



Statistics Publication Notice

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STAFF OF SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES, 2004

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A Scottish Executive National Statistics Publication

This publication forms part of a series of publications which provide information on staffing of Scottish Local Authority Social Work Services. It contains the results of a staffing census held across all Scottish local authorities on 4 October 2004. It presents findings from a range of statistics to provide an overall picture of demand for, supply of and outcomes from the social care workforce.

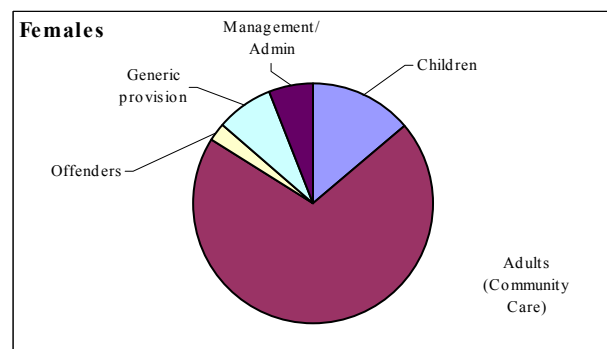
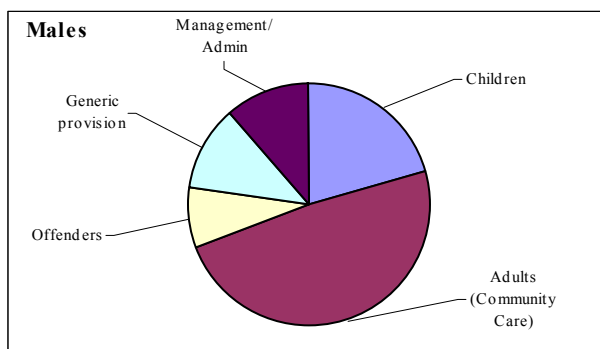
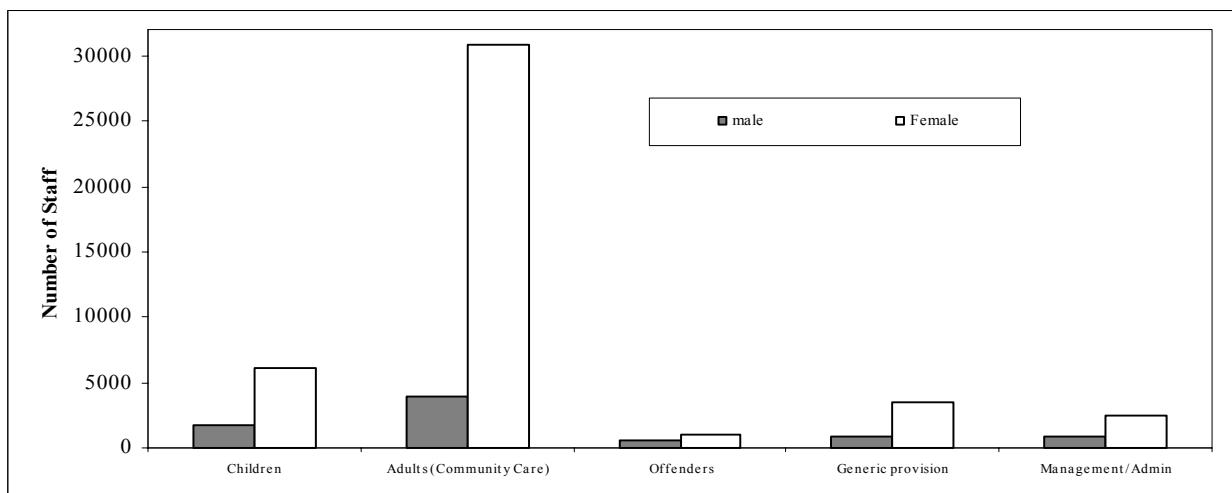
These staffing figures were originally planned for release on 28 April 2005. However, due to inconsistencies in the number of filled and unfilled social worker posts being recorded in this annual survey, with those previously published in quarterly surveys, the release of these statistics were postponed until the discrepancy had been fully investigated (see Background Notes 7.4 to 7.6 for more details).

Headline messages are:

- There were 40,985 whole time equivalent (WTE) staff employed by Scottish Local Authority Social Services in October 2004. This represented an increase of 4% from the 2003 total (Table 1).
- The 40,985 WTE staff in October 2004 corresponded to 8.1 staff per 1,000 population, an increase from 7.8 per 1,000 population in October 2003 and 6.7 per 1,000 population in 1999. The number of staff per 1,000 population was highest in the island councils (16.9 in Orkney Islands, 16.3 in Eilean Siar and 15.1 in Shetland Islands), and lowest in Dumfries and Galloway (3.6), East Dunbartonshire (5.4) and East Lothian (5.6) (Table 2).
- Twenty-nine per cent of staff employed by Scottish Local Authority Social Work Services in October 2004 were fieldwork staff and 28% were domiciliary staff (mainly home carers). A further 15% worked in residential establishments for adults and 9% were located in day care centres for adults (Table 3).

- Almost two thirds of staff (62%) provided services for adults, a further 17% provided services for children and 4% provided services for offenders. Nine per cent of staff were attributed to generic provision, providing services for more than one client group (Table 4).
- The majority (85%) of all staff in 2004 were female. This proportion was highest for staff providing services for adults, where 89% were female, and lowest for staff providing services for offenders (62%) (Table 4).
- There were 2,874 WTE vacancies in Scottish Local Authority Social Work Services in October 2004. Of these, 557 were for qualified social workers, down from 603 in 2003 (Table 10).
- Ten per cent of staff (whose age was known) were under 30 years of age, whilst 35% were over 50 (Table 11).

Staff of Scottish Social Work Services by Client Group and Gender, 2004



ALL STAFF IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

1.1 There were 52,376 staff employed by Scottish Local Authority Social Work Services in October 2004. This comprised 24,697 full-time staff and a further 27,679 staff who were employed on a part-time basis (Table 1). The whole time equivalent (WTE) number of staff was 40,985 (see Background Notes, paragraph 7.5). This represented an increase of 4% from the 2003 total.

1.2 The 40,985 WTE staff in October 2004 corresponded to 8.1 staff per 1,000 population, an increase from 7.8 staff per 1,000 population in October 2003 and 6.7 staff per 1,000 population in October 1999 (Table 2).

1.3 The level of staffing in each council is influenced to some extent by the level of social work involvement required which, in turn, may be affected by a range of factors, including deprivation and urban/ rural issues. Other factors affecting the level of staffing include the extent to which services are contracted out and the extent to which services are provided in partnership with neighbouring councils and other organisations. The number of staff per 1,000 population was highest in the island councils (16.9 in Orkney Islands, 16.3 in Eilean Siar and 15.1 in Shetland Islands) and lowest in Dumfries and Galloway (3.6), East Dunbartonshire (5.4) and East Renfrewshire (5.6) (Table 2).

STAFF BY TYPE OF ACTIVITY/LOCATION

2.1 This section provides information on the number (WTE) of staff by type of activity/location (see Background Notes, paragraph 7.7).

2.2 Twenty-nine percent of staff employed by Scottish Local Authority Social Work Services in October 2004 were fieldwork staff and 28% were domiciliary staff (mainly home carers). A further 15% worked in residential establishments for adults and 9% were located in day care centres for adults (Table 3).

2.3 Table 3 also shows that the number of WTE staff has increased in most activities/locations since 2003, with the exceptions of 'residential staff: services for children' and 'domiciliary staff', which have decreased slightly by 1% and 0.6% respectively. However, care should be taken in comparing 2004 data with previous years due to posts for which the location was unknown in 2004.

STAFF BY CLIENT GROUP

3.1 This section provides information on the number of staff by client group. Information on the gender of staff is also provided.

3.2 Almost two thirds (62%) of staff provided services for adults, a further 17% provided services for children and 4% provided services for offenders. Nine percent of staff were attributed to generic provision, providing services for more than one client group (Table 4).

3.3 The majority (85%) of all staff in 2004 were female. This proportion was highest for staff providing services for adults, where 89% were female, and lowest for staff providing services for offenders (62%) (Table 4).

3.4 The 25,408 staff (WTE) who provided services for adults corresponded to 6.4 per 1,000 population aged 18 and over (Table 5). This proportion was highest for the island authorities (19.1 in Eilean Siar, 16.7 in Orkney Islands and 15.2 in Shetland Islands), and lowest for Dumfries & Galloway (1.9). There were 6.4 staff per 1,000 population aged under 18 providing services for children, although this rate varied from 12.4 in Glasgow to 1.7 in Eilean Siar.

