

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE: 29 SEPTEMBER 2005

CoSLA – SCOTTISH EXECUTIVE JOINT STAFFING WATCH RETURN AT 11 JUNE 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 11 June 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 JUNE 2005

- 3.1. The Council employed 6,784 employees as at June 2005. This figure represents an increase of 10 employees (0.15%) on the March 2005 headcount of 6,774 and a decrease of 38 employees (0.56%) on the June 2004 headcount of 6,822 employees.
- 3.2 Of the 6,784 people employed at June 2005, 62.31% are employed on a full-time basis and 70.14% of the workforce is female. Of the total workforce, 34.49% of females work on a part-time basis compared with 3.20% 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 June 2005 are 5502. This figure represents an increase of 55 (1.0%) on the March 2005 full-time equivalent of 5447 and an increase of 21 (0.38%) on the June 2004 full-time equivalent of 5468 employees.
- 3.4 The quarterly staffing watch statistics show a decrease of 38 employees over the year and an increase of 34 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.

7 RECOMMENDATIONS

7.1 The Committee is recommended to note the Joint Staffing Watch statistics for the June 2005 quarter.

Elizabeth Morton
Depute Chief Executive/Executive Director of Corporate Support
19 July 2005

LIST OF BACKGROUND PAPERS

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

14/07/05

Number of staff

Service Group	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	1,565	3	5	347	18	28	21	955	188
Education: Other staff	949	4	0	101	33	43	34	351	383
Social Work	1,136	5	3	118	34	13	25	379	559
Police and related services	0								
Fire and related services	0								
Other Staff ¹	3,134	106	50	1,125	74	63	235	586	895
Total	6,784	118	58	1,691	159	147	315	2,271	2,025

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

¹The 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	371		7	335				28	1
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Construction staff included above see guidance note 6.

Full time equivalents

Service Group	Total	Male		Female	
		Temporary	Permanent	Temporary	Permanent
		Education: Teachers	1405	5	356
Education: Other staff	699	4	122	58	515
Social Work	977	9	140	33	795
Police and related services	0				
Fire and related services	0				
Other Staff ¹	2421	115	1154	111	1041
Total	5502	133	1772	239	3358

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

¹The 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	371	6	336	0	29
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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	1,565	1,405	
Education: Other staff	949	699	
Social Work	1,136	977	
Police and related services	0	0	
Fire and related services	0	0	
Other Staff ¹	3,134	2,421	

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 - JUNE 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	1343.0	757.0	73.0	299.0	214.0	1158.9	5.0	10.0	95.3	468.7	579.9
Housing	210.0	78.0	0.0	113.0	19.0	201.4	1.0	2.0	32.0	163.4	3.0
Central Support	15.0	4.0	0.0	7.0	4.0	13.5	3.0	0.0	2.5	8.0	0.0
Protective Services	62.0	31.0	5.0	18.0	8.0	55.4	0.0	2.0	16.0	37.4	0.0
Leisure Services	552.0	191.0	66.0	121.0	174.0	389.6	0.0	2.0	33.8	193.9	159.9
DLO/DSO - Cleansing	197.0	175.0	2.0	12.0	8.0	192.5	0.0	1.0	5.0	13.5	173.0
DLO/DSO- B&W	307.0	278.0	0.0	28.0	1.0	306.5	1.0	3.0	6.0	52.5	244.0
Corporate Support	394.0	125.0	3.0	202.0	64.0	364.8	6.0	18.5	126.2	214.1	0.0
Directorate	4.0	0.0	0.0	3.0	1.0	3.5	1.0	0.0	0.0	2.5	0.0
Admin & Legal	80.0	15.0	0.0	46.0	19.0	72.7	1.0	4.0	22.2	45.5	0.0
IT	49.0	29.0	0.0	12.0	8.0	45.6	1.0	2.0	25.8	16.8	0.0
Finance	188.0	53.0	3.0	100.0	32.0	172.1	1.0	8.0	53.2	109.9	0.0
Personnel	43.0	18.0	0.0	23.0	2.0	41.9	1.0	1.0	12.5	27.4	0.0
Corporate Dev & Communication	30.0	10.0	0.0	18.0	2.0	29.0	1.0	3.5	12.5	12.0	0.0
Development & Property Services	358.0	264.0	3.0	70.0	21.0	347.1	4.0	7.0	133.6	115.9	86.6
Planning Dev & Building Standards	53.0	28.0	1.0	16.0	8.0	49.1	1.0	3.0	31.1	14.0	0.0
Economic Development & Property	50.0	27.0	1.0	17.0	5.0	47.2	2.0	2.0	19.5	23.7	0.0
Roads & Transport	83.0	66.0	1.0	13.0	3.0	80.2	1.0	2.0	36.0	36.6	4.6
Technical Services	68.0	47.0	0.0	18.0	3.0	67.6	0.0	0.0	40.0	27.6	0.0
DLO/DSO	104.0	96.0	0.0	6.0	2.0	103.0	0.0	0.0	7.0	14.0	82.0
Education	3541.0	536.0	100.0	1448.0	1457.0	2641.1	17.0	109.0	1335.8	635.9	543.4
Education - Teachers	1565.0	350.0	23.0	983.0	209.0	1404.8	9.0	103.0	1292.8	0.0	0.0
Education - Other Staff	949.0	105.0	33.0	394.0	417.0	487.9	0.0	2.0	0.0	485.9	0.0
DLO/DSO	1027.0	81.0	44.0	71.0	831.0	748.4	8.0	4.0	43.0	150.0	543.4
Social Work	1136.0	123.0	37.0	392.0	584.0	978.4	0.0	3.0	208.8	743.7	22.9
Total all Staff	6784.0	1809.0	217.0	2418.0	2340.0	5501.9	33.0	148.5	1906.3	2181.3	1232.8

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 COSLA QUARTERLY JOINT STAFFING WATCH RETURN - JUNE 2005

Service Group
Construction Staff

Total Number of Staff				
Total	Male		Female	
	Full-time	Part-time	Full-time	Part-time
371.0	335.0	7.0	28.0	1.0

Full-time Equivalent					
Total	Salary Band				
	A1	A2	B	C	Other
371.0					

APPENDIX 3

SALARY BANDS AT JUNE 2005

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at June 2005 in comparison with June 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 June 2005	5,502	33	149	1906	2181	1233
Total June 2004	5,468	21	151	1883	2168	1246
Variance	+34	+12	-2	+23	-13	-13

APPENDIX 4

SALARY BANDS AT JUNE 2005

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at June 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 June 2005	5,502	33	149	1906	2181	1233
Total June 2004	5,469	21	151	1883	2168	1246
Total June 2003	5342	22	154	1817	1857	1492
Total June 2002	5092	32	143	1750	1736	1431
Total June 2001	4921	136	45	1716	1630	1394
Total June 2000	4812	139	45	1691	1611	1326