

LOCAL GOVERNMENT WORKFORCE SUMMARY DATA

This summary of local government workforce data looks primarily at the directly employed workforce. The data comes from multiple sources, therefore dates will vary. Additional data on teachers, the fire service and the mainly-commissioned social care workforce are also summarised for convenience.

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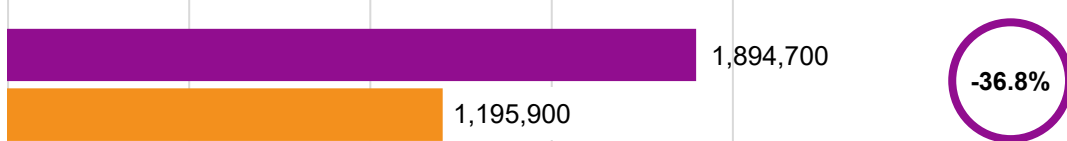
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WORKFORCE NUMBERS AND BREAKDOWN

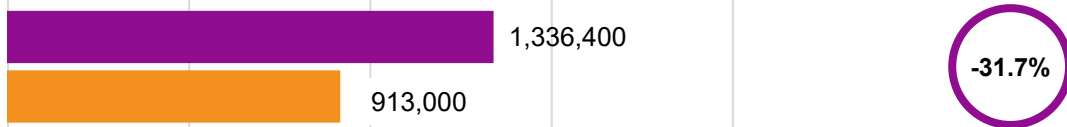
Q4 2022

ONS Quarterly Public Sector Employment Survey (QPSES)
England

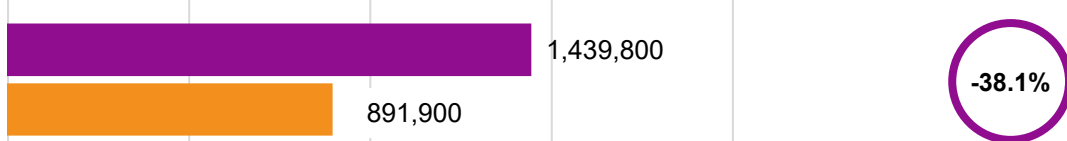
HEAD COUNT



FULL TIME EQUIVALENT (FTE)



FEMALE



MALE



PART-TIME



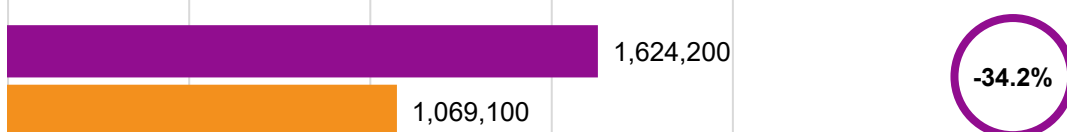
FULL-TIME



TEMPORARY/CASUAL



PERMANENT



% CHANGE SINCE BASE (Q4 2012)



PAY BILL

2023

Local Government Sector Pay Offer
England & Wales



BASIC PAY

**£18.1
BILLION**

TOTAL GROSS



**£18.6
BILLION**

(INC. ALL ADDITIONAL ELEMENTS
EG OVERTIME, SHIFT PREMIUM,
BONUS & INCENTIVES)

MEDIAN PAY RATES

2019/20

LGA Earnings Survey
England & Wales

FULL-TIME STAFF

£28,947

From **£25,520** in 2014/15

PART-TIME STAFF

£20,164

From **£17,280** in 2014/15

Earnings
Survey results
exclude
teachers and
firefighters.