NUMBERS AND WTE BY STAFF GROUP

4.1 This section provides information on numbers and WTEs by staff group for 2003 and 2004. See Background Notes, paragraph 7.8 for further details on the staff groups used.

4.2 Over one quarter of staff (WTE) are home care staff and managers, and 22% are support staff. Residential managers & qualified care staff account for about 12% of staff and social workers account for about 11% of staff (Table 6).

4.3 The total WTE of staff has increased by 4% since 2003. However, the total WTE has decreased in 2004 for 'other qualified fieldwork staff' (14%), 'home care staff and managers' (1%), and 'residential care staff' (28%). Some care should be taken with comparing 2004 figures with previous years due to some posts for which the staff group was unknown.

4.4 The reason for the large drop in numbers of 'residential care staff' is that care staff in residential accommodation for children and young people were re-classified as 'residential managers & qualified care staff' in 2004.

VACANCIES IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

5.1 Vacancy figures exclude home care staff, given the different employment conditions which apply for such staff in many councils. Therefore, all the vacancy tables show vacancies and vacancy rates which exclude home care staff.

5.2 Each year the City of Edinburgh has reported 'negative vacancies', or above complement numbers of staff, in some areas. In order not to distort aggregate analyses, these have been set to zero for this publication.

5.3 A total of 2,874 WTE vacancies were reported in October 2004. Vacancy rates were highest in Midlothian (17.1%) and Renfrewshire (13.7%). Rates were lowest in East Lothian (3.2%) (Table 7).

5.4 In terms of client groups (Table 8), vacancy rates were highest for staff providing services for people with mental health problems (14%) and children (9.5%) and lowest for those providing services for people with physical disabilities (5%).

5.5 Looking at type of activity/location (Table 9), vacancies were highest amongst residential staff providing services for children (10%) and lowest amongst day care staff providing services for children (2%).

5.6 The vacancy figures can also be expressed in terms of staff groups, with staff classified by function.

5.7 Table 10 shows that vacancies were highest amongst 'social workers' and 'other qualified fieldwork staff' (10.9%). While only 8.4% of Support Staff posts are vacant, these vacancies account for 29% of all vacancies reported.

STAFF NUMBERS BY AGE GROUP

6.1 The October 2004 staffing census also requested information on age of staff. One council was unable to supply information on age, and four more were unable to supply information for some staff. The data reported here includes these councils/staff as unknown.

6.2 Sixty five per cent of social services staff were at least 40, and 4% were under 25 years of age. Looking at the percentage in the different age groups by type of activity/location (Table 12), it can be seen that 'day care staff: services for children' has the highest proportion of staff under 25 (8%), while domiciliary staff have the highest percentage aged 40 or over (71%).

6.3 Table 13 shows the percentage in the different age groups by client group. The highest percentage of staff under 25 work in generic provision (8%), while the lowest percentage work with 'people with physical disabilities' (2.5%). The highest percentage of staff aged 40 or over work with 'older people' (70%), while the lowest percentage work in generic provision (57%).

6.4 Table 14 looks at age in relation to staff groups. Support staff have the highest percentage under 25 (9%), and the lowest percentage aged 40 or over (58%). The staff group with the lowest percentage under 25 is senior managers (0.4%), while the highest percentage aged 40 or over are 'senior managers' (80%).

The following tables are available:

Table 1 - Staff of Scottish Social Work Services: Numbers and WTEs by Mode, 1997-2004

Table 2 - Staff of Scottish Social Work Services: Number of Staff and Staff per 1,000 Population by Local Authority, 1999-2004

Table 3 - Staff of Scottish Social Work Services: Staff (WTE) by Type of Activity/Location, 1998-2004

Table 4 - Staff of Scottish Social Work Services: Numbers and WTEs by Client Group and Gender, 2004

Table 5 - Staff of Scottish Social Work Services: Staff (WTE) and WTEs per 1,000 Population by Client Group and Local Authority, 2004

Table 6 - Staff of Scottish Social Work Services: Numbers and WTEs by Staff Group, 2003 and 2004

Table 7 - Vacancies in Scottish Social Work Services: WTEs by Local Authority, 2002-2004

Table 8 - Vacancies in Scottish Social Work Services: WTEs by Client Group, 2002-2004

Table 9 - Vacancies in Scottish Social Work Services: WTEs by Type of Activity/Location, 2002-2004

Table 10 - Vacancies in Scottish Social Work Services: WTEs by Staff Group, 2002-2004

Table 11 - Staff of Scottish Social Work Services: Numbers and Percent by Age Group, 2004

Table 12 - Staff of Scottish Social Work Services: Activity/Location by Age Group (Percent), 2004

Table 13 - Staff of Scottish Social Work Services: Client Group by Age Group (Percent), 2004

Table 14 - Staff of Scottish Social Work Services: Staff Group by Age Group (Percent), 2004

ANNEX - Staff of Scottish Social Work Services, 2004

BACKGROUND NOTES – Staff of Scottish Social Work Services

7. Notes and Definitions

Method of Collection

7.1 Each local authority is asked to submit an annual census form detailing the staff employed by its social work/social services department, whether free-standing or part of a larger department. The census date is the first Monday in October. Details on terms of employment, type of activity/ location, gender of staff, age of staff, qualifications held by staff, qualifications in progress by staff, and number of vacancies were collected in 2004. Information on age and qualifications were incomplete.

Organisation of Social Work Services

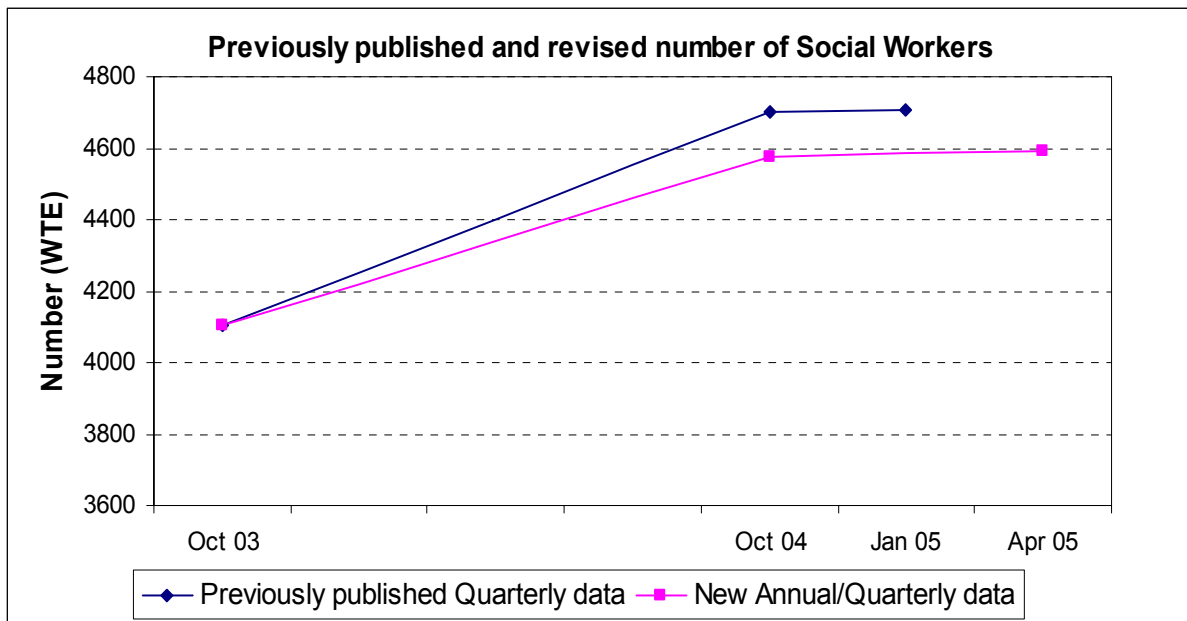
7.2 Social work services can be organised in a number of different ways, and this may impact on the results reported in this publication. For further details, see the Annex to a previous statistical bulletin, 'Staff of Scottish Local Authority Social Work Services, 2000'.

Estimates and Revisions

7.3 In 2004 data for Falkirk were not provided so 2003 data were used. WTE data for part-time staff in some councils were not provided and have been estimated.

