

EAST AYRSHIRE COUNCIL

CORPORATE SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE

9 APRIL 2002

JOINT STAFFING WATCH RETURN – MARCH 2002

Report by the Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1 To advise the Sub-Committee of the Joint Staffing Watch statistics submitted to Cosla in respect of the March 2002 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 – MARCH 2002

3.1 Headcount

- 3.1.1 The Council employed 6,372 employees as at March 2002. This figure represents an increase of 280 employees on the March 2001 headcount of 6092 employees and an increase of 22 employees on the December 2001 headcount of 6350.
- 3.1.2 Of the 6,372 people employed at March 2002, 62.32% are employed on a full-time basis and 69.9% of the workforce are female. Of the total workforce, 34.2% of females work on a part-time basis compared with 3.5% 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 March 2002 are 5044.4. This figure represents a full time equivalent decrease of 41.16 on the December 2001 full-time equivalent in comparison to December 2000. A full-time equivalent increase of 182.85 on the March 2001 full-time equivalent of 4,861.55 employees.

3.3 Commentary

- 3.3.1 The quarterly staffing watch statistics show an increase of 280 employees over the year and 182.85 f.t.e. posts. The increase was mainly attributable to 169.5 new posts reported

to Committee during the year. 108 of these posts were wholly or partly externally funded. The remaining increase was due to filling of vacancies.

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 March 2002 in comparison with March 2000. 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 £50,261)	A2 (£34,742 - £49,082)	B (£21,536 - £33,983)	C (£9,680 - £20,897)	Other (Manual & Other)
Total March 2002	5044.4	30.00	143.50	1756.5	1729.7	1384.7
Total March 2001	4861.55	136.00	40.5	1716.8	1643.15	1325.10
Variance	+182.85	-106	+103	+39.7	+86.55	+59.6

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 Sub-Committee is asked to:

- (a) note the contents of this report.

Fiona Lees
Depute Chief Executive/ Director of Corporate Resources
22 March 2002

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – March 2002
2. Departmental Staffing Watch Returns – March 2001

Copies of the above background papers are available from Graham Haugh, Head of Personnel, (Telephone 01563 576092).

AGENDA