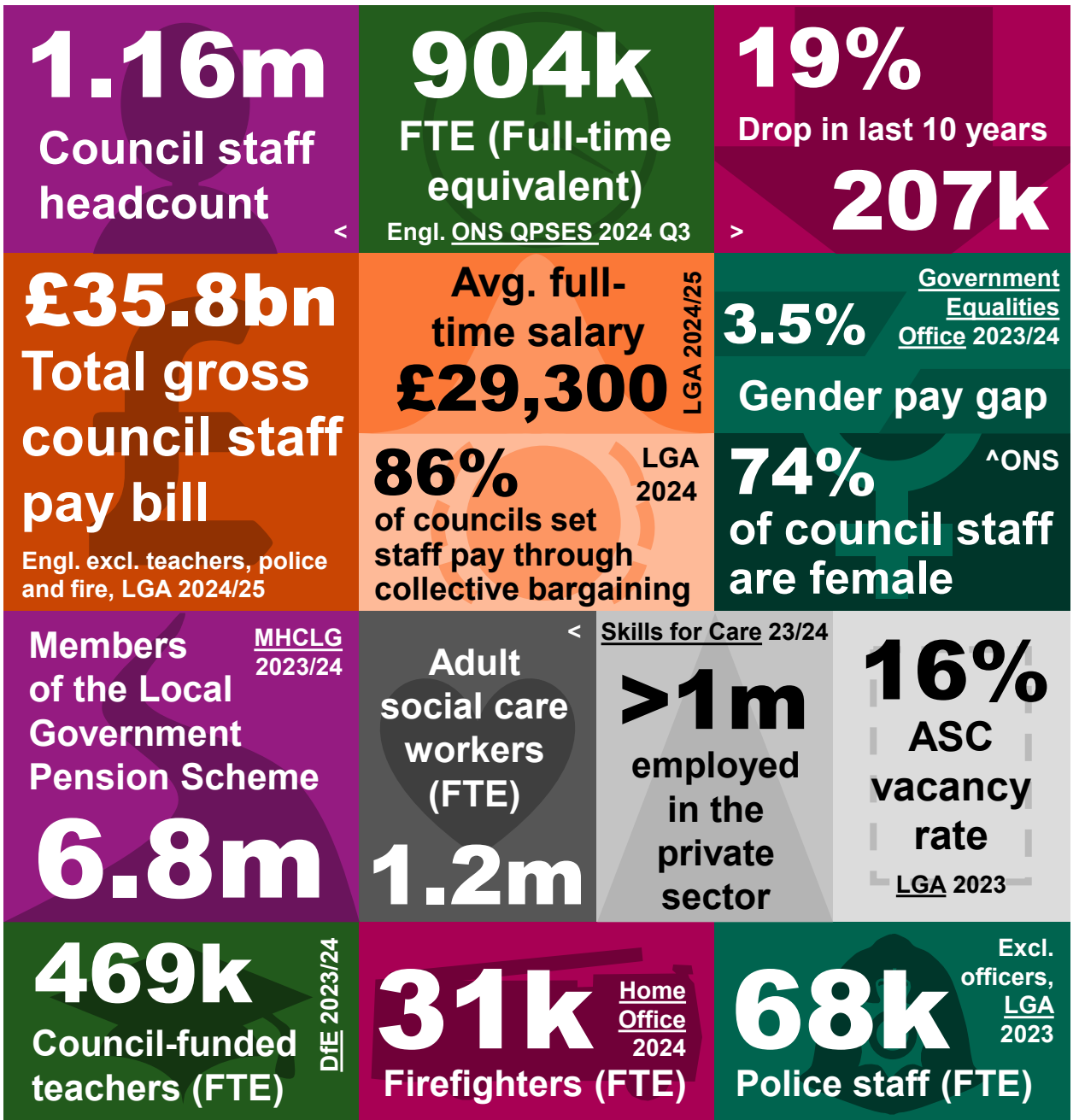


The local government workforce system is vast, varied and often complex, and covered by a wide variety of data collections. This collection of infographics brings the key sources together to shed light on the sector.



8.3k headcount in top 3 management tiers
InfiniStats
Mar 2024

469k

council-funded teachers (514k HC)

Department for Education (DfE), Schools workforce in England 2023/24

904k

Council staff (1.2m HC)

Office for National Statistics (ONS), Quarterly Public Sector Employment Survey (QPSES) Q3 2024

↓ DOWN 19% (207k)
since Q3 2014

40k FRS staff (**45k** HC)

31k

Firefighters (35k HC)
Home Office 2024

68k

Police staff excl. officers (74k HC) < LGA Police staff survey 2023

96k

1.2m

Adult social care staff (1.4m HC)

Skills for Care, The state of the adult social care sector and workforce in England 2023/24

