

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. Please note that the figures in this summary pre-date the COVID-19 pandemic, and the impact of COVID-19 on the local government workforce is not included in this resource.

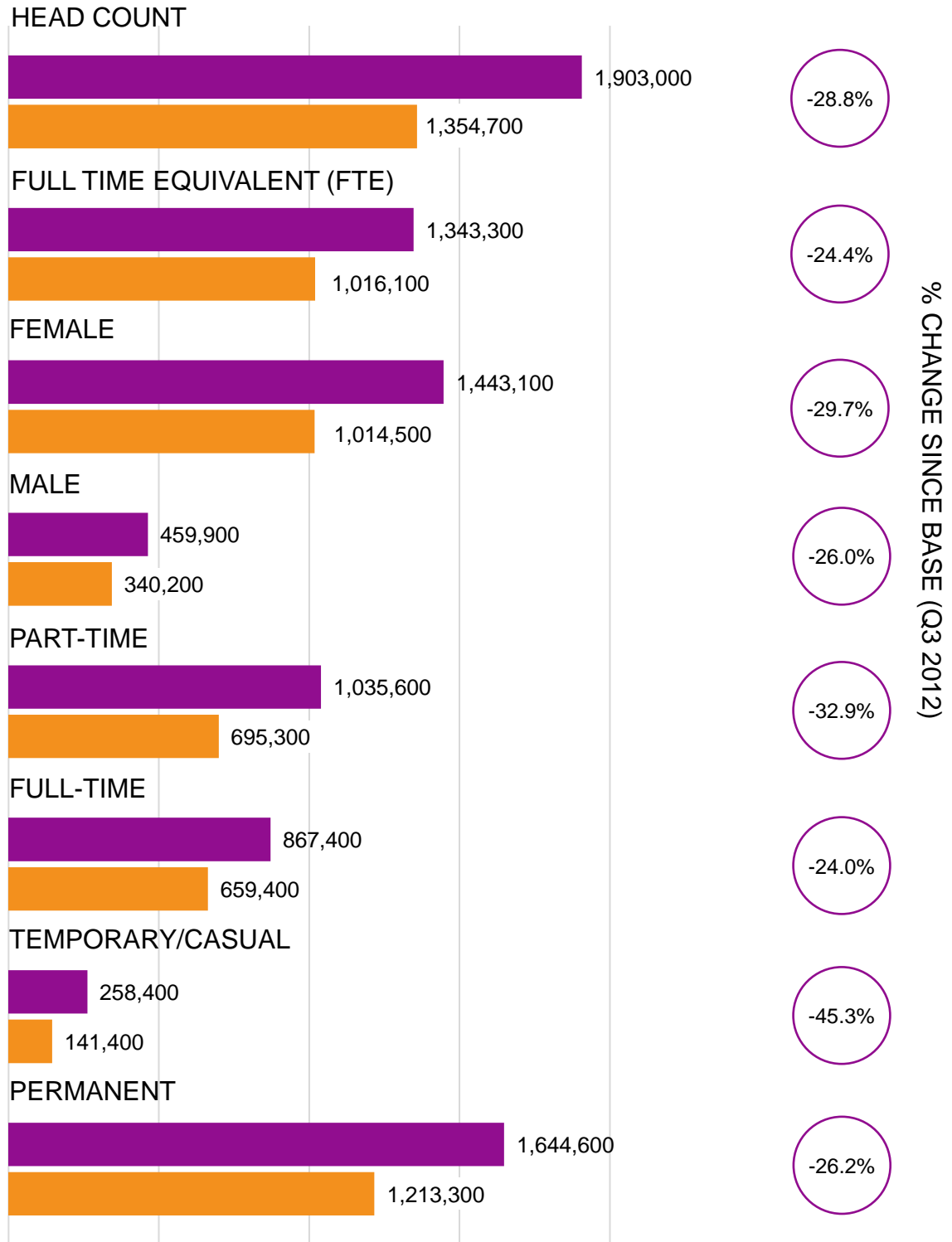
PAGE

- 2 **WORKFORCE NUMBERS AND BREAKDOWN** | ONS QUARTERLY SURVEY | Q3 2020
- 3 **PAY BILL** | LGA EARNINGS SURVEY | 2019/20
MEDIAN PAY RATES | LGA EARNINGS SURVEY | 2019/20
- 4 **EMPLOYEE ETHNICITY** | LGA EARNINGS SURVEY | 2019/20
EMPLOYEE AGE | LGA EARNINGS SURVEY | 2019/20
EMPLOYEE DISABILITY | LGA EARNINGS SURVEY | 2019/20
- 5 **GENDER PAY GAP** | GOVERNMENT EQUALITIES OFFICE | 2019/20
- 6 **PAY & REWARD SYSTEMS** | LGA WORKFORCE SURVEY | 2017/18
RECRUITMENT AND RETENTION | LGA WORKFORCE SURVEY | 2017/18
LABOUR TURNOVER | LGA WORKFORCE SURVEY | 2017/18
SICKNESS ABSENCE | LGA WORKFORCE SURVEY | 2017/18
- 7 **SENIOR OFFICER ETHNICITY** | LGA CHIEF OFFICER SURVEY | 2018
SENIOR OFFICER AGE PROFILE | LGA CHIEF OFFICER SURVEY | 2018
SENIOR OFFICER GENDER | LGA CHIEF OFFICER SURVEY | 2018
- 8 **LGPS INCOME AND EXPENDITURE** | MHCLG LOCAL GOVERNMENT FINANCE RELEASE | 2019/20
LGPS MEMBERS | MHCLG LOCAL GOVERNMENT FINANCE RELEASE | 2019/20
LGPS MARKET VALUE | MHCLG LOCAL GOVERNMENT FINANCE RELEASE | 2019/20
LGPS RETIREMENTS | MHCLG LOCAL GOVERNMENT FINANCE RELEASE | 2019/20
- 9 **HEADCOUNT** | DfE SCHOOLS WORKFORCE CENSUS | 2019
MEAN PAY RATES | DfE SCHOOLS WORKFORCE CENSUS | 2019
