

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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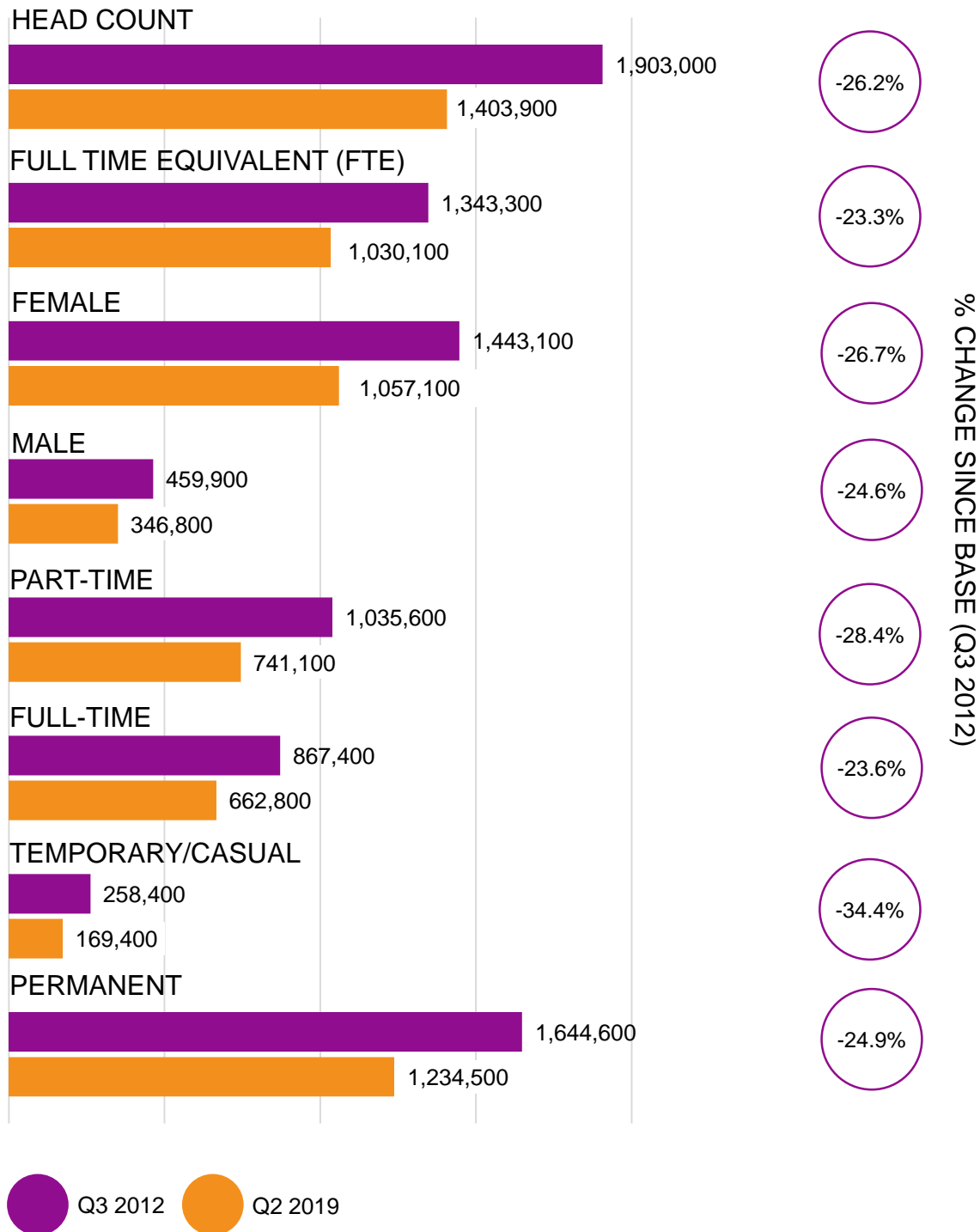
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WORKFORCE NUMBERS AND BREAKDOWN

Q.2 2019

ONS quarterly survey
England



The survey includes non-teaching staff, and excludes teachers.

PAY BILL

2014/15

LGA Earnings Survey
England & Wales



BASIC PAY

**£21.5
BILLION**

Excludes teachers
and firefighters.



