

# EAST AYRSHIRE COUNCIL

## CORPORATE SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE

TUESDAY 12 FEBRUARY 2002

### JOINT STAFFING WATCH RETURN – DECEMBER 2001

#### Report by the Depute Chief Executive and 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 December 2001 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 2001

##### 3.1 Headcount

- 3.1.1 The Council employed 6,350 employees as at December 2001. This figure represents an increase of 285 employees (4.70%) on the December 2000 headcount of 6065 employees.
- 3.1.2 Of the 6,350 people employed at December 2001, 62.33% are employed on a full-time basis and 69.78% of the workforce are female. Of the total workforce, 34.24% of females work on a part-time basis compared with 3.43% 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 December 2001 are 5,085.56. This figure represents a full-time equivalent increase of 238.51 (4.92%) on the December 2000 full-time equivalent of 4,847.05 employees.

##### 3.3 Commentary

- 3.3.1 The quarterly staffing watch statistics show an increase of 285 employees over the year and 238.51 f.t.e. posts. As reported in respect of previous periods in the calendar year, this increase is mainly attributable to additional staffing required to support successful

Council initiative's including the introduction of 120 Classroom Assistants, 44 Teachers. and 98 Sessional Instructors required to support play initiatives within Community Services. These posts have been funded through external funding packages as have a further 15 posts deployed elsewhere in the Council. All of these posts have been reported appropriately to Committees.

### 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 December 2001 in comparison with December 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 £49,761)	A2 (£34,242 - £48,582)	B (£21,036 - £33,483)	C (£9,180 - £20,397)	Other (Manual & Other)
<b>Total December 2001</b>	5085.56	29.00	144.50	1746.40	1716.66	1449.00
<b>Total December 2000</b>	4847.05	135.00	40.5	1715.1	1631.55	1324.90
<b>Variance</b>	+238.51	-106	+104	+31.30	+85.11	+124.1

## 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 / AUTHORITY / 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 and Director of Corporate Resources  
15 January 2002

### LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – December 2001
2. Departmental Staffing Watch Returns – December 2000

**AGENDA**

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