

Local Government Employment
DIGEST
Number 348 March 06

In the March Digest:

- **Recruitment and Retention within local government – Library and Legal Workforce Surveys 2005**
- **Graduate Employment Market**
- **Local Government Employment Survey 2005**
- **Budget 2006**

Local Government Employment Digest provides information on labour market and pay and conditions issues, as well as brief negotiating reports across all local government groups, and survey results. In addition, it looks at all the latest statistics on pay and provides a round up of the state of the economy.

It is produced by the Research and Intelligence section (R&I) of the Employers' Organisation as part of its information service.

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Contents

Summary Statistics	3
1 Features	
1.1 Economy	6
1.2 Recruitment and retention within local government - Library and Legal Workforce survey	8
1.3 Graduate Employment Market	12
1.4 Local Government Employment Survey 2005	15
1.5 Budget 2006	17
2 Pay and Earnings	
2.1 Pay Trends	19
2.2 Average Earnings Index	20
2.3 Recent Pay Settlements	21
2.4 Market Pay Service – Extract 9	22
3 Prices	
3.1 Retail Price Index	28
3.2 House Price Indices	29
3.3 Interest rate forecasts	30
4 Labour Market	
4.1 Unemployment	31
4.2 Employment	33
5 Local Government	
5.1 Local Government Datafile	34
5.2 Employee Jobs in Local Government	35
5.3 Current Position of Negotiating Groups	37
6 Publications	
6.1 Recent and Forthcoming Publications	41
6.2 Research & Intelligence Publications	42

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http://www.lge.gov.uk/pay_systems_and_structures/content/local_government_employment_digest.html

Please note: authoritative information and advice on national negotiations are provided by separate pay circulars, employer information, bulletins, etc.

Summary statistics

Key Economic Data

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AVERAGE EARNINGS INDEX (Base Rate 2000=100)

	Index			Headline Rate*		
	Jan	Dec	Nov	Jan	Dec	Nov
Wh. Econ.	123.9	123.7	122.9	3.5	3.5	3.4
Priv. Sec.	122.8	122.9	121.9	3.3	3.3	3.3
Pub. Sec.	127.9	127.9	127.3	4.4	4.4	4.1
Manuf.	123.4	122.8	122.2	4.6	4.4	4.5
Services	123.8	123.7	122.9	3.3	3.3	3.2

Next statistics: 12th April 2006.

*Average of seasonally adjusted series over latest three months.

PRICES

	All items			Underlying*		
	Feb	Jan	Dec	Feb	Jan	Dec
RPI	2.4	2.4	2.2	2.3	2.3	2.0
TPI	2.3	2.2	2.0			
CPI	2.0	1.9	1.9			

Next statistics: 20th April 2006.

* Excludes mortgage interest.

LABOUR MARKET (thousands)

	Nov-Jan	Aug-Oct	May-Jul
Unempl. UK	1,528	1,491	1,419
Unempl. GB*	1,499	1,461	1,379
Total in empl. UK	28,806	28,813	28,755
Total in empl. GB*	28,019	28,028	27,962

	Feb	Jan	Dec
Claimant Count UK	919.7	905.1	906.2
Claimant Count GB	891.4	876.9	877.9

* Labour Force Survey figures have been re-weighted for individual regions to take account of the 2001 Census results.

March 2006

AEI FORECASTS

	Whole economy	Range	Mean
2006 (III)		3.9%-5.0%	4.3%
2006 (IV)		3.8%-5.4%	4.3%

Based on 10 forecasts, source IRS.

RPI FORECASTS (All items)

	Quarter	Range	Mean
2006 (III)		1.3%-2.8%	2.1%
2006 (IV)		1.4%-2.8%	2.2%

Based on 10 forecasts, source IRS.

SETTLEMENTS

IRS	2.9%	(Whole economy median over the three months to January 2006)
IDS	3.0%	(Whole economy median over three months to February 2006)
EEF	2.5% (Manu)	(Mean in the three months to January 2006)
LRD	3.2%	(Whole economy median over three months to January 2006)

* The CBI no longer publishes pay figures. We now quote the Engineering Employers Federation (EEF) quarterly figures for the manufacturing sector.

Pay Settlements, Movements & Negotiations

The British Chambers of Commerce Quarterly Economic Survey- Quarter 4, 2005

- **Summary:** Results for the fourth quarter of 2005 showed very slight improvements in both Manufacturing and Services. Neither sector is expected to achieve much improvement in 2006.
- **Exports:** The export market is measured by the volume of sales and volume of orders. The export market was mixed in Q4 with the export sales net balance falling 2 points for manufacturing, lowest equal to since Q3 2003 whilst growing by 3 points for services, higher than in Q3 but still lowest equal than in any other quarter since Q1 2004.
- **Investment:** Investment intentions are measured by investment in plant & machinery and investment in training. In manufacturing the balance of firms planning to increase investment in plant and machinery during Q4 fell by one point whilst the balance of those intending to invest in training rose. In services, plant and machinery balances increased but still to a low level whilst the intention to invest in training also rose.
- **Economic climate:** The modest Q4 improvement follows a marked deterioration in previous quarters. Trends seen earlier in 2005 were worse but weak balances across both sectors signal acute risks. Recovery in 2006 is likely to be weak and the BCC are urging government to reduce interest rates.

Note: Balance figures, referred to above, are determined by subtracting the percentage of companies reporting decreases in a factor from the percentage of companies reporting increases.

Total Employee jobs in Local Government* - June 2005

	England	Wales
Education – Teachers	474340	36773
Education –Others	726755	46671
Services Direct to the Public	401921	36916
Social Services	282276	27725
Corporate Functions	191905	16814
Total	2077197	164899

Source: Employers' Organisation Local Government Employment Survey

NEGOTIATIONS – CURRENT POSITIONS

Chief Executives and Chief Officers (E&W)

Settlement: With effect from 1/4/06 an increase of 2.95% on all individual salaries and salary scales. This is the final part of the 3-year pay deal agreed in 2004.

Other issues outstanding for Chief Executives:

- models for the local determination of pay within the national framework, including consideration of minimum pay levels
- the development and use of a wider salary database
- revisions to the national model procedures for disciplinary and capability action

CURRENT PAY MOVEMENTS

- Forestry Commission – 3.49% average earnings increase for all staff except senior civil service (3,100)
- Heritage Care – 3% increase on basic rate of pay (1,500).
- Network Rail- 3.95% increase for all signalling, supervisory and clerical grades. (10,000).
- Halfords – 3% basic increase for retail staff (7,250), 0-6% merit-related increases for managers (800).

Note: BCC data is updated quarterly.

For further information please contact:

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Abbreviations

Wh. Econ.	Whole economy
Priv. Sec.	Private sector
Pub. Sec.	Public sector
Manuf.	Manufacturing
AEI	Average Earnings Index
IRS	Industrial Relations Services
IDS	Incomes Data Services Ltd
EO	Employers' Organisation
CBI	Confederation of British Industry
EEF	Engineering Employers Federation
LRD	Labour Research Department
RPI	Retail Prices Index
TPI	Tax and Price Index
S.adjusted	Seasonally adjusted
CPI	Consumer Price Index
LGS	Local Government Services

Glossary

Average Earnings Index	<p>The Average Earnings Index is calculated from a monthly survey of some 9 million employees across the economy. The Survey obtains details of gross wages and salaries paid to employees and so increases in the average earnings index include increases in bonus payments, payments by results, etc. as well as increases in basic pay.</p> <p>'Seasonally adjusted' average earnings adjust actual monthly earnings to eliminate the effects of annual peaks and troughs, such as traditional periods of high overtime. The headline rate of increase in average earnings, which is given in this bulletin, is the average of the seasonally adjusted increases over the latest three months.</p>
Retail Price Index	<p>The Retail Prices Index (RPI) measures the average change from month to month in the prices of goods and services purchased by the average UK household. (For further details see the Local Government Employment Digest, July 1992).</p>
Consumer Price Index	<p>CPI is based on an internationally agreed measure of inflation and contains a different basket of goods to RPI (X). The main difference is CPI excludes the costs of owner-occupied housing (building insurance, council tax) and house prices. The CPI replaces the underlying rate of inflation (RPIX) as inflationary measure to be targeted by the Bank of England.</p>
Tax and Price Index	<p>The Tax and Price Index measures the change in gross income needed for taxpayers to maintain their purchasing power. It thus allows for changes to direct taxes and employees' National Insurance Contributions, as well as changes in the Retail Prices Index.</p>
ILO Unemployment	<p>ILO unemployment is based on the international definition of unemployment, which counts as unemployed all those without works, who is seeking work and are available to start work.</p>
Claimant Count	<p>The claimant count measure of unemployment is an administrative count of those eligible to receive unemployment-related benefits.</p>

Economy

The Monetary Policy Committee (MPC) decided again to keep interest rates on hold at 4.5% following their meeting in March. Similarly to last month one member of the committee voted for a reduction in the rate by 0.25%. RPI inflation stayed the same as last month at 2.4% whilst CPI inflation rose to the target level of 2.0% from 1.9% last month. Unemployment continues to rise and pay settlements remain restrained. Data on consumer spending appears to be broadly gloomy whilst the manufacturing sector seems relatively healthy despite rising costs. The housing market appears strong especially in London. The implications of the Budget for local government are covered in Feature 1.5.

Interest rates – Cut before August unlikely

The only member of the Monetary Policy Committee (MPC) to call for a cut in the interest rate was again Stephen Nickell who felt that the recent fall in GDP growth and the recent rise in unemployment indicated spare capacity in the economy that could be sparked by a quarter percent cut.

However, the consensus was that inflation was close to target and that earnings growth was not at an alarming level. Although retail spending data appeared to be poor, it was felt that the turnaround in the housing market needed no encouraging – almost inevitable after an interest rate cut.

Looking to the immediate future the committee felt that the outlook was for continued growth near trend and for inflation to stay close to target. Howard Archer of Global Insight argued that “the Bank of England is unlikely to act on interest rates before August due to the risk of excessively stimulating the housing market.”

Labour market – unemployment rising

The MPC minutes refer to a fall in the Labour Force survey measure of employment of 0.2% in 2005 Q4 and at the same time a rise in the same survey's unemployment rate to 5.1%. Historically rates of unemployment are still low but will begin to cause concern if they keep on rising. The Royal Bank of Scotland (RBS) chief economist Andrew McLaughlin comments that the slow growth in average earnings (3% over the 12 months to January 2006, the slowest pace for almost three years) has been dependent upon wider

developments in the labour market. However he does expect earnings growth to pick up in 2006 as the labour market begins to stabilise. This raises the possibility of private sector earnings growth outstripping the public sector in the months to come given the desire expressed by the Chancellor to curtail pay rises here.

Recent data from the CBI shows that the rise in unemployment has hit the retail sector particularly badly with 37% of retailers reporting a fall in jobs versus 11% reporting a rise, the resultant 26% deficit is the highest in the survey's history. The growth in unemployment has a gender bias to it with John Philpott, (economist at the CIPD) arguing “the number of women has fallen as the consumer slowdown has adversely affected employment in consumer service sectors”

Inflation – RPI static, CPI rises

The CPI rose to its 2% target in February up from 1.9% whilst the RPI has stayed static at 2.4%. The Times argued that although the figures were in line with expectations, large utility bills were expected to add to inflation in the coming months although it wasn't expected that CPI inflation would reach as high as it did back in September 2005 (2.5%). The British Retail Consortium (BRC) claim that costs are rising for retailers and the RBS chief economist also points to the fact that recent industrial production data has shown an increase in output costs for the third month running.