EMPLOYEE ETHNICITY

2019/20

LGA Earnings Survey
England & Wales

ASIAN EMPLOYEES

3.8%



BLACK EMPLOYEES

4.3%



MIXED ETHNICITY
EMPLOYEES

1.4%



OTHER ETHNICITY
EMPLOYEES

0.6%



WHITE EMPLOYEES

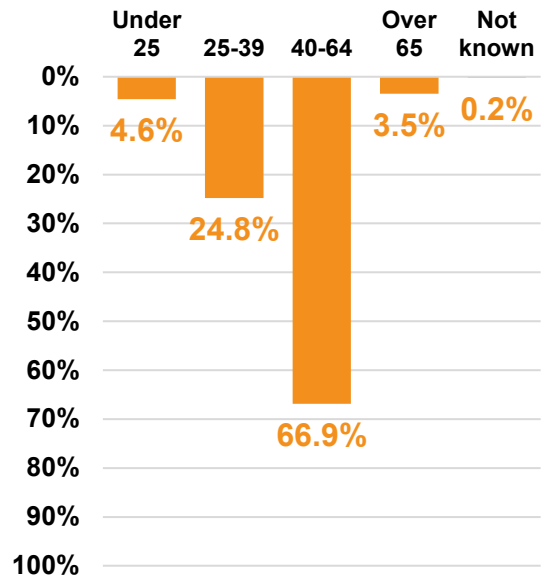
89.9%



EMPLOYEE AGE

2019/20

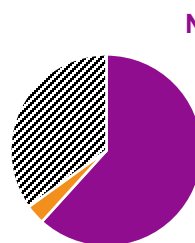
LGA Earnings Survey
England & Wales



EMPLOYEE DISABILITY

2019/20

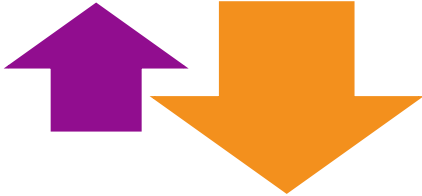
LGA Earnings Survey
England & Wales



NOT DISABLED: 61.8% (95% excl.
Unknown)
DISABLED: 3.3% (5% excl.
Unknown)
UNKNOWN: 35.0%

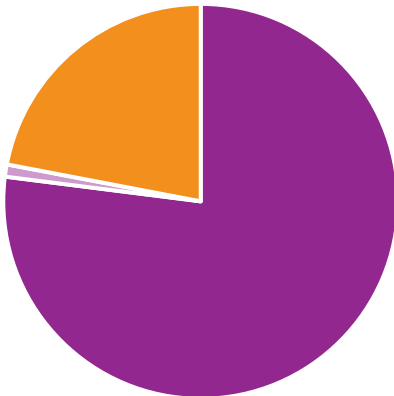
MEAN
4.1%

RANGE:
-18.8% (WOMEN PAID MORE) TO 24.3%
(WOMEN PAID LESS)



On average by number of authorities:

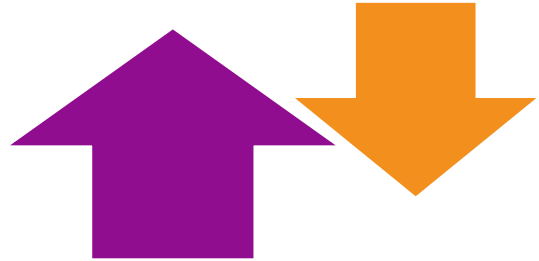
- Women were paid less than men in **77% (227)***
- The pay gap was zero in **less than 1% (2)***
- Women were paid more than men in **22% (66)***



Technical note: ACAS explains that mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of board members.

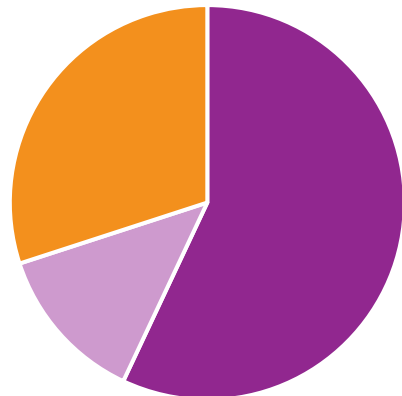
MEDIAN
2.5%

RANGE:
-36.9% (WOMEN PAID MORE) TO 29.9%
(WOMEN PAID LESS)



On average by number of authorities:

- Women were paid less than men in **57% (167)***
- The pay gap was zero in **13% (38)***
- Women were paid more than men in **30% (90)***



Technical note: Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

* **Technical note:** 36 authorities (~11% per cent) had not provided gender pay gap data for 2022/23. These percentages are based on the 295 authorities which had provided data. Isles of Scilly and City of London have also been removed from the data as they are very distinct authorities which can skew the data.