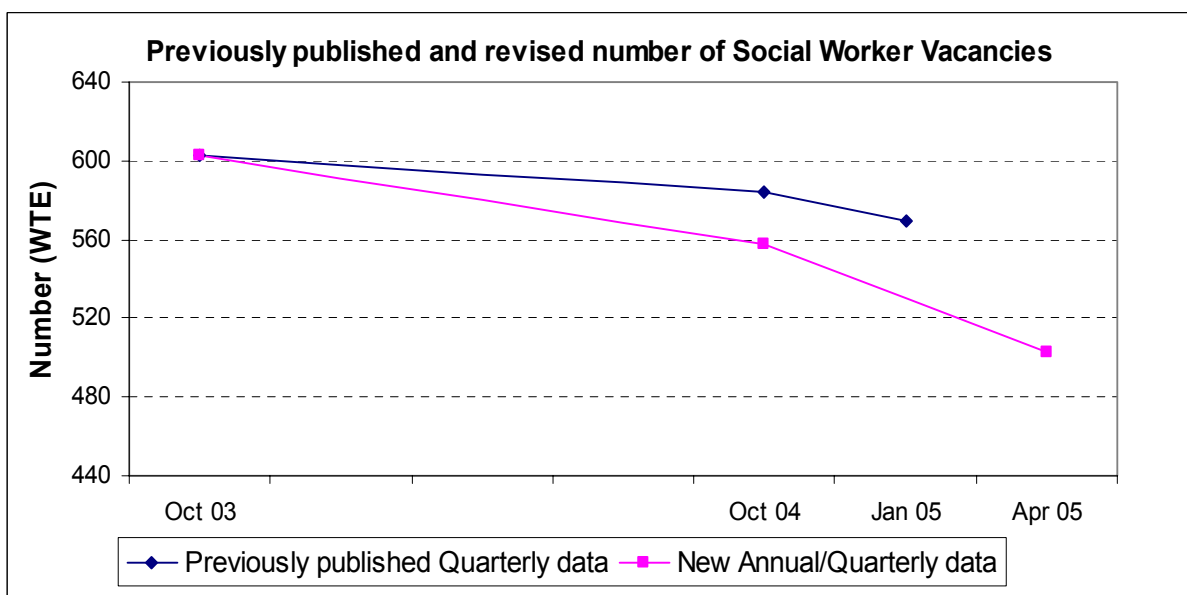
7.4 Figures from a quarterly survey on the number of filled and unfilled social worker posts for October 2004 and January 2005 have been previously published (8 November 2004 and 14 February 2005 respectively) by the Scottish Executive. Results from these quarterly surveys showed a higher number of filled and vacant social worker posts than shown in this annual (October 2004) survey (see below).

The following chart shows the scale of the difference between the previously reported figures and revised figures for filled social worker posts:



The above chart shows that previously published data showed a relatively higher number of filled social worker posts than now being reported. Previously published October 2004 figures showed that the number of filled social worker posts was 4,703 WTE (based on the quarterly survey), but this figure has now been revised down to 4,576 WTE (based on the annual survey) – a downward revision of 3%.

The below chart shows the scale of the difference between the previously reported figures and revised figures for vacant social worker posts:



The above chart shows that previously published data showed a higher number of vacant social worker posts than now being reported. Previously published October 2004 figures showed that the number of vacant social worker posts was 584 WTE (based on the quarterly survey), but this figure has now been revised down to 557 WTE (based on the annual survey) – a downward revision of 5%.

7.5 Investigations into the discrepancy in the number of filled social worker posts highlighted a number of inconsistencies in reporting of social worker posts between the annual and quarterly surveys. For example, some staff who were social worker qualified (but who were not carrying out a social worker role) were incorrectly included in the quarterly survey; some staff who were carrying out a Senior Social Worker role (but whose job title was Team Leader/Manager) were being included in the quarterly survey as a Senior Social Worker but were being recorded as a Team Leader/Manager in the annual survey; some staff were being counted as Main Grade Social Workers (but whose job title was Care Manager) in the quarterly survey but were being recorded as Care Managers in the annual survey; and some vacant social worker posts were being counted in the number of filled social worker posts in the quarterly survey.

7.6 We now believe that the number of filled and unfilled social worker posts reported in this publication provides a more accurate picture. As such, the results of the October 2004 and January 2005 quarterly social worker survey have been withdrawn.

Changes Over Time

7.7 As a result of changes in the classifications used on census forms, breakdowns into different activities, locations or staff groups are not always strictly comparable across years. It should also be noted that different local authorities may classify staff differently, according to the way work is organised in their area. Social workers, for example, may be classified either under generic provision, or by the nature or location of their work (adult services, children's services etc.). In addition, an increase in care management services has resulted in many staff previously designated as social workers or occupational therapists being assigned to care manager roles.

Whole Time Equivalent (WTE)

7.8 Whole Time Equivalent (WTE), where used, is an addition of i) the number of full-time staff, and ii) the total number of hours worked by all the part-time staff in a week, divided by the number of hours considered to be the standard full-time week for a member of staff in each category. A reduction to a 37 hour working week is currently at various stages within councils. This reduction however only affects a proportion of council staff, as some are already working less than 37 hours per week. Therefore, it should be borne in mind that WTE figures may be calculated using different weekly hours in different categories and also between councils. This can have the effect of WTE figures being slightly higher in councils who have reduced their standard full-time working week, but the number of part-time hours worked remains the same.

7.9 WTE figures have been rounded independently. As a result, WTE totals in tables may not equal the sum of the categories shown.

Type of Activity/Location

7.10 The following terms are used in the tables:

Strategic/ Central Staff	Staff with a strategic and/or central role, including senior management, administrators and support staff;
Criminal Justice Staff	All staff providing services for offenders, regardless of location;
Fieldwork Staff	Fieldwork staff in divisional and area offices;
Residential Staff: Services for Children	Staff based in residential establishments for children (e.g. local authority children's homes and residential nurseries);
Residential Staff: Services for Adults	Staff based in residential establishments which are not primarily for children. This covers local authority homes for older people (including sheltered housing) and residential establishments for other client groups (e.g. people with learning disabilities);
Day Centre Staff: Services for Children	Staff based in day care establishments for children. This includes local authority children's centres, family centres, day nurseries and playgroups, together with any childminders or day carers regularly employed by the local authority;
Day Centre Staff: Services for Adults	Staff based in day care establishments which are not primarily for children. This includes staff in adult training centres, day centres for people with learning or physical disabilities, and day centres for older people;
Domiciliary Staff	Home care staff and managers, and other domiciliary staff (e.g. community alarms staff and respite staff);
Staff on Secondment	Staff who, on 4 October 2004, were on full time secondment for professional training or to the Scottish Executive, Health Boards or other organisations.

Staff Groups

7.11 The following terms are used in the tables:

Senior Managers, etc	Directors/Heads of Service, Service Managers, Other Senior Staff, Area Managers, Team Leaders/Managers, Planning, Commissioning and Contracting Staff, Registration/Inspection Officers;
Social Workers	Senior Social Workers and Main Grade Social Workers;
Other Qualified Fieldwork Staff	Care Managers, Senior Occupational Therapists, Occupational Therapists, Welfare Rights Officers, Community Service Staff, Supervised Attendance Staff, Other Qualified Fieldwork Staff;
Fieldwork Assistants	Social Work Assistants and Occupational Therapy Assistants;
Home Care Staff & Managers	Home Care Managers, Assistant Home Care Managers/Supervisors, Home Care Staff;
Other Domiciliary Staff	Sheltered Housing Wardens, Community Alarms Staff, Respite Staff;
Day Care – Managers & Qualified Care Staff	Unit Managers, Assistant Unit Managers, Other Qualified Care Staff;
Day Care – Care Staff	Care Staff
Residential – Managers & Qualified Care Staff	Unit Managers, Assistant Unit Managers, Residential Resource Workers, Other Qualified Care Staff;
Residential – Care Staff	Care Staff
Support Staff	Research & Information Officers, Human Resources Staff, Finance Staff, Ancillary Staff, Support Services;
Secondments	Full-time Secondments

Additional Analyses

7.12 Additional analyses are available on request.

8. Resources

8.1 For historical statistics and background information on Staff of Scottish Social Work Services, please see the previous publications:

Scottish social work employee statistics 2001

<http://www.scotland.gov.uk/stats/bulletins/00197-00.asp>

Scottish social work employee statistics 2002

<http://www.scotland.gov.uk/stats/bulletins/00273-00.asp>

Scottish social work employee statistics 2003 (published 8th July 2004)

<http://www.scotland.gov.uk/stats/bulletins/00355-00.asp>

8.2 The information in this News Release was obtained from the statistical return. The attached link gives details of the statistics collected from each local authority:

Requested data: <http://www.scotland.gov.uk/Topics/Statistics/16135/20591/0009373.xls>

Guidance notes: <http://www.scotland.gov.uk/Topics/Statistics/16135/20592/0009353.doc>

9. General

9.1 This is a National Statistics publication. National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

9.2 Public enquiries (**non-media**) about the information contained in this News Release should be addressed to Children, Young People and Social Care Statistics, Scottish Executive Education Department, Area 1-B(S), Victoria Quay, Edinburgh, EH6 6QQ (telephone 0131 244 0311 or e-mail children.statistics@scotland.gsi.gov.uk).