England
HC = headcount
Circle size is proportional to FTE

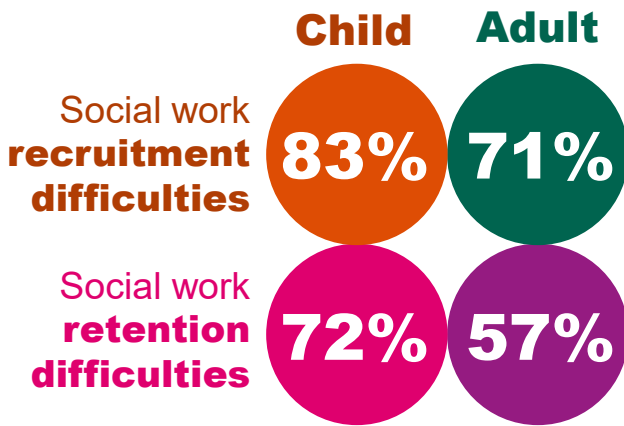
94%

Of councils experienced **recruitment and retention difficulties**

LGA [Workforce Survey 2022](#) >

90% At least one **capability skills gap**

83% At least one **capacity skills gap**



Actions taken to address workforce difficulties:

- 62%** increasing apprenticeships
- 39%** more specialised staff
- 39%** fewer contractors & agencies

77% Use simple annual pay increments

Agency: **44k** HC, **35k** FTE, **7%**

Temps: **23k** HC, **19k** FTE, **4%**

Annual leavers: **73k**, **12%**

Vacancies: **57k**, **9%**

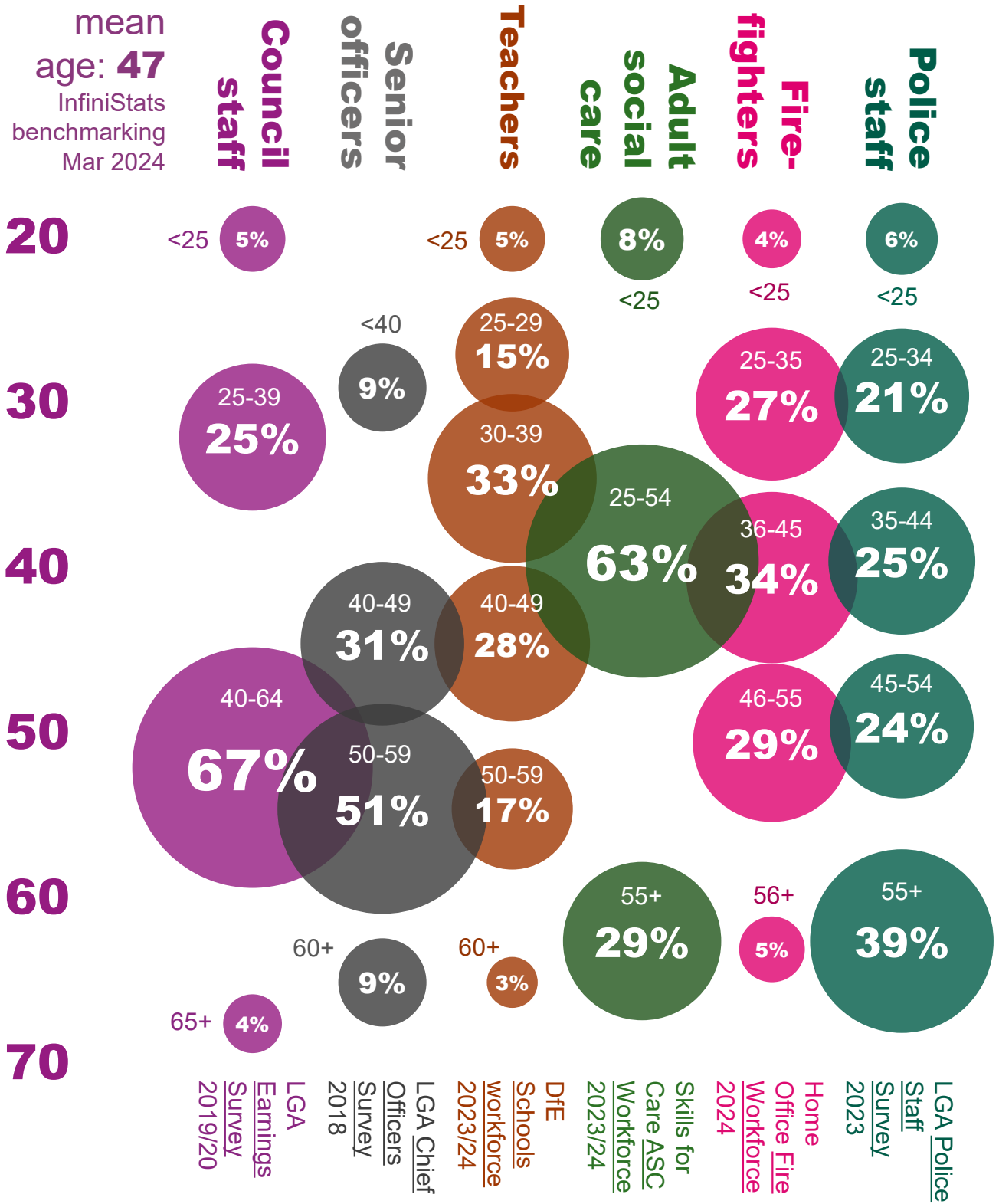
Avg. sick days per worker: **8.8**

InfiniStats benchmarking Mar 2024

Within adult social care:

