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STAFF OF SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES, 2005

28 June 2006

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 3 October 2005. 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.

This publication was first published on 28 April 2006. However, October 2005 staff vacancy results were not available at the time because the information was still to be subjected to strict quality assurance procedures to ensure that the results were accurate, reliable and fit for purpose.

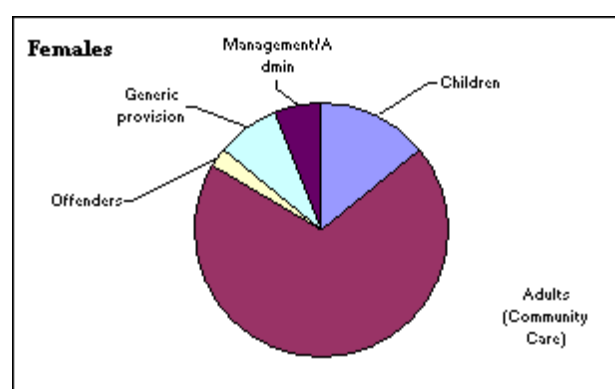
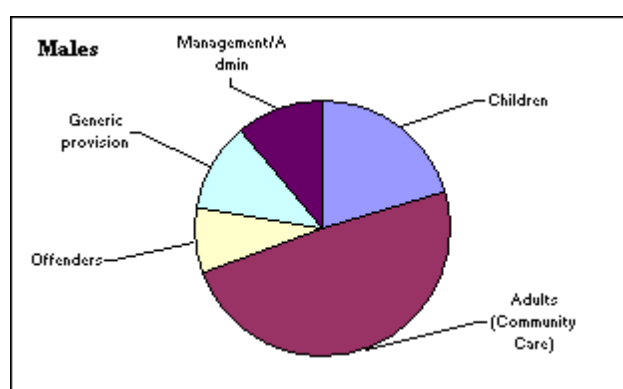
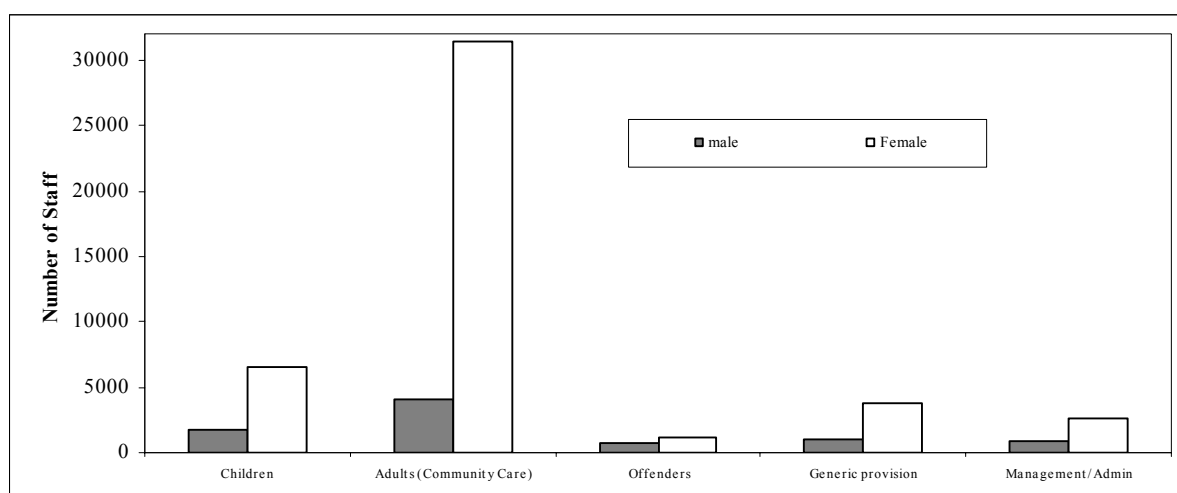
The staff vacancy data has now been fully processed and quality assured, and is included for the first time in Tables 15-18 of this publication, and in more detail in the Annex. Please note that the staffing figures contained in Table 1-14, and in more detail in the Annex, have not changed since they were first published on 28 April 2006.

Headline messages are:

- There were 42,593 whole time equivalent (WTE) staff employed by Scottish Local Authority Social Services in October 2005. This represented an increase of 4% from the 2004 total and an increase of 26% since 1999 (Table 1).
- The 42,593 WTE staff in October 2005 corresponded to 8.4 staff per 1,000 population, an increase from 8.1 per 1,000 population in October 2004 and 6.7 per 1,000 population in 2000. The number of staff per 1,000 population was highest in the island councils (22.5 in Shetland Islands, 19.0 in Orkney Islands and 16.6 in Eilean Siar), and lowest in East Dunbartonshire (5.4), Clackmannanshire (5.9) and Moray (5.9) (Table 2).
- Thirty per cent of staff employed by Scottish Local Authority Social Work Services in October 2005 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).

- Sixty one per cent of staff provided services for adults, a further 17% provided services for children and 4% provided services for offenders. Ten per cent of staff were attributed to generic provision, providing services for more than one client group (Table 4).
- The majority (84%) of all staff in 2005 were female. This proportion was highest for staff providing services for adults, where 89% were female, and lowest for staff providing services for offenders (63%) (Table 4).
- Just under 1% of all staff are reported as being from an ethnic minority group and just less than 2% of all staff have declared having a disability (Table 7). However, 18% of all staff had either a not known/disclosed ethnic group, and 27% of all staff had an unknown disability status.
- Nine per cent of all staff with a known age were under 30 years of age, whilst 38% were aged 50 and over (Table 8). This compares with 10% of staff aged under 30 years and 35% were aged 50 and over in 2004.
- Of the 54,008 staff employed in local authority social work services departments, information on the qualifications held of these staff was reported for 20,464 staff (38% of all staff). Of these 20,464 staff, 84% of staff held at least one qualification, whilst 23% held more than one qualification.
- Just over 2,200 staff are reported as working towards a qualification (Table 12).
- There were 3,027 WTE vacancies in Scottish Local Authority Social Work Services in October 2005. This represents 8.6% of all posts that were vacant as at October 2005, an increase of 0.1 percentage point from the previous year.
- Of these 3,027 WTE vacancies, 502 WTE vacancies were for qualified social workers. The proportion of all social worker posts that were vacant was 9.5%, compared with 10.9% the previous year. (Table 18).

Staff of Scottish Social Work Services by Client Group and Gender, 2005



ALL STAFF IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

1.1 There were 54,008 staff employed by Scottish Local Authority Social Work Services in October 2005. This comprised 25,849 full-time staff and a further 28,159 staff who were employed on a part-time basis (Table 1). The whole time equivalent (WTE) number of staff was 42,593 (see Background Notes, paragraph 8.9). This represented an increase in the WTE of 4% from the previous year.

1.2 The 42,593 WTE staff in October 2005 corresponded to 8.4 staff per 1,000 population, an increase from 8.1 staff per 1,000 population in October 2004 and 6.7 staff per 1,000 population in October 2000 (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 (22.5 in Shetland Islands, 19.0 in Orkney Islands and 16.6 in Eilean Siar) and lowest in East Dunbartonshire (5.4), Clackmannanshire (5.9) and Moray (5.9) (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 8.11).

2.2 Thirty per cent of staff employed by Scottish Local Authority Social Work Services in October 2005 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 all activities/locations since 2004, with the largest rise in Criminal Justice Staff (9%).

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 Sixty one per cent of staff provided services for adults, a further 17% provided services for children and 4% provided services for offenders. Ten per cent of staff were attributed to generic provision, providing services for more than one client group (Table 4).

3.3 The majority (84%) of all staff in 2005 were female. This proportion was highest for staff providing services for adults, where 89% were female, and lowest for staff providing services for offenders (63%) (Table 4).

3.4 The 26,130 staff (WTE) who provided services for adults corresponded to 6.5 per 1,000 population aged 18 and over (Table 5). This proportion was highest for the island authorities (24.4 in Shetland Islands, 19.1 in Orkney Islands and 19.0 in Eilean Siar), and lowest for Glasgow (3.9). There were 6.8 staff per 1,000 population aged under 18 providing services for children, although this rate varied from 11.9 in Edinburgh to 2.3 in Eilean Siar.

NUMBERS AND WTE BY STAFF GROUP

4.1 This section provides information on numbers and WTEs by staff group. See Background Notes, paragraph 8.12 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 11% of staff and social workers account for a further 11% of staff (Table 6).

4.3 Overall numbers and WTE of staff have increased by 3% and 4% respectively since 2004. Most staff groups have increased in 2005 with the largest increase for 'Other Qualified Fieldwork Staff' (28%). However, 'Senior Managers, etc' and 'Residential – Managers and Qualified Care Staff' have both decreased by 3% since October 2004 (Table 6).

4.4 Ethnicity and Disability were collected on all social work services staff for the first time in October 2005. Some councils were unable to supply this information so figures are based on those who were able to provide this information. One percent of staff were reported to be from an ethnic minority group and two percent of staff were reported to have self-declared a disability (Table 7).

STAFF NUMBERS BY AGE GROUP

5.1 The October 2005 staffing census requested information on the ages of all social work services staff. One council was unable to supply information on age, and two more were unable to supply information for some staff. The data reported here includes these councils/staff as unknown.

5.2 Sixty nine per cent of social work services staff were at least 40 years of age and 3.5% were under 25 years of age, compared with 65% and 3.9% in October 2004 respectively (Table 8).

