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STAFF OF SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES, 2007



25 June 2008

Scotland's Chief Statistician today published the [Staff of Scottish Local Authority Social Work Services, 2007](#). This publication contains statistics obtained from the staffing census held across all local authorities on 01 October 2007. 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.

The main findings are:

- There were 44,243 whole time equivalent (WTE) staff employed by Scottish Local Authority Social Services in October 2007. However, this figure includes Glasgow's home care staff as this was supplied for the first time. Excluding these staff results in a figure of 41,850 WTE, which corresponds to a 1.2% increase compared with October 2006 (Table 1).
- The 44,243 WTE staff in October 2007 corresponded to 8.6 staff per 1,000 population. The number of staff per 1,000 population was highest in the island councils (25.0 in Shetland Islands, 21.2 in Orkney Islands and 17.1 in Eilean Siar), and lowest in Clackmannanshire (5.3) and Stirling (5.4). (Table 2)
- One per cent of all staff were reported as being from an ethnic minority group and 1.7% were declared as having a disability in 2007. However, 21.6% of all staff had a not known/disclosed ethnic group and similarly, 21.9% had a not known/disclosed disability. (Table 3).
- In October 2007, 72.1% of social work services staff (with a known age) were at least 40 years old. In addition, 3.5% were under 25 years of age. (Table 4).

- The majority (84.8%) of all staff in 2007 were female. This proportion was highest for staff providing services for adults (not separately identifiable), where 92.7% were female, and lowest for staff providing services for offenders (64.4%). (Table 5).
- Just over 30% of staff employed by Scottish Local Authority Social Work Services in October 2007 were domiciliary staff (mainly home carers) and 27.3% were fieldwork staff. A further 14.9% worked in residential establishments for adults and 9.3% were located in day care centres for adults. (Table 11).
- There were 3,037 WTE vacancies in Scottish Local Authority Social Work Services in October 2007. This represents 8.5% of posts as at October 2007. (Table 19).
- Of the 3,037 WTE vacancies, 399 WTE vacancies were for qualified social workers. This represents 7.4% of all social worker posts that were vacant as at October 2007. (Table 21).

ALL STAFF IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

1.1 There were 56,837 staff employed by Scottish Local Authority Social Work Services in October 2007. This comprised 26,230 full-time staff and a further 30,607 staff who were employed on a part-time basis. The whole time equivalent (WTE) number of staff was 44,243 (see Background Notes, paragraph 10.10). (Table 1).

1.2 The 44,243 WTE staff in October 2007 corresponded to 8.6 staff per 1,000 population. 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 local authorities and other organisations. The number of staff per 1,000 population was highest in the island councils (25.0 in Shetland Islands, 21.2 in Orkney Islands and 17.1 in Eilean Siar), and lowest in Clackmannanshire (5.3) and Stirling (5.4). (Table 2)

ETHNICITY AND DISABILITY

2.1 One per cent of all staff are reported as being from an ethnic minority group in 2007. However, 21.6% of all staff had a not known/disclosed ethnic group. (Table 3).

2.2 Just under 2% of all staff are declared as having a disability in October 2007. However, 21.9% of all staff had a not known/disclosed disability status. (Table 3.)

STAFF NUMBERS BY AGE GROUP

3.1 In October 2007, of those staff whose age was known, 72.1% of social work services staff were at least 40 years old. In addition, 3.5% were under 25 years of age. (Table 4).

3.2 Analysis of the different age groups (whose age was known) by client group shows that the highest percentage of staff aged under 25 worked in the 'management/admin' group (7.1%), whilst the lowest percentage worked with 'adults with physical disabilities' (1.9%). The highest percentage of staff aged 40 or over worked with 'Adults – Not Separately Identified' (77.5%), while the lowest percentage worked in 'Management/Administration' (63.2%). (Table 7).

3.3 A similar analysis by staff group revealed that the highest percentage of staff aged under 25 (whose age was known) were 'Support Staff' (7.9%), whilst 'Senior Managers, etc.' had the lowest percentage (0.3%). The highest percentage of staff aged 40 or over were 'Senior Managers, etc.' (86.5%) whilst 'Trainee Social Workers' had the lowest proportion (33.6%). (Table 10).

3.4 Looking at the percentage in the different age groups (whose age was known) by type of activity/location, it was found that 'Strategic/Central Staff' has the highest proportion of staff aged under 25 (7.1%) whilst 'Day Care Staff: Services for Adults' had the lowest percentage of under 25 year olds (2.4%). The highest percentage of staff aged 40 or over were 'domiciliary' (78.7%) whilst 'day care staff: services for children' had the lowest percentage of staff aged 40 or over (55.7%). (Table 13).

NUMBERS AND WTE BY CLIENT GROUP

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

4.2 In October 2007, 63.8% of staff provided services for adults, a further 16.5% provided services for children and 4.0% provided services for offenders. Seven per cent of staff were attributed to generic provision, providing services for more than one client group and 8.6% were in management/administration. (Table 5).

4.3 The majority (84.8%) of all staff in October 2007 were female. This proportion was highest for staff providing services for adults (not otherwise identifiable), where 92.7% were female, and lowest for staff providing services for offenders (64.4%) (Table 5).

4.4 The 28,249 staff (WTE) who provided services for adults corresponded to 6.9 per 1,000 population aged 18 and over. The 7,313 staff (WTE) who provided services for children corresponded to 7.0 staff per 1,000 population aged under 18 (Table 6).

NUMBERS AND WTE BY STAFF GROUP

5.1 This section provides information on the number of staff and WTE staff by staff group. See Background Notes, paragraph 10.13 for further details on the staff groups used.

5.2 In October 2007, 28.6% of staff (WTE) were home care staff and managers, and 19.7% were support staff. Just under 12% of all staff were residential managers & qualified care staff and social workers accounted for a further 11.3% of all staff (Table 8).

5.3 The highest proportion of female staff were found to be Home Care Staff and Managers (96.1%) and the lowest in Senior Managers, etc. (61.9%) (Table 8).

NUMBERS AND WTE BY TYPE OF ACTIVITY/LOCATION

6.1 This section provides information on the number (WTE) of staff by type of activity/location (see Background Notes, paragraph 10.12).

6.2 Just over 30% of staff employed by Scottish Local Authority Social Work Services in October 2007 were domiciliary staff (mainly home carers) and 27.3% were fieldwork staff. A further 14.9% worked in residential establishments for adults and 9.3% were located in day care centres for adults (Table 11).

6.3 The highest proportion of female staff were found to work in the 'Domiciliary' location (95.6%) and the lowest in the 'Criminal Justice' location (64.4%) (Table 11).

STAFF NUMBERS BY QUALIFICATIONS HELD AND IN PROGRESS

7.1 This section provides information on the qualifications held and being worked towards by staff group. See Background Notes, paragraph 10.14 for further details on the qualification codes used.

7.2 Information on qualifications held and in progress by staff was first introduced in the October 2005 Census, and was collected again in October 2006 and October 2007. However, completion of this information by a number of local authorities continues to cause them some difficulty. As a result, this year a qualification matrix of staff group by qualification held/in progress has been produced but no analysis has been done. Please note that all qualifications data given must be treated with extreme caution (Annex C – Table 1 and Annex C – Table 2).

VACANCIES IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

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

8.2 There were 3,037 WTE vacancies in Scottish Local Authority Social Work Services in October 2007. This represents 8.5% of all social work services posts (excluding home care) as at October 2007. (Table 19)

8.3 Vacancy rates were highest in North Lanarkshire who reported 15.0% of their posts being vacant and lowest in East Lothian where only 0.5% of posts were reported as being vacant. (Table 19)

8.4 In terms of client groups, vacancy rates were highest for staff providing services to people with mental health problems (16.0%) and lowest for those providing services for Children (7.4%). (Annex A – Table 6)

8.5 Of the 3,037 WTE vacancies, 399 WTE vacancies were for qualified social workers. The proportion of all social worker posts that were vacant was 7.4%. (Table 21)

8.6 Looking at type of activity/location, vacancy rates were highest amongst Strategic/Central services staff (11.1%) and lowest amongst Day Care Staff: Children's Services (2.8%). (Table 22)

STAFF FLOWS

9.1 Information on staff who join, staff who leave and staff who move post category within social work services between 3 October 2006 and 1 October 2007 was collected for the first time in October 2007. As this was the first year of collection several local authorities were unable to provide some or all of the data requested. In addition the ongoing process of "Single Status" within many local authorities is known to skew the in/out flows reported. As a result any analysis of the staff flow information should be treated with caution. A summary of data provision by local authority is given in the table below.

Local Authority	Starters Data	Leavers Data
Aberdeen City	√	√
Aberdeenshire	√	√
Angus	√	√
Argyll & Bute	√	√
City of Edinburgh	√	√
Clackmannanshire	√	√
Dumfries & Galloway	√	√
Dundee City	×	×
East Ayrshire	√	√
East Dunbartonshire	√	√
East Lothian	√	√
East Renfrewshire	√	√
Eilean Siar	√	√
Falkirk	√	√
Fife	√	√
Glasgow City	√	√
Highland	×	×
Inverclyde	√	√
Midlothian	√	√
Moray	√	√
North Ayrshire	√	×
North Lanarkshire	√	√
Orkney Islands	√	√
Perth & Kinross	√	√
Renfrewshire	√	×
Scottish Borders	√	×
Shetland Islands	√	√
South Ayrshire	√	√
South Lanarkshire	√	×
Stirling	√	√
West Dunbartonshire	√	×
West Lothian	√	×

√ = provided data

× = did not provide any data

9.2 Based on the data received, 42% of all people recorded as a starter (i.e. starting a new post) between 3 October 2006 and 1 October 2007 had an unknown entry source. Forty seven per cent were reported as coming from another social work services related job. A further 6% of starters were reported as coming into social work services from a non-social work services area, whilst the remaining 5% were reported as having an entry source of "Other". (Chart 1)

The category "Other" comprises the sub categories first job, from unemployment, family commitments, further/higher education, from abroad, self employment and other entry sources.

9.3 Based on the data received, 79% of all staff reported as a leaver (i.e. leaving a post) between 3 October 2006 and 1 October 2007 had an unknown leaving destination reported whilst 11% were reported as going to another social work services related job. A further 4% of leavers were reported as going to an unemployment situation (including family commitments), whilst a further 3% were reported as going to a non social work services job. The remaining 2% were reported as having a leaving destination of "Other". (Chart 2)

The category "Other" comprises the sub categories further/higher education, to abroad, self employment and other destinations.

9.4 Based on the data received, 60% of all staff reported as a leaver (i.e. leaving a post) between 3 October 2006 and 1 October 2007 were not reported with a reason for leaving. Seventeen per cent of all leavers were reported as leaving because they resigned, whilst 11% left to move to a new post. A further 6% of all leavers were recorded with a reason for leaving as "retired" and 6% had a reason of "Other". (Chart 3)

The category "Retirement" comprises the sub categories career completion, medically retired and early retirement. The category "Other" comprises the sub categories family commitments, to study, redundancy, dismissal, death and other reasons.

The following tables are available:

Table 1 Numbers and WTEs by Mode, 1998 to 2007

Table 2 Number of WTE Staff and Staff per 1,000 Population by Local Authority, 2002 to 2007

Table 3 Percentages of staff by Ethnic Group and Disability, 2007

Table 4 Numbers and Percent by Age Group, 2004 to 2007

Table 5 Numbers and WTEs by Client Group and Gender, 2007

Table 6 WTEs and WTEs per 1,000 Population by Client Group and Local Authority 2007

Table 7 Client Group by Age Group (Percent), 2007

Table 8 Numbers and WTEs by Staff Group and Gender, 2007

Table 9 Number and WTEs by Staff Group and Local Authority, 2007

Table 10 Staff Group by Age Group (Percent), 2007

Table 11 Numbers and WTEs by Location/Activity and Gender, 2007

Table 12 Numbers and WTEs by Location/Activity and Local Authority, 2007

Table 13 Location/Activity by Age Group (Percent), 2007

Table 14 SSSC Registration by Staff Group, 2007

Table 15 Staff Group by Contract Type, 2007

Table 16 Main Job Function by Client Group, Number and WTE, 2007

Table 17 Main Job Focus by Staff Group, Number and WTE, 2007

Table 18 Main Nature of Working Hours Pattern, Number and WTE, 2007

Table 19 Vacancy WTEs by Local Authority, 2002 to 2007

Table 20 Vacancy WTEs by Client Group and Local Authority, 2007

Table 21 Vacancy WTEs by Staff Group and Local Authority, 2007

Table 22 Vacancy WTEs by Location/Activity and Local Authority, 2007

Table 23 Vacancy WTEs by Contract Type and Local Authority, 2007

ANNEX A: Historical Time Series:

Annex A Table 1: Staff of Scottish Social Work Services: WTEs by Type of Activity/Location, 1996 to 2007

Annex A Table 2: Vacancies in Scottish Social Work Services: WTEs by Type of Activity/Location, 2002 to 2007

Annex A Table 3: Staff of Scottish Social Work Services: Numbers and WTEs by Staff Group, 2004 to 2007

Annex A Table 4: Vacancies in Scottish Social Work Services: WTEs by Staff Group, 2002 to 2007

Annex A Table 5: Staff of Scottish Social Work Services: Numbers and WTEs by Client Group and Gender, 2005 to 2007

Annex A Table 6: Vacancies in Scottish Social Work Services: WTEs by Client Group, 2002 to 2007

Annex A Table 7: Staff of Scottish Social Work Services: WTEs of Social Workers by Local Authority, 2000 to 2007

Annex A Table 8: Vacancies in Scottish Social Work Services: WTEs of Social Worker vacancies by Local Authority, 2000 to 2007

ANNEX B: Staff of Scottish Social Work Services, 2007

ANNEX C Table 1: Staff of Scottish Social Work Services: Qualifications Held, 2007

ANNEX C Table 2: Staff of Scottish Social Work Services: Qualifications In Progress, 2007

The following charts are available:

Chart 1 Starters – Entry Source, 2007

Chart 2 Leavers – Leaving Destination, 2007

Chart 3 Leavers – Leaving Reason, 2007

BACKGROUND NOTES – Staff of Scottish Social Work Services

10. Notes and Definitions

Method of Collection

10.1 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.

10.2 Details such as 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 2007.

Organisation of Social Work Services

10.3 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

10.4 October 2007 staffing data was not provided by Dundee City Council or for Eilean Siar. As data for Dundee City has not been provided for the past 2 years, the data supplied by Dundee City in 2005 has been used in this publication, whereas the 2006 data for Eilean Siar has been used.

10.5 Major changes to both staffing and vacancy figures in October 2006 included:

The introduction of an employee status variable which was introduced to highlight those staff actually working in posts on Monday 2nd October 2006 (including those covering an absentee) and those who were absent (e.g. on maternity leave). This was introduced to eliminate double-counting of staff which was brought to our attention during discussions with local authorities. As a result any changes in the numbers and WTE of staff between 2006 and previous years will then be affected as a result of eliminating this double counting.

10.6 Figures from a bi-annual survey on the number of filled and unfilled social worker posts for October 2007 have been previously published by the Scottish Government. Results from this survey showed a slightly higher overall number of filled social worker posts, and a slightly lower number of vacant social worker posts, than shown in this annual (October 2007) survey. However, these figures are deemed more reliable and supersede these previous published figures. The bi-annual survey of filled and unfilled social worker posts is no longer carried out.

10.7 Information on starters and leavers in local authority social work services was requested for the first time in October 2007. A number of local authorities were unable to provide information for 2007, and together with the fact that this was the first year this information was collected, any analysis of this information must be treated with caution.

Changes Over Time

10.8 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.