TOTAL GROSS

**£22.2
BILLION**

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

MEDIAN PAY RATES

2014/15

LGA Earnings Survey
England & Wales



FULL-TIME STAFF

£25,520

Excludes teachers
and firefighters.



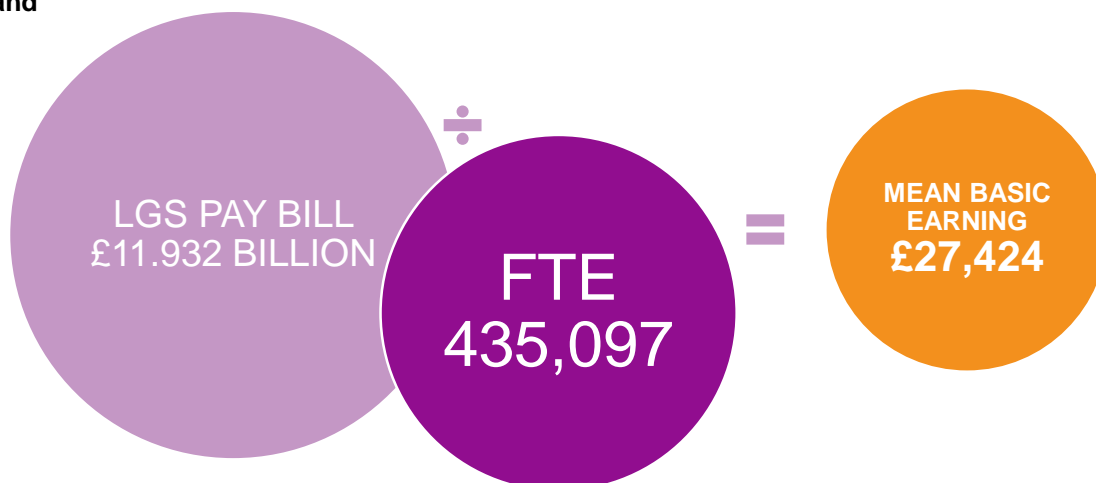
PART-TIME STAFF

£17,280

LOCAL GOVERNMENT STAFF - PAY BILL

2019/20

Trade Union Freedom of Information (FOI)
England

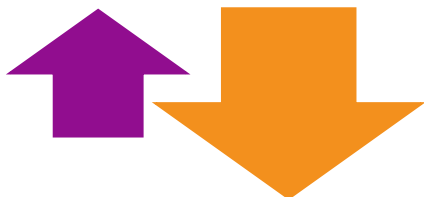


The Local Government Services (LGS) workforce comprises staff in councils that are opted-in to national pay bargaining and who are part of the National Joint Council bargaining group. This group includes non-teaching staff in schools but, as it is difficult to obtain schools data, such staff are excluded from the figures. Firefighters are excluded as are all London councils; London councils have a different pay spine. Pay bill does not include employer costs eg national insurance or pension costs.

By definition, the LGS group also excludes chief executives/officers and other groups such as Soulbury and Youth & Community.

MEAN
6.1%

RANGE:
-18.0% (PAID MORE) TO 23.9% (PAID LESS)



On average by number of authorities:

- Women were paid less than men in **81% (246)**
- The pay gap was zero in **less than 1% (1)**
- Women were paid more than men in **18% (55)**



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
3.9%

RANGE:
-50% (PAID MORE) TO 32.7% (PAID LESS)



On average by number of authorities:

- Women were paid less than men in **65% (196)**
- The pay gap was zero in **8% (23)**
- Women were paid more than men in **27% (83)**



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.

PAY & REWARD SYSTEMS

2017/18

LGA Workforce Survey
England



AUTOMATIC ANNUAL INCREMENTS

(OR SIMPLE ANNUAL INCREMENTAL PROGRESSION) IS USED BY:

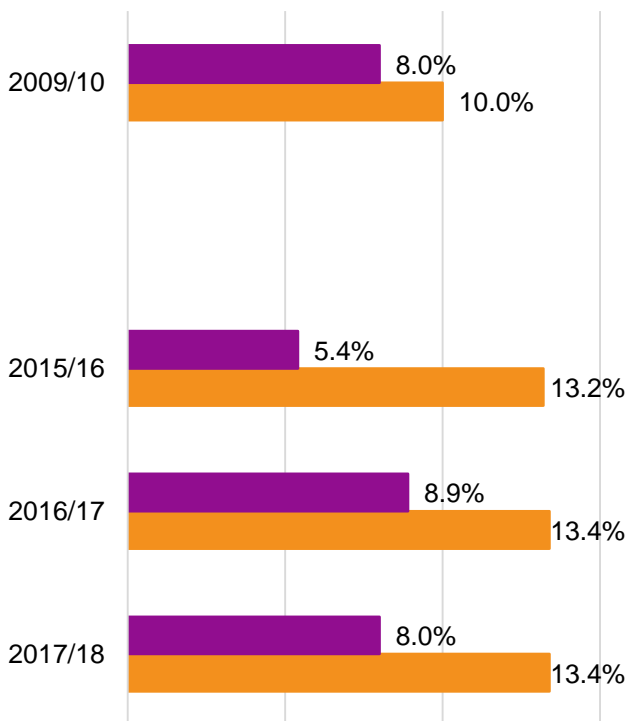
75%

OF COUNCILS FOR THE MAJORITY OF THEIR STAFF

LABOUR TURNOVER

2017/18

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

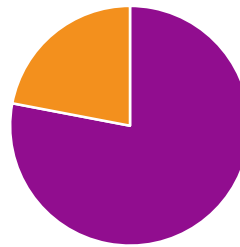
2017/18

LGA Workforce Survey
England

RECRUITMENT AND RETENTION DIFFICULTIES WERE EXPERIENCED BY:

78%

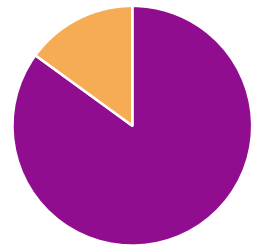
OF COUNCILS



IN SINGLE AND UPPER TIER COUNCILS THIS WAS HIGHER:

85%

OF COUNCILS

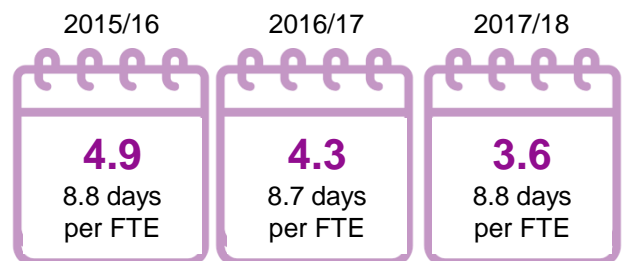


SICKNESS ABSENCE

2017/18

LGA Workforce Survey
England

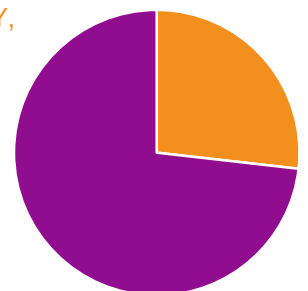
AVERAGE PERCENTAGE OF DAYS LOST DUE TO SICKNESS:



