

EAST AYRSHIRE COUNCIL
CORPORATE GOVERNANCE COMMITTEE

10 FEBRUARY 2004

JOINT STAFFING WATCH RETURN – DECEMBER 2003

Report by the Depute Chief Executive/ Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1** To advise the Committee of the Joint Staffing Watch statistics submitted to Cosla in respect of the December 2003 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 – December 2003

3.1 Headcount

- 3.1.1** The Council employed 6,732 employees as at December 2003. This figure represents an increase of 266 employees (4.11%) on the December 2002 headcount of 6466 employees.

- 3.1.2** Of the 6,732 people employed at December 2003, 62.06% are employed on a full-time basis and 70.17% of the workforce is female. Of the total workforce, 34.00% of females work on a part-time basis compared with 3.94% 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 2003 are 5407.40. This figure represents a full-time equivalent increase of 290.20 (5.67%) on the December 2002 full-time equivalent of 5117.20 employees.

3.3 Commentary

- 3.3.1** The quarterly staffing watch statistics show an increase of 266 employees over the year and 290.2 f.t.e. posts.

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 2003 in comparison with December 2002.

	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 December 2003	5407.40	26.00	150.50	1849.50	2138.50	1242.90
Total December 2002	5117.20	23.00	149.50	1806.70	1754.80	1383.30
Variance	+290.20	+3.00	+1.00	+42.80	+383.70	-140.40

3.4.2 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at December 2003 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)
Total December 2003	5407.40	26.00	150.50	1849.50	2138.50	1242.90
Total December 2002	5117.20	23.00	149.50	1806.70	1754.80	1383.30
Total December 2001	5012.80	140.00	43.50	1743.40	1693.10	1392.80
Total December 2000	4847.05	135.00	40.50	1715.10	1631.55	1324.90
Total December 1999	4820.72	139.00	44.50	1697.70	1617.10	1322.42
Total December 1998	4867.99	139.00	42.00	1641.70	1589.46	1455.83

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
Depute Chief Executive/Director of Corporate Resources
23 January 2004

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – December 2003
2. Departmental Staffing Watch Returns – December 2002

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