

EAST AYRSHIRE COUNCIL

CORPORATE SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE

TUESDAY 20 NOVEMBER 2001

JOINT STAFFING WATCH RETURN – SEPTEMBER 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 September 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 staff 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 6,305 employees as at September 2001. This figure represents an increase of 277 employees (4.59%) on the September 2000 headcount of 6,028 employees.
- 3.1.2 Of the 6,305 people employed at September 2001, 62.87% are employed on a full-time basis and 69.64% of the workforce are female. Of the total female workforce, 33.91% work on a part-time basis compared with 3.22% of the male workforce. 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 2001 are 5012.8. This figure represents a full-time equivalent increase of 208.45 (4.34%) on the September 2000 full-time equivalent of 4,804.35 employees.

3.3 Commentary

3.3.1 The quarterly staffing watch statistics show an increase of 277 employees over the year and 208.45 f.t.e. posts. This increase is mainly attributable to the successful developments in the Education service, including the introduction of 120 Classroom Assistants and 71 Teachers. 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 Committee.

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 2001 in comparison with September 2000.

| | 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) |
| Total September 2001 | 5012.8 | 138.00 | 43.50 | 1745.4 | 1693.10 | 1392.80 |
| Total September 2000 | 4804.35 | 136.00 | 41.50 | 1669.90 | 1599.65 | 1357.30 |
| Variance | +208.45 | +2.00 | +2.00 | +75.50 | +93.45 | +35.50 |

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
17 October 2001

LIST OF BACKGROUND PAPERS

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

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

AGENDA