IN 2016/17 'STRESS, DEPRESSION, ANXIETY, MENTAL HEALTH & FATIGUE' WAS CITED AS THE CAUSE OF ABSENCE IN

26.8%

OF CASES



SENIOR OFFICER ETHNICITY

2018

LGA Chief Execs/Chief Officers Survey
England



ASIAN SENIOR OFFICERS

2.5%



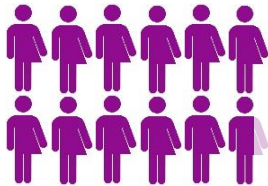
BLACK SENIOR OFFICERS

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%

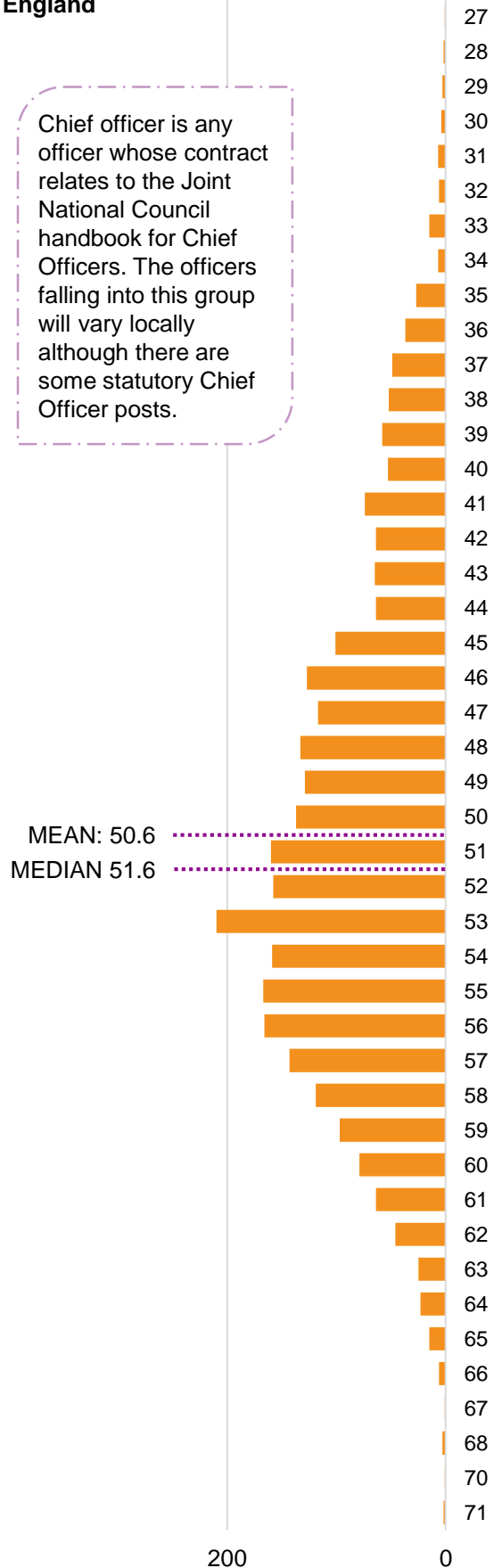


AGE PROFILE

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.

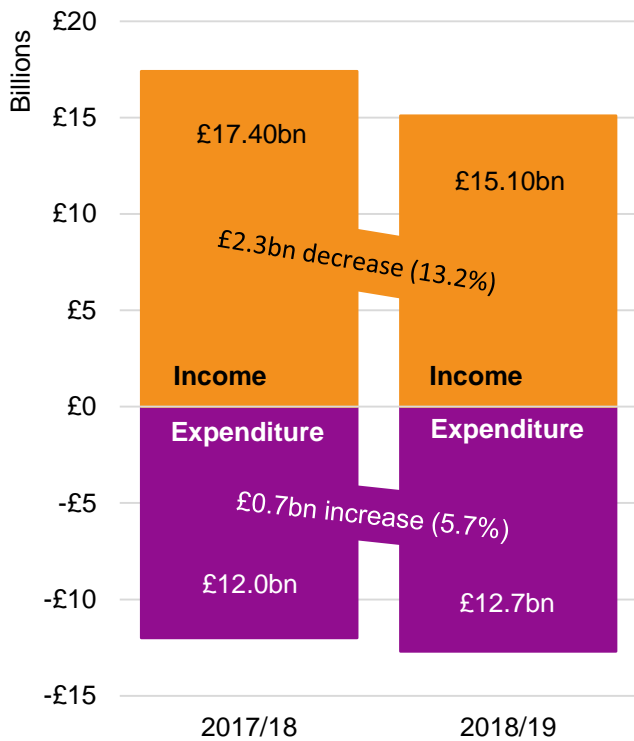


LGPS INCOME AND EXP.

2018/19

MHCLG Local Government Finance Release
England and Wales

Total LGPS income and expenditure



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

LGPS MEMBERS

2018/19

MHCLG Local Government Finance Release
England and Wales

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. The 2019 report, however, does state that "74.0% of all the members of the LGPS are covered by local authorities and other connected bodies, even though local authorities and connected bodies represent only 18.3% of employers."

