

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE: 16 FEBRUARY 2006

CoSLA – SCOTTISH EXECUTIVE JOINT STAFFING WATCH RETURN AT 10 DECEMBER 2005

Report by the Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1** The purpose of this report is to advise members of the number of employees employed by the Council as at 10 December 2005 which has been reported to CoSLA as required under the Joint Staffing Watch arrangements.

2. BACKGROUND INFORMATION

- 2.1** The Joint Staffing Watch provides summary information on the number of employees employed within Education and Social Work with all other employees being collated together. Full-time equivalent numbers are analysed by both gender and status. In addition the number of temporary and permanent employees are also recorded.
- 2.2** The Council is required to return statistics to Cosla detailing numbers in employment as at March, June, September and December each year.
- 2.3** Local Authority returns are then analysed by Cosla and a joint Scottish Executive/Cosla statistical press release is issued after the return period. This press release contains full detail of employee and full time equivalent numbers for each Council within each of the main local authority services.

3. EMPLOYEE NUMBERS AT DECEMBER 2005

- 3.1.** The Council employed 6,858 employees as at December 2005. This figure represents an increase of 15 employees (0.22%) on the September 2005 headcount of 6,843 and an increase of 37 employees (0.54%) on the December 2004 headcount of 6,821 employees.
- 3.2** Of the 6,858, people employed at December 2005, 62.95% are employed on a full-time basis and 70.62% of the workforce is female. Of the total workforce, 34.16% of females work on a part-time basis compared with 2.89% of males. Gender analysis forms part of the basis of the Council's Equal Opportunities monitoring policy.
- 3.3** The full-time equivalent (f.t.e.) staffing levels for December 2005 are 5523. This figure represents an increase of 11 (0.20%) on the September 2005 full-time equivalent of 5512 and an increase of 26 (0.47%) on the December 2004 full-time equivalent of 5497 employees.
- 3.4** The quarterly staffing watch statistics show an increase of 37 employees over the year (December 2004 – December 2005) and an increase of 26 f.t.e. posts.

4. REPORTING METHOD

4.1 To enable the Committee to receive appropriate statistical data on employee numbers and to meet the revised reporting method to reflect the new Joint Staffing Watch statistical data requested by CoSLA, it was agreed that with effect from the June 2005 quarter, the following appendices will be reported to future Corporate Governance Committees. The Appendices will analyse the figures on the following basis:-

Appendix 1 this Appendix will show the figures on the basis of the revised service groupings including the Male/Female split by temporary and permanent status as specified by CoSLA.

Appendix 2 this Appendix will show the figures on the basis of the service structure of the Council.

Appendix 3 this Appendix will show the variances from the figures for the period in question from the previous year's quarter.

Appendix 4 this Appendix will show the staffing watch figures on a quarterly basis since 2000.

5. POLICY/LEGAL IMPLICATIONS

5.1 The development of employment opportunities conforms to the Improving Opportunities Theme contained within the Community Plan.

6. FINANCIAL IMPLICATIONS

6.1 The financial implications of the current staffing levels are considered in accordance with the Council's budgetary process.

8. RECOMMENDATIONS

8.1 The Committee is recommended to note the Joint Staffing Watch statistics for the December 2005 quarter.

Elizabeth Morton
Depute Chief Executive/Executive Director of Corporate Support
12 January 2006

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – December 2005
2. Departmental Staffing Watch Returns – September 2005
3. Departmental Staffing Watch Returns – June 2005
4. Departmental Staffing Watch Returns – March 2005
5. Departmental Staffing Watch Returns – December 2004

Anyone wishing further information should contact Martin Rose, Head of Personnel (Telephone 01563 576092).

Quarterly Joint Staffing Watch Survey

Authority **EAST AYRSHIRE COUNCIL** Date (dd/mm/yy) **06/01/2006**

Service Group	Number of staff									
	Total	Male				Female				
		Temporary		Permanent		Temporary		Permanent		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
Education: Teachers	1,566	23	5	332	19	82	21	896	188	
Education: Other staff	963	10	0	98	30	45	34	355	391	
Social Work	1,251	4	3	123	34	14	31	449	593	
Police and related services	0									
Fire and related services	0									
Other Staff ¹	3,078	103	25	1,124	82	70	193	589	892	
Total	6,858	140	33	1,677	165	211	279	2,289	2,064	

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

¹ The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	376	16	0	330	0	0	0.0	29	1
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Construction staff included above see guidance note 6.

Service Group	Full time equivalents				
	Total	Male		Female	
		Temporary	Permanent	Temporary	Permanent
Education: Teachers	1,405	25	341	91	948
Education: Other staff	701	10	117	60	514
Social Work	1,010	6	146	33	825
Police and related services	0				
Fire and related services	0				
Other Staff ¹	2,407	106	1,156	114	1,031
Total	5,523	147	1,760	298	3,318

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

¹ The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	376	16	330	0	30
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Construction staff included above see guidance note 6.

Error Codes: 1 - FTE cannot be greater than TOTAL STAFF. 2 - FTE cannot be less than FULL TIME STAFF.