FEATURES 1.1

Oil – Prices show stabilisation

RBS argue that oil prices now appear to have settled in the price range of \$55-\$65 a barrel with expectations that prices are likely to fall back as investment raises production capacity. However there still remains a degree of political risk to the market with recent developments in Nigeria and the growing tensions between Iran and the USA.

Manufacturing – rising costs

According to The Guardian, the manufacturing industry has made a positive start to 2006 with output and orders improving strongly whilst investment is at its highest level since 1998. Margins are still tight due to sustained high energy prices.

Consumer spending – subdued

Data from the BRC, the Office of National Statistics and the KPMG Retail Sales Monitor all pointed towards a softening in consumer spending between January and February. How much of this is seasonal after Christmas and the January sales is unclear but the MPC minutes also suggest that discretionary spending levels may have reduced following the rise in utility prices. John Longworth, chairman of the CBI's distributive trades panel

claimed that "with rapidly rising household bills for energy, water and council tax, it's no wonder consumers remain cautious".

Housing market – growth in prices especially in London

RBS report that house prices increased by 1.4% in February according to the Halifax index, lifting the annual rate of house price inflation to 5.5% the fastest since May 2005. A survey from the Royal Institute of Chartered Surveyors also found that 17% more of its estate agent members in England and Wales saw a rise in house prices last month compared to those that recorded a fall with London leading the charge.

Data on mortgage lending in February backed up this growth being the strongest ever recorded for this month at £21.8bn compared to £17.9bn for February last year. Property information company Hometrack also reported that house prices in London rose 1.1% in March whilst recording much more limited increases in other regions.

Nick Shasha

Recruitment and Retention within Local Government – Library and Legal Workforce surveys (2005)

The 2004 Recruitment and Retention Survey identified professional Library staff and Legal staff as two of ten local government occupations within which 40% or more of employing authorities reported having recruitment difficulties.

In response to this, surveys have been conducted in order to provide an accurate assessment of the labour market facing library and legal staff. Through these surveys the EO wishes to improve the availability of workforce information in order to inform the development of strategies to tackle the “top ten” staffing shortages in local government. Current work being conducted by the EO in this area forms one strand of the work underway to support the Pay and Workforce Strategy for Local Government led jointly by the EO and ODPM.

2005 Library Workforce Survey

- The 2005 Library Workforce Survey was conducted between July - October 2005. 41.2% (71) of the 172 authorities employing library staff in England and Wales responded. The main national findings are summarised below.

Workforce structure and employee characteristics

- The survey recorded a total of 36,176 library staff employed in local government at 10th June 2005, including 3,415 managerial staff (9.4%), 3,916 professional staff (10.8%), 26,969 support staff (74.5%) and 1,876 administrative staff (5.2%).
- 37.6% of staff were employed full-time and 62.4% part-time. The total number of library staff equates to full time equivalent (FTE) employment of 24,124.5, whilst the number of FTE posts within library functions totalled 25,548.3.
- Over three quarters of library staff were female (78.0%) with only 18.2% reported as male and 3.8% gender not known. Just over half of all library staff were aged over 40 (51.0%), with 37.5% over 50. 6.7% of staff were from ethnic minorities, with the highest concentration within

administrative staff (11.9%). 2.4% of the library workforce considered themselves to have a disability, with a figure of 22.9% not known.

Recruitment and retention

- The FTE vacancy rate for the whole library workforce was 5.9%. The overall annual turnover rate was 13.6%, with the most frequently identified destination for leavers being ‘job outside local government’ (an annual rate of 2.1%).
- Recruitment difficulties were most commonly reported within professional staff (96.4% of responding authorities), and in contrast 41.3% of authorities reported a difficulty with administrative staff. Retention difficulties were most frequently reported within support staff (61.4%) and least frequently within administrative staff (33.3%).
- In England and Wales the most commonly adopted recruitment and retention measure affecting managerial/professional staff was the advertisement of vacancies in specialist journals (47.3% of authorities), for support staff it was the advertisement of vacancies in the local press (43.6%). For administrative staff both advertising on

the internet and in the local press had been adopted by 36.4% of authorities.

Qualifications and training

- Just under half of all library staff in England and Wales held a relevant professional or vocational qualification (45.2%), with 54.8% either not holding or information not known. In addition, 7.9% of all library staff were reported to be studying/working towards relevant professional or vocational qualifications.
- The total estimated annual expenditure on training for library staff in England and Wales was £3,296,052. The total annual expenditure on training per head was £91.11.

Pay and benefits

- The mean average salary maxima ranged from £47,242 for managerial staff, £27,494 for professional staff, £22,069 for support staff and £21,803 for administrative staff. There were significant variations in the mean average salary maxima across types of authority with Outer London having the highest across all occupational groups and Wales the lowest.
- Lump sum long-service payment was the pay benefit most commonly available to **all** managerial (available in 37.9% of authorities), professional (37.5%), support (36.7%) and administrative (36.4%) staff.
- 44.6% of authorities offered maternity pay above statutory to all professional staff, followed by 43.3% for support staff and 43.1% for managerial staff, making this the most commonly available other benefit to all staff within these three groups. However, the most commonly available to all administrative staff was 'car user allowance – casual (mileage only)' at 36.4%.

For further details please contact Dan Wilks (email: daniel.wilks@lg-employers.gov.uk or telephone: 020 7296 6639).

2005 Legal Workforce Survey

- The 2005 Legal Workforce Survey was conducted between July - October 2005. 45.4% (186) of the 410 local authorities in England and Wales responded. The main national findings are summarised below.

Workforce structure and employee characteristics

- The survey recorded a total of 9,220 legal staff employed in local government at 10th June 2005, including 1,426 managerial staff (15.5%), 4,526 professional staff (49.1%), 1,397 support staff (15.2%) and 1,871 administrative staff (20.3%).
- 80.2% of staff were employed full-time and 19.8% part-time. The total number of staff equates to FTE employment of 8,408.1, whilst the number of FTE posts within library functions totalled 9,080.9.
- Two thirds of legal staff were female, 29.2% reported were male, and 3.9% gender not known. Just over a quarter of all legal staff were aged 50 or over (25.8%). 10.7% of staff were from ethnic minorities, with the highest concentration within professional staff (13.2%). 4.0% of legal staff considered themselves to have a disability, with a figure of 11.0% not known.

Recruitment and retention

- The FTE vacancy rate for the whole legal workforce was 8.0%. The overall annual turnover rate was 9.1%, with the most commonly identified destination for leavers being 'job in other local authority' (an annual rate of 2.6%).

- Recruitment difficulties were most commonly reported within professional staff (84.2% of responding authorities), and in contrast 36.4% of authorities reported a difficulty with administrative staff. Retention difficulties were most frequently reported within professional staff (57.0%) and least frequently within support staff (27.0%).
- In England and Wales the most frequently adopted recruitment and retention measure affecting managerial/professional staff was the advertisement of vacancies in specialist journals (67.2% of authorities), for support and administrative staff it was the introduction of flexible working (36.1% and 41.8% respectively).

Qualifications and training

- Just over a fifth of all legal staff in England and Wales were studying/working towards a relevant professional or vocational qualification (22.4%). 70.4% of all legal staff held a relevant professional or vocational qualification, with 29.6% either not holding or information not known.
- The total annual expenditure on training for legal staffing England and Wales was £3,839,564. The total annual expenditure on training per head was £416.48.

Pay and benefits

- The mean average salary maxima ranged from £52,532 for managerial staff, £36,785 for professional staff, £21,811 for support staff and £18,710 for administrative staff. There were significant variations in the mean average salary maxima across types of authority with London having the highest across all occupational groups and shire districts the lowest.

- Lump sum long-service payment was the pay benefit most commonly available to **all** managerial (available in 41.2% of authorities), professional (40.9%), support (44.5%) and administrative (39.7%) staff.
- 91.6% of authorities offered flexitime to all administrative staff followed by 91.5% for support staff, 85.5% for professional staff and 71.9% for managerial staff, making this the most commonly available other benefit to all staff.

Changes in the legal workforce - Key changes since previous legal staff surveys carried out in 1989 and 1992 are as follows:

Between 1992 and 2005:

- Total FTE employment of legal staffs fell by 2.8%, and FTE posts rose by 0.3%.
- Management/professional employment rose by 41.9%, whilst there was falls in support staff (-21.8%) and administrative staff (-40.5%)
- Part time staff rose from 9.1% to 19.8% of the total
- Female staff rose from 61.1% to 66.9% of the total
- Ethnic minority staff rose from 6.8% to 10.7%
- Staff aged 50 or over rose from 10.6% to 25.8%
- Professional/managerial staff receiving qualification training rose from 14.4% to 21.5%
- Support staff holding relevant qualifications fell from 53.2% to 44.0%, and those in training fell from 36.2% to 30.3%
- Total vacancies rose from 4.4% to 8.0% of posts (compared to 14.0% in 1989)
- Annual turnover rose from 8.4% to 9.1%
- Market supplements and performance related pay were the two most common pay benefits available to professional staff (18% and 15% respectively in 2005)
- The most common non-pay benefit was payment of professional fees (84% of authorities in 2005)

- (Between 1989 and 2005) recruitment difficulties for management/professional staff rose from 72% to 84% of

authorities, whilst retention difficulties rose from 35% to 57%

Dan Wilks

For further details please contact Dan Wilks (email: daniel.wilks@lg-employers.gov.uk or telephone: 020 7296 6639).

Copies of the 2005 Library and Legal Workforce Survey full reports will shortly be sent to all authorities with a corresponding function.

An article comparing the findings of the 2005 Library and Legal Surveys will be available in next months digest.

Graduate Employment market

In this article we review the recent results of the IDS Pay and progression for graduates 2006 report published comprehensively in the IDS Executive Compensation Review. Also reviewed is IRS Employment Reviews' report into graduate recruitment 2005/06.

Introduction

For the annual review of new graduate pay and progression IDS have interviewed a sample of 100 employers from both the public and private sector. IRS drew on the feedback of 139 graduate recruiters.

Demand for graduates

In the July 2005 Digest we reported how various experts were concerned for the apparent oversupply of graduates in the UK. However despite the ever growing number of new graduates leaving higher education, IDS report that the job market seems to be strong enough to allow employers to take them on. They also expect the job market to be buoyant over the coming summer.

IRS report back similar findings from their research. They argue that the labour market hasn't radically altered but that the growth in graduate vacancies has kept pace with university output.

Starting salaries

In spite of the increasing request for new graduates, the IDS survey found that there was no unique pressure on starting salaries. Indeed, recruitment salaries being offered to first-degree graduates have only been increasing in line with the rest of the economy.

The IDS survey shows that in 2005 recruitment salaries went up by 3.4 per cent on average, with a median starting point of £21,301 compared to 2004. This is very similar to the starting salaries in local authorities, which is £21,588 (source: ngdp). According to IDS forecasts, the median starting salary for 2006 is expected to be £22,000.

IRS report that the median starting salary for 2005/06 has been uplifted by 3%, in line with increases in the rest of the economy and lower than the pattern of previous years of higher rates of increase.

The median starting salary in the IRS survey is some £2,000 lower at £20,000 whilst the average is £1,295 lower at £20,393. This is probably due to a different sample size and the fact that IDS reported their findings in February 2006 compared to October 2005 for IRS. Table 1 lists these results and comparisons by broad sector.

Recruitment levels by sector

A detailed analyses of the recruitment breakdown provided by IDS shows extreme differences in recruitment numbers, with some employers recruiting over one hundred graduates while others only employing a few.

Demand for graduates in the service sector was the strongest with demand up 14.9 per cent. Based on a matched sample of employers, IDS found that in 2005 employers have recruited 7.2 per cent more graduates than in 2004.

