

## **EAST AYRSHIRE COUNCIL**

### **PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 13 FEBRUARY 2001**

#### **JOINT STAFFING WATCH RETURN – DECEMBER 2000**

##### **Report by the 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 2000 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 – DECEMBER 2000**

#### **3.1 Headcount**

- 3.1.1 The Council employed 6,065 employees as at December 2000. This figure represents a decrease of 29 employees (0.47%) on the December 1999 headcount of 6,094 employees.
- 3.1.2 Of the 6,065 people employed at December 2000, 63.97% are employed on a full-time basis and 69.30% of the workforce are female. Of the total female workforce, 47.7.% work on a part-time basis compared with 9.6% 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 staffing levels for December 2000 are 4,847.05. This figure represents a full-time equivalent increase of 26.33 (0.55%) on the December 1999 full-time equivalent of 4,820.72 employees. This can be attributed to a decrease in those employees working part-time (i.e. those working less than 35 hours per week) and an increase in those working full-time.

### 3.3 Commentary

3.3.1 The quarterly staffing watch statistics show a decrease of 29 employees over the year. An element of the decrease can be attributed to the implementation of the restructuring exercise which took effect on 1 July 2000. Other factors include a reduction in temporary employees within the Council and a slow in the filling of vacancies within the Social Work function.

### 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 2000 in comparison with December 1999.

	Full-time Equivalent					
	Total	A1 (above £46,896)	A2 (£32,271 - £45,783)	B (£19,827 - £31,557)	C (£8,652 - £19,224)	Other (Manual & Other)
<b>Total December 2000</b>	4,847.05	135.00	40.50	1,715.10	1,631.55	1,324.90
<b>Total December 1999</b>	4,820.72	139.00	44.50	1,697.7	1,617.10	1,322.42
<b>Variance</b>	+26.33	-4.-00	-4.00	+17.4	+14.45	+2.48

## 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  
29 January 2001

## **LIST OF BACKGROUND PAPERS**

1. Departmental Staffing Watch Returns – December 2000
2. Departmental Staffing Watch Returns – December 1999

Copies of the above background papers are available from Aynsley Caldwell, Employee Relations Assistant (Telephone 015563 576071).

**AGENDA**