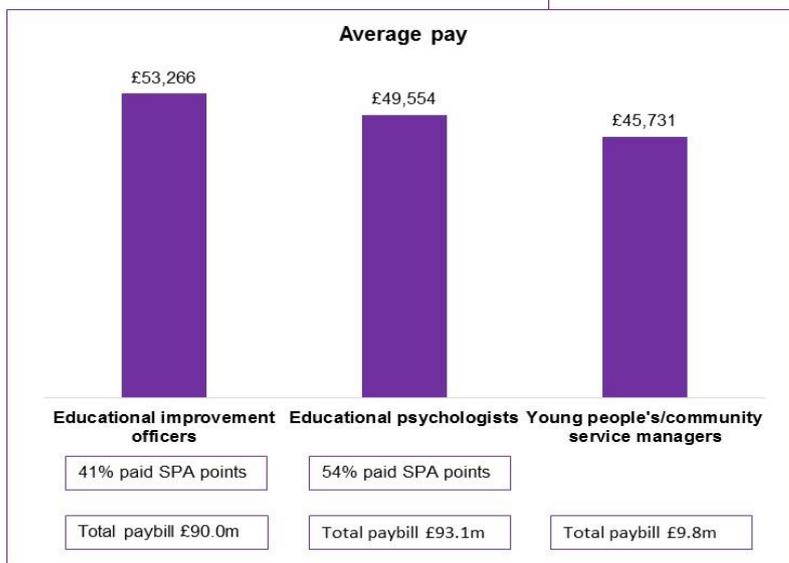
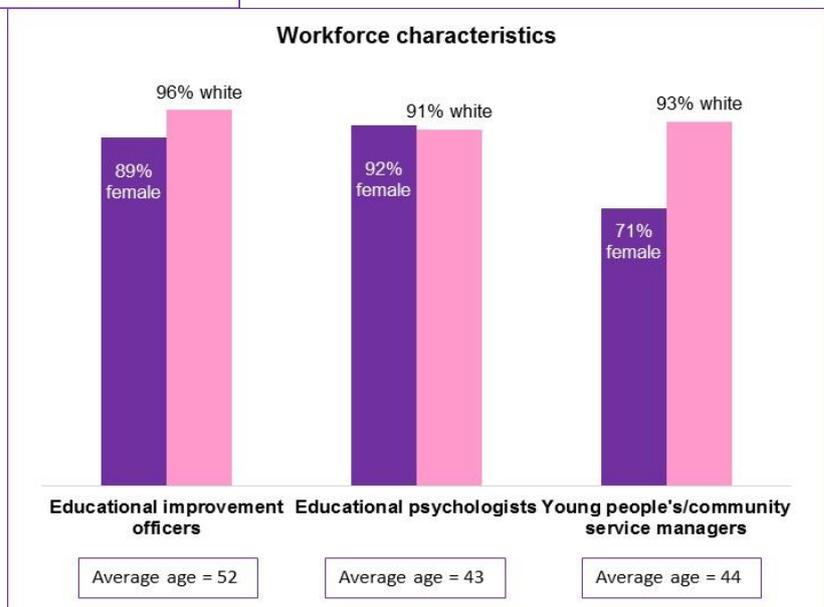
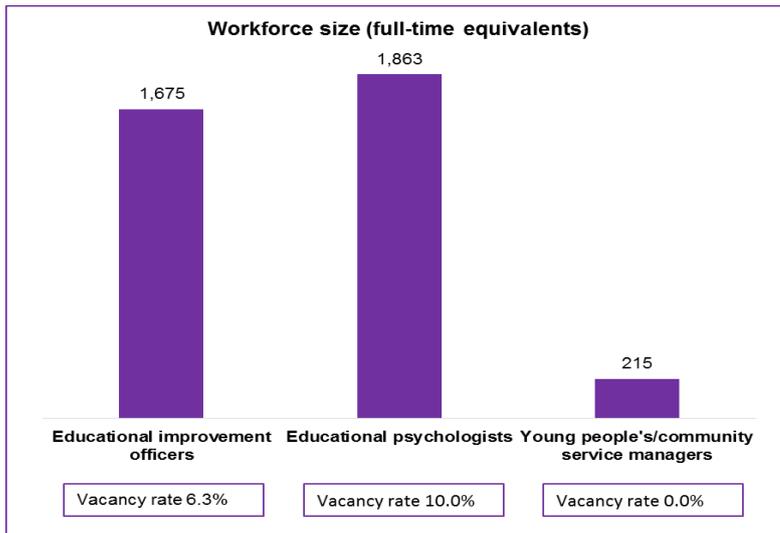


