

## **EAST AYRSHIRE COUNCIL**

### **PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 21 NOVEMBER 2000**

#### **JOINT STAFFING WATCH RETURN – SEPTEMBER 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 September 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 – SEPTEMBER 2000**

#### **3.1 Headcount**

- 3.1.1 The Council employed 6,028 employees as at September 2000. This figure represents a decrease of 87 employees (1.42%) on the September 1999 headcount of 6,115 employees.
- 3.1.2 Of the 6,028 people employed at September 2000, 63.68% are employed on a full-time basis and 69.01% of the workforce are female. Gender analysis forms part of the basis of the Council's Equal Opportunities monitoring policy. (These statistics compare to the national statistics of 62.63% and 64.64% respectively).

#### **3.2 Full-time Equivalent**

- 3.2.1 The full-time equivalent staffing levels for September 2000 are 4,801.75. This figure represents a full-time equivalent decrease of 279.77 (5.51%) on the September 1999 full-time equivalent of 5,081.52 employees.

### 3.3 Commentary

3.3.1 The quarterly staffing watch statistics show a decrease of 279.77 full-time equivalent 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 September 2000 in comparison with September 1999.

|                                     | Full-time Equivalent |                          |                              |                             |                            |                              |
|-------------------------------------|----------------------|--------------------------|------------------------------|-----------------------------|----------------------------|------------------------------|
|                                     | Total                | A1<br>(above<br>£46,896) | A2<br>(£32,271 -<br>£45,783) | B<br>(£19,827 -<br>£31,557) | C<br>(£8,652 -<br>£19,224) | Other<br>(Manual &<br>Other) |
| <b>Total<br/>September<br/>2000</b> | 4801.75              | 136.00                   | 41.50                        | 1,669.9                     | 1,599.65                   | 1,357.30                     |
| <b>Total<br/>September<br/>1999</b> | 5,081.52             | 140.00                   | 45.50                        | 1,652.70                    | 1,593.70                   | 1,649.62                     |
| <b>Variance</b>                     | -279.77              | -4.-00                   | -4.00                        | +17.2                       | +5.95                      | -292.32                      |

## 4. ANNUAL COMPARISON REPORT

4.1 Members may recall the proposal that an annual report be prepared for Committee, comparing Council statistics with those of other authorities of a similar size to East Ayrshire in the following areas:

- (a) Full-time equivalent employees
- (b) Total full-time equivalent by salary band (excluding teachers)
- (c) Total full-time equivalent staff per 1000 population

4.2 It had been anticipated that this comparison could have been based on statistics submitted by Councils for the March 2000 reporting quarter, however, the press release containing this information is unlikely to be available until January 2001. The comparative data provided in Appendix 1, has therefore been based on December 1999 statistics. The Head of Personnel has added the Council's December 1999 and September 2000 figures for comparison purposes.

## **5. FUTURE REPORTING ARRANGEMENTS**

- 5.1 Members will note the separate item on this agenda titled “Corporate Human Resource Information System”. It is the intention of the Head of Personnel to utilise the reporting tools within this system to provide the Committee with regular information on the Council’s staffing profile whilst also making every effort to draw effective comparison to other Council’s data for benchmark purposes.

## **6. FINANCIAL IMPLICATIONS**

- 6.1 The financial implications of the current staffing levels are considered in accordance with the Council’s budgetary process.

## **7. LEGAL / AUTHORITY / POLICY IMPLICATIONS**

- 7.1 Nil

## **8. RECOMMENDATIONS**

- 8.1 The Sub-Committee is asked to:
- (a) note the contents of this report.

Fiona Lees  
Depute Chief Executive and Director of Corporate Resources  
24 October 2000

### **LIST OF BACKGROUND PAPERS**

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

Copies of the above background papers are available from Carole Devoy, Senior Employee Relations Officer (Telephone 015563 576203).

**AGENDA**