In contrast to last year's prediction, the Finance sector has experienced a decline of 13 per cent rather than the 15 per cent increase forecast. Perhaps surprisingly, recruitment in the manufacturing sector has seen increases of 10.6 per cent and employers interviewed by IDS are expecting a further increase of 16.5 per cent in 2006. Conversely, recruitment in the public sector has registered only a modest improvement with demand increasing only by 2.9 per cent in 2005. According to IDS, growth expectation for public sector intake in 2006 is a low 1.5 per cent.

FEATURES 1.3

Salary progression

The IDS survey has also looked at salary progression by gathering data of current salaries of graduates employed for 3 years (starting in 2002) and those employed for 5 years (starting in 2000).

The all sector median salary for those graduates who are three years in their career was £30,000 and £35,000 for those in the fifth year.

A breakdown by industry illustrates that for both groups of graduates, the finance sector was providing the highest salary lead (see *tables 2 and 3*).

EO national graduate development programme (ngdp) for local government

Local government has its own graduate development programme that has recruited over 300 graduates into the sector since 2002.

The ngdp team at the EO co-ordinates the two-year programme and provides national training and development including the postgraduate diploma in local government management at Warwick Business School. Participating local authorities manage the work programme, which consists of a range of placements in key areas within the authority. Starting salaries are at spinal column point 27 - £21,588 p/a plus LW and all authorities are eligible to participate.

Vincenzo Iovine

IDS Executive Compensation Review (Research File 73) analyses pay and progression for graduates and can be ordered from IDS, 77 Bastwick Street, London, EC1V 3TT, Tel: 020 7250 3434, website www.incomesdata.co.uk

The complete article on Graduate recruitment 2005/06 can be found in IRS Employment Review 834. Please visit www.irsemploymentreview.co.uk, IRS, 2 Addiscombe, Croydon, Surrey, CR9 5AF, Tel: 020 8686 9141.

To find out more about this article please contact Vincenzo Iovine on 020 7296 6650 or at vincenzo.iovine@lg-employers.gov.uk. To find out more about the ngdp contact Tim Hodey on 020 7296 6503.

Table 1 – Graduate starting salaries by broad sector (IDS:2006 and IRS:2005/06)

	Median	Average
IDS – Private	22,000	21,664
Public	21,500	21,900
All	22,000	21,688
IRS – Private	19,500	20,228
Public	18,500	19,281
All	20,000	20,393

Source: IDS Executive Compensation Review (Research File 73) and IRS Employment Review 834

Table 2 - Median salaries lead by sector for 2002 graduates

	2002 intake			
Sector	Manufacturing	Finance	Service	All
Median salary	29,090	34,500	29,500	30,000
Median salary lead	36.1%	66.9%	40.5%	40.5%

Source: IDS Executive Compensation Review (Research File 73)

Table 3 - Median salaries lead by sector for 2000 graduates

	2000 intake			
Sector	Manufacturing	Finance	Service	All
Median salary	32,621	37,000	35,000	35,000
Median salary lead	57.0%	81.0%	66.7%	66.7%

Source: IDS Executive Compensation Review (Research File 73)

Local Government Employment Survey 2005

This article reports on the provisional findings of the Local Government Employment survey (LGES) for 2005, with reference to tables in section 5.2.

In June 2005 there were 2,242,096 employees in local authorities in England and Wales. There were 2,077,197 employees in local authorities in England and 164,899 in Wales, a total of 2,242,096 employees. Of these, 451,552 (20.1%) were full-time men, 131,917 (5.9%) part-time men, 663,699 (29.6%) full-time women and 994,927 (44.4%) part-time women. Tables 1 and 2 show, just over half (50.3%) of all employees in local government were part-time and nearly three quarters were women. Counties were the biggest employers, accounting for 34.0% of all local government employees. Shire districts were the smallest employers, they accounted for only 6.4%. (See table 1).

In 2005 there were a number of definitional changes to the LGES. The two changes we made to definitions were in line with definition changes made to the ONS (Office for National Statistics) Quarterly survey. We ask authorities to send exactly the same total figures to the LGES survey as they do to the ONS Quarterly Employment survey and both surveys ask for figures for the same date. In 2004 we had asked authorities to provide figures based on the number of employee jobs (contracts). However in 2005, this was changed to keep in line with the ONS who asked authorities to provide figures for the number of employees in their authority.

Where authorities used to count an employee more than once due to them having more than one job, in 2005 they would only be counted once.

The second definition change we made related to part time employees. In 2004 authorities were asked to class anyone working less than 30 hours per week as part time. In 2005 we asked authorities to count anyone working less than the authority's normal working week hours for that occupation as part time. **For example, if the**

normal working week in a particular occupation was 37 hours, anyone working less than that should be classified as being part time.

Probably as a result of a number of authorities provided different same totals for the LGES and the ONS return. We have worked extremely closely with the local authorities in question and the ONS in reaching judgements as to which set of figures to use. **These changes mean that the figures published here should not be compared with those for 2004 published in previous Digests. We will be making estimates of change and publishing these in the next edition of the Digest.**

In section 5 of this month's Digest, table 2 shows the total number of employees in local authorities classified by region. The North West had the highest number of employees in local government in England and Wales, with 13.8% of the total. The North East had the lowest number of employees, at 127,247 (5.7%).

Table 1: Employees in local government as at June 2005 by full and Part-time status and authority type

	Full-time	Part-time	Total
Counties	318320	444647	762966
Met			
Districts	287622	256392	544014
English			
Unitaries	178121	198831	376952
London			
Boroughs	149396	101226	250622
Welsh			
Unitaries	84230	80669	164899
Shire			
Districts	97564	45079	142643

FEATURES 1.4

Total	1115251	1126844	2242096
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Tables 3 and 4 in section 5 show the number of employees in local authorities broken down by broad functional group for England and for Wales respectively. Services direct to the public include employees in construction, libraries, museums and art galleries, leisure and recreation, environmental health, refuse, recycling and cleansing, housing, planning and economic development and engineering and technical services. The corporate function category includes employees in central administrative and secretarial services, central personnel services, central management services, central offices maintenance and cleaning (porters, catering staff and car park attendants), registration of births, deaths and marriages and corporate Best Value. In England and Wales 57.3% of employees in local government were in education (teachers and other employees), 19.5% were in services direct to the public, 13.8% in social services and 9.3% in corporate functions.

Table 1 shows the total number of employees split by full and part time in local authorities by type. The lowest number of full-time employees was in Welsh authorities with 84,230 (7.6%). Counties had the largest number of part-time employees, accounting

Roopal Shah

The Local Government Employment Survey was sent out to all local authorities in England and Wales in June. The survey elicited a response from 82% of the 410 authorities contacted. The figures in the tables are grossed to represent all authorities. Please note that numbers may not add precisely to column and row totals because of rounding.

Aggregate figures for each authority type broken down by function will be soon available on the EO website at www.lge.gov.uk. Total figures broken down by gender and full-time/part-time status for each authority on a named basis will be sent to all local authorities' Heads of Personnel, and are available to others on request. Authorities can also request employment figures by function for other authorities of the same type or within the same region.

For further information please contact Roopal Shah (020-7296-6510, roopal.shah@lg-employers.gov.uk).

for 39.5% of the total. Shire districts had the lowest number of part-time employees with only 45,079 (4.0%).

Table 2: Employee jobs in local government as at June 2005 by full and Part-time

	Male	Female	Total
Education teachers	129233	381879	511112
Education - other employees	99744	673682	773426
Services direct to the public	217362	221475	438837
Social Services	55722	254279	310001
Corporate functions	81408	127311	208719
Total	583470	1658626	2242096

Overall, men held the highest proportion of jobs in services direct to the public, with Education teachers following. Female employment was greatest in Education – teachers and others, this was followed by Social Services. (See table 2).

Budget 2006 “Investing in Education”

In this article we review the possible direct or indirect impact of the Chancellor’s budget on Local Government in the face of changes announced for other public sector organisations.

Introduction

The 2006 budget report has provided some contrasting reactions among members of different public sector organisation. While teachers unions welcome the increase in investments, doctors are still waiting for their pay settlement.

From the business world there has also been strong criticism of the Chancellor for failing to cut corporation tax in order to boost the UK’s international competitiveness. Some strongly argued that this latest budget has very little economic influence, while political issues have been given priority

Education

Education constitutes with no doubt the core issue of this year’s financial budget. The Chancellor has emphasised his commitment to the improvement of the education system with an unprecedented package providing extra cash to stamp out the pupil-funding gap between state and private schools.

Despite the previous rises in funding per pupil from £2,500 to £5,000, the state school still lags behind the private sector that currently spends £8,000 per pupil.

The Chancellor’s aim is to improve pupil-teacher ratio and provide state schools with “world class” computer technology, buildings and teaching material.

The first step announced is to increase capital investment in schools (worth £34bn over 5 years). The second is to increase direct funding to head teachers to £440m next year, with some secondary schools receiving £365,000 in the week following the budget, raising to £500,000 next April.

Mr Brown also aimed at recruiting 3,000 extra teachers for scientific subjects with a package of £30.5m for the next two years. However, there is still great concern at the massive decline in numbers of pupils studying chemistry, biology and physics after the age of 16.

Mr Brown has also announced that further education colleges will be able to waive tuition fees to people between the age of 19 and 25 seeking a second opportunity to study for qualifications equivalent to A-levels.

Furthermore, to enable workers to go back to part-time or full-time study, an extra fund of £25m, supported by £11m in adult grants, will be provided.

Possibly, as local authorities face skill shortages in some areas, this move could be beneficial to them in developing a better skilled workforce with many workers likely to be in a position to benefit from easier access to further education.

However, the abolition of the home computing initiative, which enabled employers to provide PC’s to employees in their homes without the employee incurring a tax liability is unlikely to assist those local authorities who are trying to encourage skills development amongst lower-paid workers.

Public sector pay awards

The Chancellor has made a firm decision in his budget to limit pay rises for millions of employees in the public sector. The average increase in the public sector will be only 2.25% this year, slightly below the current 2.4% rate of inflation.

Doctors are still waiting for their pay settlement, but according to the Guardian they are likely to be offered a low 1% pay

rise. According to the same source judges and civil servants will also receive raises below the 2% mark.

This firm capping of pay awards in central government may impact the direction of the LGS settlement in April 2007.

Police investments

Mr Brown has announced a further £100m to be spent in order to recruit more police community support officers. This increases their number to 16,000 by next April and should positively affect local authorities with a stronger police presence in every neighbourhood. However, the Home Office emphasise that there is still a need to recruit 24,000 community police officer in order to have a dedicated patrol team in every neighbourhood.

Vincenzo Iovine

Pay Trends

According to Incomes Data Services (IDS) the median settlement level for the three months to the end of February is 3.0%. Industrial Relations Service (IRS) report that the median pay settlement figure for the three months to the end of January 2006 has slipped down from 3.0% to 2.9%. The National Minimum wage is to rise to £5.35 from October reports personneltoday.com.

Settlement levels

IDS report that the median settlement level for the three months to February 2006 is at 3%. This has remained unchanged from the figure for the three months to the end of January. The level is based on 99 settlements covering 428,685 employees.

According to IDS the RPI measure of inflation is to remain at 2.4% for the first quarter of 2006 but then to fall to around 2% in the early autumn. Given that settlement levels are maintaining a lead ahead of RPI it is not surprising that IDS go on to report that nearly 9 out of 10 settlements are above inflation. However they also report that the last time headline inflation fell to a similar level pay deals remained ahead. The generally downward pressure on pay settlements due to low headline inflation is being put aside by concerns over employees facing higher council tax and high fuel prices.