LGPS MARKET VALUE

2018/19

MHCLG Local Government Finance Release
England and Wales

MARKET VALUE

OF THE LOCAL GOVERNMENT PENSION SCHEME IN ENGLAND AND WALES AT THE END OF MARCH 2019:

£287.2bn

AN INCREASE OF

£16.3bn

OR

6.0%



LGPS RETIREMENTS

2018/19

MHCLG Local Government Finance Release
England and Wales

RETIREMENTS

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

83,508

AN INCREASE OF

7,554

OR

9.9%



HEADCOUNT

2018

DfE Schools Workforce Census
England



HEADCOUNT

499.9
THOUSAND



FULL TIME
EQUIVALENT

453.4
THOUSAND

AVERAGE PAY RATES

2018

DfE Schools Workforce Census
England



2018
MEAN SALARY
OF ALL
TEACHERS IN
STATE FUNDED
SCHOOLS FTE
£39,500



2017
MEAN SALARY OF ALL
TEACHERS IN STATE
FUNDED SCHOOLS FTE
£38,700

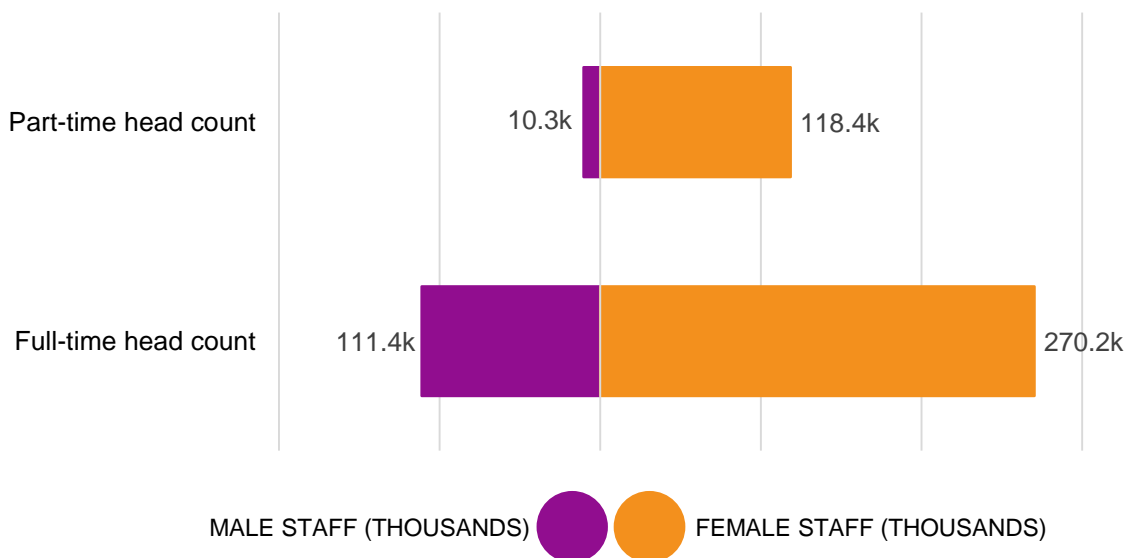


2018
MEAN SALARY
OF ALL FULL
AND PART TIME
CLASSROOM
TEACHERS FTE
£36,200

WORKING PATTERN BREAKDOWN

2018

DfE Schools Workforce Census
England



FIREFIGHTER HEADCOUNT

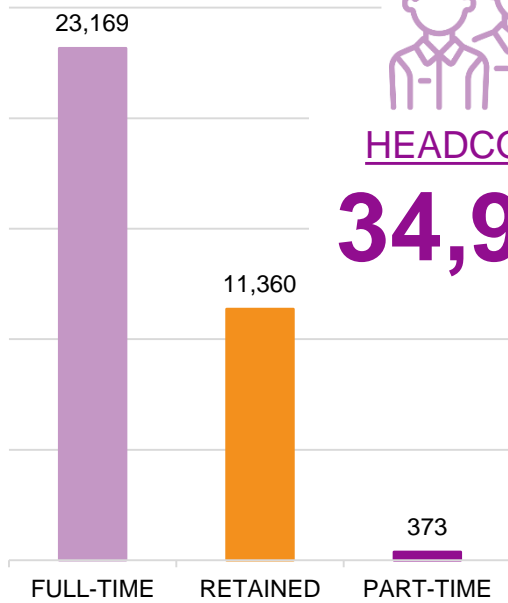
2018

National Joint Council Survey
England



HEADCOUNT

34,902



The NJC survey collects PT figures across 2 categories: Firstly PT in the normal sense and secondly in respect of retained firefighters (who are PT and not casual employees).

Full-Time Equivalent (FTE): The NJC survey gathers info on every Grey Book employee's earnings, so FTE figures not needed).