9.3 **Media** enquiries about the information in this Statistics Publication Notice should be addressed to Vikki Quinn on 0131 244 2560.

*Statistical Publication Notice:
Staff of Scottish Local Authority Social Work Services, 2004*

**Staff of Scottish Social Work Services, 1997 to 2004
Numbers and WTEs by Mode⁽¹⁾**

Table 1

	1997	1998	1999	2000	2001	2002	2003	2004⁽²⁾
Full-time staff	20,913	20,038	20,077	20,423	21,084	21,848	23,462	24,697
Part-time staff								
Number	28,626	27,691	25,027	24,386	24,637	25,598	26,657	27,679
WTE ⁽³⁾	15,685	15,159	13,751	13,649	13,604	14,567	15,967	16,288
Total staff								
Number	49,539	47,729	45,104	44,809	45,721	47,446	50,119	52,376
WTE⁽³⁾	36,598	35,197	33,828	34,072	34,688	36,415	39,429	40,985

Note:

- (1) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies.
- (2) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (3) WTE information has been estimated for 779 part-time posts in 2004

Staff of Scottish Social Work Services, 1999 to 2004

Table 2

Number of Staff and Staff per 1,000 Population⁽¹⁾ by Local Authority⁽²⁾⁽³⁾

Local Authority	Number of Staff (WTE)						Staff (WTE) per 1,000 population					
	1999	2000	2001	2002	2003	2004 ⁽⁸⁾	1999	2000	2001	2002	2003	2004
Aberdeen City	1,717	1,596	1,397	1,369	1,501	1,524	8.0	7.5	6.6	6.5	7.2	7.4
Aberdeenshire	1,274	1,326	1,345	1,361	1,402	1,431	5.6	5.8	5.9	6.0	6.2	6.2
Angus	769	767	805	871	934	989	7.0	7.0	7.4	8.1	8.7	9.2
Argyll & Bute	637	700	799	744	954	891	7.0	7.7	8.8	8.2	10.5	9.8
Clackmannanshire	293	285	299	273	279	296	6.1	5.9	6.2	5.7	5.8	6.2
Dumfries & Galloway ⁽⁴⁾	733	453	523	576	516	535	4.9	3.1	3.5	3.9	3.5	3.6
Dundee City	1,242	1,101	1,136	1,227	1,245	1,216	8.4	7.5	7.8	8.5	8.7	8.5
East Ayrshire	823	782	722	750	843	962	6.8	6.5	6.0	6.3	7.1	8.0
East Dunbartonshire	513	494	549	549	540	578	4.7	4.5	5.1	5.1	5.1	5.4
East Lothian	486	483	484	532	531	513	5.5	5.4	5.4	5.9	5.8	5.6
East Renfrewshire	371	428	466	491	516	569	4.2	4.8	5.2	5.5	5.7	6.3
Edinburgh, City of	3,649	3,763	3,832	3,790	4,041	4,291	8.2	8.4	8.5	8.5	9.0	9.6
Eilean Siar	384	368	374	397	404	426	14.1	13.7	14.1	15.2	15.6	16.3
Falkirk ⁽⁷⁾	884	935	945	983	973	973	6.1	6.5	6.5	6.8	6.7	6.7
Fife	2,622	2,589	2,684	3,014	3,253	3,256	7.6	7.4	7.7	8.6	9.3	9.2
Glasgow City ⁽⁴⁾	4,008	4,275	4,164	4,093	4,809	5,004	6.9	7.4	7.2	7.1	8.4	8.7
Highland	1,233	1,052	1,432	1,548	1,606	1,606	5.9	5.0	6.9	7.4	7.7	7.7
Inverclyde	641	684	732	733	758	748	7.5	8.1	8.7	8.8	9.1	9.0
Midlothian	478	476	474	482	467	528	5.9	5.9	5.9	6.0	5.8	6.6
Moray ⁽⁸⁾	412	472	439	458	446	541	4.7	5.4	5.0	5.3	5.2	6.2
North Ayrshire	906	973	930	1,049	1,114	1,231	6.6	7.1	6.8	7.7	8.2	9.0
North Lanarkshire	1,930	2,223	2,394	2,756	3,017	2,963	6.0	6.9	7.5	8.6	9.4	9.2
Orkney Islands ⁽⁵⁾	336	285	288	318	334	327	17.3	14.8	15.0	16.6	17.5	16.9
Perth & Kinross ⁽⁶⁾	724	676	610	597	759	818	5.4	5.0	4.5	4.4	5.6	6.0
Renfrewshire	1,123	1,280	1,281	1,383	1,452	1,504	6.4	7.4	7.4	8.0	8.5	8.8
Scottish Borders	803	702	771	779	873	950	7.6	6.6	7.2	7.3	8.1	8.8
Shetland Islands ⁽⁵⁾	280	308	322	287	309	331	12.4	13.9	14.7	13.1	14.2	15.1
South Ayrshire	771	712	573	762	713	875	6.8	6.3	5.1	6.8	6.4	7.8
South Lanarkshire	1,723	1,735	1,742	1,830	2,238	2,287	5.7	5.7	5.8	6.1	7.4	7.5
Stirling	501	509	523	583	497	563	5.9	5.9	6.1	6.8	5.7	6.5
West Dunbartonshire	834	878	913	986	1,183	1,188	8.8	9.3	9.8	10.6	12.8	12.9
West Lothian	729	764	744	844	925	1,072	4.7	4.9	4.7	5.3	5.7	6.7
TOTAL	33,828	34,072	34,688	36,415	39,429	40,985	6.7	6.7	6.8	7.2	7.8	8.1

Note:

- (1) Staff per 1,000 population are based on GROS mid-year population estimates.
- (2) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies.
- (3) Staffing levels may vary between councils as a result of differences in the way services are provided. Factors which may have an influence on staffing numbers include contracting out or commissioning of services and partnership arrangements with neighbouring councils.
- (4) Major recent changes in staffing numbers include changes in the arrangements for home care services in Glasgow City (between 1998 and 1999) and Dumfries & Galloway (between 1999 and 2000) and the inclusion of homeless and childrens' fieldwork services in Glasgow from 2003.
- (5) Improved recording practices in Orkney Islands Council in 2000, and in Shetland since 2001, have led to an increase in data accuracy. Trends should therefore be interpreted with caution.
- (6) Perth & Kinross returns did not include children & families or criminal justice staff in 2001 and 2002.
- (7) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (8) WTE information has been estimated for 779 part-time posts in 2004.

Staff (WTE) of Scottish Social Work Services, 1998 to 2004
 by Type of Activity/ Location⁽¹⁾

Table 3

Type of activity/ location	1998	1999	2000	2001	2002	2003	2004 ⁽²⁾
Strategic/ Central Staff	2,383	3,126	3,035	2,739	2,687	2,885	3,125
Criminal Justice Staff	1,187	1,160	1,182	1,241	1,310	1,452	1,549
Fieldwork Staff	9,530	8,479	8,377	8,979	9,625	11,164	11,995
Residential Staff: Services for Children	1,883	1,924	2,009	2,003	1,959	2,053	2,033
Residential Staff: Services for Adults	5,912	6,161	5,866	5,879	5,814	6,157	6,300
Day Care Staff: Services for Children	547	556	586	516	493	552	558
Day Care Staff: Services for Adults	3,180	3,276	3,471	3,570	3,607	3,691	3,884
Domiciliary	10,539	9,138	9,482	9,694	10,847	11,447	11,377
Full-time secondments	36	8	66	67	73	29	14
Total	35,197	33,828	34,072	34,688	36,415	39,429	40,985

Note:

(1) Staff numbers may fluctuate over time as a result of various factors, including changes in the way services are provided and changes in the numbers of vacancies.

(2) In 2004, there were 151 WTE posts with an unknown location.

**Staff of Scottish Social Work Services, 2004
Numbers and WTEs by Client Group and Gender**

Table 4

Client Group ⁽³⁾	Number of staff ⁽⁴⁾				% of staff		% by client group
	Males	Females	Total	WTE	Males	Females	WTE
Children	1,680	6,121	7,819	6,850	21.5	78.5	16.7
Adults (Community Care)	3,871	30,858	34,788	25,408	11.1	88.9	62.0
Older People ⁽¹⁾	811	6,588	7,408	5,825	11.0	89.0	14.2
People with Physical Disabilities ⁽¹⁾	148	325	481	374	31.3	68.7	0.9
People with Mental Health Problems ⁽¹⁾	67	232	312	214	22.4	77.6	0.5
People with Learning Disabilities ⁽¹⁾	1,227	3,383	4,622	3,770	26.6	73.4	9.2
Adults (not separately identified) ⁽²⁾	1,618	20,330	21,965	15,225	7.4	92.6	37.1
Offenders	637	1,045	1,691	1,549	37.9	62.1	3.8
Generic provision	926	3,539	4,471	3,887	20.7	79.3	9.5
Management/ Administration	912	2,520	3,436	3,139	26.6	73.4	7.7
Total	8,075	44,203	52,376	40,985	15.4	84.6	100.0

Note:

- (1) Staff in day centres, residential establishments and special locations providing services to specific client groups.
- (2) Fieldwork staff providing services to adults and home care staff.
- (3) In 2004, there were 171 staff / 151 WTE posts with an unknown client group.
- (4) There were 98 staff for whom gender was unknown. For this reason the male and female columns do not sum to the total column.