The IRS review of pay settlements for the three months to the end of January 2006 shows that pay deals have slipped from the 3% trend seen throughout 2005 to 2.9%. The inter-quartile range of settlements has also shifted from between 2.7% to 3.2% (December) to between 2.5% and 3.0% (January). In the 12 months to January 2006 pay deals in both the private and public sector have remained stable at 3%. For the three

months to the end of January 2006. Manufacturing has seen a slight drop from 3.0% reported for the three months to the end of December 2005 to 2.9%. Settlements in the services sector remain at 3%.

National minimum Wage

From October the national minimum wage is to rise to £5.35 from £5.05 an hour – a rise of 30p. The rate for workers aged between 18-21 will rise to £4.45, workers aged between 16-17 will get £3.30 an hour. The increase in national minimum wage will affect 1.3 million workers.

Personneltoday.com reported that the CBI director-general, Sir Digby Jones argued “The minimum wage jumped 12% between 2003 and 2005 – a rate of increase far in excess of average earnings growth. More and more companies are finding it difficult to absorb the rise so another 6% will be the last thing they need.”

“But there will be relief at the commission’s conclusion that the minimum wage will have reached an adequate level and that future increases above and beyond average earnings are no longer necessary.”

Roopal Shah

Full details of Pay settlements and IDS pay databank can be found in IDS Pay Report 948, 77 Bastwick Street, London, EC1V 3TT, Tel: 020 7250 3434, website www.incomesdata.co.uk

For the latest data on pay settlements from IRS Employment Review 842, please visit, www.irsonline.co.uk. IRS, 2 Addiscombe Road, Croydon, Surrey, CR9 5AF. Tel: 020 8686 9141. The complete article on the National Minimum Wage can be found at www.personneltoday.com

Average Earnings Index

The headline rate of average earnings growth was 3.5% in January. The rates of earnings growth in the private and public sectors were 3.3% and 4.4% respectively. Earnings growth in the services has remained at 3.3%, while manufacturing growth has increased to 4.6%.

Wages and salaries per unit output in the whole economy for the third quarter of 2005 showed a 3.0% increase on the same quarter a year ago. In manufacturing, wages and salaries per unit output have increased by 2.9% over the last year.

Figure 2.2.1: AEI: Headline rates

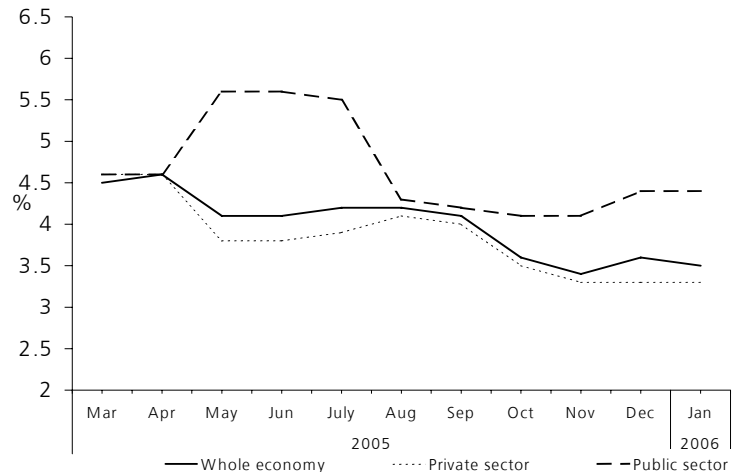


Table 2.2.1: Average Earnings Index: Percentage change over previous 12 months

		Whole economy		Private sector		Public sector	
		Index*	Headline rate†	Index*	Headline rate†	Index*	Headline rate†
2005	Mar	120.7	4.5	119.8	4.6	123.6	4.6
	Apr	120.5	4.6	119.5	4.6	124.6	4.6
	May	120.6	4.1	119.2	3.8	127.8	5.6
	Jun	121.1	4.1	120.2	3.7	125.0	5.6
	Jul	121.6	4.2	120.7	3.9	125.2	5.5
	Aug	121.9	4.2	121.0	4.1	125.9	4.3
	Sep	122.1	4.1	121.2	4.1	126.0	4.2
	Oct	122.3	3.6	121.3	3.5	126.7	4.1
	Nov	122.9	3.4	121.9	3.3	127.3	4.1
	Dec	123.7	3.5	122.9	3.3	127.9	4.4
2006	Jan	123.9	3.5	122.8	3.3	127.9	4.4

*Base Rate- 2000=100 † The headline rate is the average of annual change in the seasonally adjusted series over the last 3 months

Ten independent forecasts for whole economy average earnings for the first quarter of 2006 range between 3.8% and 5.1%, and have a mean of 4.4%.

Table 2.2.2: Average Earnings Index forecasts

	2006 Qtr 1	2006 Qtr 2	2006 Qtr 3	2006 Qtr 4
Upper range	5.1%	4.9%	5.0%	5.4%
Mean	4.4%	4.4%	4.3%	4.3%
Lower range	3.8%	3.8%	3.9%	3.8%

Source: Industrial Relations Services

Recent Pay Settlements

Group	Progress	Effective Date	Changes to conditions of service
Public sector			
Scottish Prison Service	Pay points increased by 2.3%, staff at band maximum receive a cash lump sum worth around 1.1%. (4,150)	01.09.05	
Universities	3% increase in the third year of an extended long-term deal. (100,000)	01.08.06	
Private sector			
Heritage Care	Basic rates increased by 3%. (1,500)	01.10.05	
British Footwear Association	All rates increased by 2.5% in the first of a two-year deal. (3,500)	01.01.06	

Market Pay Service – Extract 9

Over the last year, we have been processing salary data from the LG Jobs & jobsgopublic websites, (www.lgjobs.com) in order to create a database on a range of key jobs. It is hoped that this will assist authorities by providing a reliable and timely source of compensation data for a number of core roles across the broad range of jobs that authorities offer. From Extract 4 onwards, we have also included data from the Sector1 website which can be accessed at www.sector1.net. This will enhance our coverage of roles in the North-East.

Defining the jobs

There are hundreds of different occupations within local government. We decided to concentrate on a selection of around 50, covering managerial, professional, administrative and manual roles. Many of these are jobs for which we frequently receive requests for pay data.

The source which we use provides data on around 10,000 different jobs every quarter. This is a substantial sample, but two limitations of the data should be emphasised. The first is that the jobs can only be grouped according to title. We all know that this can sometimes be misleading: What one council calls an “administration officer” may be doing a different job to someone with the same title in another authority. Similarly, different councils use different titles for what is essentially the same job. To help address these problems we have reviewed the jobs carefully discarding those which look clearly out of line with others of the same title. Then we have grouped jobs with similar titles where pay levels are also similar.

For instance, for the Health & Safety group of jobs we combined the following roles; Health & Safety Adviser, Health & Safety Officers and Health & Safety Managers. Similar breakdowns were made where applicable for all the other roles covered by the survey and a complete copy of all roles included, (by any group) can be obtained by calling Nick Shasha on 020 7296 6765. We can provide you with data for specific job titles within the broader group. We always use medians rather than means as a measure of average to minimise the effects of more extreme values.

The second problem is that some regions, notably the North East and Wales, are poorly represented within the dataset. We are considering drawing in data from other sources to help remedy this.

Sample sizes:

In order to ensure that the data are as accurate as they can be, only jobs or groups showing 20 or more responses have been fully included in the analysis.

Regional analysis:

We have collected data from all the 10 standard regions. Where sample sizes are reliable this should indicate any regional differences and which local authorities may need to consider when researching market rates of pay.

Two new services:

In addition to publishing quarterly data in the Digest, we will also be offering local authorities the opportunity to call a member of the Pay research team to find out in more detail about the data behind the Market Pay Service. Where possible, we will give more detail about the composition of any regional data and provide an analysis of the data, taking seniority of the role into account.

The data we collect is filtered using the terms trainee, junior, deputy or assistant to identify junior roles and supervisor, senior or principal for senior roles. In order to check if there is sufficient data to analyse by seniority, please call Nick Shasha on 020 7296 6765. It should be noted however that in many cases, sample sizes will become less reliable if the seniority analysis is used.

Caution:

Caution should be used when interpreting the results from the Market Pay Survey as there are a number of factors that may ultimately affect the rates of pay shown in the tables in Section 2 of the Digest. These are:

- Size of sample
- The location of jobs (we know that labour market pressures vary within as well as between regions)
- Seniority analysis is not given in the Digest data

On that last point, authorities should be aware that the data given in the Digest isn't broken down by levels of seniority and represents all the data for junior, standard and senior roles combined. In some cases where the group is large enough we do print separate data – for example for accounting assistants. In other instances, (for example

planning officers and information officers) the data relate only to those described as "officers". However, the data should be viewed as a useful indicator of current market rates for specific groups of jobs. We are happy to answer enquiries for more precise data for specific job levels.

Updating of new data:

The data from LG Jobs is updated on a quarterly basis and the next batch of data will therefore be published in the November copy of the Digest.

Other EO data:

The EO also collects data for some of the job groups listed here through its own surveys. We have recently covered a number of the social care and public protection jobs, for example. Where we have another source which will help answer a particular enquiry we will of course use it.

Definitions:

Group: This refers to which group of jobs the data relates to – please see table below for group title.

Region: EE = East of England, EM = East Midlands, L = London, NE = North East, NW = North West, SE = South East, SW = South West, W = Wales, WM = West Midlands, YH = Yorkshire & Humberside

Median Min: This is the median minimum salary from the given sample. The median is used instead of the mean as it gives us a more reliable indicator of what the typical salary for a given role is. It is calculated by distributing all the salaries from lowest to highest and choosing the salary that sits in the middle of this range.

Median Max: This is the median maximum salary from the given sample.

Count: This is the number of individuals that were matched to this role. A minimum of 20 is required in order to produce an analysis.

PAY AND EARNINGS 2.4

Groups covered (jobs in Italics aren't covered by this Extract)

1 Accountant	20 Committee Officer	39 Legal Assistant
2 Accountancy Assistant	21 Conservation Officer	40 Leisure Assistant
3 Administrator	22 Contracts	41 Librarian
4 Admin Officer	23 Contract Manager	42 HR Assistant
5 Clerk	24 Customer Services Adviser	43 Planning Officer
6 Admin/WP	25 Development Control	44 Plumbers
7 Auditor	26 Economic Development Officer	45 Policy
8 Building Control Officer	27 Education Officer	46 Receptionist
9 Car Park Officer	28 Education Welfare	47 Research Officer
10 Care Manager	29 Enforcement Officer	48 Residential Care Assistant
11 Care Assistant	30 Environmental Health Officer	49 Residential Care Officer
12 Care Officer	31 Finance Assistant	50 Residential Carer - Nights
13 Care Assistant - Nights	32 Accountancy Officer	51 PA
14 Catering Assistant	33 Finance Manager	52 Secretary
15 Caretaker	34 Health & Safety Officer	53 Solicitor
16 Cleaner	35 Highways Officer	54 Classroom Assistant
17 Clerical Assistant	36 Benefits Officer	55 Tenant Participation Officer
18 Clerical Officer	37 Housing Officer	56 Training Assistant
19 Committee Administrator	38 Information Officer	57 Waste Management Officer

