



EMPLOYMENT PROFILE

2012-13

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**If you have any queries on the content or any suggestions please email
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Total Employees By Directorate 2012/13

The Council employed a total of 7425 people as at 31/03/2013.
The tables below break this down and makes comparisons.

Total Employees Headcount By Directorate 2011/12

Directorate	Headcount	FTE
Community Services Directorate	824	654
Customer Services Directorate	930	892
Children & Young People Directorate	751	682
Resources & Regeneration Directorate	561	533
Total Excluding Schools	3066	2761
Schools	4322	3292
Total Including Schools :	7388	6053

Total Employees Headcount By Directorate 2012/13

Directorate	Lewisham Headcount	Casuals	Claims	Agency Headcount	Total Headcount
Community Services Directorate	855	22	53	200	1130
Customer Services Directorate	912	3	5	287	1207
Children & Young People Directorate	712	127	80	65	984
Resources & Regeneration Directorate	548	111	16	56	731
Excluding Schools	3027	263	154	608	4052
Schools	4398	204	632	*	5234
Total Including Schools :	7425	467	786	608	9286

*Schools are unable to give any indication of the numbers of agency workers in schools as they do not have to commission through the Council's agency managed service. There is a contract with the Lewisham Supply Service for the supply of agency teachers and teaching assistants that exists for the benefit of schools. Also, many schools go to a variety of other agencies by choice.

Total Employees FTE By Directorate 2012/13

Directorate	Lewisham FTE	Agency FTE	Total FTE
Community Services Directorate	678	129	807
Customer Services Directorate	873	234	1107
Children & Young People Directorate	633	35	668
Resources & Regeneration Directorate	519	46	565
Total Excluding Schools	2702	444	3146
Schools	3651		
Total Including Schools :	6353		

Lewisham Council does not record FTE for Casuals and Claims based employees as they do not have regular hours.

Reorganisations 2012/13

In the last financial year 48 staff were made redundant, this is significantly lower than in previous years where 461 staff were made redundant across phase 1 & 2.

The table below shows a breakdown by Directorate for the numbers of staff made redundant in 2012/13 resulting from 18 reorganisation.

Directorate	Total redundancies	% Total Staff Redundant	Total number of Reorganisations redundancies
Community	6	12.50%	3
Customer	6	12.50%	3
CYP	20	41.67%	4
Resources	16	33.33%	8
Total	48	100.00%	18

The majority of these reorganisation resulted in small numbers of staff been made redundant apart from the Early Years team in the Children's and Young Peoples Directorate where the SEN provision to nurseries was disbanded which resulted in 14 staff losing their jobs.

Reorganisations Breakdown

Breakdown of Redundancies by Gender

Gender	Total Redundancies	% Total Staff Redundant
Male	16	33.33%
Female	32	66.67%
Total	48	100%

Breakdown of staff who were made redundant by gender and shows that two thirds of leavers were women but this is still in proportion to the percentage of women employees in the Council

Breakdown of Redundancies by Disability

Disability	Totals redundancies	% Total Staff Redundant
Yes	3	6.25%
No	45	93.75%
Total	48	100.00%

Breakdown of staff made redundant by disability and shows that there has been an impact on disabled staff which is slightly higher percentage than overall in the Council.

Breakdown of Redundancies by Age

Age	Total Redundancies	% of Total staff redundant
16-20	0	0.00%
21-24	1	2.08%
25-34	10	20.83%
35-44	9	18.75%
45-54	14	29.17%
55+	14	29.17%
Total	48	100%

Breakdown of Redundancies by age band shows that there were significantly more leavers in the age range 45-54 and 55+ which given the numbers of Council employees in these age bands, was not unexpected.

Reorganisations 2012/13

Breakdown of Redundancies by Ethnicity

Ethnic Origin	Total Redundancies	% Total Staff Redundant
BME	20	41.67%
White	26	54.17%
Not disclosed	2	4.17%
Total	48	100%

The breakdown of redundancies by ethnicity shows a slightly lower percentage of redundancies among BME employees but is higher than the percentage of BME staff in the Council

Breakdown of Redundancies by Ethnicity and Gender

Ethnic Origin	Male	% of staff made redundant	Female	% of staff made redundant
BME	6	37.50%	14	43.75%
White	9	56.25%	17	53.12%
Not disclosed	1	6.25%	1	3.12%
Total	16	100%	32	100%

Break down of redundancies by grade and ethnicity does not show any significant impact by these categories

Breakdown of Redundancies by Grade

Grade	Total Redundancies	% of Total staff redundant
SC1-2	3	3.53%
SC3-5	12	14.12%
SC6-SO2	7	8.24%
PO1-PO5	15	17.65%
PO6-PO8	3	3.53%
SMG1-SMG3	45	52.94%
Others	0	0.00%
Total	85	100%

The Breakdown of staff redundancies by grade shows that 31.25% of redundancies were at the grade band PO1-PO5 which is significantly higher than all the other grades.

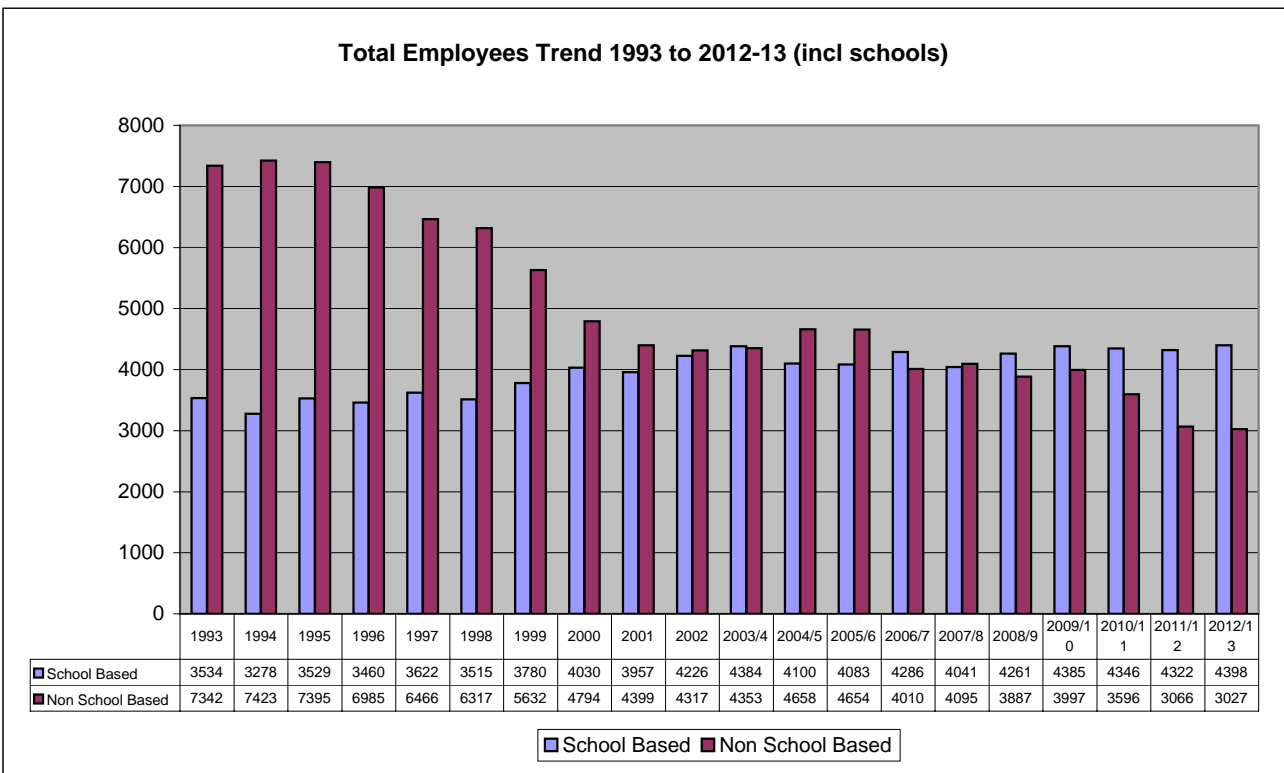
Breakdown of Redundancies by Grade and Gender

Grade	Male	% of staff made redundant	Female	% of staff made redundant
SC1-2	2	14.28%	1	2.94%
SC3-5	1	7.14%	11	32.35%
SC6-SO2	4	28.57%	3	8.82%
PO1-PO5	3	21.42%	12	35.29%
PO6-PO8	1	7.14%	1	2.94%
SMG1-SMG3	3	21.42%	6	17.64%
Others	0	0.00%	0	0.00%
Total	14	100%	34	100%

Breakdown of redundancies by gender and grade shows that there were significantly more women leavers at SC3-5 and PO1-5 and more male leavers at SC6-SO2.

TOTAL EMPLOYEES BY OCCUPATION 2000/2013
(including Schools)

	Manual	Craft	Officers	Teachers & lecturers	School support	Total
2000/1	1294	238	3262	2122	1908	8824
2001/2	1032	185	3182	2098	1859	8356
2002/3	899	173	3245	2218	2008	8543
2003/4	822	166	3365	2224	2160	8737
2004/5	762	152	3437	2215	2192	8758
2005/6	672	143	3524	2191	2207	8737
2006/7	588	137	3277	2106	2188	8296
2007/8	582	102	3123	2123	2206	8136
2008/9	0	19	3619	2136	2374	8148
2009/10	0	19	3756	2142	2465	8382
2010/11	0	17	3547	2110	2462	8136*
2011/12	0	0	2970	1970	2448	7388
2012/13	0	0	2956	1999	2470	7425



TOTAL EMPLOYEES BY GRADE BAND AND BY DIRECTORATE 2012/13

BY HEADCOUNT

	Lecturer	Soulbury	SC1/2	SC3-5	SC6- SO2	PO1-5	PO6-PO8	SMG1-SMG3	JNC	TOTAL
Children & Young People	8	33	34	163	108	285	66	10	5	712
Community Services	129	0	79	169	116	319	31	8	4	855
Customer Services	0	0	181	209	305	175	22	15	5	912
Resources	0	0	50	79	106	201	65	37	10	548

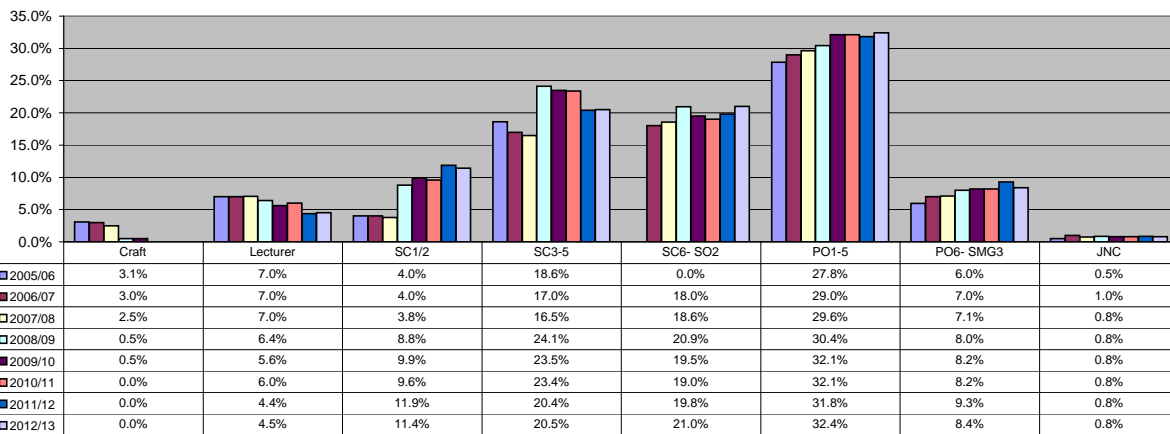
12/13 Total	137	33	344	620	635	980	184	70	24	3027
11/12 Total	134		364	626	651	978	193	94	26	3066

BY PERCENTAGE

	Lecturer	Soulbury	SC1/2	SC3-5	SC6- SO2	PO1-5	PO6-PO8	SMG1-SMG3	JNC	TOTAL
Children & Young People	1.1%	4.6%	4.8%	22.9%	15.2%	40.0%	9.3%	1.4%	0.7%	100%
Community Services	15.1%	0.0%	9.2%	19.8%	13.6%	37.3%	3.6%	0.9%	0.5%	100%
Customer Services	0.0%	0.0%	19.8%	22.9%	33.4%	19.2%	2.4%	1.6%	0.5%	100%
Resources	0.0%	0.0%	9.1%	14.4%	19.3%	36.7%	11.9%	6.8%	1.8%	100%