5.3 Looking at the percentage in the different age groups by type of activity/location (Table 9), it can be seen that 'day care staff: services for children' has the highest proportion of staff under 25 (7%), while domiciliary staff have the highest percentage aged 40 or over (77%).

5.4 Table 10 shows the percentage in the different age groups by client group. The highest percentage of staff under 25 work in generic provision (7.5%), while the lowest percentage work with 'adults - people with physical disabilities' (1.9%). The highest percentage of staff aged 40 or over work with 'adults (not separately identified)' (76%), while the lowest percentage work in children and generic provision (59%).

5.5 Table 11 looks at age in relation to staff groups. Support staff have the highest percentage under 25 (8%), and the lowest percentage aged 40 or over (61%). Senior manager is the staff group with the lowest percentage of under 25 year olds (0.3%), and has the highest percentage aged 40 or over (82%).

STAFF NUMBERS BY QUALIFICATIONS HELD AND IN PROGRESS

6.1 The October 2005 staffing census also requested information on qualifications held and in progress by staff. Some councils were unable to supply complete information on qualifications, and the data reported is likely to underestimate the true level of qualifications. (Total numbers of staff with qualifications, or working towards attaining qualifications, relate only to councils which returned this information.)

6.2 Of the 54,008 staff employed in local authority social work services departments, information on the qualifications held of these staff was reported for 20,464 staff (38% of all staff). Of these 20,464 staff, 84% held at least one qualification, while 23% held more than one qualification. Also, just over 2,200 staff are reported as working towards a qualification (Table 12).

6.3 The proportion of known staff holding at least one qualification was highest amongst social workers (99.9%), senior managers (98.9%), and day care managers and qualified care staff (95.6%). Home care staff & managers and other domiciliary staff were amongst the groups least likely to hold a qualification.

VACANCIES IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

7.1 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.

7.2 There were 3,027 WTE vacancies in Scottish Local Authority Social Work Services in October 2005. This represents 8.6% of all posts that were vacant as at October 2005, an increase of 0.1 percentage point from the previous year.

7.3 Vacancy rates were highest in Renfrewshire (15.9%) and Midlothian (13.4%). Rates were lowest in West Lothian (2.8%).

7.3 Of the 3,027 WTE vacancies, 502 WTE vacancies were for qualified social workers. The proportion of all social worker posts that were vacant was 9.5%, compared with 10.9% the previous year. The vacancy rate for social worker posts is now at its lowest level since reliable reporting of vacancy information started in October 2001.

7.4 In terms of client groups, vacancy rates were highest for staff providing services for adults with mental health problems (14.0%) and lowest for those providing services for adults with physical disabilities (6.6%).

7.5 Looking at type of activity/location, vacancies were highest amongst residential staff providing services for children (11.2%) and lowest amongst domiciliary staff (6.9%).

7.6 By Staff Group, the percentage of posts that were vacant were highest amongst Senior Managers, etc. (10.6%) and Support Staff (9.6%) and lowest for Other Domiciliary Staff (5.4%).

The following tables are available:

Table 1 - Staff of Scottish Social Work Services: Numbers and WTEs by Mode, 1998 to 2005

Table 2 - Staff of Scottish Social Work Services: Number of Staff and Staff per 1,000 Population by Local Authority, 2000 to 2005

Table 3 - Staff of Scottish Social Work Services: Staff (WTE) by Type of Activity/Location, 1999 to 2005

Table 4 - Staff of Scottish Social Work Services: Numbers and WTEs by Client Group and Gender, 2005

Table 5 - Staff of Scottish Social Work Services: Staff (WTE) and WTEs per 1,000 Population by Client Group and Local Authority, 2005

Table 6 - Staff of Scottish Social Work Services: Numbers and WTEs by Staff Group, 2003 to 2005

Table 7 - Staff of Scottish Social Work Services: Percentages of staff by Ethnic Group and Disability, 2005

Table 8 - Staff of Scottish Social Work Services: Numbers and Percent by Age Group, 2004 and 2005

Table 9 - Staff of Scottish Social Work Services: Activity/Location by Age Group (Percent), 2005

Table 10 - Staff of Scottish Social Work Services: Client Group by Age Group (Percent), 2005

Table 11 - Staff of Scottish Social Work Services: Staff Group by Age Group (Percent), 2005

Table 12 - Staff of Scottish Social Work Services: Numbers of staff with qualifications held and in progress, 2005

Table 13 - Staff of Scottish Social Work Services: Percentages of staff holding qualifications, 2005

Table 14 - Staff of Scottish Social Work Services: Percentages of staff working towards qualifications, 2005

Table 15 - Vacancies in Scottish Social Work Services: WTEs by Local Authority, 2002 to 2005

Table 16 - Vacancies in Scottish Social Work Services: WTEs by Client Group, 2002 to 2005

Table 17 - Vacancies in Scottish Social Work Services: WTEs by Type of Activity/Location, 2002 to 2005

Table 18 - Vacancies in Scottish Social Work Services: WTEs by Staff Group, 2002 to 2005

ANNEX - Staff of Scottish Social Work Services, 2005

BACKGROUND NOTES – Staff of Scottish Social Work Services

8. Notes and Definitions

Method of Collection

8.1 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, ethnicity and disability of staff, contract type, qualifications held by staff, qualifications in progress by staff, and number of vacancies were collected in 2005. Information on age, ethnicity, disability and qualifications were incomplete.

Organisation of Social Work Services

8.2 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'. <http://www.scotland.gov.uk/stats/bulletins/00106-00.asp>

Estimates and Revisions

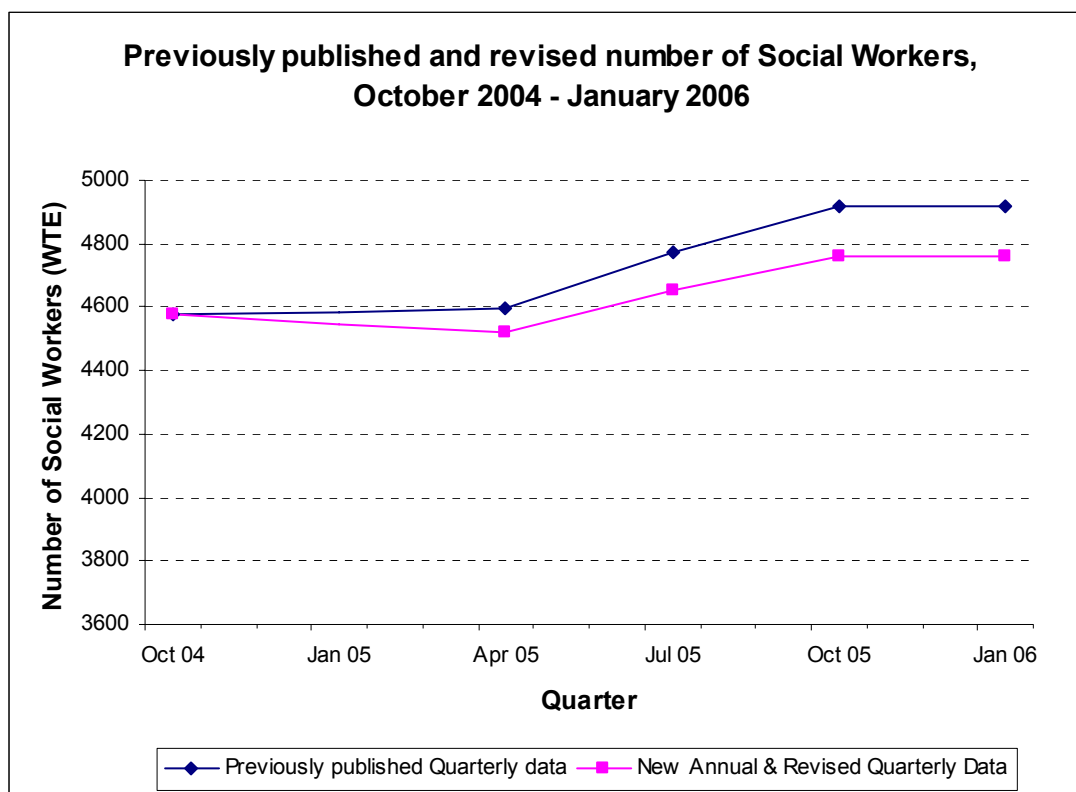
8.3 WTE data for part-time staff in some councils were not provided and have been estimated.

8.4 Major changes to vacancy figures in October 2005 include:

- Angus Council experienced a drop in vacancies due to increased number of staff through various forms of recruitment.
- Edinburgh City Council shows an increase in vacancies due to structural reorganisation resulting in newly created posts not yet filled in October 2005.
- Fife Council has an increase of vacancies due to new posts created, posts that are awaiting to be filled and general turnover of staff.
- Glasgow City Council is showing an increase in their level of vacancies. However, it was reported that this local authority is currently undergoing a restructuring process and, as such, the number of vacancies reported are in a state of flux until the restructure is complete. Therefore, caution should be made when interpreting these figures until the restructuring is complete.
- South Lanarkshire Council have experienced a large drop in vacancy figures due to recruitment drive for Social Workers and Residential Staff.