WORKING HOURS BREAKDOWN | DfE SCHOOLS WORKFORCE CENSUS | 2019
- 10 **FIREFIGHTER HEADCOUNTS** | FIREFIGHTERS' WORKFORCE SURVEY | 2018
FIREFIGHTER GENDER | FIREFIGHTERS' WORKFORCE SURVEY | 2018
FIREFIGHTERS TOTAL PAY BILL | FIREFIGHTERS' WORKFORCE SURVEY | 2020/21
- 11 **FIREFIGHTERS MEAN PAY RATES** | FIREFIGHTERS' WORKFORCE SURVEY | 2018
POLICE NUMBERS | HOME OFFICE MID-YEAR UPDATE | 2020
POLICE DEMOGRAPHICS | LGA POLICE STAFF SURVEY | 2018
POLICE PAY BILL | LGA POLICE STAFF SURVEY | 2018
- 12 **CARE HOME JOBS** | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
REGISTERED NURSES | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
JOBS VS. PEOPLE | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
JOB SECTOR | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
- 13 **SOCIAL WORK SCALE** | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
DIRECT PAYMENTS | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20
FORECASTS & TRENDS | SKILLS FOR CARE SOCIAL CARE SURVEY | 2019/20

WORKFORCE NUMBERS AND BREAKDOWN

Q.3 2020

ONS Quarterly Public Sector Employment Survey (QPSES)
England



● Q3 2012
 ● Q3 2020

PAY BILL

2019/20

LGA Earnings Survey
England & Wales

Excludes teachers
and firefighters.



BASIC PAY

**£23.3
BILLION**



TOTAL GROSS

**£24.0
BILLION**

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



Percentages are real-terms increases, accounting for inflation.

MEDIAN PAY RATES

2019/20

LGA Earnings Survey
England & Wales

Excludes teachers
and firefighters.