10.9 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)

10.10 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 local authorities. This can have the effect of WTE figures being slightly higher in local authorities who have reduced their standard full-time working week, but the number of part-time hours worked remains the same.

10.11 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

10.12 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 (in years prior to 2006), were on full time secondment for professional training or to the Scottish Executive, Health Boards or other organisations.

Staff Groups

10.13 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 (in years before 2006);
Trainee Social Workers	Including Fast Trackers and on the job trainees.

Qualification Type

10.14 The following qualification codes are used in the tables:

Code	Description
0000	None
AD01	Advanced Award in Social Work
AD02	Mental Health Social Work Award
AD03	Post-Qualifying Award in Social Work
AD04	Practice Teaching Award
AD05	Regulation of Care Award
AD06	Registered Manager's Award
AV01	Assessor award: Assess candidates using a range of methods
AV02	Assessor award: Assess candidates' performance through observation
AV03	Verifier award: Conduct internal quality assurance of the assessment process
AV04	Verifier award: Conduct external quality assurance of the assessment process
BA01	BA Childhood or Early Childhood Studies
BA02	BA Childhood & Youth Studies
BA03	BA (Hons) in Professional Studies (Playwork)
CR01	A Supervisory or Management Qualification with a minimum of 15 academic credits at SCQF level 7 or above (e.g. one module in supervision or management or more at HNC level or above)
CR02	An award in management that is certificated at or above SCQF Level 8 (minimum 60 credits) (e.g. four modules in management at HND level or above)
CR03	An assessed programme of study (either through a taught programme or by portfolio) where a minimum of 60 credit points covers management, at post-qualifying or advanced level awarded by the PQ Consortium for Social Work in Scotland (e.g. a certificate in Social Work Management recognized by PQ Consortium)
CR04	Any qualification at or above SCQF level 7 (HNC level or above), giving minimum of 96 academic credits (96 credits would be enough for a whole HNC). This includes: <ul style="list-style-type: none"> • HNC/Certificate in Higher Education (not otherwise specified) • HND/Diploma in Higher Education (not otherwise specified) • Ordinary/Honours degree (not otherwise specified) • Master's degree (not otherwise specified) • PhD/Doctorate (not otherwise specified)
CR05	Group of 21 credits from the range of SCOTVEC/ SQA national certificate, childcare units listed in 'List A' (currently recognised for the purposes of pre-registration with the Scottish Child Care Education Board)
CR06	Group of 21 credits from the SCOTVEC modules in childcare listed in 'List B' (currently recognised for the purposes of registration with the Scottish Child Care Education Board)
CT01	Advanced Certificate in Supervising and Managing Personal and Social Services
CT02	Certificate in Child Protection

CT03	Certificate of HE in Curative Education
CT04	Certificate in Hospital Play Specialism (HPSET)
CT05	Certificate in the Residential Care of Children & Young People
CT06	The National Nursery Nurse Examination Board Certificate (NNEB)
CT07	Post Graduate Certificate or Post Graduate Diploma in Early Education
CT08	The Scottish Nursery Nurse Examination Board Certificate
CT09	Senior Certificate in the Residential Care of Children & Young People
CT10	(National) Certificate in Social Care
DG01	Degree/Diploma in Community Education or equivalent.
DG02	Degree in Curative Education
DG03	Open University Foundation Degree in Early Years
DP01	Diploma in Social Work or equivalent
DP02	Diploma in Teaching Mentally Handicapped Adults
DP03	Diploma in Curative Education
HC01	HNC Childcare & Education
HC02	HNC/D Support for Learning
HC03	HNC Health Care
HC04	HNC in Social Care
HC05	HNC Social Care with either SVQ 3 Playwork or SVQ 3 Early Years Care & Education
HC06	HNC Supporting Learning Needs
HC07	HNC Working with Children
HD01	HND Supporting Learning Needs
NQ01	NVQ 3 in Community Justice (Work with Offending Behaviour) to include or with the addition of a value base unit ("O" or Principles of Care)
NQ02	NVQ 3 Community Justice (Work with Victims, Survivors & Witnesses) to include or with the addition of a value base unit ("O" or Principles of Care)
NQ03	NVQ 4 Community Justice (Work With Offending Behaviour) to include or with the addition of a value base unit ("O" or Principles of Care)
NQ04	NVQ 4 Community Justice (Work with Victims, Survivors & Witnesses) to include or with the addition of a value base unit ("O" or Principles of Care)
PD01	Professional Development Award - Childcare and Education
PD02	Professional Development Award - Classroom Assistant
PD03	Professional Development Award - Support for Learning
QU01	A qualification other than an SVQ recognised by Scottish Child Care & Education Board (Appendix 1)
RG01	Qualification meeting requirements of Arts, Music and Drama Therapists HP Council
RG02	Qualification meeting requirements for Chartered Registration with the British Psychological Society
RG03	Qualification meeting requirements of General Medical Council
RG04	Qualification meeting registration requirements of General Teaching Council
RG05	Qualification meeting registration requirements of Nursing and Midwifery Council
RG06	Qualification meeting requirements of Occupational Therapists HP Council
RG07	Qualification meeting requirements of Physiotherapists HP Council
RG08	Qualification meeting registration requirements of Speech & Language therapists HP Council

RG09	Qualification meeting accreditation requirements of the British Association of Counselling and Psychotherapy.
SP01	Scottish Progression Award; Children's Care and Play
SP02	SPA Drivers and Escorts
SP03	SPA Enhanced Home Care Practice
SP04	SPA Home Care Practice
SP05	Scottish Progression Award; in Playwork with the course Introducing Playwork (Skills Active)
SQ01	SVQ 2 Child Care & Education
SQ02	SVQ 2 Early Years Care & Education
SQ03	SVQ 2 Playwork
SQ04	SVQ 3 Childcare & Education
SQ05	SVQ 3 Early Years Care & Education
SQ06	SVQ 3 in Care with HNC Social Care (Combined Award)
SQ07	SVQ 3 in Community Justice (Work with Offending Behaviour)
SQ08	SVQ 3 in Community Justice (Work with Victims, Survivors & Witnesses)
SQ09	SVQ 3 Playwork
SQ10	SVQ 4 Early Years Care & Education (including Playwork) with management strand
SQ11	SVQ 4 Community Justice (Work With Offending Behaviour)
SQ12	SVQ 4 Community Justice (Work With Victims, Survivors & Witnesses)
SQ13	SVQ 4 Manager's Award (other than Registered Manager)
VQ01	S/NVQ 2 in Care or Direct Care
VQ02	Any other SVQ or NVQ 2 (not otherwise specified)
VQ03	S/NVQ 3 in Care
VQ04	S/NVQ 3 in Caring for Children & Young People
VQ05	S/NVQ 3 in Promoting Independence
VQ06	Any other SVQ or NVQ 3 (not otherwise specified)
VQ07	S/NVQ 4 in Care
VQ08	Any other SVQ or NVQ 4 (not otherwise specified)
OT01	Other UK Social Services qualification
OT02	Non-UK Social Services qualification
9999	Not known/not provided

Differences between Staff of Scottish Local Authority Social Work Services Census and Joint Staffing Watch survey.

10.15 Statistics on the number of social work posts are also collected in the Joint Staffing Watch. At the start of 2008, work was carried out exploring the differences in figures published in the two sources. This identified reporting issues for some local authorities which have now been rectified and should help improve the accuracy and comparability between this Annual Local Authority Social Work Services Staffing Census and the Joint Staffing Watch.

Additional Analyses

10.16 Additional analyses are available on request.

11. Resources

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

Staff of Scottish Local Authority Social Work Services 2001

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

Staff of Scottish Local Authority Social Work Services 2002

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

Staff of Scottish Local Authority Social Work Services 2003

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

Staff of Scottish Local Authority Social Work Services 2004

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

Staff of Scottish Local Authority Social Work Services 2005

<http://www.scotland.gov.uk/stats/bulletins/00511>

Staff of Scottish Local Authority Social Work Services 2006

<http://www.scotland.gov.uk/stats/bulletins/00595>

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

Requested data:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Children/AnnualSW2007Form>

Guidance notes:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Children/AnnualSW2007Notes>

12. General

12.1 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.

12.2 Public enquiries (**non-media**) about the information contained in this News Release should be addressed to Gillian Miller, Children, Young People and Social Care Statistics, Scottish Government Education Directorate, Area 1-B(S), Victoria Quay, Edinburgh, EH6 6QQ (telephone 0131 244 0311 or e-mail gillian.miller2@scotland.gsi.gov.uk).

12.3 **Media** enquiries about the information in this Statistics Publication Notice should be addressed to Brendan Rooney on 0131 244 2960.

Table 1	Numbers and WTEs by Mode, 1998 to 2007
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**Staff of Scottish Social Work Services, 1998 to 2007
Numbers and WTEs by Mode⁽¹⁾**

Table 1

	1998	1999	2000	2001	2002	2003	2004 ⁽²⁾	2005 ¹	2006 ^{(3,4,5)1}	2007 ^(3,6,7)
Full-time staff	20,038	20,077	20,423	21,084	21,848	23,462	24,697	25,849 ¹	25,433 ¹	26,230
Part-time staff										
Number	27,691	25,027	24,386	24,637	25,598	26,657	27,679	28,159 ¹	28,343 ¹	30,607
WTE	15,159	13,751	13,649	13,604	14,567	15,967	16,259	16,744 ¹	15,910 ¹	18,013
Total staff										
Number	47,729	45,104	44,809	45,721	47,446	50,119	52,376	54,008¹	53,776¹	56,837
WTE	35,197	33,828	34,072	34,688	36,415	39,429	40,956	42,593¹	41,343¹	44,243

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. WTE information has been estimated for 779 part-time posts in 2004.
- (3) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (5) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (6) Data for Eilean Siar was not available for 2007. The data supplied for 2006 has been used.
- (7) In October 2007, Glasgow provided figures for homecare staff for the first time. Therefore, totals for 2007 are not comparable with previous years. The WTE for 2007 excluding Glasgow's home care is 41,850.

Staff of Scottish Social Work Services, 2002 to 2007

Table 2

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

Local Authority	Number of WTE Staff						Staff per 1,000 Population					
	2002	2003	2004 ⁽⁷⁾	2005	2006 ⁽¹¹⁾	2007	2002	2003	2004	2005	2006	2007
Aberdeen City	1,369	1,501	1,524	1,618	1,346	1,297	6.5	7.2	7.4	8.0	6.7	6.3
Aberdeenshire	1,361	1,402	1,431	1,404	1,487	1,433	6.0	6.2	6.2	6.0	6.2	6.1
Angus	871	934	989	1,061	1,070	1,131	8.1	8.7	9.2	9.8	9.7	10.3
Argyll & Bute	744	954	891	1,033	895	976	8.2	10.5	9.8	11.3	9.8	10.7
Clackmannanshire	273	279	296	287	258	261	5.7	5.8	6.2	5.9	5.3	5.3
Dumfries & Galloway ⁽⁸⁾	576	516	535	915	893	901	3.9	3.5	3.6	6.2	6.0	6.1
Dundee City ⁽⁹⁾	1,227	1,245	1,216	1,319	1,319	1,319	8.5	8.7	8.5	9.3	9.3	9.3
East Ayrshire	750	843	962	980	999	1,056	6.3	7.1	8.0	8.2	8.4	8.9
East Dunbartonshire	549	540	578	573	583	610	5.1	5.1	5.4	5.4	5.5	5.8
East Lothian	532	531	513	647	585	539	5.9	5.8	5.6	7.1	6.3	5.8
East Renfrewshire	491	516	569	658	610	605	5.5	5.7	6.3	7.3	6.8	6.8
Edinburgh, City of ⁽¹⁰⁾	3,790	4,041	4,291	4,365	4,120	4,119	8.5	9.0	9.6	9.6	8.9	8.9
Eilean Siar ⁽¹³⁾	397	404	426	436	452	452	15.2	15.6	16.3	16.6	17.1	17.1
Falkirk ⁽⁶⁾	983	973	973	1,068	777	1,099	6.8	6.7	6.7	7.2	5.2	7.3
Fife	3,014	3,253	3,256	3,230	3,347	3,356	8.6	9.3	9.2	9.1	9.3	9.4
Glasgow City ^(4,12)	4,093	4,809	5,004	4,973	4,852	7,064	7.1	8.4	8.7	8.6	8.4	12.2
Highland	1,548	1,606	1,606	1,659	1,647	1,613	7.4	7.7	7.7	7.9	7.7	7.5
Inverclyde	733	758	748	838	864	917	8.8	9.1	9.0	10.2	10.6	11.2
Midlothian	482	467	528	560	572	535	6.0	5.8	6.6	7.0	7.2	6.7
Moray	458	446	541	516	465	665	5.3	5.2	6.2	5.9	5.2	7.7
North Ayrshire	1,049	1,114	1,231	1,257	1,204	1,224	7.7	8.2	9.0	9.2	8.9	9.0
North Lanarkshire	2,756	3,017	2,963	3,002	2,786	2,703	8.6	9.4	9.2	9.3	8.6	8.3
Orkney Islands	318	334	327	370	352	419	16.6	17.5	16.9	19.0	17.8	21.2
Perth & Kinross ⁽⁵⁾	597	759	818	942	957	938	4.4	5.6	6.0	6.9	6.9	6.7
Renfrewshire	1,383	1,452	1,504	1,423	1,475	1,503	8.0	8.5	8.8	8.3	8.7	8.9
Scottish Borders	779	873	922	903	939	942	7.3	8.1	8.8	8.3	8.5	8.5
Shetland Islands	287	309	331	494	507	547	13.1	14.2	15.1	22.5	23.2	25.0
South Ayrshire	762	713	875	808	782	789	6.8	6.4	7.8	7.2	7.0	7.1
South Lanarkshire	1,830	2,238	2,287	2,398	2,386	2,366	6.1	7.4	7.5	7.9	7.8	7.7
Stirling	583	497	563	559	541	473	6.8	5.7	6.5	6.5	6.2	5.4
West Dunbartonshire	986	1,183	1,188	1,218	1,170	1,218	10.6	12.8	12.9	13.2	12.8	13.4
West Lothian	844	925	1,072	1,079	1,103	1,174	5.3	5.7	6.7	6.6	6.7	7.1
Total	36,415	39,429	40,956	42,593	41,343	44,243	7.2	7.8	8.1	8.4	8.1	8.6

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) Perth & Kinross returns did not include children & families or criminal justice staff in 2002.
- (6) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (7) WTE information has been estimated for 779 part-time posts in 2004.
- (8) From 2005 Dumfries & Galloway have included information on home care staff.
- (9) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (10) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (11) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (12) From 2007 home care staff have been included in Glasgow City. As a result, totals for 2007 are not comparable with previous years. The WTE for 2007 excluding Glasgow's home care is 41,850 and the number of staff per 1,000 population in Scotland is 8.2
- (13) Data for Eilean Siar was not available for 2007. The data supplied for 2006 has been used.

