

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE

23 SEPTEMBER 2003

JOINT STAFFING WATCH RETURN – JUNE 2003

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 June 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 – June 2003

3.1 Headcount

- 3.1.1 The Council employed 6,638 employees as at June 2003. This figure represents an increase of 252 employees (3.95%) on the June 2002 headcount of 6386 employees.

- 3.1.2 Of the 6,638 people employed at June 2003, 61.77% are employed on a full-time basis and 70.4% of the workforce is female. Of the total workforce, 34.38% of females work on a part-time basis compared with 3.89% 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 June 2003 are 5340.80. This figure represents a full-time equivalent increase of 249.40 (4.90%) on the June 2002 full-time equivalent of 5091.40 employees.

3.3 Commentary

- 3.3.1 The quarterly staffing watch statistics show an increase of 252 employees over the year and 249.40 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 June 2003 in comparison with June 2002. 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 June 2003	5340.80	25.00	150.50	1817.30	1856.50	1491.50
Total June 2002	5091.40	32.00	142.50	1749.50	1736.41	1431.00
Variance	+249.40	-7	+8	+67.80	+120.09	+60.50

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 note the contents of this report.

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
5 September 2003

LIST OF BACKGROUND PAPERS

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

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