# Soulbury pay and workforce survey 2018



## Summary

The main findings are summarised in the three charts below.



## Introduction

This research report examines the findings of the Soulbury pay and workforce survey 2018 which was conducted in February-May 2018. Information was gathered for educational improvement professionals, educational psychologists and young people's/community service managers. The information collected related to pay and grading, working status, vacancies, workforce characteristics, recruitment difficulties, and information about recruits.

## Survey response

The survey was sent to all 174 relevant local authorities in England and Wales. The survey form was made up of three parts covering the following:

- pay and related data for all educational improvement professionals, educational psychologists and young people's/community service managers including those on local pay and conditions of service.
- Soulbury posts for which LEAs had experienced difficulties recruiting into over the last 12 months.
- information about recruits over the last two years.

By the closing date, 62 authorities had responded, a response rate of 36 per cent. A breakdown of the response rates by type of authority is shown in Table 1. By region, response was highest in Yorkshire and the Humber (67 per cent) and lowest, by some distance, in Wales (9 per cent). **Because of the response rate, and variations by type of authority, the results should be treated with caution and not necessarily regarded as representative of local authorities as a whole.**

It should be noted that because of the nature of the survey some respondents did not complete all parts of the survey form. In particular, only fourteen respondents provided data on young people's/community service managers, which has limited the results that can be reported. Throughout this report the findings are based on different numbers of respondents, shown below each table.

	<b>Response (numbers)</b>	<b>Response rate (%)</b>
Counties	14	52%
London boroughs	8	24%
Metropolitan districts	14	39%
Unitaries	26	33%
Total	62	36%

## Grossing

The estimates presented here have been grossed up from respondents' data to provide estimates for the Soulbury workforce as a whole. In previous surveys, this has been done by using the number of teachers employed in each authority, but this method produced estimates of the workforce which did not appear plausible when compared to the results of the previous survey conducted in 2013 (an overall growth in the workforce of 5 per cent). This was reinforced by looking at the 'matched

sample', those authorities which responded to both surveys. There were 28 such authorities and all but six showed a fall in employment between 2013 and 2018. Overall, it fell by 19 per cent.

Therefore, the 2018 survey was grossed by applying the overall change in the matched sample for each of three job groups to the respective 2013 employment totals.

The distribution of staff by grade, sex, age etc was as observed in respondents; the proportions were applied to the grossed employment totals. Paybill estimates were calculated by multiplying the average salaries from respondents by the estimated full-time equivalent employment. All data were grossed unless otherwise stated.

Because of the change in method of grossing, no comparisons with earlier surveys are shown in this report as this technical change will account for some of the difference.

#### Other notes

Throughout the report percentages in figures and tables may add to more than 100 per cent due to rounding.

The survey form was sent as an Excel spreadsheet so it is not possible to reproduce it in this report. Copies of the original survey form are available on request.

## Workforce

### Educational improvement professionals

There were an estimated total of 1,906 educational improvement professionals (EIMPs), consisting of 1,298 full-time and 608 part-time staff. This equated to a full-time equivalent total of 1,675 staff, of whom 241 were consultants, 713 main grade, 357 senior, 219 leading, and 145 'other' (46 per cent of whom were paid on NJC Local Government Services scales and 26 per cent on JNC for Chief Officers). These findings are illustrated in Table 2 below.