Table 3

Staff of Scottish Social Work Services, 2007
Percentages of staff by Ethnic Group and Disability^(1,2)

Staff Group	Percentage of staff							
	by Ethnic Group			by Declaration of having a disability				
	White	Minority	Not known/ Not disclosed	Total	Yes	No	Not known/ Not disclosed	Total
Senior Managers, etc	81.1	0.9	18.1	1,992	1.6	75.1	23.4	1,992
Social Workers	76.1	1.5	22.4	5,504	2.5	74.6	22.9	5,504
Other Qualified Fieldwork Staff	76.2	1.3	22.6	2,643	2.5	74.3	23.2	2,643
Social Work/OT Assistants	80.9	1.4	17.6	2,423	3.0	80.6	16.3	2,423
Home Care Staff & Managers	77.3	0.5	22.2	18,911	0.5	80.9	18.6	18,911
Other Domiciliary Staff	59.9	0.2	39.9	571	0.4	71.1	28.5	571
Day Care - Managers & Qualified Care Staff	85.8	1.5	12.7	1,637	1.5	79.9	18.6	1,637
Day Care - Care Staff	74.4	1.0	24.6	3,019	1.8	65.4	32.8	3,019
Residential - Managers & Qualified Care Staff	80.3	1.4	18.2	6,494	1.2	79.2	19.6	6,494
Residential - Care Staff	65.8	0.6	33.6	2,764	0.6	63.5	35.9	2,764
Support Staff	79.0	1.1	20.0	10,739	3.5	74.0	22.5	10,739
Trainee Social Workers	71.4	2.9	25.7	140	0.7	74.3	25.0	140
Total	77.4	1.0	21.6	56,837	1.7	76.4	21.9	56,837

Note:

(1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(2) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used instead.

**Staff of Scottish Social Work Services, 2004 to 2007
Numbers and Percent by Age Group**

Table 4

Age group	2004		2005		2006 ^(1,2,3)		2007 ^(1,4,5)	
	Numbers	Percent	Numbers	Percent	Numbers	Percent	Numbers	Percent
<20	330	0.6	261	0.5	233	0.4	291	0.5
20-24	1,728	3.3	1,640	3.0	1,648	3.1	1,683	3.0
25-29	2,797	5.3	2,892	5.4	3,095	5.8	3,248	5.7
30-34	4,413	8.4	4,269	7.9	4,000	7.4	4,073	7.2
35-39	6,632	12.7	6,368	11.8	6,410	11.9	6,555	11.5
40-44	8,250	15.8	8,470	15.7	8,634	16.1	9,121	16.1
45-49	8,476	16.2	8,972	16.6	9,175	17.1	9,927	17.5
50-54	8,025	15.3	8,586	15.9	8,717	16.2	9,481	16.7
55-59	6,880	13.1	7,785	14.4	7,859	14.6	8,310	14.6
60-64	2,487	4.8	3,090	5.7	3,219	6.0	3,705	6.5
65+	78	0.2	389	0.7	255	0.5	338	0.6
Unknown	2,280	4.4	1,286	2.4	531	1.0	105	0.2
Total	52,376	100.0	54,008	100.0	53,776	100.0	56,837	100.0

Note:

- (1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (2) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (3) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (4) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used.
- (5) In 2007, Glasgow included home care staff for the first time. As a result totals are not comparable with previous years.

**Staff of Scottish Social Work Services, 2007
Numbers and WTEs by Client Group and Gender**

Table 5

Client Group	Number of staff ^(3,4) Unknown/ Not disclosed				% of staff		% by client group
	Males	Females	Total	WTE	Males	Females	
Children	1,830	6,676	8,508	7,313	21.5%	78.5%	16.5%
Adults (Community Care)	4,332	34,194	38,537	28,249	11.2%	88.7%	63.8%
Older People ⁽¹⁾	1,082	7,393	8,475	6,327	12.8%	87.2%	14.3%
People with Physical Disabilities ⁽¹⁾	143	338	481	361	29.7%	70.3%	0.8%
People with Mental Health Problems ⁽¹⁾	45	269	314	232	14.3%	85.7%	0.5%
People with Learning Disabilities ⁽¹⁾	1,291	3,501	4,793	3,827	26.9%	73.0%	8.6%
Adults (not separately identified) ⁽²⁾	1,771	22,693	24,474	17,502	7.2%	92.7%	39.6%
Offenders	685	1,238	1,923	1,766	35.6%	64.4%	4.0%
Generic provision	768	2,853	3,621	3,093	21.2%	78.8%	7.0%
Management/ Administration	1,036	3,212	4,248	3,822	24.4%	75.6%	8.6%
Total	8,651	48,173	56,837	44,243	15.2%	84.8%	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 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
WTEs and WTEs per 1,000 Population⁽¹⁾ by Client Group and Local Authority⁽²⁾

Table 6

Local Authority	Services for Children			Services for Adults (Community Care)			Services for Offenders			Generic Provision			Management/ Administration			Total		
	Total	WTE	WTE per 1,000	Total	WTE	WTE per 1,000	Total	WTE	WTE per 1,000	Total	WTE	WTE per 1,000	Total	WTE	WTE per 1,000	Total	WTE	WTE per 1,000
Aberdeen City	368	268	7.2	1449	773	4.6	110	102	0.6	136	76	0.4	99	77	0.5	2,162	1,297	6.3
Aberdeenshire	294	249	4.7	1,495	1,027	5.6	51	44	0.2	13	7	0.0	121	106	0.6	1,974	1,433	6.1
Angus	205	169	7.4	1,097	790	9.1	35	33	0.4	49	43	0.5	107	96	1.1	1,493	1,131	10.3
Argyll & Bute	247	169	9.4	828	528	7.2	22	16	0.2	148	126	1.7	139	136	1.9	1,384	976	10.7
Clackmannanshire	55	51	4.8	245	165	4.3	30	24	0.6	6	5	0.1	22	16	0.4	358	261	5.3
Dumfries & Galloway	247	223	7.6	741	480	4.0	61	56	0.5	36	32	0.3	118	111	0.9	1,203	901	6.1
Dundee City ⁽³⁾	297	270	9.9	1,079	872	7.6	86	82	0.7	38	36	0.3	64	59	0.5	1,564	1,319	9.3
East Ayrshire	178	164	6.5	907	700	7.4	40	38	0.4	97	84	0.9	74	70	0.7	1,296	1,056	8.9
East Dunbartonshire	98	88	3.9	524	415	5.0	29	28	0.3	35	33	0.4	50	46	0.6	736	610	5.8
East Lothian	136	107	5.1	583	356	4.9	17	14	0.2	25	21	0.3	45	40	0.6	806	539	5.8
East Renfrewshire	71	67	3.2	532	438	6.4	32	30	0.4	23	21	0.3	52	49	0.7	710	605	6.8
Edinburgh, City of	1296	1,007	12.6	3,010	2,301	6.0	175	155	0.4	387	314	0.8	366	343	0.9	5,234	4,119	8.9
Eilean Siar ⁽⁴⁾	14	14	2.6	700	408	19.4	5	4	0.2	9	8	0.4	18	17	0.8	746	452	17.1
Falkirk	179	162	5.1	1,053	782	6.6	55	53	0.4	77	65	0.6	38	37	0.3	1,402	1,099	7.3
Fife	343	310	4.1	3,481	2,630	9.3	136	132	0.5	187	157	0.6	140	127	0.4	4,287	3,356	9.4
Glasgow City	1245	1,126	10.1	5,041	4,004	8.5	270	258	0.5	863	795	1.7	976	881	1.9	8,395	7,064	12.2
Highland	337	296	6.6	1,555	1,120	6.6	46	39	0.2	76	67	0.4	98	91	0.5	2,112	1,613	7.5
Inverclyde	185	162	9.6	739	534	8.3	51	44	0.7	124	106	1.6	80	71	1.1	1,179	917	11.2
Midlothian	172	152	8.6	448	310	5.0	16	15	0.2	15	14	0.2	48	43	0.7	699	535	6.7
Moray	114	93	5.1	613	485	7.1	16	12	0.2	37	30	0.4	58	46	0.7	838	665	7.7
North Ayrshire	250	233	8.1	802	654	6.1	62	59	0.5	134	124	1.2	171	154	1.4	1,419	1,224	9.0
North Lanarkshire	353	328	4.6	2,259	1,775	7.0	138	130	0.5	281	260	1.0	228	211	0.8	3,259	2,703	8.3
Orkney Islands	55	44	10.6	494	335	21.4	7	7	0.4	9	7	0.4	32	26	1.7	597	419	21.2
Perth & Kinross	161	143	5.0	808	610	5.5	54	51	0.5	28	23	0.2	122	110	1.0	1,173	938	6.7
Renfrewshire	281	240	6.8	1,206	884	6.6	57	52	0.4	285	203	1.5	138	125	0.9	1,967	1,503	8.9
Scottish Borders	134	116	5.1	1,024	622	7.1	35	31	0.4	102	80	0.9	107	92	1.1	1,402	942	8.5
Shetland Islands	95	73	14.5	742	434	25.8	7	6	0.4	16	15	0.9	21	19	1.1	881	547	25.0
South Ayrshire	150	131	6.0	695	433	4.8	41	32	0.4	99	88	1.0	137	105	1.2	1,122	789	7.1
South Lanarkshire	342	313	4.8	2,024	1,649	6.8	114	102	0.4	63	57	0.2	280	245	1.0	2,823	2,366	7.7
Stirling	116	103	5.4	449	267	3.9	42	39	0.6	23	22	0.3	56	42	0.6	686	473	5.4
West Dunbartonshire	215	194	10.2	1,080	807	11.2	40	39	0.5	109	96	1.3	87	82	1.1	1,531	1,218	13.4
West Lothian	275	248	6.4	834	662	5.2	43	40	0.3	91	78	0.6	156	146	1.2	1,399	1,174	7.1
Scotland	8,508	7,313	7.0	38,537	28,249	6.9	1,923	1,766	0.4	3,621	3,093	0.8	4,248	3,822	0.9	56,837	44,243	8.6

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 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2006, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Client Group by Age Group (Percent)

Table 7

Client Group ^(3,4)	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown
Children	0.2	3.3	9.3	10.4	13.5	16.7	17.0	14.9	10.1	4.1	0.2	0.1
Adults (Community Care)	0.4	2.4	4.3	6.1	10.9	15.9	17.8	17.2	16.4	7.6	0.8	0.2
Older People ⁽¹⁾	0.9	2.6	4.5	6.0	10.6	15.0	17.3	17.4	16.8	7.9	0.6	0.3
People with Physical Disabilities ⁽¹⁾	0.2	1.7	5.6	10.8	11.9	16.0	19.3	16.6	10.8	6.4	0.6	0.0
People with Mental Health Problems ⁽¹⁾	1.0	1.9	4.5	4.8	14.0	18.8	16.9	16.2	13.7	7.3	1.0	0.0
People with Learning Disabilities ⁽¹⁾	0.3	3.1	6.4	8.1	12.6	16.8	17.5	15.3	13.1	6.4	0.6	0.0
Adults (not separately identified) ⁽²⁾	0.3	2.2	3.8	5.6	10.5	15.9	18.1	17.6	17.1	7.8	0.9	0.3
Offenders	0.4	3.8	7.2	8.7	12.4	16.0	16.0	17.2	12.2	5.8	0.3	0.1
Generic provision	1.0	4.9	7.9	8.4	13.3	17.8	16.8	14.6	11.0	4.1	0.3	0.0
Management/ Admin	1.5	5.6	8.8	9.0	11.9	15.0	16.3	16.6	11.4	3.6	0.1	0.1
Total	0.5	3.0	5.7	7.2	11.5	16.0	17.5	16.7	14.6	6.5	0.6	0.2

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.
- (3) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Numbers and WTEs by Staff Group and Gender

Table 8

Staff Group	Number of staff ^(1,2)			% of staff			% by staff group	
	Males	Females	Not known/ Not disclosed	Total	WTE	Males		Females
Senior Managers, etc	758	1,234	0	1,992	1,897	38.1	61.9	4.3
Social Workers	1,328	4,175	1	5,504	4,986	24.1	75.9	11.3
Other Qualified Fieldwork Staff	714	1,929	0	2,643	2,320	27.0	73.0	5.2
Social Work/OT Assistants	396	2,027	0	2,423	2,156	16.3	83.7	4.9
Home Care Staff & Managers	735	18,169	7	18,911	12,661	3.9	96.1	28.6
Other Domiciliary Staff	78	493	0	571	444	13.7	86.3	1.0
Day Care - Managers & Qualified Care Staff	416	1,221	0	1,637	1,402	25.4	74.6	3.2
Day Care - Care Staff	535	2,483	1	3,019	2,265	17.7	82.2	5.1
Residential - Managers & Qualified Care Staff	1,387	5,106	1	6,494	5,237	21.4	78.6	11.8
Residential - Care Staff	247	2,517	0	2,764	2,019	8.9	91.1	4.6
Support Staff	2,031	8,705	3	10,739	8,722	18.9	81.1	19.7
Trainee Social Workers	26	114	0	140	134	18.6	81.4	0.3
Total	8,651	48,173	13	56,837	44,243	15.2	84.8	100.0

(1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(2) In 2006, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Number and WTEs by Staff Group and Local Authority⁽¹⁾

Table 9

Local Authority	Senior Managers, etc		Social Workers		Other Qualified Fieldwork Staff		Social Work/OJ Assistants		Home Care Staff & Managers		Other Domiciliary Staff		Day Care - Managers & Staff		Day Care - Care Staff		Residential - Managers & Staff		Residential - Care Staff		Support Staff		Trainee Social Workers		Total	
	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE
Aberdeen City	48	46	287	222	138	120	56	48	392	151	103	83	111	61	194	100	406	169	129	94	296	202	2	2	2,162	1,297
Aberdeenshire	62	56	232	206	87	65	101	75	626	389	0	0	29	22	194	137	219	174	40	23	381	280	3	3	1,974	1,433
Angus	60	59	71	68	107	94	54	46	464	290	52	40	23	26	79	63	68	54	200	147	313	246	2	2	1,493	1,131
Argyll & Bute	62	61	75	69	40	34	13	11	303	178	13	5	26	25	174	99	124	102	138	75	413	315	3	3	1,384	976
Clackmannanshire	25	22	38	32	27	22	15	15	17	1	10	8	27	23	43	34	36	29	3	3	117	72	0	0	358	261
Dumfries & Galloway	78	76	154	147	76	70	68	60	411	216	0	0	41	37	49	34	48	45	14	9	263	208	1	1	1,203	901
Dumfries City ⁽²⁾	52	50	133	127	135	126	41	38	510	384	25	24	35	32	41	35	122	117	205	171	265	215	0	0	1,564	1,319
East Ayrshire	40	38	132	124	39	35	104	98	588	415	30	24	43	42	51	39	99	89	2	2	168	150	0	0	1,296	1,056
East Dunbartonshire	38	36	61	56	49	46	40	36	305	228	34	27	11	9	62	49	63	26	11	9	99	87	0	0	736	610
East Lothian	34	31	80	71	23	19	32	19	306	151	0	0	12	12	43	37	63	43	99	56	112	86	2	2	806	539
East Renfrewshire	55	51	76	72	35	32	20	20	254	197	11	9	14	13	30	27	49	40	36	29	130	115	0	0	710	605
Edinburgh, City of	152	145	605	517	257	224	97	75	1,416	1,023	5	1	496	401	4	3	1,268	947	0	0	911	762	23	23	5,234	4,119
Eilean Siar ⁽³⁾	11	11	19	18	7	6	1	1	366	167	18	12	10	5	30	18	95	76	76	55	111	80	2	2	746	452
Falkirk	52	52	153	136	69	62	43	40	530	328	30	25	74	66	33	22	62	61	109	98	247	209	0	0	1,402	1,099
Fife	122	119	332	311	95	81	140	120	1,692	1,125	25	19	172	156	117	93	860	722	34	29	676	559	22	22	4,287	3,356
Glasgow City	227	220	837	777	386	363	684	644	3,238	2,393	2	1	57	55	344	318	834	738	0	0	1,786	1,552	0	0	8,395	7,064
Highland	79	78	210	191	104	90	96	64	636	380	0	0	23	23	95	79	147	137	224	176	486	383	12	12	2,112	1,613
Inverclyde	54	46	114	102	75	63	74	65	426	279	32	20	24	21	72	59	38	32	0	0	270	230	0	0	1,179	917
Midlothian	29	27	78	72	21	19	29	28	243	150	4	2	24	22	4	2	77	69	61	45	127	97	2	2	699	535
Moray	40	36	130	111	43	26	5	4	307	306	14	10	8	8	174	82	0	0	0	0	115	81	2	1	838	665
North Ayrshire	65	61	122	116	59	57	47	44	441	338	43	35	24	24	72	68	197	176	4	3	345	301	0	0	1,419	1,224
North Lanarkshire	89	88	286	271	119	112	137	130	1,485	1,095	15	14	64	57	99	87	283	241	0	0	647	574	35	35	3,259	2,703
Orkney Islands	21	20	23	22	7	6	12	10	143	68	4	3	9	9	64	39	107	90	89	70	117	82	1	1	597	419
Perth & Kinross	43	42	113	105	80	61	52	46	313	227	13	12	17	16	100	75	60	56	133	97	248	201	1	1	1,173	938
Renfrewshire	71	66	186	160	136	116	65	47	696	498	0	0	23	22	123	108	201	170	101	60	356	252	9	4	1,967	1,503
Scottish Borders	67	58	143	121	50	42	50	42	461	206	13	10	53	46	129	88	108	82	103	72	222	172	3	3	1,402	942
Shetland Islands	10	10	24	22	18	16	21	16	260	86	0	0	2	2	21	18	69	58	319	223	136	97	1	1	881	547
South Ayrshire	30	30	129	120	52	42	44	38	396	229	14	11	10	10	56	43	43	37	107	50	239	178	2	2	1,122	789
South Lanarkshire	94	92	284	267	78	65	188	180	964	731	0	0	17	17	181	156	270	234	355	298	386	320	6	6	2,823	2,366
Stirling	52	46	85	77	45	40	27	24	157	46	2	2	23	18	29	19	120	84	7	5	137	111	2	2	686	473
West Dunbartonshire	43	41	125	117	64	58	20	19	548	372	59	46	6	6	56	46	208	187	71	53	327	269	4	4	1,531	1,218
West Lothian	87	84	167	160	122	108	47	42	17	16	0	0	129	117	256	186	187	157	94	67	293	237	0	0	1,399	1,174
Scotland	1,992	1,897	5,504	4,986	2,643	2,320	2,423	2,156	18,911	12,661	571	444	1,637	1,402	3,019	2,265	6,494	5,237	2,764	2,019	10,739	8,722	140	134	56,837	44,243