Staff of Scottish Social Work Services, 2004

Table 5

WTEs and WTEs per 1,000 Population⁽¹⁾ by Client Group⁽³⁾ and Local Authority⁽²⁾

Local Authority	Services for Children		Services for Adults (Community Care)		Services for Offenders		Generic Provision		Management/ Administration		Total	
	WTE	Population per 1,000	WTE	Population per 1,000	WTE	Population per 1,000	WTE	Population per 1,000	WTE	Population per 1,000	WTE	Population per 1,000
Aberdeen City	289	7.6	960	5.7	74	0.5	66	0.3	135	0.7	1,524	7.4
Aberdeenshire	222	4.2	1,024	5.8	48	0.3	37	0.2	100	0.4	1,431	6.2
Angus	143	6.3	700	8.3	30	0.5	25	0.2	90	0.8	989	9.2
Argyll & Bute	62	3.3	603	8.3	15	0.3	126	1.4	84	0.9	891	9.8
Clackmannanshire	52	4.8	196	5.3	25	0.8	7	0.1	17	0.4	296	6.2
Dumfries & Galloway	173	5.7	218	1.9	40	0.5	24	0.2	79	0.5	535	3.6
Dundee City	251	8.8	801	7.0	71	0.8	33	0.2	60	0.4	1,216	8.5
East Ayrshire	114	4.3	610	6.5	51	0.7	62	0.5	125	1.0	962	8.0
East Dunbartonshire	91	3.8	385	4.6	13	0.2	33	0.3	56	0.5	578	5.4
East Lothian	95	4.6	358	5.1	12	0.2	21	0.2	28	0.3	513	5.6
East Renfrewshire	63	2.9	405	5.9	23	0.4	30	0.3	49	0.5	569	6.3
Edinburgh, City of	894	11.1	2,428	6.6	126	0.4	423	0.9	420	0.9	4,291	9.6
Eilean Siar	10	1.7	392	19.1	3	0.2	8	0.3	13	0.5	426	16.3
Falkirk ⁽⁴⁾	117	3.7	756	6.6	34	0.4	42	0.3	24	0.2	973	6.7
Fife	231	3.0	2,428	8.8	138	0.6	313	0.9	146	0.4	3,256	9.2
Glasgow City	1,436	12.4	1,809	3.9	250	0.7	1,256	2.2	253	0.4	5,004	8.7
Highland	246	5.4	1,150	7.0	35	0.3	105	0.5	70	0.3	1,606	7.7
Inverclyde	164	9.2	414	6.4	36	0.7	67	0.8	68	0.8	748	9.0
Midlothian	103	5.6	354	5.8	13	0.3	17	0.2	42	0.5	528	6.6
Moray	91	4.7	340	5.0	10	0.2	54	0.6	43	0.5	541	6.2
North Ayrshire	215	7.1	678	6.4	58	0.7	121	0.9	159	1.2	1,231	9.0
North Lanarkshire	374	5.1	2,013	8.1	107	0.5	284	0.9	184	0.6	2,963	9.2
Orkney Islands	32	7.5	252	16.7	6	0.5	7	0.4	30	1.6	327	16.9
Perth & Kinross	129	4.5	516	4.8	38	0.5	21	0.2	114	0.8	818	6.0
Renfrewshire	220	6.0	865	6.4	44	0.4	237	1.4	139	0.8	1,504	8.8
Scottish Borders	110	4.8	639	7.5	32	0.5	82	0.8	88	0.8	950	8.8
Shetland Islands	45	8.7	253	15.2	6	0.5	18	0.8	9	0.4	331	15.1
South Ayrshire	127	5.7	592	6.6	34	0.5	39	0.3	83	0.7	875	7.8
South Lanarkshire	305	4.6	1,457	6.2	85	0.4	153	0.5	143	0.5	2,287	7.5
Stirling	72	3.8	361	5.3	29	0.5	20	0.2	82	0.9	563	6.5
West Dunbartonshire	152	7.5	816	11.3	35	0.6	90	1.0	95	1.0	1,188	12.9
West Lothian	225	5.8	635	5.2	30	0.3	67	0.4	114	0.7	1,072	6.7
Scotland	6,850	6.4	25,408	6.4	1,549	0.5	3,887	0.8	3,139	0.6	40,985	8.1

Note:

- (1) Staff per 1,000 population are based on GROS mid-year population estimates for under 18 year olds (services for children), 18 year olds and over (services for adults), 18-64 year olds (services for offenders) and all ages (generic provision, management/ administration and total).
- (2) For some councils, certain services are provided by other departments (e.g. some services for children may be provided by education departments). This will result in some differences in the level of staffing between councils.
- (3) In 2004 there were 151 WTE posts with an unknown client group. For this reason the total column does not sum the components.
- (4) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in Scotland totals.

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Staff of Scottish Local Authority Social Work Services, 2004

Staff of Scottish Social Work Services, 2003 and 2004
Numbers and WTE by Staff Group

Table 6

Staff Group	2003			2004 ⁽¹⁾		
	Number	WTE	% WTE	Number	WTE	% WTE
Senior Managers, etc	1,615	1,563	4.0%	1,941	1,865	4.6%
Social Workers	4,511	4,102	10.4%	5,036	4,576	11.2%
Other Qualified Fieldwork Staff	2,307	2,043	5.2%	2,006	1,765	4.3%
Social Work Assistants	1,758	1,540	3.9%	2,408	2,123	5.2%
Home Care Staff & Managers	16,705	10,678	27.1%	16,643	10,585	25.8%
Other Domiciliary Staff	607	488	1.2%	640	493	1.2%
Day Care - Managers & Qualified Care Staff	1,584	1,426	3.6%	1,649	1,457	3.6%
Day Care - Care Staff	2,143	1,799	4.6%	2,394	1,968	4.8%
Residential - Managers & Qualified Care Staff	4,742	4,170	10.6%	5,811	5,038	12.3%
Residential - Care Staff ⁽²⁾	3,507	2,760	7.0%	2,675	1,980	4.8%
Support Staff	10,611	8,830	22.4%	10,986	8,968	21.9%
Secondments	29	29	0.1%	16	14	0.0%
Total	50,119	39,429	100.0%	52,376	40,985	100.0%

Note:

(1) In 2004, there were 171 staff / 151 WTE with unknown posts. For this reason column totals do not equal the sum of their components.

(2) 2004 information for Residential Care Staff cannot be directly compared to previous years because of post re-classification.

Vacancies in Scottish Social Work Services, 2002-2004
WTEs by Local Authority

Table 7

Local Authority	2002		2003		2004	
	Vacancies	Per Cent Vacancies ⁽¹⁾	Vacancies	Per Cent Vacancies ⁽¹⁾	Vacancies	Per Cent Vacancies ⁽¹⁾
Aberdeen City	103	9.0	162	12.0	124	9.1
Aberdeenshire	34	3.3	48	4.4	47	4.3
Angus	81	11.0	112	13.8	101	12.0
Argyll & Bute	78	13.0	88	12.2	81	10.5
Clackmannanshire	13	5.0	15	5.6	21	7.2
Dumfries & Galloway	48	7.7	75	12.7	38	6.7
Dundee City ⁽²⁾	29	3.3	31	3.3	31	3.3
East Ayrshire	72	12.1	109	15.8	96	12.9
East Dunbartonshire	26	6.4	26	6.5	57	12.3
East Lothian	9	2.4	5	1.3	12	3.2
East Renfrewshire ⁽²⁾	23	6.5	17	4.6	17	4.0
Edinburgh, City of ⁽³⁾	306	10.0	282	8.7	269	7.7
Eilean Siar	8	3.1	7	2.6	10	3.5
Falkirk ⁽²⁾	18	2.7	19	2.8	19	2.8
Fife	272	11.7	257	10.3	176	7.4
Glasgow City ⁽⁵⁾	588	12.6	484	9.1	439	8.1
Highland	105	8.2	106	8.0	107	8.0
Inverclyde	24	4.2	33	5.5	55	9.1
Midlothian	36	9.5	55	14.4	78	17.1
Moray	7	2.5	7	2.4	16	4.0
North Ayrshire	51	6.4	87	9.4	61	6.0
North Lanarkshire	195	11.7	198	10.3	214	10.7
Orkney Islands	25	9.2	19	7.2	19	7.1
Perth & Kinross	70	12.7	53	8.0	54	7.3
Renfrewshire	156	14.1	146	12.7	163	13.7
Scottish Borders	71	11.1	62	8.9	67	9.0
Shetland Islands ⁽⁴⁾	44	16.6	16	6.3	15	5.7
South Ayrshire	27	4.7	52	8.0	70	9.7
South Lanarkshire	178	11.7	195	11.6	223	12.3
Stirling	12	2.8	25	6.3	35	7.6
West Dunbartonshire	109	14.2	101	10.7	126	13.3
West Lothian	45	6.3	48	6.1	35	3.7
Scotland	2,861	9.6	2,940	9.1	2,874	8.5