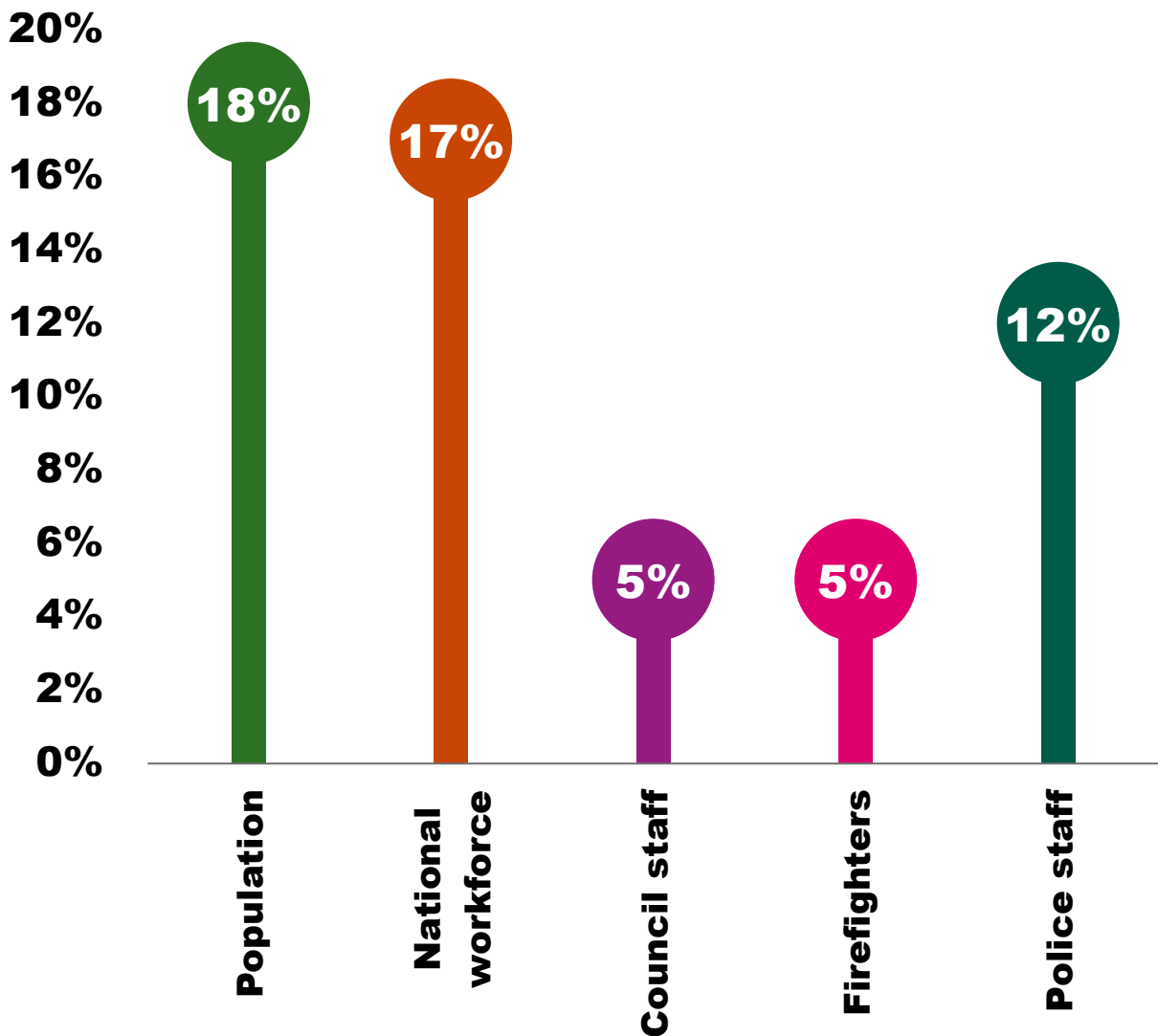
- 152k** vacant posts (9.9% rate)
- 28.3%** turnover rate
- 5 years** average in the sector
- 46%** with relevant qualification
- 5.9** avg. sick days per year

Skills for Care [ASC Workforce 2023/24](#)



Workforce % breakdown	White	Asian	Black	Mixed	Other	Source
Population	82%	9%	4%	3%	2%	UK Census 2021
National workforce	85%	8%	4%	2%	2%	E&W Annual Population Survey 2022
Council staff	90%	4%	4%	2%	1%	LGA Earnings Survey 2019/20
Council senior managers	94%	6%				LGA Chief Executives and Chief Officers Survey 2018
Council chief executives	97%	3%				LGA Chief Executives and Chief Officers Survey 2018
Teachers	89%	6%	3%	2%	1%	DfE Schools Workforce 2023/24
Adult social care staff	68%	11%	18%	2%	1%	Skills for Care ASC Workforce 2023/24
Firefighters	95%	1%	1%	3%	1%	Home Office Fire Workforce 2024
Police staff (excl. officers)	95%	3%	1%	1%	0%	LGA Police Staff Survey 2023

Percentage with a disability



Sources:

Population: [UK Census 2021](#)