Note:

- (1) 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.
- (2) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (3) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Staff Group by Age Group (Percent)^(1,2)

Table 10

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	3.1	8.6	16.9	22.2	26.0	16.9	4.3	0.1	0.2
Social Workers	0.1	1.1	7.6	9.2	13.0	16.2	17.8	18.0	12.7	3.9	0.3	0.1
Other Qualified Fieldwork Staff	0.2	1.7	7.6	9.5	13.5	18.9	18.0	14.7	10.7	4.6	0.3	0.1
Social Work/OT Assistants	0.0	1.8	6.9	9.1	14.0	18.7	18.8	14.6	11.2	4.7	0.2	0.0
Home Care Staff & Managers	0.2	2.1	3.3	5.1	10.2	15.8	18.1	17.4	17.8	8.7	1.0	0.3
Other Domiciliary Staff	0.0	2.3	1.8	4.0	8.4	13.5	13.7	21.7	22.8	10.7	1.1	0.2
Day Care - Managers & Qualified Care Staff	0.1	2.1	6.2	8.9	12.8	18.0	18.6	17.0	11.6	4.6	0.2	0.0
Day Care - Care Staff	0.3	2.8	5.7	6.7	13.5	16.7	16.5	17.2	13.5	6.4	0.4	0.3
Residential - Managers & Qualified Care Staff	0.2	2.8	6.5	8.3	12.2	16.7	18.8	16.1	12.6	5.5	0.3	0.1
Residential - Care Staff	1.6	4.8	7.0	7.8	12.1	15.0	16.4	14.8	14.5	5.3	0.4	0.3
Support Staff	1.6	6.3	8.1	8.6	11.4	14.5	14.8	14.5	13.1	6.4	0.6	0.1
Trainee Social Workers	0.0	5.0	31.4	14.3	15.7	15.0	10.7	7.9	0.0	0.0	0.0	0.0
Total	0.5	3.0	5.7	7.2	11.5	16.0	17.5	16.7	14.6	6.5	0.6	0.2

Note:

(1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Numbers and WTEs by Location/Activity and Gender

Table 11

Type of Location/Activity	Number of staff ^(1,2)			% of staff		% by staff group		
	Males	Females	Not known/ Not disclosed	Total	WTE		Males	Females
Strategic/ Central Staff	1,036	3,212	0	4,248	3,822	24.4	75.6	8.6
Criminal Justice Staff	685	1,238	0	1,923	1,766	35.6	64.4	4.0
Fieldwork Staff	2,748	10,935	2	13,685	12,074	20.1	79.9	27.3
Residential Staff: Services for Children	718	1,637	1	2,356	1,932	30.5	69.5	4.4
Residential Staff: Services for Adults	1,201	7,477	0	8,678	6,613	13.8	86.2	14.9
Day Care Staff: Services for Children	49	704	0	753	528	6.5	93.5	1.2
Day Care Staff: Services for Adults	1,360	4,024	1	5,385	4,133	25.3	74.7	9.3
Domiciliary	854	18,946	9	19,809	13,374	4.3	95.6	30.2
Total	8,651	48,173	13	56,837	44,243	15.2	84.8	100.0

Note:

(1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Table 12

Staff of Scottish Social Work Services, 2007
Numbers and WTEs by Location/Activity and Local Authority⁽¹⁾

Local Authority	Strategic/ Central Staff		Criminal Justice Staff		Fieldwork Staff		Residential Staff: Services for Children		Residential Staff: Services for Adults		Day Care Staff: Services for Children		Day Care Staff: Services for Adults		Domiciliary		Total	
	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE
Aberdeen City	99	77	110	102	479	377	107	56	493	246	74	50	285	139	515	251	2,162	1,297
Aberdeenshire	121	106	51	44	503	408	31	30	326	234	20	15	293	205	629	391	1,974	1,433
Angus	107	96	35	33	279	279	33	21	309	224	45	34	113	93	34	350	1,131	1,131
Argyll & Bute	139	136	22	16	233	200	86	66	258	169	123	68	207	138	316	183	1,384	976
Clackmannanshire	22	16	30	24	97	87	8	8	44	32	0	0	129	84	28	10	358	261
Dumfries & Galloway	118	111	61	56	411	366	49	43	24	16	0	0	122	93	418	216	1,203	901
Dumfries City ⁽²⁾	64	59	86	82	365	334	105	95	299	247	0	0	92	78	553	425	1,564	1,319
East Ayrshire	74	70	40	38	356	329	53	47	60	52	0	0	95	82	618	438	1,296	1,056
East Dunbartonshire	50	46	29	28	193	175	20	20	18	16	0	0	77	62	349	264	77	736
East Lothian	45	40	17	14	166	149	56	34	150	92	0	0	61	54	311	156	806	539
East Renfrewshire	52	49	32	30	175	164	0	0	96	78	0	0	77	65	278	219	710	605
Edinburgh, City of	366	343	175	155	1,136	983	479	337	1,040	797	310	212	302	265	1,426	1,027	5,234	4,119
Eilean Siar ⁽³⁾	18	17	5	4	39	37	0	0	243	184	0	0	56	30	385	180	746	452
Falkirk	38	37	55	53	377	331	10	10	218	195	6	6	123	99	575	368	1,402	1,099
Fife	140	127	136	132	825	718	90	72	940	793	0	0	432	363	1,724	1,151	4,287	3,356
Glasgow City	976	881	270	258	2,536	2,318	330	308	537	459	0	0	506	447	3,240	2,394	8,395	7,064
Highland	98	91	46	44	531	451	97	86	452	369	7	7	234	181	647	389	2,112	1,613
Inverclyde	80	71	51	44	413	356	40	33	3	2	0	0	122	100	470	310	1,179	917
Midlothian	48	43	16	15	166	151	62	53	118	87	22	20	20	13	247	152	699	535
Moray	58	46	16	12	218	176	0	0	0	0	0	0	221	114	325	318	838	665
North Ayrshire	171	154	62	59	356	331	107	99	95	81	15	15	106	93	507	391	1,419	1,224
North Lanarkshire	228	211	138	130	786	729	88	83	214	175	0	0	235	203	1,570	1,171	3,259	2,703
Orkney Islands	32	26	7	7	55	50	14	12	236	188	21	14	84	50	148	72	597	419
Perth & Kinross	122	110	54	51	252	215	29	27	207	155	22	18	142	107	345	255	1,173	938
Renfrewshire	138	125	57	52	537	410	98	85	220	158	0	0	170	170	702	503	1,967	1,503
Scottish Borders	107	92	35	31	336	278	22	18	226	158	26	19	174	127	476	218	1,402	942
Shetland Islands	21	19	7	6	82	69	45	34	432	306	0	0	26	21	268	92	881	547
South Ayrshire	137	105	41	32	279	247	27	21	128	70	0	0	94	69	416	245	1,122	789
South Lanarkshire	280	245	114	102	533	501	138	121	562	468	0	0	228	195	968	735	2,823	2,366
Stirling	56	42	42	39	198	179	18	16	135	94	0	0	66	48	171	55	686	473
West Dunbartonshire	87	82	40	39	346	316	72	61	275	225	0	0	88	67	623	428	1,531	1,218
West Lothian	156	146	43	40	396	361	42	37	320	244	62	50	360	279	20	18	1,399	1,174
Scotland	4,248	3,822	1,923	1,766	13,685	12,074	2,356	1,932	8,678	6,613	753	528	5,385	4,133	19,809	13,374	56,837	44,243

Note:

- (1) 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.
- (2) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (3) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Table 13

**Staff of Scottish Social Work Services, 2007
Location/Activity by Age Group (Percent)^(1,2)**

Type of Location/Activity	<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	5.6	8.8	9.0	11.9	15.0	16.3	16.6	11.4	3.6	0.1	0.1
Criminal Justice Staff	0.4	3.8	7.2	8.7	12.4	16.0	16.0	17.2	12.2	5.8	0.3	0.1
Fieldwork Staff	0.5	3.1	7.7	8.9	12.9	17.1	17.6	16.1	11.8	4.0	0.3	0.1
Residential Staff: Services for Children	0.1	3.7	8.0	9.5	13.2	17.4	18.2	15.1	9.6	4.8	0.3	0.1
Residential Staff: Services for Adults	0.9	3.1	5.6	7.0	11.2	15.2	17.6	16.2	15.8	6.7	0.5	0.2
Day Care Staff: Services for Children	0.3	4.9	11.4	12.4	15.3	14.6	14.7	13.3	8.8	4.1	0.1	0.1
Day Care Staff: Services for Adults	0.3	2.1	4.5	6.6	11.7	16.6	17.2	17.3	14.3	8.3	0.7	0.2
Domiciliary	0.3	2.3	3.4	5.2	10.2	15.7	17.8	17.4	17.9	8.7	1.0	0.3
Total	0.5	3.0	5.7	7.2	11.5	16.0	17.5	16.7	14.6	6.5	0.6	0.2

Note:

- (1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
(2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
 Number of Registrations with the SSSC by Staff Group and SSSC Registration Category^(1,2,3)

Table 14

Staff Group	SSSC Registration Category												Total
	Social Workers	Managers of Residential Child Care Services	Residential Child Care Workers with Supervisory Responsibilities	Residential Child Care Workers (Other)	Managers of Home Care Services for Adults	Supervisors in Residential Care	Practitioners in Residential care	Workers in Residential care	Support Adult Residential care	Managers of Adult Day Care Services	Managers of Adult Day Care Services	Managers of Adult Day Care Services	
Senior Managers, etc	812	1	2	0	3	0	0	0	0	0	0	0	5
Social Workers	5,504	0	0	0	0	0	0	0	0	0	0	0	0
Other Qualified Fieldwork Staff	400	1	0	0	0	0	0	0	0	0	0	0	0
Social Work/OT Assistants	29	0	0	1	0	0	0	0	0	42	0	0	0
Home Care Staff & Managers	90	0	0	1	1	0	0	0	0	0	0	0	0
Other Domiciliary Staff	4	0	0	0	0	0	0	0	0	0	0	0	0
Day Care - Managers & Qualified Care Staff	93	2	1	8	6	0	0	0	0	0	0	0	70
Day Care - Care Staff	7	0	0	7	1	0	0	0	0	5	0	0	5
Residential - Managers & Qualified Care Staff	186	52	124	463	60	0	0	485	0	0	0	0	3
Residential - Care Staff	1	0	0	132	0	0	0	0	0	0	0	0	0
Support Staff	113	0	1	3	1	0	0	0	0	0	0	1	6
Trainee Social Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	7,239	56	128	615	72	0	532	1	89	26,184	21,379	173	56,875

Staff Group	SSSC Registration Category												Total
	Managers/Lead Practitioners in Early Education and Childcare	Practitioners in Early Education and Childcare	Support Workers in E.E.C.C.	Support Workers in Housing Services	Managers in Support Services	Supervisors in Housing Services	Support Workers in Housing Services	Social Worker Trainee/Student	Not Required to Register	Not Known	Not Known	Not Known	
Senior Managers, etc	11	7	0	0	2	0	0	9	0	0	533	0	626
Social Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Qualified Fieldwork Staff	0	0	0	0	0	0	0	5	6	985	0	0	1,246
Social Work/OT Assistants	0	1	0	0	0	0	0	26	5	1,311	0	0	2,424
Home Care Staff & Managers	1	0	0	0	0	0	0	0	0	10,009	0	0	18,911
Other Domiciliary Staff	0	0	0	0	0	0	0	0	0	8,787	0	0	571
Day Care - Managers & Qualified Care Staff	5	1	0	0	0	0	0	0	2	252	0	0	1,640
Day Care - Care Staff	1	104	10	0	0	0	0	0	1	1,153	0	0	3,020
Residential - Managers & Qualified Care Staff	2	0	0	0	0	0	0	0	19	1,232	0	0	1,647
Residential - Care Staff	0	0	0	0	0	0	0	4	0	356	0	0	6,508
Support Staff	0	0	0	0	29	0	0	186	0	397	0	0	2,230
Trainee Social Workers	0	0	0	0	0	0	0	0	0	5,983	0	0	10,739
Total	20	113	10	31	3	230	173	21,379	26,184	140	0	0	56,875

Note:

- (1) In 2007 data for Dundee City was not provided. As this was the first year of this question no data was available and all staff have been reported as "Not Known".
- (2) In 2007, data for Eilean Siar was not provided. As this was the first year of this question no data was available and all staff have been reported as "Not Known".
- (3) All social work services staff (excluding social workers) can register under more than one category with the SSSC. As a result the table will total to more than 56,837.
- (4) After discussion with the SSSC and all local authorities social workers were assigned as being registered with the SSSC.