12/13 Total	4.5%	1.1%	11.4%	20.5%	21.0%	32.4%	6.1%	2.3%	0.8%	100%
11/12 Total	4.4%		11.9%	20.4%	21.2%	31.8%	6.3%	3.0%	0.8%	100%

% of Employees by Grade Bands 2005-2013



Grades	Employees 12/13	Employees 11/12
Lecturers	137	134
Soulbury*	33	
SC1A	51	35
SC1B	4	4
SC1C	4	9
SC2	285	316
SC3	142	131
SC4	131	148
SC5	347	347
SC6	210	221
SO1	337	341
SO2	88	89
PO1	225	212
PO2	321	340
PO3	150	141
PO4	198	197
PO5	86	88
PO6	85	86
PO7	70	77
PO8	29	30
SMG1	35	44
SMG2	14	28
SMG3	21	22
DIR4	3	3
DIR3	13	15
DIR2	3	3
DIR1	4	4
Total	3027	3066

Social Work Grades	Social Worker	Senior Social Worker	Team Manager	Other	Total
Adult Social Care	55	47	18	260	380
Childrens Social Care	105	47	22	129	303
Total	160	94	40	389	683

*The Council is now reporting on Soulbury grades separately which were previously included in the officer grades particularly SMG2 grade

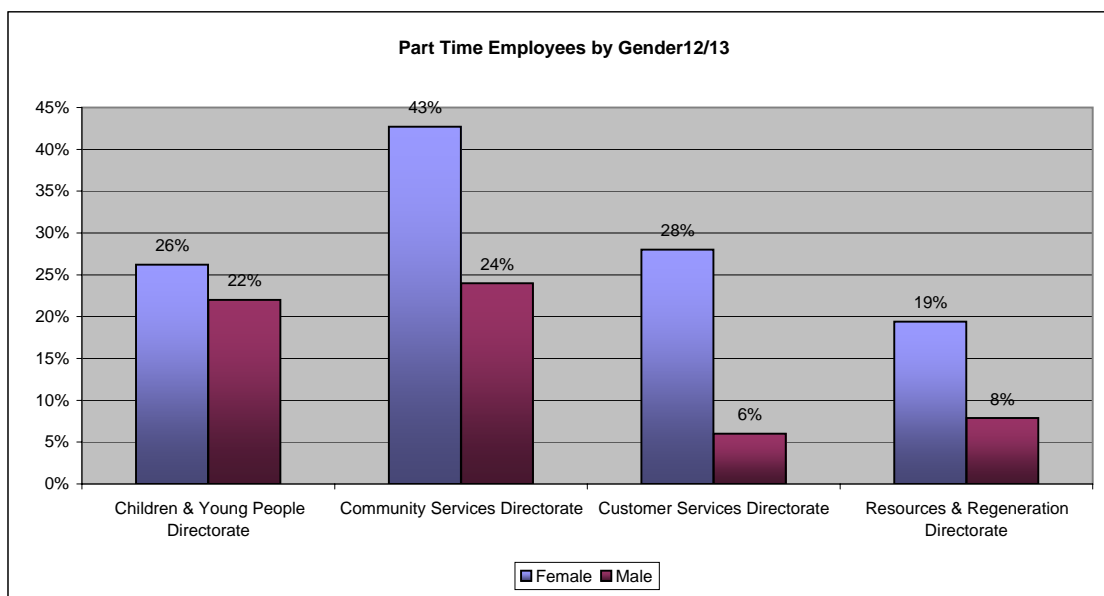
PART-TIME EMPLOYEES 2012/13

The Council continues to encourage the take up of flexible working. Part time staff represent 23.75% of the Council's workforce, an increasing trend. Of the female workforce, 31% are part time, compared to 30% last year. In addition there are significant numbers of staff undertaking other flexible working options such as term time only patterns and flexi time.

Part - Time Employee		Total Employees	
719	23.75%	3027	100%

Gender	Children & Young People Directorate	Community Services Directorate	Customer Services Directorate	Resources & Regeneration Directorate	Total	%
Female	149 26%	260 43%	107 28%	60 19%	576	31%
Male	32 22%	59 24%	33 6%	19 8%	143	12%
All	181 25%	319 37%	140 15%	79 14%	719	24%

The table above outlines the percentage of part time workers as a percentage of all employees in each Gender. For example of all women employees in the Children & Young People Directorate , 26% are part time employees.



Employee's work locations within the Borough 2012/13



Work locations are based on post codes so although Town Hall and Eros House are in Rushey Green, the postcode shows work location as Catford South

Employees who live within the Borough 2012/13



51% of the staff live in the Borough which is 1% higher compared to last years figure. The Catford/Lewisham complex continues to be the main area for staff locations.

Representation

The Council's workforce continues to be broadly representative of the community in terms of both the ethnicity and gender make up of the local population. 38% of the Council's workforce are from a BME background which broadly reflects the BME make up of the borough which is currently 41% of the resident population. In addition to this of all Lewisham Council's apprenticeship places have been secured by young people under 25 and 86% of Lewisham's apprentices are from a BME background. The Council employs high levels of black and ethnic minority staff, however representation is lower in more senior grades and therefore remains a priority within recruitment and management development activities.

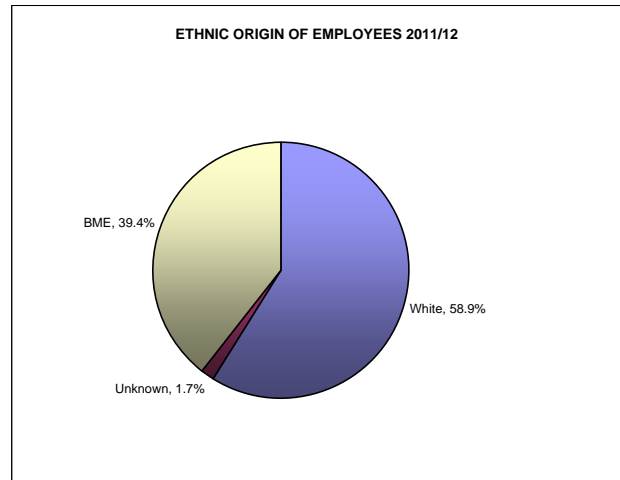
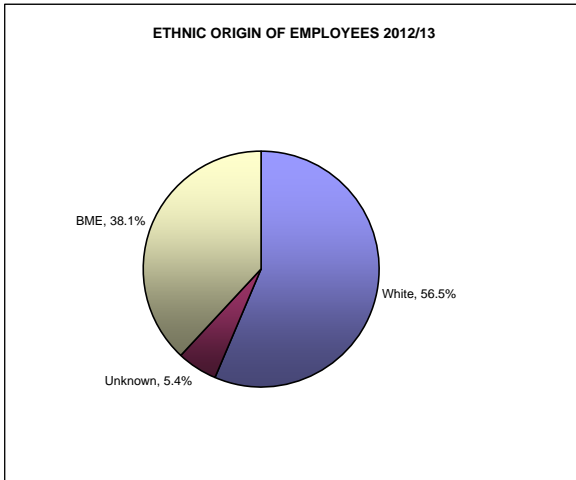
The majority (62%) of the Council's staff are women who are well represented at all grades including senior levels, with women making up 51% of senior grades which is broadly comparable to the figures in 2011/12. The majority (62%) of the Council's employees are women who are well represented at all grades. The percentage of economically active women in the Borough is 49% (slightly higher than the last Census in 2001 which was 48%). This compares to 59% female employees in the Council in 2001, rising to 62% in 2012/13.

51% of the Council's staff live in the Borough, a slight increase on the 2011/12 figure of 50%, and are therefore both Council employees and users of the Council's services.

68% of employees are over 40, with the percentage of the workforce aged under 25 increasing to 4.2% during 2012/13. The Council continues to be able to attract young people via various schemes such as the Apprenticeship scheme, the National Graduate Development Programme, and other traineeships such as Legal Trainees, Finance Trainees and Social Work Traineeships.

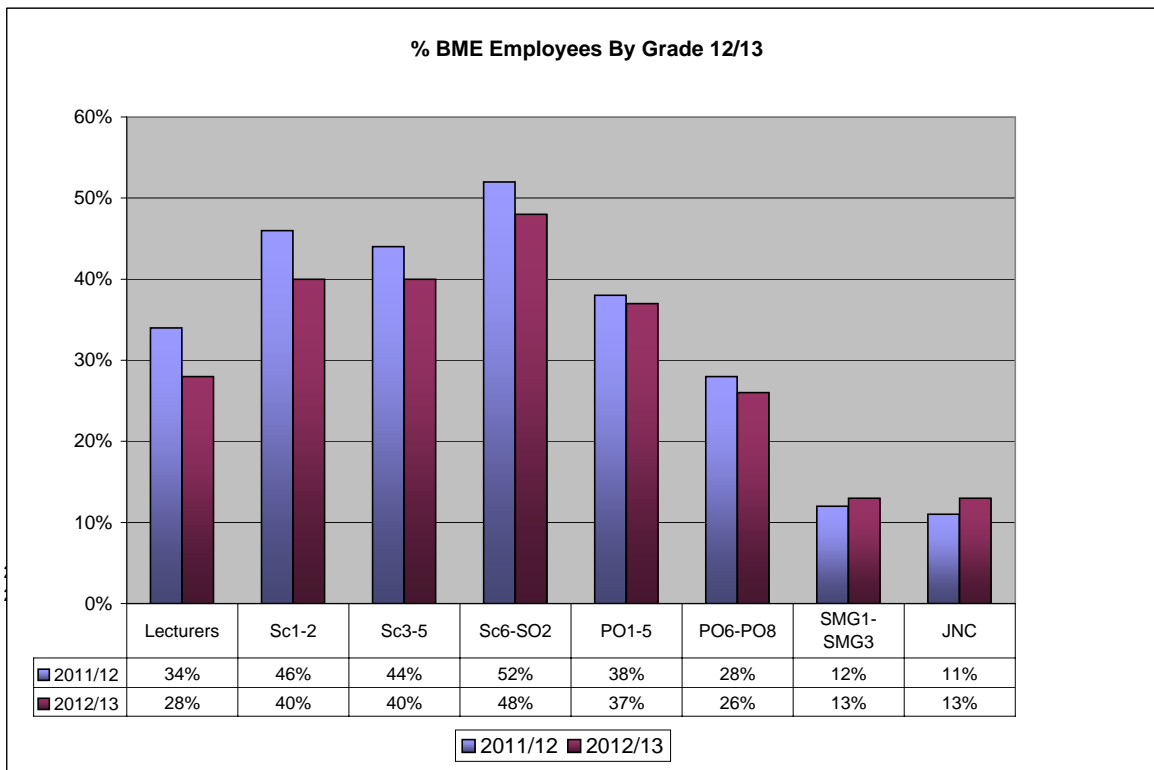
A total of 3.5% of non-schools employees have declared that they are disabled, which compares to 4.3% of the local community. The figure of 3.5% has reduced from that previously reported in 2011/12 (9.5%) as a result of the personal data checking/collecting exercise carried out by HR.

ETHNIC ORIGIN OF EMPLOYEES 2012/13



As a part of the Equality Act 2010 Public Sector Equality Duty, HR, in consultation with the Council's Equalities Board, carried out a personal data checking /collection exercise during the period November 2012 - January 2013. Part of this exercise was to collect information on protected characteristics which resulted in increase in the % of Unknown Ethnicity where some employees preferred not to say.

