employersorganisation

Local Government Employment DIGEST

Number 346 January 06

In the January Digest:

- **People Skills Scoreboard 2005**
- **IDS Local Government Pay Benchmarking survey**
- **Pay awards at opted out authorities (IRS)**

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

Key Economic Data

AVERAGE EARNINGS INDEX (Base Rate 2000=100)

	Index			Headline Rate*		
	Nov	Oct	Sep	Nov	Oct	Sep
Wh. Econ.	122.8	122.2	122.1	3.4	3.6	4.1
Priv. Sec.	121.9	121.2	121.2	3.3	3.5	4.1
Pub. Sec.	127.2	126.6	126.1	4.1	4.1	4.2
Manuf.	122.1	121.9	121.6	4.5	4.4	4.1
Services	122.9	122.0	122.0	3.2	3.4	4.1

Next statistics: 15th February 2006.
*Average of seasonally adjusted series over latest three months.

PRICES

	All items			Underlying*		
	Dec	Nov	Oct	Dec	Nov	Oct
RPI	2.2	2.4	2.5	2.0	2.3	2.4
TPI	2.0	2.3	2.3			
CPI	2.0	2.1	2.3			

Next statistics: 14th February 2006.
* Excludes mortgage interest.

LABOUR MARKET (thousands)

	Sep-Nov	Jun-Aug	Mar-May
Unempl. UK	1,528	1,418	1,425
Unempl. GB*	1,494	1,384	1,388
Total in empl. UK	28,764	28,786	28,676
Total in empl. GB*	27,994	28,012	27,919

	Dec	Nov	Oct
Claimant Count UK	909.1	901.9	891.5
Claimant Count GB	865.5	847.8	837.1

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

AEI FORECASTS

Whole economy	Range	Mean
2006 (III)	3.9%-4.8%	4.4%
2006 (IV)	3.8%-4.8%	4.3%

Based on 10 forecasts, source IRS.

RPI FORECASTS (All items)

Quarter	Range	Mean
2006 (III)	1.3%-2.7%	2.2%
2006 (IV)	1.3%-2.8%	2.2%

Based on 10 forecasts, source IRS.

SETTLEMENTS

IRS	3.0%	(Whole economy median over the three months to October 2005)
IDS	3.0%	(Whole economy median over three months to November 2005)
EEF	2.8% (Manu)	(Mean in the three months to October 2005)
LRD	3.1%	(Whole economy median over three months to October 2005)

* 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 3, 2005

- **Summary**: Results for the third quarter of 2005 were very disappointing and worrying overall. Manufacturing balances for home sales and orders, export sales and orders, employment and cashflow all fell in Q3. Service sector performance was more mixed with the balances of home sales and orders, employment, employment expectations and cashflow up but with export sales and orders, plant and machinery investment and confidence all down.

- **Exports**: The export market is measured by the volume of sales and volume of orders. The export market worsened in Q3 with the export sales net balance falling to the lowest level since Q3 2004.

- **Investment**: Investment intentions are measured by investment in plant & machinery and investment in training. Investment in training balances dropped across both manufacturing and services. Investment in plant and machinery was unchanged in manufacturing but fell in services to the lowest level since Q1 2003.

- **Economic climate**: The Q3 results signal a worsening danger for UK businesses. The sharp fall in manufacturing balances signals acute threats whilst services faired little better. The steady fall in confidence balances across both sectors is the worst aspect of the Q3 results.

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 2004

	England	Wales
Education – Teachers	515,930	37,313
Education –Others	726,615	47,611
Social Services	288,006	27,724
Services Direct to the Public	412,971	39,543
Corporate Functions	176,652	11,884
Total	2,120,174	164,074

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

- Post Office Ltd CWU grades – 3.25% basic increase including all allowances (8,850). CMA grades receive a 3.4 % (1,572)
- National Audit Office – All staff below director level have received an award worth 3.66% of pay bill with performance-based increases from 2.25%-6.25% (800).
- McDonald's – Restaurant staff and management receive performance-related increases from 3%-6% (43,000).

Note: BCC data is updated quarterly.
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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	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. '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.
Retail Price Index	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).
Consumer Price Index	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.
Tax and Price Index	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.
ILO Unemployment	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.
Claimant Count	The claimant count measure of unemployment is an administrative count of those eligible to receive unemployment-related benefits.

Economy

The Monetary Policy Committee (MPC) decided again to keep interest rates on hold at 4.5% following their meeting in January. Similarly to last month one member of the committee voted for a reduction in the rate by 0.25%. RPI and CPI inflation continued their recent fall this month with RPI falling from 2.4% to 2.2% and the CPI falling from 2.1% to 2.0% - the target the Monetary Policy Committee have set. Most data on consumer spending appears to be encouraging, as does that on the housing market. Nevertheless, the outlook for economic growth in 2006 appears to be subdued.

Interest rates – Arguments for/against cut
The MPC argument for an interest rate cute this month was put forward by Stephen Nickel, an external member of the MPC who felt that Gross Domestic Product (GDP) growth has been below trend for some time and pointed towards unemployment statistics and the emergence of spare capacity in the economy.

Nevertheless the other 8 members of the committee voted for no change in the interest rate and they were likely to have been persuaded by the fact that various elements of the economy seem to moving in different directions. The chief economist at RBS, Andrew McLaughlin explores this line of thought when he argues that "on the one hand inflation is falling and shows little sign of flaring back up. On the other hand, the housing market is gaining some momentum and consumers are loosening the purse strings." If consumers continue to spend and the housing market continues along its new trajectory, it maybe more likely that interest rates rise in the near future than fall. It is however too soon to evaluate whether or not the recent retail boom is anything other than a seasonal blip.

In a recent Bloomberg survey, predictions for future interest rate movements showed that the percentage of economists expecting a February rate cut has fallen from 65% in November to 41% now, though economists who expect at least one cut this year outnumber those expecting a rise or no change by two to one.

Labour market – unemployment rise
The most interesting story to come from this part of the economy is the continuing rise of unemployment, by over 111,000 over the three months to November 2005. This is the sharpest such increase for twelve years although one must be aware of the longer-term picture that would indicate that unemployment is still historically low. However, this recent rise may have eased the labour market somewhat and reduced the likelihood of recent utility price hikes feeding into pay settlements. RBS claim that the upshot of this is that consumer spending maybe less buoyant in the months to come.

The Bank of England reflect the argument that the labour market is softer claiming that "both wage settlements and regular pay growth have been broadly unchanged in recent months, while the annual growth rate of the whole economy average earnings index has fallen to 3.6% in the three months to October due to a decline in the contribution from bonuses".

Inflation – RPI and CPI both fall
Further falls to both the RPI and CPI measures of inflation were seen again this month. Nevertheless, manufacturing input price inflation rose to 12.5% in November, partly reflecting a sharp increase in gas prices that month. Further to this the Bank of England warned that in the short-term, upside risks to overall inflation remained from higher oil and gas prices and that there were risks connected to the evolution of import prices and the exchange rate.

Gas and oil – future seems unstable
The Bank of England MPC minutes also draw attention to the fact that although prices for

gas have fallen back since the spike in November they continued to trade at around double the levels observed between April and October 2005. More worryingly, they argue that "information from the gas futures market suggests an expectation that the average level of wholesale gas prices in 2006 might be 60% higher than in 2005". Understandably this could have a severe impact upon the level of both CPI and RPI and potentially feed through into higher pay settlements.

The Independent claims that the ongoing feud between Russia and Ukraine is one factor behind the rising price of gas faced by British consumers.

Political instability has also caused the price of oil to again resume its upward spiral. According to RBS, growing tensions between Iran and the West and disruption to production in Nigeria have been behind these rises. In Britain, a crisis of oil supply has been anticipated as The Independent claims that some heating oil distributors are refusing to supply oil until they know when they will receive their next stocks. The blame has been put on Hurricane Katrina, bad weather and the Buncefield fire.

Consumer spending – turnaround confirmed
The upbeat tone of last month has continued into this month for the retail sector with data released by the British Retail Consortium (BRC) showing that shopping in December was 6.2% higher than a year ago, meaning that companies may have had their best Christmas for 4 years.

Before the retail market gets too carried away though it is worth bearing in mind that recent rises in unemployment and slower growth in average earnings may hold back retail sales in the longer term.

Housing market – confidence continues
According to the MPC minutes mortgage lending has risen by £8.7bn with 117,000 new mortgages approved in November – 50% up on November 2004. It is possible that the interest rate cut in August 2005 gave a late boost to the housing market. Michael Taylor at Lombard Street Research predicts, "the housing market is reviving quite strongly which may ultimately result in interest rate rises."

