

# RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

Agenda Item No.

meeting date: WEDNESDAY, 19 MARCH 2014  
 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 2009 to 2014.

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 231 staff as at 5 March 2014. This is compared to 223 in March 2013, 227 in March 2012, 244 in March 2011, 262 in March 2010 and 265 in 2009.

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

	2009		2010		2011		2012		2013		2014		
a	<b>Employment</b>												
	Total number of full-time staff	192	72.5%	191	72.9%	180	73.8%	166	73.1%	165	74%	165	71%
	Total number of part time staff	73	27.5%	71	27.1%	64	26.2%	61	26.9%	58	26%	66	29%
b	<b>Gender</b>												
	Total number of male staff	140	53%	139	53%	130	53%	119	52.4%	118	53%	116	50.2%
	Total number of female staff	125	47%	123	47%	114	47%	108	47.6%	105	47%	115	49.8%
c	<b>Age</b>												
	20 and under	1	0.4%	5	1.9%	5	2.1%	0	0%	1	0.4%	1	0.4%
	21 – 30	33	12.4%	33	12.6%	28	11.5%	28	12.3%	23	10.3%	27	11.8%
	31 – 40	46	17.4%	49	18.7%	39	15.9%	29	12.8%	27	12.1%	25	10.8%
	41 – 50	82	30.9%	83	31.7%	75	30.8%	75	33%	76	34%	75	32.5%
	51 – 60	76	28.7%	72	27.5%	73	29.9%	76	33.5%	73	33%	86	37.2%
	61 – 65	24	9.1%	17	6.5%	21	8.6%	17	7.5%	19	8.5%	13	5.6%
	66+	3	1.1%	3	1.1%	3	1.2%	2	0.9%	4	1.7%	4	1.7%
d	<b>Grade</b>												
	Craft	3	1.1%	2	0.8%	2	0.8%	2	0.9%	2	0.9%	2	0.9%
	Manual	15	5.7%	0	0%	0	0%	0	0	0	0%	0	0%
	Local Agreement	0	0%	0	0%	0	0%	0	0	0	0%	0	0%
	Scale 1 – 3	110	41.5%	122	46.6%	109	44.7%	95	41.9%	94	42.2%	99	42.8%
	Scale 4 – 6	74	27.9%	74	28.2%	71	29.1%	71	31.3%	66	29.6%	71	30.7%
	SO1 – 2	22	8.3%	23	8.8%	23	9.4%	23	10.1%	25	11.2%	24	10.4%
	PO1 – 5	19	7.2%	19	7.3%	17	7%	15	6.6%	15	6.7%	15	6.5%
	PO6 – 17	15	5.7%	15	5.7%	16	6.6%	16	7%	9	4.0%	8	3.5%
	PO18 – 26	3	1.1%	3	1.1%	2	0.8%	2	0.9%	9	4.0%	9	3.9%
	CE/CO/Directors	4	1.5%	4	1.5%	4	1.6%	3	1.3%	3	1.4%	3	1.3%
		265		262		244		227		223		231	

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

	2009	2010	2011	2012	2013	As at Jan 2014
PIHR14: The percentage of top 5% earners that are women	20%	21.42%	23.08%	30%	25%	27.27%
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	6.78%	6.19%	4.98%	5.03%	7.15%	Not available – only reported annually
PIHR22: The percentage of employees from minority ethnic communities	0.42%	0.43%	0.92%	0.5%	1.02%	

3.4 Figures for the quarter ending 31/3/2014 will only be prepared in April – hence the January 2014 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	2009	2010	2011	2012	2013	2014
31 – 40	5%	5%	2.5%	0%	0%	2.5%
41 – 50	15%	15%	10%	17.5%	15%	15%
51 – 60	32.5%	27.5%	28%	40%	37.5%	30%
61 – 64	7.5%	12.5%	18%	10%	15%	10%
65 – 75	32.5%	32.5%	34%	25%	25%	32.5%
76 +	7.5%	7.5%	7.5%	7.5%	7.5%	10%

### 3.6 Male/Female Split of Councillors

	2007-2011		March 2011		March 2012		March 2013		March 2014	
Male	28	70%	27	69%	26	65%	26	65%	27	67.5%
Female	12	30%	12	31%	14	35%	14	35%	13	32.5%

## 4. FINANCIAL IMPLICATIONS

4.1 None.

## 5. CONCLUSION

5.1 The profile of the Council remains largely unchanged. Any changes in the staffing profile are closely monitored by CMT.

5.2 For information; total number of posts on the establishment is 250 and there are currently 12 vacant posts.



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