PAY & REWARD SYSTEMS

2022

LGA Workforce Survey
England



AUTOMATIC ANNUAL INCREMENTS

(OR SIMPLE ANNUAL INCREMENTAL PROGRESSION) IS USED BY:

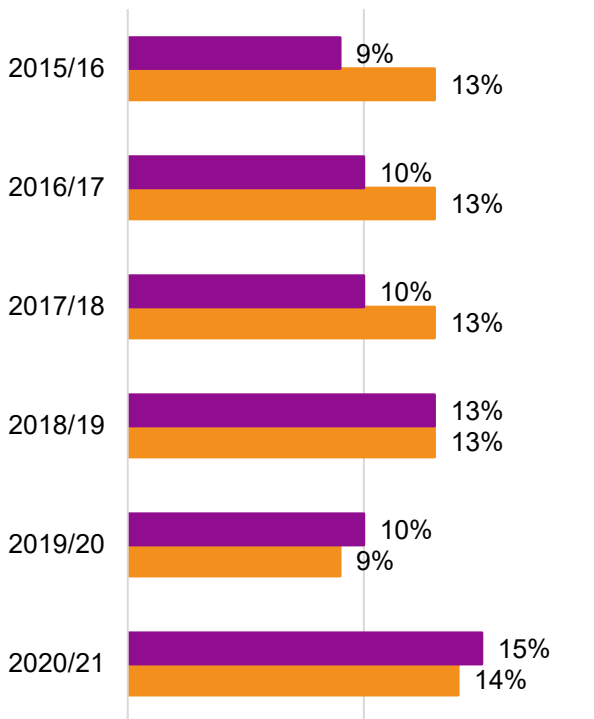
77%

OF COUNCILS FOR THE MAJORITY OF THEIR STAFF

LABOUR TURNOVER

2022

LGA Workforce Survey
England



MEDIAN VACANCY RATE



MEDIAN LABOUR TURNOVER RATE

Note: labour turnover is calculated in the workforce survey as the total number of leavers expressed as a percentage of the average headcount of employees over the financial year.

RECRUIT. & RETENTION

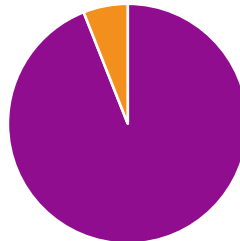
2022

LGA Workforce Survey
England

RECRUITMENT AND RETENTION DIFFICULTIES WERE EXPERIENCED BY:

94%

OF COUNCILS



THE TWO MOST COMMON RECRUITMENT AND RETENTION DIFFICULTIES WERE:

MAKING NO SUBSTANTIVE CHANGES TO STAFFING NUMBERS

52%

INCREASING APPRENTICESHIPS

39%

CAPACITY SKILLS GAP

2022

LGA Workforce Survey
England

CAPACITY
MANAGING CHANGE

58%

PEOPLE MANAGEMENT

58%

SUPPORTING COMMERCIALITY

58%

TOP THREE



CAPABILITY

PEOPLE MANAGEMENT

57%

MANAGING CHANGE

56%

SUPPORTING DIGITALISATION/USE OF TECHNOLOGY

TECHNOLOGY

48%

SICKNESS ABSENCE

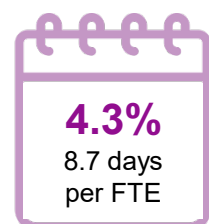
2021

LGA Workforce Survey
England

AVERAGE PERCENTAGE OF DAYS LOST DUE TO SICKNESS:

4.3%

8.7 days per FTE



SENIOR OFFICER ETHNICITY

2018

LGA Chief Execs/Chief Officers Survey
England



ASIAN SENIOR OFFICERS

2.5%



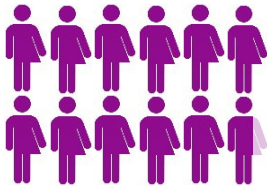
BLACK SENIOR OFFICERS

2.3%



MIXED ETHNICITY SENIOR OFFICERS

1.0%



UNDECLARED ETHNICITY SENIOR OFFICERS

11.8%



WHITE SENIOR OFFICERS

82.4%



SENIOR OFFICER GENDER

2018

LGA Chief Execs/Chief Officers Survey
England

FEMALE: 46.8%
MALE: 52.7%
PREFER NOT TO SAY: 0.2%

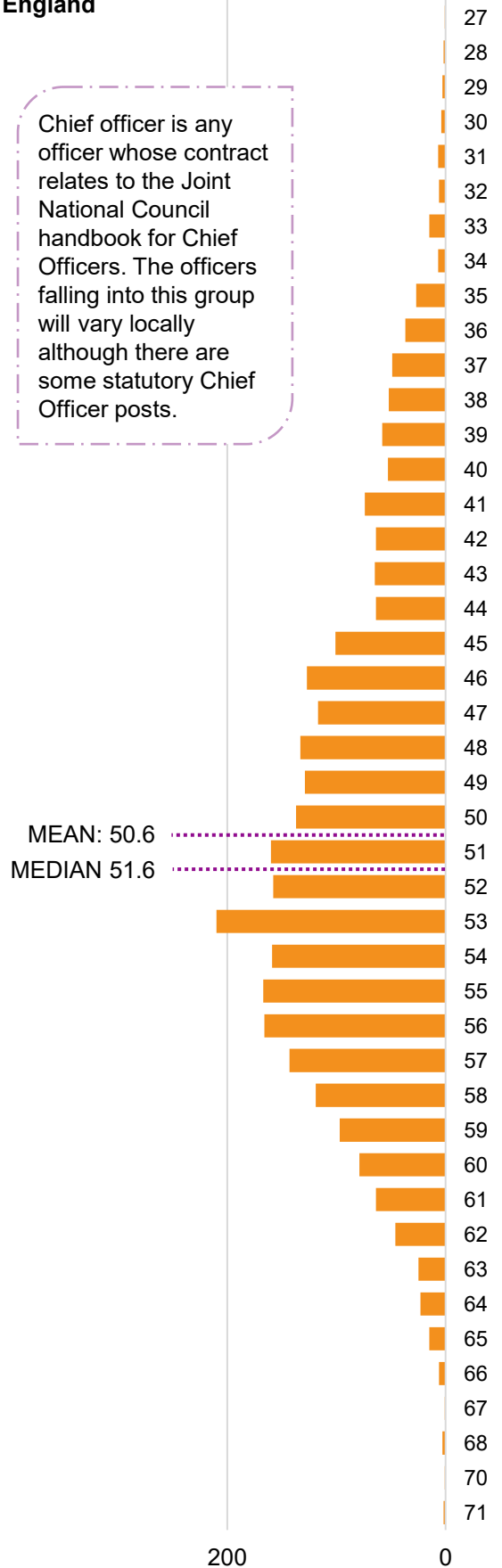


AGE PROFILE

2018

LGA Chief Execs/Chief Officers Survey
England

Chief officer is any officer whose contract relates to the Joint National Council handbook for Chief Officers. The officers falling into this group will vary locally although there are some statutory Chief Officer posts.



LGPS INCOME AND EXP.

2021/22

MHCLG Local Government Finance Release
England

Total LGPS income and expenditure



Like-for-like changes removing the effects of mergers and large transfers.

LGPS MEMBERS

2021/22

MHCLG Local Government Finance Release
England

Total LGPS membership



Note: Pension Scheme data is produced annually and importantly it covers all scheme membership without separating Local Government employees from the other public sector and other bodies.

LGPS MARKET VALUE

2021/22

MHCLG Local Government Finance Release
England

MARKET VALUE

OF THE LOCAL GOVERNMENT PENSION SCHEME IN ENGLAND AND WALES AT THE END OF MARCH 2022:

£341bn

AN INCREASE OF

£25.4bn

OR

8.1%

SINCE 2020/21



LGPS RETIREMENTS

2021/22

MHCLG Local Government Finance Release
England

RETIREMENTS

FROM THE LOCAL GOVERNMENT PENSION SCHEME IN ENGLAND AND WALES IN 2018/19:

90,422

AN INCREASE OF

11,331

OR

14.3%

SINCE 2020/21



TEACHER NUMBERS

2021/22

DfE Schools Workforce Census
England



HEADCOUNT

512
THOUSAND

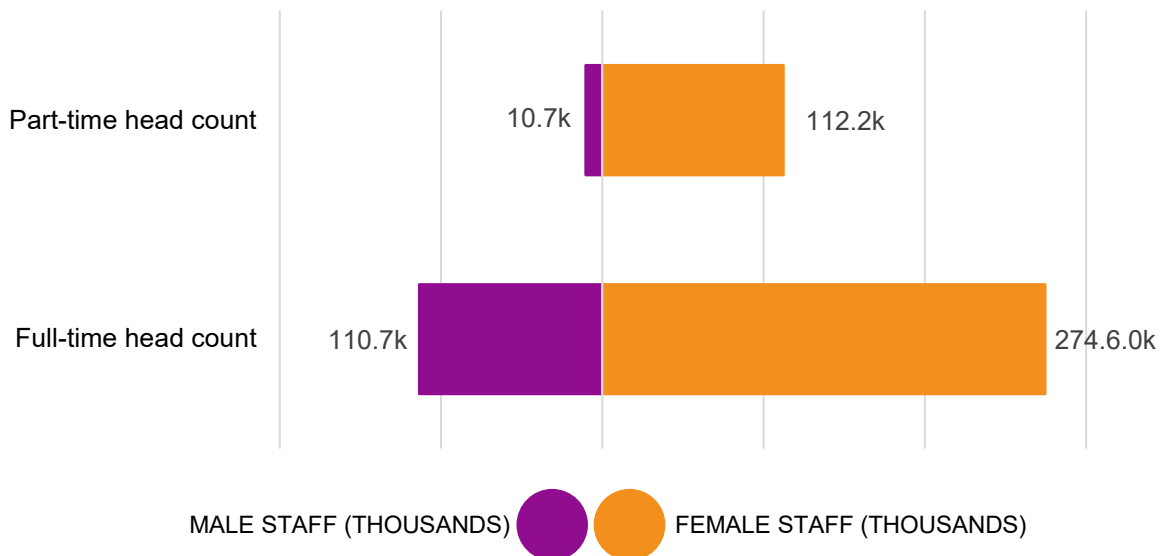


FULL TIME
EQUIVALENT

466
THOUSAND

WORKING PATTERN BREAKDOWN

DfE Schools Workforce Census
England



AVERAGE PAY RATES

2021/22

DfE Schools Workforce Census
England



2021/22
MEAN SALARY
OF ALL
TEACHERS IN
STATE FUNDED
SCHOOLS FTE
£42,358



2020/21
MEAN SALARY OF ALL
TEACHERS IN STATE
FUNDED SCHOOLS FTE
£41,799



2021/22
MEDIAN SALARY
OF ALL
TEACHERS IN
STATE FUNDED
SCHOOLS FTE
£39,982

2021/22

FIREFIGHTER NUMBERS

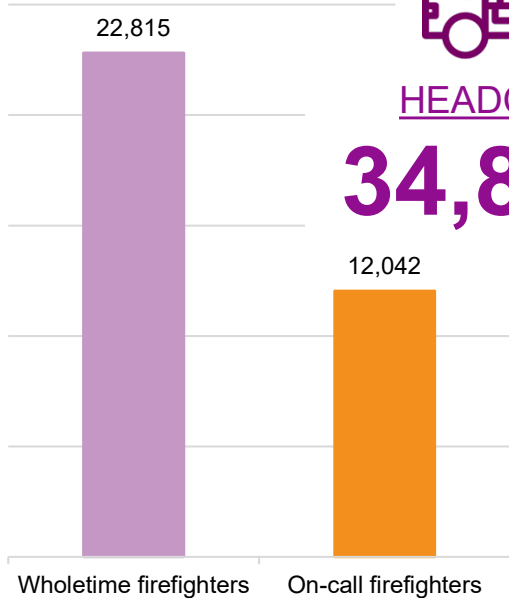
2023

Home Office Fire and Rescue Statistics
England



HEADCOUNT

34,857



Full-Time
Equivalent

30,723

22,626

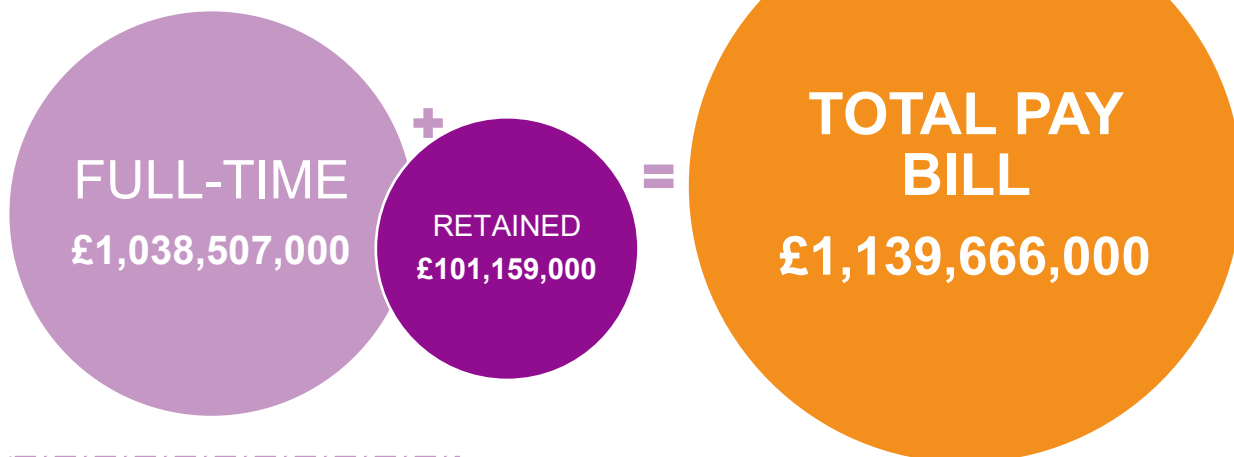
Wholetime FTE

8,097

On-call FTE

FIREFIGHTERS – TOTAL PAY BILL

Firefighters' Workforce Survey*
England



Does not include employer costs eg national insurance and pensions.

FIREFIGHTER GENDER

2023

Home Office Fire and Rescue Statistics
England

8.6% FEMALE
2,985



89.2% MALE
31,107



2023