Taking a slightly different note Martin Ellis of the Halifax has predicted that house prices will remain flat this year stating there will be "another year of below-trend economic growth and the continuing high level of house prices in relation to earnings should curb housing demand and prevent a renewed bout of high house price increases."

Economic growth – Investment low, growth suppressed
A Financial Times survey has revealed that there are expectations of slower UK and world economic growth this year with many respondents of the belief that Gordon Brown must raise taxes or slow public spending to restore status quo to public finances. Data released on GDP showed that at 1.8%, the rate of growth in 2005 has hit its lowest level since 1992. Meanwhile the MPC minutes claim that UK business investment appears to be weak although they are still unsure if revised data will alter this.

Nick Shasha

People Skills Scoreboard Survey 2005

The Research and Intelligence (R&I) section of the Employers' Organisation for local government and the regional employers' organisations conducted the People Skills Scoreboard Survey 2005. The Scoreboard is the Employers' Organisation's national survey on issues relating to workforce development. The results can be used to inform and develop the people aspects of strategies and policies. Authorities will also be able to use the data for benchmarking and target setting.

Background
With the exception of police and fire authorities, all local authorities in England, Wales and Scotland were invited to participate in the survey. A total of 196 (44%) authorities participated. Respondents to the survey represented 47% of 2 million local government employees (excluding teachers, police and fire). This report covers England and Wales; responses were received from 178 (43.4%) authorities representing 46.2% of the 1.7 million local government employees.

Key Findings
There has been an increase in the proportion of the workforce covered by Investors in People (IiP) recognition (for the whole or part of the authority) from 49.6% in 2001 to 75.6% in 2005.

workforce development plans
The proportion of authorities that had completed a Workforce Development Plan (for the whole or part of the authority) has increased significantly from 16% at March 2004 to 29% at March 2005, covering 34.2% of the local government workforce.

skills audits
At March 2005 17% of authorities had completed a skills audit for the whole or part of the authority, representing 6.7% of the local government workforce; a slight increase from 5.8% at March 2004.

turnover
The median labour turnover rate in local government increased from 13.4% in 2003/04 to 14.5% in 2005/06.

equality/diversity training
The proportion of authorities that provided equality/diversity training as part of an *integrated* programme for the whole or part of the authority increased from 72% in 2004 to 74% in 2005.

85% of authorities had provided *dedicated* equality/diversity training for the whole or part of the authority, covering 40.5% of the workforce. The main areas covered by training included race (80.3%), disability (78.1%) and gender (67.4%).

off-the-job training
The median number of off-the-job training days per employee per annum provided by authorities increased from 1.5 in 2003/04 to 1.6 in 2004/05.

gross training expenditure
There was a further increase in the median annual Gross Training Expenditure (GTE) per employee per annum from £214 in 2003/04 to £227 in 2004/05; this was matched by an increase in the median of the GTE as a percent of payroll from 1.1% to 1.2% for the same period.

member development
Authorities' median gross training expenditure on member development increased for the fourth year, from £155 per head in 2002/03 to £250 in 2004/05.
Three-quarters of authorities formally consult their members on the design, delivery and effectiveness of training.

on-the-job training
17% of authorities operated time recording system(s), which enable them to quantify the volume of on-the-job training, an increase from

15% in 2004. The proportion of employees covered has fallen in these authorities from 43% to 30% over the same period.
53% of authorities undertook formal evaluation of the costs and outcomes of training activities, up from 48% in 2004.

staff appraisals/development plans
Nearly all authorities continued to conduct staff appraisals and/or used development plans, covering on average 88% and 83% of the workforce. The proportion of authorities that linked staff appraisals/development plans to delivery priorities increased from 90% in 2004 to 92% in 2005.

additional workforce analysis
For the first time, the 2005 Scoreboard received sufficient response to employment breakdowns by gender, ethnicity, age, disability and grade, and a limited breakdown of turnover; indicating authorities' progress in improving information systems. Summary data are published in the report.

It is the intention of the EO to distribute the full report to local authorities by mid-February. Participating authorities have available listings of individual authority data (in electronic format) to assist in a more detailed analysis. EO would welcome your comments and suggestions on the 2005 report and your views on which indicators future Scoreboard exercises should focus on would also be appreciated.

A copy of the report and summary poster will be available to download from the following website: http://www.lg-employers.gov.uk/skills/people/index.html

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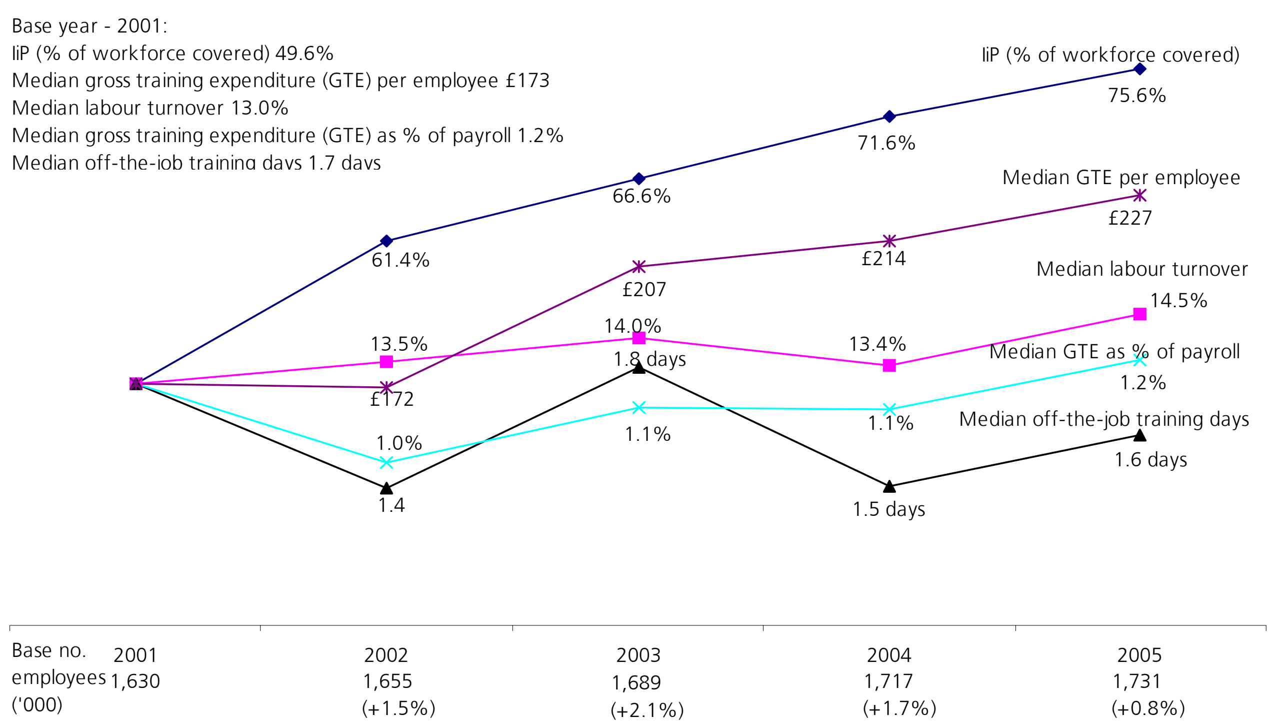
Key findings for England and Wales, 2001-2005



Excludes: teachers, police and fire authorities

Key facts summary table, 2001-2005

	England and Wales				
	2001	2002	2003	2004	2005
Investors in People status (% of authorities)					
awarded to whole authority	36%	47%	50%	58%	66%
awarded to part authority	40%	33%	34%	24%	16%
% of local govt. workforce covered by award	49.6%	61.4%	66.6%	71.6%	75.6%
whole or parts committed (none recognised)	13%	13%	8%	11%	10%
% of local govt. workforce covered by commitment	4.4%	5.8%	2.1%	4.5%	4.2%
not yet involved or have rejected	10%	7%	8%	6%	8%
workforce development plan status (% of authorities)					
completed for the whole authority				8%	23%
completed for part of the authority				8%	6%
% of local govt. workforce covered				18.2%	34.2%
whole or parts being developed (none completed)				63%	60%
% of local govt. workforce covered				49.5%	54.6%
not yet involved				22%	11%
skills audits status (% of authorities)					
completed for the whole authority				4%	6%
completed for part of the authority				10%	11%
% of local govt. workforce covered				5.8%	6.7%
whole or parts being conducted (none completed)				27%	34%
% of local govt. workforce covered				16.2%	18.9%
not yet involved				58%	49%
diversity training status (% of authorities)					
integrated training					
whole authority				40%	38%
part of the authority				32%	37%
did not respond				29%	26%
dedicated training					
whole authority				19%	20%
part of the authority				64%	66%
% of local govt. workforce covered				42.0%	40.5%
did not respond				16%	15%
type of dedicated diversity training provided					
gender				68%	67%
race				77%	80%
age				56%	62%
disability				73%	78%
sexual orientation				60%	67%
religion/belief				61%	67%