8.5 Figures from a quarterly survey on the number of filled and unfilled social worker posts for October 2005 have been previously published (3 November 2005) by the Scottish Executive. Results from these quarterly surveys showed a higher number of filled and unfilled social worker posts than shown in this annual (October 2005) 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:



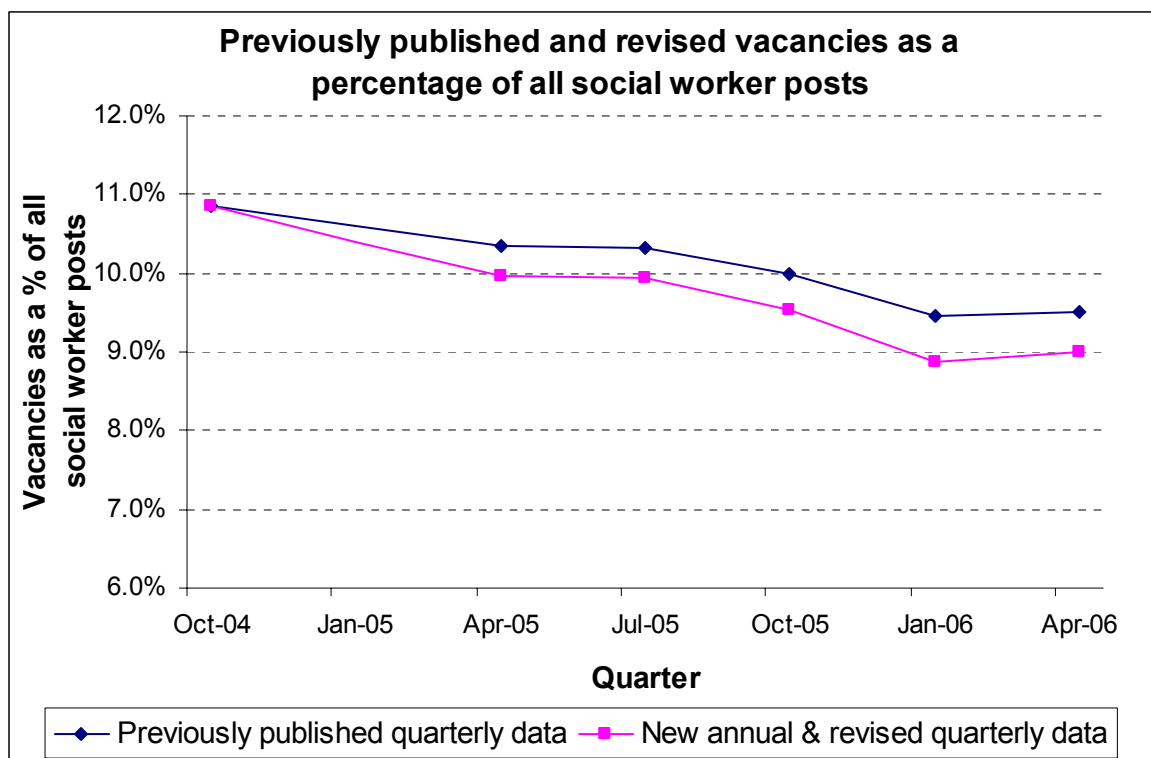
8.6 The above chart shows that previously published data showed a relatively higher number of filled social worker posts in the quarterly October 2005 survey compared with those reported in the October 2005 annual census. Previously published October 2005 figures showed that the number of filled social worker posts was 4,916 WTE but this figure has now been revised down to 4,760 WTE (based on the annual survey) – a downward revision of 3%.

8.7 Investigations into the discrepancy of the number of filled social worker posts highlighted a number of inconsistencies in the 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, and some staff who were being counted as Social Workers in the quarterly survey were being categorised differently in the annual survey.

8.8 The annual October 2005 Social Worker figures are deemed to be the definitive number of social workers at this reference point. Therefore, the revised quarterly Social Worker series has been produced by calculating the differences in the number of reported Social Workers in the annual and quarterly October 2005 surveys.

8.9 Using these differences, previously published quarterly figures have been re-scaled by using a proportion of these differences. The previously published January 2006 quarterly social worker figures have been re-scaled by carrying forward the differences seen between the annual and quarterly October 2005 surveys. These October 2005 differences will also be applied to future quarterly figures to ensure they stay in line with the number reported in the annual surveys until the October 2006 annual and quarterly figures become available.

The following chart shows the scale of the difference between the previously reported vacancy figures and revised vacancy figures, as a percentage of all social worker posts:



8.10 The above chart shows that previously published data showed a higher proportion of unfilled social worker posts in the quarterly October 2005 survey compared with those reported in the October 2005 annual census. Previously published October 2005 figures showed that the percentage of unfilled social worker posts was 10.0% (based on the quarterly survey), but this percentage has now been revised down to 9.5% – a downward revision of 0.5 percentage points.

8.11 The revised quarterly Social Worker vacancy series has been produced by using the vacancy rates provided in each of the quarterly surveys, but applying these to the revised estimated staffing levels for each of the quarters (based on the differencing technique summarised in paragraphs 8.8 and 8.9 above). This estimating technique will continue to be used until October 2006 annual and quarterly figures become available.

Changes Over Time

8.12 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.

8.13 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)

8.14 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. 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.

8.15 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

8.16 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 3 October 2005, were on full time secondment for professional training or to the Scottish Executive, Health Boards or other organisations.

Staff Groups

8.17 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

8.18 Additional analyses are available on request.

9. Resources

9.1 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

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

Staff of Scottish Local Authority Social Work Services 2004 (published 23rd June 2005)

<http://www.scotland.gov.uk/stats/bulletins/00420>

9.2 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/SocWorkA05form>

Guidance notes: <http://www.scotland.gov.uk/Topics/Statistics/16135/SocWorkA05notes>

10. General

10.1 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.

10.2 Public enquiries (**non-media**) about the information contained in this News Release should be addressed to Sharon Meighan, 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 sharon.meighan@scotland.gsi.gov.uk).

10.3 **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, 2005*

**Staff of Scottish Social Work Services, 1998 to 2005
Numbers and WTEs by Mode⁽¹⁾**

Table 1

	1998	1999	2000	2001	2002	2003	2004⁽²⁾	2005
Full-time staff	20,038	20,077	20,423	21,084	21,848	23,462	24,697	25,849
Part-time staff								
Number	27,691	25,027	24,386	24,637	25,598	26,657	27,679	28,159
WTE ⁽²⁾	15,159	13,751	13,649	13,604	14,567	15,967	16,259	16,744
Total staff								
Number	47,729	45,104	44,809	45,721	47,446	50,119	52,376	54,008
WTE⁽²⁾	35,197	33,828	34,072	34,688	36,415	39,429	40,956	42,593

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 so 2003 figures for Falkirk have been used in the Scotland totals; WTE information has been estimated for 779 part-time posts in 2004; and 2004 data has been revised since publication.

Staff of Scottish Social Work Services, 2000 to 2005
Number of Staff and Staff per 1,000 Population⁽¹⁾ by Local Authority^(2,3)

Table 2

Local Authority	Number of Staff (WTE)						Staff (WTE) per 1,000 population					
	2000	2001	2002	2003	2004 ⁽⁸⁾	2005	2000	2001	2002	2003	2004	2005
Aberdeen City	1,596	1,397	1,369	1,501	1,524	1,618	7.5	6.6	6.5	7.2	7.4	8.0
Aberdeenshire	1,326	1,345	1,361	1,402	1,431	1,404	5.8	5.9	6.0	6.2	6.2	6.0
Angus	767	805	871	934	989	1,061	7.0	7.4	8.1	8.7	9.2	9.8
Argyll & Bute ⁽¹⁰⁾	700	799	744	954	891	1,033	7.7	8.8	8.2	10.5	9.8	11.3
Clackmannanshire	285	299	273	279	296	287	5.9	6.2	5.7	5.8	6.2	5.9
Dumfries & Galloway ⁽¹⁰⁾	453	523	576	516	535	915	3.1	3.5	3.9	3.5	3.6	6.2
Dundee City	1,101	1,136	1,227	1,245	1,216	1,319	7.5	7.8	8.5	8.7	8.5	9.3
East Ayrshire	782	722	750	843	962	980	6.5	6.0	6.3	7.1	8.0	8.2
East Dunbartonshire	494	549	549	540	578	573	4.5	5.1	5.1	5.1	5.4	5.4
East Lothian ⁽¹⁰⁾	483	484	532	531	513	647	5.4	5.4	5.9	5.8	5.6	7.1
East Renfrewshire	428	466	491	516	569	658	4.8	5.2	5.5	5.7	6.3	7.3
Edinburgh, City of	3,763	3,832	3,790	4,041	4,291	4,365	8.4	8.5	8.5	9.0	9.6	9.6
Eilean Siar	368	374	397	404	426	436	13.7	14.1	15.2	15.6	16.3	16.6
Falkirk ⁽⁷⁾	935	945	983	973	973	1,068	6.5	6.5	6.8	6.7	6.7	7.2
Fife	2,589	2,684	3,014	3,253	3,256	3,230	7.4	7.7	8.6	9.3	9.2	9.1
Glasgow City ⁽⁴⁾	4,275	4,164	4,093	4,809	5,004	4,973	7.4	7.2	7.1	8.4	8.7	8.6
Highland	1,052	1,432	1,548	1,606	1,606	1,659	5.0	6.9	7.4	7.7	7.7	7.9
Inverclyde	684	732	733	758	748	838	8.1	8.7	8.8	9.1	9.0	10.2
Midlothian	476	474	482	467	528	560	5.9	5.9	6.0	5.8	6.6	7.0
Moray ⁽⁸⁾	472	439	458	446	541	516	5.4	5.0	5.3	5.2	6.2	5.9
North Ayrshire	973	930	1,049	1,114	1,231	1,257	7.1	6.8	7.7	8.2	9.0	9.2
North Lanarkshire	2,223	2,394	2,756	3,017	2,963	3,002	6.9	7.5	8.6	9.4	9.2	9.3
Orkney Islands ⁽⁵⁾	285	288	318	334	327	370	14.8	15.0	16.6	17.5	16.9	19.0
Perth & Kinross ^(6,10)	676	610	597	759	818	942	5.0	4.5	4.4	5.6	6.0	6.9
Renfrewshire	1,280	1,281	1,383	1,452	1,504	1,423	7.4	7.4	8.0	8.5	8.8	8.3
Scottish Borders	702	771	779	873	922	903	6.6	7.2	7.3	8.1	8.8	8.3
Shetland Islands ^(5,10)	308	322	287	309	331	494	13.9	14.7	13.1	14.2	15.1	22.5
South Ayrshire	712	573	762	713	875	808	6.3	5.1	6.8	6.4	7.8	7.2
South Lanarkshire	1,735	1,742	1,830	2,238	2,287	2,398	5.7	5.8	6.1	7.4	7.5	7.9
Stirling	509	523	583	497	563	559	5.9	6.1	6.8	5.7	6.5	6.5
West Dunbartonshire	878	913	986	1,183	1,188	1,218	9.3	9.8	10.6	12.8	12.9	13.2
West Lothian	764	744	844	925	1,072	1,079	4.9	4.7	5.3	5.7	6.7	6.6
TOTAL⁽¹¹⁾	34,072	34,688	36,415	39,429	40,956	42,593	6.7	6.8	7.2	7.8	8.1	8.4