Grade	Lecturer	Soulbury	SC1/2	SC3-5	SC6- SO2	PO1-5	PO6-PO8	SMG1-SMG3	JNC	TOTAL
Headcount 11/12	34	10	146	267	324	349	55	11	3	1199
Headcount 12/13	38	8	139	247	301	354	55	9	3	1154



EMPLOYEES ETHNIC ORIGIN BY DIRECTORATES 2012/13

	Community Services Directorate		Customer Services Directorate		Children & Young People Directorate		Resources & Regeneration Directorate		Total	
Arab	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.0%
Asian Bangladeshi	0	0.0%	2	0.2%	3	0.4%	2	0.4%	7	0.2%
Asian Indian	14	1.6%	14	1.5%	7	1.0%	14	2.6%	49	1.6%
Asian Other	2	0.2%	5	0.5%	6	0.7%	5	0.9%	18	0.6%
Asian Pakistani	1	0.1%	0	0.0%	4	0.6%	1	0.2%	6	0.2%
Black African	70	8.2%	69	7.5%	69	9.7%	45	7.8%	253	8.3%
Black Caribbean	156	18.1%	186	20.3%	179	25.0%	77	14.1%	598	19.7%
Black Other	25	2.8%	28	3.1%	22	3.1%	4	0.7%	79	2.6%
Chinese	3	0.4%	3	0.3%	0	0.0%	2	0.4%	8	0.3%
Mixed Other	9	1.1%	1	0.1%	5	0.7%	9	1.6%	24	0.8%
Mixed White and Asian	7	0.8%	2	0.2%	5	0.7%	3	0.5%	17	0.6%
Mixed White and Black African	4	0.5%	3	0.3%	4	0.6%	1	0.2%	12	0.4%
Mixed White and Black Caribbean	14	1.6%	15	1.6%	11	1.5%	9	1.6%	49	1.6%
Other Ethnic group	14	1.6%	7	0.8%	8	1.1%	4	0.7%	33	1.1%
Prefer not to say	3	0.4%	25	2.7%	4	0.6%	1	0.2%	33	1.1%
Unknown	60	7.0%	20	2.2%	37	5.2%	12	2.2%	129	4.3%
British/Eng/Welsh/Scot/NIrish	408	47.7%	467	51.2%	288	40.4%	327	59.7%	1490	49.2%
White Irish	17	2.0%	23	2.5%	13	1.8%	8	1.5%	61	2.0%
White Other	45	5.3%	39	4.3%	41	5.8%	24	4.4%	149	4.9%
White Turkish / Turkish Cypriot	3	0.4%	2	0.2%	6	0.8%	0	0.0%	11	0.4%
Total all employees	855	100.0%	912	100.0%	712	100.0%	548	100.0%	3027	100.0%

	Community Services Directorate		Customer Services Directorate		Children & Young People Directorate		Resources & Regeneration Directorate		Total	
Total all minority employees	319	37.31%	336	36.84%	323	45.37%	176	32.12%	1154	38.12%

WOMEN EMPLOYEES 2012/13

Women	Men	Total employees	
1874	61.9%	1153	38.1%
		3027	100.0%

BY DIRECTORATE

Gender	Children & Young People Directorate		Community Services Directorate		Customer Services Directorate		Resources & Regeneration Directorate		Total	
Women	568	79.7%	609	71.3%	388	42.5%	309	56.4%	1874	61.9%
Men	144	20.3%	246	28.7%	524	57.5%	239	43.6%	1153	38.1%
Total	712	100.0%	855	100.0%	912	100.0%	548	100.0%	3027	100.0%

BY GRADE

Lecturers		Soulbury		Sc1-2		Sc3-5		Sc6-SO2		PO1-5	
116	84.7%	26	78.7%	112	32.6%	369	59.5%	433	68.2%	645	65.8%
PO6-8		SMG1-3		JNC		Total					
127	69.0%	36	51.4%	10	41.7%	1874	61.9%				

BY LENGTH OF SERVICE

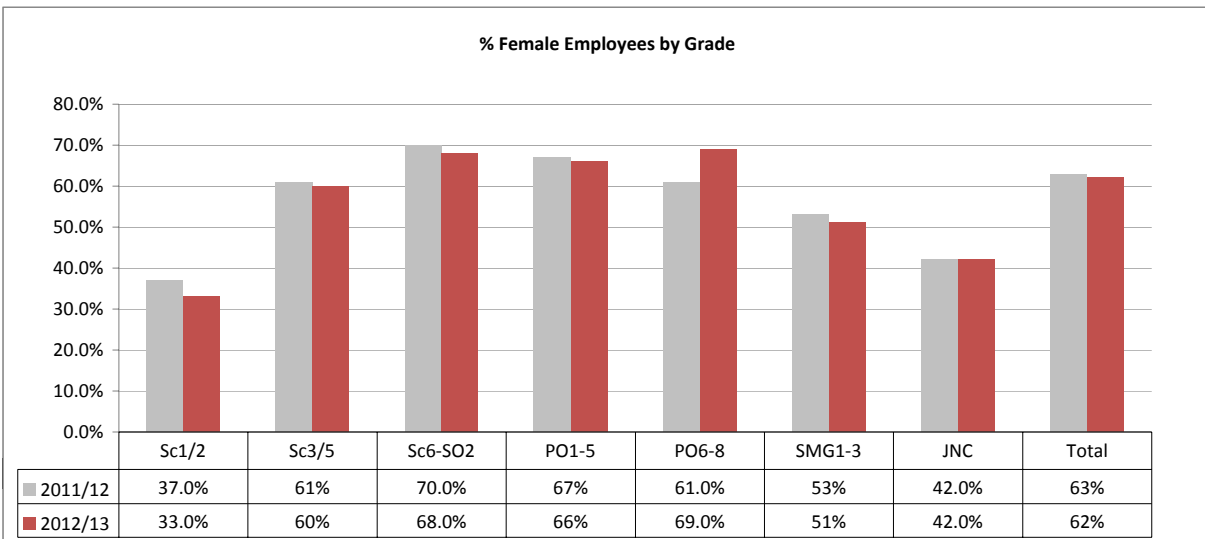
0-4.99 years		5-9.99 years		10-19.99 years		20+ years		Total	
505	59.8%	496	60.8%	528	66.2%	345	60.6%	1874	61.9%

BY AGE

16 - 20		21 - 25		26 - 30		31 - 25		36 - 40		41 - 45	
14	56.00 %	50	48.54 %	121	63.68 %	201	60.73 %	184	64.11 %	246	62.60 %
46 - 50		51 - 55		55 +		Total					
367	65.07 %	343	62.03 %	348	59.90 %	1874	61.91 %				

BY ETHNICITY

BME		Unknown		White		Total	
776	67.24 %	102	62.96 %	996	58.21 %	1874	61.91 %
Disabled							
62	59.05 %						



The majority (62%) of the Council's staff are women who are well represented at all grades including senior levels, with women making up 49% of senior grades which is broadly comparable to the figures in 2011/12.

DISABLED EMPLOYEES 2012/13

Yes	No	Unknown	Prefer Not to say
105	1046	1843	33
3.5%	34.5%	60.0%	1.1%

DIRECTORATE

Children & Young People	Community Services	Customer Services Directorate	Resources Directorate	Total
23	38	27	17	105
3.2%	4.4%	3.0%	3.1%	3.5%

BY GRADE

Lecturer	Soulbury	Sc1-2	Sc3-5	Sc6-SO2	PO1-5
1	1	20	19	21	36
0.7%	3.0%	5.8%	3.1%	3.4%	3.7%
PO6-8	SMG1-3	JNC	Total		
5	2	0	105		
2.7%	2.9%	0.0%	3.5%		

BY LENGTH OF SERVICE

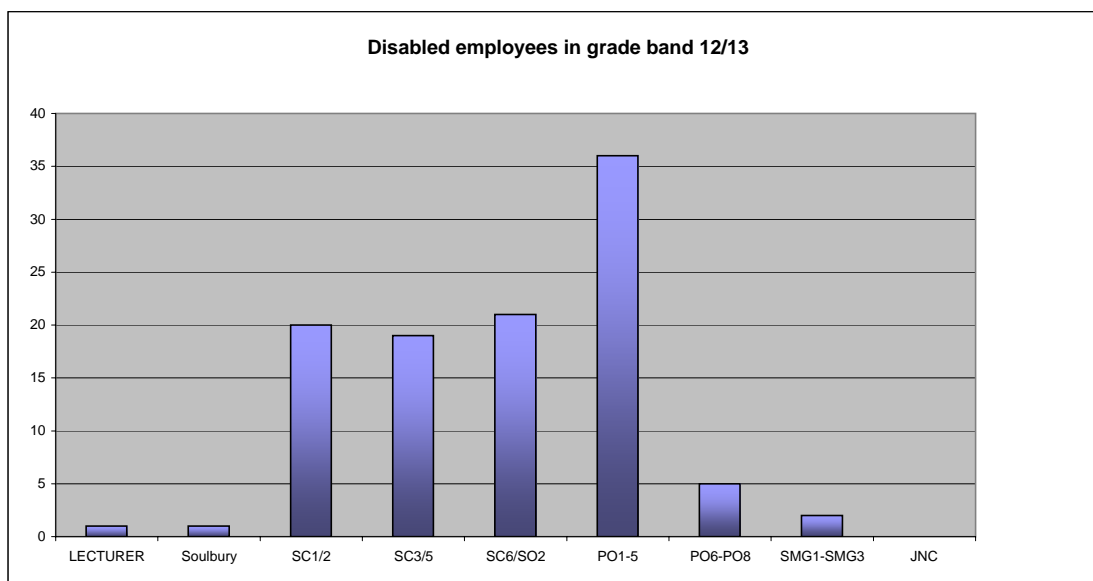
0-4.99 years	5-9.99 years	10-19.99 years	20+ years	Total
26	14	39	26	105
3.1%	1.7%	4.9%	4.6%	3.5%

BY AGE

16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45
2	0	3	4	8	12
8.0%	0.0%	1.6%	1.2%	2.8%	3.1%
46 - 50	51 - 55	55 +	Total		
23	23	30	105		
4.1%	4.2%	5.2%	3.5%		

BY ETHNICITY

BME	Unknown	White	Total
31	6	68	105
2.7%	3.7%	4.0%	3.5%



The chart demonstrates percentages of disabled staff within each of the grade bands. A total of 3.5% of non-schools employees have declared that they are disabled, which compares to 4.3% of the local community and an average of 5.2% across other London Councils. The figure of 3.5% has reduced from that previously reported in 2011/12 (9.5%) as a result of the personal data checking/collecting exercise carried out by HR. A total of 61% of employees now declare themselves as "prefer not to state" or "unknown", an new option under the monitoring guidance of the Equality Act 2010. It seems that a number of non-schools employees no longer perceive themselves to have a disability, have historically been recorded incorrectly as having a disability or have now decided that they would "prefer not to state" that they have a disability.

The Council continues to be awarded the "two ticks" status by the Department of Work and Pensions, Job Centre Plus (JCP) which provides external recognition that an organisation is positive about disabled people. The accreditation is awarded to employers providing that the employer continues to meet the 5 commitments relating to the employment of disabled people. Lewisham Council continues, through its annual assessment by JCP, to deliver these commitments.

Protected Characteristics 2012/13

Religion	
Buddhist	0.10%
Christian (all denominations)	13.90%
Hindu	0.17%
Jewish	0.10%
Muslim	0.30%
Sikh	0.13%
Unknown/Prefer not to say	85.30%
Total all employees	100.00%

A large proportion of employees have not declared their religion. Of the 17.9% that did, most stated that they were Christian.

Sexual Orientation	
Bisexual	0.10%
Gay/lesbian	0.79%
Straight/Heterosexual	22.05%
Unknown/Prefer not to say	77.06%
Total all employees	100.00%

A large proportion of employees did not declare their sexual orientation.

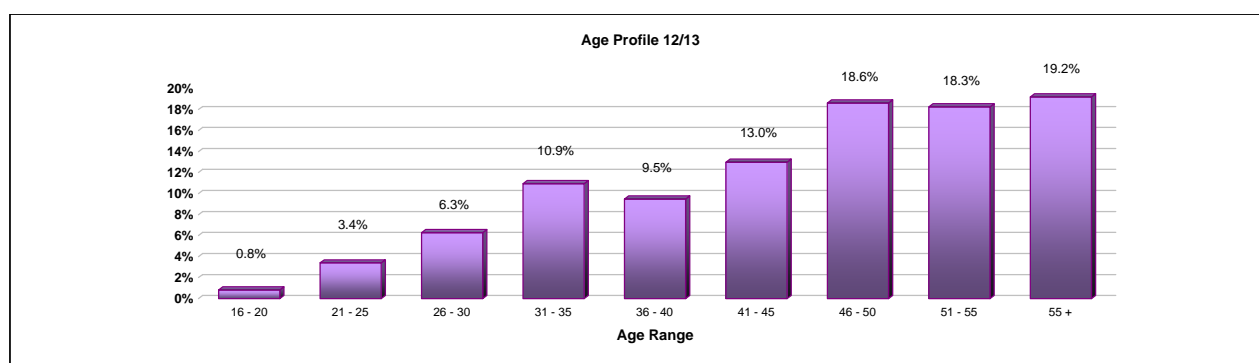
Marital Status	
Married/Civil Partner	16.70%
Not married/Not Civil Partner	8.40%
Prefer not to say	24.50%
Unknown	50.37%
Total all employees	100.00%

Half of the employees did not respond to the question about their marital status. A large proportion of that preferred not to state their status either.