FULL-TIME STAFF

£28,947

From

£25,520

in 2014/15



PART-TIME STAFF

£20,164

From

£17,280

in 2014/15

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 DISABILITY

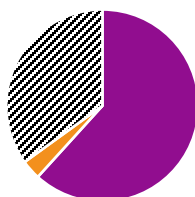
2019/20

LGA Earnings Survey
England & Wales

NOT DISABLED: 61.8% (95% excl. Unknown)

DISABLED: 3.3% (5% excl. Unknown)

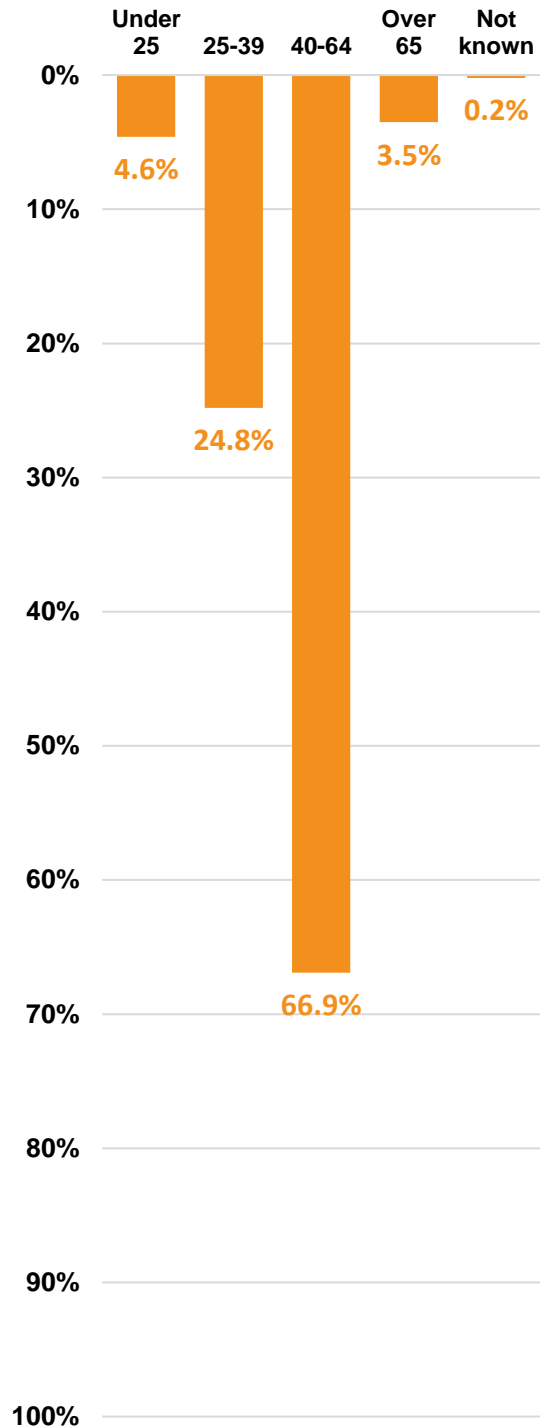
UNKNOWN: 35.0%



EMPLOYEE AGE

2019/20

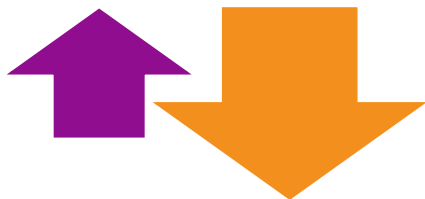
LGA Earnings Survey
England & Wales



Earnings Survey results exclude teachers and firefighters.

MEAN
5.9%

RANGE:
-18.0% (PAID MORE) TO 24.0% (PAID LESS)



On average by number of authorities:

- Women were paid less than men in **83% (186)***
- The pay gap was zero in **less than 1% (1)***
- Women were paid more than men in **17% (38)***



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
4.3%

RANGE:
-44.0% (PAID MORE) TO 29.5% (PAID LESS)



On average by number of authorities:

- Women were paid less than men in **65% (147)***
- The pay gap was zero in **8% (18)***
- Women were paid more than men in **27% (60)***



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:** 114 authorities (34 per cent) had not provided gender pay gap data for 2019/20 when data collection was ceased as a result of the COVID-19 pandemic. These percentages are based on the 225 authorities which had provided data.