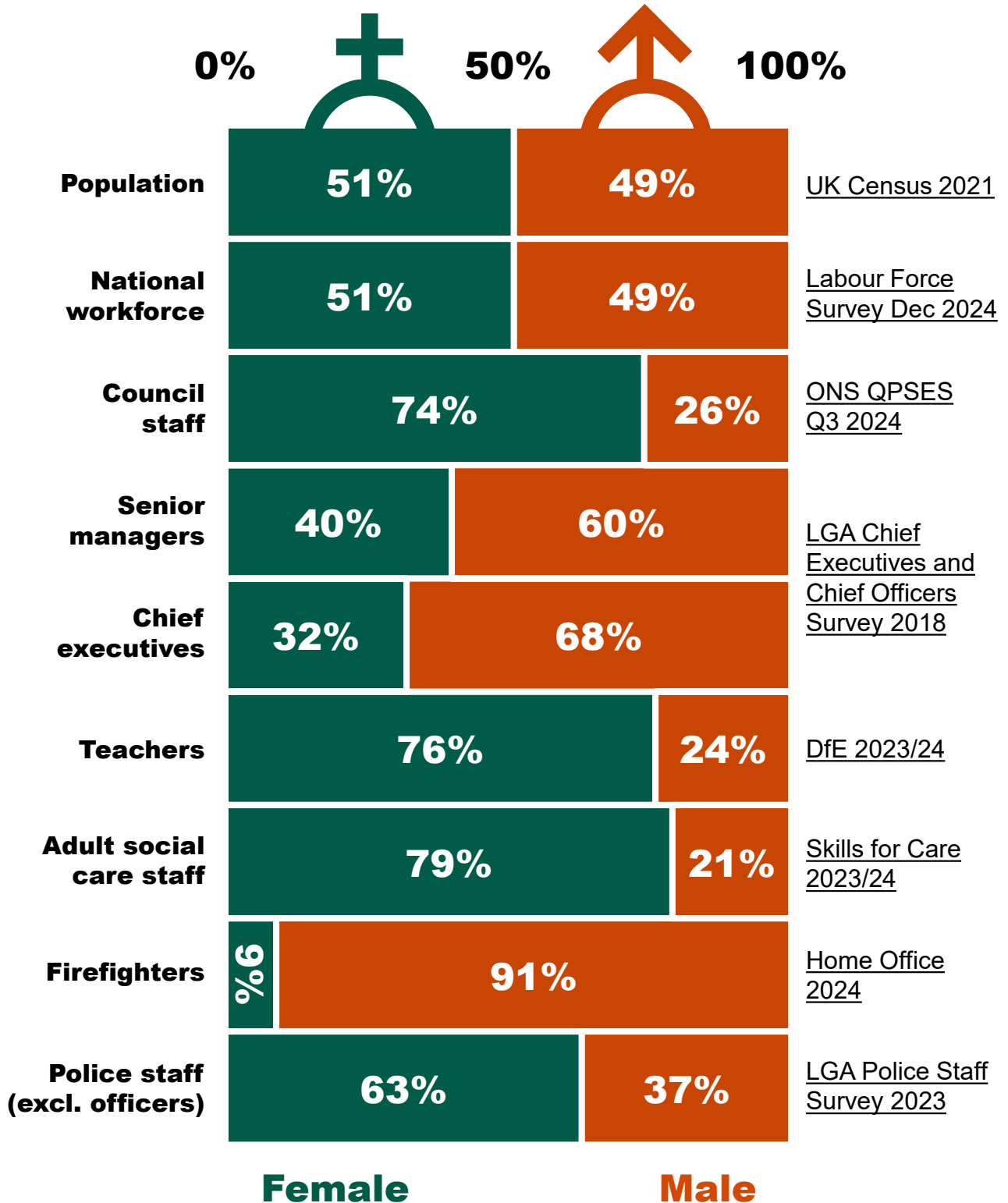
National workforce: [Department for Work and Pensions, The employment of disabled people 2024](#)

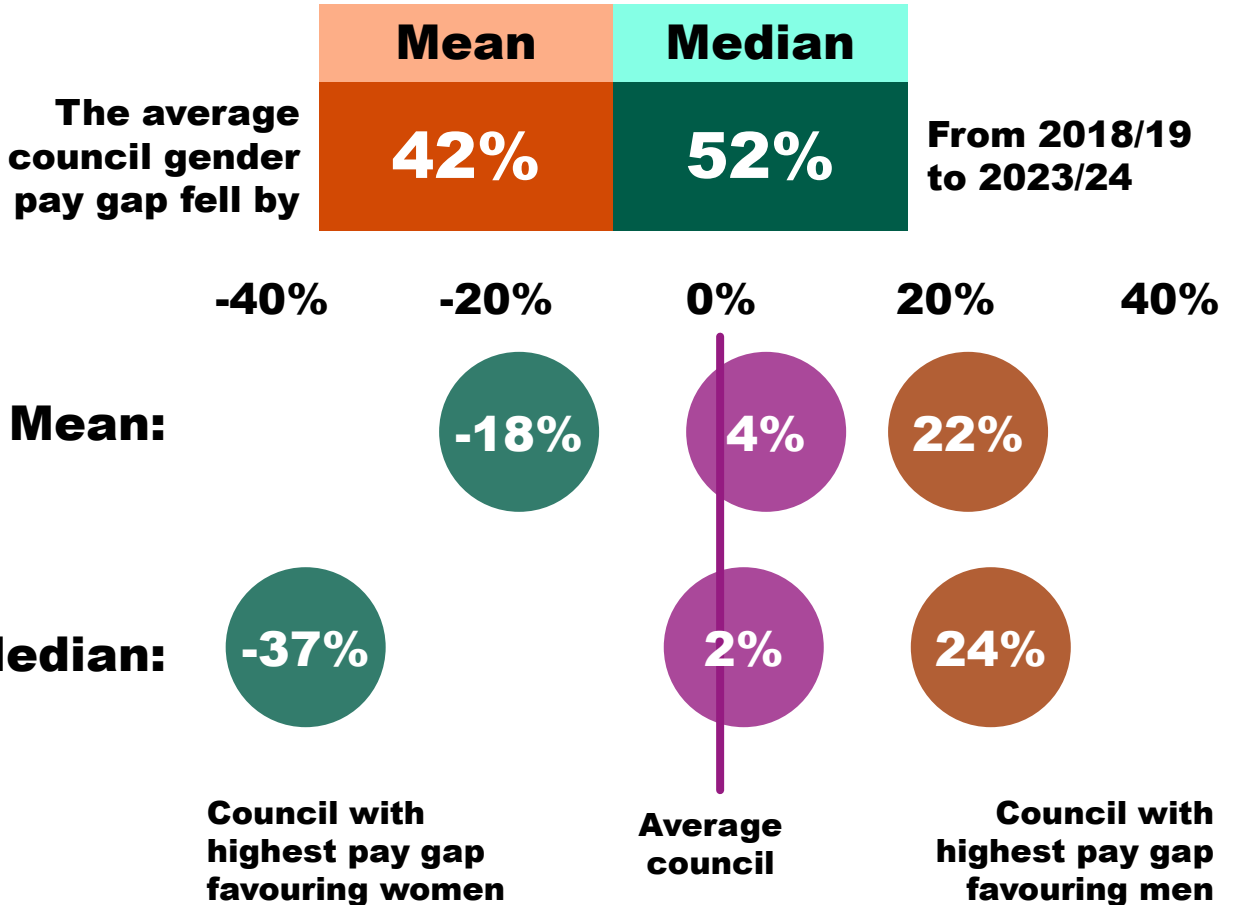
Council staff: [LGA Earnings and Demography Survey 2019/20](#)

