

EAST AYRSHIRE COUNCIL

PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 5 JUNE 2001

JOINT STAFFING WATCH RETURN – MARCH 2001

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 March 2001 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 – MARCH 2001

3.1 Headcount

- 3.1.1 The Council employed 6,134 employees as at March 2001. This figure represents an increase of 29 employees (0.48%) on the March 2000 headcount of 6,105 employees.
- 3.1.2 Of the 6,134 people employed at March 2001, 63.92% are employed on a full-time basis and 69.27% of the workforce are female. Of the total female workforce, 33.14% work on a part-time basis compared with 2.93% 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 (f.t.e.) staffing levels for March 2001 are 4898.30. This figure represents a full-time equivalent increase of 6.8 (0.13%) on the March 2000 full-time equivalent of 4,891.50 employees.

3.3 Commentary

3.3.1 The quarterly staffing watch statistics show an increase of 29 employees over the year and 6.8 f.t.e. posts. An element of the increase can be attributed to the creation of classroom assistant posts and the Council's success in securing grants and other external funding for 19 new 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 March 2001 in comparison with March 2000.

	Full-time Equivalent					
	Total	A1 (above £49,791)	A2 (£34,242 - £48,582)	B (£21,036 - £33,483)	C (£9,180 - £20,397)	Other (Manual & Other)
Total March 2001	4,898.30	136.00	40.50	1,716.80	1643.15	1361.85
Total March 2000	4,891.50	140.00	45.50	1,705.70	1,604.20	1,396.10
Variance	+6.80	-4.-00	-5.00	+11.10	+38.95	-34.25

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
8 May 2001

LIST OF BACKGROUND PAPERS

1. Departmental Staffing Watch Returns – March 2001
2. Departmental Staffing Watch Returns – March 2000

Copies of the above background papers are available from Aynsley Caldwell, Employee Relations Assistant (Telephone 01563 576071).

AGENDA