

STAFFING WATCH STATISTICS

Report by Depute Chief Executive/Director of Corporate Resources

1. PURPOSE OF REPORT

- 1.1 To advise Council Members of the detailed correction of joint staffing watch statistics submitted to CoSLA in respect of the September 2001 reporting period.

2. BACKGROUND INFORMATION

- 2.1 The Corporate Sub Committee of the Policy and Resources Committee at their meeting on Tuesday 20 November 2001 considered and noted the joint staffing watch statistics to be submitted by the Council to CoSLA in respect of the September 2001 reporting period.
- 2.2 The joint staffing watch report 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.

3. MEMBERS ENQUIRY

- 3.1 Following the Corporate Sub Committee meeting, a number of members queried the numbers to be reported in the A1 (i.e. those earning above £49,761) and those in the A2 (i.e. those earning £34,242 - £48, 258) staffing categories. The numbers reported are shown in the table below.
- 3.2 The briefing notes provided by CoSLA to assist Councils in submitting their staffing watch figures provide that Head Teachers, Depute Head Teachers, Senior Advisors and Senior Education Psychologists should be included in the A category. No further guidance is offered as to whether these Educational employees should be allocated to A1 or A2 according to salary. This has therefore been the source point of the error made in the Councils return.
- 3.3 In response to the Members enquiries, it has been identified that the Council has been returning the above Educational employees within the A1 category since at least 1998. The Head of Personnel has contacted CoSLA who are now advising that whilst this group of staff should be reflected in the A category they should be further allocated within the A1 and A2 definitions according to their salary earnings. In effect, this means that the 110 Educational staff most recently reported within the A1 category should have actually been 9 within A1 and 101 within A2. The shaded area in the table below identifies the actual figures within the Council.
- 3.4 The Head of Personnel has also identified through talking to other Councils that some have adopted the same method for reporting these groups of Educational employees and will now amend their reporting accordingly. It is also understood that CoSLA will be offering more detailed guidance when they call in future reports.

- 3.5 CoSLA have been formally identified of this error and the correct statistics will be reflected in any reporting of the Councils joint staffing watch statistics for the period ended September 2001.

	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
*Revised September 2001	5012.8	*37.00	*144.50	1745.4	1693.10	1392.80
Total September 2000	4804.35	136.00	41.50	1669.90	1599.65	1357.30

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 Council are asked to note the contents of this report.

Fiona Lees
Depute Chief Executive/Director of Corporate Resources
5 December 2001

LIST OF BACKGROUND PAPERS

1. Related report to Corporate Sub Committee of the Policy and Resources Committee meeting of Tuesday 20 November 2001.

AGENDA