	England and Wales				
	2001	2002	2003	2004	2005
median labour turnover	13.0%	13.5%	14.0%	13.4%	14.5%
investment in training					
median number of *off-the-job* training days	1.7	1.4	1.8	1.5	1.6
% of authorities with time recording system(s) measuring *on-the-job* training	21%	16%	17%	15%	17%
- of which, mean % of employees covered	34.6%	49.9%	40.4%	43.3%	30.3%
median gross training expenditure as % of payroll	1.2%	1.0%	1.1%	1.1%	1.2%
median gross training expenditure per employee	£173	£172	£207	£214	£227
proportion of training expenditure:					
professional qualifications	12%	13%	11%	11%	14%
National/Scottish Vocational Qualifications	9%	9%	10%	9%	9%
other vocational qualifications	2%	3%	3%	5%	3%
management development	14%	15%	14%	14%	18%
continuing professional development	11%	13%	15%	10%	11%
generic training of which;					
- health and safety (inc. First Aid)	9%	7%	9%	6%	7%
- equal opportunities/positive action	4%	5%	4%	7%	5%
- information communication technology	12%	12%	13%	10%	8%
- customer care	5%	4%	5%	4%	5%
employee induction	-	-	-	3%	4%
skills for life (basic skills)	-	-	-	-	1%
other training	21%	20%	16%	20%	14%
total	100%	100%	100%	100%	100%
member development					
median gross training expenditure per member	£170	£155	£194	£231	£250
% of authorities formally consulting members throughout the training process	59%	58%	67%	75%	74%
value added by training and development					
% of authorities undertaking formal evaluation of the costs and outcomes of training activities, 2001-2005	50%	61%	49%	48%	53%
staff development and appraisal schemes status					
% of authorities conducting staff appraisals and/or staff development plans	97%	99%	100%	99%	100%
of which, mean % of employees:					
- receiving appraisal	78%	81%	88%	89%	88%
- with development plans	71%	77%	79%	83%	83%
% of authorities where appraisals/staff development plans are linked to delivery priorities				90%	92%

Single status progress and pay levels from the IDS local government pay benchmarking survey

In this article we review the recent results of the IDS local government pay benchmarking survey, published comprehensively in IDS Pay Report 945. We look at the findings of the survey in relation to progress made towards the Single Status agreement, pay protection measures, recruitment & retention difficulties and provide some comparative pay data with the EO Market Pay Service.

Introduction
The IDS Pay Report analyses the progress made by authorities towards the implementation of a local harmonised pay and grading structure. IDS also look at recruitment and retention difficulties faced by local authorities and the initiatives they are taking to address this widespread issue.

Progress towards single status
Out of the 54 respondents to the 2005 survey, three-fifths declare that they have completed the move towards single status. This shows an improvement compared to the 2004 survey where two-fifths of the sample had completed the move. With data collected from previous years surveys, IDS now has a list of 55 councils who have completed moves to a local harmonised pay and grading structure.

Three-fifths of the authorities that have completed the move (including those in previous years' surveys) are district/borough councils (*see table 1*). The interesting point to take from the IDS results is that none of the Unitary authorities who have completed the move have more than 9,500 employees. This could suggest that larger authorities are finding the move towards Single Status more difficult. In fact IDS claim "implementing Single Status is a major task, especially since many councils have very large workforces".

A comparison with the Employers Organisation database on Single Status progress, as at November 2005, shows that out of 389 authorities, 37% have either completed or implemented the move. 47% are underway and 16% have not started.

Obstacles to the Single Status agreement
Just like in 2004, IDS report that the survey also found that some councils are still experiencing difficulties in having a local harmonised pay and grading structure accepted. Most respondents emphasised again that cost creates the biggest obstacle to the local implementation of Single Status. It was also frequently mentioned that the scale of the job evaluation task raises barriers against the implementation, together with problems in reaching agreements with the trade unions.

The EO's own most recent survey has suggested that, while JE is regarded as a bureaucratic process, the majority of respondents have overcome technical difficulties and reached agreement with Trade Unions on the choice of scheme in use. The biggest obstacle to successful pay reviews is undoubtedly cost.

Choice of job evaluation scheme
Similar to the 2004 results, responses to the IDS survey show that 37% have chosen the NJC scheme (*See table 2*). The Greater London scheme (GLPC) follows with nine authorities choosing it, including two Welsh Unitaries. Eight authorities chose Hay.

The IDS survey also asked at which of the four stages of the job evaluation process each authority is. Some 54% of respondents have reached the fourth and final stage of finalisation of grading structures. 18% have reached the second stage of evaluation of benchmark jobs and only 13% are still at the first stage with the setting up of a steering committee.

Pay protection measures

IDS found that the majority of respondents to the survey (33 councils) have agreed some form of pay protection to help the assimilation to the new grading structure. Most of these authorities will protect pay levels for three years, while four councils have limited protection to five years and only three have not limited the pay protection period while the jobholder is still in employment.

Regional variation in pay data

Unsurprisingly, the IDS survey reveals once again that median salaries in the South East (excluding London) were higher than the national median salaries. Only Finance officers and Traffic engineers produced lower median starting salaries in the South East compared to the national median. For the lower paid posts, hourly pay was also higher in the South East.
Like the 2004 survey, the Eastern region pays the highest rates outside the South East.

Specific comparisons to the EO Market Pay Service

Like in 2004, pay rates identified by the IDS survey are broadly similar to the rates identified in the EO Market Pay Service (*see table 3*). Four out of the six position compared are paid marginally higher according to the EO Market Pay Service.

Recruitment and retention

Like in the previous year's survey, IDS report that in 2005 almost all councils have encountered recruitment and retention difficulties. 40% of respondents had the biggest difficulty in recruiting planning officers and the majority of these were smaller district/borough councils.
Environmental Health officers and social workers also represented a difficult group to recruit (22%), with 12 authorities mentioning both as their main recruitment problem. These findings are similar to the results found in the Employers' Organisation annual recruitment and retention survey published in the December edition of Digest.

Reasons for difficulties

The survey shows that the general shortage of qualified professionals, such as social workers and building control officers, is still considered the main reason for recruitment difficulties.
The second most cited reason was the salaries paid by local authorities followed by competition from the private sector. Some councils in the South East also mentioned costs of living as a main factor behind recruitment and retention difficulties.

Vincenzo Iovine

The complete report on the implementation of Single Status can be found in IDS Pay Report 945 or 'Pay in the public services 2006', 77 Bastwick Street, London, EC1V 3TT, Tel: 020 7520 3434, website www.incomesdata.co.uk

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For more information on the EO Market Pay Service contact Nick Shasha (020 7296 4765, nick.shasha@lg-employers.gov.uk).

Table 1: Authorities that have completed the move to single status (extracted by IDS report) *	
Authority type	**Number**
District/borough council	33
Unitary	12
County Council	7
Metropolitan	2
London Borough	1

Table 2: Choice of job evaluation scheme in 2005 *		
Number of respondents	**Percentage**	**Job Evaluation Scheme**
20	37%	NJC
9	17%	GLPC
8	15%	Hay

Table 3 – Comparative pay rates between the EO Market Pay Service and IDS Local Government Pay benchmarking survey *				
	EO Market Pay database		**IDS Local Government Pay benchmarking survey**	
Position	**Median Minimum**	**Median Maximum**	**Median starting salary**	**Median maximum salary**
Accountant	28800	33600	27411	31557
Environmental health officer	24700	28600	24708	28179
Planning officer	23200	28200	22594	27657
Building control officer	24700	28400	23046	27411
Administrative officer	14700	17100	14364	17469
Residential care officer	17400	19700	17922	20975

* Source: IDS Pay Report 945

Pay awards at opted out authorities

This article briefly summarises findings from IRS Employment Review that reports on pay reviews amongst authorities opted-out of the NJC for Local Government Services (LGS). A view of some of the other topics looked at by IRS is also provided.

Pay Reviews Levels at opted out authorities
Amongst the 25 authorities the median pay award came in at 3%, just very marginally above the main LGS settlement of 2.95%. The mean average and lower quartiles also came in at 3%. The inter-quartile range was relatively narrow between only 2.5% and 3.2%.