	Full-time	Part-time	Total	FTE
Consultant	163	125	288	241
Main	520	309	830	713
Senior	303	90	393	357
Leading	199	29	228	219
Other	113	54	167	145
All EIMPs	1,298	608	1,906	1,675

Base = 56 LEAs, including nil returns.

At the time of the survey there were a total of 113 FTE vacant EIMP posts giving a vacancy rate of 6.3 per cent. Aside from the relatively small group of other staff, the vacancy rate was highest among main grade (5.9 per cent) and senior staff (5.5 per cent). A full breakdown of the vacancies for each post and the vacancy rates is shown in Table 3.

	Vacant posts (FTE number)	Vacancy rate (FTE %)
Consultant	6	2.5%
Main	45	5.9%
Senior	21	5.5%
Leading	10	4.6%
Other	31	17.8%
All EIMPs	113	6.3%

Base = 56 LEAs, including nil returns.

Just over three-quarters (77 per cent) of EIMPs were female, a proportion that was higher for part-timers (86 per cent). Among consultant and main grade staff, 81 per cent of staff were female, compared with 65 per cent of leading staff. A full breakdown of the distribution by gender for each grade is shown in Table 4.

	Full-time		Part-time		All	
	Male	Female	Male	Female	Male	Female
Consultant	26%	74%	10%	90%	19%	81%
Main	23%	77%	13%	88%	19%	81%
Senior	34%	66%	17%	83%	30%	70%
Leading	34%	66%	38%	62%	35%	65%
Other	9%	91%	15%	85%	11%	89%
All	27%	73%	14%	86%	23%	77%

Base: 56 councils, including nil returns. Note that those whose gender was not provided are excluded from these percentage calculations.

Overall, 96 per cent of EIMPs were white, a proportion that varied little by grade. A full breakdown of the distribution by ethnic background for each grade is shown in Table 5.

**Table 5: Distribution of educational improvement professionals by ethnic origin**

	Asian	Black	Mixed	Other	White	Total
Consultant	2%	6%	2%	0%	91%	100%
Main	3%	1%	1%	0%	96%	100%
Senior	1%	1%	0%	0%	98%	100%
Leading	1%	0%	1%	1%	97%	100%
Other	0%	1%	1%	0%	97%	100%
All	2%	2%	1%	0%	96%	100%

Base: 56 councils, including nil returns. Note that those whose ethnic background was not known or not provided are excluded from these percentage calculations.

More than a half (57 per cent) of EIMPs were in the 45-54 age group, and a further 9 per cent were aged 55 or over. The average age was 52. These figures are shown in full in Table 6.

**Table 6: Distribution of educational improvement professionals by age and average age**

	Under 25	25-34	35-44	45-54	55+	Average (median) age
Consultant	0%	4%	35%	52%	9%	50
Main	0%	4%	34%	54%	7%	50
Senior	0%	5%	20%	65%	10%	54
Leading	0%	2%	19%	64%	16%	55
Other	0%	4%	26%	62%	8%	53
All	0%	4%	30%	57%	9%	52

Base: 56 councils, including nil returns. Note that those whose age was not provided are excluded from these percentage and average calculations.

## Educational psychologists

There were an estimated total of 2,308 educational psychologists (EPs), consisting of 1,140 full-time and 1,167 part-time staff, and overall equating to 1,863 full-time staff. By grade, 60 per cent of FTE staff were on the main grade; senior grade staff accounted for around a quarter. Most staff in these two grades were part-time. The vast majority of 'other' staff (87 per cent) were paid on NJC for Local Government Services scales. Table 7 shows a breakdown of the number of staff and FTE by grade.