Note:

- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
Relevant WTE excludes home care staff and secondments
- (2) Dundee City, East Renfrewshire, Falkirk and Glasgow could not supply 2004 vacancies, so 2003 figures have been used in Scotland totals.
- (3) 'Negative vacancies' reported by Edinburgh have been set to zero.
- (4) Shetland's vacancy reporting is more accurate in 2003 and 2004, as over-reporting was suspected in 2001 and 2002.
- (5) Glasgow could not provide vacancy figures for 2004, so November 2004 social worker vacancy figures and October 2003 vacancy figures for all other staff have been used in Scotland totals.

Vacancies in Scottish Social Work Services, 2002-2004
WTEs by Client Group

Table 8

Client Group	2002		2003		2004 ⁽⁴⁾	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Children	842	12.9	860	11.9	720	9.5
Adults (Community Care)	1,255	8.2	1,392	8.5	1,322	7.8
Older People ⁽²⁾	427	7.2	469	7.7	519	8.2
People with Physical Disabilities ⁽²⁾	36	8.3	42	10.3	21	5.4
People with Mental Health Problems ⁽²⁾	32	16.7	39	14.0	36	14.4
People with Learning Disabilities ⁽²⁾	297	8.2	271	6.9	244	6.1
Adults (not separately identified) ⁽³⁾	463	9.2	571	9.9	502	8.5
Offenders	167	11.3	139	8.7	104	6.3
Generic provision	282	7.9	315	7.6	292	7.0
Management/ Administration	315	10.5	234	7.5	311	9.0
Total	2,861	9.6	2,940	9.1	2,874	8.5

Note:

- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
Relevant WTE excludes home care staff and secondments
- (2) Staff in day centres and residential establishments providing services to specific client groups.
- (3) Fieldwork staff providing services to adults and domiciliary staff.
- (4) In 2004, there were 125 WTE vacant posts with an unknown client group.

Vacancies in Scottish Social Work Services, 2002-2004
WTEs by Type of Activity/ Location

Table 9

Type of activity/ location	2002		2003		2004 ⁽²⁾	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Strategic/ Central Staff	315	10.5	234	7.5	311	9.0
Criminal Justice Staff	167	11.3	139	8.7	104	6.3
Fieldwork Staff	1,103	10.3	1,237	10.0	1,160	8.8
Residential Staff: Services for Children	381	16.3	300	12.7	219	9.7
Residential Staff: Services for Adults	456	7.3	525	7.9	497	7.3
Day Care Staff: Services for Children	25	4.8	46	7.7	12	2.2
Day Care Staff: Services for Adults	336	8.5	297	7.4	324	7.7
Domiciliary	78	5.1	163	9.4	122	7.4
Total	2,861	9.6	2,940	9.1	2,874	8.5

Note:

(1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.

Relevant WTE excludes home care staff and secondments

(2) In 2004, there were 125 WTE vacant posts with an unknown location.

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Vacancies in Scottish Social Work Services, 2002-2004
WTEs by Staff Group

Table 10

Staff Group	2002		2003		2004 ⁽²⁾	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Senior Managers, etc	127	8.6	132	7.8	146	7.3
Social Workers	564	12.3	603	12.8	557	10.9
Other Qualified Fieldwork Staff	209	10.3	241	10.6	217	10.9
Social Work Assistants	114	8.2	111	6.7	114	5.1
Home Care Staff & Managers	43	5.6	72	8.2	58	7.3
Other Domiciliary Staff	17	3.2	43	8.1	33	6.3
Day Care - Managers & Qualified Care Staff	87	5.8	91	6.0	61	4.0
Day Care - Care Staff	173	8.9	142	7.3	170	7.9
Residential - Managers & Qualified Care Staff	432	10.1	395	8.7	361	6.7
Residential - Care Staff	212	7.3	245	8.2	211	9.6
Support Staff	883	10.5	865	8.9	820	8.4
Total	2,861	9.6	2,940	9.1	2,874	8.5

Note:

(1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.

Relevant WTE excludes home care staff and secondments

(2) In 2004, there were 125 WTE vacancies with unknown posts.

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Staff of Scottish Social Work Services, 2004 **Table 11**
Numbers and Percent by Age Group

Age group	Numbers	Percent
<20	330	0.6
20-24	1728	3.3
25-29	2797	5.3
30-34	4413	8.4
35-39	6632	12.7
40-44	8250	15.8
45-49	8476	16.2
50-54	8025	15.3
55-59	6880	13.1
60-64	2487	4.7
65+	78	0.1
Unknown	2280	4.4
Total	52376	100.0

Staff of Scottish Social Work Services, 2004
 Activity/Location by Age Group (Percent)

Table 12

Type of Activity/ Location	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown
Strategic/ Central Staff	1.5	5.8	7.4	10.7	12.7	15.8	16.2	15.4	9.4	2.5	0.1	2.7
Criminal Justice Staff	0.8	4.1	6.6	10.0	13.4	14.8	16.9	16.1	10.9	3.4	0.1	2.9
Fieldwork Staff	0.9	4.2	7.5	10.2	14.3	16.5	17.2	14.3	9.3	2.7	0.1	2.6
Residential Staff: Services for Children	0.1	3.5	7.4	9.3	17.0	19.1	17.6	12.1	8.7	2.8	0.2	2.2
Residential Staff: Services for Adults	0.6	3.4	4.8	8.2	12.1	15.4	15.5	16.1	14.4	5.0	0.1	4.4
Day Care Staff: Services for Children	0.6	7.5	11.6	11.6	14.4	15.9	14.0	13.3	7.6	2.5	0.1	1.0
Day Care Staff: Services for Adults	0.3	2.3	4.6	8.8	13.8	17.4	16.7	14.9	12.8	5.6	0.2	2.5
Domiciliary	0.3	2.0	3.1	6.2	10.6	14.5	15.4	16.3	17.4	6.9	0.2	7.1
Full-time secondments	0.0	0.0	0.0	6.3	12.5	6.3	31.3	0.0	12.5	0.0	0.0	31.3
Unknown	7.0	4.7	7.6	9.9	15.2	18.1	15.8	9.9	7.6	2.9	0.0	1.2
Total	0.6	3.3	5.3	8.4	12.7	15.8	16.2	15.3	13.1	4.7	0.1	4.4

Staff of Scottish Social Work Services, 2004
Client Group by Age Group (Percent)

Table 13

Client Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown
Children	0.4	3.9	8.8	10.7	15.6	16.9	16.9	13.3	8.4	2.4	0.1	2.6
Adults (Community Care)	0.4	2.5	3.9	7.3	11.8	15.5	16.0	16.1	15.2	5.8	0.2	5.3
Older People ⁽¹⁾	0.6	2.9	3.9	7.4	11.7	15.5	15.9	17.1	15.7	5.8	0.1	3.4
People with Physical Disabilities ⁽¹⁾	0.4	2.1	5.4	10.0	13.7	17.0	16.6	13.5	11.4	5.8	0.2	3.7
People with Mental Health Problems ⁽¹⁾	0.0	3.5	3.8	7.4	16.3	20.5	15.7	14.4	9.0	4.5	0.3	4.5
People with Learning Disabilities ⁽¹⁾	0.5	3.2	5.9	10.0	14.1	16.8	16.1	13.5	11.3	4.4	0.2	4.1
Adults (not separately identified) ⁽²⁾	0.4	2.2	3.5	6.7	11.2	15.1	16.0	16.3	16.1	6.2	0.2	6.2
Offenders	0.8	4.1	6.6	10.0	13.4	14.8	16.9	16.1	10.9	3.4	0.1	2.9
Generic provision	1.7	6.3	8.2	10.6	14.3	16.3	16.1	13.0	9.0	2.7	0.0	1.9
Management/ Admin	1.5	5.8	7.4	10.7	12.7	15.7	16.2	15.3	9.4	2.5	0.1	2.8
Unknown	7.0	4.7	7.6	9.9	15.2	18.1	15.8	9.9	7.6	2.9	0.0	1.2
Total	0.6	3.3	5.3	8.4	12.7	15.8	16.2	15.3	13.1	4.7	0.1	4.4

Note:

(1) Staff in day centres and residential establishments providing services to specific client groups.