Staff of Scottish Social Work Services, 2007
Staff Group by Contract Type^(1,2)

Table 15

Staff Group	Contract Type										Total
	Permanent	Temporary	Agency	Bank	Fixed Term	Sessional	Casual/Relief	Trainee	Other	Not Known	
Senior Managers, etc	91.9	7.3	0.0	0.0	0.8	0.0	0.0	0.0	0.1	0.0	1,992
Social Workers	94.2	4.4	0.0	0.0	0.4	0.1	0.8	0.1	0.0	0.0	5,504
Other Qualified Fieldwork Staff	90.1	8.1	0.0	0.1	0.5	0.8	0.2	0.0	0.0	0.1	2,643
Social Work/OT Assistants	91.4	7.8	0.0	0.0	0.5	0.1	0.0	0.2	0.0	0.0	2,423
Home Care Staff & Managers	90.2	2.5	0.0	3.4	0.0	0.2	3.6	0.0	0.0	0.0	18,911
Other Domiciliary Staff	86.0	6.3	0.0	1.9	2.6	0.9	2.3	0.0	0.0	0.0	571
Day Care - Managers & Qualified Care Staff	88.8	8.1	0.0	0.0	0.4	0.0	2.7	0.0	0.1	0.0	1,637
Day Care - Care Staff	85.2	7.7	0.0	1.0	0.5	0.6	4.9	0.0	0.0	0.0	3,019
Residential - Managers & Qualified Care Staff	85.5	6.2	0.0	3.5	0.2	0.2	4.3	0.0	0.0	0.0	6,494
Residential - Care Staff	88.0	5.8	0.0	2.6	0.4	1.9	1.4	0.0	0.0	0.0	2,764
Support Staff	90.5	8.1	0.0	0.5	0.3	0.1	0.6	0.0	0.0	0.0	10,739
Trainee Social Workers	69.3	14.3	0.0	0.0	0.0	0.0	0.0	16.4	0.0	0.0	140
Total	89.7	5.5	0.0	1.8	0.3	0.3	2.3	0.1	0.0	0.0	56,837

Note:

(1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Staff of Scottish Social Work Services, 2007
Main Job Function by Client Group, Number and WTE^(6,4)

Table 16

Client Group	Main Job Function									
	Administrative/Support Worker		Ancillary Worker		Class 2 Worker ⁽⁶⁾		Class 3 Worker ⁽⁶⁾		Class 4 Worker ⁽⁶⁾	
	Number	WTE	Number	WTE	Number	WTE	Number	WTE	Number	WTE
Children	991	816	269	205	1,979	1,530	1,651	1,455	2,293	2,053
Adults (Community Care)	1,656	1,290	2,398	1,731	24,667	16,965	3,952	3,298	3,244	2,628
Older People	221	150	1,538	1,126	3,536	2,656	2,024	1,605	650	338
People with Physical Disabilities	45	35	118	77	138	93	126	109	30	27
People with Mental Health Problems	74	41	13	8	102	71	62	56	41	36
People with Learning Disabilities	259	195	505	342	2,295	1,759	1,107	959	225	210
Adults (not separately identified)	1,057	868	224	178	18,596	12,387	633	569	2,298	2,017
Offenders	298	260	13	10	225	207	364	321	689	645
Generic provision	1,466	1,229	20	17	550	473	519	486	683	541
Management/ Admin	3,336	2,989	68	42	23	19	15	13	68	54
Total	7,747	6,584	2,768	2,004	27,444	19,195	6,501	5,573	6,977	5,921

Client Group	Main Job Function						Total	WTE		
	Unit/Project Manager		Group Manager		Director/Chief Executive				Unknown ⁽⁵⁾	
	Number	WTE	Number	WTE	Number	WTE			Number	WTE
Children	980	939	47	45	1	1	297	270	8,508	7,313
Adults (Community Care)	1,417	1,346	121	117	2	2	1,080	872	38,537	28,249
Older People	275	262	0	0	0	0	231	189	8,475	6,327
People with Physical Disabilities	24	21	0	0	0	0	0	0	481	361
People with Mental Health Problems	14	13	0	0	0	0	8	6	314	232
People with Learning Disabilities	243	226	5	5	1	1	153	130	4,793	3,827
Adults (not separately identified)	861	824	116	112	1	1	688	547	24,474	17,502
Offenders	233	227	15	15	0	0	86	82	1,923	1,766
Generic provision	302	269	43	42	0	0	38	36	3,621	3,093
Management/ Admin	94	85	476	459	104	102	64	59	4,248	3,822
Total	3,026	2,865	702	678	107	105	1,565	1,319	56,837	44,243

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 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.
- (5) Dundee City staff are all included in the unknown column as this information was not collected in 2005.
- (6) The definition of the job functions can be found in the background notes.

Main Focus of Service Provision by Staff Group, Number and WTE^(1,2)

Table 17

Staff Group	Main Focus of Service Provision													
	Community based (incl. fieldwork)		Administrative/support service		Residential		Home care		Day service		Criminal Justice/work with offenders		Hospital/hospice/clinic	
	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE
Senior Managers, etc	821	790	611	571	21	21	7	7	30	27	40	39	7	7
Social Workers	4,387	3,988	47	42	52	17	5	5	23	17	280	262	210	191
Other Qualified Fieldwork Staff	2,045	1,779	75	68	46	43	6	5	30	23	133	115	8	7
Social Work/OT Assistants	1,873	1,652	24	21	154	144	11	9	45	35	56	56	26	24
Home Care Staff & Managers	72	67	9	8	15	12	17,840	11,836	4	2	3	3	2	2
Other Domiciliary Staff	68	54	17	15	53	36	343	265	0	0	0	0	0	0
Day Care - Managers & Qualified Care Staff	20	18	12	10	63	17	1	1	1,403	1,228	3	3	1	1
Day Care - Care Staff	124	70	26	21	93	26	18	12	2,564	1,972	2	2	2	2
Residential - Managers & Qualified Care Staff	65	60	9	8	5,839	4,641	3	2	104	91	12	10	1	1
Residential - Care Staff	76	55	0	0	2,419	1,743	10	8	4	4	2	2	0	0
Support Staff	1,645	1,343	4,377	3,825	1,721	1,251	157	115	1,287	863	106	94	30	25
Trainee Social Workers	135	129	0	0	0	0	0	0	0	0	0	0	0	0
Total	11,331	10,005	5,207	4,589	10,476	7,943	18,401	12,265	5,494	4,262	637	584	287	259

Staff Group	Main Focus of Service Provision											
	School/education setting		Housing support		Care at home		Other		Unknown		Total	
	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE
Senior Managers, etc	0	0	20	20	7	7	236	224	192	184	1,992	1,897
Social Workers	2	2	26	25	0	0	58	51	414	394	5,504	4,986
Other Qualified Fieldwork Staff	1	1	7	6	0	0	21	18	271	254	2,643	2,320
Social Work/OT Assistants	7	6	36	34	0	0	18	18	173	158	2,423	2,156
Home Care Staff & Managers	0	0	1	1	0	0	2	2	963	729	18,911	12,661
Other Domiciliary Staff	0	0	11	9	7	4	4	2	68	60	571	444
Day Care - Managers & Qualified Care Staff	0	0	3	3	0	0	30	28	101	94	1,637	1,402
Day Care - Care Staff	0	0	6	4	0	0	18	16	166	141	3,019	2,265
Residential - Managers & Qualified Care Staff	57	54	32	28	0	0	4	4	368	338	6,494	5,237
Residential - Care Staff	0	0	25	21	5	4	0	0	223	183	2,764	2,019
Support Staff	13	13	276	246	8	7	255	220	864	722	10,739	8,722
Trainee Social Workers	0	0	0	0	0	0	3	2	2	2	140	134
Total	80	76	443	396	27	22	649	585	3,805	3,257	56,837	44,243

Note:

- (1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.
- (3) Dundee City staff are all included in the unknown column as this information was not collected in 2005.

Staff of Scottish Social Work Services, 2007

Main Nature of Working Hours Pattern, Number and WTE^(1,2)

Table 18

Working Pattern	Total	WTE
Normal Monday-Friday, 9am-5pm, Full-time Working	6,879	6,715
Zero hours contract	1,507	216
Shift working	8,156	5,933
Night working	872	686
Compressed working	60	52
Part time	7,310	4,423
Variable	6,412	4,637
Flexitime	7,855	7,552
Annualised hours contract	332	315
Term time working	120	74
Home working	3	3
Job sharing	913	481
Other arrangement	1,641	1,262
Not Known	14,777	11,894
Total	56,837	44,243

Note:

- (1) In 2007 data for Dundee City was not provided. These have been included as Not Known as this information was not requested in 2005.
 (2) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.

Vacancies in Scottish Social Work Services, 2002 to 2007
Vacancy WTEs by Local Authority⁽¹⁰⁾

Table 19

Local Authority ⁽¹²⁾	2002		2003		2004		2005		2006		2007	
	Vacancies	Per Cent Vacancies ⁽¹⁾	Vacancies	Per Cent Vacancies ⁽¹⁾	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	8.7	79	6.6	120	9.3
Aberdeenshire	34	3.3	48	4.4	47	4.7	53	4.7	94	8.2	71	6.2
Angus	81	11.0	112	13.8	101	12.0	58	6.7	122	13.0	69	7.3
Argyll & Bute	78	13.0	88	12.2	81	10.5	72	7.9	82	10.2	84	9.4
Clackmannanshire	13	3.0	15	5.6	21	7.2	19	6.7	21	7.4	15	5.4
Dumfries & Galloway	29	7.7	75	12.7	38	12.7	77	10.5	81	10.6	74	9.5
Dumfries City ⁽²⁾	48	3.3	31	3.3	31	3.3	35	3.4	35	3.4	35	3.4
East Ayrshire	72	12.1	109	15.8	96	12.9	64	9.1	111	15.4	88	11.6
East Dunbartonshire	26	6.4	26	6.3	57	12.3	55	12.4	41	9.3	45	9.6
East Lothian	9	2.4	5	1.3	12	3.2	19	3.7	7	1.6	2	0.5
East Renfrewshire ⁽²⁾	23	6.5	17	4.6	17	4.0	18	3.7	21	4.6	25	5.5
Edinburgh, City of ⁽³⁾	306	10.0	282	8.7	269	7.7	338	9.4	304	8.8	302	8.7
Eilean Siar	8	3.1	7	2.6	10	3.5	17	5.8	17	5.5	17	5.5
Falkirk ⁽²⁾	18	2.7	19	2.8	19	2.8	29	3.6	159	17.5	132	13.9
Fife	272	11.7	257	10.3	176	7.4	282	11.4	338	13.0	303	11.6
Glasgow City ⁽⁵⁾	588	12.6	484	9.1	439	8.1	627	11.2	282	5.5	282	5.4
Highland	105	8.2	106	8.0	107	8.0	118	8.5	136	9.4	167	11.6
Inverclyde	24	4.2	33	5.5	55	9.1	37	5.6	74	10.1	55	7.7
Inverclyde Midlothian	36	9.3	55	14.4	78	17.1	62	13.4	39	8.6	11	2.8
Morey	7	2.5	7	2.4	16	4.0	25	6.2	19	5.1	33	8.2
North Ayrshire	51	6.4	87	9.4	61	6.0	41	4.1	60	6.3	52	5.3
North Lanarkshire	195	11.7	198	10.3	214	10.7	219	11.1	261	13.3	294	15.0
Orkney Islands	25	9.2	19	7.2	19	7.1	17	5.3	7	2.0	4	1.0
Perth & Kinross	70	12.7	53	8.0	54	7.3	74	9.3	64	8.1	76	9.4
Renfrewshire	156	14.1	146	12.7	163	13.7	184	15.9	172	14.3	175	14.5
Scottish Borders	71	11.1	62	8.9	67	9.0	49	6.8	76	9.2	119	13.7
Shetland Islands ⁽⁴⁾	44	16.6	16	6.3	15	5.7	19	4.7	15	3.5	17	3.5
South Ayrshire	27	4.7	52	8.0	70	9.7	28	4.6	51	8.3	50	8.1
South Lanarkshire	178	11.7	195	11.6	223	12.3	111	6.2	119	6.6	165	9.0
Stirling	12	2.8	25	6.3	35	7.6	17	3.8	25	5.6	39	8.1
West Dunbartonshire	109	14.2	101	10.7	126	13.3	124	12.8	73	5.9	98	10.2
West Lothian	45	6.3	48	6.1	35	3.7	26	2.8	26	2.7	20	1.7
Scotland	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	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 prior to 2006).
- (2) Dundee City, East Renfrewshire and Falkirk 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 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.
- (6) In 2006 and 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (7) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (8) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used.
- (9) Falkirk's vacancy reporting for 2003 to 2005 was only for social workers. However, all staff vacancies were reported in 2006 so data not comparable with previous years.
- (10) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (11) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used.
- (12) 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 vacancies between councils.

Vacancies in Scottish Social Work Services, 2007
Vacancy WTEs by Client Group and Local Authority

Table 20

Local Authority ⁽⁶⁾	Services for Children		Services for Adults (Community Care)		Services for Offenders		Generic Provision		Management/Administration		Total	
	WTE	Per Cent Vacancies ⁽¹⁾	WTE	Per Cent Vacancies ⁽¹⁾	WTE	Per Cent Vacancies ⁽¹⁾	WTE	Per Cent Vacancies ⁽¹⁾	WTE	Per Cent Vacancies ⁽¹⁾	WTE	Per Cent Vacancies ⁽¹⁾
Aberdeen City	29	9.8	75	10.3	4	3.7	9	10.2	4	4.7	120	9.3
Aberdeenshire	12	4.8	54	7.4	1	2.2	1	6.8	4	3.4	71	6.2
Angus	10	5.7	40	6.9	1	2.1	5	10.4	13	11.9	69	7.3
Argyll & Bute	6	3.4	43	10.6	3	14.3	26	16.9	7	4.6	84	9.4
Argyll & Bute	7	11.3	5	3.2	2	7.7	0	0.0	1	5.8	15	5.4
Argyll & Bute	21	8.7	37	11.4	3	5.3	2	6.0	2	8.8	74	9.5
Dumfries & Galloway	10	3.6	20	3.5	2	1.2	2	4.0	3	4.1	35	3.4
Dumfries & Galloway	18	9.7	40	11.3	7	14.6	4	4.0	21	22.8	88	11.6
East Ayrshire	17	16.0	21	8.3	1	4.8	1	1.5	6	10.7	45	9.6
East Dumbartonshire	0	0.0	1	0.2	2	9.4	0	0.0	0	0.0	2	0.5
East Lothian	5	6.3	12	4.4	4	10.3	2	8.7	3	5.8	25	5.5
East Renfrewshire	0	0.0	224	14.2	6	3.9	17	5.2	54	13.7	302	8.7
Edinburgh, City of ⁽¹⁾	0	0.0	14	5.5	1	18.9	0	0.0	2	8.5	17	5.5
Eilean Siar ⁽⁴⁾	40	19.9	70	12.3	8	13.1	10	12.9	4	9.8	132	13.9
Falkirk	54	14.9	175	9.9	22	14.0	19	10.6	34	20.9	303	11.6
File	36	3.1	86	4.4	11	4.1	39	4.6	110	11.1	282	5.4
Glasgow City ⁽⁵⁾	45	13.1	91	10.6	5	11.0	8	10.3	19	16.9	167	11.6
Highland	16	8.9	24	8.0	6	11.6	4	3.4	6	7.4	55	7.7
Inverclyde	2	1.3	5	2.9	0	0.0	2	11.7	3	5.5	11	2.8
Midlothian	7	7.2	16	7.8	1	8.0	3	10.4	6	10.6	33	8.2
Moray	12	4.9	15	4.2	6	4.3	6	4.3	13	7.5	52	5.3
North Ayrshire	115	25.9	84	10.2	26	16.9	24	8.5	44	17.3	294	15.0
North Lanarkshire	0	0.0	3	1.0	0	0.0	0	0.0	1	3.7	4	1.0
Orkney Islands	3	1.7	49	11.0	3	6.2	6	20.7	15	11.7	76	9.4
Perth & Kinross	26	9.8	77	15.6	5	9.2	45	18.2	22	14.9	175	14.5
Renfrewshire	17	13.0	68	13.6	2	6.3	12	13.0	19	17.4	119	13.7
Scottish Borders	2	2.7	15	4.0	0	0.0	0	0.0	0	0.0	17	3.5
Shetland Islands	12	8.4	21	8.8	1	1.9	6	6.8	10	9.0	50	8.1
South Ayrshire	36	10.3	92	8.7	10	8.7	0	0.0	27	10.1	165	9.0
South Lanarkshire	17	5.5	28	10.8	1	2.5	1	2.2	3	6.6	39	8.1
Stirling	17	7.9	50	9.9	13	24.5	5	5.4	13	13.8	98	10.2
West Dunbartonshire	6	2.4	7	1.0	1	2.3	3	3.1	4	2.7	20	1.7
West Lothian	586	7.4	1,561	8.6	155	8.1	257	7.7	478	11.1	3,037	8.5
Scotland												

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 prior to 2006).

