					All
<b>For further information please contact the author of the report</b>					