

# EAST AYRSHIRE COUNCIL

## CORPORATE GOVERNANCE COMMITTEE

16 NOVEMBER 2004

### JOINT STAFFING WATCH RETURN – SEPTEMBER 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 September 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 – September 2004**

##### **3.1** Headcount

- 3.1.1** The Council employed 6,867 employees as at September 2004. This figure represents an increase of 176 employees (2.63%) on the September 2003 headcount of 6,691 employees.

- 3.1.2** Of the 6,867 people employed at September 2004, 62.34% are employed on a full-time basis and 70.10% of the workforce is female. Of the total workforce, 33.99% of females work on a part-time basis compared with 3.67% 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 September 2004 are 5,525.4. This figure represents a full-time equivalent increase of 131 (2.43%) on the September 2003 full-time equivalent of 5,394.4 employees.

##### **3.3** Commentary

- 3.3.1** The quarterly staffing watch statistics show an increase of 176 employees over the year and 131 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 September 2004 in comparison with September 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)
<b>Total September 2004</b>	5,525.4	23	151.5	1,910.7	2,184.4	1,255.8
<b>Total September 2003</b>	5,394.4	26	149.5	1,836.7	2,092.0	1,290.2
<b>Variance</b>	+131	-3	+2	+74	+92.4	-34.4

3.4.2 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at September 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)
<b>Total September 2004</b>	5,525.4	23	151.5	1,910.7	2,184.4	1,255.8
<b>Total September 2003</b>	5,394.4	26	149.5	1,836.7	2,092.0	1,290.2
<b>Total September 2002</b>	5125.7	24.00	149.5	1794.8	1754.5	1402.9
<b>Total September 2001</b>	5012.8	37.00	144.5	1745.4	1693.1	1392.8
<b>Total September 2000</b>	4804.35	136	41.5	1669.9	1599.65	1357.30
<b>Total September 1999</b>	5081.52	140	45.5	1652.7	1593.70	1649.62

#### **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

#### **LIST OF BACKGROUND PAPERS**

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

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