Firefighters: [Home Office Fire Workforce 2024](#)

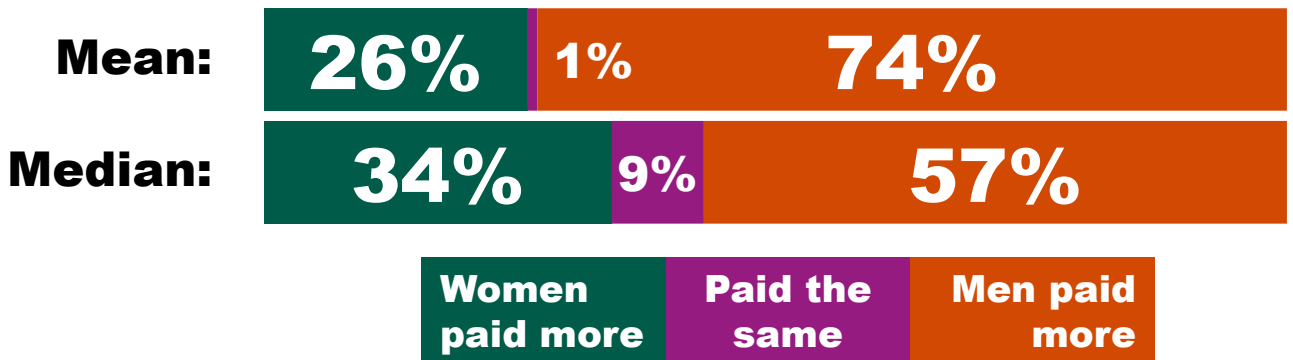
Police staff (excludes officers): [LGA Police Staff Survey 2023](#)

Note: differences in methodology, time period and substantial proportions for whom disability status is not known mean that these results should be interpreted with caution.