* **Note:** These pay bill estimates are based on the figures from the latest National Joint Council Survey, which have been increased in line with subsequent pay awards.

FIREFIGHTER MEAN PAY

2018

POLICE NUMBERS

2023

Firefighters' Workforce Survey
England

LGA Police Staff Survey
England



FULL-TIME STAFF

£36,121



RETAINED STAFF

£7,667



WORKFORCE AVERAGE

£26,983



EMPLOYEES

73,348



FTE

67,488

POLICE DEMOGRAPHICS

2023

POLICE PAY BILL

2023

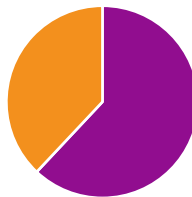
LGA Police Staff Survey
England

LGA Police Staff Survey
England



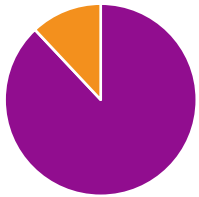
FULL TIME:

76%



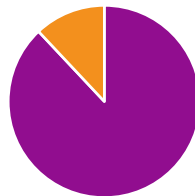
FEMALE:

62%



WHITE:

88%



AGED 35-54:

46%



TOTAL BASIC PAY BILL

£2,037m



ADDITIONAL PAY

£258m (11%)



TOTAL GROSS PAY BILL

£2,295m

Does not include employer costs eg national insurance and pensions.

ADULT SOCIAL CARE JOBS

2022/23

Skills for Care Social Care Survey
England

1,155,000



Independent sector employees



130,000

Direct payments employees

113,900



Local authority employees

JOBS VS. PEOPLE

2022/23

Skills for Care Social Care Survey
England



FTE JOBS

1.10 MILLION

(Filled posts)