FIREFIGHTER GENDER

2018

National Joint Council Survey
England

7% FEMALE
2,567



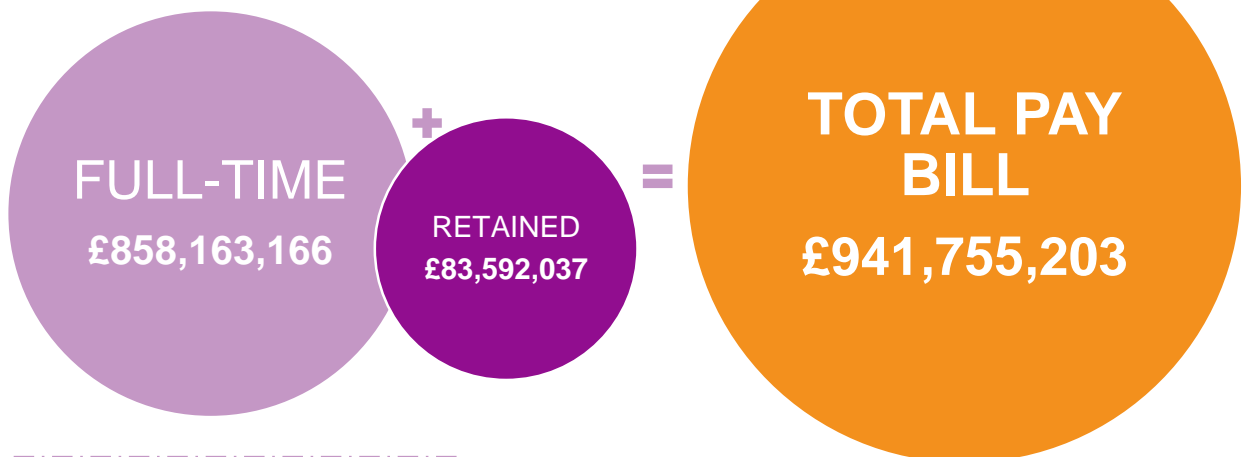
93% MALE
32,322



FIREFIGHTERS – TOTAL PAY BILL

2018

National Joint Council Survey
England



Does not include employer costs eg national insurance and pensions.

FIREFIGHTER MEAN PAY

2018

National Joint Council Survey
England



FULL-TIME STAFF

£36,121



RETAINED STAFF

£7,667



WORKFORCE AVERAGE

£26,983

POLICE NUMBERS

2018

LGA Police Staff Survey
England



EMPLOYEES

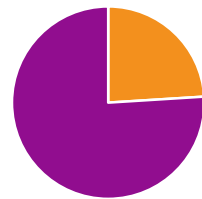
70,782



FTE

64,903

PART TIME: 24%
FULL TIME: 76%



POLICE DEMOGRAPHICS

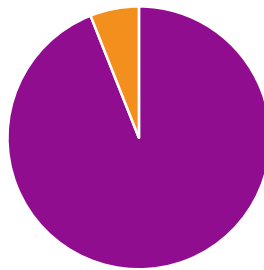
2018

LGA Police Staff Survey
England



FEMALE:

61%



WHITE:

94%



AVERAGE AGE

45 YEARS
OLD

POLICE PAY BILL

2018

LGA Police Staff Survey
England



TOTAL BASIC PAY BILL

£1,625 M.



ADDITIONAL PAY

£213 M. (13%)



TOTAL GROSS PAY BILL

£1,838 M.

Does not include employer costs eg
national insurance and pensions.

CARE HOME JOBS

2018

Skills for Care Social Care Survey
England

+30%
290,000

INDEPENDENT SECTOR
JOBS

SINCE
2009

LOCAL AUTHORITY
JOBS

-37%
-65,000

JOBS VS. PEOPLE

2018

Skills for Care Social Care Survey
England



FTE JOBS
1.13 MILLION
(EST.)



EMPLOYEES
1.49 MILLION
(EST.)