PAY & REWARD SYSTEMS

2017/18

LGA Workforce Survey
England



AUTOMATIC ANNUAL INCREMENTS

(OR SIMPLE ANNUAL INCREMENTAL PROGRESSION) IS USED BY:

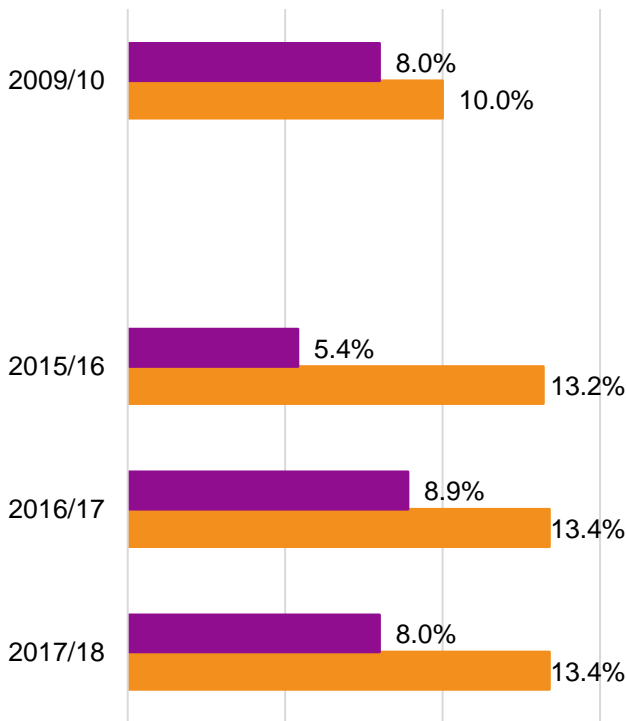
75%

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

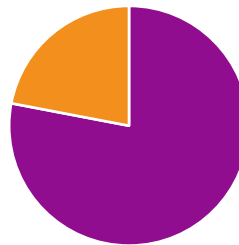
2017/18

LGA Workforce Survey
England

RECRUITMENT AND RETENTION DIFFICULTIES WERE EXPERIENCED BY:

78%

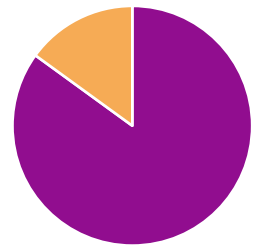
OF COUNCILS



IN SINGLE AND UPPER TIER COUNCILS THIS WAS HIGHER:

85%

OF COUNCILS

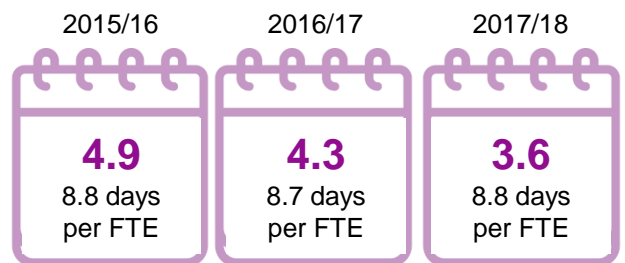


SICKNESS ABSENCE

2017/18

LGA Workforce Survey
England

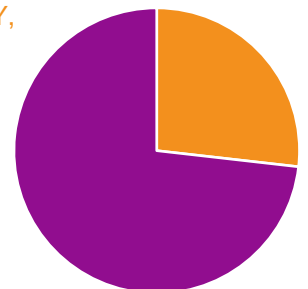
AVERAGE PERCENTAGE OF DAYS LOST DUE TO SICKNESS:



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%

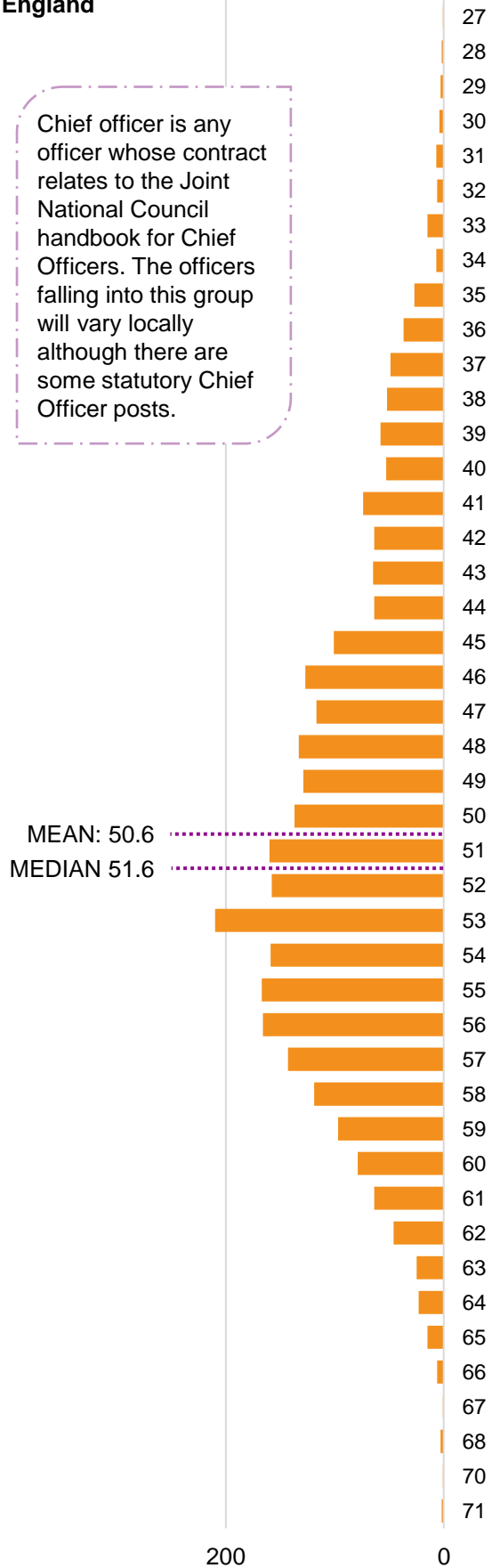


AGE PROFILE

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.

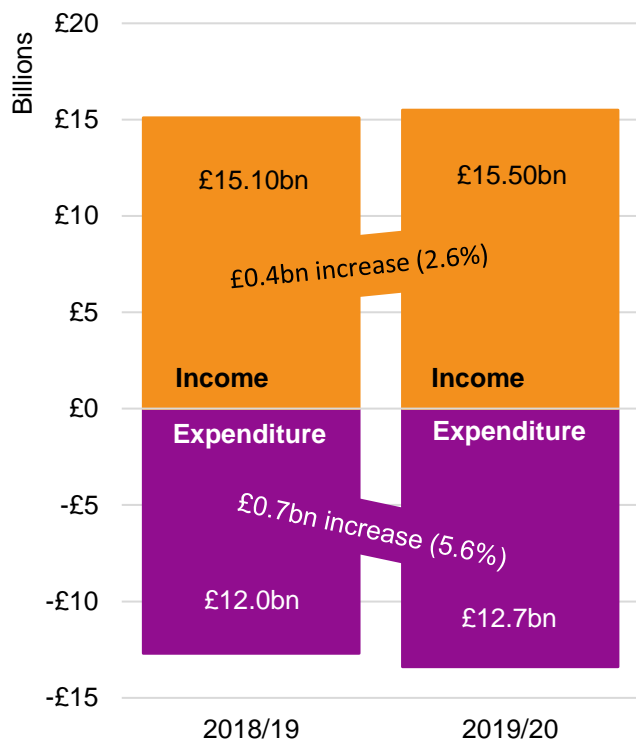


LGPS INCOME AND EXP.

2019/20

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

2019/20

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 2020 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 18.6% of employers."