Group	Region	Median Min	Median Max	Count	Group	Region	Median Min	Median Max	Count
1	All	29,100	33,600	247	4	L	19,500	21,300	180
1	EM	26,700	32,400	38	4	NE	14,400	15,400	70
1	L	30,600	34,600	75	4	NW	14,200	15,200	55
1	NE	29,500	33,000	22	4	SE	14,700	17,500	81
1	SE	27,100	40,500	24	4	Y&H	14,400	15,700	83
1	WM	28,200	33,000	27	5	All	11,700	14,000	92
2	All	16,300	21,000	112	5	NE	13,100	14,100	30
2	WM	17,900	21,000	20	5	SW	11,600	13,500	24
3	All	14,400	15,500	2165	6	All	13,100	14,100	235
3	EE	13,700	15,400	69	6	EM	10,900	14,100	38
3	EM	13,500	14,900	182	6	NE	13,500	14,100	58
3	L	18,000	19,600	400	6	WM	13,500	14,100	48
3	NE	13,500	14,900	207	6	Y&H	13,100	13,700	43
3	NW	13,500	15,400	63	7	All	24,100	28,900	111
3	SE	14,600	16,600	460	7	L	27,000	33,100	24
3	SW	14,100	15,400	86	7	SE	23,700	28,200	22
3	W	15,500	17,400	36	8	All	24,700	29,000	210
3	WM	14,000	15,400	128	8	EE	24,900	30,700	24
3	Y&H	13,500	14,900	391	8	L	28,300	33,200	23
4	All	15,100	17,500	560	8	NE	21,900	26,400	24

PAY AND EARNINGS 2.4

Group	Region	Median Min	Median Max	Count	Group	Region	Median Min	Median Max	Count
8	SE	25,000	31,600	46	16	NE	5.63	5.63	125
8	Y&H	25,400	26,700	30	16	NW	5.63	5.63	60
9	All	14,400	16,400	105	16	SE	5.89	6.31	71
9	SE	14,900	17,500	33	16	SW	5.65	5.74	27
10	All	21,700	29,000	903	16	WM	5.68	5.77	24
10	EM	21,000	29,000	56	16	Y&H	5.63	5.63	343
10	L	27,000	32,000	242	17	All	13,100	14,100	536
10	NE	21,000	29,000	85	17	EE	10,900	14,700	25
10	NW	20,300	23,300	40	17	EM	11,300	13,700	39
10	SE	21,000	30,000	213	17	NE	12,500	14,100	96
10	SW	21,700	27,400	45	17	NW	10,900	13,800	30
10	W	21,700	26,200	27	17	SE	14,000	15,000	72
10	WM	19,100	27,400	53	17	W	13,500	14,100	24
10	Y&H	19,100	26,600	117	17	WM	13,500	14,100	86
11	All	6.04	6.04	912	17	Y&H	12,000	13,700	125
11	EM	6.04	6.04	81	18	All	13,500	14,400	277
11	NE	5.87	5.87	110	18	NE	13,500	14,100	60
11	NW	6.23	6.23	59	18	SE	14,600	16,000	68
11	SE	6.99	8.06	68	18	SW	11,600	13,500	42
11	WM	6.04	6.05	138	18	Y&H	13,500	14,100	56
11	Y&H	6.03	6.03	392	19	All	18,100	23,000	21
12	All	16,300	18,400	105	20	All	21,000	26,100	68
12	SE	15,000	19,700	28	21	All	19,700	23,900	50
12	Y&H	17,500	17,500	36	22	All	24,800	28,200	127
13	All	6.05	6.23	108	22	L	29,100	32,000	43
13	EM	6.23	6.36	25	22	SE	20,300	26,800	22
13	WM	6.04	6.04	20	23	All	29,700	31,600	61
13	Y&H	6.05	6.05	36	23	L	34,900	39,700	21
14	All	5.65	5.65	185	24	All	15,200	17,500	343
14	EM	5.47	5.47	31	24	EE	15,400	17,900	35
14	NW	5.62	5.62	26	24	EM	14,400	17,500	24
14	SE	5.91	6.81	23	24	L	19,800	23,300	65
14	Y&H	5.65	5.65	46	24	NE	13,500	14,900	25
15	All	12,000	13,200	247	24	NW	14,000	15,000	28
15	EM	11,600	11,800	24	24	SE	15,000	17,500	55
15	L	15,000	16,000	26	24	Y&H	12,000	13,700	27
15	NE	11,300	11,600	37	25	All	22,500	27,400	96
15	SE	13,400	14,800	51	25	SE	26,100	29,300	22
15	Y&H	11,300	11,600	67	26	All	24,700	26,600	22
16	All	5.63	5.63	857	27	All	25,000	26,300	22
16	EE	5.77	5.82	22	28	All	20,400	24,000	65
16	EM	5.63	5.63	127	29	All	19,200	22,300	86
16	L	7.03	7.19	31	29	SE	18,400	23,600	22

PAY AND EARNINGS 2.4

Group	Region	Median Min	Median Max	Count	Group	Region	Median Min	Median Max	Count
30	All	25,400	29,000	197	41	All	17,800	21,000	92
30	EE	25,800	31,600	23	41	L	21,000	26,200	33
30	EM	24,700	27,400	23	42	All	20,000	24,000	325
30	L	29,100	34,600	33	42	L	23,000	26,600	73
30	NE	24,000	28,200	21	42	NE	20,300	24,000	43
30	NW	24,700	27,400	21	42	SE	16,700	23,100	64
30	SE	25,500	32,200	35	42	Y&H	17,900	24,000	51
30	Y&H	24,700	27,400	26	43	All	23,200	27,800	409
31	All	14,400	16,000	203	43	EE	27,400	30,700	52
31	L	17,300	19,100	25	43	EM	20,300	26,600	41
31	NE	13,600	15,400	23	43	L	27,500	32,000	48
31	SE	15,000	16,000	48	43	NE	22,200	26,400	44
31	WM	13,500	16,200	20	43	NW	22,200	26,400	42
31	Y&H	13,500	14,100	23	43	SE	25,500	29,000	105
32	All	19,700	23,000	215	43	SW	19,100	24,000	24
32	L	23,300	25,600	95	43	Y&H	22,200	26,200	35
32	SE	17,800	19,100	37	44	All	18,600	19,700	36
32	Y&H	17,500	21,300	20	45	All	26,700	30,000	235
33	All	35,100	39,100	89	45	L	30,100	33,900	108
33	L	37,000	41,000	41	45	NE	25,400	30,000	21
34	All	26,100	29,000	62	45	SE	25,600	28,100	21
36	All	15,700	19,100	267	46	All	13,500	14,100	374
36	EE	15,700	19,000	24	46	EE	13,500	14,100	37
36	L	23,300	25,600	55	46	EM	12,000	13,700	33
36	NE	15,700	17,500	34	46	L	14,900	16,200	42
36	NW	14,400	17,500	26	46	NE	13,500	14,100	41
36	SE	15,500	19,700	47	46	SE	14,000	15,000	80
36	Y&H	14,400	17,500	38	46	SW	12,900	14,300	22
37	All	19,100	21,300	518	46	WM	13,500	14,700	21
37	EE	18,500	21,900	27	46	Y&H	13,100	14,100	49
37	L	23,700	26,200	134	47	All	21,900	25,800	85
37	SE	19,700	23,300	45	47	L	22,800	26,100	43
37	Y&H	16,300	17,900	32	48	All	17,100	19,300	61
38	All	19,700	24,000	84	48	EM	17,100	19,700	24
38	L	24,500	25,500	33	48	L	17,400	19,300	20
39	All	19,700	23,300	98	49	All	17,900	19,700	65
39	SE	19,300	21,300	21	49	Y&H	17,900	19,700	33
40	All	5.85	6.39	219	51	All	18,200	21,200	224
40	EM	5.84	5.84	35	51	L	24,100	25,400	82
40	NE	5.85	5.87	25	51	NE	14,400	17,500	20
40	NW	6.13	6.56	24	51	SE	16,700	20,000	32
40	SE	5.91	7.44	54	52	All	15,200	17,000	230
40	WM	5.66	6.58	26	52	L	17,800	19,900	46
40	Y&H	5.85	5.85	28	52	NE	14,200	15,200	29

PAY AND EARNINGS 2.4

Group	Region	Median Min	Median Max	Count		Group	Region	Median Min	Median Max	Count
52	SE	15,200	16,300	43		53	SE	31,200	36,000	39
52	WM	15,700	17,500	28		56	All	21,700	24,000	128
52	Y&H	14,500	15,700	30		56	L	24,800	27,300	36
53	All	30,500	34,000	179		56	Y&H	17,900	19,700	21
53	L	32,000	39,600	43		57	All	20,300	23,300	58

Retail Price Index

The annual change in the Consumer prices index for February 2006 was 2.0%. The February 2006 all items headline RPI was 2.4% higher than in February 2005. The underlying index (excluding mortgage interest) remained at 2.3%. The annual change in the tax price index, which includes the effects of changes to direct taxation and National Insurance, was 2.3%. Over the same period RPIY, which measures inflation excluding the effect of indirect taxes as well as mortgage interest payments, increased by 2.3%.

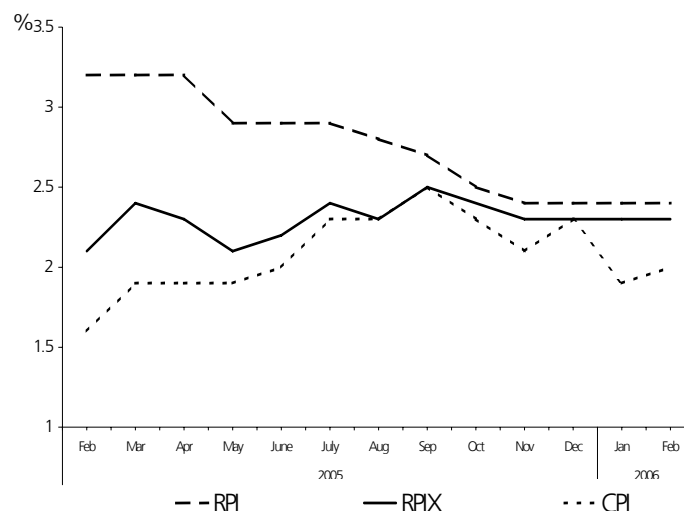


Figure 3.1.1: Inflation rates

Table 3.1.1: CPI, RPI, RPIX and PPI

		Consumer Prices Index CPI		Retail Prices Index (headline-all items) RPI		Underlying Index (exc. mortgage interest payments) RPIX		Producer Prices Index (output) PPI	
		Index 2005 =100	Annual % change	Index 1987=100	Annual % change	Index 1987=100	Annual % change	Index 2000=100	Annual % change
2005	Mar	99.3	1.9	190.5	3.2	186.8	2.4	105.8	2.9
	Apr	99.7	1.9	191.6	3.2	187.8	2.3	106.5	3.3
	May	100.0	1.9	192.0	2.9	188.2	2.1	106.3	2.7
	Jun	100.0	2.0	192.2	2.9	188.3	2.2	106.2	2.5
	July	100.1	2.3	192.2	2.9	188.3	2.4	107.0	3.1
	Aug	100.4	2.4	192.6	2.8	188.6	2.3	107.3	3.0
	Sep	100.6	2.5	193.1	2.7	189.3	2.5	108.0	3.3
	Oct	100.7	2.3	193.3	2.5	189.5	2.4	107.9	2.6
	Nov	100.7	2.1	193.6	2.4	189.7	2.3	107.6	2.2
	Dec	101.0	1.9	194.1	2.2	190.2	2.0	107.4	2.4
2006	Jan	100.5	1.9	193.4	2.4	189.4	2.3	107.8	2.9
	Feb	100.9	2.0	194.2	2.4	190.1	2.3	108.1	2.9

Ten independent forecasts of inflation for the first quarter of 2006 range between 2.2% and 2.8%, and have a mean of 2.4%.