(2) Fieldwork staff providing services to adults and domiciliary staff.

Staff of Scottish Social Work Services, 2004
Staff Group by Age Group (Percent)

Table 14

Staff Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown
Senior Managers, etc	0.0	0.4	1.3	5.0	10.4	18.9	24.1	24.7	10.4	2.1	0.1	2.7
Social Workers	0.0	1.6	6.7	10.8	14.8	16.1	18.8	16.4	9.9	2.5	0.1	2.3
Other Qualified Fieldwork Staff	0.0	2.6	6.8	10.8	14.3	19.2	17.1	12.6	9.8	3.4	0.0	3.4
Social Work Assistants	0.2	3.1	7.5	10.3	16.4	17.4	17.4	12.7	9.7	2.9	0.1	2.3
Home Care Staff & Managers	0.3	1.9	3.0	6.3	10.7	14.6	15.4	16.3	17.3	6.9	0.2	7.0
Other Domiciliary Staff	0.0	0.9	2.0	3.0	8.6	13.6	15.6	18.8	21.4	7.7	0.5	8.0
Day Care - Managers & Qualified Care Staff	0.1	3.3	7.3	11.2	14.8	19.0	16.1	15.1	8.7	2.9	0.1	1.4
Day Care - Care Staff	0.3	2.9	5.4	9.4	14.6	17.5	17.3	15.1	10.4	3.9	0.0	3.2
Residential - Managers & Qualified Care Staff	0.2	3.0	6.0	8.8	14.7	17.8	17.3	14.8	11.5	3.7	0.2	2.0
Residential - Care Staff	1.0	4.8	5.7	9.1	12.1	13.9	14.2	14.3	12.9	3.8	0.0	8.1
Support Staff	2.0	6.8	7.7	9.6	12.4	14.4	14.0	13.3	11.9	4.7	0.1	3.0
Secondments	0.0	0.0	0.0	6.3	12.5	6.3	31.3	0.0	12.5	0.0	0.0	31.3
Unknown	7.0	4.7	7.6	9.9	15.2	18.1	15.8	9.9	7.6	2.9	0.0	1.2
Total	0.6	3.3	5.3	8.4	12.7	15.8	16.2	15.3	13.1	4.7	0.1	4.4

Staff of Scottish Social Work Services, 2004

ANNEX

Type of post	Full Time		Part Time		Total		Number of persons		Number of vacancies WTE
	a	b	c	a+c	Number of persons a+b	Female	Male		
								WTE	
SECTION A: STRATEGIC/ CENTRAL & FIELDWORK STAFF									
1. Strategic/ Central Staff									
1.01 Directors/Heads of Service	123	6	3	126	129	47	82	5	
1.02 Service Managers (not elsewhere specified)	186	15	8	194	201	118	83	22	
1.03 Other Senior Staff	258	18	9	267	276	162	113	31	
1.04 Planning, Commissioning and Contracting Staff	241	53	30	271	294	205	89	45	
1.05 Registration/Inspection Officers	1	1	0	1	2	1	0	1	
1.06 Research & Information Officers	165	47	26	191	212	147	65	10	
1.07 Human Resources Staff, including Training	360	76	41	401	436	353	83	34	
1.08 Finance Staff	257	49	27	284	306	245	61	16	
1.09 Support Services (including Admin/ Clerical)	1,200	364	190	1,390	1,564	1,230	332	146	
1.10 Total	2,791	629	334	3,125	3,420	2,508	908	311	
2. Fieldwork Staff									
2.01 Area Managers	39	3	1	40	42	14	27	0	
2a. Fieldwork Staff - Services for Children									
2.02 Service Managers	108	1	1	109	109	64	45	7	
2.03 Team Leaders/Managers	244	16	9	253	260	154	105	5	
2.04 Senior Social Workers	330	48	26	356	378	284	93	45	
2.05 Main Grade Social Workers	1,473	410	223	1,696	1,883	1,511	371	236	
2.06 Advocacy/ Rights Staff	8	7	3	11	15	13	1	1	
2.07 Other Qualified Fieldwork Staff	244	30	13	257	274	205	66	57	
2.08 SW Assistants	647	214	111	758	861	766	94	49	
2.09 Support Services (including Admin/ Clerical)	611	416	208	819	1,027	926	101	89	
2.10 Total	3,665	1,142	594	4,259	4,807	3,923	876	488	
2b. Fieldwork Staff - Services for Adults									
2.11 Service Managers	95	2	1	96	97	62	35	3	
2.12 Team Leaders/Managers	284	18	11	295	302	205	97	14	
2.13 Senior Social Workers	202	37	22	224	239	178	60	33	
2.14 Main Grade Social Workers	1,071	292	158	1,229	1,363	1,051	312	120	
2.15 Care Managers	154	57	31	185	211	173	37	20	
2.16 Other Qualified Fieldwork Staff	223	70	40	263	293	249	44	51	
2.17 SW Assistants	620	256	145	765	876	711	165	43	
2.18 Support Services (including Admin/ Clerical)	669	250	123	792	919	769	149	94	
2.19 Total	3,318	982	530	3,848	4,300	3,398	899	380	
2c. Fieldwork Staff - Services for Offenders									
2.20 Service Managers	29	0	0	29	29	9	20	0	
2.21 Team Leaders/Managers	79	8	3	82	87	45	41	4	
2.22 Senior Social Workers	104	9	4	108	113	68	44	7	
2.23 Main Grade Social Workers	544	72	41	585	616	403	213	62	
2.24 Community Service Staff	164	93	61	225	257	61	195	6	
2.25 Supervised Attendance Staff	48	24	15	63	72	32	39	2	
2.26 SW Assistants	96	10	6	102	106	75	31	1	
2.27 Support Services (including Admin/ Clerical)	279	89	46	325	368	332	36	20	
2.28 Total	1,343	305	176	1,519	1,648	1,025	619	101	
2d. Fieldwork Staff - Generic Provision									
2.29 Team Leaders/Managers	92	21	10	102	113	68	44	9	
2.30 Senior Social Workers	79	23	13	92	102	72	29	13	
2.31 Main Grade Social Workers	218	124	67	285	342	264	77	40	
2.32 Welfare Rights Officers	190	30	15	205	220	145	74	18	
2.33 Senior Occupational Therapists	53	22	13	66	75	72	3	1	
2.34 Occupational Therapists	222	195	108	330	417	390	27	32	
2.35 Other Qualified Fieldwork Staff	146	26	14	160	172	119	53	29	
2.36 SW Assistants	258	61	34	292	319	229	89	11	
2.37 OT Assistants	164	82	43	207	246	200	46	10	
2.38 Support Services (including Admin/ Clerical)	1,803	620	305	2,108	2,423	1,966	457	129	
2.39 Total	3,225	1,204	622	3,847	4,429	3,525	899	292	
SECTION A: STRATEGIC/ CENTRAL & FIELDWORK STAFF									
2.40 SECTION A TOTAL	14,381	4,265	2,258	16,639	18,646	14,393	4,228	1,572	