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) From 2003 homeless and childrens' fieldwork services in Glasgow have been included.
- (5) Improved recording practices in Shetland since 2001, have led to an increase in data accuracy. Trend 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.
- (9) 2004 data has been revised since publication.
- (10) Main changes in 2005 - Argyll & Bute has new posts created & more details of staff from Education; Dumfries & Galloway have included information on home care staff; East Lothian opened a new family centre; Perth & Kinross had a home care recruitment drive; and Shetland Islands took over 6 rural residential units.
- (11) Totals do not equal the sum of components due to rounding of WTEs.

Staff (WTE) of Scottish Social Work Services, 1999 to 2005
 by Type of Activity/ Location⁽¹⁾

Table 3

Type of activity/ location	1999	2000	2001	2002	2003	2004	2005
Strategic/ Central Staff	3,126	3,035	2,739	2,687	2,885	3,125	3,234
Criminal Justice Staff	1,160	1,182	1,241	1,310	1,452	1,549	1,694
Fieldwork Staff	8,479	8,377	8,979	9,625	11,164	11,995	12,607
Residential Staff: Services for Children	1,924	2,009	2,003	1,959	2,053	2,033	2,037
Residential Staff: Services for Adults	6,161	5,866	5,879	5,814	6,157	6,300	6,361
Day Care Staff: Services for Children	556	586	516	493	552	558	585
Day Care Staff: Services for Adults	3,276	3,471	3,570	3,607	3,691	3,884	4,025
Domiciliary	9,138	9,482	9,694	10,847	11,447	11,349	11,832
Full-time secondments	8	66	67	73	29	14	46
Unknown	-	-	-	-	-	151	173
Total⁽²⁾	33,828	34,072	34,688	36,415	39,429	40,956	42,593

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) Totals do not equal the sum of components due to rounding of WTEs.

Staff of Scottish Social Work Services, 2005
 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	1,741	6,495	8,236	7,227	21.1	78.9	17.0
Adults (Community Care)	4,083	31,348	35,435	26,130	11.5	88.5	61.3
Older People ⁽¹⁾	897	6,767	7,664	6,029	11.7	88.3	14.2
People with Physical Disabilities ⁽¹⁾	149	370	519	403	28.7	71.3	0.9
People with Mental Health Problems ⁽¹⁾	64	213	277	213	23.1	76.9	0.5
People with Learning Disabilities ⁽¹⁾	1,279	3,333	4,615	3,739	27.7	72.2	8.8
Adults (not separately identified) ⁽²⁾	1,694	20,665	22,360	15,744	7.6	92.4	37.0
Offenders	693	1,164	1,857	1,694	37.3	62.7	4.0
Generic provision	960	3,728	4,691	4,089	20.5	79.5	9.6
Management/ Administration	941	2,653	3,594	3,280	26.2	73.8	7.7
Unknown	60	135	195	173	30.8	69.2	0.4
Total	8,478	45,523	54,008	42,593	15.7	84.3	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) Totals do not equal the sum of components due to 7 genders unknown.

Staff of Scottish Social Work Services, 2005
WTEs and WTEs per 1,000 Population⁽¹⁾ by Client Group⁽³⁾ and Local Authority⁽²⁾

Table 5

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	298	8.1	844	5.1	88	0.7	254	1.2	133	0.7	1,618	8.0
Aberdeenshire	230	4.3	974	5.4	44	0.3	45	0.2	111	0.5	1,404	6.0
Angus	157	6.9	749	8.7	33	0.5	34	0.3	89	0.8	1,061	9.8
Argyll & Bute	148	8.0	628	8.7	17	0.3	128	1.4	112	1.2	1,033	11.3
Clackmannanshire	45	4.1	193	5.2	28	0.9	5	0.1	17	0.4	287	5.9
Dumfries & Galloway	207	6.9	510	4.3	48	0.5	28	0.2	122	0.8	915	6.2
Dundee City	270	9.7	872	7.7	82	0.9	36	0.3	59	0.4	1,319	9.3
East Ayrshire	127	4.9	669	7.2	52	0.7	54	0.5	78	0.6	980	8.2
East Dunbartonshire	97	4.1	383	4.6	14	0.2	32	0.3	47	0.4	573	5.4
East Lothian	175	8.4	374	5.3	12	0.2	34	0.4	52	0.6	647	7.1
East Renfrewshire	63	3.0	476	7.0	36	0.7	31	0.3	52	0.6	658	7.3
Edinburgh, City of	961	11.9	2,483	6.7	144	0.5	395	0.9	382	0.8	4,365	9.6
Eilean Siar	13	2.3	395	19.0	3	0.2	9	0.3	17	0.6	436	16.6
Falkirk	137	4.3	763	6.6	46	0.5	75	0.5	46	0.3	1,068	7.2
Fife	255	3.4	2,430	8.7	136	0.6	273	0.8	136	0.4	3,230	9.1
Glasgow City	1,353	11.8	1,803	3.9	271	0.7	1,235	2.1	311	0.5	4,973	8.6
Highland	264	5.9	1,147	6.9	38	0.3	112	0.5	98	0.5	1,659	7.9
Inverclyde	163	9.3	453	7.0	47	0.9	89	1.1	77	0.9	838	10.2
Midlothian	120	6.6	361	5.9	14	0.3	20	0.3	45	0.6	560	7.0
Moray	106	5.5	337	4.9	15	0.3	18	0.2	39	0.4	516	5.9
North Ayrshire	222	7.4	697	6.6	55	0.7	109	0.8	175	1.3	1,257	9.2
North Lanarkshire	356	4.9	2,023	8.1	119	0.6	310	1.0	195	0.6	3,002	9.3
Orkney Islands	41	9.6	292	19.1	7	0.6	7	0.4	23	1.2	370	19.0
Perth & Kinross	130	4.5	628	5.8	46	0.6	23	0.2	116	0.8	942	6.9
Renfrewshire	210	5.8	825	6.1	43	0.4	219	1.3	126	0.7	1,423	8.3
Scottish Borders	110	4.8	608	7.0	26	0.4	63	0.6	97	0.9	903	8.3
Shetland Islands	49	9.4	408	24.4	7	0.5	20	0.9	11	0.5	494	22.5
South Ayrshire	124	5.6	482	5.4	31	0.5	97	0.9	73	0.7	808	7.2
South Lanarkshire	323	4.9	1,514	6.3	98	0.5	163	0.5	136	0.4	2,398	7.9
Stirling	72	3.8	337	5.0	30	0.6	19	0.2	101	1.2	559	6.5
West Dunbartonshire	165	8.3	836	11.6	36	0.6	91	1.0	90	1.0	1,218	13.2
West Lothian	238	6.1	636	5.1	28	0.3	62	0.4	115	0.7	1,079	6.6
Scotland	7,227	6.8	26,130	6.5	1,694	0.5	4,089	0.8	3,280	0.6	42,593	8.4

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 2005 there were 173 WTE posts with an unknown client group. For this reason the total column does not equal the sum of components.