AGE PROFILE 2012/13

BY DIRECTORATE

	16 - 20	%	21 - 25	%	26 - 30	%	31 - 35	%	36 - 40	%	41 - 45	%	46 - 50	%	51 - 55	%	55+	%	Total	%
Children & Young People Directorate	3	0.4%	21	2.9%	63	8.8%	96	13.5%	70	9.8%	89	12.5%	128	18.0%	119	16.7%	123	17.3%	712	23.5%
Community Services Directorate	9	1.1%	32	3.7%	51	6.0%	76	8.9%	87	10.2%	113	13.2%	172	20.1%	156	18.2%	159	18.6%	855	28.2%
Customer Service Directorate	4	0.4%	19	2.1%	41	4.5%	108	11.8%	87	9.5%	133	14.6%	158	17.3%	172	18.9%	190	20.8%	912	30.1%
Regeneration Directorate	9	1.6%	31	5.7%	35	6.4%	51	9.3%	43	7.8%	58	10.6%	106	19.3%	106	19.3%	109	19.9%	548	18.1%
Total	25	0.8%	103	3.4%	190	6.3%	331	10.9%	287	9.5%	393	13.0%	564	18.6%	553	18.3%	581	19.2%	3027	100.0%



68% of employees are over 40, with the percentage of the workforce aged under 25 increasing to 4.2% during 2012/13. The Council continues to be able to attract young people via various schemes such as the Apprenticeship scheme, the National Graduate Development Programme, and other traineeships such as Legal Trainees, Finance Trainees and Social Work Traineeships.

The Council has an aging workforce with 56% of employees currently aged over 45 (although only 0.9% in the 65+ age bracket). This is a common issue across a number of London authorities.

The age profile of the Council is outlined above, demonstrating that 56% of staff are aged over 45. This reflects an increase on the previous figure (53%) and the number of employees. This trend is due to the fact that, historically, people entered local government to build a career and have tended to remain working for the Council. 51% of employees live in the Borough and this together with good transport links, coupled with the attractive terms and conditions of employment, mean staff in the older age bands tend to stay with the Council.

There are programmes in place to address hard to fill roles and in the immediate and mid term, the Council is also seeking to fill entry level posts with Apprentices. HR Business Partners are actively encouraging services who have not yet taken up Apprenticeship opportunities to do so.

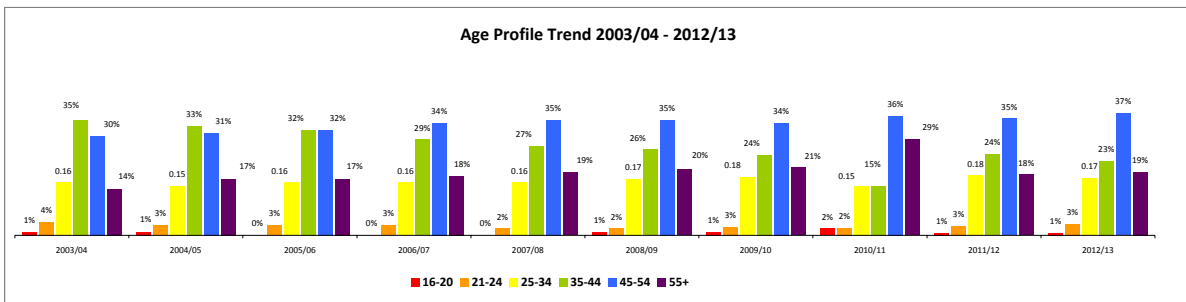
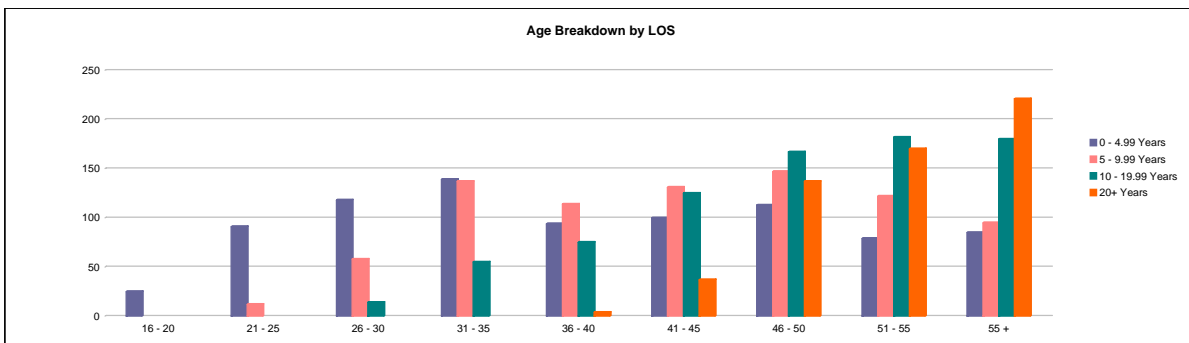
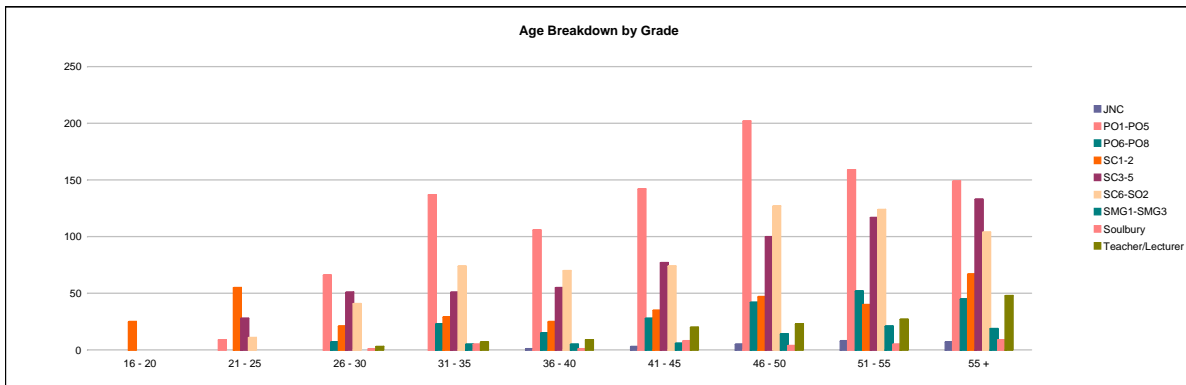
By Ethnicity

	16 - 20	%	21-25	%	26-30	%	31-35	%	36-40	%	41-45	%	46 - 50	%	51 - 55	%	55+	%	Total	%
BME	12	1.0%	54	4.7%	75	6.5%	144	12.5%	116	10.1%	166	14.4%	259	22.4%	203	17.6%	125	10.8%	1154	38.1%
Unknown	5	3.1%	10	6.2%	15	9.3%	20	12.3%	14	8.6%	25	15.4%	24	14.8%	21	13.0%	28	17.3%	162	5.4%
White	8	0.5%	39	2.3%	100	5.8%	167	9.8%	157	9.2%	202	11.8%	281	16.4%	329	19.2%	428	25.0%	1711	56.5%
Total	25	0.8%	103	3.4%	190	6.3%	331	10.9%	287	9.5%	393	13.0%	564	18.6%	553	18.3%	581	19.2%	3027	100.0%

BY DISABILITY

	16 - 20	%	21-25	%	26-30	%	31-35	%	36-40	%	41-45	%	46 - 50	%	51 - 55	%	55+	%	Total	%
Disabled	2	1.9%	0	0.0%	3	2.86%	4	3.81%	8	7.62%	12	11.43%	23	21.9%	23	21.9%	30	28.6%	105	100.0%

AGE PROFILE - 2012/13

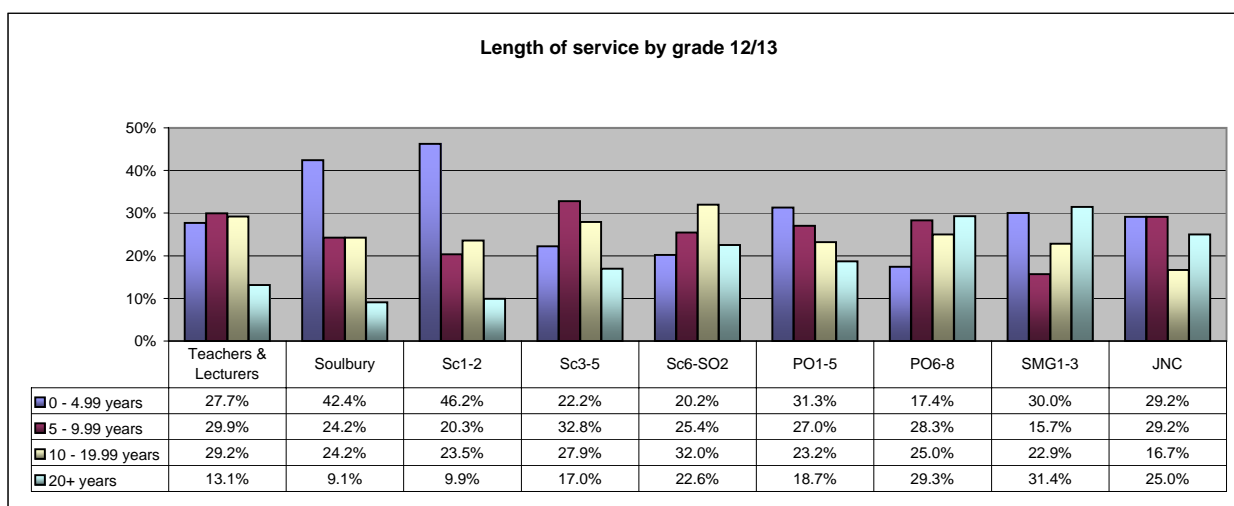


Over the past 10 years the number of staff in the age bands 16 to 20, 21 to 24, 25 to 34 and 45 to 54 age group have remained steady. The age group 55+ have remained steady until 2010/11 when there was an increase to 29% from the figure of 21% in 2009/10. The percentage for this age group then dropped to 18% in 2011/12 and has remained at a similar level for 2012/13. The increase can be explained due to the numbers of staff in this age group who remain working for the Council for a number of years, and the decrease in 2011/12 would have been due to the large number of redundancies during that year.

LENGTH OF SERVICE WITH LONDON BOROUGH OF LEWISHAM 2012/13

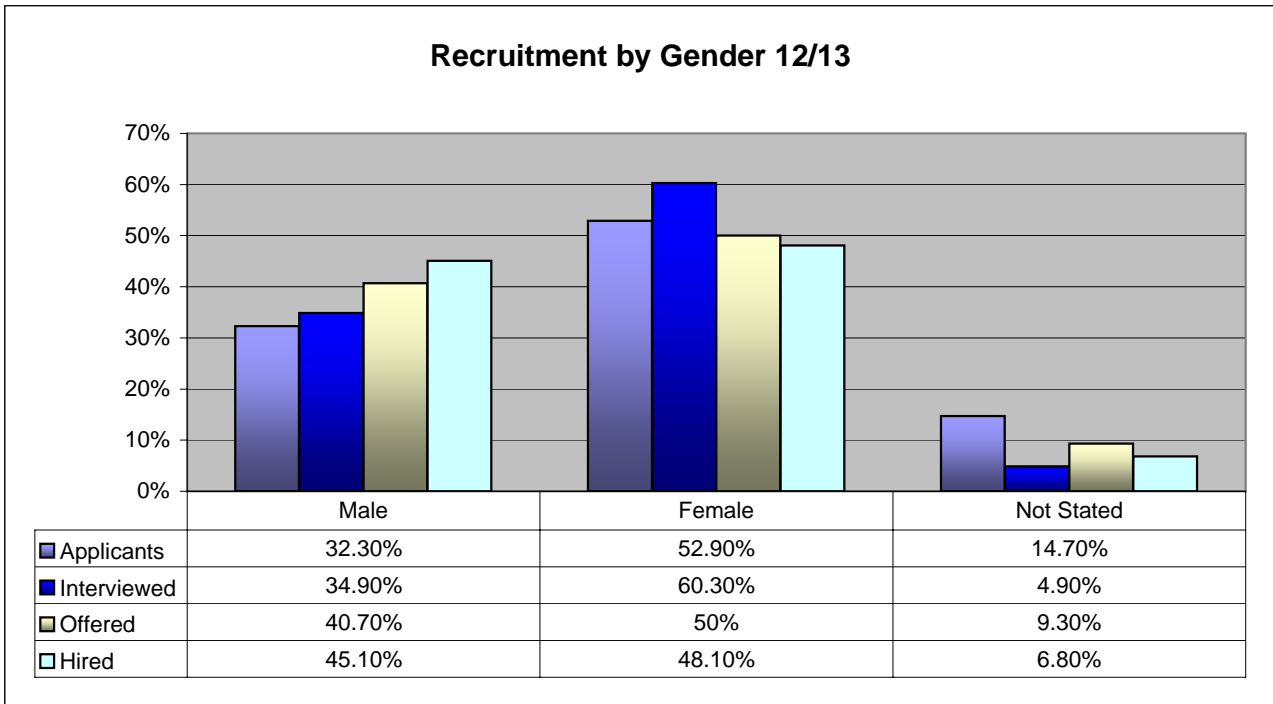
BY DIRECTORATE	0 - 4.99 years	%	5 - 9.99 years	%	10 - 19.99 years	%	20+ years	%	Total	Total %
Children & Young People	232	32.6%	223	31.3%	154	21.6%	103	14.5%	712	23.5%
Community Services Directorate	287	33.6%	228	26.7%	221	25.8%	119	13.9%	855	28.2%
Customer Service Directorate	156	17.1%	249	27.3%	301	33.0%	206	22.6%	912	30.1%
Resources Directorate	169	30.8%	116	21.2%	122	22.3%	141	25.7%	548	18.1%
Total	844	27.9%	816	27.0%	798	26.4%	569	18.8%	3027	100.0%

