

Lewisham Council Employment Profile 2001

Introduction

Welcome to the new employment profile which outlines the changes to the make up of Lewisham's workforce over the last 12 months.

It contains information on the make up of the workforce as well as shows the effect of many of the Council's HR policies and the People Management Strategy.

The profile also provides year on year comparisons as well as some commentary on trends, further explanations are also offered in the accompanying Annual Report.

It is hoped that members, managers and staff continue to find the annual employment profile useful.

If you have any queries on its content or have suggestions on how it might be improved in the future then please contact Rebecca Sansom (020 8314 3698) or Valerie Wickenden (020 8314 7581) in Personnel and Development or by email.

Many thanks to all colleagues who helped compile the data contained herein.

Personnel and Development
May 2002

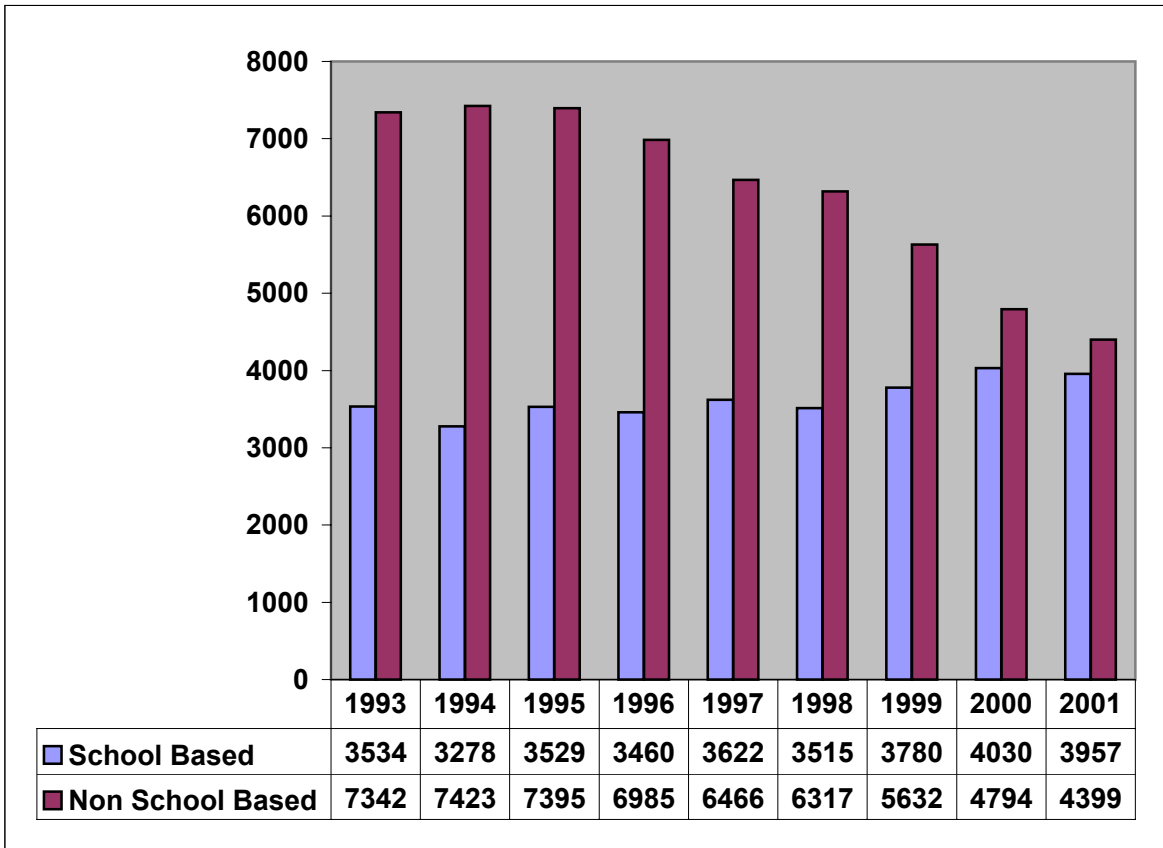
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TOTAL EMPLOYEES 1993-2001
(including Schools)

	Manual	Craft	Officers	Teachers	School support	Total
1993	3259	507	3576	2055	1479	10876
1994	3333	426	3664	2048	1230	10701
1995	3038	372	3985	2077	1452	10924
1996	2987	326	3672	1992	1468	10445
1997	2592	289	3585	2053	1569	10088
1998	2479	261	3577	1987	1528	9832
1999	1886	260	3486	2076	1704	9412
2000	1294	238	3262	2122	1908	8824
2001	1032	185	3182	2098	1859	8356

TOTAL EMPLOYEES 1993-2001
(including Schools)



TOTAL EMPLOYEES AND JOBS BY DIRECTORATE 2001

Headcount refers to the actual number of employees in post on 10th January 2002, each person whether full time or part time counts as one. The full time equivalent figure (FTE) describes part time employees' contracted hours as a ratio of the standard weekly hours for the job.

	Headcount	FTE
Education and Culture	822 *	637 *
Schools	3957	2776
Regeneration	1695	1625
Resources	733	643
Social Care and Health	1149	934
TOTAL	8356	6615

COMMENTARY

At the end of 2001 the council employed 8,356 people representing a full time equivalent (FTE) of 6,615 of these 3,957 (2,413 FTE) were employed in schools.

Since 1995 the number of non-school based employees has fallen from 7,395 to 4,399. School based employees have remained roughly constant with a slight increase in the last few years. Figures for this year are lower due to the closure of Telegraph Hill School and the transfer of one primary school to an external payroll provider.

Employee numbers continue to decline in the non-school sector. The most significant contributor to this trend has been the transfer of services to other employers and the impact of ongoing budget reductions.

TOTAL EMPLOYEES BY GRADE BAND AND BY DIRECTORATE 2001
(excluding Schools)

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
Education and Culture	74	0	194	237	139	118	56	4	822
Regeneration	607	185	30	175	289	289	113	7	1695
Resources	7	0	27	210	196	147	135	11	733
Social Care and Health	344	0	13	228	193	302	64	5	1149
TOTAL	1032	185	264	850	817	856	368	27	4399

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
Education and Culture	9%	0%	24%	29%	17%	14%	7%	0%	100%
Regeneration	36%	11%	2%	10%	17%	17%	7%	0%	100%
Resources	1%	0%	4%	29%	27%	20%	18%	2%	100%
Social Care and Health	30%	0%	1%	20%	17%	26%	6%	0%	100%
TOTAL	23%	4%	6%	19%	19%	19%	8%	1%	100%

STAFFING BY GRADE BAND 2000-2001
(excluding Schools)

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
2000	1294	238	189	897	828	933	390	25	4794
2001	1032	185	264	850	817	856	368	27	4399
2000	27%	5%	4%	19%	17%	19%	8%	1%	100%
2001	23%	4%	6%	19%	19%	19%	8%	1%	100%

COMMENTARY

Staff numbers have reduced overall with the greatest drop being amongst former manual workers. This is largely accounted for by the outsourcing of services. There have been smaller decreases at all other grade levels except SC1/2 where an increase from 4% to 6% has been recorded. This is due to the increase in entry level positions targeted at young people.