*Statistical Publication Notice:
Staff of Scottish Local Authority Social Work Services, 2005*

**Staff of Scottish Social Work Services, 2003 to 2005
Numbers and WTE by Staff Group**

Table 6

Staff Group	2003			2004			2005		
	Number	WTE	% WTE	Number	WTE	% WTE	Number	WTE	% WTE
Senior Managers, etc	1,615	1,563	4.0%	1,941	1,865	4.6%	1,874	1,805	4.2%
Social Workers	4,511	4,102	10.4%	5,036	4,576	11.2%	5,191	4,760	11.2%
Other Qualified Fieldwork Staff	2,307	2,043	5.2%	2,006	1,765	4.3%	2,539	2,259	5.3%
Social Work Assistants	1,758	1,540	3.9%	2,408	2,123	5.2%	2,620	2,290	5.4%
Home Care Staff & Managers	16,705	10,678	27.1%	16,643	10,557	25.8%	16,924	11,014	25.9%
Other Domiciliary Staff	607	488	1.2%	640	493	1.2%	654	516	1.2%
Day Care - Managers & Qualified Care Staff	1,584	1,426	3.6%	1,649	1,457	3.6%	1,721	1,512	3.6%
Day Care - Care Staff	2,143	1,799	4.6%	2,394	1,968	4.8%	2,570	2,052	4.8%
Residential - Managers & Qualified Care Staff	4,742	4,170	10.6%	5,811	5,038	12.3%	5,652	4,874	11.4%
Residential - Care Staff ⁽¹⁾	3,507	2,760	7.0%	2,675	1,980	4.8%	2,850	2,145	5.0%
Support Staff	10,611	8,830	22.4%	10,986	8,968	21.9%	11,170	9,148	21.5%
Secondments	29	29	0.1%	16	14	0.0%	48	46	0.1%
Unknown	-	-	-	171	151	0.4%	195	173	0.4%
Total	50,119	39,429	100.0%	52,376	40,956	100.0%	54,008	42,593	100.0%

Note:

(1) 2004 and 2005 information for Residential Care Staff cannot be directly compared to 2003 information because of post re-classification.

Staff of Scottish Social Work Services, 2005
Percentages of staff by Ethnic Group⁽¹⁾ and Disability^(1,2)

Table 7

Staff Group	% of staff							
	by Ethnic Group				by Declaration of having a disability			
	White	Minority	Not known/ Not disclosed	Total	Yes	No	Not known	Total
Senior Managers, etc	81.3	0.8	17.9	1,874	1.9	71.1	26.9	1,874
Social Workers	76.2	1.4	22.4	5,191	2.5	68.4	29.0	5,191
Other Qualified Fieldwork Staff	80.3	1.0	18.7	2,539	2.4	70.9	26.6	2,539
Social Work Assistants	82.6	1.3	16.1	2,620	2.9	71.1	26.0	2,620
Home Care Staff & Managers	81.1	0.4	18.5	16,924	0.5	69.9	29.6	16,924
Other Domiciliary Staff	81.8	0.6	17.6	654	0.3	66.2	33.5	654
Day Care - Managers & Qualified Care Staff	85.6	1.3	13.1	1,721	1.2	77.0	21.8	1,721
Day Care - Care Staff	84.2	0.8	14.9	2,570	1.6	68.0	30.4	2,570
Residential - Managers & Qualified Care Staff	82.3	1.3	16.4	5,652	1.3	81.1	17.6	5,652
Residential - Care Staff ⁽²⁾	71.2	0.4	28.4	2,850	0.5	64.4	35.2	2,850
Support Staff	82.7	1.1	16.2	11,170	3.5	72.3	24.2	11,170
Secondments	75.0	0.0	25.0	48	2.1	64.6	33.3	48
Unknown	81.5	0.0	18.5	195	0.0	95.4	4.6	195
Total	80.9	0.8	18.3	54,008	1.7	71.5	26.8	54,008

(1) Eilean Siar, Highland, Midlothian, and Perth & Kinross (childrens services) were unable to provide ethnicity and disability information.

(2) Inverclyde and Moray were unable to provide staff disability information.

Staff of Scottish Social Work Services, 2004 and 2005
 Numbers and Percent by Age Group

Table 8

Age group	2004		2005	
	Numbers	Percent	Numbers	Percent
<20	330	0.6	261	0.5
20-24	1,728	3.3	1,640	3.0
25-29	2,797	5.3	2,892	5.4
30-34	4,413	8.4	4,269	7.9
35-39	6,632	12.7	6,368	11.8
40-44	8,250	15.8	8,470	15.7
45-49	8,476	16.2	8,972	16.6
50-54	8,025	15.3	8,586	15.9
55-59	6,880	13.1	7,785	14.4
60-64	2,487	4.8	3,090	5.7
65+	78	0.2	389	0.7
Unknown	2,280	4.4	1,286	2.4
Total	52,376	100.0	54,008	100.0

Staff of Scottish Social Work Services, 2005
Activity/Location by Age Group (Percent)

Table 9

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	1.2	5.2	7.1	10.0	12.3	14.7	16.7	15.8	10.9	3.0	0.2	2.8
Criminal Justice Staff	0.3	3.8	7.2	9.4	12.9	14.6	16.2	16.8	11.3	4.5	0.2	2.7
Fieldwork Staff	0.6	4.3	7.8	10.0	13.2	16.7	16.8	14.6	10.2	3.0	0.1	2.8
Residential Staff: Services for Children	0.0	3.4	7.1	9.0	14.9	17.8	18.2	13.8	9.7	3.7	0.6	1.8
Residential Staff: Services for Adults	0.6	3.0	5.0	7.7	11.2	15.2	16.8	16.7	16.3	5.9	0.8	0.8
Day Care Staff: Services for Children	0.3	6.9	10.5	11.7	15.3	17.5	14.8	12.3	8.2	2.4	0.1	0.0
Day Care Staff: Services for Adults	0.4	1.9	4.5	7.6	12.9	16.5	17.5	15.1	13.8	6.2	0.6	3.3
Domiciliary	0.3	1.6	2.8	5.5	9.9	14.8	16.0	17.3	19.1	8.8	1.4	2.5
Full-time secondments	0.0	4.2	2.1	16.7	10.4	16.7	16.7	16.7	4.2	2.1	0.0	10.4
Unknown	3.1	7.2	8.2	11.8	12.3	14.9	22.1	7.2	7.2	1.5	0.0	4.6
Total	0.5	3.0	5.4	7.9	11.8	15.7	16.6	15.9	14.4	5.7	0.7	2.4

Staff of Scottish Social Work Services, 2005
Client Group by Age Group (Percent)

Table 10

Client Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown
Children	0.3	3.9	9.1	10.6	14.3	16.8	16.7	13.7	9.0	2.7	0.2	2.5
Adults (Community Care)	0.4	2.1	3.8	6.7	10.9	15.5	16.7	16.7	16.8	7.1	1.0	2.3
Older People ⁽¹⁾	0.7	2.6	4.1	6.7	10.7	15.1	17.2	17.3	17.3	6.7	0.9	0.9
People with Physical Disabilities ⁽¹⁾	0.0	1.9	5.8	10.2	12.5	14.8	16.4	16.2	12.1	5.6	0.2	4.2
People with Mental Health Problems ⁽¹⁾	0.0	2.9	4.7	6.5	15.5	21.3	17.3	13.7	6.9	5.4	0.7	5.1
People with Learning Disabilities ⁽¹⁾	0.4	2.6	6.0	8.9	13.4	16.4	17.0	14.3	12.9	5.0	0.5	2.7
Adults (not separately identified) ⁽²⁾	0.3	1.8	3.2	6.2	10.4	15.3	16.4	17.1	17.7	7.7	1.2	2.6
Offenders	0.3	3.8	7.2	9.4	12.9	14.6	16.2	16.8	11.3	4.5	0.2	2.7
Generic provision	1.0	6.5	8.4	9.7	13.0	16.5	15.9	13.4	9.8	3.2	0.1	2.3
Management/ Admin	1.1	5.2	7.1	10.0	12.3	14.8	16.7	15.8	10.9	3.0	0.2	2.9
Unknown	3.1	7.2	8.2	11.8	12.3	14.9	22.1	7.2	7.2	1.5	0.0	4.6
Total	0.5	3.0	5.4	7.9	11.8	15.7	16.6	15.9	14.4	5.7	0.7	2.4

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, 2005
Staff Group by Age Group (Percent)

Table 11

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	0.3	1.5	4.3	8.5	17.2	23.1	24.8	14.5	2.9	0.0	2.9
Social Workers	0.0	1.5	7.0	9.9	13.2	16.4	18.3	17.2	10.6	3.0	0.2	2.5
Other Qualified Fieldwork Staff	0.0	2.5	7.8	11.1	13.7	19.4	16.8	12.7	9.6	3.5	0.2	2.7
Social Work Assistants	0.1	2.9	8.0	10.6	14.6	18.1	16.5	12.8	10.5	3.2	0.1	2.6
Home Care Staff & Managers	0.2	1.5	2.7	5.5	10.0	14.9	16.1	17.2	19.1	8.9	1.4	2.5
Other Domiciliary Staff	0.6	0.9	1.2	3.8	8.1	13.1	14.4	20.8	23.2	9.2	1.1	3.5
Day Care - Managers & Qualified Care Staff	0.1	2.9	7.1	10.5	14.4	18.1	17.4	15.5	9.2	3.2	0.3	1.3
Day Care - Care Staff	0.4	2.6	5.1	7.7	14.2	16.5	18.0	14.5	12.2	4.1	0.4	4.4
Residential - Managers & Qualified Care Staff	0.2	2.9	5.8	8.5	13.3	16.9	17.9	15.5	13.2	4.3	0.5	0.9
Residential - Care Staff	0.7	4.3	6.5	8.3	11.9	14.3	16.8	15.9	14.3	4.9	1.2	0.8
Support Staff	1.5	6.5	7.5	9.3	11.8	14.2	14.3	13.7	12.7	5.3	0.4	2.7
Secondments	0.0	4.2	2.1	16.7	10.4	16.7	16.7	16.7	4.2	2.1	0.0	10.4
Unknown	3.1	7.2	8.2	11.8	12.3	14.9	22.1	7.2	7.2	1.5	0.0	4.6
Total	0.5	3.0	5.4	7.9	11.8	15.7	16.6	15.9	14.4	5.7	0.7	2.4