(2) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(3) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.

(4) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.

(5) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used.

(6) 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 vacancies between councils.

Table 21

Vacancies in Scottish Social Work Services, 2007
Vacancy WTEs by Staff Group and Local Authority

Local Authority ⁽⁶⁾	Senior Managers, etc		Social Workers		Other Qualified Fieldwork Staff		Social Work/OT Assistants		Home Care Managers		Other Domiciliary Staff		Day Care, Managers & Qualified Care Staff		Day Care - Care Staff		Residential - Managers & Qualified Care Staff		Residential - Care Staff		Support Staff		Trainee Social Workers		Total	
	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾	WTE	Per Cent Vacancies ⁽⁵⁾
Aberdeen City	3	6.1	20	8.3	6	4.7	4	4.4	0	0.0	0	0.0	3	4.7	7	6.1	17	9.1	43	37.3	19	8.8	0	0.0	120	9.3
Aberdeenshire	7	9.9	7	8.7	3	4.9	2	5.6	2	5.6	0	0.0	2	2.2	6	4.4	17	8.7	6	22.3	21	6.8	0	0.0	71	6.2
Angus	0	0.0	10	12.7	8	7.5	2	4.1	2	5.3	1	2.0	1	2.2	2	3.5	8	13.0	7	4.6	25	9.4	0	0.0	69	7.3
Argyll & Bute	9	12.2	7	16.7	2	8.4	0	0.0	1	3.9	3	36.8	3	3.0	5	5.2	3	2.9	0	0.0	37	10.5	1	23.0	84	9.4
Chickmaharnshire	0	0.0	7	16.7	2	8.4	0	0.0	0	0.0	0	0.0	1	2.1	1	1.6	2	6.5	0	0.0	3	4.5	0	0.0	15	5.4
Dumfries & Galloway	3	5.8	18	10.9	9	11.8	5	7.7	0	0.0	0	0.0	6	13.0	1	2.3	4	8.1	1	14.0	27	11.5	0	0.0	74	9.5
Dumfries City ⁽²⁾	0	0.0	7	5.2	7	5.3	0	0.0	1	1.6	2	7.6	1	3.0	2	5.8	5	4.1	3	2.0	6	2.6	0	0.0	35	3.4
East Ayrshire	7	15.6	19	13.0	2	4.1	8	7.1	1	2.3	17	41.2	0	0.0	7	15.6	5	5.0	0	0.0	22	12.9	2	100.0	88	11.6
East Dumfriesshire	4	9.9	6	10.0	2	3.1	7	16.4	5	11.0	0	0.0	0	0.0	8	14.7	10	27.8	0	0.0	3	2.8	0	0.0	45	9.6
East Lothian	2	2.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.5
East Renfrewshire	1	1.9	3	3.4	3	8.6	1	2.5	0	0.0	1	10.1	0	0.0	1	3.5	0	0.0	2	5.6	14	10.8	0	0.0	25	5.5
Edinburgh, City of ⁽³⁾	29	16.7	15	2.8	10	4.5	1	1.8	0	0.0	3	69.3	33	7.5	0	0.0	102	9.8	0	0.0	108	12.4	0	0.0	302	8.7
Ellen Farm ⁽⁴⁾	0	0.0	3	12.4	0	0.0	0	0.0	1	16.8	0	0.0	1	13.2	1	6.3	2	2.9	5	7.5	4	5.2	0	0.0	17	5.5
Falkirk	8	13.4	27	16.6	12	16.3	10	19.8	0	0.0	3	10.6	10	12.9	2	8.5	11	14.7	16	14.0	34	13.9	0	0.0	132	13.9
Fife	10	7.8	41	11.7	14	14.4	24	16.5	5	5.7	2	9.3	13	7.7	18	16.3	87	10.8	3	8.0	81	12.6	6	21.8	303	11.6
Glasgow City ⁽⁵⁾	5	2.2	21	2.6	5	1.2	5	1.2	0	0.0	0	0.0	6	20.8	8	9.0	40	5.1	0	0.0	145	8.6	0	0.0	282	5.4
Highland	9	10.3	32	14.4	15	14.0	8	11.7	3	6.9	0	0.0	1	1.8	6	9.6	17	11.2	10	5.5	57	12.9	2	14.3	167	11.6
Inverclyde	2	4.1	8	7.1	12	15.7	6	8.4	0	0.0	0	0.0	3	12.6	6	9.6	0	0.0	0	0.0	18	7.2	0	0.0	55	7.7
Inverclyde	1	3.6	4	5.3	2	8.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	2.5	0	0.0	11	2.8
Midlothian	4	8.9	4	3.6	4	12.2	1	10.8	3	26.3	0	0.0	0	0.0	7	8.0	0	0.0	0	0.0	8	9.4	0	0.0	33	8.2
North Ayrshire	7	9.6	4	3.2	4	12.2	1	10.8	3	26.3	0	0.0	1	4.0	3	3.6	10	5.3	0	0.0	22	6.7	0	0.0	52	5.3
North Lanarkshire	29	25.2	38	12.4	50	30.7	29	18.0	3	4.7	3	19.4	10	13.0	13	12.8	33	12.1	10	100.0	75	11.5	0	0.0	294	13.0
Orkney Islands	1	4.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	1.4	1	1.2	0	0.0	4	1.0
Perth & Kinross	3	5.8	10	9.0	13	17.7	5	9.8	2	12.2	0	0.0	0	0.0	2	2.7	2	3.4	12	11.0	26	11.7	0	0.0	76	9.4
Renfrewshire	9	11.4	12	6.9	30	20.3	6	12.1	5	15.1	0	0.0	1	2.2	9	8.0	30	14.9	17	21.8	57	18.5	0	0.0	175	14.5
Scottish Borders	6	9.8	16	11.8	4	9.6	8	15.1	2	11.5	6	37.6	7	13.8	12	12.3	7	8.4	9	11.0	39	18.3	2	40.0	119	13.7
Shetland Islands	0	0.0	1	4.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	16.1	2	3.4	8	3.5	2	2.2	0	0.0	17	3.5
South Ayrshire	1	1.7	6	5.0	4	9.4	2	5.1	1	9.1	0	0.0	1	7.5	5	11.2	6	13.8	6	11.1	17	8.9	0	0.0	50	8.1
South Lanarkshire	4	4.2	20	7.0	4	5.4	2	4.8	2	4.8	0	0.0	0	0.0	13	7.7	27	10.3	43	12.6	40	11.2	0	0.0	165	9.0
Strirling	2	4.2	9	10.5	1	2.4	3	7.8	2	12.9	4	69.1	0	0.0	6	25.4	4	4.6	0	0.0	9	7.1	0	0.0	39	8.1
West Dunbartonshire	4	8.8	16	11.8	8	12.6	3	14.6	0	0.0	0	0.0	16	8.0	3	6.1	16	8.0	0	0.0	46	14.6	0	0.0	98	10.2
West Lothian	5	5.6	8	4.5	3	2.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	2.1	0	0.0	20	1.7
Scotland	174	8.4	399	7.4	236	9.2	204	8.7	41	3.6	48	9.7	101	6.7	167	6.9	468	8.2	210	9.4	973	10.0	17	11.3	3,037	8.5

Note:
 (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTEs/vacancies.
 (2) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
 (3) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
 (4) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
 (5) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.
 (6) 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 vacancies between councils.

Vacancies in Scottish Social Work Services, 2007
Vacancy WTEs by Location/Activity and Local Authority

Table 22

Local Authority ^(a)	Strategic/Control Staff		Criminal Justice Staff		Fieldwork Staff		Residential Staff: Services for Children		Residential Staff: Services for Adults		Day Care Staff: Services for Children		Day Care Staff: Services for Adults		Domestic		Total	
	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)	WTE	Per Cent Vacancies ^(b)
Aberdeen City	4	4.7	4	3.7	35	8.4	8	12.7	56	18.5	4	7.1	9	6.2	1	0.4	120	9.3
Aberdeenshire	4	3.4	1	2.2	22	5.2	4	11.3	27	10.3	0	0.0	12	5.4	2	5.3	71	6.2
Angus	13	11.9	1	2.1	22	7.2	2	4.9	22	8.9	2	4.9	5	5.4	5	5.4	69	7.3
Argyll & Bute	7	4.6	3	14.3	34	14.4	2	2.9	15	8.2	0	0.0	20	12.9	4	15.9	84	9.4
Clackmannanshire	1	5.8	2	7.7	7	6.9	0	11.1	2	6.0	0	0.0	2	2.8	0	0.0	15	5.4
Dumfries & Galloway	11	8.8	3	5.3	46	11.1	3	6.3	3	13.7	0	0.0	9	8.9	0	0.0	74	9.5
Dumfries City ⁽²⁾	3	4.1	1	1.2	13	3.8	3	3.1	8	3.2	0	0.0	4	4.5	3	2.9	35	3.4
East Ayrshire	21	22.8	7	14.6	29	8.1	4	7.5	4	7.5	0	0.0	8	8.9	17	25.0	88	11.6
East Dunbartonshire	6	10.7	1	4.8	14	7.6	10	33.4	0	0.0	0	0.0	8	12.1	5	6.6	45	9.6
East Lothian	0	0.0	2	9.4	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.5
East Renfrewshire	3	5.8	4	10.3	12	6.6	2	2.2	2	2.2	0	0.0	4	5.8	1	2.6	25	5.5
Edinburgh City ^(b)	54	13.7	6	3.9	25	2.4	0	0.0	171	17.7	0	0.0	42	13.6	4	4.5	302	8.7
Eilean Siar ^(b)	2	8.5	1	18.9	3	6.6	0	0.0	8	4.1	0	0.0	2	6.9	2	8.7	17	5.5
Falkirk	4	9.8	8	13.1	65	16.4	5	31.2	28	12.6	1	14.3	18	15.7	3	3.4	132	13.9
Fife	34	20.9	22	14.0	89	11.1	24	25.3	79	9.1	0	0.0	47	11.5	8	7.0	303	11.6
Glasgow City ⁽⁵⁾	110	11.1	11	4.1	102	4.2	8.3	0.0	42	8.3	0	0.0	17	3.7	0	0.0	282	5.4
Highland	19	16.9	5	11.0	68	13.2	10	10.6	40	9.8	1	12.5	20	10.1	4	7.6	167	11.6
Inverclyde	6	7.4	6	11.6	33	8.4	2	5.0	0	0.0	0	0.0	9	8.4	0	0.0	55	7.7
Midlothian	3	5.5	0	0.0	9	5.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	2.8
Moray	6	10.6	1	8.0	14	7.2	0	0.0	0	0.0	0	0.0	9	7.5	4	15.6	33	8.2
North Ayrshire	13	7.5	6	9.7	13	3.8	8	7.4	2	2.1	1	6.3	6	5.6	4	4.1	52	5.3
North Lanarkshire	44	17.3	26	16.9	143	16.4	33	28.2	12	6.7	5	100.0	21	9.2	9	6.4	294	15.0
Orkney Islands	1	3.7	0	0.0	1	2.0	0	0.0	2	0.8	0	0.0	0	0.0	0	0.0	4	1.0
Perth & Kinross	15	11.7	3	6.2	29	11.9	0	0.0	17	10.0	0	0.0	8	7.0	4	7.5	76	9.4
Renfrewshire	22	14.9	5	9.2	65	13.6	12	12.2	38	19.3	0	0.0	23	11.7	11	25.0	175	14.5
Scottish Borders	19	17.4	2	6.3	43	13.3	5	22.8	16	9.2	2	7.9	24	15.8	8	22.3	119	13.7
Shetland Islands	0	0.0	0	0.0	1	1.4	1	2.9	11	3.5	0	0.0	3	14.0	0	0.0	17	3.5
South Ayrshire	10	9.0	1	1.9	17	6.5	5	19.1	7	9.3	0	0.0	8	10.6	2	5.4	50	8.1
South Lanarkshire	27	10.1	10	8.7	31	5.8	24	16.5	54	10.4	0	0.0	17	7.9	2	4.4	165	9.0
Stirling	3	6.6	1	2.5	16	8.0	1	5.9	3	3.1	0	0.0	6	11.8	9	28.3	39	8.1
West Dunbartonshire	13	13.8	13	24.5	29	8.4	6	9.1	31	12.2	0	0.0	5	6.8	1	1.2	98	10.2
West Lothian	4	2.7	1	2.5	13	3.5	0	0.0	0	0.0	0	0.0	2	0.7	0	0.0	20	1.7
Scotland	478	11.1	155	8.1	1,040	7.9	169	8.0	700	9.6	15	2.8	370	8.2	111	5.8	3,037	8.5

Note:

- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
- (2) Relevant WTE excludes home care staff
- (3) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (4) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (5) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
- (6) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.
- (7) 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 vacancies between councils.

Vacancies in Scottish Social Work Services, 2007
 Vacancy WTEs by Contract Type and Local Authority

Table 23

Local Authority ⁽⁷⁾	Contract Type					Total
	Permanent	Temporary	Other ⁽⁸⁾	Not Known		
Aberdeen City	93.2	0.0	6.8	0.0		120
Aberdeenshire	93.5	6.5	0.0	0.0		71
Angus	89.1	10.9	0.0	0.0		69
Argyll & Bute	85.4	14.6	0.0	0.0		84
Clackmannashire	93.3	6.7	0.0	0.0		15
Dumfries & Galloway	80.6	19.4	0.0	0.0		74
Dundee City ⁽¹⁾	0.0	0.0	0.0	100.0		35
East Ayrshire	95.7	4.3	0.0	0.0		88
East Dunbartonshire	100.0	0.0	0.0	0.0		45
East Lothian	100.0	0.0	0.0	0.0		2
East Renfrewshire	100.0	0.0	0.0	0.0		25
Edinburgh, City of ⁽²⁾	100.0	0.0	0.0	0.0		302
Eilean Siar ⁽³⁾	0.0	0.0	0.0	100.0		17
Falkirk	67.1	32.9	0.0	0.0		132
Fife	81.2	18.8	0.0	0.0		303
Glasgow ⁽⁴⁾	100.0	0.0	0.0	0.0		282
Highland	98.8	0.0	1.2	0.0		167
Inverclyde	60.0	32.2	0.0	7.8		55
Midlothian	100.0	0.0	0.0	0.0		11
Moray	23.5	0.0	0.0	76.5		33
North Ayrshire	100.0	0.0	0.0	0.0		52
North Lanarkshire	85.5	14.5	0.0	0.0		294
Orkney Islands	100.0	0.0	0.0	0.0		4
Perth & Kinross	98.7	0.0	1.3	0.0		76
Renfrewshire	62.1	37.9	0.0	0.0		175
Scottish Borders	0.0	0.0	0.0	100.0		119
Shetland Islands	79.3	20.7	0.0	0.0		17
South Ayrshire	93.5	6.5	0.0	0.0		50
South Lanarkshire	100.0	0.0	0.0	0.0		165
Stirling	93.6	1.3	5.1	0.0		39
West Dunbartonshire	64.3	35.7	0.0	0.0		98
West Lothian	100.0	0.0	0.0	0.0		20
Scotland	2,511	313	13	201		3,037

Note:

- (1) In 2007 data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (2) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (3) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
- (4) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.
- (5) Relevant WTE excludes home care staff vacancies
- (6) The vacancies in Dundee City and Eilean Siar are all included in the 'Not Known' category as the contract type was not asked for in 2005.
- (7) 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 vacancies between councils.
- (8) The category "Other" is made up of the contract types fixed term, sessional, casual/relief and trainee.

