

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE: 8 JUNE 2006

CoSLA – SCOTTISH EXECUTIVE JOINT STAFFING WATCH RETURN AT 11 MARCH 2006

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 1 March 2006 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 MARCH 2006

- 3.1. The Council employed 6,853 employees as at March 2006. This figure represents an decrease of 5 employees (0.07%) on the December 2005 headcount of 6,858 and an increase of 79 employees (1.17%) on the March 2005 headcount of 6,774 employees.
- 3.2 Of the 6,853, people employed at March 2006, 62.82% are employed on a full-time basis and 70.71% of the workforce is female. Of the total workforce, 34.28% of females work on a part-time basis compared with 2.90% 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 March 2006 are 5530. This figure represents an increase of 7 (0.13%) on the December 2005 full-time equivalent of 5523 and an increase of 83 (1.52%) on the March 2005 full-time equivalent of 5447 employees.
- 3.4 The quarterly staffing watch statistics show an increase of 79 employees over the year (March 2005 – March 2006) and an increase of 83 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 2001.

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 March 2006 quarter.

Elizabeth Morton
Depute Chief Executive/Executive Director of Corporate Support
13 April 2006

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – March 2006
2. Departmental Staffing Watch Returns – December 2005
3. Departmental Staffing Watch Returns – September 2005
4. Departmental Staffing Watch Returns – June 2005
5. Departmental Staffing Watch Returns – March 2005

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) **11/04/2008**

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	15	0	90	27	65	40	341	385	
Social Work	1,281	4	5	120	32	18	32	452	618	
Police and related services	0									
Fire and related services	0									
Other Staff ¹	3,043	91	24	1,133	87	66	167	577	898	
Total	6,853	133	34	1,675	165	231	260	2,266	2,089	

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	372	6	0	336	1	0	0.0	27	2
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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	692	15	104	81	492
Social Work	1,040	7	145	37	851
Police and related services	0				
Fire and related services	0				
Other Staff ¹	2,393	92	1,171	105	1,026
Total	5,530	139	1,761	314	3,316

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	370	6	336	0	28
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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	692	
Social Work	1,281	1,040	
Police and related services	0	0	
Fire and related services	0	0	
Other Staff ¹	3,043	2,393	

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 - MARCH 2006

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	11.0	4.0	1.0	6.0	0.0	10.6	1.0	1.0	5.0	3.6	0.0
Chief Executive	2.0	0.0	0.0	2.0	0.0	2.0	1.0	0.0	0.0	1.0	0.0
Internal Audit	9.0	4.0	1.0	4.0	0.0	8.6	0.0	1.0	5.0	2.6	0.0
Neighbourhood Services	1285.0	744.0	59.0	300.0	182.0	1140.0	5.0	8.0	96.0	481.1	549.9
Housing	214.0	82.0	0.0	113.0	19.0	205.5	1.0	1.0	30.7	170.8	2.0
Central Support	71.0	11.0	0.0	43.0	17.0	60.0	3.0	0.0	5.5	51.5	0.0
Protective Services	61.0	34.0	4.0	16.0	7.0	55.8	0.0	2.0	18.0	35.8	0.0
Leisure Services	433.0	164.0	50.0	90.0	129.0	319.8	0.0	2.0	27.8	154.5	135.5
DLO/DSO - Cleansing	199.0	176.0	4.0	11.0	8.0	193.4	0.0	1.0	5.0	15.0	172.4
DLO/DSO- B&W	307.0	277.0	1.0	27.0	2.0	305.5	1.0	2.0	9.0	53.5	240.0
Corporate Support	385.0	124.0	2.0	196.0	63.0	356.8	6.0	17.5	134.5	198.8	0.0
Directorate	6.0	1.0	0.0	3.0	2.0	5.0	1.0	0.5	2.0	1.5	0.0
Admin & Legal	83.0	18.0	0.0	47.0	18.0	75.8	1.0	4.0	26.8	44.0	0.0
IT	49.0	32.0	0.0	9.0	8.0	45.7	1.0	2.0	30.7	12.0	0.0
Finance	179.0	51.0	1.0	98.0	29.0	165.5	1.0	8.0	53.0	103.5	0.0
Personnel	45.0	17.0	0.0	24.0	4.0	42.9	1.0	1.0	12.5	28.4	0.0
Corporate Dev & Communication	23.0	5.0	1.0	15.0	2.0	21.9	1.0	2.0	9.5	9.4	0.0
Development & Property Services	374.0	273.0	3.0	78.0	20.0	364.0	4.0	7.0	133.7	130.7	88.6
Planning Dev & Building Standards	58.0	33.0	1.0	18.0	6.0	55.3	1.0	3.0	32.4	18.9	0.0
Economic Development & Property	51.0	26.0	1.0	18.0	6.0	48.0	2.0	2.0	20.3	23.7	0.0
Roads & Transport	83.0	66.0	1.0	12.0	4.0	79.6	1.0	2.0	36.0	37.0	3.6
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	108.0	101.0	0.0	5.0	2.0	107.0	0.0	0.0	7.0	15.0	85.0
Education	3517.0	539.0	97.0	1444.0	1437.0	2618.9	17.0	107.0	1366.9	601.5	526.5
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	105.0	27.0	406.0	425.0	691.8	8.0	4.0	68.5	575.7	35.6
DLO/DSO	988.0	80.0	46.0	59.0	803.0	521.7	0.0	0.0	5.0	25.8	490.9
Social Work	1281.0	124.0	37.0	470.0	650.0	1040.0	0.0	5.0	212.4	794.3	28.3
Total all Staff	6853.0	1808.0	199.0	2494.0	2352.0	5530.3	33.0	145.5	1948.5	2210.0	1193.3
Construction Staff	372.0	342.0	1.0	27.0	2.0	372.0					

APPENDIX 3

SALARY BANDS AT MARCH 2006

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at March 2006 in comparison with March 2005.

	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 March 2006	5530.3	33.0	145.5	1948.5	2210.0	1193.3
Total March 2005	5,446.9	32.0	145.5	1907.4	2150.6	1211.4
Variance	+83.4	+1.0	0.0	+41.1	+59.4	-18.1

APPENDIX 4

SALARY BANDS AT MARCH 2006

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at March 2006 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 March 2006	5,530.3	33.0	145.5	1948.5	2210.0	1193.3
Total March 2005	5,446.9	32.0	145.5	1907.4	2,150.6	1,211.4
Total March 2004	5,413.1	26.0	151.5	1,838.1	2,193.2	1,204.3
Total March 2003	5,110.5	25.0	148.5	1,806.2	1,775.3	1,355.5
Total March 2002	5,044.4	30.0	143.5	1,756.5	1,729.7	1,384.7
Total March 2001	4,861.55	136	40.5	1,716.8	1,643.15	1,325.10