Of the 4,399 employees, 1,032 are former-manual workers. Under 10% of the workforce is graded PO4 or above.

EMPLOYEES BY DIRECTORATE AND ALL ETHNIC ORIGINS 2001
(excluding Schools)

	Education & Culture	Regeneration	Resources	Social Care & Health	Total
White	528	1170	458	709	2865
Black Caribbean	162	241	118	236	757
Black African	43	89	58	84	274
Black Other	19	63	24	35	141
Indian	8	13	29	15	65
Pakistani	0	1	3	0	4
Bangladeshi	1	2	3	2	8
Chinese	0	1	3	7	11
Vietnamese	0	1	0	2	3
Turkish	2	1	1	0	4
Turkish Cypriot	4	8	6	4	22
Irish	14	20	5	15	54
Any Other	41	85	25	40	191
TOTAL	822	1695	733	1149	4399

EMPLOYEES BY DIRECTORATE AND ALL ETHNIC ORIGINS 2001
(excluding Schools)

	Education	Regeneration	Resources	Social Care	Total
White	64%	69%	62%	62%	65%
Black Caribbean	20%	14%	16%	21%	17%
Black African	5%	5%	8%	7%	6%
Black Other	2%	4%	3%	3%	3%
Indian	1%	1%	4%	1%	1%
Pakistani	0%	0%	0%	0%	0%
Bangladeshi	0%	0%	0%	0%	0%
Chinese	0%	0%	0%	1%	0%
Vietnamese	0%	0%	0%	0%	0%
Turkish	0%	0%	0%	0%	0%
Turkish Cypriot	0%	0%	1%	0%	1%
Irish	2%	1%	1%	1%	1%
Any Other	5%	5%	3%	3%	4%
TOTAL	100%	100%	100%	100%	100%

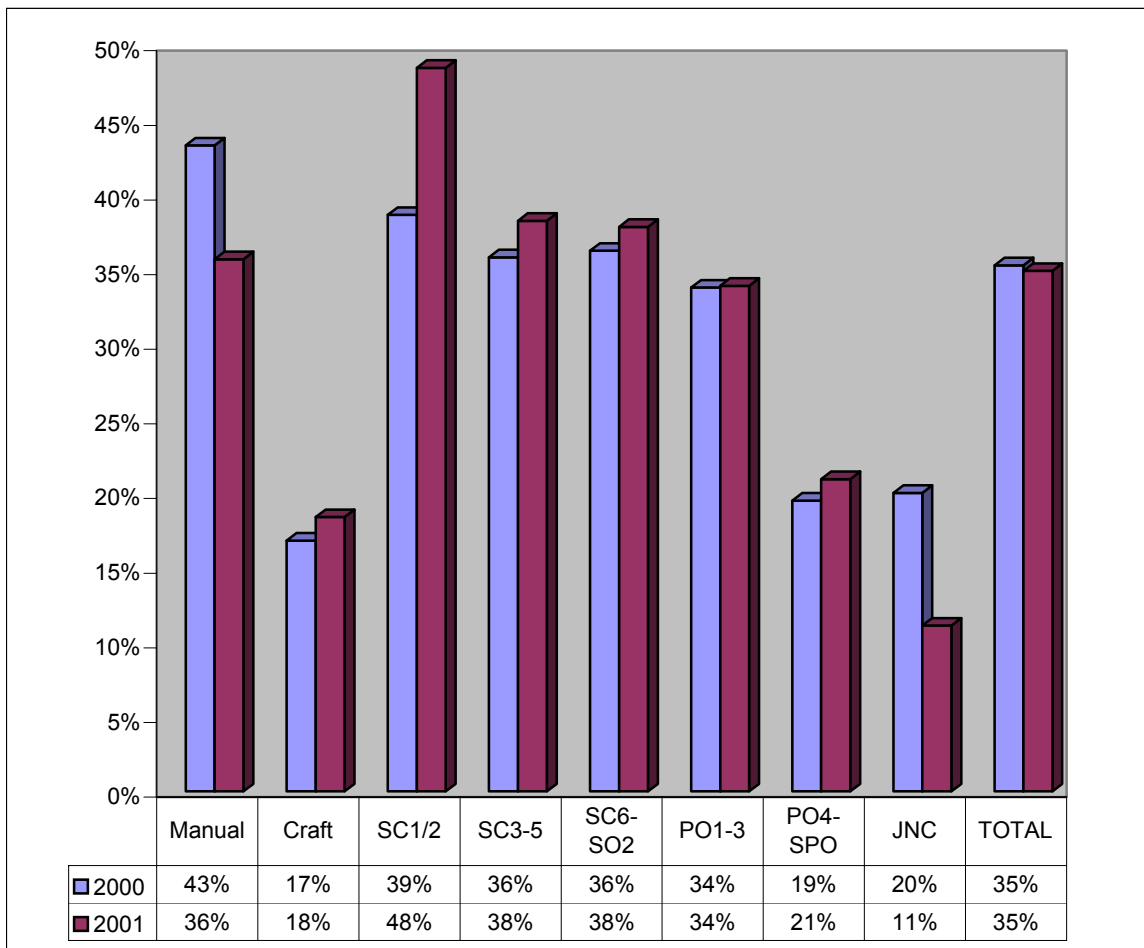
BLACK AND ALL OTHER ETHNIC MINORITY EMPLOYEES 2000-2001
(excluding Schools)

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
2000	560	40	73	321	300	315	76	5	1690
2001	368	34	128	325	309	290	77	3	1534

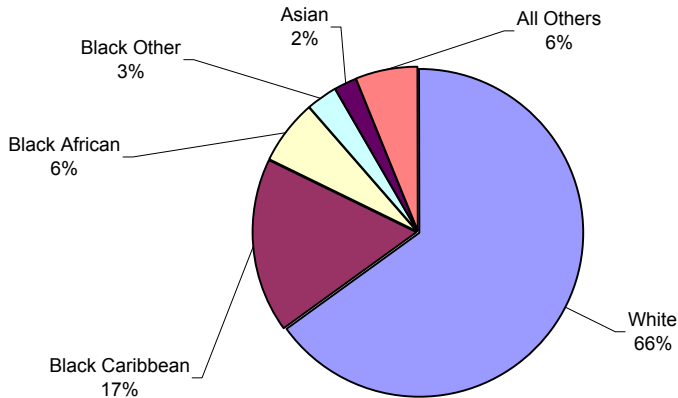
CARIBBEAN, AFRICAN, ASIAN, BLACK OTHER EMPLOYEES 2000-2001
(excluding Schools)

