

EAST AYRSHIRE COUNCIL

CORPORATE SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE - 11 FEBRUARY 2003

JOINT STAFFING WATCH RETURN – DECEMBER 2002

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 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 – December 2002

3.1 Headcount

- 3.1.1 The Council employed 6,466 employees as at December 2002. This figure represents an increase of 116 employees (1.83%) on the December 2001 headcount of 6350 employees.
- 3.1.2 Of the 6,466 people employed at December 2002, 62.76% are employed on a full-time basis and 69.97% of the workforce are female. Of the total workforce, 33.73% of females work on a part-time basis compared with 3.51% 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 2002 are 5117.20 . This figure represents a full-time equivalent increase of 31.64 (0.62%) on the December 2001 full-time equivalent of 5085.56 employees. This increase is due to the creation of 92 new posts approved by Corporate Sub Committee and an increase in education employees including 47 teachers. Other staffing changes are attributable to general filling of existing vacancies and normal turnover.

3.3 Salary Bands

3.3.1 The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at September 2002 in comparison with September 2001. 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 Dec 2002	5117.2	23.00	149.5	1,806.7	1754.80	1383.30
Total Dec 2001	5085.56	29.00	144.5	1746.4	1716.66	1449.00
Variance	+31.64	-6	+5	+60.3	+38.14	-65.7

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
16 January 2003

LIST OF BACKGROUND PAPERS

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

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