Staff of Scottish Social Work Services, 2005
Number of staff with qualifications held⁽¹⁾ and in progress^(1,2)

Table 12

Staff Group	Number of staff holding qualifications					Number of staff working towards qualifications	
	None	Only one	More than one ⁽³⁾	Not known	Total	Only one	More than one ⁽³⁾
Senior Managers, etc	13	630	595	636	1,874	58	6
Social Workers	6	3,240	1,561	384	5,191	251	38
Other Qualified Fieldwork Staff	78	933	308	1,220	2,539	59	11
Social Work Assistants	112	670	295	1,543	2,620	159	17
Home Care Staff & Managers	1,447	1,708	182	13,587	16,924	165	4
Other Domiciliary Staff	28	58	7	561	654	7	0
Day Care - Managers & Qualified Care Staff	43	676	267	735	1,721	111	25
Day Care - Care Staff	275	694	206	1,395	2,570	143	6
Residential - Managers & Qualified Care Staff	302	2,004	790	2,556	5,652	643	66
Residential - Care Staff ⁽²⁾	239	672	68	1,871	2,850	208	19
Support Staff	650	1,186	442	8,892	11,170	159	5
Secondments	0	13	11	24	48	5	0
Unknown	3	46	6	140	195	36	2
Total	3,196	12,530	4,738	33,544	54,008	2,004	199

(1) Angus, East Dunbartonshire, Falkirk, and Moray were unable to provide staff qualifications.

(2) Edinburgh, Inverclyde and Stirling were unable to provide staff qualifications in progress.

(3) Staff can hold up to 5 qualifications and work towards 3 qualifications.

Staff of Scottish Social Work Services, 2005
Percentages of staff holding qualifications

Table 13

Staff Group	Percentage of staff who holds at least one qualification required to be:										Total Staff
	Social Worker	Residential: Childcare Worker	Residential: Childcare Supervisor	Head of Day Care or Residential Unit	Adult Residential: Care Worker	Adult Residential: Care Practitioner	Adult Residential: Care Supervisor	Day Care: Childcare Worker	Day Care: Childcare Practitioner	Day Care: Childcare Supervisor	
Senior Managers, etc	65.6%	86.8%	77.3%	79.1%	79.1%	78.5%	81.4%	77.5%	77.5%	79.2%	1,238
Social Workers	98.6%	99.4%	98.8%	98.8%	99.1%	99.0%	99.1%	98.8%	98.8%	98.8%	4,807
Other Qualified Fieldwork Staff	18.7%	81.3%	67.2%	68.5%	75.9%	72.6%	73.2%	68.2%	68.2%	69.6%	1,319
Social Work Assistants	3.3%	63.7%	9.7%	10.3%	57.7%	37.1%	37.5%	13.0%	12.3%	12.9%	1,077
Home Care Staff & Managers	0.6%	9.5%	2.7%	2.8%	26.4%	6.9%	7.5%	3.0%	2.9%	3.1%	3,337
Other Domiciliary Staff	1.1%	20.4%	7.5%	7.5%	46.2%	15.1%	18.3%	7.5%	7.5%	7.5%	93
Day Care - Managers & Qualified Care Staff	12.4%	78.2%	25.2%	26.6%	84.9%	73.5%	73.8%	43.1%	42.4%	44.1%	986
Day Care - Care Staff	1.6%	50.2%	6.0%	6.6%	59.7%	38.4%	38.4%	11.1%	9.6%	11.2%	1,175
Residential - Managers & Qualified Care Staff	9.2%	62.6%	17.3%	18.4%	83.1%	59.4%	59.6%	20.3%	20.0%	21.2%	3,096
Residential - Care Staff ⁽²⁾	0.4%	25.0%	3.9%	3.9%	69.4%	20.9%	20.9%	5.1%	4.5%	4.5%	979
Support Staff	6.2%	38.3%	9.2%	10.3%	16.2%	13.0%	14.4%	9.5%	9.4%	10.4%	2,278
Secondments	75.0%	95.8%	79.2%	79.2%	87.5%	87.5%	87.5%	79.2%	79.2%	79.2%	24
Unknown	0.0%	70.9%	0.0%	5.5%	76.4%	72.7%	72.7%	0.0%	0.0%	5.5%	55
Total	31.5%	60.7%	38.7%	39.3%	66.0%	53.3%	53.9%	40.7%	40.4%	41.2%	20,464

Staff of Scottish Social Work Services, 2005
Percentages of staff working towards qualifications

Table 14

Staff Group	Percentage of staff working towards at least one qualification required to be:										Total Staff
	Social Worker	Residential: Childcare Worker	Residential: Childcare Supervisor	Head of Day Care or Residential Unit	Adult Residential: Care Worker	Adult Residential: Care Practitioner	Adult Residential: Care Supervisor	Day Care: Childcare Worker	Day Care: Childcare Practitioner	Day Care: Childcare Supervisor	
Senior Managers, etc	0.2%	1.0%	0.4%	1.2%	0.7%	0.6%	1.0%	0.3%	0.3%	0.8%	64
Social Workers	0.7%	0.9%	0.7%	0.8%	0.7%	0.7%	0.8%	0.7%	0.7%	0.9%	289
Other Qualified Fieldwork Staff	2.6%	3.1%	2.7%	2.9%	2.7%	2.7%	3.0%	2.7%	2.7%	3.3%	70
Social Work Assistants	8.2%	13.4%	8.7%	8.7%	13.8%	12.3%	12.3%	9.2%	9.2%	9.2%	176
Home Care Staff & Managers	0.2%	1.0%	0.4%	0.4%	2.1%	1.2%	1.2%	0.3%	0.3%	0.3%	169
Other Domiciliary Staff	0.0%	3.2%	1.1%	1.1%	5.4%	2.2%	2.2%	0.0%	0.0%	0.0%	7
Day Care - Managers & Qualified Care Staff	0.7%	8.0%	2.4%	4.8%	9.0%	7.9%	8.3%	0.8%	0.8%	2.8%	136
Day Care - Care Staff	0.5%	7.5%	1.5%	1.5%	10.2%	7.0%	7.0%	0.7%	0.6%	0.7%	149
Residential - Managers & Qualified Care Staff	0.6%	18.0%	2.6%	4.0%	18.6%	16.7%	16.7%	0.7%	0.7%	2.3%	709
Residential - Care Staff ⁽²⁾	0.0%	13.2%	1.1%	1.1%	19.8%	13.1%	13.1%	0.2%	0.1%	0.1%	227
Support Staff	0.4%	3.1%	0.5%	0.7%	1.9%	1.1%	1.2%	0.4%	0.4%	0.5%	164
Secondments	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5
Unknown	9.1%	38.2%	27.3%	27.3%	41.8%	38.2%	38.2%	9.1%	9.1%	9.1%	38
Total	1.0%	5.9%	1.6%	2.0%	6.6%	5.4%	5.5%	1.1%	1.1%	1.5%	2,203

Vacancies in Scottish Social Work Services, 2002 to 2005
WTEs by Local Authority

Table 15

Local Authority	2002		2003		2004		2005	
	Vacancies	Per Cent Vacancies ⁽¹⁾	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	113	8.0
Aberdeenshire	34	3.3	48	4.4	47	4.3	53	4.7
Angus	81	11.0	112	13.8	101	12.0	58	6.7
Argyll & Bute	78	13.0	88	12.2	81	10.5	72	7.9
Clackmannanshire	13	5.0	15	5.6	21	7.2	19	6.7
Dumfries & Galloway	48	7.7	75	12.7	38	6.7	77	10.5
Dundee City	29	3.3	31	3.3	31	3.3	35	3.4
East Ayrshire	72	12.1	109	15.8	96	12.9	64	9.1
East Dunbartonshire	26	6.4	26	6.5	57	12.3	55	12.4
East Lothian	9	2.4	5	1.3	12	3.2	19	3.7
East Renfrewshire	23	6.5	17	4.6	17	4.0	18	3.7
Edinburgh, City of ⁽³⁾	306	10.0	282	8.7	269	7.7	338	9.4
Eilean Siar	8	3.1	7	2.6	10	3.5	17	5.8
Falkirk	18	2.7	19	2.8	19	2.8	29	3.6
Fife	272	11.7	257	10.3	176	7.4	282	11.4
Glasgow City	588	12.6	484	9.1	439	8.1	627	11.2
Highland	105	8.2	106	8.0	107	8.0	118	8.5
Inverclyde	24	4.2	33	5.5	55	9.1	37	5.6
Midlothian	36	9.5	55	14.4	78	17.1	62	13.4
Moray	7	2.5	7	2.4	16	4.0	25	6.2
North Ayrshire	51	6.4	87	9.4	61	6.0	41	4.1
North Lanarkshire	195	11.7	198	10.3	214	10.7	219	11.1
Orkney Islands	25	9.2	19	7.2	19	7.1	17	5.3
Perth & Kinross	70	12.7	53	8.0	54	7.3	74	9.5
Renfrewshire	156	14.1	146	12.7	163	13.7	184	15.9
Scottish Borders	71	11.1	62	8.9	67	9.0	49	6.8
Shetland Islands ⁽⁴⁾	44	16.6	16	6.3	15	5.7	19	4.7
South Ayrshire	27	4.7	52	8.0	70	9.7	28	4.6
South Lanarkshire	178	11.7	195	11.6	223	12.3	111	6.2
Stirling	12	2.8	25	6.3	35	7.6	17	3.8
West Dunbartonshire	109	14.2	101	10.7	126	13.3	124	12.8
West Lothian	45	6.3	48	6.1	35	3.7	26	2.8
Scotland	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6

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) Cells containing 'N/A' represent Councils unable to supply vacancy information, so previous years 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 2003-2005, as over-reporting was suspected in 2002.
- (5) In 2005, where Councils were unable to supply vacancy data, October 2005 social worker vacancy figures and October 2004 vacancy figures for all other staff have been used in Scotland totals.

