

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE

17 FEBRUARY 2005

JOINT STAFFING WATCH RETURN – DECEMBER 2004

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

1. PURPOSE OF REPORT

- 1.1 To advise the Committee of the Joint Staffing Watch statistics submitted to Cosla in respect of the December 2004 reporting period.

2. BACKGROUND INFORMATION

- 2.1 The Joint Staffing Watch provides summary information on the number and full-time equivalent number of staff employed in Scottish Local Authorities. Full-time equivalent numbers are analysed by both service and salary range.
- 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 now issued approximately 9-10 months after the return period. This press release contains full detail of employee numbers by salary band for each Council within each of the main local authority services.

3. STAFFING WATCH STATISTICS – DECEMBER 2004

3.1 Headcount

- 3.1.1 The Council employed 6,821 employees as at December 2004. This figure represents a decrease of 46 employees (0.67%) on the September 2004 headcount of 6,867 and an increase of 89 employees (1.32%) on the December 2003 headcount of 6,732 employees.

- 3.1.2 Of the 6,821 people employed at December 2004, 62.38% are employed on a full-time basis and 70.50% of the workforce is female. Of the total workforce, 34.16% of females work on a part-time basis compared with 3.46% of males. Gender analysis forms part of the basis of the Council's Equal Opportunities monitoring policy.

3.2 Full-time Equivalent

- 3.2.1 The full-time equivalent (f.t.e.) staffing levels for December 2004 are 5496.7. This figure represents a decrease of 28.7 (0.52%) on the September 2004 full-time equivalent of 5525.4 and an increase of 89.3 (1.65%) on the December 2003 full-time equivalent of 5407.4 employees.

3.3 Commentary

- 3.3.1 The quarterly staffing watch statistics show an increase of 89 employees over the year and 89.3 f.t.e. posts.

3.4 Salary Bands

3.4.1 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at December 2004 in comparison with December 2003.

	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 2004	5496.7	23	151.50	1912	2183.2	1227.0
Total December 2003	5407.4	26	150.5	1849.5	2138.5	1242.9
Variance	+89.3	-3	+1	+62.5	+44.7	-15.9

3.4.2 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at December 2004 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 £52,272)	A2 (£36,132 - £51,045)	B (£22,398 - £35,343)	C (£10,068 - £21,732)	Other (Manual & Other)
Total December 2004	5496.7	23	151.50	1912	2183.2	1227.0
Total December 2003	5407.4	26	150.5	1849.5	2138.5	1242.9
Total December 2002	4927.7	21	143.5	1757.5	1622.4	1383.3
Total December 2001	5085.6	29	144.5	1746.4	1716.7	1449.0
Total December 2000	4847.05	135	40.5	1715.1	1631.55	1324.9
Total December 1999	4820.72	139	44.5	1697.7	1617.10	1322.42

4. FINANCIAL IMPLICATIONS

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

5. LEGAL / POLICY IMPLICATIONS

- 5.1** Nil

6. RECOMMENDATIONS

- 6.1** The Committee is asked to note the contents of this report.

Elizabeth Morton
Depute Chief Executive/Executive Director of Corporate Support
10 February 2005

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – December 2004
2. Departmental Staffing Watch Returns – December 2003
3. Departmental Staffing Watch Returns – December 2002
4. Departmental Staffing Watch Returns – December 2001
5. Departmental Staffing Watch Returns – December 2000
6. Departmental Staffing Watch Returns – December 1999

Copies of the above background papers are available from George Park, Employee Relations Manager (Telephone 01563 576095).