Of the 25 authorities, only 4 had settlements below that of the 2.95% LGS settlement, between 2.5% and 2.75%. 11 authorities had a pay review of 3% whilst 10 authorities were above this level, between 3.1% and 3.9%.

Pay reviews for the public sector in general
Of the 83 public sector pay awards that IRS collected data on during the year to 31 December 2005 the median basic pay award was also 3%. The overall sample was wider ranging than the local government one with awards between 2% and 3.5%.

Likely review levels for 2006
IRS feel that pay review levels for the sector will be restrained in 2006 referring to the pre-budget report where the chancellor asked the pay review bodies to not contribute to inflationary pressures in the economy. A figure of 2% based on the CPI target inflation rate was given. However, the teachers pay review body recently agreed a more realistic 2.5% increase from September with the government conceding that the body had considered a wide range of evidence and needed to supply high-quality teachers.

Table 1 – Pay review levels*

	Minimum	**Lower quartile**	**Median**	**Mean**	**Upper quartile**	**Maximum**
Settlement levels amongst 25 opted out authorities	2.5%	3.0%	3.0%	3.0%	3.2%	3.9%

Source *IRS Employment Review 838, Public Sector Pay 2005/06

The complete article on Public Sector Pay 2005/06 can be found in IRS Employment Review 838. Please visit www.irsemploymentreview.co.uk, IRS, 2 Addiscombe, Croydon, Surrey, CR9 5AF, Tel: 020 8686 9141.

For more information about this article, please contact Nick Shasha on 020 7296 6765 or at nick.shasha@lg-employers.gov.uk

Press Summary

This section in the Digest aims to provide an overview of recent stories that have featured in the national press that are likely to have a direct impact upon local government.

Government statistician counts on us living and working longer
By Ashley Seager, The Guardian, January 13th 2006.

According to new figures published by the Office for National statistics (ONS), the workforce is expected to expand by 6.7% in 14 years, from 30.1 million now to 32.1million in 2020. These figures come amid much debate over the pensions arrangements for an ageing population; the figures are relevant for pensions and tax receipt projections.

In more detail, the ONS expected the number of those over 50 to rise by almost a quarter. This coupled with a rise in the activity rate for over-50s is expected to continue rising, while the number of people aged 16-24 is set to decrease by 5%.

For the next decade, the increase in the workforce is expected to be driven from changes in age composition, from 2016 the ONS predicts changes in economic activity will have more of a role to play. Women will be retiring later, it predicts, with their pensionable age rising from 60 to 65 by 2020.

The ONS forecast the number of over-65s working will rise from 582,000 in 2005 to around 775,000 by 2020; this will be supported by government policy.

The economic activity rate is expected to expand from 78.5% to just under 80% over 15 years, with the male rate remaining static at around 91% and the female rate increasing from 73.4% to 76%.

Work-life balance called into question
By Scheherazade Daneshkhu, The Financial Times, January 10th 2006.

Research published in this article has shown evidence disputing "the win-win view espoused by the government, that better work-life balance will improve productivity." Instead it is asserted that no relationship exists between the two, "once good management is accounted for."

Nick Bloom, one of the report's authors put the belief down to the 'spurious correlation' of well-managed and productive firms having a good work-life balance, "simply…because they are well managed."

The report's findings dispute the typical pessimistic view held by many, including the French President Jacques Chirac, that "Anglo-Saxon neo-liberalism achieves high productivity at the expense of long hours and miserable, insecure jobs." The report asserts, "There is no relationship between tougher competition and work-life balance," and identifies that the proportion of women in management was noticeably higher in companies with a better work-life balance.

Professor John Van Reenen, another author of the report, explains that well-run firms naturally feel the need to support a good work-life balance in an attempt to keep employees by treating them well.

Jacob Knox-Hooke

Pay Trends

According to Incomes Data Services (IDS) the median settlement level for the three months to the end of November is 3.0%. Industrial Relations Service (IRS) also report this. Figures from Trades Union Congress (TUC) show that nearly 5 million employees worked unpaid overtime in 2005. The gender pay gap currently stands at 17.1% findings from the Annual Survey of Hours and Earnings (ASHE) show. According to the Guardian for the second year running both the number of graduate jobs and graduate salaries are both set to rise.

Settlement levels
IDS report that the median settlement level for the three months to November 2005 remains at 3%. The level is based on 77 settlements covering 719,000 employees.

The median settlement rate in the public sector is at 3% for the three months to the end of November. According to IDS the Chancellor has recently asked all Review Bodies to keep pay rises around the 2% level. The School Teachers Review Body has recommended that teachers in England and Wales receive a basic pay award of 2.5% from September 2006 as part of a 2-year deal, the Government has accepted this.

The 5.9% rise in the National Minimum Wage due in October 2006 is likely to be a strong influence on pay settlements throughout 2006. Many low paying sectors such as retail will be adjusting their lowest rate in anticipation of the rise.

The IRS also reveals that the headline measure is at 3% for the three months to the end of November 2005. This figure is based on a sample of 46 pay settlements. IRS have said that the analysis is based on a small sample as it covers the quietest time in the pay bargaining calendars, the run up to Christmas.

For the 12 months to November 2005 both the Public and Private sectors have a median pay settlement figure of 3%. For the three months to the end of November 2005 Manufacturing and services sectors also have a median settlement level of 3%.

Unpaid overtime
According to figures published by the TUC from the Summer 2005 Labour Force Survey (LFS) nearly 5 millions employees worked on average an extra day a week in unpaid overtime. The TUC estimates that if all of these employees worked all their unpaid overtime at the beginning of the year, they would not get paid until the 24th of February. The TUC have therefore dedicated Friday 24th February as "Work your proper hours day". They are urging employees who do unpaid overtime to take a proper lunch break, and arrive and leave work on time on that day.

Figures from the LFS show that employees in London put in an average of 8.2 hours of unpaid overtime per week. Those working in the South West worked the lowest number of average unpaid overtime hours at 6.9 hours per week. 153,000 employees in the North East did unpaid overtime, compared to 848,000 employees in the South East.

The TUC report those working in a small organisation (less than 25 employees) are least likely to work unpaid overtime compared to those working in an organisation with over 500 staff. Those working in a small organisation are also likely to work the least amount of unpaid overtime hours.

Gender pay gap
IDS report finding from ASHE 2005 showing that the gender pay gap ratio between men and women's average hourly earnings is 17.1%, although the gap varies depending on sector, and in some cases the gap is higher than the whole economy average.

The largest gap is seen in the finance sector where there is a median and average difference of 41%. The average gross hourly rate excluding overtime for men in this sector is £23.86. However women in this sector are only likely to earn £13.98 an hour. An explanation for this could be that men hold more managerial positions in this sector, whereas women are often in administration or clerical roles, which are lower paying. Transport, storage and communications have the lowest gender pay gap with an average at 9% and the median is 6%.

The gender pay gap in the public sector was 13.3% on average and had a median rate 9.9%, this has widened by 1.0% since 2004. The gap in the private sector is almost twice as much as in the public sector at 22.5%, however it has decreased by 0.8% since last year.

IDS report that full time men in the public sector in the top 10 percent earn £24.97 an hour on average. This is extremely close to the private sector average of £24.72. For female women however the gap is not as close. Women in the public sector earn on average £21.70 an hour whereas those in the private sector earn £18.26 an hour. IDS claim that this can be explained by a large number of professional women such as teachers, nurses and social workers working in the public sector

Graduate salaries see an increase

According to research from the Graduate Market survey the Guardian reports that the number of graduate jobs and salaries are to rise for the second consecutive year. The number of graduate jobs compared to last year is expected to rise by 11%; this would mean that since 2004 graduate recruitment has risen by almost 22%.

Graduate salaries have also seen an increase. The average starting graduate salary for a large organisation has increased by 3% (£700) compared to last year, bringing it up to £24,000. Investment banks and law firms continue to pay the highest, with an average of £35,000 and £29,000 respectively. Those in the retail sector receive the lowest salaries at £21,500 on average.

Roopal Shah

Full details of Pay settlements and IDS pay databank and the complete article on gender pay gap can be found in IDS Pay Report 944, 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 839, please visit, www.irsonline.co.uk. IRS, 2 Addiscombe Road, Croydon, Surrey, CR9 5AF. Tel: 020 8686 9141.

The complete article on graduate jobs and salaries can be found at www.guardian.co.uk

A comprehensive article on unpaid overtime can be downloaded from www.tuc.org.uk

Average Earnings Index

The headline rate of average earnings growth was 3.4% in November. The rates of earnings growth in the private and public sectors were 3.3% and 4.1% respectively. Earnings growth in the services has fallen to 3.2%, while manufacturing growth has increased to 4.5%.