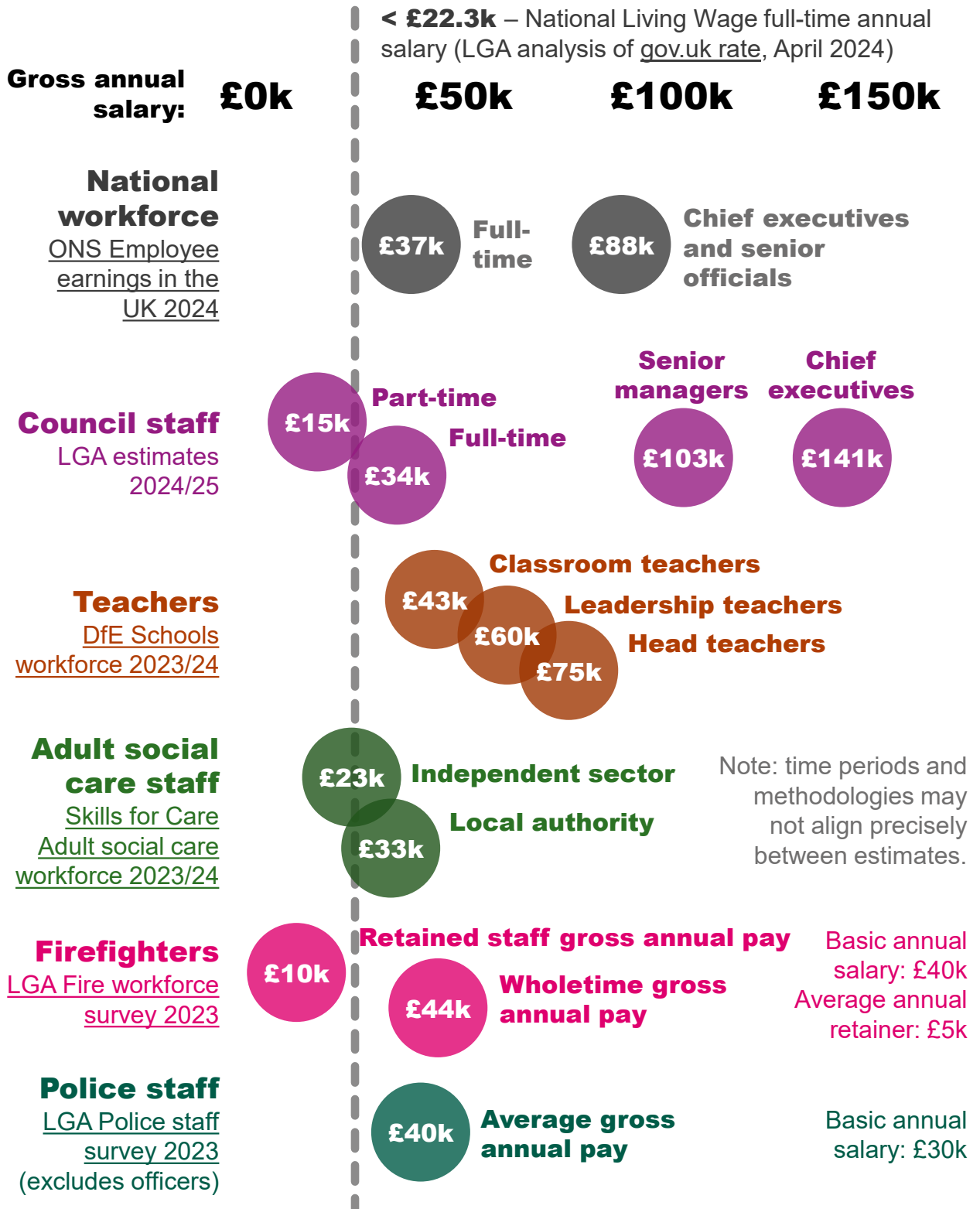




Breakdown of councils by pay gap status:



Source: [Government Equalities Office, Statutory Return, 2023/24. Available on LG Inform](#)
 Note: the mean gives an overall indication of the pay gap, but can be distorted by very large or small pay rates or bonuses. The median gives a good indication of a 'typical' situation, but might not pick up pay gap issues among the lowest or highest paid employees.



£35.8bn

Total gross pay bill for council staff

LGA estimates 2024/25

including **£7.3bn** additional pay

(national insurance, location allowances, pension contributions, etc)

Excludes teachers and staff employed by council contractors

£1.2bn

Total fire pay bill

LGA Fire workforce survey 2023

£105m

Pay for retained firefighters

£3.1bn

£35.6bn

Total adult social care pay bill

LGA analysis of Skills for Care Adult social care workforce 2023/24

£1.4bn

in direct payments

£2.3bn

Total Gross police staff pay bill

Excl. officers

including

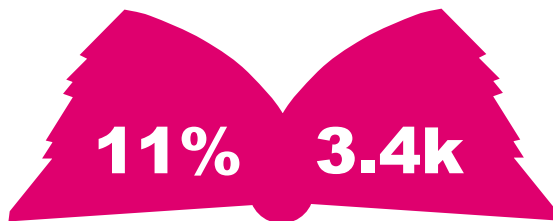
£258m additional pay

LGA Police staff survey 2023



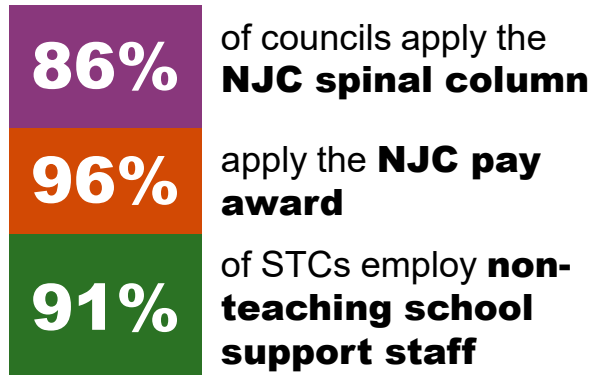
Staff employed on **NJC Green Book** conditions **545k** of staff FTE in English councils **85%**
£44k average pay per worker
£23.7bn total pay bill

Includes **non-teaching school staff**:



of councils employ craft workers on **NJC Red Book** conditions **11%** total Red Book craft workers across all councils **3.4k**

82% of councils employ staff on JNC Chief Officer conditions
7.5k total staff across all councils



STC = single tier or county council

The **National Joint Council (NJC)** for Local Government Services is the negotiating body for local government workers and includes employer and trade union representatives.

The **NJC pay spine** is a standardised scale of pay rates agreed by the NJC and adjusted periodically to reflect changes set out in collective agreements. Pay awards agreed by the NJC may also be applied to other staff.

‘Green Book’ staff are those employed within the collective bargaining framework established by the NJC, including central council staff and non-teaching schools staff, but not teachers, firefighters and others that are separately bargained, such as:

Craft workers (skilled manual labourers). The **‘Red Book’** is a framework negotiated by a separate JNC to cover these workers.