BY GRADE	0 - 4.99 years	%	5 - 9.99 years	%	10 - 19.99 years	%	20+ years	%	Total	Total %
Lect	38	27.7%	41	29.9%	40	29.2%	18	13.1%	137	4.5%
Soulbury	14	42.4%	8	24.2%	8	24.2%	3	9.1%	33	1.1%
Sc1 - 2	159	46.2%	70	20.3%	81	23.5%	34	9.9%	344	11.4%
Sc3 - 5	138	22.2%	203	32.8%	173	27.9%	106	17.0%	620	20.5%
Sc6 - SO2	128	20.2%	161	25.4%	203	32.0%	143	22.6%	635	21.0%
PO1 - 5	307	31.3%	263	27.0%	227	23.2%	183	18.7%	980	32.4%
PO6 - 8	32	17.4%	52	28.3%	46	25.0%	54	29.3%	184	6.1%
SMG1 - 3	21	30.0%	11	15.7%	16	22.9%	22	31.4%	70	2.3%
JNC	7	29.2%	7	29.2%	4	16.7%	6	25.0%	24	0.8%
Total	844	27.9%	816	27.0%	798	26.4%	569	18.8%	3027	100.0%



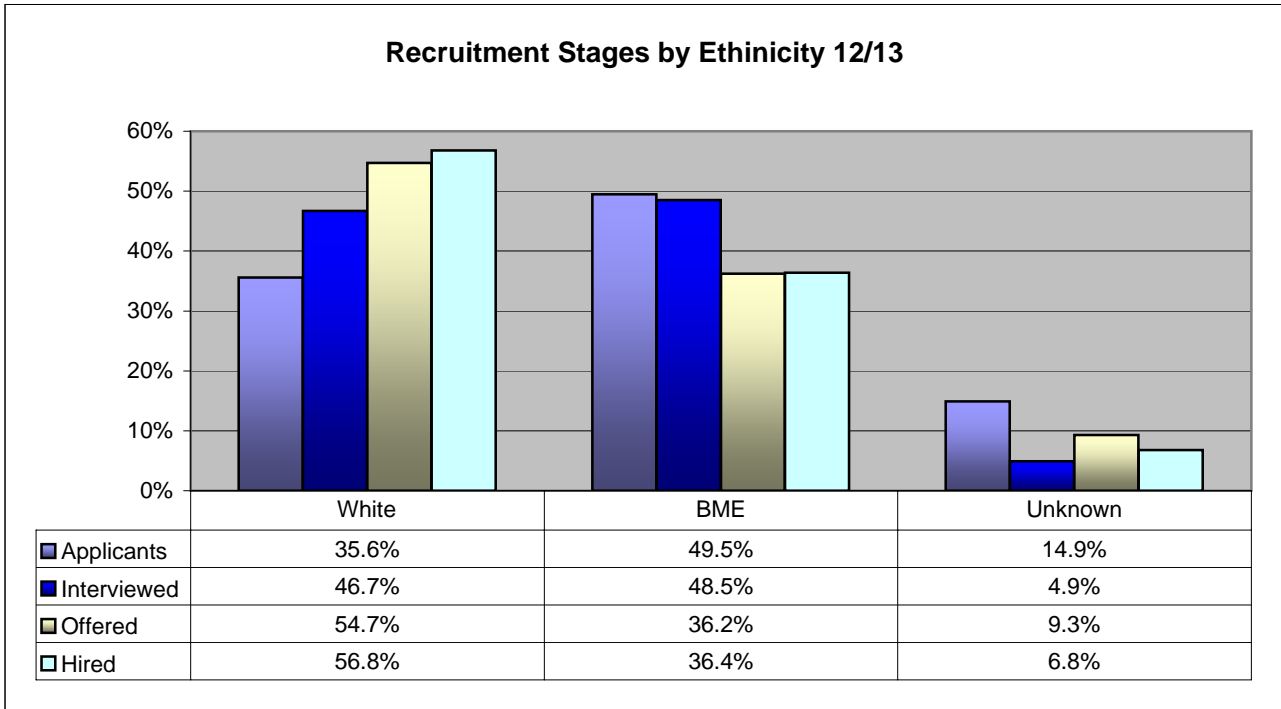
This demonstrates that people entering Lewisham's employment are treating it as a career rather than a stepping stone to another career . And there is a direct correlation between Seniority and Length of Service.

Recruitment by Gender 2012/13



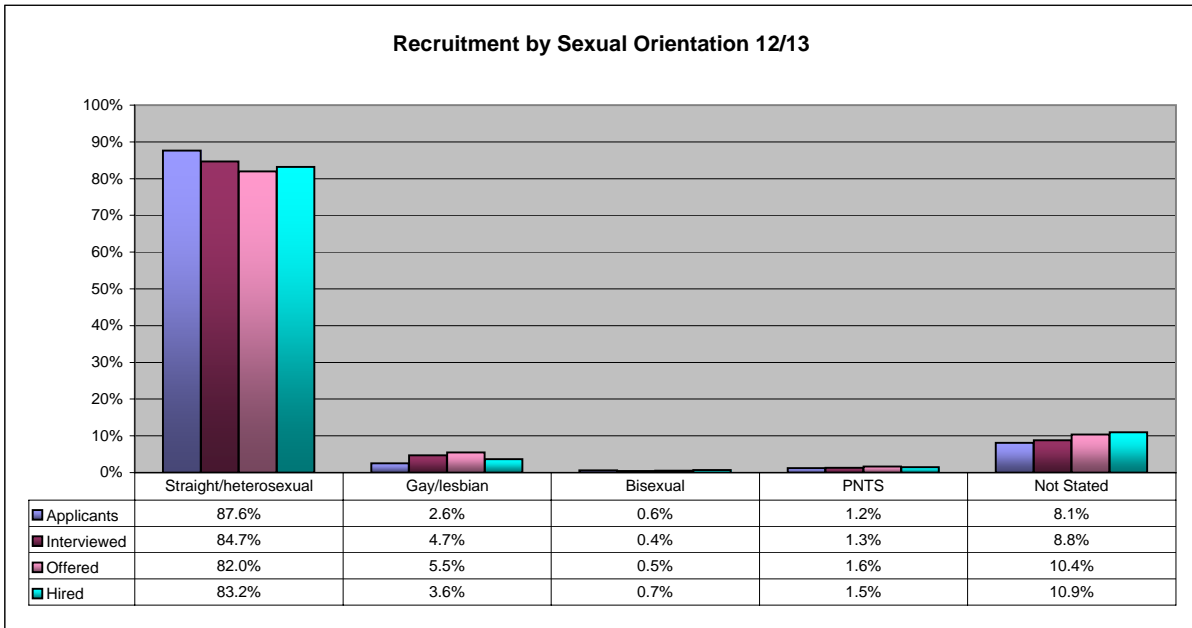
52.9% of applications made to the Council during 2012/13 were from female applicants which is similar to the figure in 2011/12. A total of 161 appointments to non-schools roles were made during 2012/13, with female appointees accounting for 48.1% of all appointments made.

Recruitment by Ethnicity



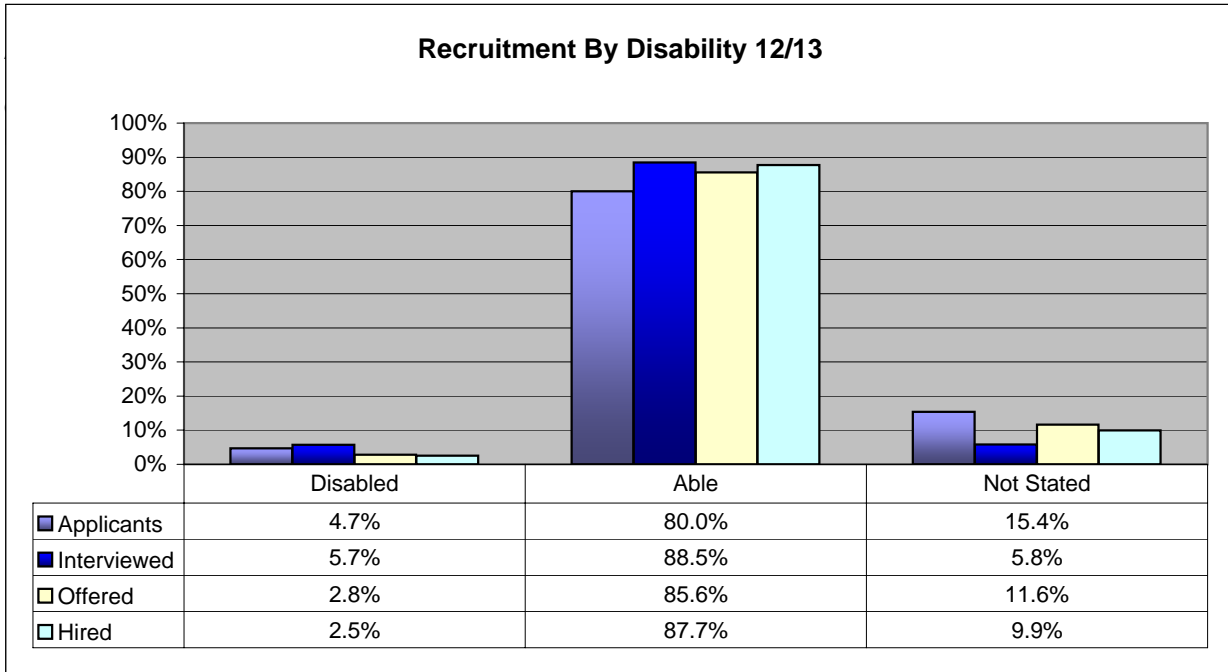
During 2012/13, 49.5% of applications were made by applicants who identify as BME, which compares to 57.9% during 2011/12. During 2012/13 BME candidates represent 36.4% of the total appointments made. This is lower than last years figure, which, at 42%, was nearer to the current 43% economically active BME population in the Borough.

Recruitment by Sexual Orientation



3.2% of all job applications made during 2012/13 were from applicants who identify as Lesbian Gay Bisexual or Transgender (LGBT) which is similar to last year's figure. 4.4% of total appointments made last year were to candidates who identify as LGBT, which is slightly higher than last year's figure of 4.2%.