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
2000	470	31	55	271	265	271	57	4	1424
2001	288	26	105	267	269	245	61	2	1263

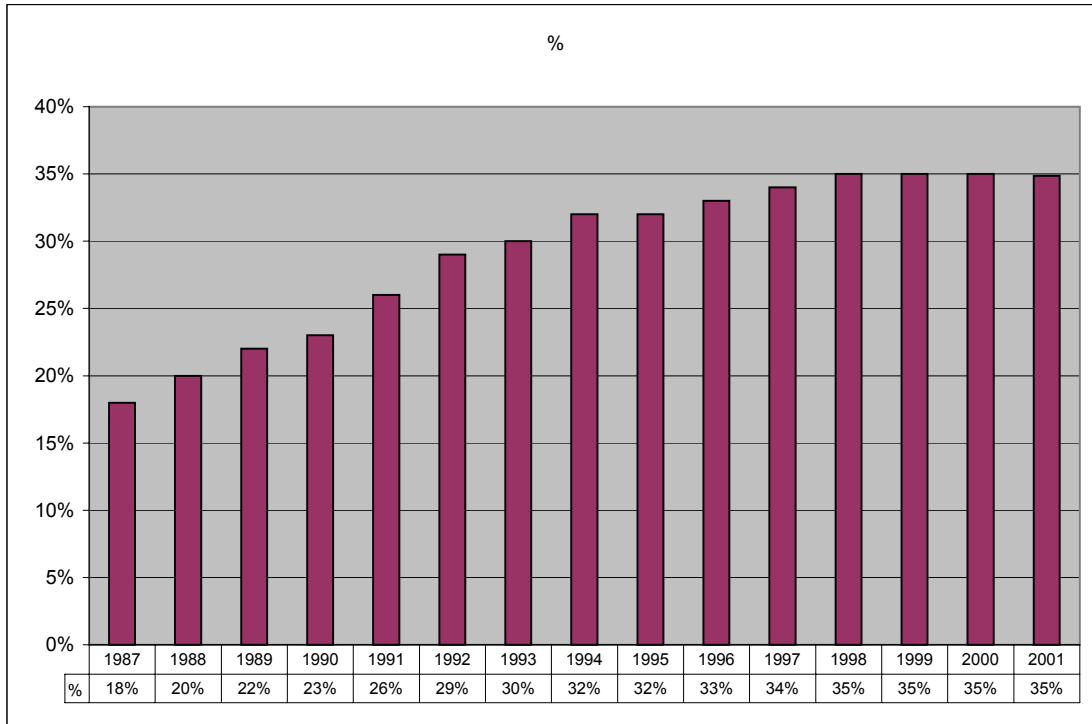
ALL MINORITY EMPLOYEES AS % OF TOTAL EMPLOYEES 2000-2001
(excluding Schools)



ETHNIC ORIGIN OF EMPLOYEES 2001
(excluding Schools)



ALL MINORITY EMPLOYEES AS A % OF TOTAL EMPLOYEES 1987-2001
(excluding Schools)



COMMENTARY

The proportion of ethnic minority employees has remained constant at 35% throughout the council over the course of the past year and is above the economically active population in the borough. There has been a 2% increase in the number of black and ethnic minority staff in the PO4-SPO band. This follows previous years trends of increasing representation at senior levels and this will remain the focus of action to meet HR performance indicators (PIs)

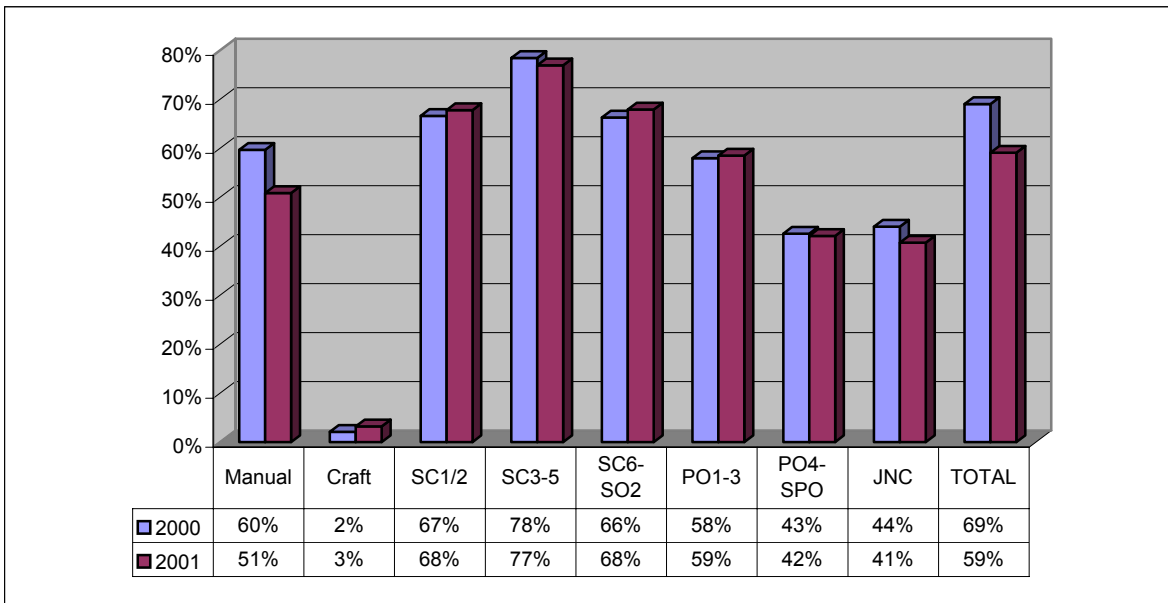
WOMEN EMPLOYEES BY DIRECTORATE 2001
(excluding Schools)

Education & Culture	Regeneration	Resources	Social Care & Health	TOTAL
610	595	454	927	2586
74%	35%	62%	81%	59%

WOMEN EMPLOYEES BY GRADE 2000-2001
(excluding Schools)

	Manual	Craft	SC1/2	SC3-5	SC6-SO2	PO1-3	PO4-SPO	JNC	TOTAL
2000	773	5	126	704	549	541	166	11	2875
2001	525	6	179	654	555	501	155	11	2586

WOMEN AS A % OF ALL EMPLOYEES 2000-2001
(excluding Schools)



COMMENTARY

The overall proportion of women in the workforce has dropped slightly from 60% to 59%. There is also a significant reduction of women in higher grade bands at PO4-SPO and JNC (to 42% and 41% respectively) but this remains close to the PI target of 50%.