Vacancies in Scottish Social Work Services, 2002 to 2005
WTEs by Client Group

Table 16

Client Group	2002		2003		2004		2005	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Children	842	12.9	860	11.9	789	10.3	842	10.4
Adults (Community Care)	1,255	8.2	1,392	8.5	1,345	8.0	1,342	7.8
Older People ⁽²⁾	427	7.2	469	7.7	519	8.2	541	8.2
People with Physical Disabilities ⁽²⁾	36	8.3	42	10.3	25	6.4	29	6.6
People with Mental Health Problems ⁽²⁾	32	16.7	39	14.0	36	14.4	35	14.0
People with Learning Disabilities ⁽²⁾	297	8.2	271	6.9	262	6.5	284	7.1
Adults (not separately identified) ⁽³⁾	463	9.2	571	9.9	502	8.5	453	7.7
Offenders	167	11.3	139	8.7	110	6.6	140	7.6
Generic provision	282	7.9	315	7.6	300	7.2	313	7.1
Management/ Administration	315	10.5	234	7.5	311	9.0	374	10.4
Unknown					19		16	
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6

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) 2004 vacancy information have been revised due to the large number of unknowns being re-classified.

Vacancies in Scottish Social Work Services, 2002 to 2005
WTEs by Type of Activity/ Location

Table 17

Type of activity/ location	2002		2003		2004		2005	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Strategic/ Central Staff	315	10.5	234	7.5	311	9.0	374	10.4
Criminal Justice Staff	167	11.3	139	8.7	110	6.6	140	7.6
Fieldwork Staff	1,103	10.3	1,237	10.0	1,183	9.0	1,187	8.6
Residential Staff: Services for Children	381	16.3	300	12.7	251	11.0	257	11.2
Residential Staff: Services for Adults	456	7.3	525	7.9	507	7.5	556	8.0
Day Care Staff: Services for Children	25	4.8	46	7.7	35	5.9	52	8.1
Day Care Staff: Services for Adults	336	8.5	297	7.4	336	8.0	332	7.6
Domiciliary	78	5.1	163	9.4	122	7.4	113	6.9
Unknown					19		16	
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6

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

Vacancies in Scottish Social Work Services, 2002 to 2005
WTEs by Staff Group

Table 18

Staff Group	2002		2003		2004		2005	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Senior Managers, etc	127	8.6	132	7.8	164	8.1	214	10.6
Social Workers	564	12.3	603	12.8	558	10.9	502	9.5
Other Qualified Fieldwork Staff	209	10.3	241	10.6	222	11.2	220	8.9
Social Work Assistants	114	8.2	111	6.7	119	5.3	172	7.0
Home Care Staff & Managers	43	5.6	72	8.2	58	7.3	55	7.0
Other Domiciliary Staff	17	3.2	43	8.1	33	6.3	30	5.4
Day Care - Managers & Qualified Care Staff	87	5.8	91	6.0	78	5.1	113	6.9
Day Care - Care Staff	173	8.9	142	7.3	173	8.1	146	6.6
Residential - Managers & Qualified Care Staff	432	10.1	395	8.7	390	7.2	431	8.1
Residential - Care Staff	212	7.3	245	8.2	211	9.6	162	7.0
Support Staff	883	10.5	865	8.9	849	8.6	968	9.6
Unknown					19		16	
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6

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

Staff of Scottish Social Work Services, 2005

ANNEX

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 A: STRATEGIC/ CENTRAL & FIELDWORK STAFF								
1. Strategic/ Central Staff								
1.01 Directors/Heads of Service	122	3	2	124	125	49	76	5
1.02 Service Managers (not elsewhere specified)	201	15	8	209	216	123	93	21
1.03 Other Senior Staff	266	23	14	280	289	163	126	42
1.04 Planning, Commissioning and Contracting Staff	246	55	31	277	301	223	78	50
1.05 Registration/Inspection Officers	9	0	0	9	9	6	3	0
1.06 Research & Information Officers	186	52	30	216	238	150	88	17
1.07 Human Resources Staff, including Training	384	91	49	433	475	388	87	45
1.08 Finance Staff	268	51	28	296	319	274	45	20
1.09 Support Services (including Admin/ Clerical)	1,195	379	196	1,391	1,574	1,238	336	176
1.10 Total	2,877	669	357	3,234	3,546	2,614	932	374
2. Fieldwork Staff								
2.01 Area Managers	34	0	0	34	34	12	22	2
2a. Fieldwork Staff - Services for Children								
2.02 Service Managers	93	2	1	94	95	56	39	5
2.03 Team Leaders/Managers	211	27	15	226	238	144	94	31
2.04 Senior Social Workers	406	63	35	441	469	347	122	61
2.05 Main Grade Social Workers	1,526	327	180	1,706	1,853	1,500	353	207
2.06 Advocacy/ Rights Staff	9	8	4	13	17	15	2	3
2.07 Other Qualified Fieldwork Staff	422	78	43	465	500	382	118	79
2.08 SW Assistants	718	226	100	818	944	822	122	63
2.09 Support Services (including Admin/ Clerical)	651	381	191	842	1,032	918	114	84
2.10 Total	4,036	1,112	569	4,605	5,148	4,184	964	534
2b. Fieldwork Staff - Services for Adults								
2.11 Service Managers	108	4	2	110	112	78	34	6
2.12 Team Leaders/Managers	236	12	7	243	248	163	85	37
2.13 Senior Social Workers	290	30	17	307	320	226	94	31
2.14 Main Grade Social Workers	931	309	172	1,103	1,240	969	271	100
2.15 Care Managers	260	64	36	296	324	259	65	24
2.16 Other Qualified Fieldwork Staff	201	87	56	257	288	248	40	32
2.17 SW Assistants	624	285	156	780	909	729	180	41
2.18 Support Services (including Admin/ Clerical)	675	283	142	817	958	791	167	69
2.19 Total	3,325	1,074	588	3,913	4,399	3,463	936	340
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				
2c. Fieldwork Staff - Services for Offenders								
2.20 Service Managers	37	1	1	38	38	11	27	1
2.21 Team Leaders/Managers	57	2	1	58	59	27	32	7
2.22 Senior Social Workers	120	10	5	125	130	81	49	4
2.23 Main Grade Social Workers	612	89	51	663	701	469	232	49
2.24 Community Service Staff	188	106	63	251	294	63	231	18
2.25 Supervised Attendance Staff	61	21	13	74	82	47	35	2
2.26 SW Assistants	131	10	7	138	141	103	38	32
2.27 Support Services (including Admin/ Clerical)	271	89	46	317	360	334	26	27
2.28 Total	1,477	328	187	1,664	1,805	1,135	670	138
2d. Fieldwork Staff - Generic Provision								
2.29 Team Leaders/Managers	98	12	5	103	110	70	40	7
2.30 Senior Social Workers	95	9	5	100	104	74	30	13
2.31 Main Grade Social Workers	248	126	67	315	374	294	80	38
2.32 Welfare Rights Officers	222	37	20	242	259	181	78	8
2.33 Senior Occupational Therapists	53	23	14	67	76	71	5	0
2.34 Occupational Therapists	269	188	106	375	457	424	33	22
2.35 Other Qualified Fieldwork Staff	192	50	27	219	242	172	70	32
2.36 SW Assistants	325	61	31	356	386	299	87	27
2.37 OT Assistants	153	87	46	199	240	200	40	9
2.38 Support Services (including Admin/ Clerical)	1,755	654	324	2,079	2,409	1,931	475	155
2.39 Total	3,410	1,247	645	4,055	4,657	3,716	938	311
SECTION A: STRATEGIC/ CENTRAL & FIELDWORK STAFF								
2.40 SECTION A TOTAL	15,159	4,430	2,346	17,505	19,589	15,124	4,462	1,699