	Full-time	Part-time	Total	FTE
Trainee	20	7	27	25
Assistant	88	16	104	99
Main	640	774	1,414	1,110
Senior	274	326	600	481
Principal	81	23	104	99
Other	36	23	59	49
All	1,140	1,167	2,308	1,863

Base: 62 councils, including nil returns.

The overall FTE vacancy rate for EPs was 10.0 per cent, highest for main grade posts (12.8 per cent). There is a breakdown of the number of vacant posts and the vacancy rates shown in Table 8.

	Vacant posts (FTE number)	Vacancy rate (FTE %)
Trainee	2	8.3%
Assistant	5	4.4%
Main	163	12.8%
Senior	31	6.0%
Principal	7	6.4%
Other	0	0.0%
All	207	10.0%

Base: 62 councils, including nil returns.

Overall, almost nine out of ten EPs (87 per cent) were female, a proportion that was higher among part-time staff (92 per cent). The proportion of women was lowest among senior grade staff (81 per cent). There is a full breakdown of distribution by gender for each grade in Table 9.

	Full-time		Part-time		All	
	Male	Female	Male	Female	Male	Female
Trainee	11%	89%	0%	100%	8%	92%
Assistant	3%	97%	14%	86%	4%	96%
Main	19%	81%	5%	95%	11%	89%
Senior	24%	76%	14%	86%	19%	81%
Principal	14%	86%	30%	70%	18%	82%
Other	13%	88%	0%	100%	8%	92%
All	18%	82%	8%	92%	13%	87%

Base: 62 councils, including nil returns. Note that those whose gender was not provided are excluded from these percentage calculations.

Nine out of ten EPs (91 per cent) were white, a proportion that did not vary greatly by grade. These figures are shown in Table 10.

	Asian	Black	Mixed	Other	White	Total
Trainee	0%	0%	0%	0%	100%	100%
Assistant	3%	5%	0%	3%	90%	100%
Main	5%	3%	2%	1%	89%	100%
Senior	3%	3%	1%	0%	93%	100%
Principal	2%	2%	0%	0%	95%	100%
Other	0%	8%	0%	0%	92%	100%
All	4%	3%	1%	1%	91%	100%

Base: 62 councils, including nil returns. Note that those whose ethnic background was not known or not provided are excluded from these percentage calculations.

The average age of educational psychologists was 43. Just over a third (36 per cent) were aged 45 or over. Table 11 shows a full breakdown by age group and average age.

	Under 25	25-34	35-44	45-54	55+	Average (median) age
Trainee	8%	42%	33%	17%	0%	35
Assistant	4%	63%	22%	11%	0%	31
Main	0%	28%	37%	28%	7%	42
Senior	0%	6%	49%	37%	7%	47
Principal	0%	0%	22%	72%	6%	53
Other	0%	35%	39%	26%	0%	38
All	0%	24%	39%	30%	6%	43

Base: 62 councils, including nil returns. Note that those whose age was not provided are excluded from these percentage and average calculations.

### Young people's/community service managers

Young people's/community service managers (YPCSMs) are the smallest group covered by the Soulbury Committee with just 237 staff, of which 173 were full-time and 64 part-time, equating to 215 full-time equivalents (FTEs). The survey estimated a total of only 20 FTE staff on Soulbury grades, the remaining 195 being classed as 'other' (65 per cent of whom were paid on 'other' scales not identified by the survey). Because of the small numbers involved, analyses of this group by grade has been limited. A breakdown by working status and FTE is shown in Table 12. Forty-two of the 56 respondents reported that they did not employ any staff in this category.

	Full-time	Part-time	Total	FTE
Main	6	2	7	7
Senior	7	0	7	7
Principal	6	0	6	6
Other	155	63	217	195
All	173	64	237	215

Base = 56 LEAs, including nil returns.

There were no recorded vacancies among YPCSMs.

Across all YPCSMs, 71 per cent were female, a proportion that was higher for part-timers (83 per cent) than full-timers (69 per cent).

