

# RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

INFORMATION
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Agenda Item No.

meeting date: WEDNESDAY, 22 MARCH 2017  
 title: STAFF PROFILE  
 submitted by: DIRECTOR OF RESOURCES  
 principal author: LIZ RAWSON – HR 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 five years 2012 to 2017.

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 6 March 2017. This is compared to 238 in March 2016, 235 in March 2015, 231 in March 2014 and 227 in March 2012.

3.2 These staff can be further analysed in respect of employment type, gender, age and grade as outlined at Appendix A.

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

	2012/13	2013/14	2014/15	2015/16	2016/17	As at Jan 2017
PIHR14: The percentage of top 5% earners that are women	30%	25%	25%	25%	25%	33.3%
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	5.03%	7.15%	7%	8.41%	7.44%	Not available – only reported annually
PIHR22: The percentage of employees from minority ethnic communities	0.5%	1.02%	1.5%	2.47%	2.48%	

3.4 Figures for the quarter ending 31/3/2017 will only be prepared in April – hence the January 2017 date in the end column above.

3.5 **Member profile** – of our existing 40 Councillors, 24 (60%) are male and 16 (40%) are female based on information as at 1 March 2017.

Age Range	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017
31 – 40	0%	0%	2.5%	2.5%	2.5%	0%
41 – 50	17.5%	15%	15%	10%	12.5%	15%
51 – 60	40%	37.5%	30%	37.5%	40%	37.5%
61 – 64	10%	15%	10%	7.5%	10%	10%

65 – 75	25%	25%	32.5%	32.5%	22.5%	25%
76 +	7.5%	7.5%	10%	10%	12.5%	12.5%

### 3.6 Male/Female Split of Councillors

	March 2012		March 2013		March 2014		March 2015		March 2016		March 2017	
Male	26	65%	26	65%	27	67.5%	27	67.5%	24	60%	24	60%
Female	14	35%	14	35%	13	32.5%	13	32.5%	16	40%	16	40%

#### 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 currently on the establishment is 235 and there are currently 9 vacant posts on the establishment.

LIZ RAWSON  
HR OFFICER

JANE PEARSON  
DIRECTOR OF RESOURCES

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

## APPENDIX A

	2012/2013		2013/2014		2014/2015		2015/2016		2016/2017		2017 to date		
a	<b>Employment</b>												
	Total number of full-time staff	166	73.1%	165	74%	165	71%	166	70.6%	200	84%	154	66.7%
	Total number of part time staff	61	26.9%	58	26%	66	29%	69	29.4%	38	16%	77	33.3%
b	<b>Gender</b>												
	Total number of male staff	119	52.4%	118	53%	116	50.2%	118	50.2%	124	52%	122	52.8%
	Total number of female staff	108	47.6%	105	47%	115	49.8%	117	49.8%	114	48%	109	47.2%
c	<b>Age</b>												
	20 and under	0	0%	1	0.4%	1	0.4%	4	1.7%	4	1.7%	2	0.9%
	21 – 30	28	12.3%	23	10.3%	27	11.8%	24	10.2%	21	8.8%	17	7.3%
	31 – 40	29	12.8%	27	12.1%	25	10.8%	31	13.1%	34	14.3%	37	16.0%
	41 – 50	75	33%	76	34%	75	32.5%	72	30.7%	68	28.6%	62	26.9%
	51 – 60	76	33.5%	73	33%	86	37.2%	85	36.3%	85	35.7%	83	35.9%
	61 – 65	17	7.5%	19	8.5%	13	5.6%	14	5.9%	19	8.0%	24	10.4%
	66+	2	0.9%	4	1.7%	4	1.7%	5	2.1%	7	2.9%	6	2.6%
d	<b>Grade</b>												
	Craft	2	0.9%	2	0.9%	2	0.9%	0	0%	0	0%	0	0%
	Manual	0	0	0	0%	0	0%	0	0%	0	0%	0	0%
	Local Agreement	0	0	0	0%	0	0%	0	0%	9	0%	0	0%
	Scale 1 – 3	95	41.9%	94	42.2%	99	42.8%	99	42.1%	103	43.3%	93	40.3%
	Scale 4 – 6	71	31.3%	66	29.6%	71	30.7%	77	32.8%	79	33.2%	80	34.6%
	SO1 – 2	23	10.1%	25	11.2%	24	10.4%	24	10.2%	22	9.2%	21	9.1%
	PO1 – 5	15	6.6%	15	6.7%	15	6.5%	15	6.4%	16	6.7%	17	7.3%
	PO6 – 17	16	7%	9	4.0%	8	3.5%	8	3.4%	7	2.9%	8	3.5%
	PO18 – 26	2	0.9%	9	4.0%	9	3.9%	9	3.8%	8	3.4%	9	3.9%
	CE/CO/Directors	3	1.3%	3	1.4%	3	1.3%	3	1.3%	3	1.3%	3	1.3%
		227		223		231		235		238		231	