

## **EAST AYRSHIRE COUNCIL**

### **CORPORATE GOVERNANCE COMMITTEE - 21 SEPTEMBER 2004**

#### **JOINT STAFFING WATCH RETURN – JUNE 2004**

##### **Report by the Chief Executive**

### **1. PURPOSE OF REPORT**

- 1.1** To advise the Committee of the Joint Staffing Watch statistics submitted to Cosla in respect of the June 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 – June 2004**

#### **3.1 Headcount**

- 3.1.1** The Council employed 6,822 employees as at June 2004. This figure represents an increase of 184 employees (2.77%) on the June 2003 headcount of 6,638 employees.

- 3.1.2** Of the 6,822 people employed at June 2004, 61.68% are employed on a full-time basis and 70.36% of the workforce is female. Of the total workforce, 34.45% of females work on a part-time basis compared with 3.87% 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 June 2004 are 5,468.30. This figure represents a full-time equivalent increase of 127.55 (2.39%) on the June 2003 full-time equivalent of 5340.75 employees.

### 3.3 Commentary

3.3.1 The quarterly staffing watch statistics show an increase of 184 employees over the year and 127.55 f.t.e. posts. This was due to additional posts in Educational and Social Services eg personal carers, social workers etc and also the filling of general vacancies within other departments.

### 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 June 2004 in comparison with June 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 June 2004</b>	5468.3	21.0	150.5	1883.4	2167.5	1245.9
<b>Total June 2003</b>	5340.75	22.0	153.5	1817.3	1856.5	1491.5
<b>Variance</b>	+127.55	-1	-3	+66.1	+311	-245.6

3.4.2 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at June 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 June 2004</b>	5468.3	21.0	150.5	1863.4	2167.5	1245.9
<b>Total June 2003</b>	5340.8	22.0	153.5	1817.3	1856.5	1491.5
<b>Total June 2002</b>	5091.4	32.0	142.5	1749.5	1736.4	1431.0
<b>Total June 2001</b>	4920.45	136.00	44.5	1716.1	1630.05	1393.80
<b>Total June 2000</b>	4811.05	139.00	44.5	1690.7	1610.95	1325.90
<b>Total June 1999</b>	4879.52	139.00	43.0	1650.4	1564.02	1483.10

## 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.

Fiona Lees  
Chief Executive  
2 September 2004

### **LIST OF BACKGROUND PAPERS**

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

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