Wages and salaries per unit output in the whole economy for the fourth 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 0.4% over the last year.

Figure 2.2.1: AEI: Headline rates

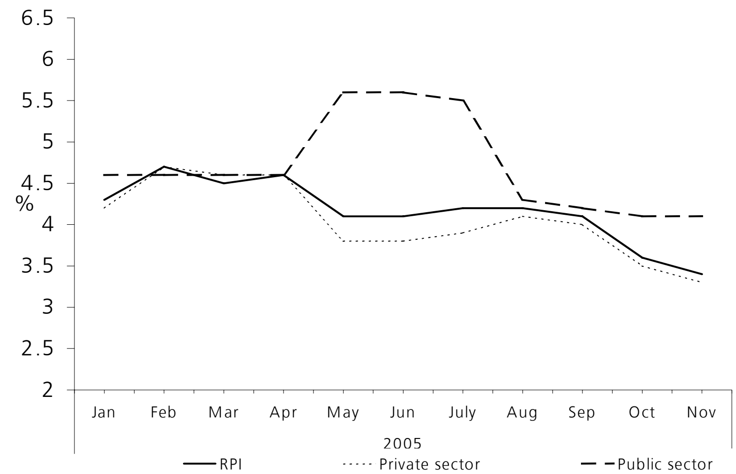


Table 2.2.1: Average Earnings Index: Percentage change over previous 12 months

		Whole economy		Private sector		Public sector	
		Index*	Headline rate✞	Index*	Headline rate✞	Index*	Headline rate✞
2005	Jan	121.9	4.3	121.9	4.2	122.6	4.6
	Feb	120.6	4.7	120.0	4.7	123.3	4.6
	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
	July	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	122.1	3.6	121.1	3.5	126.6	4.1
	Nov	**122.8**	**3.4**	**121.9**	**3.3**	**127.2**	**4.1**

**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 5.0%, and have a mean of 4.5%.

Table 2.2.2: Average Earnings Index forecasts

	2006 Qtr 1	2006 Qtr 2	2006 Qtr 3	2006 Qtr 4
Upper range	5.0%	4.7%	4.8%	4.8%
Mean	4.5%	4.4%	4.4%	4.3%
Lower range	3.8%	3.9%	3.9%	3.8%

Source: Industrial Relations Services

Recent Pay Settlements

Group	Progress	Effective Date	Changes to conditions of service
Public sector			
Department of Culture, Media and Sport	Award worth 3.97% of pay bill including performance awards for satisfactory performers and one-off bonuses for highly successful performers. Pay band minima and maxima increased (470)	01.08.05	
Office of the Deputy Prime Minister	Award worth 3.7% of earnings growth including a basic 2.9% rise for all satisfactory performers. (2,000)	01.08.05	
Treasury Solicitors Department	Award worth 4.39% of pay bill, underpinned by 2.9% (600)	01.08.05	
Private sector			
Harcourt Education	Increase on basic salaries of 2.3% (550).	01.10.05	
Delphi Diesel Systems	First of a three-year deal awarding merit awards between 2.7% and 3.95% from a budgeted pay bill of 3.5%. (650)	01.08.05	

Market Pay Service – Extract 8

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 it's 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.

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

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

Group	Region	Median Min	Median Max	Count	Group	Region	Median Min	Median Max	Count
1	All	28800	33600	257	4	L	19000	20800	176
1	EM	26700	32200	32	4	NE	14400	15400	57
1	L	31100	34800	83	4	NW	14200	15200	40
1	SE	27100	36600	31	4	SE	14700	17500	94
1	WM	28200	33000	23	4	Y&H	14400	15600	84
2	All	16300	21000	109	5	All	13100	13700	113
3	All	14000	15400	2449	5	NE	13100	13700	31
3	EE	14000	15400	96	5	SW	11300	13100	23
3	EM	13800	14900	255	5	Y&H	10900	14400	23
3	L	18200	19900	482	6	All	13100	14000	225
3	NE	13500	14900	195	6	EM	10900	13700	43
3	NW	13300	14900	58	6	NE	13100	14100	57
3	SE	14600	16600	498	6	WM	13100	14100	51
3	SW	14000	15400	102	6	Y&H	12500	13700	42
3	W	14800	17000	38	7	All	24000	29000	150
3	WM	14000	15400	130	7	L	25300	32200	28
3	Y&H	13500	14900	442	7	SE	25400	31600	26
4	All	14700	17100	560	8	All	24700	28400	222
4	EE	14000	14900	21	8	EE	23600	29800	24
4	EM	14000	15200	24	8	L	28300	33400	22

Group	Region	Median Min	Median Max	Count
8	NE	22200	26600	31
8	NW	24700	28100	31
8	SE	23300	31600	53
8	Y&H	24700	26700	26
9	All	14400	16000	101
9	SE	14900	17500	32
10	All	21000	29000	686
10	EM	20400	29000	48
10	L	26300	32300	178
10	NE	21000	29000	75
10	NW	20300	23300	25
10	SE	21000	29400	172
10	SW	21700	27400	28
10	WM	19100	26700	40
10	Y&H	19700	27400	100
11	All	6.04	6.05	1138
11	EM	5.87	6.04	145
11	L	8.11	8.24	31
11	NE	5.87	5.87	179
11	NW	6.23	6.23	46
11	SE	6.94	8.18	94
11	W	5.87	6.04	25
11	WM	6.04	6.05	134
11	Y&H	6.03	6.03	442
12	All	16400	18500	125
12	SE	16400	20000	43
12	Y&H	17000	19100	41
13	All	6.04	6.05	125
13	EM	5.83	6.36	28
13	WM	6.04	6.04	21
13	Y&H	6.03	6.05	39
14	All	5.63	5.65	204
14	EE	5.54	5.54	20
14	EM	5.47	5.47	43
14	SE	5.95	6.68	34
14	Y&H	5.65	5.65	46
15	All	11700	12000	250
15	EM	11600	11600	39
15	NE	11300	11600	31
15	SE	13300	14800	52
15	Y&H	11300	11300	70
16	All	5.60	5.62	930
16	EE	5.56	5.71	26

Group	Region	Median Min	Median Max	Count
16	EM	5.47	5.47	169
16	L	6.94	7.17	36
16	NE	5.60	5.60	121
16	NW	5.63	5.63	62
16	SE	5.92	6.23	69
16	SW	5.57	5.63	27
16	WM	5.63	5.66	24
16	Y&H	5.49	5.49	376
17	All	13100	13700	577
17	EE	10900	14100	33
17	EM	11300	13700	57
17	NE	13100	14100	87
17	NW	10600	13700	33
17	SE	13700	14900	78
17	W	13100	13700	40
17	WM	13100	14100	76
17	Y&H	11600	13700	143
18	All	13500	14400	286
18	NE	13500	14100	52
18	SE	14600	15800	78
18	SW	13100	13800	46
18	Y&H	13100	14100	61
19	All	18600	24800	30
20	All	20400	26600	71
21	All	21700	25400	55
22	All	26600	29600	155
22	L	29100	32000	53
22	SE	24000	30000	39
23	All	28200	31400	66
23	L	32000	39400	22
24	All	14900	17500	327
24	EE	15200	17900	31
24	EM	14400	17500	28
24	L	19500	24000	63
24	NE	13500	14900	20
24	NW	13500	15000	26
24	SE	14800	17500	57
24	Y&H	13100	14900	23
25	All	21900	27400	96
26	All	24700	26600	21
27	All	22000	28900	38
28	All	21000	24000	69
28	L	26200	28300	20