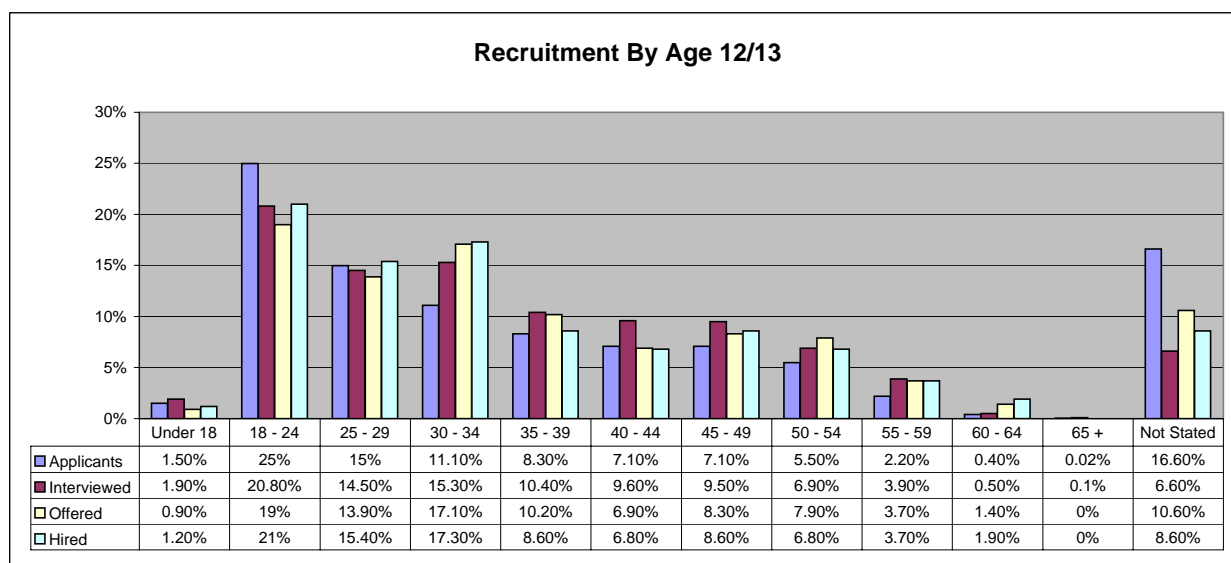
Recruitment by Disability



Applications from candidates who identify as having a disability or long term illness comprised 4.7% of all applications made during 2012/13, which is higher than last year's figure of 4%. Appointments of those who identify as having a disability or long term illness comprised 2.5% of all appointments made during 2012/13 which is lower than the figure of 3.8% during 2011/12.

* This figure is taken from the ONS Annual Population Survey Data 2007.

Recruitment by Age



The Council's Apprenticeship scheme continues to generate interest, with 26.5% of applications during 2012/13 being from applicants aged under 25. 16.6% of applicants declined to disclose their age group this year, compared to 9% of applicants during 2011/12. 22.2% of all appointments 2012/13 were from people aged under 25, reflecting the success of the Council's trainee schemes which attract younger applicants.

Impact of HR Processes

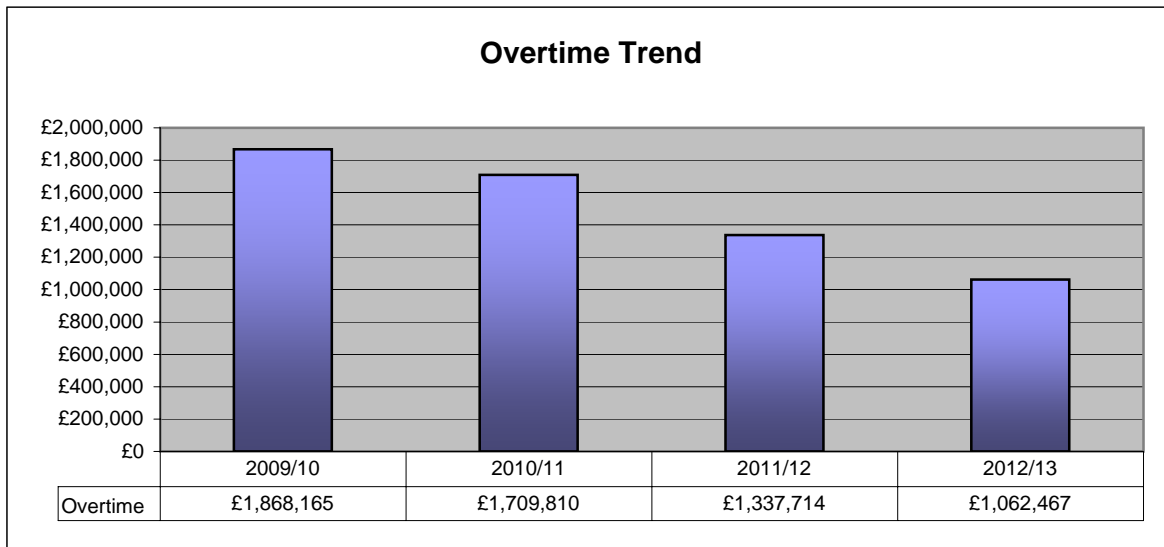
HR processes underpin the People Management Strategy. The Council is experiencing high levels of transformation and the role of the Council is likely to change over the next 3 years. HR Processes will help the Council to achieve the goals ensuring that the Council leads, develops, manages and engages employees so that they are able to address the challenges facing the Council and continue to deliver high quality services to the residents of the Borough.

Lewisham has a shared vision with its partners that “Together we will make Lewisham the best place in London to live, work and learn”. In order to realise this vision, the Council needs a flexible, skilled and motivated workforce who are well-led and managed.

In broad terms, our employees reflect the diversity of the local community which enables the Council to develop services that meet the needs of the community. Challenges exist in some areas such as representation of BME staff in more senior grades and this issue remains a priority for the People Management Strategy.

OVERTIME 12/13

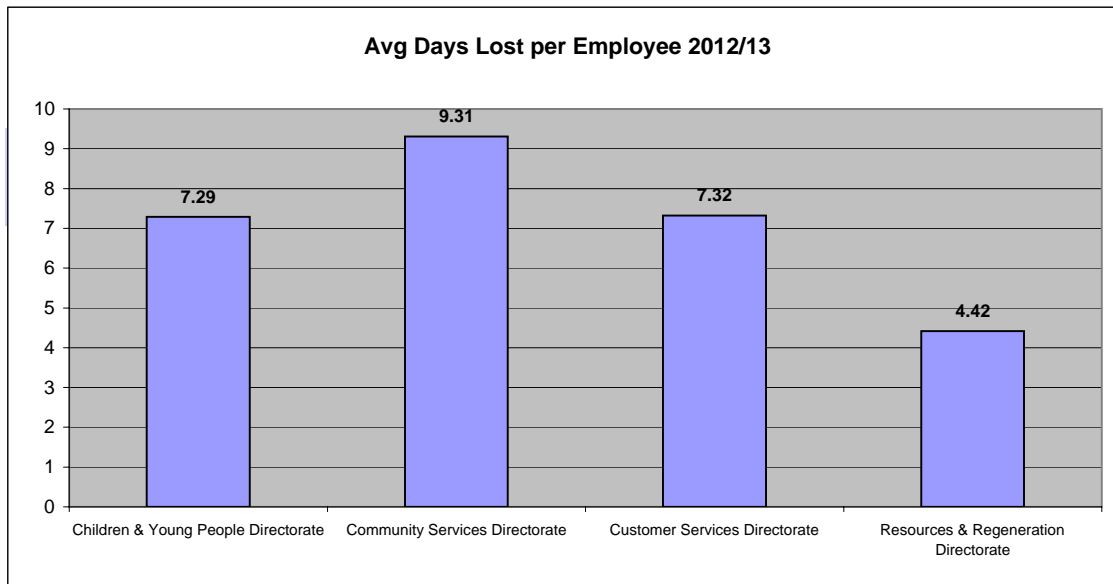
	Overtime 2011/12	Overtime 2012/13	Increase / decrease
Community Services	279220	121447	-157773
Customer Services	883461	804163	-79298
Children and Young People	39659	38196	-1463
Regeneration *	57530	41517	-16013
Resources	77844	57144	-20700
Total	£1,337,714	£1,062,467	-£275,247



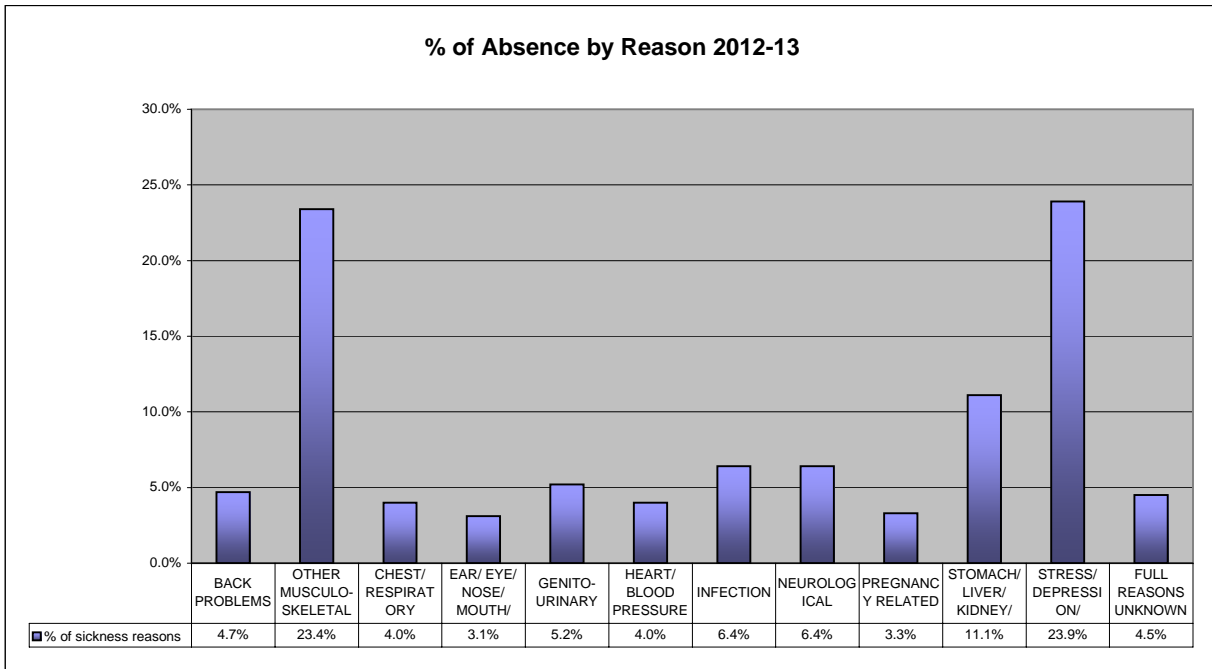
The overtime trend within the Council has been decreasing over the last 3 years. It has decreased by 43% since 2009 as the Council has been closely monitoring the overtime spend.

SICKNESS ABSENCE PER EMPLOYEE (excluding Schools) - 2012/13

Directorate	Actual Days	Average FTE	Avg Days Lost 12/13	Avg Days Lost 11/12
Community Services Directorate	4785.23	656.30	7.29	8.21
Customer Services Directorate	6246.45	671.08	9.31	7.76
Children & Young People Directorate	6429.87	878.40	7.32	7.07
Resources & Regeneration Directorate	2365.72	535.21	4.42	4.36
Lewisham Council excluding Schools	19827.28	2740.99	7.23	7.19

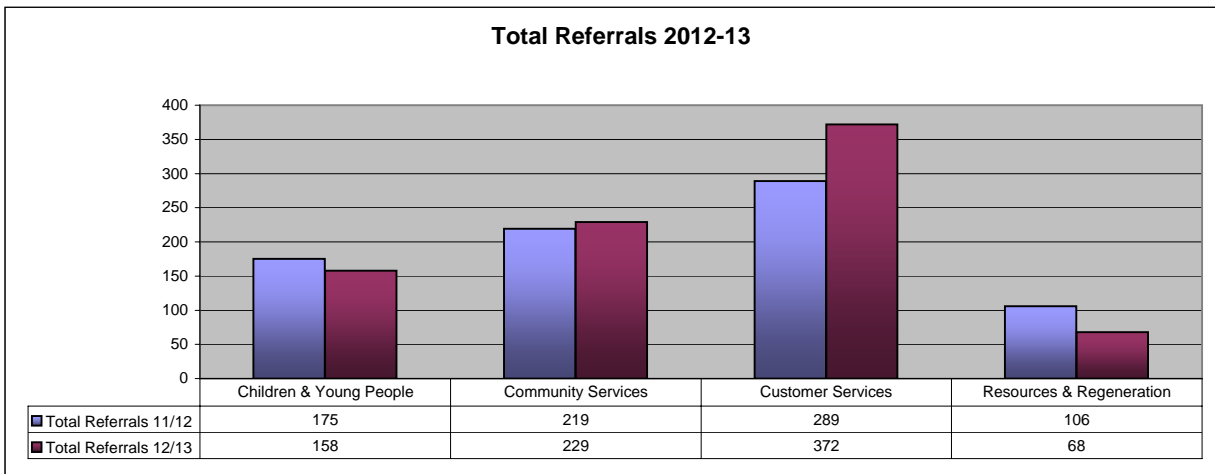


OCCUPATIONAL HEALTH REFERRALS EXCLUDING SCHOOLS



*N.B. Sickness reasons are only included for 1st referrals (not re-referrals or follow ups) and so totals will not correspond to total referrals for the year.

