

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

Agenda Item No.

meeting date: WEDNESDAY, 20 MARCH 2013
 title: STAFF PROFILE
 submitted by: JANE PEARSON – DIRECTOR OR RESOURCES
 principal author: LIZ RAWSON – PERSONNEL OFFICER

1. PURPOSE

1.1 To provide Members with a profile of staffing at Ribble Valley Borough Council.

2. BACKGROUND

2.1 For comparison purposes figures have been provided for the last six years 2008 to 2013.

2.2 The figures report on permanent and temporary members of staff but do not include any casual or seasonal employees.

2.3 A short Member profile is also included for information.

3. ISSUES

3.1 The authority currently employs 223 staff as at 5 March 2013. This is compared to 227 in March 2012, 244 in March 2011, 262 in March 2010, 265 in 2009 and 295 in March 2008.

3.2 These staff can be further analysed in respect of employment type, gender, age and grade as follows:

	2008		2009		2010		2011		2012		2013	
a Employment												
Total number of full-time staff	216	73%	192	72.5%	191	72.9%	180	73.8%	166	73.1%	165	74%
Total number of part time staff	79	27%	73	27.5%	71	27.1%	64	26.2%	61	26.9%	58	26%
b Gender												
Total number of male staff	141	48%	140	53%	139	53%	130	53%	119	52.4%	118	53%
Total number of female staff	154	52%	125	47%	123	47%	114	47%	108	47.6%	105	47%
c Age												
20 and under	8	2.7%	1	0.4%	5	1.9%	5	2.1%	0	0%	1	0.4%
21 – 30	31	10.5%	33	12.4%	33	12.6%	28	11.5%	28	12.3%	23	10.3%
31 – 40	58	19.66%	46	17.4%	49	18.7%	39	15.9%	29	12.8%	27	12.1%
41 – 50	82	27.8%	82	30.9%	83	31.7%	75	30.8%	75	33%	76	34%
51 – 60	97	33%	76	28.7%	72	27.5%	73	29.9%	76	33.5%	73	33%
61 – 65	18	6%	24	9.1%	17	6.5%	21	8.6%	17	7.5%	19	8.5%
66+	1	0.34%	3	1.1%	3	1.1%	3	1.2%	2	0.9%	4	1.7%
d Grade												
Craft	5	1.7%	3	1.1%	2	0.8%	2	0.8%	2	0.9%	2	0.9%
Manual	17	5.7%	15	5.7%	0	0%	0	0%	0	0	0	0%
Local Agreement	3	1%	0	0%	0	0%	0	0%	0	0	0	0%
Scale 1 – 3	130	44%	110	41.5%	122	46.6%	109	44.7%	95	41.9%	94	42.2%
Scale 4 – 6	70	23.7%	74	27.9%	74	28.2%	71	29.1%	71	31.3%	66	29.6%
SO1 – 2	26	8.9%	22	8.3%	23	8.8%	23	9.4%	23	10.1%	25	11.2%
PO1 – 5	20	6.8%	19	7.2%	19	7.3%	17	7%	15	6.6%	15	6.7%
PO6 – 17	17	5.8%	15	5.7%	15	5.7%	16	6.6%	16	7%	9	4.0%
PO18 – 26	3	1%	3	1.1%	3	1.1%	2	0.8%	2	0.9%	3	4.0%
CE/CO/Directors	4	1.4%	4	1.5%	4	1.5%	4	1.6%	3	1.3%	9	1.4%
	295		265		262		244		227		223	

3.3 In accordance with our local Performance Indicators we can also report the following:

	2008	2009	2010	2011	2012	As at Jan 2013
PIHR14: The percentage of top 5% earners that are women	25%	20%	21.42%	23.08%	30%	25%
PIHR15: The percentage of top 5% earners from BEM* communities (*black and ethnic minority)	0%	0%	0%	0%	0%	0%
PIHR20: The percentage of employees declaring that they meet the Disability Discrimination Act 1995 disability definition	3.61%	6.78%	6.19%	4.98%	5.03%	Not available – only reported annually
PIHR22: The percentage of employees from minority ethnic communities	0.6%	0.42%	0.43%	0.92%	0.5%	

3.4 Figures for the quarter ending 31/3/2013 will only be prepared later this month – hence the January 2013 date in the end column above.

3.5 **Member profile** – of our existing 40 Councillors, 26 (65%) are male and 14 (35%) are female based on age as at 5 March 2013.

Age Range	2008	2009	2010	2011	2012	2013
31 – 40	5%	5%	5%	2.5%	0%	0%
41 – 50	22.5%	15%	15%	10%	17.5%	15%
51 – 60	30%	32.5%	27.5%	28%	40%	37.5%
61 – 64	7.5%	7.5%	12.5%	18%	10%	15%
65 – 75	32.5%	32.5%	32.5%	34%	25%	25%
76 +	2.5%	7.5%	7.5%	7.5%	7.5%	7.5%

3.6 Male/Female Split of Councillors

	2007-2011		March 2011		March 2012		March 2013	
Male	28	70%	27	69%	26	65%	26	65%
Female	12	30%	12	31%	14	35%	14	35%

4. FINANCIAL IMPLICATIONS

4.1 None.

5. RECOMMEND THAT COMMITTEE

5.1 Note the report.

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PERSONNEL OFFICER

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For further information please ask for Liz Rawson, extension 4409.