

Manchester City Council Report for Information

Report for: Resources and Governance Overview and Scrutiny Committee – Human Resources Sub Group

Report of: Head of Personnel

Date: 6 October 2009

Subject: Workforce Analysis

1.0 Introduction

1.1 At the last meeting of the Human Resource Sub Group on 30th June 2009 the meeting requested:

- That a workforce analysis of school staff be provided at the next meeting of the sub group.
- That statistics which demonstrate what proportion of senior staff are residents of Greater Manchester be submitted to the next meeting of the sub group.

2. Schools Workforce Analysis Sept 2009

2.1 Table 1 below shows available statistics in relation to the schools workforce. Recruitment data is not available for schools as schools make their own recruitment arrangements and these are not centrally recorded.

Table 1 Schools Workforce Analysis

WORKFORCE COMPOSITION - SCHOOLS JUNE 2009

Grade Band	Total Number of Emps	No of Full Time Emps	No of Part Time Emps	No of Job Share Emps	% BME	% Women	% Disabled	% MCR residents
Grade 1 to 5 (or Equiv)	6,283	2,459	3,818	6	16.46%	90.20%	1.13%	74.77%
Grade 6 to 8 or Equiv	2,601	2,254	347	0	9.20%	80.97%	0.87%	38.02%
Grade 9 to 10 (or Equiv	889	678	211	0	7.04%	78.52%	0.96%	30.48%
Above Grade 10	499	483	16	0	2.72%	67.54%	0.64%	24.05%
TOTAL	10,272	5,874	4,392	6	13.07%	85.75%	1.02%	59.17%

3. Senior Managers (£50K and above annual salary) Residency Analysis

- 3.1 Table 2 below indicates the proportion of senior managers and Teachers that are Manchester Residents. The analysis also demonstrates for completeness the proportion that lives in the Greater Manchester conurbation and then outside the Greater Manchester area.
- 3.2 The statistics show that overall Teachers Manchester Residency rate is 36.13% and of these 288 Teachers, including Head Teachers are paid over £50k and their Manchester residency rate is 19.44%.
- 3.3 The Directorates employ 182 Senior Managers paid £50k and above and their Manchester residency rate is 24.18%.

Table 2
Analysis of Senior Staffs Paid £50k and above by residency –
Manchester; Greater Manchester; Outside Greater Manchester

Directorate Excluding Schools	Total Number of Employees £50k and above	Number of Manchester Residents	% Manchester Residents	Number of Greater Manchester Residents	% Greater Manchester Residents	Number of Outside Greater Manchester Area	
Neighbourhood Services	18	3	16.67%	12	66.67%	3	16.67%
Corporate Services Department	26	3	11.54%	14	53.85%	9	34.62%
Chief Executives Department	63	14	22.23%	27	42.86%	22	34.92%
Children's Services Department	70	21	30.00%	34	48.58%	15	21.43%
Adult Services	5	3	60.00%	2	40.00%		0.00%
Grand Total	182	44	24.18%	89	48.90%	49	26.92%

Schools	Number of Teachers	Number of Manchester Residents	% Manchester Residents	Number of Greater Manchester Residents	% Greater Manchester Residents	Number of Outside Greater Manchester Area	% Outside Greater Manchester Area
Schools Department - Teachers £50k and above	288	56	19.44%	193	67.01%	39	13.54%
Schools Department – All Teachers	3693	1334	36.13%	2023	54.78%	336	9.10%