Type of post	Full Time	Part Time		Total		Number of persons		Vacancies Estimated number WTE
	a	Number	WTE	WTE	Number of persons a+b	Female	Male	
SECTION B: DAY CARE & DOMICILIARY STAFF								
3a. Day Care Staff - Services for Children & Families								
3.01 Early Education & Child Care Manager	29	2	1	30	31	24	6	0
3.02 Early Education & Child Care Lead Practitioner	27	7	3	30	34	31	2	0
3.03 Early Education & Child Care Practitioner	237	125	60	297	362	338	23	0
3.04 Early Education & Child Care Support Worker	78	58	29	107	136	123	12	11
3.05 Support Services (including Admin/ Clerical)	17	61	24	41	78	75	2	0
3.06 Ancillary Staff	14	68	39	53	82	60	21	2
3.07 Total	402	321	156	558	723	651	66	12
3b. Day Care Staff - Services for Older People								
3.08 Head of Adult Day Care Unit	42	12	7	49	54	48	6	3
3.09 Assistant Unit Managers	20	6	4	24	26	24	2	7
3.10 Other Qualified Care Staff	47	35	24	71	82	72	10	7
3.11 Care Staff	304	386	219	523	690	609	80	66
3.12 Support Services (including Admin/ Clerical)	17	72	31	48	89	80	9	5
3.13 Ancillary Staff	43	151	83	126	194	138	56	25
3.14 Total	473	662	368	841	1,135	971	163	114
3c. Day Care Staff - Services for People with Mental Health Problems								
3.15 Head of Adult Day Care Unit	8	3	1	9	11	5	5	3
3.16 Assistant Unit Managers	3	2	0	3	5	2	2	1
3.17 Other Qualified Care Staff	30	7	4	34	37	22	14	6
3.18 Care Staff	15	32	16	31	47	36	10	3
3.19 Support Services (including Admin/ Clerical)	31	61	25	56	92	73	18	7
3.20 Ancillary Staff	0	11	4	4	11	6	4	0
3.21 Total	87	116	50	137	203	144	53	20
Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
a	Number	WTE	WTE	Number of persons a+b	Female	Male		
3d. Day Care Staff - Services for People with Learning Disabilities								
3.22 Head of Adult Day Care Unit	106	13	7	113	119	63	56	11
3.23 Assistant Unit Managers	113	14	7	120	127	85	42	9
3.24 Other Qualified Care Staff	465	159	99	564	624	427	196	12
3.25 Care Staff	922	490	297	1,219	1,412	1,030	378	85
3.26 Support Services (including Admin/ Clerical)	147	141	71	218	288	243	45	5
3.27 Ancillary Staff	129	366	202	331	495	328	167	49
3.28 Total	1,882	1,183	683	2,565	3,065	2,176	884	171
3e. Day Care Staff - Services for People with Physical Disabilities								
3.29 Head of Adult Day Care Unit	17	5	2	19	22	11	11	1
3.30 Assistant Unit Managers	13	8	3	16	21	15	5	0
3.31 Other Qualified Care Staff	60	34	18	78	94	73	20	1
3.32 Care Staff	57	52	31	88	109	74	35	5
3.33 Support Services (including Admin/ Clerical)	43	36	16	59	79	62	16	7
3.34 Ancillary Staff	45	66	35	80	111	53	57	5
3.35 Total	235	201	106	341	436	288	144	18
3f. Domiciliary Staff								
3.36 Home Care Managers	96	10	6	102	106	97	9	7
3.37 Assistant Home Care Managers/ Supervisors	554	134	86	640	688	650	38	51
3.38 Home Care Staff: Generic	1,042	10,597	6,056	7,098	11,639	11,201	430	245
3.39 Home Care Staff: Personal Care only	224	3,377	2,197	2,421	3,601	3,504	96	108
3.40 Home Care Staff: Domestic Care only	3	606	322	325	609	602	6	42
3.41 Sheltered Housing Wardens	183	160	75	258	343	307	36	25
3.42 Community Alarms Staff	96	194	136	232	290	242	46	8
3.43 Respite Staff	0	7	3	3	7	6	0	0
3.44 Support Services (including Admin/ Clerical)	202	180	97	299	382	323	58	31
3.45 Total	2,400	15,265	8,977	11,377	17,665	16,932	719	517
SECTION B: DAY CARE & DOMICILIARY STAFF								
3.46 SECTION B TOTAL	5,479	17,748	10,339	15,818	23,227	21,162	2,029	853

Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
	a	Number	WTE	WTE	Number of persons	Female	Male	
		b	c	a+c	a+b			
SECTION C: RESIDENTIAL STAFF								
4a. Residential Staff - Services for Children & Young People								
4.01 Head of Residential Home for Children	123	4	3	126	127	75	52	4
4.02 Residential Care Support Worker	121	11	9	130	132	76	56	6
4.03 Residential Resource Worker	70	13	10	80	83	52	30	23
4.04 Residential Child Care Worker	1,166	550	371	1,537	1,716	1,147	567	126
4.06 Support Services (including Admin/ Clerical)	33	73	36	69	106	94	12	4
4.07 Ancillary Staff	47	78	45	92	125	103	21	56
4.08 Total	1,560	729	473	2,033	2,289	1,547	738	219
4b. Residential Staff - Services for Older People								
4.09 Head of Residential Home for Adults	252	70	56	308	322	253	69	7
4.10 Adult Residential Care Supervisor	226	40	27	253	266	229	36	26
4.11 Residential Resource Worker	35	36	23	58	71	67	4	5
4.12 Adult Residential Care Practitioner	920	1,203	863	1,783	2,123	1,922	199	118
4.13 Adult Residential Care Support Worker	493	1,560	1,008	1,501	2,053	1,916	133	172
4.14 Support Services (including Admin/ Clerical)	59	147	92	151	206	192	14	8
4.15 Ancillary Staff	439	793	492	931	1,232	1,038	193	70
4.16 Total	2,424	3,849	2,561	4,985	6,273	5,617	648	405
4c. Residential Staff - Services for People with Mental Health Problems								
4.17 Head of Residential Home for Adults	4	10	5	9	14	13	0	2
4.18 Adult Residential Care Supervisor	17	3	1	18	20	15	4	1
4.19 Residential Resource Worker	0	5	3	3	5	4	0	0
4.20 Adult Residential Care Practitioner	12	10	6	18	22	15	6	8
4.21 Adult Residential Care Support Worker	6	26	14	20	32	30	1	2
4.22 Support Services (including Admin/ Clerical)	0	5	1	1	5	4	0	0
4.23 Ancillary Staff	5	6	2	7	11	7	3	3
4.24 Total	44	65	33	77	109	88	14	16
4d. Residential Staff - Services for People with Learning Disabilities								
4.25 Head of Residential Home for Adults	60	7	3	63	67	49	17	5
4.26 Adult Residential Care Supervisor	123	71	37	160	194	156	37	9
4.27 Residential Resource Worker	10	10	5	15	20	16	3	0
4.28 Adult Residential Care Practitioner	296	346	202	498	642	475	166	31
4.29 Adult Residential Care Support Worker	145	353	234	379	498	404	93	26
4.30 Support Services (including Admin/ Clerical)	19	24	11	30	43	37	5	1
4.31 Ancillary Staff	25	68	34	59	93	70	22	1
4.32 Total	678	879	527	1,205	1,557	1,207	343	72
4e. Residential Staff - Services for People with Physical Disabilities								
4.33 Head of Residential Home for Adults	0	1	1	1	1	1	0	0
4.34 Adult Residential Care Supervisor	4	0	0	4	4	4	0	0
4.35 Residential Resource Worker	0	1	0	0	1	0	0	0
4.36 Adult Residential Care Practitioner	12	6	4	16	18	13	4	1
4.37 Adult Residential Care Support Worker	1	18	11	12	19	18	0	0
4.38 Support Services (including Admin/ Clerical)	0	1	0	0	1	1	0	2
4.39 Ancillary Staff	0	1	0	0	1	0	0	0
4.40 Total	17	28	16	33	45	37	4	3
4f. Residential Staff - Services for Offenders								
4.41 Head of Residential Home for Adults	3	1	0	3	4	1	2	0
4.415 Adult Residential Care Supervisor	4	5	3	7	9	7	2	1
4.42 Adult Residential Care Practitioner	9	13	8	17	22	9	12	1
4.43 Adult Residential Care Support Worker	0	1	0	0	1	0	0	0
4.44 Support Services (including Admin/ Clerical)	1	2	1	2	3	1	1	0
4.45 Ancillary Staff	1	3	1	2	4	2	1	0
4.46 Total	18	25	12	30	43	20	18	3
SECTION C: RESIDENTIAL STAFF								
4.47 SECTION C TOTAL	4,741	5,575	3,621	8,362	10,316	8,516	1,765	719

Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
		Number	WTE	WTE	Number of persons	Female	Male	
	a	b	c	a+c	a+b			
GRAND TOTAL (Active Complement)								
5.01 SECTION A TOTAL	14,381	4,265	2,258	16,639	18,646	14,393	4,228	1,572
5.02 SECTION B TOTAL	5,479	17,748	10,339	15,818	23,227	21,162	2,029	853
5.03 SECTION C TOTAL	4,741	5,575	3,621	8,362	10,316	8,516	1,765	719
5.04 GRAND TOTAL (Active Complement)	24,601	27,588	16,219	40,820	52,189	44,071	8,022	3,269
GRAND TOTAL (Inactive Complement)								
6.01 Full time secondments to Scottish Executive	2	0	0	2	2	2	0	
6.02 Full time secondments to Health Boards	0	0	0	0	0	0	0	
6.03 Full time secondments to Other Councils	0	1	0	0	1	1	0	
6.04 Full time secondments to elsewhere in same Council	9	1	1	10	10	7	3	
6.05 Full time secondments: Other (including training)	2	1	0	2	3	2	1	
6.06 GRAND TOTAL (Inactive Complement)	24,697	27,679	16,288	40,985	52,376	44,203	8,075	