DISABLED EMPLOYEES BY DIRECTORATE 2001
(excluding Schools)

	Number	% of Workforce
Education & Culture	21	3%
Regeneration	59	3%
Resources	35	5%
Social Care & Health	40	3%
TOTAL	155	4%

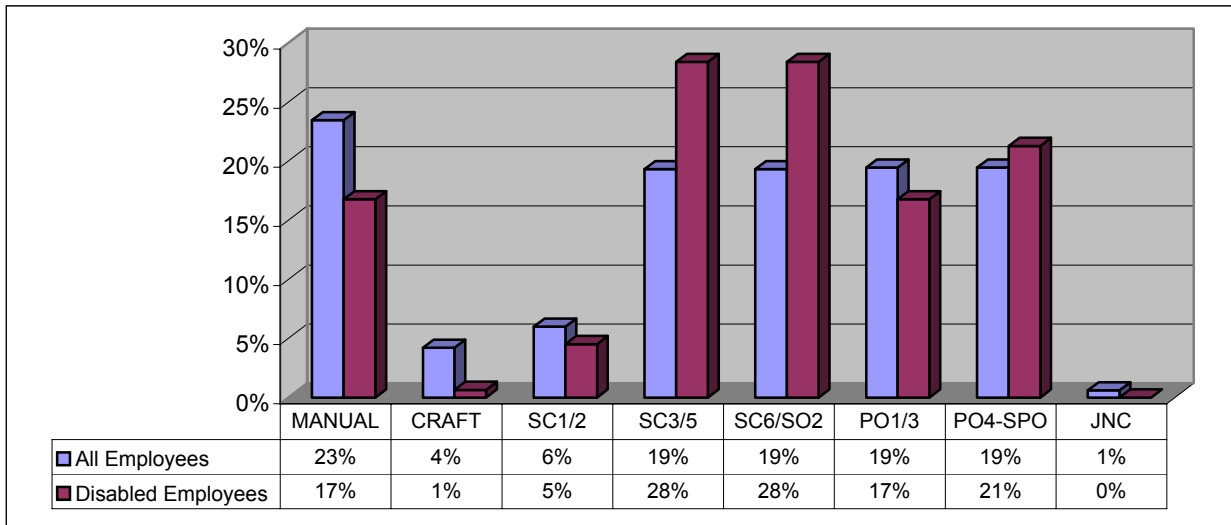
DISABLED EMPLOYEES BY ETHNIC ORIGIN 2001
(excluding Schools)

	Number	% of Disabled Employees
White	123	79%
Black Caribbean	16	10%
Black African	3	2%
Black Other	6	4%
Bangladeshi	1	1%
Chinese	0	0%
Turkish	0	0%
Turkish Cypriot	1	1%
Irish	1	1%
Other	4	3%
TOTAL	155	100%

DISABLED EMPLOYEES BY GENDER 2001
(excluding Schools)

Female	84	54%
Male	71	46%
TOTAL	155	100%

**Proportion of all Employees and Disabled Employees
(excluding Schools)**



COMMENTARY

The overall number of disabled people has dropped slightly from 2000 but still constitutes 4% of the workforce.

The actual number of disabled staff is likely to be significantly higher. In 2002-2003, a data cleansing exercise will be carried out using a disability questionnaire which will be circulated to all staff to try to collect more comprehensive disability data. However, the experience from other organisations and research indicates that some employees do not declare their disability as it does not have impact on their ability to do the job and they believe that by declaring their disability, it may affect their job security or promotion prospects.

There has been considerable progress on disability employment issues. Current initiatives include:

- addressing learning and development needs for disabled employees.
- developing information on the Council's intranet on disability issues.
- work with the Disabled Staff Forum and Disability Task Group.
- reviewing the recruitment and retention of disabled staff: e.g. links to Yourable.com a disability recruitment website.

**AGE PROFILE OF EMPLOYEES 2001
(excluding Schools)**

	16-17	18-20	21-24	25-34	35-44	45-54	55+	TOTAL
Officer	3	30	97	578	1246	920	308	3182
Craft and Manual	1	16	32	181	394	321	272	1217
TOTAL	4	46	129	759	1640	1241	580	4399

	16-17	18-20	21-24	25-34	35-44	45-54	55+	TOTAL
Officer	0%	1%	3%	18%	39%	29%	10%	100%
Craft and Manual	0%	1%	3%	15%	32%	26%	22%	100%
TOTAL	0%	1%	3%	17%	37%	28%	13%	100%

	16-17	18-20	21-24	25-34	35-44	45-54	55+	TOTAL
Education & Culture	0	7	34	154	294	239	94	822
Regeneration	3	25	42	299	648	456	222	1695
Resources	1	11	44	162	287	174	54	733
Social Care & Health	0	3	9	144	411	372	210	1149
TOTAL	4	46	129	759	1640	1241	580	4399

	16-17	18-20	21-24	25-34	35-44	45-54	55+	TOTAL
Education & Culture	0%	1%	4%	19%	36%	29%	11%	100%
Regeneration	0%	1%	2%	18%	38%	27%	13%	100%
Resources	0%	2%	6%	22%	39%	24%	7%	100%
Social Care & Health	0%	0%	1%	13%	36%	32%	18%	100%
TOTAL	0%	1%	3%	17%	37%	28%	13%	100%

**AGE PROFILE 1999-2001
(excluding Schools)**

	16-17	18-20	21-24	25-34	35-44	45-54	55+	TOTAL
1999	0%	1%	3%	20%	35%	27%	13%	100%
2000	0%	1%	3%	18%	36%	28%	13%	100%
2001	0%	1%	3%	17%	37%	28%	13%	100%

COMMENTARY

The proportion of 16-24 year olds has remained constant over the past year, in spite of successful recruitment of under 25s (see pages 22 and 23). This suggests that although the Council has become more successful in recruiting young employees, many of these posts are temporary and there are issues around retaining younger employees.

The overall age profile is very similar to previous years and therefore the impact of an ageing workforce has been offset by the recruitment of younger employees.

LENGTH OF SERVICE WITH LONDON BOROUGH OF LEWISHAM 2001
(excluding Schools)

OFFICERS

	0-4.99 Years	5-9.99 Years	10 years +	TOTAL
Education & Culture	257	373	118	748
Regeneration	233	528	9	770
Resources	240	346	140	726
Social Care & Health	223	441	141	805
TOTAL	953	1688	408	3049

	0-4.99 Years	5-9.99 Years	10 years +	TOTAL
Education & Culture	34%	50%	16%	100%
Regeneration	30%	69%	1%	100%
Social Care & Health	28%	55%	18%	100%
TOTAL	31%	55%	13%	100%

MANUAL/CRAFT

	0-4.99 Years	5-9.99 Years	10 years +	TOTAL
Education & Culture	52	12	10	74
Regeneration	329	311	152	792
Resources	2	4	1	7
Social Care & Health	92	165	87	344
TOTAL	475	492	250	1217

	0-4.99 Years	5-9.99 Years	10 years +	TOTAL
Education & Culture	70%	16%	14%	100%
Regeneration	42%	39%	19%	100%
Resources	29%	57%	14%	100%
Social Care & Health	27%	48%	25%	100%
TOTAL	39%	40%	21%	100%

COMMENTARY

The number of manual workers in the 10+ service bracket has reduced by 62% this year. This is due to the closure of elderly homes and the outsourcing of many services that traditionally had long serving manual employees..