Type of post	Full Time	Part Time		Total		Number of persons		Vacancies Estimated number WTE
		Number	WTE	WTE	Number of persons	Female	Male	
	a	b	c	a+c	a+b			
SECTION B: DAY CARE & DOMICILIARY STAFF								
3a. Day Care Staff - Services for Children & Families								
3.01 Early Education & Child Care Manager	23	2	1	24	25	22	3	7
3.02 Early Education & Child Care Lead Practitioner	19	9	5	24	28	27	1	0
3.03 Early Education & Child Care Practitioner	248	97	45	293	345	320	25	9
3.04 Early Education & Child Care Support Worker	69	188	87	156	257	249	8	8
3.05 Support Services (including Admin/ Clerical)	22	40	20	42	62	60	2	14
3.06 Ancillary Staff	15	51	31	46	66	51	15	14
3.07 Total	396	387	189	585	783	729	54	52
3b. Day Care Staff - Services for Older People								
3.08 Head of Adult Day Care Unit	41	12	8	49	53	47	6	6
3.09 Assistant Unit Managers	26	9	6	32	35	27	8	6
3.10 Other Qualified Care Staff	57	31	22	79	88	76	12	18
3.11 Care Staff	300	361	211	511	661	585	76	43
3.12 Support Services (including Admin/ Clerical)	28	69	29	57	97	83	14	3
3.13 Ancillary Staff	52	170	90	142	222	146	76	20
3.14 Total	504	652	366	870	1,156	964	192	95
3c. Day Care Staff - Services for People with Mental Health Problems								
3.15 Head of Adult Day Care Unit	10	2	1	11	12	7	5	0
3.16 Assistant Unit Managers	2	1	0	2	3	1	2	3
3.17 Other Qualified Care Staff	36	8	5	41	44	31	13	7
3.18 Care Staff	35	26	17	52	61	47	14	3
3.19 Support Services (including Admin/ Clerical)	23	69	36	59	92	81	11	9
3.20 Ancillary Staff	3	6	1	4	9	3	6	0
3.21 Total	109	112	60	169	221	170	51	22
Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
	a	b	c	a+c	a+b	Female	Male	
3d. Day Care Staff - Services for People with Learning Disabilities								
3.22 Head of Adult Day Care Unit	105	10	5	110	115	58	55	12
3.23 Assistant Unit Managers	116	14	6	122	130	92	38	9
3.24 Other Qualified Care Staff	488	180	91	579	668	450	218	26
3.25 Care Staff	892	577	349	1,241	1,469	1,076	393	82
3.26 Support Services (including Admin/ Clerical)	170	118	56	226	288	242	46	16
3.27 Ancillary Staff	145	357	196	341	502	295	207	43
3.28 Total	1,916	1,256	703	2,619	3,172	2,213	957	188
3e. Day Care Staff - Services for People with Physical Disabilities								
3.29 Head of Adult Day Care Unit	17	3	1	18	20	11	9	1
3.30 Assistant Unit Managers	18	23	12	30	41	36	5	3
3.31 Other Qualified Care Staff	78	36	20	98	114	88	26	6
3.32 Care Staff	57	65	35	92	122	90	32	10
3.33 Support Services (including Admin/ Clerical)	35	20	10	45	55	42	13	2
3.34 Ancillary Staff	50	64	34	84	114	55	59	5
3.35 Total	255	211	112	367	466	322	144	26
3f. Domiciliary Staff								
3.36 Home Care Managers	78	8	4	82	86	79	7	2
3.37 Assistant Home Care Managers/ Supervisors	528	172	112	640	700	670	29	53
3.38 Home Care Staff: Generic	1,226	10,378	6,059	7,285	11,604	11,150	454	140
3.39 Home Care Staff: Personal Care only	226	3,747	2,470	2,696	3,973	3,864	109	68
3.40 Home Care Staff: Domestic Care only	7	554	302	309	561	540	21	43
3.41 Sheltered Housing Wardens	189	170	88	277	359	324	35	20
3.42 Community Alarms Staff	115	169	119	234	284	240	44	9
3.43 Respite Staff	0	11	4	4	11	10	1	0
3.44 Support Services (including Admin/ Clerical)	212	171	90	302	383	325	58	29
3.45 Total	2,581	15,380	9,251	11,832	17,961	17,202	758	364
SECTION B: DAY CARE & DOMICILIARY STAFF								
3.46 SECTION B TOTAL	5,761	17,998	10,681	16,442	23,759	21,600	2,156	747

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	124	2	1	125	126	79	47	13
4.02 Residential Care Support Worker	116	19	13	129	135	78	57	35
4.03 Residential Resource Worker	83	14	10	93	97	61	36	29
4.04 Residential Child Care Worker	1,144	564	376	1,520	1,708	1,158	550	104
4.06 Support Services (including Admin/ Clerical)	41	64	31	72	105	96	9	36
4.07 Ancillary Staff	45	89	53	98	134	110	24	40
4.08 Total	1,553	752	484	2,037	2,305	1,582	723	257
4b. Residential Staff - Services for Older People								
4.09 Head of Residential Home for Adults	195	5	3	198	200	161	39	7
4.10 Adult Residential Care Supervisor	226	37	23	249	263	227	36	10
4.11 Residential Resource Worker	56	45	25	81	101	96	5	3
4.12 Adult Residential Care Practitioner	843	1,215	868	1,711	2,058	1,852	206	173
4.13 Adult Residential Care Support Worker	672	1,663	1,084	1,756	2,335	2,166	169	129
4.14 Support Services (including Admin/ Clerical)	59	159	95	154	218	197	21	17
4.15 Ancillary Staff	494	839	516	1,010	1,333	1,104	229	107
4.16 Total	2,545	3,963	2,615	5,160	6,508	5,803	705	445
4c. Residential Staff - Services for People with Mental Health Problems								
4.17 Head of Residential Home for Adults	5	0	0	5	5	2	3	2
4.18 Adult Residential Care Supervisor	11	4	3	14	15	11	4	2
4.19 Residential Resource Worker	0	0	0	0	0	0	0	0
4.20 Adult Residential Care Practitioner	11	7	2	13	18	14	4	0
4.21 Adult Residential Care Support Worker	4	11	8	12	15	13	2	5
4.22 Support Services (including Admin/ Clerical)	0	3	1	1	3	3	0	1
4.23 Ancillary Staff	0	0	0	0	0	0	0	3
4.24 Total	31	25	13	44	56	43	13	12
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			
4d. Residential Staff - Services for People with Learning Disabilities								
4.25 Head of Residential Home for Adults	47	6	4	51	53	37	16	8
4.26 Adult Residential Care Supervisor	105	37	20	125	142	108	34	7
4.27 Residential Resource Worker	8	8	5	13	16	13	3	2
4.28 Adult Residential Care Practitioner	309	326	187	496	635	470	164	36
4.29 Adult Residential Care Support Worker	126	350	235	361	476	395	81	28
4.30 Support Services (including Admin/ Clerical)	9	23	11	20	32	28	4	1
4.31 Ancillary Staff	19	70	36	55	89	69	20	14
4.32 Total	623	820	498	1,121	1,443	1,120	322	97
4e. Residential Staff - Services for People with Physical Disabilities								
4.33 Head of Residential Home for Adults	1	1	1	2	2	1	1	0
4.34 Adult Residential Care Supervisor	7	9	3	10	16	16	0	0
4.35 Residential Resource Worker	0	1	1	1	1	1	0	0
4.36 Adult Residential Care Practitioner	9	7	4	13	16	13	3	0
4.37 Adult Residential Care Support Worker	0	16	10	10	16	15	1	0
4.38 Support Services (including Admin/ Clerical)	0	0	0	0	0	0	0	2
4.39 Ancillary Staff	1	1	1	2	2	2	0	0
4.40 Total	18	35	18	36	53	48	5	2
4f. Residential Staff - Services for Offenders								
4.41 Head of Residential Home for Adults	2	0	0	2	2	1	1	0
4.415 Adult Residential Care Supervisor	4	13	5	9	17	11	6	1
4.42 Adult Residential Care Practitioner	14	12	1	15	26	11	15	0
4.43 Adult Residential Care Support Worker	0	3	1	1	3	3	0	0
4.44 Support Services (including Admin/ Clerical)	0	1	1	1	1	1	0	0
4.45 Ancillary Staff	2	1	0	2	3	2	1	0
4.46 Total	22	30	9	31	52	29	23	2
SECTION C: RESIDENTIAL STAFF								
4.47 SECTION C TOTAL	4,792	5,625	3,636	8,428	10,417	8,625	1,791	815

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	15,159	4,430	2,346	17,505	19,589	15,124	4,462	1,699
5.02 SECTION B TOTAL	5,761	17,998	10,681	16,442	23,759	21,600	2,156	747
5.03 SECTION C TOTAL	4,792	5,625	3,636	8,428	10,417	8,625	1,791	815
5.04 GRAND TOTAL (Active Complement)	25,712	28,053	16,663	42,375	53,765	45,349	8,409	3,262
GRAND TOTAL (Inactive Complement)								
6.01 Full time secondments to Scottish Executive	7	0	0	7	7	6	1	N/A
6.02 Full time secondments to Health Boards	3	1	1	4	4	3	1	N/A
6.03 Full time secondments to Other Councils	1	2	1	2	3	3	0	N/A
6.04 Full time secondments to elsewhere in same Council	23	1	1	24	24	20	4	N/A
6.05 Full time secondments: Other (including training)	9	1	1	10	10	7	3	N/A
Unknown	94	101	79	173	195	135	60	16
6.06 GRAND TOTAL (Inactive Complement)	25,849	28,159	16,744	42,593	54,008	45,523	8,478	3,277

Note:

(1) Vacancies shown in 'Grand Total' include all vacancies i.e. home care staff vacancies.