LGPS MARKET VALUE

2019/20

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:

£272.4bn

A DECREASE

OF

£14.8bn

OR

5.1%



LGPS RETIREMENTS

2019/20

MHCLG Local Government Finance Release
England and Wales

RETIREMENTS

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

88,232

AN INCREASE

OF

4,724

OR

5.7%



TEACHER NUMBERS

2019

DfE Schools Workforce Census
England



HEADCOUNT

500.8
THOUSAND

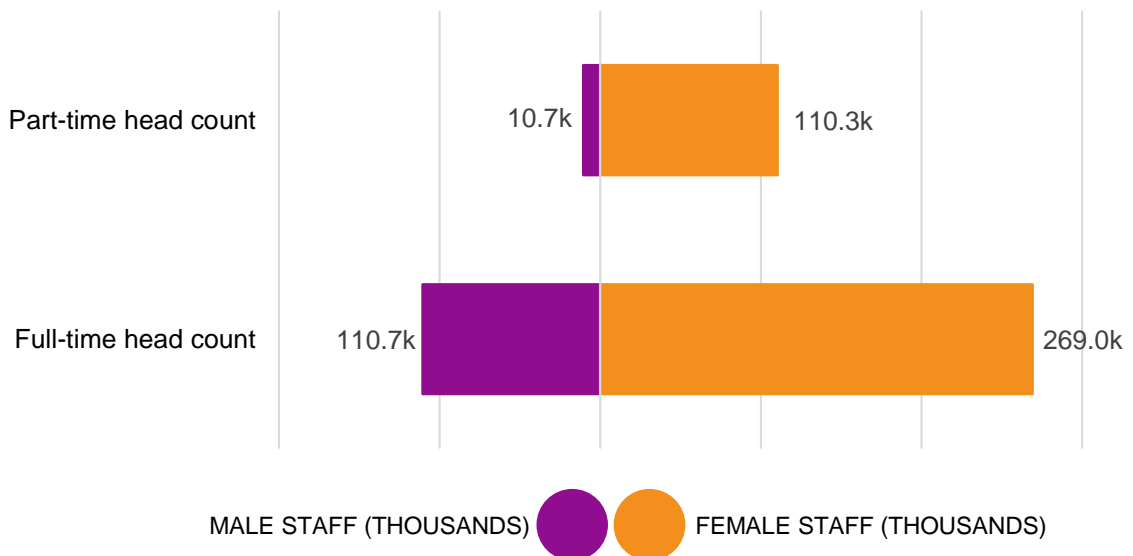


FULL TIME
EQUIVALENT

453.8
THOUSAND

WORKING PATTERN BREAKDOWN

DfE Schools Workforce Census
England



AVERAGE PAY RATES

2019

DfE Schools Workforce Census
England



2019
MEAN SALARY
OF ALL
TEACHERS IN
STATE FUNDED
SCHOOLS FTE
£40,537



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



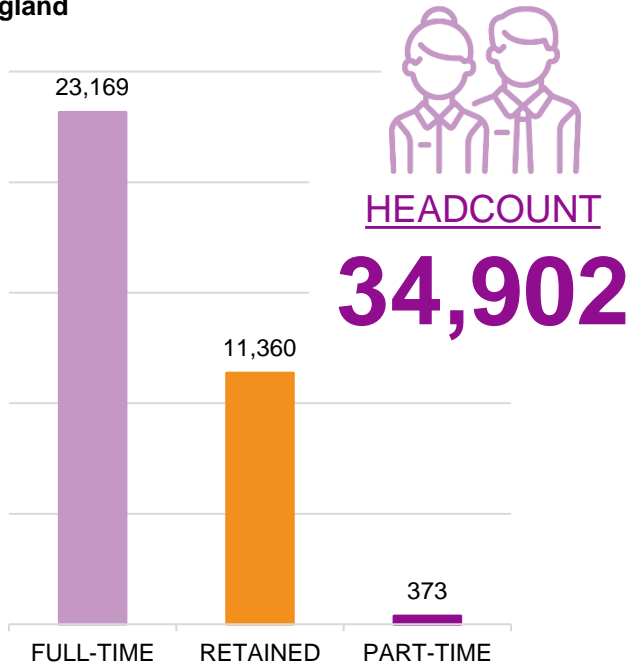
2019
MEAN SALARY
OF ALL FULL
AND PART TIME
CLASSROOM
TEACHERS FTE
£37,192