PART-TIME EMPLOYEES 1995 - 2001
(excluding Schools)

	Manual	Craft	Officer	Total
1995	1,965	8	671	2,644
1996	2,033	4	598	2,635
1997	1,584	0	514	2,098
1998	1,618	0	528	2,146
1999	1,103	0	517	1,620
2000	690	0	538	1,228
2001	471	0	567	1,038

PART-TIME EMPLOYEES BY DIRECTORATE 2001
(excluding Schools)

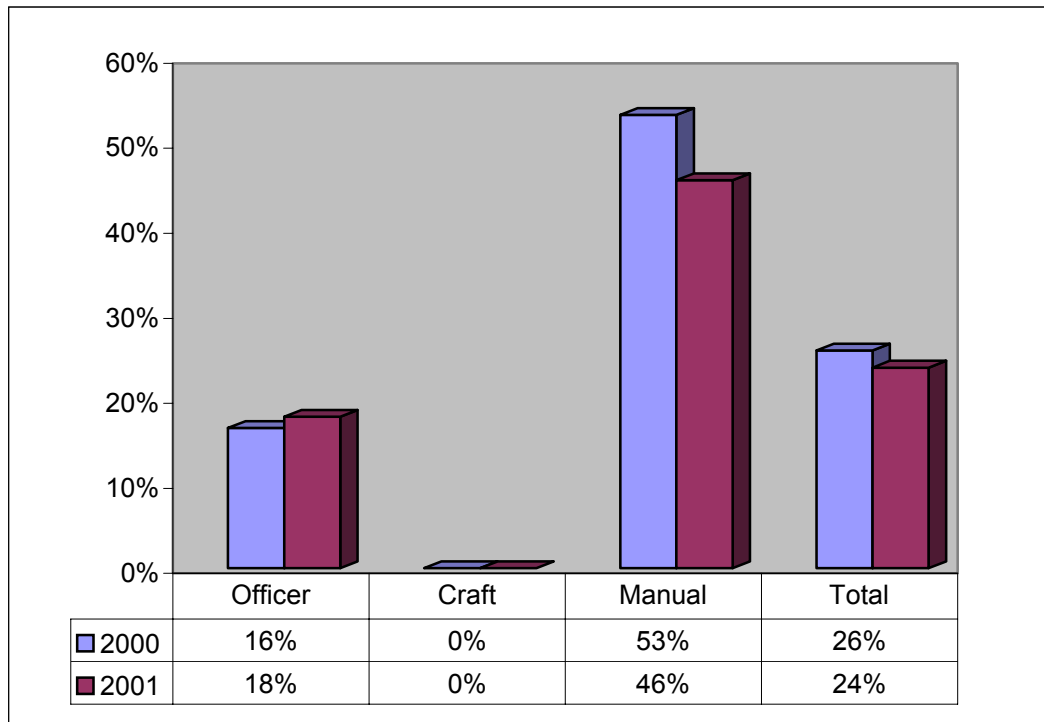
Education & Culture	Regeneration	Resources	Social Care & Health	Total
329	174	90	445	1038
32%	17%	9%	43%	100%

PART-TIME EMPLOYEES BY GENDER 2001
(excluding Schools)

	Education & Culture	Regeneration	Resources	Social Care & Health	Total
Female	271	133	76	417	897
Male	58	41	14	28	141
TOTAL	329	174	90	445	1038

	Education & Culture	Regeneration	Resources	Social Care & Health	Total
Female	82%	76%	84%	94%	86%
Male	18%	24%	16%	6%	14%
TOTAL	100%	100%	100%	100%	100%

**PART TIME EMPLOYEES AS A % OF ALL EMPLOYEES 2000-2001
(excluding Schools)**



COMMENTARY

The proportion of part-time employees has fallen from 26% to 24%. This is again is largely attributable to the outsourcing of services

The part-time workforce is still predominantly female (86%) in line with previous years. Of all the Council's female employees 35% are employed on a part-time basis compared to 8% of the Council's male employees.

**TEMPORARY EMPLOYEES BY DIRECTORATE 2001
(excluding Schools)**

	Number	%
Education & Culture	205	25% *
Regeneration	87	5%
Resources	64	9%
Social Care & Health	137	12%
TOTAL	493	11%

**TEMPORARY EMPLOYEES BY GRADE 2001
(excluding Schools)**

	MANUAL	CRAFT	SC1/2	SC3-5	SC6- SO2	PO1-3	PO4 - SPO	JNC	TOTAL
Number	155	5	94	65	93	65	15	1	493
%	31%	1%	19%	13%	19%	13%	3%	0%	100%