Annex A Table 1: Staff (WTE) of Scottish Social Work Services, by type of activity/location: 1996 to 2007⁽¹⁾

Type of activity/location	1996	1997	1998	1999	2000	2001	2002	2003	2004 ^(3,4)	2005 ⁽⁵⁾	2006 ^(5,6,7)	2007 ^(5,8,9)
Strategic/ Central Staff	4,681	3,280	2,383	3,126	3,035	2,739	2,687	2,885	3,125	3,234	3,612	3,822
Criminal Justice Staff	998	1,099	1,187	1,160	1,182	1,241	1,310	1,452	1,549	1,694	1,681	1,766
Fieldwork Staff	7,411	8,798	9,530	8,479	8,377	8,979	9,625	11,164	11,995	12,607	12,322	12,074
Residential Staff: Services for Children	1,941	1,823	1,883	1,924	2,009	2,003	1,959	2,053	2,033	2,037	1,885	1,932
Residential Staff: Services for Adults	7,228	6,484	5,912	6,161	5,866	5,879	5,814	6,157	6,300	6,361	6,412	6,613
Day Care Staff: Services for Children	703	674	547	556	586	516	493	552	558	585	512	528
Day Care Staff: Services for Adults	3,628	3,272	3,180	3,276	3,471	3,570	3,607	3,691	3,884	4,025	3,940	4,133
Domiciliary	11,681	11,093	10,539	9,138	9,482	9,694	10,847	11,447	11,349	11,832	10,979	13,374
Full-time secondments	60	75	36	8	66	67	73	29	14	46	-	-
Unknown	-	-	-	-	-	-	-	-	151	173	-	-
Total⁽²⁾	38,330	36,598	35,197	33,828	34,072	34,688	36,415	39,429	40,956	42,593	41,343	44,243

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.
- (3) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (4) WTE information has been estimated for 779 part-time posts in 2004
- (5) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (6) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (7) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (8) In 2007, data for Eilean Siar was not provided. The 2006 data has been used.
- (9) In October 2007, Glasgow provided figures for home care staff for the first time. Therefore, totals for 2007 are not comparable with previous years. The WTE for 2007 excluding Glasgow's home care is 41,850.

Annex A Table 2: Vacancies (WTE) in Scottish Social Work Services by type of activity/location, 2002 to 2007

Type of activity/ location	2002		2003		2004		2005		2006 ^(2,3,4,5)		2007 ^(2,3,4,6)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	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	427	10.6	478	11.1
Criminal Justice Staff	167	11.3	139	8.7	110	6.6	140	7.6	160	8.7	155	8.1
Fieldwork Staff	1,103	10.3	1,237	10.0	1,183	9.0	1,187	8.6	1,049	7.8	1,040	7.9
Residential Staff: Services for Children	381	16.3	300	12.7	251	11.0	257	11.2	177	8.6	169	8.0
Residential Staff: Services for Adults	456	7.3	525	7.9	507	7.5	556	8.0	638	9.0	700	9.6
Day Care Staff: Services for Children	25	4.8	46	7.7	35	5.9	52	8.1	47	8.4	15	2.8
Day Care Staff: Services for Adults	336	8.5	297	7.4	336	8.0	332	7.6	368	8.5	370	8.2
Domiciliary	78	5.1	163	9.4	122	7.4	113	6.9	141	7.3	111	5.8
Unknown	-	-	-	-	19	-	16	-	-	-	-	-
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	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 prior to 2006).
- (2) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (3) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (4) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
- (5) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (6) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.

Annex A Table 3: Staff of Scottish Social Work Services (number and WTE) by staff group: 2004 to 2007⁽¹⁾

Staff Group	2004 ^(2,3)			2005 ⁽¹⁾			2006 ^(5,6,7,8)			2007 ^(5,9,10)		
	Number	WTE	% WTE	Number	WTE	% WTE	Number	WTE	% WTE	Number	WTE	% WTE
Senior Managers, etc	1,941	1,865	4.6%	1,874	1,805	4.2%	1,878	1,801	4.4%	1,992	1,897	4.3%
Social Workers	5,036	4,576	11.2%	5,191	4,760	11.2%	5,415	4,946	12.0%	5,504	4,986	11.3%
Other Qualified Fieldwork Staff	2,006	1,765	4.3%	2,539	2,259	5.3%	2,720	2,398	5.8%	2,643	2,320	5.2%
Social Work/OT Assistants	2,408	2,123	5.2%	2,620	2,290	5.4%	2,625	2,231	5.4%	2,423	2,156	4.9%
Home Care Staff & Managers	16,643	10,557	25.8%	16,924	11,014	25.9%	16,489	10,272	24.8%	18,911	12,661	28.6%
Other Domiciliary Staff	640	493	1.2%	654	516	1.2%	621	451	1.1%	571	444	1.0%
Day Care - Managers & Qualified Care Staff	1,649	1,457	3.6%	1,721	1,512	3.6%	1,641	1,416	3.4%	1,637	1,402	3.2%
Day Care - Care Staff	2,394	1,968	4.8%	2,570	2,052	4.8%	2,654	2,050	5.0%	3,019	2,265	5.1%
Residential - Managers & Qualified Care Staff	5,811	5,038	12.3%	5,652	4,874	11.4%	6,176	5,035	12.2%	6,494	5,237	11.8%
Residential - Care Staff ⁽⁴⁾	2,675	1,980	4.8%	2,850	2,145	5.0%	2,755	1,960	4.7%	2,764	2,019	4.6%
Support Staff	10,986	8,968	21.9%	11,170	9,148	21.5%	10,606	8,594	20.8%	10,739	8,722	19.7%
Trainee Social Workers	-	-	-	-	-	-	196	190	0.5%	140	134	0.3%
Secondments	16	14	0.0%	48	46	0.1%	-	-	-	-	-	-
Unknown	171	151	0.4%	195	173	0.4%	-	-	-	-	-	-
Total	52,376	40,956	100.0%	54,008	42,593	100.0%	53,776	41,343	100.0%	56,837	44,243	100.0%

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 number 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.
- (4) 2004, 2005 and 2006 information for Residential Care Staff cannot be directly compared to data prior to this because of post re-classification.
- (5) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (6) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (7) In 2006, new staff category trainee social workers collected for the first time and secondments were excluded. Therefore, not directly comparable with previous years.
- (8) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (9) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used.
- (10) In October 2007, Glasgow provided figures for homecare staff for the first time. Therefore, totals for 2007 are not comparable with previous years. The WTE for 2007 excluding Glasgow's home care is 41,850.

Annex A Table 4: Vacancies (WTE) in Scottish Social Work Services by staff group: 2002 to 2007

Staff Group	2002		2003		2004		2005		2006 ^(2,3,4,6)		2007 ^(2,3,4,7)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	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	191	9.6	174	8.4
Social Workers	564	12.3	603	12.8	558	10.9	502	9.5	400	7.5	399	7.4
Other Qualified Fieldwork Staff	209	10.3	241	10.6	222	11.2	220	8.9	209	8.0	236	9.2
Social Work/OT Assistants	114	8.2	111	6.7	119	5.3	172	7.0	216	8.8	204	8.7
Home Care Staff & Managers	43	5.6	72	8.2	58	7.3	55	7.0	70	6.1	41	3.6
Other Domiciliary Staff	17	3.2	43	8.1	33	6.3	30	5.4	50	10.0	48	9.7
Day Care - Managers & Qualified Care Staff	87	5.8	91	6.0	78	5.1	113	6.9	99	6.5	101	6.7
Day Care - Care Staff	173	8.9	142	7.3	173	8.1	146	6.6	176	7.9	167	6.9
Residential - Managers & Qualified Care Staff	432	10.1	395	8.7	390	7.2	431	8.1	437	8.0	468	8.2
Residential - Care Staff	212	7.3	245	8.2	211	9.6	162	7.0	204	9.4	210	9.4
Support Staff	883	10.5	865	8.9	849	8.6	968	9.6	949	9.9	973	10.0
Trainee Social Workers ⁽⁵⁾	-	-	-	-	-	-	-	-	5	2.6	17	11.3
Unknown	-	-	-	-	19	11.4	16	-	-	-	-	-
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	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 prior to 2006).
- (2) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (3) In 2006 and 2007, children and families vacancy data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (4) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
- (5) In 2006, new staff category trainee social workers collected for the first time.
- (6) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (7) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.

Annex A Table 5: Staff of Scottish Social Work Services (number and WTE⁽³⁾) by client group and gender: 2005 to 2007

Client Group	2005 ⁽³⁾						2006 ^(4,5,7)						2007 ^(4,8,9)														
	Number of staff			% of staff			% by client group			Number of staff			% of staff			% by client group											
	Males	Females	Total	WTE	Males	Females	WTE	Males	Females	WTE	Males	Females	Unknown/N of disclosed	Total	WTE	Males	Females	WTE	Males	Females	Unknown/N of disclosed	Total	WTE	Males	Females	WTE	Males
Children	1,741	6,495	8,236	7,227	21.1	78.9	17.0	1,747	6,374	8,124	7,102	78.5	1,830	6,676	8,508	7,313	18.30	6,676	2	2	2	8,508	7,313	21.5	78.5	16.5	78.5
Adults (Community Care)	4,083	31,348	35,435	26,130	11.5	88.5	61.3	4,198	31,628	35,838	25,510	88.3	4,332	34,194	38,537	28,249	61.7	4,332	11	11	11	38,537	28,249	11.2	88.7	63.8	88.7
Older People ⁽¹⁾	897	6,767	7,664	6,029	11.7	88.3	14.2	942	7,035	7,978	5,929	88.2	1,082	7,393	8,475	6,327	14.3	1,082	0	0	0	8,475	6,327	12.8	87.2	14.3	87.2
People with Physical Disabilities ⁽¹⁾	149	370	519	403	28.7	71.3	0.9	174	435	610	386	71.3	143	338	481	361	0.9	143	0	0	0	481	361	29.7	70.3	0.8	70.3
People with Mental Health Problems ⁽¹⁾	64	213	277	213	23.1	76.9	0.5	47	178	225	165	79.1	45	269	314	232	0.4	45	0	0	0	314	232	14.3	85.7	0.5	85.7
People with Learning Disabilities ⁽¹⁾	1,279	3,333	4,615	3,739	27.7	72.2	8.8	1,321	3,537	4,860	3,872	72.8	1,291	3,501	4,793	3,827	9.4	1,291	1	1	1	4,793	3,827	26.9	73.0	8.6	73.0
Adults (not separately identified) ⁽²⁾	1,694	20,665	22,360	15,744	7.6	92.4	37.0	1,714	20,443	22,165	15,138	92.2	1,771	22,693	24,474	17,802	36.1	1,771	10	10	10	24,474	17,802	7.2	92.7	39.6	92.7
Offenders	693	1,164	1,857	1,694	37.3	62.7	4.0	674	1,169	1,843	1,681	65.4	685	1,238	1,923	1,766	4.1	685	0	0	0	1,923	1,766	35.6	64.4	4.0	64.4
Generic provision	960	3,728	4,691	4,089	20.5	79.5	9.6	808	3,163	3,971	3,438	79.7	831	2,853	3,621	3,093	8.3	831	0	0	0	3,621	3,093	21.2	78.8	7.0	78.8
Management/ Administration	941	2,653	3,594	3,280	26.2	73.8	7.7	978	3,022	4,000	3,612	75.6	1,036	3,212	4,248	3,822	8.7	1,036	0	0	0	4,248	3,822	24.4	75.6	8.6	75.6
Total	8,478	45,523	54,008	42,593	15.7	84.3	100.0	8,405	45,356	53,776	41,343	84.3	8,651	48,173	56,837	44,243	100.0	8,651	13	13	13	56,837	44,243	15.2	84.8	84.8	84.8

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 2005, totals do not equal the sum of components due to 7 genders unknown.

(4) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.

(5) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.

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

(7) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff.

Therefore, 2006 figures are not comparable with previous years.

(8) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used.

(9) In October 2007, Glasgow provided figures for homecare staff for the first time. Therefore, totals for 2007 are not comparable with previous years.

The WTE for 2007 excluding Glasgow's home care is 41,850.

Annex A Table 6: Vacancies in Scottish Social Work Services (WTE) by client group: 2002 to 2007

Client Group	2002		2003		2004 ⁽⁴⁾		2005		2006 ^(4,5,6,7)		2007 ^(4,5,6,8)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	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	655	8.4	586	7.4
Adults (Community Care)	1,255	8.2	1,392	8.5	1,345	8.0	1,342	7.8	1,514	8.5	1,561	8.6
Older People ⁽²⁾	427	7.2	469	7.7	519	8.2	541	8.2	552	8.5	601	8.7
People with Physical Disabilities ⁽²⁾	36	8.3	42	10.3	25	6.4	29	6.6	32	7.6	57	13.7
People with Mental Health Problems ⁽²⁾	32	16.7	39	14.0	36	14.4	35	14.0	48	22.7	44	16.0
People with Learning Disabilities ⁽²⁾	297	8.2	271	6.9	262	6.5	284	7.1	373	8.8	368	8.8
Adults (not separately identified) ⁽³⁾	463	9.2	571	9.9	502	8.5	453	7.7	509	7.9	491	7.6
Offenders	167	11.3	139	8.7	110	6.6	140	7.6	160	8.7	155	8.1
Generic provision	282	7.9	315	7.6	300	7.2	313	7.1	251	6.8	257	7.7
Management/ Administration	315	10.5	234	7.5	311	9.0	374	10.4	427	10.6	478	11.1
Unknown	-	-	-	-	19	-	16	-	-	-	-	-
Total	2,861	9.6	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	8.5

Note:

- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
- (2) Relevant WTE excludes home care staff and secondments
- (3) Staff in day centres, residential establishments and special locations providing services to specific client groups.
- (4) Fieldwork staff providing services to adults and home care staff.
- (5) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (6) In 2006 and 2007, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (7) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.
- (8) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (9) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.

Annex A Table 7: Social Workers WTE, 2000-2007

Local Authority	2000	2001	2002	2003	2004	2005	2006⁽⁴⁾	2007
Aberdeen City	191	187	185	193	209	231	216	222
Aberdeenshire	153	182	196	152	201	203	191	206
Angus	50	52	56	52	58	58	61	68
Argyll & Bute	41	54	56	52	63	61	67	69
Clackmannanshire	29	30	29	28	38	32	29	32
Dumfries & Galloway	98	125	132	109	106	126	147	147
Dundee City ⁽²⁾	94	100	104	109	197	127	127	127
East Ayrshire	73	84	92	93	106	106	115	124
East Dunbartonshire	30	40	41	30	33	42	49	56
East Lothian	52	43	65	62	61	66	57	71
East Renfrewshire	46	49	53	56	75	82	77	72
Edinburgh, City of ⁽³⁾	484	487	497	490	526	545	517	517
Eilean Siar ⁽⁵⁾	13	14	14	14	11	15	18	18
Falkirk ⁽¹⁾	104	115	123	112	112	130	135	136
Fife	227	243	267	281	283	278	296	311
Glasgow City	713	649	647	658	727	762	848	777
Highland	150	139	125	150	177	209	197	191
Inverclyde	103	107	106	98	92	110	104	102
Midlothian	53	54	57	53	53	68	70	72
Moray	52	55	57	58	74	72	70	111
North Ayrshire	84	65	68	64	96	104	109	116
North Lanarkshire	199	194	196	226	213	254	277	271
Orkney Islands	12	10	14	11	14	15	26	22
Perth & Kinross	114	0	7	66	106	94	106	105
Renfrewshire	85	114	124	136	134	126	150	160
Scottish Borders	96	97	97	118	122	101	110	121
Shetland Islands	18	17	20	19	20	17	19	22
South Ayrshire	72	83	102	105	108	111	116	120
South Lanarkshire	206	214	207	225	244	301	298	267
Stirling	48	50	59	69	86	91	83	77
West Dunbartonshire	96	100	94	96	111	100	116	117
West Lothian	110	122	129	118	124	125	143	160
Scotland	3,894	3,873	4,017	4,102	4,576	4,760	4,946	4,986

Note:

- (1) In 2004, data for Falkirk was not provided. 2003 figures for Falkirk have been used in the Scotland totals.
- (2) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
- (3) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used.
- (4) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff. Therefore, 2006 figures are not comparable with previous years.
- (5) In 2007, data for Eilean Siar was not provided.. The data supplied for 2006 has been used.