2019

FIREFIGHTER HEADCOUNT

2018

Firefighters' Workforce 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

Firefighters' Workforce Survey
England

7% FEMALE
2,567



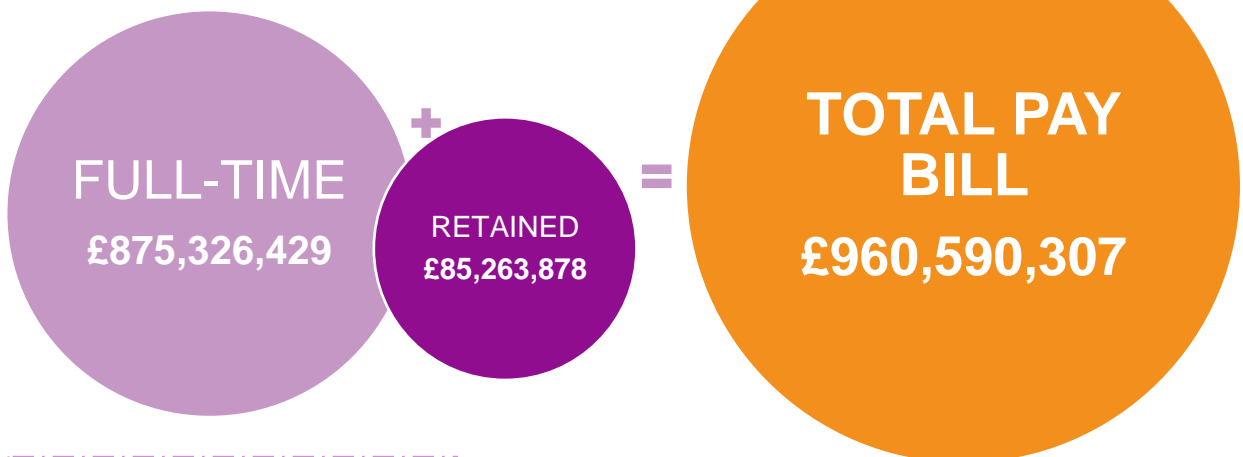
93% MALE
32,322



FIREFIGHTERS – TOTAL PAY BILL

2020/21

Firefighters' Workforce Survey*
England



Does not include employer costs eg national insurance and pensions.

* **Note:** These pay bill estimates are based on the figures from the existing National Joint Council Survey, which have been increased by 2 per cent in reflection of the recent pay award.

FIREFIGHTER MEAN PAY

2018

POLICE NUMBERS

2020

Firefighters' Workforce Survey
England

Home Office Mid-Year Update
England



FULL-TIME STAFF

£36,121



RETAINED STAFF

£7,667



WORKFORCE AVERAGE

£26,983



EMPLOYEES

91,267



FTE

83,687

This publication provides full-time equivalent (FTE) figures but not headcounts. The total headcount figure is an estimate based on the 2018 figure from the LGA Police Staff Survey (see below); this figure has been increased by the percentage growth in the FTE figures between 2018 and 2020.

POLICE DEMOGRAPHICS

2018

POLICE PAY BILL

2018

LGA Police Staff Survey
England

LGA Police Staff Survey
England

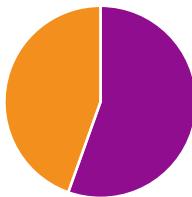


FULL TIME:

76%

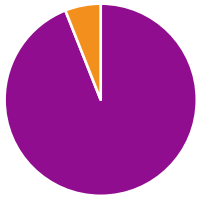
FEMALE:

61%



WHITE:

94%



AVERAGE AGE

45 YEARS
OLD



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.

ADULT SOCIAL CARE JOBS

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England

+11%
130,000

INDEPENDENT SECTOR
JOBS

SINCE
2012/13

LOCAL AUTHORITY
JOBS

-25%
-37,000

JOBS VS. PEOPLE

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England



FTE JOBS
1.16 MILLION
(EST.)



EMPLOYEES
1.52 MILLION
(EST.)

