

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

Agenda Item No.

meeting date: WEDNESDAY, 17 MARCH 2010
 title: STAFF PROFILE
 submitted by: PERSONNEL OFFICER
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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 at 3-year intervals of 2002, 2005 and 2008, together with the last two years up to and including March 2010.

2.2 The figures report on permanent members of staff and 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 262 staff as at 1 March 2010. This is compared to 265 in March 2009, 295 in March 2008, 293 in March 2005 and 269 in 2002.

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

	2002		2005		2008		2009		2010	
a) Employment										
Total number of full-time staff	190	71%	213	73%	216	73%	192	72.5%	191	72.9%
Total number of part time staff	79	29%	80	27%	79	27%	73	27.5%	71	27.1%
b) Gender										
Total number of male staff	136	51%	142	49%	141	48%	140	53%	139	53%
Total number of female staff	133	49%	151	51%	154	52%	125	47%	123	47%
c) Age										
20 and under	5	2%	9	3.1%	8	2.7%	1	0.4%	5	1.9%
21 – 30	33	12%	38	13%	31	10.5%	33	12.4%	33	12.6%
31 – 40	74	27.5%	71	24.2%	58	19.66%	46	17.4%	49	18.7%
41 – 50	72	27%	83	28.3%	82	27.8%	82	30.9%	83	31.7%
51 – 60	78	29%	80	27.3%	97	33%	76	28.7%	72	27.5%
61 – 65	7	2.5%	12	4.1%	18	6%	24	9.1%	17	6.5%
66+					1	0.34%	3	1.1%	3	1.1%

d) Grade	2002		2005		2008		2009		2010	
Craft	5	1.86%	6	2%	5	1.7%	3	1.1%	2	0.8%
Manual	29	10.79%	78	26.6%	17	5.7%	15	5.7%	0	0%
Local Agreement	60	22.30%	12	4.1%	3	1%	0	0%	0	0%
Scale 1 – 3	78	29%	85	29%	130	44%	110	41.5%	122	46.6%
Scale 4 – 6	35	13%	53	18.1%	70	23.7%	74	27.9%	74	28.2%
SO1 – 2	24	8.9%	21	7.2%	26	8.9%	22	8.3%	23	8.8%
PO1 – 5	17	6.32%	17	5.8%	20	6.8%	19	7.2%	19	7.3%
PO6 – 17	16	5.95%	14	4.8%	17	5.8%	15	5.7%	15	5.7%
PO18 – 23			2	0.7%	3	1%	3	1.1%	3	1.1%
CE/CO/Directors	5	1.85%	5	1.7%	4	1.4%	4	1.5%	4	1.5%
	269		293		295		265		262	

3.3 In accordance with Best Value Performance Indicators we can also report the following:

	2002	2005	2008	2009	as at Jan 2010
BVPI 11a: The percentage of top 5% earners that are women	25%	23.5%	25%	20%	21.42%
BVPI 11b: The percentage of top 5% earners from BEM* communities (*black and ethnic minority)	0%	0%	0%	0%	0%
BVPI 16a: The percentage of employees declaring that they meet the Disability Discrimination Act 1995 disability definition	6.66%	3.1%	3.61%	6.78%	6.57%
BVPI 17a: The percentage of employees from minority ethnic communities	1.7%	1%	0.6%	0.42%	0.43%

3.4 Figures for the quarter ending 31/3/2010 will only be prepared later this month – hence the January 2010 date in the end column above.

3.5 **Member profile** – of our existing 40 Councillors, 28 (70%) are male and 12 (30%) female based on age as at 31 March 2010.

Age Range	2005	2006	2008	2009	2010
31 – 40	2.5%	0%	5%	5%	5%
41 – 50	27.5%	22.5%	22.5%	15%	15%
51 – 60	27.5%	32.5%	30%	32.5%	27.5%
61 – 64	15%	15%	7.5%	7.5%	12.5%
65 – 75	20%	22.5%	32.5%	32.5%	32.5%
76 +	7.5%	7.5%	2.5%	7.5%	7.5%

4. FINANCIAL IMPLICATIONS

4.1 None.

5. **RECOMMEND THAT COMMITTEE**

5.1 Note the report.

PERSONNEL OFFICER

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