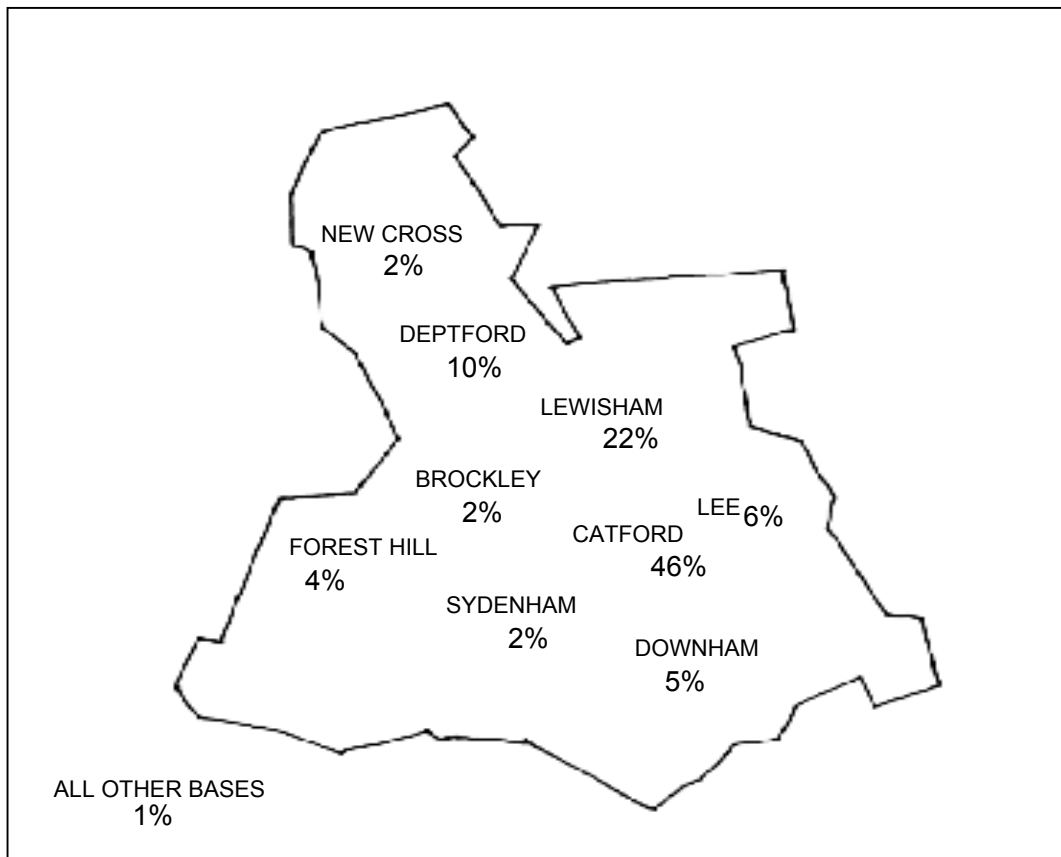
COMMENTARY

The proportion of temporary employees has increased from 10% to 11% over the course of the past year.

25% of all temporary staff are employed in Education and Culture. Most temporaries are employed as manual workers (31%) with between 13% and 19% at officer levels between SC1/2 and PO3.

**The Education and Culture figures include over 100 staff who are attached to a specific time restraint projects.*

**EMPLOYEES' BASES WITHIN THE BOROUGH 2001
(excluding Schools)**



COMMENTARY

The largest group of staff (47%) work in the Catford area reflecting the major office locations for the Council. A significant number of staff (20%) work in the Lewisham area of the borough. This has not changed since last year's profile.

PAY

ESTIMATED ANNUAL PAYBILL FOR 2001/2002 All Staff Projected to 31st March 2002 (including Schools)

	Basic Pay (including London Weighting and other continuing entitlements) (£000)	Overtime (£000)	Temporary Staff payments (£'000)	TOTAL (£'000)
Education & Culture	99,221	456	175	99,852
Regeneration	35,562	1,420	2,519	39,502
Resources	17,665	228	817	18,710
Social Care & Health	22,439	439	477	23,355
TOTAL	174,888	2,543	3,988	181,419

2001/2002 OVERTIME AS A % OF TOTAL PAY BY DIRECTORATE (excluding Schools)

Education & Culture	0%
Resources	4%
Social Care & Health	1%
	2%
TOTAL	4%

COMMENTARY

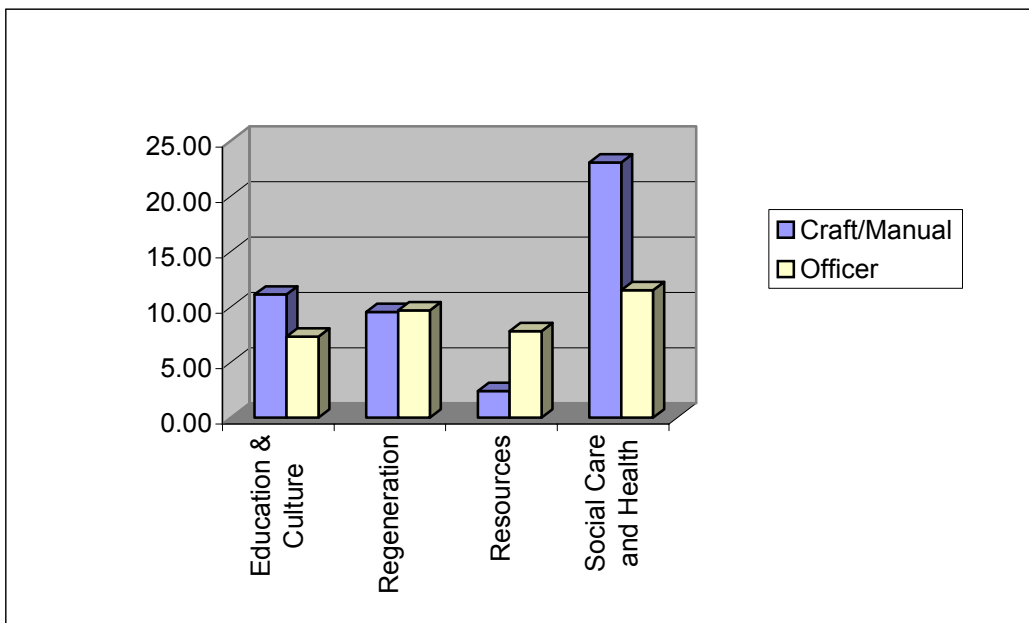
This year the data has been taken direct from the financial accounts to improve accuracy.

The figure for Education and Culture this year includes schools as it was not possible to separate the two. The Resources directorate has reduced due to outsourcing (specifically ICT) and re-organisations.

**AVERAGE DAYS ABSENCE PER EMPLOYEE PER ANNUM
(excluding Schools)**

	Craft/Manual	Officer	TOTAL
Education & Culture	11.13	7.32	7.59
Regeneration	9.55	9.70	9.62
Resources	2.40	7.82	7.74
Social Care and Health	23.04	11.53	14.98
TOTAL	12.45	9.13	10.21

AVERAGE DAYS ABSENCE PER EMPLOYEE 2001



Absence figures for Social Care and Health have traditionally been higher due to the nature of the work. Manual staff are employed to provide care to vulnerable clients e.g. home care workers. In these areas susceptibility to illness and injury is well known, especially relating to muscoskeletal problems.

RECRUITMENT

CHANGES IN RECRUITMENT 1994-2001 (OFFICER APPOINTMENTS) (excluding Schools)

PO1-3 & PO4-SPO APPOINTMENTS 1994-2001 ALL DIRECTORATES

	PO1-3		PO4- SPO	
	Black/Other	Female	Black/Other	Female
1994	31%	68%	33%	52%
1995	39%	51%	26%	50%
1996	35%	49%	19%	46%
1997	35%	53%	39%	49%
1998	27%	51%	33%	52%
1999	31%	55%	22%	69%
2000	48%	69%	45%	45%
2001	37%	65%	19%	65%

RECRUITMENT ACTIVITY TOTAL OFFICER APPOINTMENTS 1994-2001

	SC1-SO2		PO		JNC		TOTAL
	No	%	No	%	No	%	No
1994	310	64%	166	34%	7	1%	483
1995	262	61%	157	37%	9	2%	428
1996	247	61%	150	37%	7	2%	404
1997	287	64%	159	35%	2	0%	448
1998	359	71%	143	29%	1	0%	503
1999	312	64%	174	35%	3	1%	489
2000	311	64%	152	31%	22	5%	485
2001	347	72%	133	27%	6	1%	486