Table 3.1.2: RPI forecasts

	2006 Qtr 1	2006 Qtr 2	2006 Qtr 3	2006 Qtr 4
Upper range	2.7%	2.8%	2.8%	2.8%
Mean	2.4%	2.4%	2.2%	2.2%
Lower range	2.2%	1.8%	1.3%	1.4%

Source: Industrial Relations Services

House Price Indices

Figure 3.2.1 Monthly and Annual house price inflation

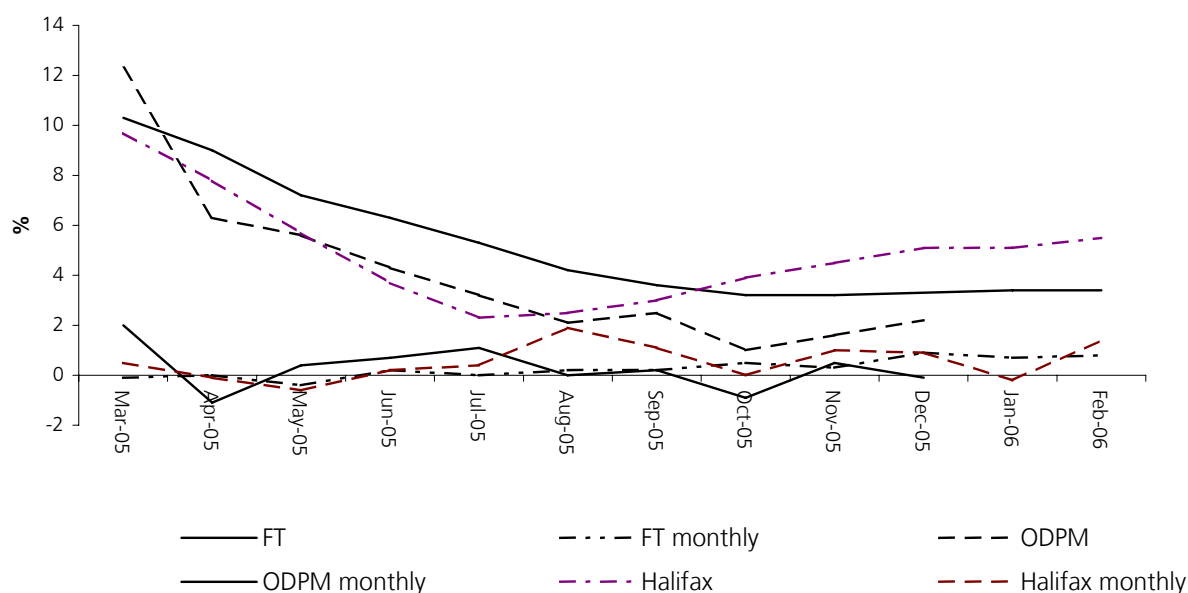


Table 3.2.1: Percentage change in house prices

Annual	Mar - 05	Apr - 05	May - 05	Jun - 05	Jul - 05	Aug - 05	Sep - 05	Oct - 05	Nov - 05	Dec - 05	Jan - 06	Feb - 06
FT	10.3	9.0	7.2	6.3	5.3	4.3	3.6	3.2	3.2	3.3	3.4	3.4
ODPM	12.3	6.3	5.6	4.3	3.2	2.1	2.5	1.0	1.6	2.2		
Halifax	9.7	7.8	5.7	3.7	2.3	2.5	3.0	3.9	4.5	5.1	5.1	5.5
Monthly												
FT	-0.1	0.0	-0.4	0.2	0.0	0.2	0.2	0.5	0.3	0.9	0.7	0.8
ODPM	2.0	-1.1	0.4	0.7	1.1	0.0	0.2	-0.9	0.5	-0.1		
Halifax	0.5	-0.1	-0.6	0.2	0.4	1.9	1.1	0.0	1.0	0.9	-0.2	1.4

How house price inflation is measured.

There are a number of indices which measure UK house price inflation. Each index provides a different perspective, at different times, of the huge and diverse housing market. Each helps to contribute, alongside the other indices, to an understanding of price movements in the market.

Halifax index – Views of what is happening in their segment of the mortgage market, at the offer stage, are seen through the Halifax House price Index. The Halifax index is based on some 14% of mortgages made nationally. The data is adjusted for seasonal variations and the mix of properties sold in any particular period.

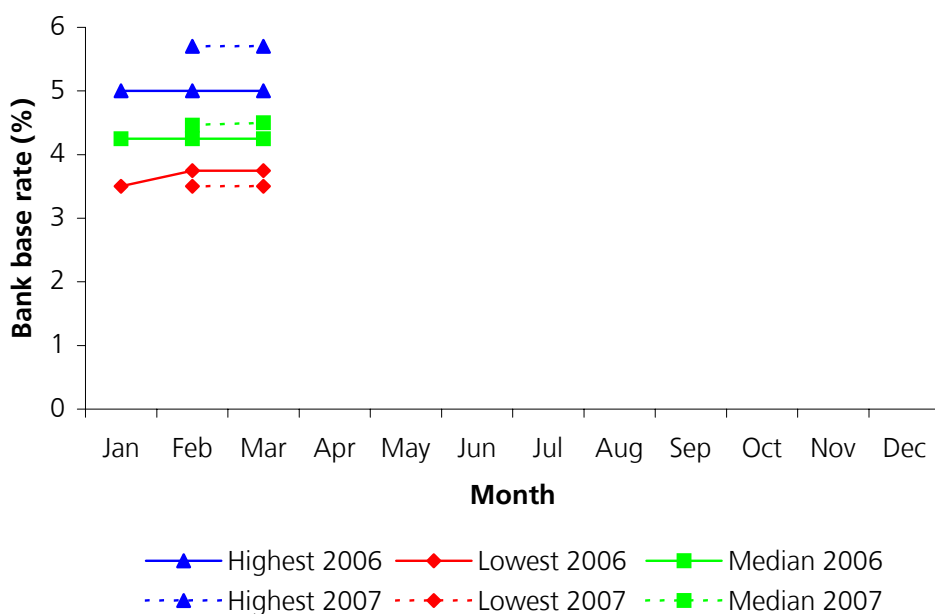
ODPM index – The ODPM provides a view of mortgage completions, using some 20% of mortgages. These figures are mix-adjusted but not seasonally adjusted.

FT index – The FT index is based on Land Registry data. Because the Land Registry publishes data per quarter the FT index uses forecasting and revises and updates its statistics with Land Registry results as they are released, normally around the end of the relevant quarter. By adopting this approach the FT index aims to aid significant timeliness to the Land Registry data.

Interest rate forecasts

The UK Interest rate or Bank base rate is one of the most important tools of monetary policy used to shape the direction of the economy. Under the Bank of England's direct control since 1997, the level of the UK interest rate impacts upon all aspects of the economy, affecting the cost and movement of capital. The interest rate also has a direct impact on the level of pay settlements. The data below is taken from HM Treasury and shows changes to the forecast interest rate for the final quarters of 2006 and 2007 on a month-by-month basis.

Figure 3.3.1 Interest rate forecasts for 2006 Q4 & 2007 Q4



Since the start of the year the forecast for 2006 Q4 has remained the same at the median at 4.25% whilst the inter-quartile range has fallen from 1.5% to 1.25%. Forecasts for 2007 show a wider distribution at the lower and upper quartile as is to be expected given greater uncertainty.

The forecasts are taken from the HM Treasury's "Forecasts for the UK Economy" which can be found at http://www.hm-treasury.gov.uk/economic_data_and_tools/data_index.cfm. They are an analysis of City-based forecasters and independent forecasters and refer only to the final quarters of 2006 and 2007.

Unemployment

ILO unemployment

ILO unemployment over the November to January 2006 quarter stood at 1,499,000 or 5.1% of the economically active population in Great Britain, an increase of 116,000 over the same quarter a year ago. Breaking the figures down by gender shows that ILO unemployment rates are higher for men (5.4%) than women (4.7%). Total ILO unemployment figures are higher than claimant count figures, mainly due to higher estimates of female unemployment.

Table 4.1.1: ILO unemployment*

Great Britain (thousands) seasonally adjusted

	Total		Men		Women	
	No.	Rate ‡	No.	Rate ‡	No.	Rate ‡
Nov-Jan 2004	1398	4.8	827	5.3	571	4.3
Nov-Jan 2005	1383	4.7	807	5.1	576	4.3
Feb-Apr 2005	1369	4.7	804	5.1	565	4.2
May-Jul 2005	1379	4.7	811	5.1	568	4.2
Aug-Oct 2005	1461	5.0	862	5.4	599	4.4
Nov-Jan 2006	1499	5.1	859	5.4	640	4.7

* ILO unemployment counts as unemployed all those without work, who is actively seeking work and is available for work. Levels and rates are those aged 16 and over.

‡ ILO unemployment rate is the number of ILO unemployed as a percentage of economically active people.

Source: Office for National Statistics

The graph below shows the ILO Unemployment rate of the economically active population in Great Britain has risen since the May to July 2005 quarter.

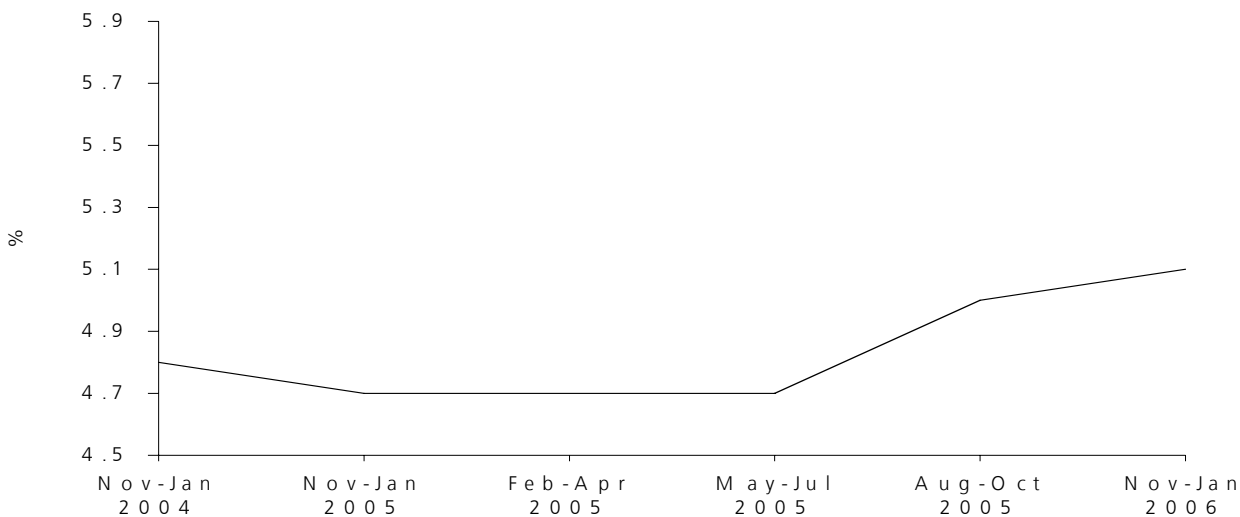


Figure 4.1.1: ILO unemployment rate

Claimant count unemployment

Claimant count unemployment increased by approximately 15,300 over the month.

Table 4.1.2: Claimant count unemployment

Great Britain (thousands) seasonally adjusted

		Total		Men		Women	
		No.	Rate ‡	No.	Rate ‡	No.	Rate ‡
2005	Feb	784.3	2.6	580.6	3.5	203.7	1.5
	Mar	799.6	2.6	592.9	3.6	206.7	1.5
	Apr	810.5	2.7	599.4	3.6	211.1	1.5
	May	826.3	2.7	614.0	3.7	212.3	1.5
	June	836.0	2.7	621.3	3.8	214.7	1.5
	July	838.0	2.8	622.2	3.8	215.8	1.6
	Aug	838.2	2.8	622.7	3.8	215.5	1.6
	Sep	847.6	2.8	629.7	3.8	217.9	1.6
	Oct	863.2	2.8	639.6	3.9	222.3	1.6
	Nov	873.2	2.4	647.6	3.5	225.6	1.3
	Dec	887.9	2.4	650.9	3.5	227.0	1.3
	2006	Jan	876.1	2.4	648.5	3.5	227.7
	Feb	891.4	2.5	659.5	3.5	231.9	1.3

‡ The rate is the number of claimant unemployed as a percentage of the total workforce. Source: Office for National Statistics

Regional unemployment

Claimant count rates range from 1.7% in the South West to 4.2% in the North East. ILO rates are lowest in the South West (4.0%) and South East (4.0%) and highest in the North East (6.7%).