The **Chief Officers JNC** exists to negotiate pay and conditions for senior officers in councils, and there is a distinct **Chief Executives JNC** that applies to the most senior council staff.

Source: LGA pay spine review 2024



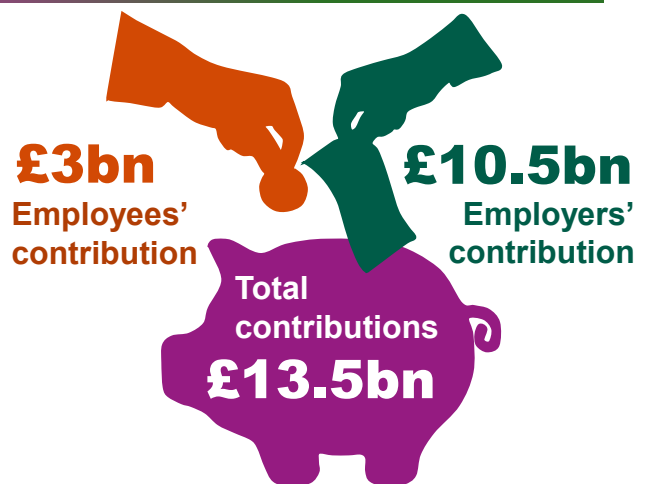
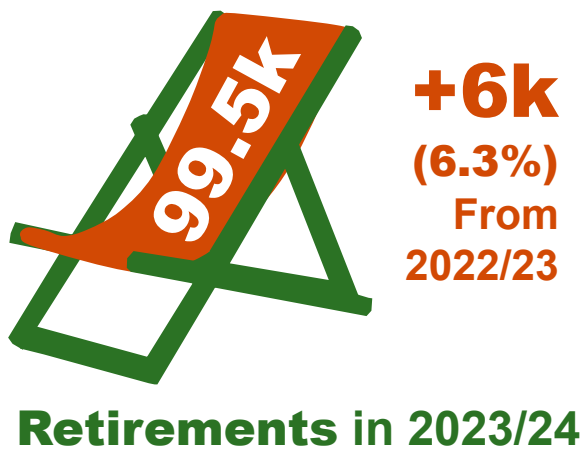
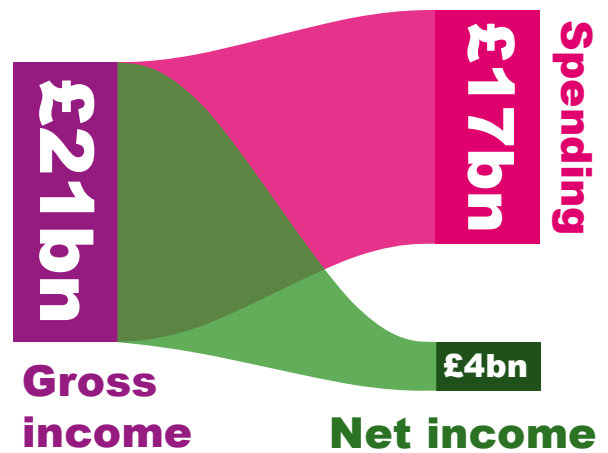
The Local Government Pension Scheme is among the largest in the UK, run by 86 local pension funds across England and Wales.

Note: these figures include some employees from outside local government who belong to the scheme.

Source: Ministry for Housing, Communities and Local Government, 2023/24

6.7m members:

- 2.2m (32%) employees
- 2.5m (37%) former employees
- 2.1m (31%) pensioners
- 23k (<1%) flexible retirees
- £6.5k benefits paid per retiree





State-funded schools

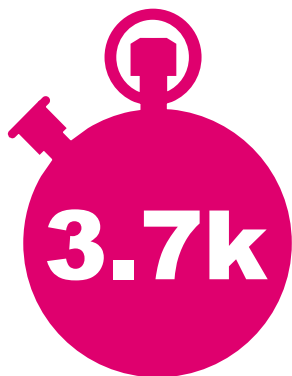
+102 from 2013/14



Teacher headcount

+19k (4%) from 2013/14

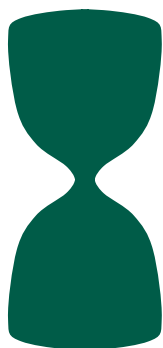
Department for Education 2023/24



Temporary teacher filled posts

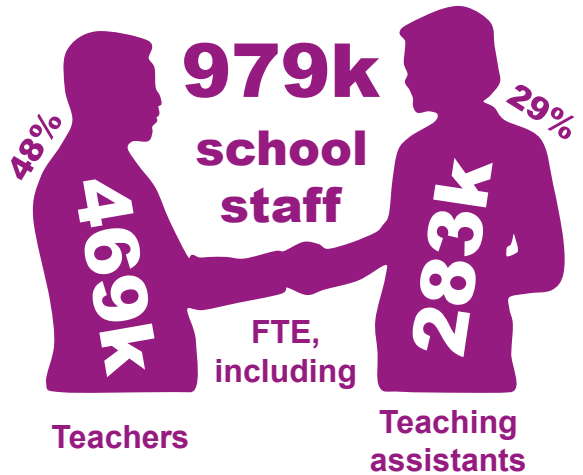
+1k (36%) from 2013/14

& 2.8k teacher vacancies
+1.9k (213%) from 2013/14

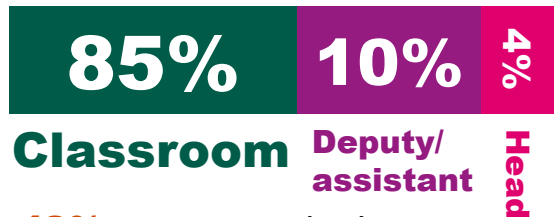
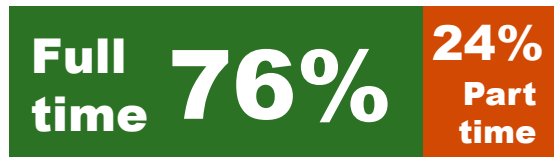