Analysis of stress related referrals shows that this is made up of both domestic and work related stress. Of the work related referrals there was more than one reason for the referral and in some instances they were also personal, underlying reasons, reasons for work related stress including, work relationships, pending redundancies, restructuring, management action etc.



*Total referrals include 1st referrals, Non Attendees and Follow ups

PROMOTED EMPLOYEES - 2012/13

Promoted Employees		Total Employees	
138	4.6%	3027	100%

BY DIRECTORATE

Children & Young People		Community Services		Customer Services		Resources Directorate		Total	
34	4.8%	49	5.7%	31	3.4%	24	4.4%	138	4.6%

BY GENDER

Male		Female		Total	
42	3.6%	96	5.1%	138	4.6%

BY GRADE

Lecturer		Soulbury		SC1-2		SC3-5		SC6-SO2		PO1-5	
10	7.3%	0	0.0%	5	1.5%	14	2.3%	32	5.0%	54	5.5%
PO6-8		SMG1-SMG3		JNC		Total					
18	9.8%	4	5.7%	1	4.2%	138	4.6%				

BY LENGTH OF SERVICE

0-4.99 years		5-9.99 years		10.19.99 years		20+ years		Total	
44	5.2%	44	5.4%	30	3.8%	20	3.5%	138	4.6%

BY AGE

16 - 20		21 - 25		26 - 30		31 - 35		36 - 40		41 - 45	
0	0.0%	6	5.8%	22	11.6%	19	5.7%	13	4.5%	17	4.3%
46-50		51-55		55+		Total					
26	4.6%	16	2.9%	19	3.3%	138	4.6%				

BY ETHNICITY

BME		Unknown		White		Total	
49	4.2%	10	6.1%	79	4.6%	138	4.6%

BY DISABILITY

Disabled	
3	2.9%

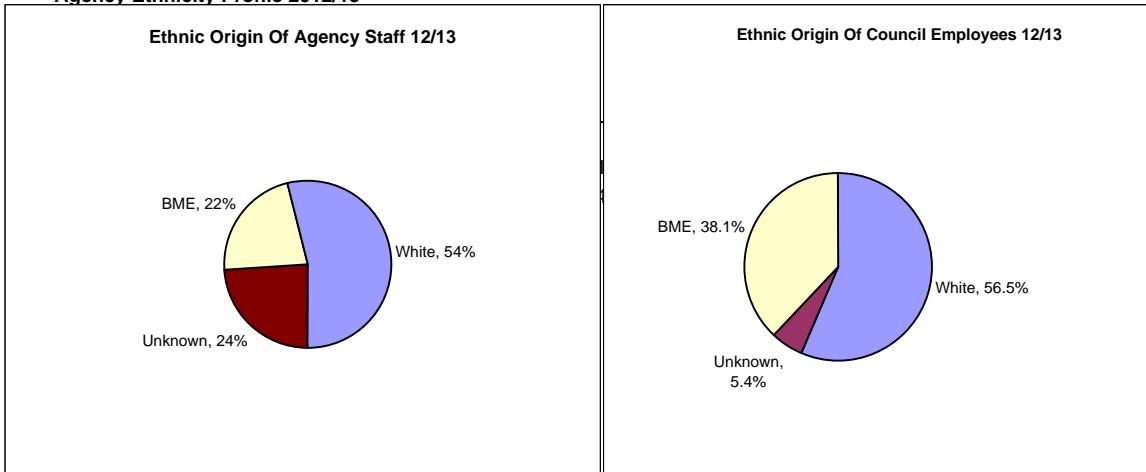
4.6% of non-schools employees were promoted during 2012/13. Promotion is defined as those staff who have had their post regraded or achieved promotion through appointment to a more senior position and it also includes staff appointed to higher grades as a result of the restructures.

Agency Profile 2012/13

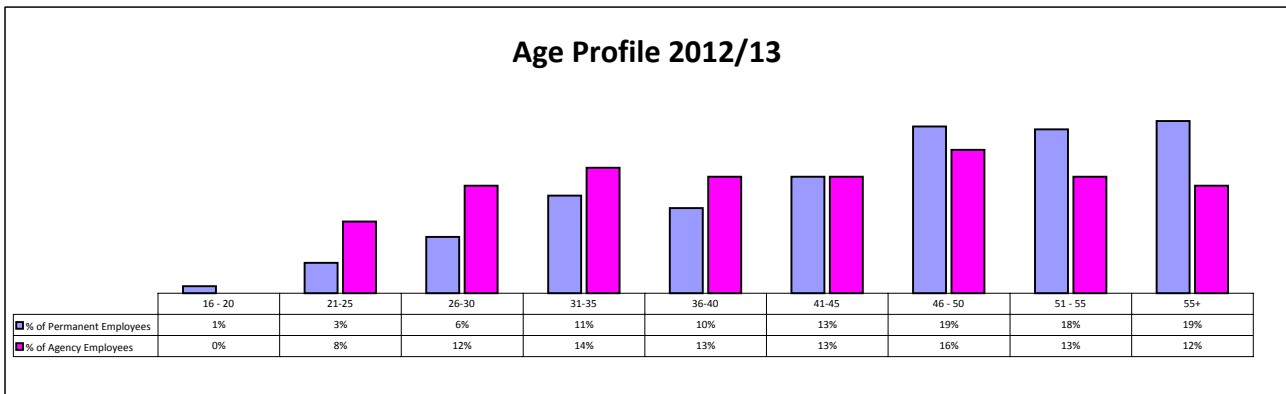
Agency Gender Profile 2012/13

Gender	Community Services Directorate	Customer Services Directorate	Children & Young People Directorate	Resources & Regeneration	Total
Women	120	61	43	31	255
Men	80	226	22	25	353
Total	200	287	65	56	608

Agency Ethnicity Profile 2012/13



Agency Age Profile 2012/13



The figures in the age band 26-35 have remained constant as compared to last year. There is a decrease in the number of employees in the age bands 21-25, 36-40 and 46-50 as compared to previous year as the total number has decreased by 100 employees on an average.

AVERAGE NUMBER FOR THE "TOP JOB ROLES" AGENCY STAFF PER MONTH 2012/13

Directorate	Job Role	No.
Community	Support Worker	104
	Bar Steward	57
	Social Workers	24
	Business Support Officer	9
	Nursery Officer	8
	Occupational Therapist	5
	Yos Officer	4
Customer	Loaders/Sweepers	152
	Passenger Attendant	39
	Refuse Lgv Driver	10
	Benefits Officer	9
	Door To Door Pcv Driver	8
	Trade Lgv Driver	8
Children & Young People	Tutors	36
	Teaching Assistant	5
	Social Worker - Fsi	4
	Admin Support Officer	3
	Catering Assistant	2
	Business Support Officer	2
	Administrator	2
	Procurement Programme Manager	1
	Senior Sen Case Officer	1
	Sen Project Manager	1
Resources & Regeneration	Road Safety Assistant	9
	Administration	9
	Parking Appeals Officer	4
	Childcare Lawyer	4
	Legal Assistant	3
	Property Advisor	3
	Lawyer	2

Agency worker headcount continues to decline. This is shown in the following statements.

The number of agency social workers in CYP has declined compared to the same period last year, from 18 workers to 3 workers. This represents a decrease of 83%.

Within Community there has been a decline in the use of support workers year on year. From 150 to 78. This represents a decrease in use of 48%.

Finally within Customer, the number of sweepers, loaders and drivers has decreased by 37%, from 345 workers in the previous year, to 215 workers this year.

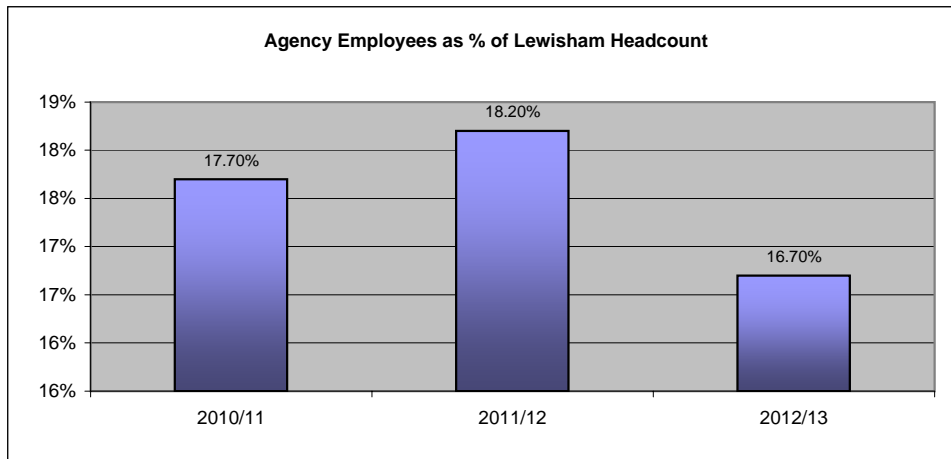
AGENCY STAFF EXPENDITURE
April 2012 to March 2013

ANNUAL SPEND ON AGENCY STAFF BY DIRECTORATE

Directorate	2011/12		2012/13	
	£'000	%	£'000	%
Community Services	4316	32.5%	4368	30.4%
Customer Services	5526	41.5%	6627	46.1%
Children & Young People	1452	11.0%	1445	10.1%
Regeneration & Resources	1995	15.0%	1930	13.4%
TOTAL	13,289	100.0%	14,370	100.0%

2012/2013 AVERAGE NUMBER OF AGENCY STAFF BY ENGAGEMENT REASON

Directorate	Additional Staffing/Flexible Resourcing	Increased Workload & One Off Projects	Leave	Organisati on Changes	Other	Recruiting to Post	Sickness	Grand Total
Community Services	211	13	6	2	13	1	2	248
Customer Services	244	16	1	0	42	6	2	311
Children & Young People	50	9	0	0	9	2	0	70
Resources & Regeneration	32	7	2	0	12	1	0	54
Grand Total	537	45	9	2	76	10	4	683



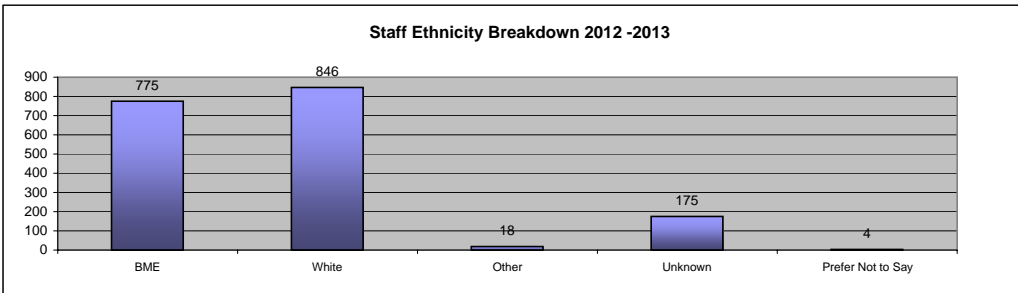
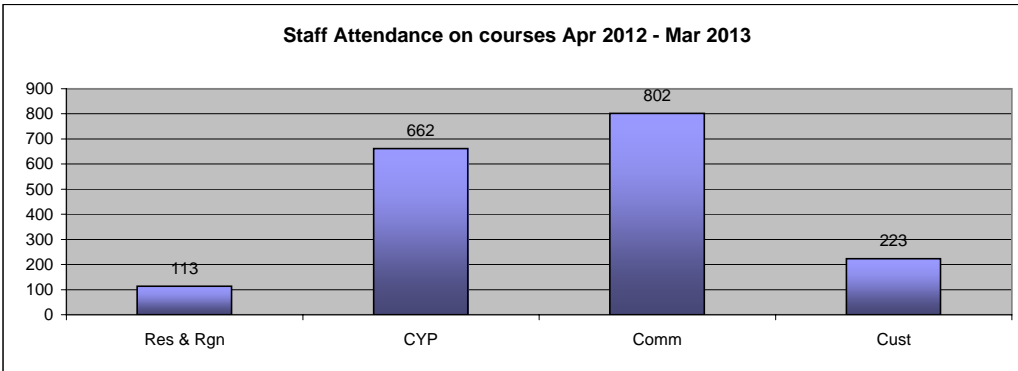
COMMENTARY

The figure of 16.7% does not include casual and claims employees. If included, the percentage of agency staff compared to non-schools Lewisham staff, is 15%.