Table 4.1.3: Regional unemployment

(thousands) seasonally adjusted

	ILO unemployment		Claimant count, February 2006	
	Nov - Jan 2006			
	No.	Rate	No.	Rate
North East	81	6.7	48.3	4.2
North West & Merseyside	161	4.8	111.0	3.2
Yorkshire & the Humber	128	5.1	84.8	3.3
East Midlands	102	4.6	59.6	2.9
West Midlands	140	5.3	103.9	3.8
East	131	4.6	63.0	2.2
London	281	7.2	168.0	3.6
South East	171	4.0	79.3	1.8
South West	102	4.0	44.3	1.7
Wales	70	5.0	44.1	3.3
Scotland	133	5.1	85.1	3.2
Great Britain	1,499	5.1	891.4	2.9

Source: Office for National Statistics

Employment

The number of people in employment in the United Kingdom, using the LFS definition, decreased by 7,000 between November to January 2006 compared with the previous quarter. During this period male employment increased by 21,000 and female full time employment decreased by 28,000. Female part-time employment decreased by 22,000. Looking at figures over the year from November to January 2006 shows that employment increased by 178,000. Male employment over the year increased by 87,000, and female full time employment increased by 111,000. Female part-time employment decreased by 19,000.

Table 4.2.1: LFS employment

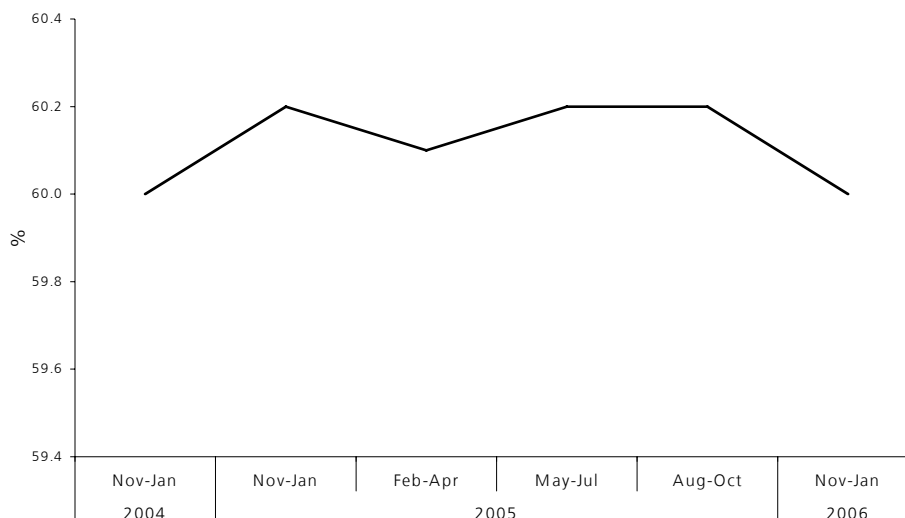
	United Kingdom (thousands) seasonally adjusted			
	Total	Men	Women	
			Full-time	Part-time
Nov-Jan 2004	28,344	15,302	7,247	5,795
Nov-Jan 2005	28,628	15,469	7,499	5,659
Feb-Apr 2005	28,665	15,481	7,541	5,643
May-Jul 2005	28,755	15,495	7,565	5,695
Aug-Oct 2005	28,813	15,535	7,615	5,662
Nov-Jan 2006	28,806	15,556	7,610	5,640

* The LFS definition of employment covers those who did any paid work (even as little as one hour) in the week prior to the survey interview, and those who have a job, which they are temporarily away from.

Source: Office for National Statistics

As the graph below shows the LFS employment rate is now 60.0% of all economically active people aged 16 and over.

Figure 4.2.1: LFS employment rate



Local Government Datafile

Profiles of local government workforce and the wider economy, Summer 2005		
(percentage distributions)		
	Local Government (%)	Whole Economy (%)
Age		
16-24	7	16
25-39	30	36
40-49	32	24
50 plus	31	25
Gender		
Male	29	51
Female	71	49
Ethnicity		
White	93.5	91.7
Mixed	0.6	0.7
Asian	2.5	3.8
Black	2.3	2.1
Chinese	0.3	0.4
Other	0.9	1.2
Job type		
Permanent	92	94
Temporary	8	6
Type of temporary work		
Seasonal	0.4	0.5
Fixed contract/task	4.9	2.5
Agency	0.9	1.1
Casual	1.0	1.2
Other	1.2	0.6
Job-related training		
Any in 3 months	38	30
Any in 4 weeks	17	14
Long-term health problem		
Yes	25	22
No	75	78
Source: Labour Force Survey, Summer 2005		
Note: Figures are for England and Wales only		
<i>Whole economy figures are for employees only</i>		
<i>Local government figures exclude teachers, firefighters and police, but will include some elements beyond the LGS group, for example chief officers and craft workers</i>		
<i>Since this is a sample survey percentages are rounded to the nearest whole number.</i>		
<i>For ethnicity and types of temporary work first decimal place is given to provide more detail, but care should be taken in interpreting small differences.</i>		
<i>As percentages are rounded they do not necessarily add to 100.</i>		

Employee Jobs in Local Government, June 2005

The tables that follow show the provisional key results of the Employers Organisation's Local Government Employment Survey (LGES) for June 2005.

A full report on the LGES 2005 can be found in section 1.4 of this month's Digest, where reference to the tables below has been made. Please note that numbers may not add precisely to column and row totals because of rounding.

change should not be estimated by comparing these figures with those previously published in the Digest for 2004, since some revisions have been made to the later and due to definitional changes direct comparisons between the two years cannot be made.

Full estimates on change will be published in the next Digest. As mentioned in section 1.4

Table 1: Employee jobs in local government as at June 2005 by local authority type

	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time	
Counties	109477	43331	208843	401315	762966
Metropolitan districts	115044	29529	172577	226864	544014
English unitaries	73570	24176	104551	174655	376952
London boroughs	59583	12763	89813	88463	250622
Welsh unitaries	36688	11254	47542	69415	164899
Shire districts	57191	10865	40373	34214	142643
Total	451552	131917	663699	994927	2242096

Table 2: Employee jobs in local government as at June 2005 by region

	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time	
South East	51877	15149	85313	134440	286779
North West	62372	16895	96584	132629	308479
Yorkshire and the Humberside	53923	14376	69852	121475	259626
London	59583	12763	89813	88463	250622
West Midlands	46260	15490	78368	112422	252540
South West	38499	15099	51194	105264	210057
East Midlands	34299	11448	47055	84554	177356
North East	31718	6765	40443	48321	127247
East	36334	12680	57534	97943	204491
England	414865	120664	616157	925512	2077197
Wales	36688	11254	47542	69415	164899
Total	451552	131917	663699	994927	2242096

Table 3: Employee jobs in local government In England as at June 2005 by function

	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time	
Education – teachers	101523	17711	242939	112167	474340
Education – other employees	47996	45452	112518	520789	726755
Services direct to the public	161200	35505	86189	119027	401921
Social services	37545	13673	103051	128008	282276
Corporate functions	66602	8323	71460	45520	191905
Total	414865	120664	616157	925512	2077197

Table 4: Employee jobs in local government in Wales as at June 2005 by function

	Male		Female		Total
	Full-time	Part-time	Full-time	Part-time	
Education – teachers	7846	2153	17437	9336	36773
Education – other employees	3303	2994	7987	32387	46671
Services direct to the public	16711	3946	6537	9722	36916
Social services	2980	1524	9407	13814	27725
Corporate functions	5848	636	6174	4157	16814
Total	36688	11254	47542	69415	164899

Aggregate figures for each authority type broken down by function are available on the LGE website at www.lge.gov.uk. Total figures broken down by gender and full-time/part-time status for each authority on a named basis will be sent to all local authorities' Heads of Personnel, and are available to others on request. Authorities can also request employment figures by function for other authorities of the same type or within the same region.

For further information please contact Roopal Shah (020-7296-6510, roopal.shah@lg-employers.gov.uk).

Current Position of Negotiating Groups at 31/3/06

This summary of the pay negotiations across local government is provided for brief, background information only. On no account should it be used as authorisation of any changes in pay and conditions. The dates of the "next meetings" refer to known, planned meetings of the employers and/or both sides of a negotiating body. There is no implication that the meetings listed are necessarily discussing annual pay increases. Advice and detailed information to non-local authority bodies may be provided on a separate subscription. Please note that the contact names are for the use of local authorities only.

Local Government Negotiating Groups	Effective Date
<p>Local Government Services (E&W) (Former APT&C and Manual employees) Contact: Harry Honnor Tel: 020 7296 6826 E-mail: harry.honnor@lg-employers.gov.uk Settlement: An equal increase on all spinal column points to cover the period to April 2007: 1 Apr 04 – 2.75%; 1 Apr 05 – 2.95%; 1 Apr 06 – 2.95%. The pay settlement is at the upper limit of what councils could afford to pay but is attached to a six point reform plan. This includes completion of local pay reviews in all authorities by 31st March 2007. For further details go to: http://www.lg-employers.gov.uk/press/2004_news/lgc_14_07.html</p>	1/04/04
<p>Chief Executives (E&W) Contact: Debbie Carvalho Tel: 020 7296 6762 E-mail: debbie.carvalho@lg-employers.gov.uk Settlement: With effect from 1/4/06 an increase of 2.95% on all individual salaries and salary scales. This is the final part of the 3-year pay deal agreed in 2004. Other issues outstanding</p> <ul style="list-style-type: none"> ▪ models for the local determination of pay within the national framework, including consideration of minimum pay levels ▪ the development and use of a wider salary database ▪ revisions to the national model procedures for disciplinary and capability action 	1/04/06
<p>Chief Officers (E&W) Contact: Debbie Carvalho Tel: 020 7296 6762 E-mail: debbie.carvalho@lg-employers.gov.uk Settlement: With effect from 1/4/06 an increase of 2.95% on all individual pay salaries and salary scales. This is the final part of the 3- year pay deal agreed in 2004</p>	1/04/06
<p>Local Authority Craft and Associated Employees (E&W) Employees: 41,000 Contact: Harry Honnor Tel: 020 7296 6826 E-mail: harry.honnor@lg-employers.gov.uk Employers Revised Offer: Agreement has now been reached on a three-year pay increase in the following three stages covering the period to 31 March 2007:</p>	

Local Authority Craft and Associated Employees (E&W) – cont'd

1 April 2004 – 2.75%

1 April 2005 – 2.95%

1 April 2006 – 2.95% Agreement has now been reached on a three-year pay increase for tools allowances, together with the maximum liability for insurance purposes, in the following three stages covering the period to 31 March 2007:

1 April 2004 – 100% (based on Tools Allowances & Insurance rates at 31 March 2004)

1 April 2005 – a further 33% (also based on Tools Allowances & Insurance rates at 31 March 2004)

1 April 2006 – 2.95% (based on Tools Allowances & Insurance rates at 31 March 2006)

Education

Primary and Secondary Teachers (E&W)

1/9/06

Contact: Andy Inett

to

Tel: 020 7296 6725 E-mail: andy.inett@lg-employers.gov.uk

1/9/07

The Education and Skills Secretary has agreed that the following principal recommendations are to be implemented:

- that salary levels for all teachers, including the leadership group, will increase by 2.5% from September 2006 with a further increase of 2.5% from September 2007;
- that Teaching and Learning Responsibility payments (TLRs) will also increase by 2.5% in September 2006 and September 2007; and
- that the Secretary of State will remit the STRB to look fundamentally at the leadership group and how its changing role and responsibilities should be reflected in its future pay structure.