EMPLOYEES

1.39 MILLION

JOB COUNT

1.79 MILLION



+0.5%

UP 10,000 JOBS

SINCE
2021/22



AVG. VACANCY RATE

9.9%

Down from 10.7% in 2021/22

Note: people may carry out more than one job in adult social care

REGISTERED NURSES

2022/23

Skills for Care Social Care Survey
England

33,000



REGISTERED
NURSES

-37%

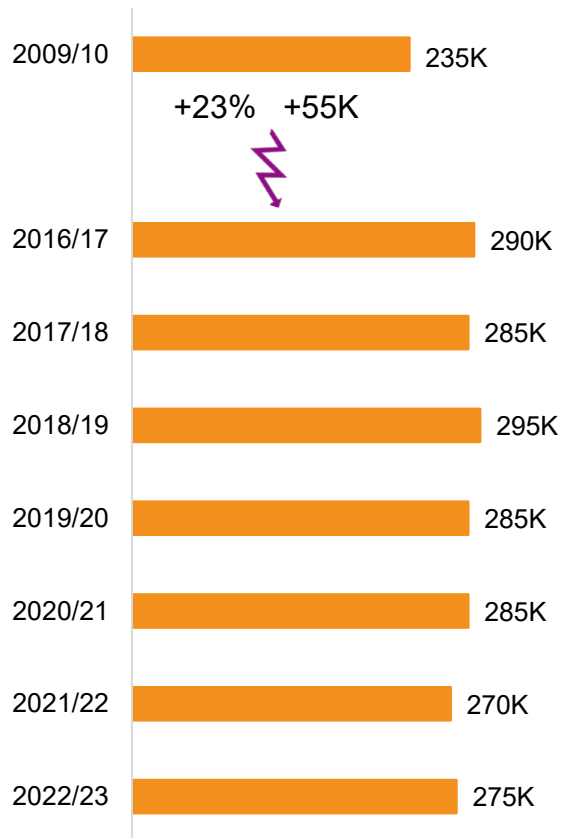
DOWN BY 5,600

SINCE
2016/17

JOB SECTOR

2022/23

Skills for Care Social Care Survey
England



JOBS FOR CARE HOMES WITH
NURSING

SOCIAL WORK SCALE

2022/23

Skills for Care Social Care Survey
England



ORGANISATIONS
INVOLVED IN
PROVIDING/ORGANISING
ADULT SOCIAL CARE:

18,000



ESTABLISHMENTS
IN WHICH THESE
SERVICES WERE
DELIVERED:

39,000

DIRECT PAYMENTS

2022/23

Skills for Care Social Care Survey
England

215,000



**RECIPIENTS OF
DIRECT PAYMENT**
ADULTS / OLDER PEOPLE /
CARERS



2022/
2023

**EMPLOY THEIR
OWN STAFF**

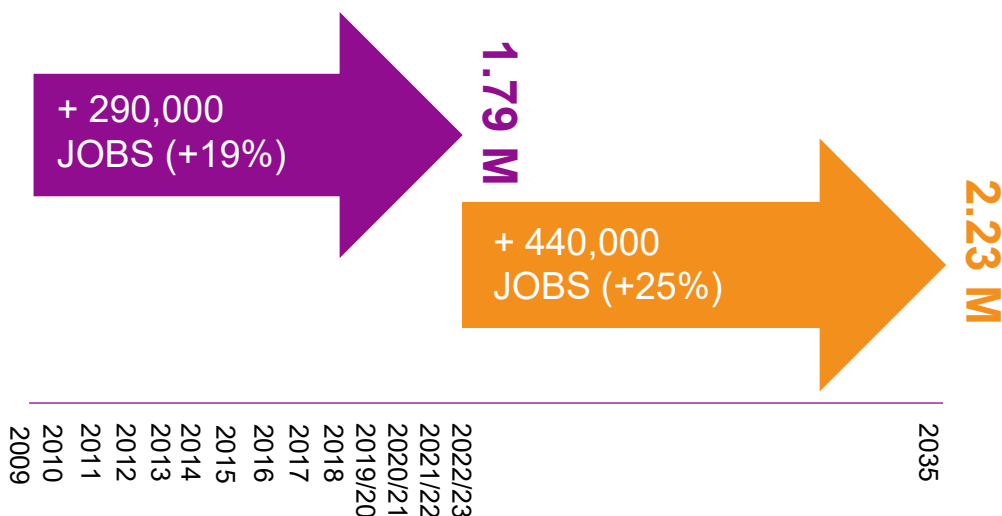
32%

69,000 APPROX.

FORECASTS AND TRENDS

2022/23

Skills for Care Social Care Survey
England



FOR MORE INFORMATION:
workforce@local.gov.uk

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