Overall, 93 per cent were white, 3 per cent were Asian, 3 per cent Black, and 1 per cent mixed.

The average (median) age of YPCSMs was 44. Overall, 36 per cent were aged 45-54, 31 per cent were aged 35-44, 29 per cent were aged 55 or over, and 5 per cent were aged 25-34.

## Pay and paybills

### Educational improvement professionals

The average FTE salary of EIMPs was £52,347 excluding structured professional assessment (SPA) points and £53,266 including SPA payments. Including SPA, it varied between £49,905 for consultants and £64,075 for leading staff. See Table 13. (Note: part-time salaries are actuals rather than full-time equivalents.)

	Excluding SPA points			Including SPA points		
	Full-time	Part-time	FTE	Full-time	Part-time	FTE
Consultant	£48,115	£30,960	£48,817	£49,339	£31,372	£49,905
Main	£49,931	£29,870	£49,083	£50,935	£30,424	£50,054
Senior	£55,580	£34,408	£56,009	£56,510	£35,023	£56,944
Leading	£63,433	£41,900	£62,915	£64,649	£42,310	£64,075
Other	£52,267	£29,712	£51,629	£52,267	£29,712	£51,629
All EIMPs	£53,291	£31,330	£52,347	£54,250	£31,807	£53,266

Base = 56 LEAs, including nil returns.

The total paybill for EIMPs was £88.0m excluding SPA and £89.6m including SPA. SPA payments therefore equated to £1.5m or 1.7 per cent of the total paybill. See Table 14. (Note: this excludes London and fringe allowances.)

	Total FTE (excl SPA points)	Total FTE (incl SPA)	Difference	SPA paybill as % of total
Consultant	£11.8m	£12.0m	£0.3m	2.2%
Main	£35.0m	£35.7m	£0.7m	1.9%
Senior	£20.0m	£20.3m	£0.3m	1.6%
Leading	£13.8m	£14.0m	£0.3m	1.8%
Other	£7.5m	£7.5m	£0.0m	0.0%
All EIMPs	£88.0m	£89.6m	£1.5m	1.7%

Base = 56 LEAs, including nil returns. Totals may not add exactly due to rounding.

Around two out of five EIMPs (39 per cent) were in receipt of SPA points, around half of whom were paid 3 points. Just under a third (32 per cent) were eligible for SPA points, but were either not paid any or paid less than their entitlement. See Table 15.

	1 point	2 points	3 points	Total	Eligible but not in receipt
Consultant	8%	11%	24%	43%	39%
Main	10%	10%	18%	39%	31%
Senior	8%	13%	17%	39%	29%
Leading	6%	11%	29%	46%	31%
All	8%	10%	20%	39%	32%

Base = 56 councils, including nil returns.

The distribution of education improvement professionals by pay spine within each grade is shown in Annex A of this report.

### Educational psychologists

The average FTE salary of EPs was £48,143 excluding SPA payments and £49,554 including SPA payments. Including SPA, it varied between £48,590 for main grade and £60,012 for principal grade staff (excluding trainees and assistants). See Table 16.

	Excluding SPA points			Including SPA points		
	Full-time	Part-time	FTE	Full-time	Part-time	FTE
Trainee	£25,568	£20,062	£26,595	£25,568	£20,008	£26,595
Assistant	£29,783	£20,836	£29,920	£29,783	£21,144	£29,995
Main	£46,034	£29,094	£46,930	£47,296	£30,111	£48,590
Leading	£53,301	£33,724	£53,050	£54,766	£34,546	£54,445
Principal	£60,143	£45,389	£60,012	£60,143	£45,389	£60,012
Other	£48,924	£27,623	£48,467	£48,924	£27,623	£48,467
All EIMPs	£47,255	£30,509	£48,143	£48,296	£31,491	£49,554

Base = 62 LEAs, including nil returns.