In addition the Secretary of State has:

- accepted the STRB recommendations on Teachers' Professional Development and Pay Progression and the work which we plan to take forward with partners;
- confirmed spot rates for the Excellent Teacher Scheme as £35,874 from September 2006 and £36,771 from September 2007, moving to a salary range from September 2008; as well as uprating TLRs and Special Education Needs (SEN) allowances by 2.5% in 2006 and 2007 in line with the general pay award;
- agreed that further work on SEN allowances taking account of specialist qualifications, unattached teachers' pay and conditions compared to other teachers, and issues in standardising part-time teachers pay should go ahead; and
- accepted the STRB's recommendation on teachers' professional responsibilities and will provide preliminary advice to the STRB by the end of August, with a view to considering in detail thereafter how duties might need to change.

Teachers in Residential Establishments (E&W)

Contact: Andy Inett

Tel: 020 7296 6725 E-mail: andy.inett@lg-employers.gov.uk

The JNC for Teachers in Residential establishments is a free-standing negotiating body which determines pay and allowances for teachers in social services establishments and allowances for teachers in residential

Teachers in Residential Establishments (E&W) – cont'd

special schools. The JNC will meet in the first few months to consider a claim from the Teachers' Side.

Youth & Community Workers (E&W)

Contact: James Mensah

Employees estimated at between 30,000-35,000

Tel: 020 7296 6727 E-mail: james.mensah@lg-employers.gov.uk

Youth & Community Workers (E&W) – cont'd

Settlement. 2 year settlement: 1st year – 2.75% from 1st September 2004 to 31st August 2005. 2nd year – 2.95% from 1st September 2005 to 31st August 2006.

The JNC has recently reached agreement on two key issues taking effect from

1 September 2005.

The first of these is a new provision for the establishment of Advanced Practitioner posts.

The second is the abolition of the “Additions for Longer Training and/or Higher Qualifications” allowance. Employees who are in post and in receipt of the allowance on 31 August 2005, will continue to receive the allowance on a protected basis as long as they continue in employment in their current post. The basic rate payable from 1 September 2005 is £924.00. There will be no further cost of living increases added to this rate under any future JNC pay agreement.

Soulbury Committee (E&W)

Advisors / Psychologists / Youth Service

Employees: 7.277 as at April 1st 2004 Contact: Andy Inett

1/9/04

Tel: 020 7296 6725 E-mail: andy.inett@lg-employers.gov.uk

Settlement: 3 year settlement:

1st year- a 2.75% increase on all salary points from 1 September 2004; rising to 2.95% from 1 April 2005 (based on 31 August 2004 figures)

2nd year- a 2.95% increase on all salary points from 1 September 2005

3rd year- a 2.95% increase on all salary points from 1 September 2006 or the RPI rate for April 2006 if higher.

<p>Police and Fire Firefighters (UK) Contact: Gill Gittins Tel: 020 7296 6723 E-mail: gill.gittins@lg-employers.gov.uk Firefighters: 56,547 including 17,882 Retained firefighters Settlement: 3.4% with effect from 1st July 2005.</p>	<p>1/7/05</p>
<p>Principal Fire Officers (UK) Contact: Gill Gittins Tel: 020 7296 6723 E-mail: gill.gittins@lg-employers.gov.uk Settlement: 2.9% with effect from 1st January 2005. Negotiations in respect of 2006 are currently underway.</p>	<p>1/1/05</p>

Police

<p>Police Federated Ranks (UK) Employees: 148,000 Federated Rank Officers. Contact: Graham Baird Tel: 020 7296 6722 E-mail: graham.baird@lg-employers.gov.uk Settlement: Police Negotiating Board agreed a 3% uplift from 1st Sept 05.</p>	<p>1/9/05</p>
<p>Police – cont’d Police Staff (E&W) Employees: 66,000 Contact: Graham Baird Tel: 020 7296 6722 E-mail: graham.baird@lg-employers.gov.uk Settlement: The Police Staff Council (Eng & Wales) have agreed to increase pay and standby allowance by 3% with effect from 1st Sept 05.</p>	<p>1/9/05</p>

Recent & Forthcoming Publications

- **Are you getting the most from the EO?** The EO offers a wide range of services to local authorities in all areas related to people-led improvement. We can offer you everything from free telephone advice to improvement tool kits, and consultancy work. To find out exactly how we can help your authority, please go to: http://www.lg-employers.gov.uk/about/order_booklet.html to order a copy of our new Corporate guide.
- **“Gown and town”**- Graduate fast track programmes such as the NGDP are working to raise the profile of LG jobs for graduates. (People Management magazine, 23 March 2006, page 38. ISSN 1358 6297. Call CIPD 020 8971 9000 or www.peoplemanagement.co.uk)
- **“All good practice?”**- Organisations are increasingly finding the need to supply interesting internships, opposing the stereotype of all work and no experience. (People Management 9 March 2006, page 38. ISSN 1358 6297. Call CIPD 020 8971 9000 or www.peoplemanagement.co.uk)
- **Survey – HR strategies and business plans**– How well are businesses aligning HR strategies with the goals of the company and of its individuals. (IRS Employment Review 841 ISSN 1358-2216, available on subscription from Industrial Relations Services Ltd., tel. 020 8662 2000, website: www.irsemploymentreview.com/).
- **Engagement and employee satisfaction**– For West Bromwich Building Society, engagement is a core principal and has helped it achieve business success. (IRS Employment Review 836 ISSN 1358-2216, available on subscription from Industrial Relations Services Ltd., tel. 020 8662 2000, website: www.irsemploymentreview.com/).
- **Labour Market Trends March 2006** - features this month include:
 - Assessment of New Deal statistics.
 - Movement of workers within the EU.

(Subscription enquiries for Labour Market Trends to: Subscriptions Department, The Stationery Office Publications Centre, PO BOX 276, London SW8 5DT, 020 7873 8499).

Research & Intelligence Publications

Councillors Surveys:

Exit Survey of Local authority councillors in England 2003
 Survey of newly elected Local authority councillors in England 2003
 Third National census of Local authority councillors in England 2004
 Link to all 3: <http://www.lg-employers.gov.uk/diversity/councillors/index.html>

Recruitment and Retention

Teacher Resignation and Recruitment Report No. 35, Main Report 2003
<http://www.lg-employers.gov.uk/documents/publications/r&i/trr03.doc>
 Local Government Recruitment and Retention Survey 2005
<http://www.lg-employers.gov.uk/publications/fullpublications/randr.html>

Sickness Absence Surveys

Local Government Sickness Absence Levels 2003/2004
<http://www.lg-employers.gov.uk/publications/fullpublications/lgsa2000.html>
 Local Government Sickness Absence Management Survey 2003
<http://www.lg-employers.gov.uk/publications/fullpublications/lgsas.html>
 Report on Sickness Absence Levels and Management 2004
<http://www.lg-employers.gov.uk/health/manage/index.html>
 Social Services Sickness Absence Survey 2004-5
<http://www.lg-employers.gov.uk/publications/fullpublications/ssa.html>
 Sickness Absence Case Studies Report
http://www.lg-employers.gov.uk/publications/fullpublications/sickness_cases.html

Social Care:

Social Care Workforce Survey Report No. 35, Main Report 2004: http://www.lg-employers.gov.uk/recruit/workforce_surveys/shcwg/reports_surveys.html#social_care

Other Surveys:

Care sector NVQ Take-up Survey 2003
http://www.lg-employers.gov.uk/recruit/workforce_surveys/shcwg/doing.html
 Quarterly Monitoring of Care Sector NVQs/SVQs -October- December 2005 http://www.lg-employers.gov.uk/recruit/workforce_surveys/shcwg/reports_surveys.html
 People Skills Scoreboard Survey 2005 <http://www.lg-employers.gov.uk/skills/people/pss.html>
 Survey of Apprenticeship Take-up in Local Authorities 2004
<http://www.lg-employers.gov.uk/recruit/mas/>
 Local Government Employment Survey (Figures by Function) 2004
<http://www.lg-employers.gov.uk/conditions/surveys/index.html>
 Single Status/Local Pay Reviews survey Autumn 2004
<http://www.lg-employers.gov.uk/conditions/lgs/index.html>
 Survey of People Management in Local Government 2005 http://www.lg-employers.gov.uk/documents/publications/people_man/people_management_survey.pdf

For details of the publications please go the listed web addresses or contact Roopal Shah, telephone 020-7296-6510 or visit our website at www.lg-employers.gov.uk

Index By Subject (March 2005- February 2006)

Subject	Month	Page
Sickness Absence		
Sickness Absence surveys from the CBI and CIPD	August 05	13-16
Social services sickness absence – preliminary data	September 05	13-14
Causes of Sickness Absence amongst larger authorities and the whole economy	February 06	8-10
Local Government Pay and Workforce		
Top Pay in local government and the public sector	August 05	10-12
Survey of Apprenticeship Take-up in Local Authorities 2004	March 05	8-11
Survey of People Management in local government 2005	March 05	12-16
Recent surveys from the Employers' Organisation	April 05	12-13
IDS Pay in the Public Services 2005	April 05	17-19
NMW – some implications for local government	May 05	8-10
Single Status Pay Survey 2004	July 05	11-14
Implications of the 2005 election on local government	May 05	11-13
National census of local authority councillors 2004	June 05	8-11
National Management salary survey 2005	September 05	10-12
JNC survey of Chief Officers & Chief Executives	November 05	8-9
Recruitment and Retention survey 2005	December 05	8-14
Sickness Absence Levels survey 2005	December 05	15-17
IDS Local Government Pay Benchmarking survey	January 06	12-14
Pay awards at opted out authorities (IRS)	January 06	15
Minimum rates of pay in public sector – (IDS)	February 06	13
External Economy Pay		
Regional economic indicators – recent data from the ONS	May 05	14-15
Training		
People Skills Scoreboard 2005	January 06	8-11
Other Labour Market Issues		
Findings from the Workforce Employment Relations Survey 2004	July 05	8-10
Graduate Employment Market	July 05	15-17
Social Care Workforce survey 2004	August 05	8-9
Clerical operative report 2005	January 05	8-10
Hours and Holiday 2005	March 05	17-20
Budget 2005: Labour market implications	March 05	22-24
Social Trends 35 – A Summary	April 05	8-11
Women and Work Commission's interim statement	June 05	12-14
DTI work-life balance report in association with the CBI & TUC	September 05	8-9
Public Sector Employment Trends	November 05	10-12
Market Pay Service – Extract 8	November 05	18-23
Call centre staff pay	December 05	18-19
Projections of the UK Labour Force, 2006-2020	February 06	11-12
Market Pay Service – Extract 9	February 06	19-24

The Employers' Organisation is an agency of the Local Government Association (LGA). We are the representative voice of local authority employers and help councils to maximise the capacity and performance of their employees and improve services. We provide strategic direction, advice, intelligence and support on all pay and workforce issues such as: pay and conditions, skills development, diversity, pensions and employment law. The Research & Intelligence unit focuses specifically on:

- surveys and research on a range of employment issues to inform the national pay and conditions negotiations and also to meet the information requirements of the Local Government Association, Government Departments and other commissioning organisations.

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