

TO: EMPLOYMENT COMMITTEE – 20TH SEPTEMBER 2005

SUBJECT: EMPLOYMENT DATA MONITORING

FROM: CORPORATE PERSONNEL SERVICES

1. PURPOSE OF THE REPORT

- 1.1 To present to Members the findings of an annual monitoring of the number and breakdown of people employed by Warwick District Council.

2. BACKGROUND

- 2.1 This report summarises the key findings from an analysis of the WDC workforce as at 1st April 2005.
- 2.2 Appendix A shows an analysis of the total people on the establishment by grade band, gender, ethnic groups, disability and working pattern, together with the percentage of people in each group living in the Warwick District area (information taken from the 2001 Census). Appendix A also shows a five year comparison of the numbers employed.
- 2.3 Appendix B shows a separate breakdown of male only and female only staff.
- 2.4 Appendix C shows the breakdown of people employed in each Service Area and Appendix D shows the changes in number of established, filled and vacant posts for each Service Area over the previous year.
- 2.5 Appendix E gives a visual summary of the total workforce by grade band, gender, ethnic group, disability and working pattern.
- 2.6 Appendices F and G show the best value performance indicators trend over time compared with the top quartile.

3. MAIN POINTS FROM THE DATA

- 3.1 As at 1st April 2005 there were 560 people on the WDC establishment. This is a decrease of 1.4% on April 2004.
- 3.2 81.4 % of all females and 47.5% of all males employed are within grade band J-F and equivalent (65.7% of all staff), and 1.7% (5) of all females and 3.9% (10) of all males are in senior management grades (2.7% of all staff).
- 3.3 8.3% of all females and 4.2% of all males (6.4% of all staff) belong to ethnic minority groups. This compares to a local population of 7.3%. 83.3% of all the Council's ethnic minority staff are graded J-F and equivalent, 13.9% (5)

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are in grades E1-D, 2.8% (1) in grades C-A. No senior management posts are held by ethnic minority staff.

- 3.4 The total percentage of part time or job share workers is 28.4% (10.4% of all males and 43.9% of all females).
- 3.5 14 people on the establishment have declared themselves as having a disability. This represents 2.5% of the total employees. The percentage of local population aged 18 – 64 who have a “limiting long-term illness, health problem or disability which limits daily activities or work” is 10.8%.
- 3.6 No Service Areas showed a significant change in the number of established posts over the year.

4. ACTION

- 4.1 The employment data will be considered as part of the overall approach to workforce planning in the Council.

5. RECOMMENDATION

- 5.1 Members are asked to note the contents of this report and approve the proposed action.

Karen Pearce
Assistant Chief Executive (Personnel)
July 2005

BACKGROUND PAPERS: Nil

Areas in District Affected: None

For further information about this report please contact:

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