The total paybill for EPs was £89.5m excluding SPA and £92.1m including SPA. SPA payments therefore equated to £2.5m or 2.7 per cent of the total paybill. Main grade staff accounted for 59 per cent of the total EP paybill. See Table 17. (Note: this excludes London and fringe allowances.)

	Total FTE (excl SPA points)	Total FTE (incl SPA)	Difference	SPA paybill as % of total
Trainee	£0.7m	£0.7m	£0.0m	0.0%
Assistant	£3.0m	£3.0m	£0.0m	0.3%
Main	£52.1m	£53.9m	£1.8m	3.4%
Leading	£25.5m	£26.2m	£0.7m	2.6%
Principal	£5.9m	£5.9m	£0.0m	0.0%
Other	£2.4m	£2.4m	£0.0m	0.0%
All EIMPs	£89.5m	£92.1m	£2.5m	2.7%

Base = 62 LEAs, including nil returns. Totals may not add exactly due to rounding.

Almost a half of EPs (49 per cent) were in receipt of SPA points, around half of whom were paid 3 points. Around one in six (17 per cent) were eligible for SPA points, but were either not paid any or paid less than their entitlement. See Table 18.

**Table 148: Distribution of structured professional assessment points to educational psychologists**

	1 point	2 points	3 points	Total	Eligible but not in receipt
Trainee	0%	0%	0%	0%	0%
Assistant	0%	0%	2%	2%	9%
Main	8%	19%	24%	51%	16%
Leading	6%	21%	28%	54%	19%
Principal	7%	11%	36%	55%	22%
All	7%	18%	24%	49%	17%

Base = 62 councils, including nil returns.

### Young people's/community service managers

No information is shown by grade due to the small numbers of staff recorded in all categories except 'other'.

The average FTE salary of YPCSMs was £45,695 excluding SPA payments and £45,731 including SPA payments. See Table 19.

**Table 19: Average annual salaries (£ per annum) of YPCSMs**

	Full-time	Part-time	FTE
Excluding SPA points	£47,372	£26,921	£45,695
Including SPA points	£47,422	£26,663	£45,731

Base = 56 LEAs, including nil returns.

The total paybill for YPCSMs was £9.8m excluding, and including, SPA. See Table 20. (Note: this excludes London and fringe allowances.)

**Table 20: Paybills for YPCSMs**

Total FTE (excl. SPA points)	£9.8m
Total FTE (incl. SPA points)	£9.8m
Difference	£0.0m
SPA paybill as % of total	0.1%

Base = 56 LEAs, including nil returns. Totals may not add exactly due to rounding.

### Overall paybill and London/fringe allowances

The overall basic paybill for Soulbury staff totalled £191.4m and London/fringe allowances added £1.5m giving a total paybill of £192.9m. Educational psychologists accounted for 48 per cent of the total, and educational improvement professionals 47 per cent. See Table 21.

**Table 215: Paybill and London/fringe allowances bill**

	Basic paybill (incl. SPA)	London/fringe allowances	Total paybill
Educational improvement professionals	£89.5m	£0.5m	£90.0m
Educational psychologists	£92.1m	£1.0m	£93.1m
Young people's/community service managers	£9.8m	£0.0m	£9.8m
Total	£191.4m	£1.5m	£192.9m

Base = 62 councils, including nil returns.

## Recruitment and retention

The data in this section are ungrossed and based on respondent data only.

### Difficulties

Around three out of five respondents (39 out of 62, 63 per cent) reported that they had experienced recruitment difficulties over the previous 12 months. This compares with 22 per cent in 2013.

By far the most affected job category was main grade educational psychologists – 29 authorities reported a recruitment difficulty. The next most common were senior educational psychologists (9), senior EIMPs (7), and principal educational psychologists and main grade EIMPs (both 6).