Group	Region	Median Min	Median Max	Count		Group	Region	Median Min	Median Max	Count
29	All	18300	21700	79		40	SE	5.74	7.12	51
29	SE	18500	22200	21		40	WM	5.66	6.39	24
30	All	24700	28600	198		40	Y&H	5.68	5.68	65
30	EM	24000	27400	23		41	All	18400	21500	94
30	L	28500	34300	34		41	L	21000	25600	36
30	NE	24000	28200	24		42	All	20300	25400	385
30	NW	24700	27400	26		42	EM	17900	23500	20
30	SE	25400	31500	36		42	L	23000	26600	98
30	Y&H	23700	27400	29		42	NE	19700	23300	48
31	All	14100	16000	232		42	SE	17700	25000	78
31	L	18100	19900	29		42	Y&H	17400	24000	59
31	NE	13100	14900	28		43	All	23200	28200	431
31	SE	14900	16000	58		43	EE	25400	30300	56
31	WM	13500	17000	23		43	EM	20300	26600	35
31	Y&H	13500	14700	28		43	L	28500	32300	69
32	All	20300	23200	252		43	NE	22500	26200	34
32	L	23300	25600	125		43	NW	21900	26200	38
32	SE	17800	19100	39		43	SE	23200	28500	122
32	Y&H	17400	20300	26		43	SW	19100	24000	22
33	All	35000	38300	105		43	Y&H	19700	26200	37
33	L	35000	38300	51		44	All	17200	18000	45
34	All	25400	28700	66		45	All	26800	30700	315
34	L	28900	32200	22		45	L	28900	34400	148
36	All	15900	19400	275		45	NE	25400	30000	20
36	EE	15700	19100	24		45	NW	24700	26600	21
36	EM	15200	18000	21		45	SE	25600	28600	32
36	L	22300	24700	58		45	Y&H	24000	28200	20
36	NE	15700	17500	34		46	All	13200	14100	394
36	NW	14000	17000	27		46	EE	13500	14200	32
36	SE	16000	20600	58		46	EM	12500	13700	40
36	Y&H	14400	17000	30		46	L	14800	16200	45
37	All	19700	22300	524		46	NE	13500	14100	37
37	EE	18500	20700	32		46	SE	14000	14900	94
37	L	23400	26200	173		46	SW	12600	14100	26
37	SE	19700	23300	49		46	Y&H	12800	13700	55
37	Y&H	16300	17900	28		47	All	21500	25400	133
38	All	21000	24200	109		47	L	22800	26100	70
38	L	23400	26300	54		48	All	17400	19300	43
39	All	19700	22600	107		49	All	17400	19700	68
39	SE	16900	21800	20		49	Y&H	17900	19700	37
40	All	5.76	6.08	246		51	All	18700	21700	243
40	EM	5.84	5.84	35		51	L	24100	25400	94
40	NE	5.85	5.87	25		51	SE	17800	21100	43
40	NW	6.01	6.57	23		52	All	15200	17000	236

Group	Region	Median Min	Median Max	Count	Group	Region	Median Min	Median Max	Count
52	L	17400	19200	49	53	SE	29100	34500	30
52	NE	14000	14900	22	56	All	22300	24900	160
52	SE	15800	17400	47	56	L	25400	28900	59
52	WM	15200	17500	26	56	SE	24900	29000	21
52	Y&H	14500	15700	30	56	Y&H	17900	20300	20
53	All	30000	33700	163	57	All	21500	24500	69
53	L	32100	38500	43					

Retail Price Index

The annual change in the Consumer prices index for December 2005 was 2.0%. The December 2005 all items headline RPI was 2.2% higher than in December 2004. The underlying index (excluding mortgage interest) decreased to 2.0%. The annual change in the tax price index, which includes the effects of changes to direct taxation and National Insurance, was 2.0%. Over the same period RPIY, which measures inflation excluding the effect of indirect taxes as well as mortgage interest payments, increased by 2.0%.

Figure 3.1.1: Inflation rates

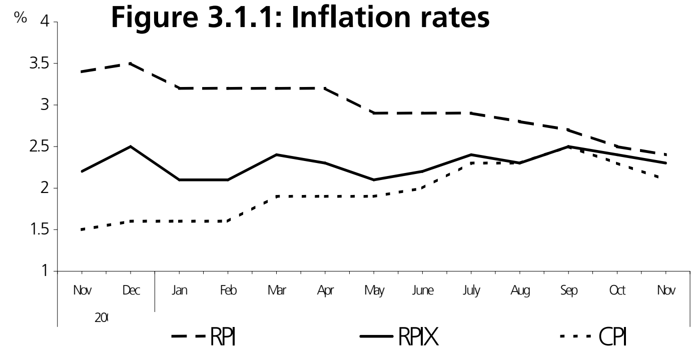


Table 3.1.1: CPI, RPI, RPIX and PPI

		Consumer Prices Index CPI		Retail Prices Index (headline-all items) RPI		Underlying Index (exc. mortgage interest payments) RPIX		Producer Prices Index (output) PPI	
		Index 1996 =100	Annual % change	Index Jan 1987=100	Annual % change	Index Jan 1987=100	Annual % change	Index 2000=100	Annual % change
2005	Jan	111.9	1.6	188.9	3.2	185.2	2.1	104.8	2.6
	Feb	112.2	1.6	189.6	3.2	185.9	2.1	105.1	2.7
	Mar	112.7	1.9	190.5	3.2	186.8	2.4	105.8	2.9
	Apr	113.1	1.9	191.6	3.2	187.8	2.3	106.5	3.3
	May	113.5	1.9	192.0	2.9	188.2	2.1	106.3	2.7
	Jun	113.5	2.0	192.2	2.9	188.3	2.2	106.2	2.5
	July	113.6	2.3	192.2	2.9	188.3	2.4	107.0	3.1
	Aug	114.0	2.4	192.6	2.8	188.6	2.3	107.3	3.0
	Sep	114.2	2.5	193.1	2.7	189.3	2.5	108.0	3.3
	Oct	114.3	2.3	193.3	2.5	189.5	2.4	107.9	2.6
	Nov	114.3	2.1	193.6	2.4	189.7	2.3	107.6	2.2
	Dec	**114.7**	**2.0**	**194.1**	**2.2**	**190.2**	**2.0**	**107.4**	**2.4**

Ten independent forecasts of inflation for the fourth quarter of 2006 range between 1.3% and 2.8%, and have a mean of 2.2%.

Table 3.1.2: RPI forecasts

	2006 Qtr 1	2006 Qtr 2	2006 Qtr 3	2006 Qtr 4
Upper range	3.0%	2.9%	2.7%	2.8%
Mean	2.5%	2.3%	2.2%	2.2%
Lower range	2.0%	1.6%	1.3%	1.3%

Source: Industrial Relations Services

House Price Indices

Figure 3.2.1 Monthly and Annual house price inflation

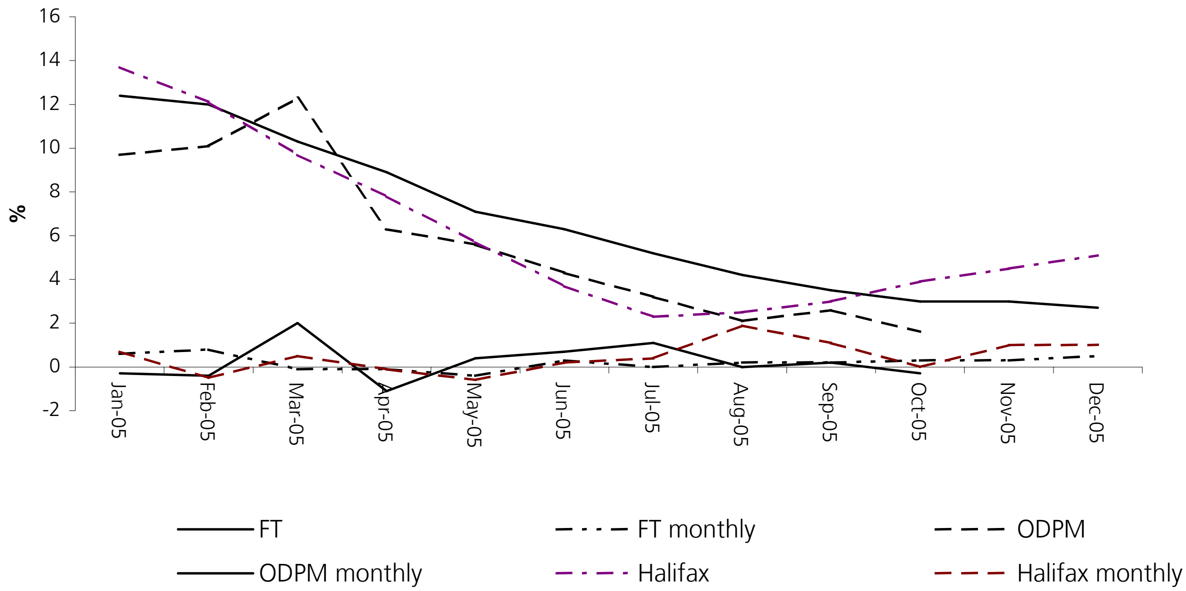


Table 3.2.1: Percentage change in house prices

Annual	Jan 05	Feb - 05	Mar - 05	Apr - 05	May - 05	Jun – 05	Jul - 05	Aug- 05	Sep – 05	Oct- 05	Nov - 05	Dec - 05
FT	12.4	12.0	10.3	8.9	7.1	6.3	5.2	4.2	3.5	3.0	3.0	2.7
ODPM	9.7	10.1	12.3	6.3	5.6	4.3	3.2	2.1	2.6	1.6		
Halifax	13.7	12.1	9.7	7.8	5.7	3.7	2.3	2.5	3.0	3.9	4.5	5.1
Monthly												
FT	0.6	0.8	-0.1	0.0	-0.4	0.3	0.0	0.2	0.2	0.3	0.3	0.5
ODPM	-0.3	-0.4	2.0	-1.1	0.4	0.7	1.1	0.0	0.2	-0.3		
Halifax	0.7	-0.5	0.5	-0.1	-0.6	0.2	0.4	1.9	1.1	0.0	1.0	1.0

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.

