

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

INFORMATION

Agenda Item No.

meeting date: WEDNESDAY, 18 MARCH 2015
 title: STAFF PROFILE
 submitted by: JANE PEARSON – DIRECTOR OF 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 seven years 2009 to 2015.

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 235 staff as at 4 March 2015. This is compared to 231 in March 2014, 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 outlined at Appendix A.

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

	2009	2010	2011	2012	2013	2014	As at Jan 2015
PIHR14: The percentage of top 5% earners that are women	20%	21.42%	23.08%	30%	25%	25%	25%
PIHR15: The percentage of top 5% earners from BEM* communities (*black and ethnic minority)	0%	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%	7%	Not available – only reported annually
PIHR22: The percentage of employees from minority ethnic communities	0.42%	0.43%	0.92%	0.5%	1.02%	1.5%	

3.4 Figures for the quarter ending 31/3/2015 will only be prepared in April – hence the January 2015 date in the end column above.

3.5 **Member profile** – of our existing 40 Councillors, 27 (67.5%) are male and 13 (32.5%) are female based on information as at 4 March 2015.

Age Range	2009	2010	2011	2012	2013	2014	2015
31 – 40	5%	5%	2.5%	0%	0%	2.5%	2.5%
41 – 50	15%	15%	10%	17.5%	15%	15%	10%
51 – 60	32.5%	27.5%	28%	40%	37.5%	30%	37.5%
61 – 64	7.5%	12.5%	18%	10%	15%	10%	7.5%
65 – 75	32.5%	32.5%	34%	25%	25%	32.5%	32.5%
76 +	7.5%	7.5%	7.5%	7.5%	7.5%	10%	10%

3.6 Male/Female Split of Councillors

	2007-2011		March 2011		March 2012		March 2013		March 2014		March 2015	
Male	28	70%	27	69%	26	65%	26	65%	27	67.5%	27	67.5%
Female	12	30%	12	31%	14	35%	14	35%	13	32.5%	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 256 and there are currently 19 vacant posts.



LIZ RAWSON
PERSONNEL OFFICER

JANE PEARSON
DIRECTOR OF RESOURCES

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

APPENDIX A

	2009		2010		2011		2012		2013		2014		2015		
a	Employment														
	Total number of full-time staff	192	72.5%	191	72.9%	180	73.8%	166	73.1%	165	74%	165	71%	166	70.6%
	Total number of part time staff	73	27.5%	71	27.1%	64	26.2%	61	26.9%	58	26%	66	29%	69	29.4%
b	Gender														
	Total number of male staff	140	53%	139	53%	130	53%	119	52.4%	118	53%	116	50.2%	118	50.2%
	Total number of female staff	125	47%	123	47%	114	47%	108	47.6%	105	47%	115	49.8%	117	49.8%
c	Age														
	20 and under	1	0.4%	5	1.9%	5	2.1%	0	0%	1	0.4%	1	0.4%	4	1.7%
	21 – 30	33	12.4%	33	12.6%	28	11.5%	28	12.3%	23	10.3%	27	11.8%	24	10.2%
	31 – 40	46	17.4%	49	18.7%	39	15.9%	29	12.8%	27	12.1%	25	10.8%	31	13.1%
	41 – 50	82	30.9%	83	31.7%	75	30.8%	75	33%	76	34%	75	32.5%	72	30.7%
	51 – 60	76	28.7%	72	27.5%	73	29.9%	76	33.5%	73	33%	86	37.2%	85	36.3%
	61 – 65	24	9.1%	17	6.5%	21	8.6%	17	7.5%	19	8.5%	13	5.6%	14	5.9%
	66+	3	1.1%	3	1.1%	3	1.2%	2	0.9%	4	1.7%	4	1.7%	5	2.1%
d	Grade														
	Craft	3	1.1%	2	0.8%	2	0.8%	2	0.9%	2	0.9%	2	0.9%	0	0%
	Manual	15	5.7%	0	0%	0	0%	0	0	0	0%	0	0%	0	0%
	Local Agreement	0	0%	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%	99	42.1%
	Scale 4 – 6	74	27.9%	74	28.2%	71	29.1%	71	31.3%	66	29.6%	71	30.7%	77	32.8%
	SO1 – 2	22	8.3%	23	8.8%	23	9.4%	23	10.1%	25	11.2%	24	10.4%	24	10.2%
	PO1 – 5	19	7.2%	19	7.3%	17	7%	15	6.6%	15	6.7%	15	6.5%	15	6.4%
	PO6 – 17	15	5.7%	15	5.7%	16	6.6%	16	7%	9	4.0%	8	3.5%	8	3.4%
	PO18 – 26	3	1.1%	3	1.1%	2	0.8%	2	0.9%	9	4.0%	9	3.9%	9	3.8%
	CE/CO/Directors	4	1.5%	4	1.5%	4	1.6%	3	1.3%	3	1.4%	3	1.3%	3	1.3%
		265		262		244		227		223		231		235	