JOB COUNT
1.6 MILLION
(EST. 2018)



+1.2%
UP 19,000

SINCE
2016



AVG. VACANCY RATE
7.8%
(EST. 122,800 VACANCIES)

REGISTERED NURSES

2018

Skills for Care Social Care Survey
England



REGISTERED
NURSES

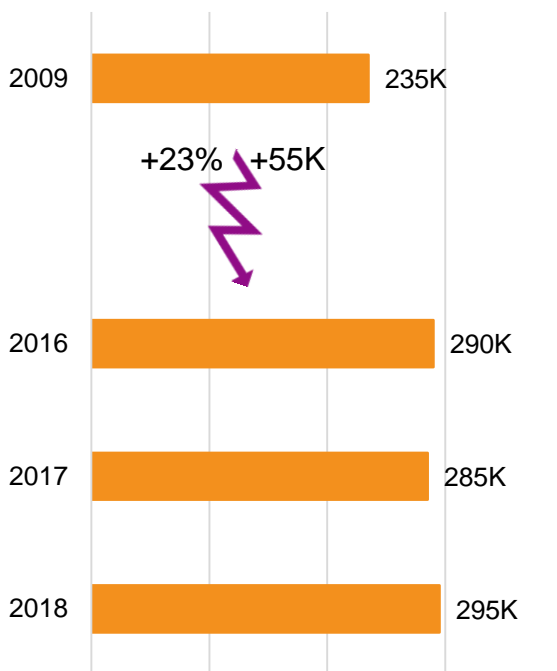
-16%
DOWN 7,000


SINCE
2012

JOB SECTOR

2018

Skills for Care Social Care Survey
England



 JOBS FOR CARE HOMES WITH NURSING

SOCIAL WORK SCALE

2018

Skills for Care Social Care Survey
England



ORGANISATIONS
INVOLVED IN
PROVIDING/ORGANISING
ADULT SOCIAL CARE:

18,500



ESTABLISHMENTS
INVOLVED IN
PROVIDING/ORGANISING
ADULT SOCIAL CARE:

39,000

DIRECT PAYMENTS

2018

Skills for Care Social Care Survey
England

237,000

**RECIPIENTS OF
DIRECT PAYMENT**

ADULTS / OLDER PEOPLE /
CARERS



2016/
2017

**EMPLOY THEIR
OWN STAFF**

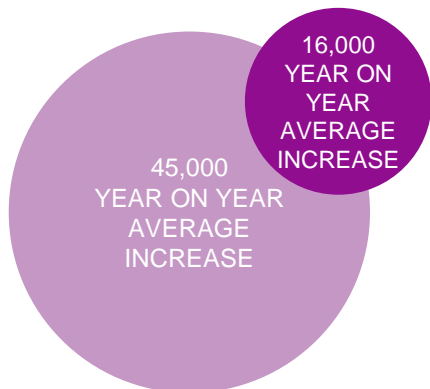
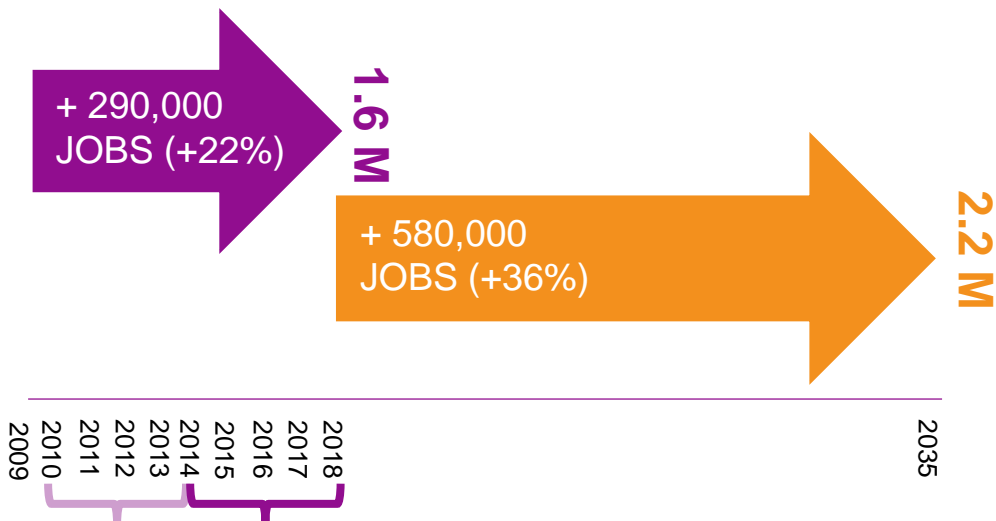
31%

75,000 APPROX.

FORECASTS AND TRENDS

2018

Skills for Care Social Care Survey
England



FOR MORE INFORMATION:
workforce@local.gov.uk

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