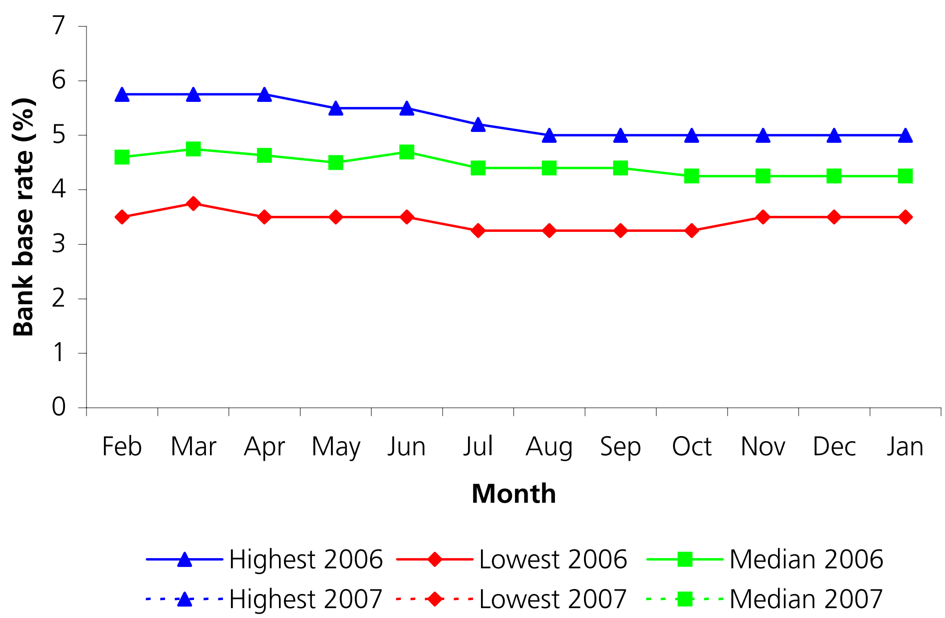
ODPM index – The ODPM provides a view of mortgage **completions**, using some 20% of mortgages. These figures are mix-adjusted but not seasonally adjusted.

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 March 2005 both the highest and lowest forecasts for 2006 Q4 have fallen from 5.75% to 5% and from 3.75% to 3.5%. The median has also dropped from 4.75% to 4.25%. **Please note:** The data series for 2007 will begin next month.

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 September to November 2005 quarter stood at 1,528,000 or 5.0% of the economically active population in Great Britain, an increase of 120,000 over the same quarter a year ago. Breaking the figures down by gender shows that ILO unemployment rates are higher for men (5.5%) than women (4.5%). 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 ‡
Sep-Nov 2003	1,464	4.9	878	5.4	587	4.3
Sep-Nov 2004	1,408	4.7	832	5.1	576	4.2
Dec-Feb 2005	1,439	4.8	836	5.1	603	4.4
Mar-May 2005	1,425	4.7	841	5.2	584	4.2
Jun-Aug 2005	1,418	4.7	843	5.2	575	4.2
Sep-Nov 2005	1,528	5.0	900	5.5	628	4.5

* *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.

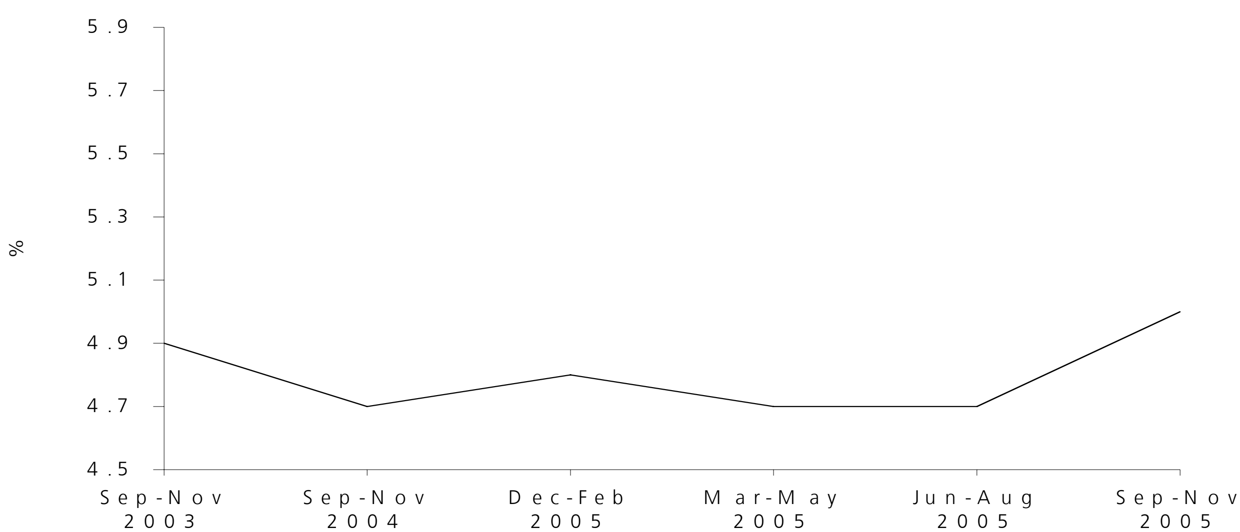


Figure 4.1.1: ILO unemployment rate

Claimant count unemployment

Claimant count unemployment increased by approximately 7,500 over the month.

Table 4.1.2: Claimant count unemployment

Great Britain (thousands) seasonally adjusted

		Total		Men		Women	
		No.	Rate ‡	No.	Rate ‡	No.	Rate ‡
2004	Dec	797.2	2.6	590.8	3.6	206.4	1.5
2005	Jan	784.3	2.6	580.2	3.5	204.1	1.5
	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	2.9	647.7	3.9	225.5	1.6
	Dec	**880.7**	**2.9**	**652.9**	**3.9**	**227.8**	**1.6**

‡ *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 4.1% in the North East. ILO rates are lowest in the South West and South East (4.1%) and highest in the North East (6.2%).

Table 4.1.3: Regional unemployment

(thousands) seasonally adjusted

	ILO unemployment Sep - Nov 2005		Claimant count, December 2005	
	No.	Rate	No.	Rate
North East	74	6.2	47.3	4.1
North West & Merseyside	156	4.7	108.7	3.1
Yorkshire & the Humber	132	5.3	84.0	3.3
East Midlands	97	4.3	58.7	2.8
West Midlands	131	5.0	102.2	3.8
East	128	4.5	61.8	2.2
London	291	7.5	167.8	3.6
South East	177	4.1	77.0	1.8
South West	104	4.1	43.6	1.7
Wales	66	4.7	44.1	3.3
Scotland	138	5.3	85.5	3.2
Great Britain	**1,494**	**5.1**	**880.7**	**2.9**

Source: Office for National Statistics

Employment

The number of people in employment in the United Kingdom, using the LFS definition, decreased by 22,000 between September to November 2005 compared with the previous quarter. During this period male employment increased by 23,000 and female full time employment decreased by 7,000. Female part-time employment decreased by 38,000. Looking at figures over the year from September to November 2005 shows that employment increased by 222,000. Male employment over the year increased by 97,000, and female full time employment increased by 172,000. Female part-time employment decreased by 48,000.