The most commonly cited reason for recruitment difficulties was 'other' (encompassing a variety of reasons), cited in 38 per cent of cases. No systematic information is available on this, but respondents were most likely to refer to a lack of candidates and/or national/local shortages. The next most common reasons were inadequate salary (23 per cent), applicants' lack of experience (13 per cent), applicants' lack of qualifications (11 per cent), applicants' lack of skills (9 per cent), and not known (8 per cent).

The most common measure taken to tackle recruitment difficulties was to re-advertise (26 per cent of cases). In 12 per cent cases, no action was taken and the vacancy was not filled. Other measures, including increasing salary, regrading, reviewing duties, and filling from a limited shortlist were each used in less than 10 per cent of cases.

### Recruitment

The data in this section are ungrossed and based on respondent data only. It should be treated with caution due to the relatively high number of 'don't know' responses, for which reason YPCSM data has been suppressed.

Educational improvement professionals were more likely to have been recruited from outside the authority (26 per cent) while senior/leading grades were marginally more likely to have been promoted internally (24 per cent). The pattern was similar for psychologists, though more pronounced. In all, 69 per cent of EPs were recruited externally, while 34 per cent of senior/principal grades were promoted internally. See Table 22.

**Table 22: What has been the single most common source of appointees to your authority over the last two years?**

	External <sup>1</sup>	Internal - level-transfer <sup>2</sup>	Internal - promotion <sup>3</sup>	Don't know	Base number
Educational improvement professionals <sup>4</sup>	26%	3%	8%	63%	62
Educational improvement professionals - senior and leading	21%	5%	24%	50%	62
Educational psychologists <sup>5</sup>	69%	2%	5%	24%	62
Educational psychologists - senior and principal	16%	11%	34%	39%	62

The relatively small number of respondents reporting that most recruits came from external sources were asked for more detail. School leader posts were the most common source for educational improvement professionals (63 per cent), but the most common source for senior/principal staff in both groups were Soulbury posts in other authorities. Educational psychologists were fairly evenly split between this (44 per cent) and newly-qualifieds (47 per cent). See Table 23.

**Table 23: If you indicated 'External', from where were most appointees recruited?**

	Soulbury post in another LA	School leader post <sup>6</sup>	Other teaching post	Newly-qualified <sup>7</sup>	Don't know	Base number
Educational improvement professionals	19%	63%	6%	-	13%	16
Educational improvement professionals - senior and leading	38%	31%	15%	-	15%	13
Educational psychologists	44%	0%	0%	47%	9%	43
Educational psychologists - senior and principal	100%	0%	0%	-	0%	10

Most appointments made over the last two years were on a permanent basis, varying between 76 per cent of psychologists and 35 per cent of educational improvement professionals. See Table 24.

<sup>1</sup> External – from anywhere outside the authority.

<sup>2</sup> Internal level-transfer – from an equivalently graded post within the authority.

<sup>3</sup> Internal promotion – from a lower-graded post within the authority.

<sup>4</sup> Covers all EIMPs except senior and leading grades.

<sup>5</sup> Covers all EPs except senior and principal grades.

<sup>6</sup> School leader post – a head, deputy head or assistant head in a maintained school.

<sup>7</sup> Applies to EPs only.

**Table 24: Were most appointments made over the last two years on a permanent or fixed-term contract basis?**

	Permanent	Fixed-term	Don't know	Base number
Educational improvement professionals	35%	13%	52%	62
Educational improvement professionals - senior and leading	42%	11%	47%	62
Educational psychologists	76%	8%	16%	62
Educational psychologists - senior and principal	58%	3%	39%	62

Around a quarter of respondents (27 per cent) agreed that current staffing levels in the educational improvement service gave their authority concerns about its ability to fulfil the entirety of its statutory obligations in education. The proportion was higher (50 per cent) for the educational psychology service. See Table 25.