RECRUITMENT

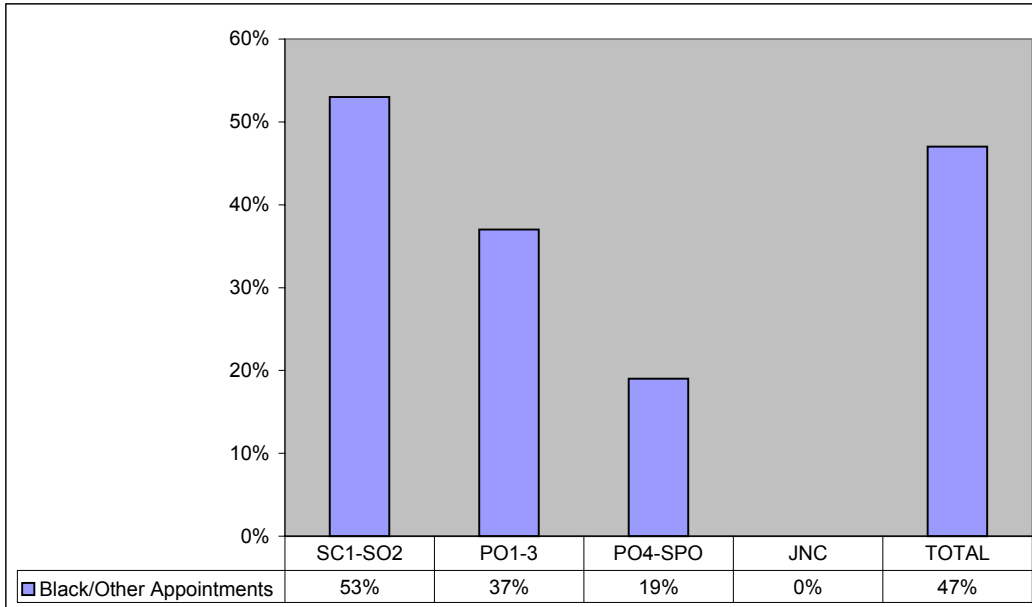
BLACK/OTHER APPOINTMENTS 2001 (officers only; excluding Schools)

APPLICANTS	TOTAL	BLK/OTH	%BLK/OTH	FEMALE	%FEMALE	DISABLED	%DISABLED
SC1-SO2	5675	3362	59%	3643	64%	117	2%
PO1-3	1370	667	49%	710	52%	27	2%
PO4-SPO	647	254	39%	273	42%	11	2%
JNC	68	12	18%	26	38%	1	1%
TOTAL	7760	4295	55%	4652	60%	156	2%

SHORTLISTED	TOTAL	BLK/OTH	%BLK/OTH	FEMALE	%FEMALE	DISABLED	%DISABLED
SC1-SO2	1021	568	56%	665	65%	26	3%
PO1-3	464	170	37%	251	54%	10	2%
PO4-SPO	277	75	27%	109	39%	3	1%
JNC	9	0	0%	2	22%	0	0%
TOTAL	1771	813	46%	1027	58%	39	2%

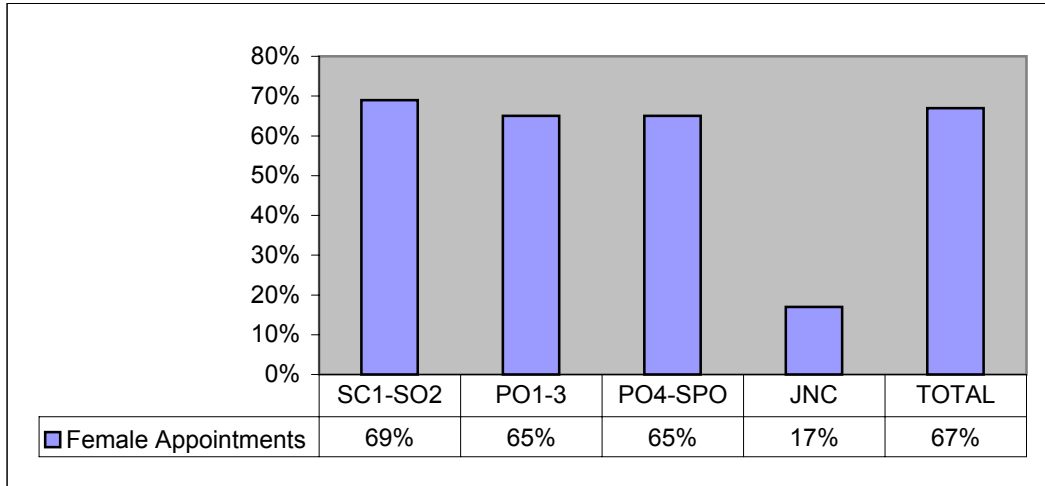
APPOINTED	TOTAL	BLK/OTH	%BLK/OTH	FEMALE	%FEMALE	DISABLED	%DISABLED
SC1-SO2	347	183	53%	238	69%	3	1%
PO1-3	107	40	37%	70	65%	0	0%
PO4-SPO	26	5	19%	17	65%	0	0%
JNC	6	0	0%	1	17%	0	0%
TOTAL	486	228	47%	326	67%	3	1%

BLACK/OTHER APPOINTMENTS 2001



RECRUITMENT

FEMALE APPOINTMENTS 2001 (officers only; excluding Schools)



COMMENTARY

The level of recruitment activity is very similar to previous years. In addition to the 486 appointments approximately 180 posts were not filled or were withdrawn; it therefore should be noted that the applications and shortlisting figures includes those where an appointment was not made. Overall 47% of all appointments were ethnic minority appointments although this was reduced to 19% at PO4-SPO levels. Female appointments averaged 67% and were representative at all but the highest levels. Disabilities recruitment is similar to previous years but there may be an under representation of actual appointments due to possible candidate concerns over disclosure. This will be addressed with the introduction of the new DDA classifications for disability in the coming year.