3.8m

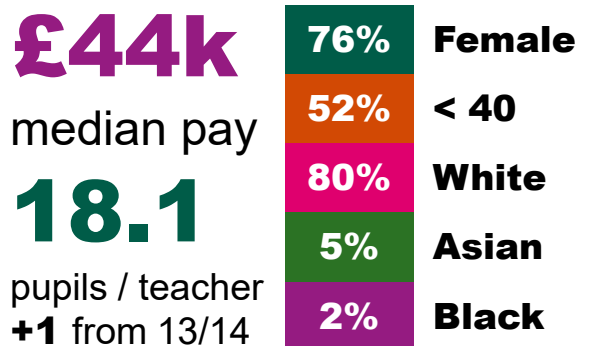
hours of teaching **per week** in state-funded secondary schools




Teacher profile:



48% nursery and primary
45% secondary
6% special or pupil referral unit
1% centrally employed



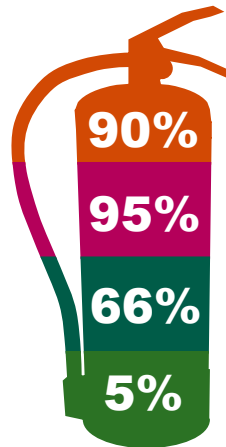
	Headcount	FTE	 % of FTE
Fire and rescue service staff	45k	40k	
Wholetime firefighters	23k	23k	57%
Retained firefighters	12k	20k	20%
Support staff	9k	20k	20%
Fire control staff	1k	3k	3%

£43.9k

average gross annual pay for firefighters

LGA [Fire workforce survey 2023](#)

Home Office [Fire and rescue workforce and pension statistics 2024](#)



Firefighter profile

- 90% Male
- 95% White ethnicity
- 66% Aged up to 45
- 5% Disabled



incidents attended in the year ending June 2024, including **130k** fires

Home Office [Incident statistics 2024](#)



2.4k personnel injured

967 attacks on on-duty firefighters





Total FTE



73k

Headcount

56k (76%) full-time

18k (24%) part-time

Average annual basic salary **£30k**

Male **£31k**

Female **£29k**

Full-time **£31k**

Part-time **£28k**

Average annual gross pay **£40k**

63% **Female**

95% **White**

49% **Under 45**

12% **Disabled**

Total basic pay: **£2bn**
 Additional pay: **£258m**
 add up to
 Total gross pay: **£2.3bn**

Source: Local Government Association, [Police staff council earnings survey 2023](#)
 Note: these figures exclude police officers, as officers have different pay arrangements outside the purview of local government. To access reliable statistics on the police workforce including officers, see the Home Office's [police workforce England and Wales statistics](#)



Total FTE: **1.2m**
Independent sector: **1m**

Adult social care employee headcount



Care organisations

Care establishments



direct payment employers

88% Permanent

45% Part time

64% Aged 25-54

79% Female

68% White

18% Black

11% Asian

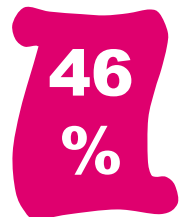
£23k avg
ind. salary

Sick days per year on average



Years in the role on average

With a relevant qualification



£2.4m extra posts needed by 2040

Skills for Care, The state of the adult social care workforce in England, 2023/24

Vacant posts: **131k**

25%

Turnover rate

Contribution to the economy



Main data source(s)

1. Size of the sector	ONS Quarterly Public Sector Employment Survey (QPSES) Q3 2024
2. Sourcing suitable staff	LGA Workforce Survey 2022 InfiniStats benchmarking March 2024
3. Staff age groups	ONS QPSES Q3 2024
4. Staff ethnicity	LGA Earnings Survey 2019/20 LGA Chief Officers Survey 2018 DfE School workforce data 2023/24
5. Staff disability status	Skills for Care Adult social care workforce 2023/24
6. Gender of staff	Home Office Fire workforce 2024 LGA Police staff survey 2023
7. Gender pay gap	Government Equalities Office Statutory return 2023/24
8. Average salaries	LGA estimates 2024/25
9. Total pay bills	LGA Fire workforce survey 2023 LGA Police staff survey 2023
10. Collective bargaining	LGA Pay spine review 2024
11. LG Pension Scheme	MHCLG Local Government Pension Scheme statistics 2023/24
12. Schools and teachers	DfE School workforce in England 2023/24
13. Fire and rescue staff	Home Office Fire workforce statistics 2024
14. Police support staff	LGA Police staff survey 2023
15. Adult social care staff	Skills for Care Adult social care workforce 2023/24