

ANGUS COUNCIL

RESOURCES & CENTRAL SERVICES COMMITTEE

1 DECEMBER 2005

QUARTERLY JOINT STAFFING WATCH

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises committee of the council's quarterly Joint Staffing Watch return to the Scottish Executive.

1. RECOMMENDATION

The Committee is asked to note the terms of this report for its interest

2. BACKGROUND

The Personnel Services Manager is responsible for collating the council's Quarterly Joint Staffing Watch return to the Scottish Executive.

The format of that return has now changed quite radically and it is considered that this change in format represents an appropriate opportunity to start advising committee of the content of each return.

It is also considered that each return should be compared against the data contained in the previous returns as it is on this basis that the Scottish Executive will make comparisons.

Such reporting will enhance the council's performance management arrangements.

3. SEPTEMBER 2005 QUARTERLY JOINT STAFFING WATCH

The first appendix details the information given in the council's September 2005 quarterly Joint Staffing Watch return.

The second appendix compares the total numbers with the last quarterly return, June 2005.

Members are asked to note that School Crossing Patrollers, although employed by the Education Department, are required to appear in the 'Other Staff' column and not in the Education columns for the purposes of the Joint Staffing Watch.

Members are also asked to note that:

- The figures are based on all staff on the payroll at the survey reference date and include temporary, fixed term and casual employees.
- Increases do not necessarily mean an increase in establishment – the survey is based on staff on the payroll at a particular date and a post could be vacant at one survey date but be filled by the next survey date.

Notwithstanding the above, the second appendix also gives reasons for variances between the two returns.

4. FINANCIAL IMPLICATIONS

There are no financial implications associated with the terms of this report.

5. HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with the terms of this report.

6. CONSULTATION

The Acting Director of Finance and Director of Law & Administration have been consulted on the terms of this report.

D S Sawers
Chief Executive

HR/PerServMan

NOTE No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.

Authority

Angus Council

Service Group	Number of staff								
	Total	Male				Female			
		Temporary		Permanent		Temporary		Permanent	
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Education: Teachers	1,408	9	20	317	10	10	31	867	144
Education: Other staff	871		3	107	28	3	15	222	493
Social Work	1,371	2		101	66	9	3	400	790
Police and related services	0								
Fire and related services	0								
Other Staff ¹	1,953	44	36	717	108	31	49	514	454
Total	5,603	55	59	1,242	212	53	98	2,003	1,881

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

¹The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	0								
--------------------	---	--	--	--	--	--	--	--	--

Construction staff included above see guidance note 6.

Service Group	Full time equivalents				
	Total	Male		Female	
		Temporary	Permanent	Temporary	Permanent
Education: Teachers	1,309	11	323	26	949
Education: Other staff	661	1	116	14	530
Social Work	1,048	2	142	10	894
Police and related services	0				
Fire and related services	0				
Other Staff ¹	1,577	72	759	56	690
Total	4,595	86	1,340	106	3,062

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

¹The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	0				
--------------------	---	--	--	--	--

Construction staff included above see guidance note 6.

Service Group	Number of Staff		Increase/Decrease June – September 2005	
	June 2005	September 2005	No	%
Education Teachers	1,398	1,408	+10	+0.72
Education Other Staff	885	871	-14	-1.60
Social Work	1,334	1,371	+37	+2.78
Other Staff	1,933	1,953	+20	+1.03
Total	5,550	5,603	+53	+0.95

Service Group	Full Time Equivalents		Increase/Decrease June – September 2005	
	June 2005	September 2005	No	%
Education Teachers	1,295	1,309	+14	+1.08
Education Other Staff	667	661	-6	-0.90
Social Work	1,017	1,048	+31	+3.04
Other Staff	1,545	1,577	+32	+2.07
Total	4,524	4,595	+71	+1.57

The main reasons for the variances between the June and September figures are:

- Education Teachers:* Increase in the number of supply teachers
- Education Other Staff:* Reduction in number of minor contract staff.
- Social Work:* Increase in the number of posts filled – both newly established and existing vacant posts
- Other Staff:* Increase in the number of posts filled – both newly established and existing vacant posts

Please note that where the increase in full time equivalent is greater than the increase in number of staff this is due to an increase in hours of work for existing or replacement staff.