Table 4.2.1: LFS employment

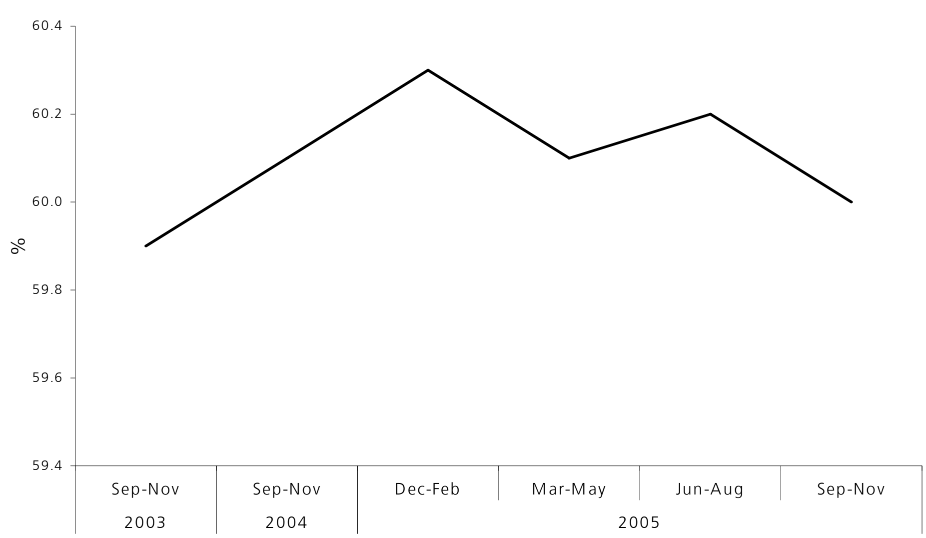
United Kingdom (thousands) seasonally adjusted

	Total	**Men**	**Women**	
			Full-time	Part-time
Sep-Nov 2003	28,245	15,266	7,232	5,746
Sep-Nov 2004	28,542	15,433	7,422	5,688
Dec-Feb 2005	28,693	15,477	7,571	5,645
Mar-May 2005	28,676	15,460	7,540	5,677
Jun-Aug 2005	28,786	15,507	7,601	5,678
Sep-Nov 2005	**28,764**	**15,530**	**7,594**	**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		
Whole economy figures are for employees only		
Local government figures exclude teachers, firefighters and police, but will include some elements beyond the LGS group, for example chief officers and craft workers		
Since this is a sample survey percentages are rounded to the nearest whole number.		
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.		
As percentages are rounded they do not necessarily add to 100.		

Employee Jobs in Local Government, June 2004

The tables that follow show the provisional key results of the Employers Organisation's Local Government Employment Survey (LGES) for June 2004.

A full report on the LGES 2004 was published in the November 2004 Digest.

We must emphasise that the estimates of change (Tables 5.25 and 5.2.6) should be handled with caution. We have made considerable efforts, with the help of authorities, to check figures for 2003 as well as 2004. In constructing an estimate of change we have had to reach judgements on whether to include or exclude figures for particular authorities. Some data had to be excluded, usually where an authority reported substantial change in numbers for a particular service but was unable to explain why this has occurred, or said that the 2003 figures were wrong but could not provide correct figures. The change figures for the remaining authorities were then grossed up (separately for each type of authority) to provide estimates relating to all authorities.

Each figure presented in tables 5.2.5 and 5.2.6 are rounded to the nearest thousand to reflect their approximate nature. Please note that numbers may not add precisely to column and row totals because of rounding.

Table 5.2.1: Employee jobs in local government as at June 2004 by local authority type

	Male		Female		
	Full-time	Part-time	Full-time	Part-time	**Total**
Counties	107015	46251	213319	416031	782616
Metropolitan districts	119372	28706	173779	224019	545876
English unitaries	73800	26673	113756	180677	394905
London boroughs	58759	13439	91458	89338	252994
Welsh unitaries	35600	11696	49504	67274	164074
Shire districts	57880	11090	40990	33823	143783
Total	452425	137855	682805	1011162	2284248

Table 5.2.2: Employee jobs in local government as at June 2004 by region

	Male		Female		
	Full-time	Part-time	Full-time	Part-time	**Total**
South East	50254	17268	89638	141744	298904
North West	64187	18165	97702	130854	310908
Yorkshire and the Humberside	52727	13703	69039	119998	255467
London	58759	13439	91458	89338	252994
West Midlands	45996	15756	77249	116113	255115
South West	38559	14385	55766	101193	209905
East Midlands	37270	12999	53868	92788	196926
North East	33772	7662	41806	51740	134980
East	35302	12781	56774	100119	204975
England	416825	126159	633301	943888	2120174
Wales	35600	11696	49504	67274	164074
Total	452425	137855	682805	1011162	2284248

Table 5.2.3: Employee jobs in local government In England as at June 2004 by function

	Male		Female		
	Full-time	Part-time	Full-time	Part-time	**Total**
Education – teachers	105340	23066	249168	138355	515930
Education – other employees	46921	47541	123137	509016	726615
Services direct to the public	165106	34283	86792	126791	412971
Social services	37547	13103	106495	130862	288006
Corporate functions	61911	8166	67709	38865	176652
Total	416825	126159	633301	943888	2120174

Table 5.2.4: Employee jobs in local government in Wales as at June 2004 by function

	Male		Female		
	Full-time	Part-time	Full-time	Part-time	**Total**
Education – teachers	8085	2364	17414	9450	37313
Education – other employees	3078	3074	10910	30548	47611
Services direct to the public	17014	4507	7074	10949	39543
Social services	2990	1380	9260	14094	27724
Corporate functions	4433	371	4846	2234	11884
Total	35600	11696	49504	67274	164074

Table 5.2.5: Change in numbers employed by authority type, June 2003 – June 2004

	Male Full-time	Male Part-time	Female Full-time	Female Part-time	**Total**
Counties	1000	1000	5000	11000	18000
Met districts	0	0	2000	0	2000
English unitaries	-1000	0	3000	2000	5000
London boroughs	0	-1000	1000	-12000	-13000
Welsh unitaries	0	1000	0	0	0
Shire districts	0	0	0	-1000	-1000
Total	-1000	1000	11000	0	12000

Table 5.2.6: Change in numbers employed by function, June 2003 – 2004

	Male Full-time	Male Part-time	Female Full-time	Female Part-time	**Total**
Education – teachers	-2000	0	0	4000	2000
Education – other employees	2000	1000	8000	7000	19000
Services direct to the public	-4000	-1000	-2000	-7000	-14000
Social services	0	0	3000	-4000	0
Corporate functions	3000	0	3000	0	6000

Aggregate figures for each authority type broken down by function are available on the EO website at www.lg-employers.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 30/1/06

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
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	1/04/04
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 ▪ 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
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	1/04/06
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:	

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 to 1/9/07

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

On 5th December 2005 the Secretary of State published details of the Review Body's recommendations contained in their 15th report, together with her initial response. The recommendations are subject to consultation with key national stakeholders. Final decisions will be made by the Secretary of State in early January.

The key recommendations are:

- A 2.5% increase on all salary points, TLR ranges/payments and SEN allowances from1 September 2006
- A 2.5% increase on all salary points, TLR ranges/payments and SEN allowances from1 September 2007
- A comprehensive independent study to be carried out by December 2006 n the roles, responsibilities, structures and reward systems for the leadership group
- Schools to choose a spot salary for teachers in the new excellent teachers' scheme from a national salary range (the Secretary of State initial reaction is to go for national spot rates from the inception of the scheme in September 2006 and to introduce the national ranges in 2008)
- The outcomes of teachers Continuing Professional Development (CPD) to be taken into account when schools assess performance for pay progression

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.

Police and Fire
Firefighters (UK) 1/7/05
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.
1/1/05

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.

Police

Police Federated Ranks (UK) 1/9/05
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.

Police – cont'd

Police Staff (E&W) 1/9/05
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.

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.

- **Performance management-** Too often, managers fail to have objective and honest discussions with staff leading to ineffective performance appraisal. (People Management magazine, 12 January 2006, page 42. ISSN 1358 6297. Call CIPD 020 8971 9000 or www.peoplemanagement.co.uk)

- **Age legislation-** There is much work to be done, prior to the introduction age legislation bill, to reverse negative age stereotypes. (People Management 12 January 2006, page 24. ISSN 1358 6297. Call CIPD 020 8971 9000 or www.peoplemanagement.co.uk)

- **Case study: How a cultural revolution can bring success–** When cost-cutting culture led to an exceptionally high staff turnover, Unite brought about a change in practice. (IRS Employment Review 836 ISSN 1358-2216, available on subscription from Industrial Relations Services Ltd., tel. 020 8662 2000, website: www.irsemploymentreview.com/).

- **Case study: In-house academy**– A large UK care-home provider has developed an in-house academy to handle all formal and informal training and development. (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 November 2005 -** features this month include:

  - Labour market participation of older workers.
  - Projections of UK labour force, 2006 to 2020.

  (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/sssa.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 -April - June 2005 http://www.lg-employers.gov.uk/recruit/workforce_surveys/shcwg/reports_surveys.html
People Skills Scoreboard Survey 2004 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/publications/fullpublications/people_man_survey.html

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

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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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