RECRUITMENT

RECRUITMENT BY AGE 2001 (officers only; excluding Schools)

Applicants

	16-17	18-20	21-24	25-34	35-44	45-54	55-65	TOTAL
SC1-SC5	41	245	812	1251	954	310	57	3670
SC6- SO2	1	35	193	637	652	203	38	1759
PO1- PO3	1	6	75	473	500	186	27	1268
PO4- SPO	0	1	3	171	241	126	17	559
JNC	0	0	0	7	19	26	2	54
Total	43	287	1083	2539	2366	851	141	7310

SC1-SC5	1%	7%	22%	34%	26%	8%	2%	100%
SC6- SO2	0%	2%	11%	36%	37%	12%	2%	100%
PO1- PO3	0%	0%	6%	37%	39%	15%	2%	100%
PO4- SPO	0%	0%	1%	31%	43%	23%	3%	100%
JNC	0%	0%	0%	13%	35%	48%	4%	100%
Total	1%	4%	15%	35%	32%	12%	2%	100%

Shortlisted

	16-17	18-20	21-24	25-34	35-44	45-54	55-65	TOTAL
SC1-SC5	13	47	110	181	186	70	16	623
SC6- SO2	0	2	17	141	132	41	13	346
PO1- PO3	0	1	14	138	178	68	6	405
PO4- SPO	0	0	1	62	90	48	7	208
JNC	0	0	0	0	3	6	0	9
Total	13	50	142	522	589	233	42	1591

SC1-SC5	2%	8%	18%	29%	30%	11%	3%	100%
SC6- SO2	0%	1%	5%	41%	38%	12%	4%	100%
PO1- PO3	0%	0%	3%	34%	44%	17%	1%	100%
PO4- SPO	0%	0%	3%	34%	44%	17%	1%	100%
JNC	0%	0%	0%	0%	33%	67%	0%	100%
Total	1%	3%	9%	33%	37%	15%	3%	100%

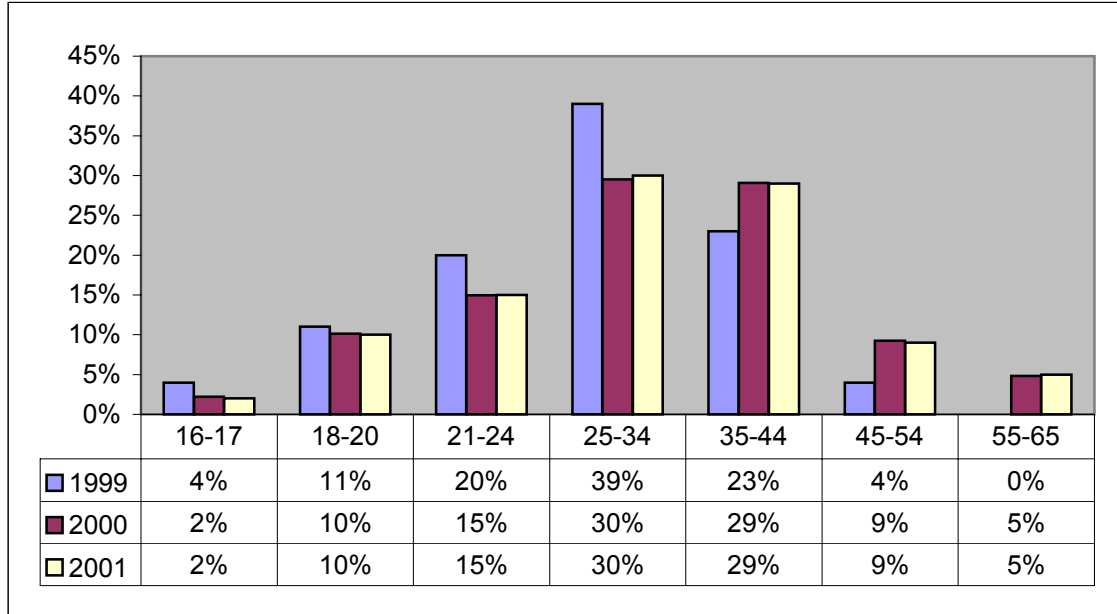
Appointed

	16-17	18-20	21-24	25-34	35-44	45-54	55-65	TOTAL
SC1-SC5	5	23	34	67	66	21	11	227
SC6- SO2	1	1	10	45	43	14	6	120
PO1- PO3	1	1	4	41	39	17	4	107
PO4- SPO	0	0	0	7	13	6	0	26
JNC	0	0	0	0	5	1	0	6
Total	7	25	48	160	166	59	21	486

SC1-SC5	2%	10%	15%	30%	29%	9%	5%	100%
SC6- SO2	1%	1%	8%	38%	36%	12%	5%	100%
PO1- PO3	1%	1%	4%	38%	36%	16%	4%	100%
PO4- SPO	0%	0%	0%	27%	50%	23%	0%	100%
JNC	0%	0%	0%	0%	83%	17%	0%	100%
Total	1%	5%	10%	33%	34%	12%	4%	100%

RECRUITMENT

RECRUITMENT BY AGE TO SCALE 1-5 POSTS 1999-2001 (officers only; excluding Schools)



COMMENTARY

The proportion of older employees (45+) recruited represents 16% of all recruitment - compared to 19% last year. 5% of those recruited during 2001 were over 55 years old and were recruited to posts across the grade bands.

The Council is continuing to concentrate efforts on recruiting more under 25 year olds to ensure a representative workforce. Figures illustrate that 28% of recruits to junior level posts (scale 5 and below) were aged under 25. This compares to 27% last year and reflects a need to continue to support trainee programmes targeted at young people. Most young people employment schemes are aimed at scales 1-3.

The monitoring of recruitment by age/grade has produced slightly different figures due to some missing data. However with the new RPAU systems in place, data capture has been significantly improved from last year.

RECRUITMENT

RECRUITMENT ADVERTISING EXPENDITURE BY DIRECTORATE 2001 (including Schools)

	£' 000	%
Schools	19	3%
Education & Culture	137	23%
Regeneration	165	28%
Resources	147	25%
Social Care & Health	128	21%
TOTAL	596	100%

RECRUITMENT ADVERTISING EXPENDITURE BY MEDIUM 2001 (Including Schools)

	£' 000	%
The Guardian	236	39%
South London Press/Mercury	92	15%
Times Educational Supplement	31	5%
Community Care	20	3%
The Voice	19	3%
Evening Standard	14	2%
News Shopper	10	2%
All others	176	29%
TOTAL	598	100%

WEB APPLICATIONS as % of all APPLICATIONS (June - December 2001)

Total Web Applications	1564
Total Applications	5504
% of Applications from Web	28%

COMMENTARY

The level of recruitment spend is down from £788k in 2000 to £598k in 2001 despite similar levels of recruitment activity over the 2 years. This reflects the type and level of posts advertised in the last 2 years. There is a very similar use in the type of media employed in 2000. A major shift in 2001 is the increasing use of the recruitment website to access vacancies and apply for jobs on-line. Over a quarter of applications are now received in this way.

AGENCY STAFF EXPENDITURE
January 2001 to December 2001

ANNUAL SPEND ON AGENCY STAFF BY DIRECTORATE

	£'000	%
Education & Culture	603	7%
Regeneration	1930	22%
Resources	1482	17%
Social Care & Health	4612	53%
TOTAL	8627	100%

COMMENTARY

Technically there has been an increase in agency staff spend from £4.575m in 2000 to £8.627m in 2001. However, there was significant under reporting in 2000. Social Care & Health figures are high due to the use of locums to replace gaps caused by the national staff shortage of social workers. This continues to be closely scrutinised.

A preferred supplier contract for the supply of administration agency staff has been implemented which covers around 25% of the spend. Further arrangements to ensure best value are being developed and will ensure value for money in this area, including reduced commission charges.