**Table 25: To what extent do you agree with the following statement: "current staffing levels give our authority concerns about its ability to fulfil the entirety of its statutory obligations in education"?**

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know	Base number
Educational improvement service	3%	24%	15%	0%	58%	62
Educational psychology service	27%	23%	18%	0%	32%	62

## Annex A

### Distribution of staff by spine point

The following tables show the FTE number of staff on each pay point, and are based on respondent data only (i.e. are ungrossed). Information is not shown for YPCSMs due to the small number of staff recorded on Soulbury scales.

Educational improvement professionals					
		Consultant	Main	Senior	Leading
1	34,067	0.6			
2	35,287				
3	36,439				
4	37,606	9.3	5.7		
5	38,767	1.0	2.6		
6	39,928	0.4	6.8		
7	41,148	5.2	13.3	1.6	1.0
8	42,321	2.6	11.6	3.0	
9	43,689	5.6	23.6	6.6	0.6
10	44,908	5.0	24.6	5.0	
11	46,112	12.3	40.3	5.5	
12	47,277	7.8	25.1	3.8	0.8
13	48,597	8.2	24.1	1.4	2.0
14	49,773	11.4	19.5	4.0	
15	51,073	13.0	23.3	14.6	3.0
16	52,248	10.8	32.6	10.0	1.0
17	53,426	14.4	18.1	10.2	3.0
18	54,582	1.5	22.0	7.9	2.6
19	55,775	2.0	10.3	10.6	3.2
20	56,391	0.5	7.4	14.5	6.5
21	57,575	0.4	4.0	9.3	3.0
22	58,607	0.4	7.0	10.0	8.0
23	59,744		3.6	8.0	14.2
24	60,762		7.0	6.4	4.8
25	61,851		2.8	10.5	4.8
26	62,914	1.0	3.3	7.1	3.0
27	64,001			5.8	6.0
28	65,102		1.0	3.0	6.9
29	66,207		1.0	3.4	3.0
30	67,309			2.6	1.0
31	68,402		1.0	2.8	6.6
32	69,512				
33	70,623			1.0	2.0
34	71,761	0.8			
35	72,895			1.3	3.0
36	74,062			1.0	5.0
37	75,210				
38	76,371				1.0
39	77,515				
40	78,659				1.0
41	79,809				2.0
42	80,958				
43	82,106				2.0
44	83,259				1.0
45	84,410	0.6			
46	85,562				
47	86,719				0.8
48	87,865				1.0
49	89,016				
50	90,168	0.5			1.0
<b>Total FTEs</b>		<b>115.3</b>	<b>341.4</b>	<b>170.8</b>	<b>104.8</b>

Base = 56 councils, including nil returns.

## Educational psychologists

		Trainee	Assistant	Main	Leading	Principal
<b>Trainee</b>						
1	22,955	4.0				
2	24,636					
3	26,314	3.6				
4	27,996	1.0				
5	29,675					
6	31,355	2.4				
<b>Assistant</b>						
1	28,218		12.6			
2	29,371		9.4			
3	30,523		10.9			
4	31,669		10.8			
<b>Scale A/Senior/Principal</b>						
1	35,731			6.9		
2	37,545			13.8	1.0	
3	39,359			24.6	1.0	
4	41,171			34.4		
5	42,984			30.1		
6	44,797			58.2	1.4	
7	46,504			91.2	2.5	
8	48,211			67.0	13.1	
9	49,810			70.1	23.0	
10	51,411			63.9	28.9	
11	52,903			24.4	46.3	1.8
12	53,516			1.0	19.8	1.0
13	54,661				19.4	1.0
14	55,795			5.0	21.5	
15	56,950				20.5	5.0
16	58,081				7.0	4.0
17	59,235				2.6	11.4
18	60,409				1.7	3.7
19	61,543				1.0	4.8
20	62,731					6.0
21	63,908				1.0	
22	65,093					1.0
23	66,276				1.0	4.0
<b>Total FTEs</b>		<b>11.0</b>	<b>43.7</b>	<b>490.6</b>	<b>212.7</b>	<b>43.7</b>

Base = 62 councils, including nil returns.



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