With the introduction of the Agency Worker Regulations in October 2011, which ensured that agency workers were given equal treatment in relation to pay and working conditions after 12 weeks in a given role, this has resulted in an increase in spend. This is because agency workers, after 12 weeks, are paid the same as their permanent counterparts. And, as many of our workers are in areas such as refuse and cleansing (Customer) and adult day services (Community), these areas would have seen the greatest level of increase.

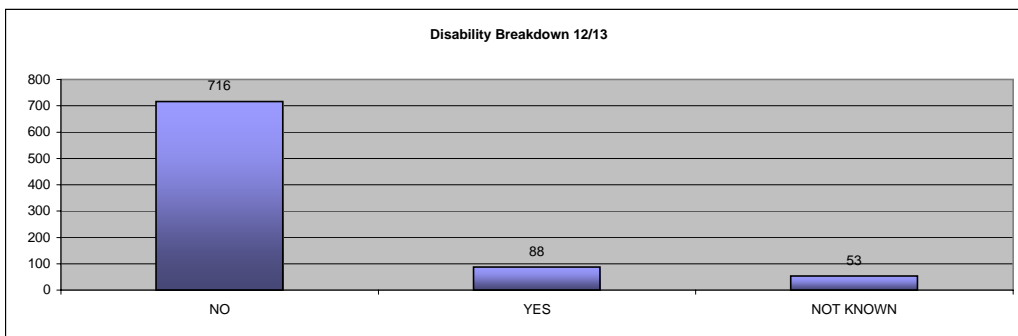
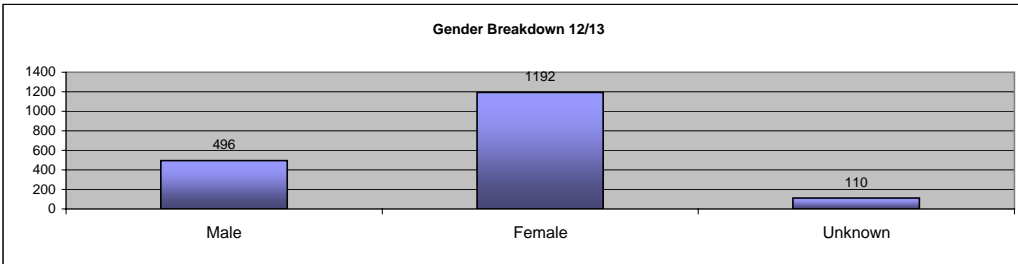
Learning & Development 2012/13

Staff Attendance on courses Apr 2012- Mar 2013



COMMENTARY

- > The figures are based on WDR MI data provided
- > PVI data is not included



COMMENTARY

- The total figure above only includes 'corporate course' figures, not specifically for Childrens and Adults Social Care. These courses were mainly commissioned outside of the WDR framework for this time frame
- The PVI data is not included

COMMENTARY

- A total of 4041 delegates attended courses in 2012-13.
- There were 1800 Lewisham staff across the four directorates that attended courses.
- 2241 delegates were from the Private, Voluntary and Independent (PVI's) organisations
- The total number of courses delivered in 2012-13 was 590
- From the 590 courses delivered, 281 were delivered to the PVI.
- Courses were delivered to a total of 71 different PVI organisations
- Included in the 1800 are a range of courses delivered specifically to Adult Social Care and Children Social Care

LEAVERS 12/13

In 2012/13, the number of non-schools employees reduced from 3066 at the beginning of the year, to 3027 by the year's end, a net reduction of 1.3% in staff numbers.

Analysis of the 144 voluntary leavers, representing a 5% turnover, is similar to 2011/12 which was 5.3% but slightly lower than the average trend for previous years. This is broadly similar to the pan-London local authority figure.

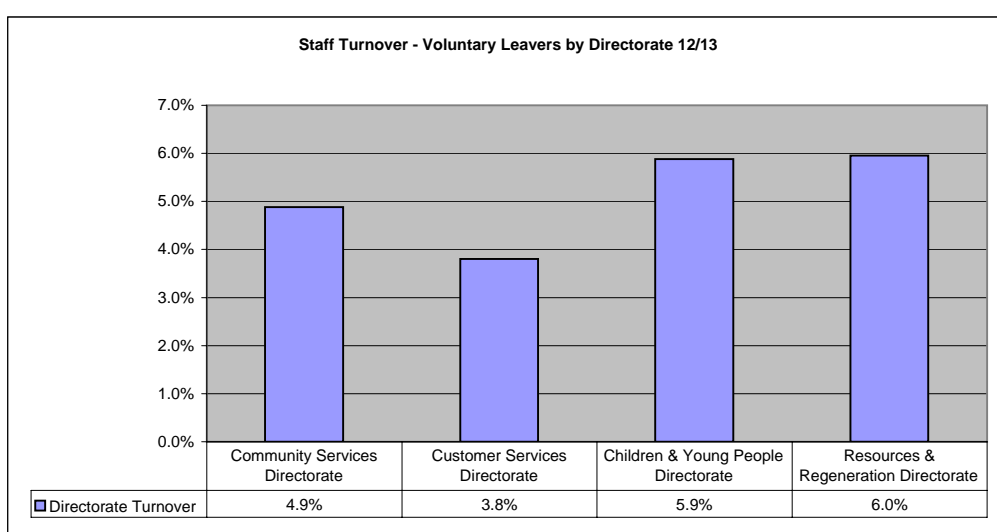
Total No of employees at April 2012 - 3066
Less No. of employees leaving on redundancy terms - 48
Less No. of voluntary leavers (includes resignations & retirements) - 152
Plus No. of new starters - 161
Total No. of employees at March 2013 - 3027

All employees affected by the budgetary savings have been offered HR briefings on the redeployment/redundancy process together with outplacement support training (OPS) which was commissioned in January 2011. The programme included CV writing and job search skills, interview skills, 1 to 1 advisory sessions, advice on working for yourself and on becoming an agency worker. Feedback on the OPS support has been universally positive. The Council has also offered 1 to 1 financial advice sessions to all staff which have been very well received.

Voluntary Leavers between 01/04/2012 - 31/03/2013

Voluntary leavers are those who have chosen to leave the Authority for reasons not initiated by the Council so do not include redundancies, dismissals, TUPE transfer.

Directorate	Employed April 12	Employed March 13	Net Voluntary Leavers	Directorate Turnover
Community Services Directorate	824	855	41	4.9%
Customer Services Directorate	930	912	35	3.8%
Children & Young People Directorate	751	712	43	5.9%
Resources & Regeneration Directorate	561	548	33	6.0%
Total	3066	3027	152	5.0%



BY GENDER	Employed April 12	Employed March 13	Leavers Count	Turnover
Female	1918	1874	90	4.7%
Male	1148	1153	62	5.4%
Total	3066	3027	152	5.0%

BY ETHNICITY	Employed April 12	Employed March 13	Leavers Count	Turnover
BME	1208	1154	39	3.3%
Unknown	53	162	7	6.5%
White	1805	1711	106	6.0%
Total	3066	3027	152	5.0%

BY LENGTH OF SERVICE	Employed April 12	Employed March 13	Leavers Count	Turnover
0 - 4.99 Years	918	844	49	5.6%
5 - 9.99 Years	809	816	49	6.0%
10 - 19.99 Years	754	798	23	3.0%
20+ Years	585	569	31	5.4%

Total	3066	3027	152	5.0%
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BY AGE	Employed April 12	Employed March 13	Leavers Count	Turnover
16 - 20	26	25	1	3.9%
21 - 25	87	103	7	7.4%
26 - 30	226	190	21	10.1%
31 - 35	330	331	25	7.6%
36 - 40	314	287	14	4.7%
41 - 45	436	393	12	2.9%
46 - 50	549	564	16	2.9%
51 - 55	535	553	12	2.2%
55 +	563	581	44	7.7%
Total	3066	3027	152	5.0%

BY Grade	Employed April	Employed March	Leavers Count	Turnover
Lect	134	137	8	5.9%
Soulbury	0	33	0	0.0%
Sc1 - 2	364	344	21	5.9%
Sc3 - 5	626	620	20	3.2%
Sc6 - SO2	651	635	21	3.3%
PO1 - 5	978	980	55	5.6%
PO6 - 8	193	184	21	11.1%
SMG1 - 3	94	70	4	4.9%
JNC	26	24	2	8.0%
Total	3066	3027	152	5.0%

Disability not included as the figures are now different post the Personal Data Collection Exercise

EARLY RETIREMENT 2012/13

All Directorates 2011/12

Early Retirement

	Men	Women	TOTAL
White	6	13	19
BME	2	10	12
TOTAL	8	23	31

All Directorates 2012/13

Early Retirement

	Men	Women	TOTAL
White	2	2	4
BME	1	1	2
TOTAL	3	3	6

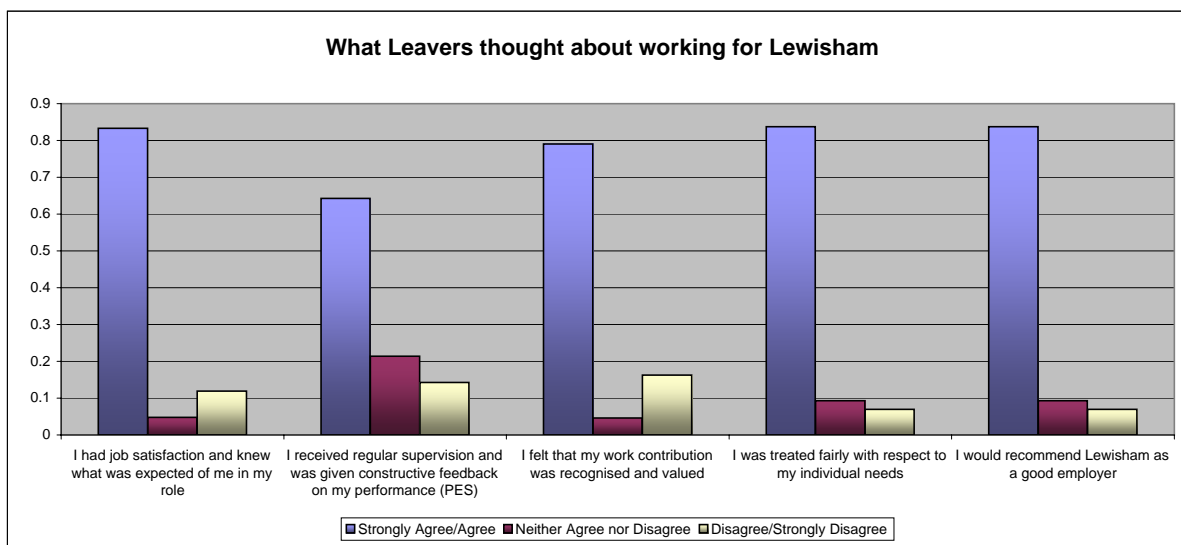
EARLY RETIREMENT

Early Retirement

1994	28
1995	83
1996	76
1997	25
1998	35
1999	18
2000	9
2001	1
2002	1
2003/04	3
2004/05	3
2005/06	18
2006/07	24
2007/08	23
2008/09	22
2009/10	39
2010/11	28
2011/12	31
2012/13	6

The figure for early retirements includes ill-health retirements.

Exit Survey 2012/13



43 leavers completed the exit questionnaire in 2012/13.

The headlines from this chart indicate that 83% of leavers who completed the exit survey either agreed or strongly agreed that they had job satisfaction and knew what was expected of them in their roles. This is an increase on the 20/11/12 figures of 72%.

100% of leavers would recommend Lewisham Council as a good employer. These increases in satisfaction levels could correlate to the fact that there were less compulsory redundancies this year.



Overall, 84% of leavers thought that working for Lewisham was "excellent" or "good"