Movement in Numbers and Joint Arrangements

Service Group	Number	FTE	Reason for changes greater than 5% in NUMBER or FTE since last return
Education: Teachers	1,566	1,405	
Education: Other staff	963	701	
Social Work	1,251	1,010	
Police and related services	0	0	
Fire and related services	0	0	
Other Staff ¹	3,078	2,407	

Movements in numbers - see guidance note 7

Service Group	Details of joint arrangements with other councils
Education: Teachers	
Education: Other staff	
Social Work	
Police and related services	
Fire and related services	
Other Staff ¹	

Details of Joint Arrangements - see guidance note 8

Please complete this section

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EAST AYRSHIRE COUNCIL
 COSLA QUARTERLY JOINT STAFFING WATCH RETURN - DECEMBER 2005

Service Group	Total Number of Staff					Full-time Equivalent					
	Total	Male		Female		Total	Salary Band				
		Full-time	Part-time	Full-time	Part-time		A1	A2	B	C	Other
Chief Executive	12.0	4.0	1.0	7.0	0.0	11.6	1.0	1.0	6.6	3.0	0.0
Chief Executive	3.0	0.0	0.0	3.0	0.0	3.0	1.0	0.0	0.0	2.0	0.0
Internal Audit	9.0	4.0	1.0	4.0	0.0	8.6	0.0	1.0	6.6	1.0	0.0
Neighbourhood Services	1306.0	749.0	56.0	312.0	189.0	1152.5	5.0	10.0	94.8	489.3	553.4
Housing	216.0	79.0	0.0	121.0	16.0	208.0	1.0	2.0	31.5	171.5	2.0
Central Support	74.0	13.0	0.0	43.0	18.0	60.5	3.0	0.0	5.5	52.0	0.0
Protective Services	62.0	35.0	4.0	15.0	8.0	56.3	0.0	2.0	18.0	36.3	0.0
Leisure Services	445.0	165.0	49.0	93.0	138.0	323.8	0.0	2.0	28.8	156.0	137.0
DLO/DSO - Cleansing	198.0	176.0	3.0	11.0	8.0	193.4	0.0	1.0	5.0	15.0	172.4
DLO/DSO- B&W	311.0	281.0	0.0	29.0	1.0	310.5	1.0	3.0	6.0	58.5	242.0
Corporate Support	383.0	120.0	3.0	199.0	61.0	356.0	6.0	17.5	130.5	202.0	0.0
Directorate	3.0	0.0	0.0	3.0	0.0	3.0	1.0	0.0	1.0	1.0	0.0
Admin & Legal	80.0	16.0	0.0	45.0	19.0	72.8	1.0	4.0	25.8	42.0	0.0
IT	51.0	32.0	0.0	11.0	8.0	47.7	1.0	2.0	28.7	16.0	0.0
Finance	179.0	48.0	2.0	99.0	30.0	164.7	1.0	8.0	51.0	104.7	0.0
Personnel	46.0	17.0	0.0	27.0	2.0	44.9	1.0	1.0	13.5	29.4	0.0
Corporate Dev & Communication	24.0	7.0	1.0	14.0	2.0	22.9	1.0	2.5	10.5	8.9	0.0
Development & Property Services	377.0	275.0	3.0	80.0	19.0	367.2	4.0	7.0	132.9	132.7	90.6
Planning Dev & Building Standards	58.0	33.0	1.0	18.0	6.0	55.3	1.0	3.0	31.4	19.9	0.0
Economic Development & Property	51.0	26.0	1.0	19.0	5.0	48.2	2.0	2.0	20.5	23.7	0.0
Roads & Transport	85.0	67.0	1.0	13.0	4.0	81.6	1.0	2.0	36.0	38.0	4.6
Technical Services	74.0	47.0	0.0	25.0	2.0	74.1	0.0	0.0	38.0	36.1	0.0
DLO/DSO	109.0	102.0	0.0	5.0	2.0	108.0	0.0	0.0	7.0	15.0	86.0
Education	3529.0	541.0	98.0	1440.0	1450.0	2625.5	17.0	108.0	1367.9	607.3	525.3
Education - Teachers	1566.0	354.0	24.0	979.0	209.0	1405.4	9.0	103.0	1293.4	0.0	0.0
Education - Other Staff	963.0	108.0	30.0	400.0	425.0	700.7	7.0	5.0	69.5	581.6	37.6
DLO/DSO	1000.0	79.0	44.0	61.0	816.0	519.4	1.0	0.0	5.0	25.7	487.7
Social Work	1251.0	127.0	37.0	463.0	624.0	1010.1	0.0	4.0	209.8	769.1	27.2
Total all Staff	6858.0	1816.0	198.0	2501.0	2343.0	5522.9	33.0	147.5	1942.5	2203.4	1196.5
Construction Staff	376.0	346.0	0.0	29.0	1.0	376.0					

APPENDIX 3

SALARY BANDS AT DECEMBER 2005

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at December 2005 in comparison with December 2004.

	Full-time Equivalent					
	Total	A1 (above £52,272)	A2 (£36,132 - £51,045)	B (£22,398 - £35,343)	C (£10,068 - £21,732)	Other (Manual & Other)
Total December 2005	5522.9	33.0	147.5	1942.5	2203.4	1196.5
Total December 2004	5496.7	23.0	151.5	1912.0	2183.2	1227.0
Variance	+26.2	+10.0	-4.0	+30.5	+20.2	-30.5

APPENDIX 4

SALARY BANDS AT DECEMBER 2005

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at December 2005 in comparison with the previous five years. The table shows corresponding variances in categories A1 and A2 which is attributable to incorrect classification of teachers' posts in earlier reports.

	Full-time Equivalent					
	Total	A1 (above £55,401)	A2 (£38,295 - £54,102)	B (£23,739 - £37,461)	C (£10,671 - £23,034)	Other (Manual & Other)
Total December 2005	5522.9	33.0	147.5	1942.5	2203.4	1196.5
Total December 2004	5496.7	23.0	151.5	1912.0	2183.2	1227.0
Total December 2003	5407.4	26.0	150.5	1849.5	2138.5	1242.9
Total December 2002	4927.7	21.0	143.5	1757.5	1622.4	1383.3
Total December 2001	5085.6	29.0	144.5	1746.4	1716.7	1449.0
Total December 2000	4847.1	135.0	40.5	1715.1	1631.6	1324.9