JOB COUNT
1.65 MILLION
(EST. 2019)



+1.0%
UP 17,000

SINCE
2018



AVG. VACANCY RATE
8.3%
(Pre-COVID-19; 6.6% at March-June 2020)

REGISTERED NURSES

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England



REGISTERED
NURSES

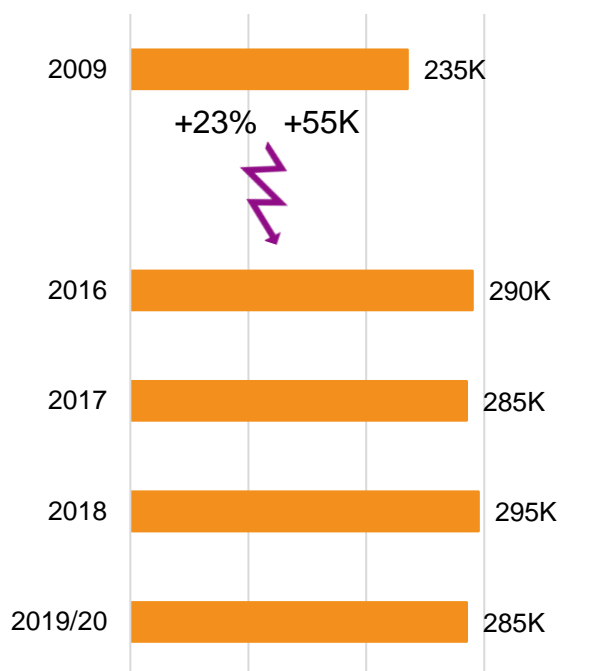
-30%
DOWN 15,500

SINCE
2012/13

JOB SECTOR

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England



JOBS FOR CARE HOMES WITH
NURSING

SOCIAL WORK SCALE

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England



ORGANISATIONS
INVOLVED IN
PROVIDING/ORGANISING
ADULT SOCIAL CARE:

18,200



ESTABLISHMENTS
INVOLVED IN
PROVIDING/ORGANISING
ADULT SOCIAL CARE:

38,000

DIRECT PAYMENTS

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England

230,000

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



2019/
2020

**EMPLOY THEIR
OWN STAFF**

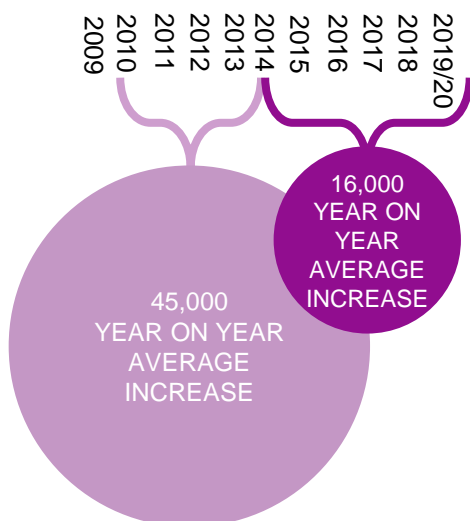
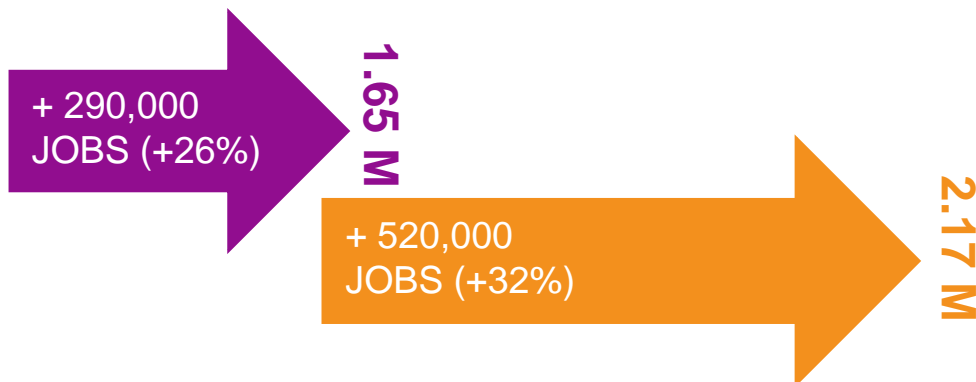
30%

70,000 APPROX.

FORECASTS AND TRENDS

2019/20

Skills for Care Social Care Survey (pre-COVID-19)
England



FOR MORE INFORMATION:
workforce@local.gov.uk

Icons made by Prettycons and
Freepik from www.flaticon.com