Annex A Table 8: Social Worker Vacancies WTE, 2000-2007

Local Authority	2000		2001		2002		2003		2004		2005		2006 ⁽⁵⁾		2007	
	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾	Number	Percent Vacancies ⁽¹⁾
Aberdeen City	9	4.3	16	7.7	18	9.0	37	16.0	23	10.0	12	5.0	17	7.3	20	8.3
Aberdeenshire	0	0.0	3	1.6	7	3.4	12	7.1	20	8.9	17	7.7	23	10.8	7	3.1
Angus	4	6.5	6	10.4	11	15.8	11	17.1	10	15.1	6	9.4	8	11.7	7	8.7
Argyll & Bute	4	8.9	7	10.8	5	8.7	13	20.1	13	16.6	10	13.5	6	8.2	10	12.7
Clackmannanshire	2	6.6	4	11.8	7	18.6	13	30.9	8	17.2	13	28.8	13	30.4	7	16.7
Dumfries & Galloway	9	8.5	21	14.3	19	12.5	26	19.5	20	16.2	32	20.3	18	11.2	18	10.9
Dumfries City ⁽²⁾	2	2.1	4	3.4	6	5.5	13	10.8	13	6.3	7	5.2	7	5.2	7	5.2
East Ayrshire	11	12.6	21	19.8	22	19.6	15	14.0	19	15.1	11	9.7	16	12.0	19	13.0
East Dunbartonshire	4	11.8	3	7.0	7	14.6	7	19.1	19	36.8	15	26.3	8	13.4	6	10.0
East Lothian	0	0.0	2	3.3	4	5.1	2	3.1	2	3.2	6	8.3	7	10.9	2	2.7
East Renfrewshire	5	8.9	3	5.8	4	7.0	0	0.0	0	0.0	2	2.4	3	3.7	3	3.4
Edinburgh, City of ⁽³⁾	0	0.0	30	15.9	37	7.0	39	7.4	43	7.6	15	2.8	23	4.3	15	2.8
Eilean Siar ⁽⁴⁾	0	0.0	0	0.0	1	6.8	1	6.7	5	32.1	3	14.8	3	12.4	3	12.4
Falkirk	5	4.1	15	11.6	5	4.0	19	14.7	19	14.7	29	17.9	32	19.1	27	16.6
Fife	13	5.4	39	13.8	48	15.1	40	12.5	37	11.4	59	17.5	43	12.6	41	11.7
Glasgow City ⁽⁶⁾	58	7.5	109	14.4	131	16.9	93	12.3	48	6.2	56	6.9	21	2.4	21	2.6
Highland	15	9.2	16	10.0	36	22.3	29	16.3	24	11.9	31	12.9	27	11.9	32	14.4
Inverclyde	4	3.8	8	7.0	5	4.5	14	12.2	12	11.2	5	4.4	10	8.7	8	7.1
Inverclyde	9	13.9	8	12.7	4	6.8	12	19.1	11	16.9	11	13.6	11	13.2	4	5.3
Midlothian	0	0.0	0	0.0	4	6.6	4	5.7	6	7.3	5	6.8	2	2.1	4	3.6
North Ayrshire	3	2.9	9	11.6	8	10.6	18	21.6	10	9.4	8	7.0	11	8.9	4	3.2
North Lanarkshire	41	16.9	50	20.5	59	23.2	26	10.3	38	15.1	31	10.7	28	9.2	38	12.4
Orkney Islands	0	0.0	1	9.1	1	6.7	2	15.4	5	25.0	3	17.1	0	0.0	0	0.0
Perth & Kinross	9	7.0	0	0.0	3	31.6	12	15.6	17	14.0	14	13.1	6	5.7	10	9.0
Renfrewshire	14	4.2	24	17.1	22	14.8	14	9.6	20	13.2	25	16.4	10	6.2	12	6.9
Scottish Borders	4	3.5	16	14.2	12	10.8	16	11.9	19	13.7	16	13.6	7	5.6	16	11.8
Shetland Islands	1	5.4	6	25.7	8	27.2	2	9.5	2	9.0	5	22.6	3	11.9	1	4.3
South Ayrshire	4	5.6	4	4.6	2	1.9	9	7.8	12	10.2	4	3.1	7	5.5	6	5.0
South Lanarkshire	13	5.7	9	4.0	44	17.6	43	16.0	31	11.2	7	2.3	9	2.9	20	7.0
Stirling	0	0.0	9	15.3	2	2.5	14	16.4	14	14.4	16	15.1	3	3.5	9	10.5
West Dunbartonshire	12	11.2	16	13.8	15	13.9	19	16.8	31	21.6	21	17.0	11	8.5	16	11.8
West Lothian	18	14.0	16	11.6	9	6.5	29	19.5	7	5.2	9	6.7	11	7.0	8	4.5
Scotland	268	6.4	471	10.8	564	12.3	603	12.8	558	10.9	502	9.5	400	7.5	399	7.4

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 prior to 2006).

(2) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.

(3) In 2006 and 2007, children and families vacancy data for City of Edinburgh was not provided. The 2005 data for children and families has been used.

(4) Vacancy data for Eilean Siar was not provided for 2006 and 2007, so 2005 figures have been used.

(5) In the October 2006 census, there was a change in methodology to eliminate the double counting of staff covering for absent staff.

Therefore, 2006 figures are not comparable with previous years.

(6) Vacancy data for Glasgow City was not provided for 2007, so 2006 figures have been used instead.

Staff of Scottish Social Work Services, 2007

ANNEX B

Type of post	Full Time		Part Time		Total		Number of persons		Number of vacancies WTE
	a	b	c	a+c	a+b	Female	Male		
								Number	

SECTION A: STRATEGIC/ CENTRAL & FIELDWORK STAFF

1. Strategic/ Central Staff

1.01 Directors/Heads of Service	133	8	4	137	141	70	71	2
1.02 Service Managers (not elsewhere specified)	200	21	13	213	221	121	100	10
1.03 Other Senior Staff	294	33	20	314	327	195	132	57
1.04 Planning, Commissioning and Contracting Staff	257	83	50	307	340	247	93	42
1.05 Registration/Inspection Officers	8	0	0	8	8	4	4	4
1.06 Research & Information Officers	193	46	26	219	239	155	84	22
1.07 Human Resources Staff, including Training	426	114	61	487	540	439	101	56
1.08 Finance Staff	261	56	31	292	317	268	49	29
1.09 Support Services (including Admin/ Clerical)	1,548	567	298	1,846	2,115	1,713	402	257
Total	3,320	928	502	3,822	4,248	3,212	1,036	478

2. Fieldwork Staff

2.01 Area Managers	34	3	2	36	37	22	15	8
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2a. Fieldwork Staff - Services for Children

2.02 Service Managers	117	2	1	118	119	75	44	3
2.03 Team Leaders/Managers	194	30	18	212	224	142	82	17
2.04 Senior Social Workers	485	67	39	524	552	403	149	56
2.05 Main Grade Social Workers	1,536	398	225	1,761	1,934	1,571	362	134
2.06 Advocacy/ Rights Staff	23	7	4	27	30	23	7	1
2.063 Senior Occupational Therapists	0	0	0	0	0	0	0	0
2.066 Occupational Therapists	4	1	0	4	5	5	0	1
2.07 Other Qualified Fieldwork Staff	425	94	50	475	519	374	145	58
2.075 Trainee Social Workers	52	3	1	53	55	44	11	12
2.08 SW Assistants	685	216	116	801	901	776	125	64
2.085 OT Assistants	0	0	0	0	0	0	0	0
2.09 Support Services (including Admin/ Clerical)	681	379	196	877	1,060	922	138	55
Total	4,202	1,197	651	4,853	5,399	4,335	1,063	402

2b. Fieldwork Staff - Services for Adults

2.11 Service Managers	118	6	3	121	124	79	45	6
2.12 Team Leaders/Managers	244	22	14	258	266	180	86	19
2.13 Senior Social Workers	318	45	27	345	363	255	108	18
2.14 Main Grade Social Workers	1,021	344	196	1,217	1,365	1,047	318	93
2.15 Care Managers	277	99	54	331	376	325	51	19
2.153 Senior Occupational Therapists	4	2	1	5	6	3	3	1
2.156 Occupational Therapists	6	3	1	7	9	6	3	9
2.16 Other Qualified Fieldwork Staff	253	163	88	341	416	373	43	54
2.165 Trainee Social Workers	14	5	1	15	19	14	5	3
2.17 SW Assistants	612	234	143	755	846	720	126	73
2.175 OT Assistants	1	0	0	1	1	1	0	8
2.18 Support Services (including Admin/ Clerical)	586	288	146	732	874	744	129	79
Total	3,454	1,211	674	4,128	4,665	3,747	917	380

2c. Fieldwork Staff - Services for Offenders

Type of post	Full Time		Part Time		Total		Number of persons		Number of vacancies WTE
	a	b	c	a+c	a+b	Female	Male		
								Number	
2.2 Service Managers	28	3	2	30	31	10	21	1	
2.21 Team Leaders/Managers	62	4	2	64	66	41	25	3	
2.22 Senior Social Workers	136	13	8	144	149	100	49	11	
2.23 Main Grade Social Workers	614	96	55	669	710	482	228	51	
2.233 Senior Occupational Therapists	0	0	0	0	0	0	0	0	
2.236 Occupational Therapists	0	0	0	0	0	0	0	0	
2.24 Community Service Staff	212	119	69	281	331	86	245	18	
2.25 Supervised Attendance Staff	57	12	8	65	69	38	31	7	
2.255 Trainee Social Workers	0	0	0	0	0	0	0	0	
2.26 SW Assistants	164	12	7	171	176	134	42	32	
2.265 OT Assistants	0	0	0	0	0	0	0	0	
2.27 Support Services (including Admin/ Clerical)	266	96	51	317	362	331	31	29	
Total	1,539	355	202	1,741	1,894	1,222	672	151	

2d. Fieldwork Staff - Generic Provision

2.29 Team Leaders/Managers	74	14	7	81	88	48	40	2
2.3 Senior Social Workers	60	31	16	76	91	63	28	19
2.31 Main Grade Social Workers	204	136	45	249	340	254	86	17
2.32 Welfare Rights Officers	223	43	24	247	266	187	79	29
2.33 Senior Occupational Therapists	41	18	11	52	59	56	3	2
2.34 Occupational Therapists	198	124	71	269	322	299	23	19
2.35 Other Qualified Fieldwork Staff	194	41	21	215	235	154	81	19
2.355 Trainee Social Workers	65	1	0	65	66	56	10	2
2.36 SW Assistants	260	88	42	302	348	271	77	18
2.37 OT Assistants	97	54	30	127	151	125	26	9
2.38 Support Services (including Admin/ Clerical)	1,136	482	238	1,374	1,618	1,318	300	113
Total	2,552	1,032	505	3,057	3,584	2,831	753	250

SECTION A: SECTION A TOTAL

15,101	4,726	2,536	17,637	19,827	15,369	4,456	1,668
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SECTION B: DAY CARE & DOMICILIARY STAFF

3a. Day Care Staff - Services for Children & Families

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				
3.01 Early Education & Child Care Manager	26	3	2	28	29	24	5	1
3.02 Early Education & Child Care Lead Practitioner	27	5	3	30	32	31	1	1
3.03 Early Education & Child Care Practitioner	181	121	42	223	302	285	17	2
3.04 Early Education & Child Care Support Worker	85	186	87	172	271	266	5	7
3.05 Support Services (including Admin/ Clerical)	11	35	16	27	46	44	2	2
3.06 Ancillary Staff	15	58	33	48	73	54	19	2
Total	345	408	183	528	753	704	49	15

3b. Day Care Staff - Services for Older People

3.08 Head of Adult Day Care Unit	79	11	7	86	90	72	18	3
3.09 Assistant Unit Managers	27	13	9	36	40	35	5	4
3.1 Other Qualified Care Staff	55	95	33	88	150	125	25	13
3.11 Care Staff	516	660	350	866	1,176	1,022	154	57
3.12 Support Services (including Admin/ Clerical)	25	60	27	52	85	74	11	5
3.13 Ancillary Staff	80	214	104	184	294	186	108	17
Total	782	1,053	530	1,312	1,835	1,514	321	99

3c. Day Care Staff - Services for People with Mental Health Problems

3.15 Head of Adult Day Care Unit	5	1	1	6	6	4	2	5
3.16 Assistant Unit Managers	5	1	0	5	6	4	2	0
3.17 Other Qualified Care Staff	24	10	6	30	34	26	8	4
3.18 Care Staff	11	17	10	21	28	22	6	4
3.19 Support Services (including Admin/ Clerical)	24	52	22	46	76	66	10	14
3.2 Ancillary Staff	3	5	2	5	8	3	5	3
Total	72	86	41	113	158	125	33	29

3d. Day Care Staff - Services for People with Learning Disabilities

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				
3.22 Head of Adult Day Care Unit	95	7	4	99	102	55	47	7
3.23 Assistant Unit Managers	126	17	9	135	143	95	48	13
3.24 Other Qualified Care Staff	428	137	86	514	565	366	199	42
3.25 Care Staff	692	719	421	1,113	1,411	1,060	350	93
3.26 Support Services (including Admin/ Clerical)	115	122	65	180	237	195	42	16
3.27 Ancillary Staff	136	351	196	332	487	305	182	43
Total	1,592	1,353	780	2,372	2,945	2,076	868	214

3e. Day Care Staff - Services for People with Physical Disabilities

3.29 Head of Adult Day Care Unit	16	2	1	17	18	12	6	0
3.3 Assistant Unit Managers	15	5	2	17	20	15	5	0
3.31 Other Qualified Care Staff	67	33	21	88	100	72	28	7
3.32 Care Staff	41	92	52	93	133	113	20	6
3.33 Support Services (including Admin/ Clerical)	24	23	12	36	47	35	12	5
3.34 Ancillary Staff	43	86	41	84	129	62	67	9
Total	206	241	129	335	447	309	138	27

3f. Domiciliary Staff

3.36 Home Care Managers	82	11	7	89	93	81	12	8
3.37 Assistant Home Care Managers/ Supervisors	618	487	372	990	1,105	1,059	46	33
3.38 Home Care Staff	2,228	15,485	9,353	11,581	17,713	17,029	677	0
3.41 Sheltered Housing Wardens	124	114	54	178	238	214	24	22
3.42 Community Alarms Staff	126	167	120	246	293	242	51	25
3.43 Respite Staff	6	34	14	20	40	37	3	0
3.44 Support Services (including Admin/ Clerical)	214	113	55	269	327	284	41	23
Total	3,398	16,411	9,976	13,374	19,809	18,946	854	111

SECTION B: SECTION B TOTAL

6,395	19,552	11,640	18,035	25,947	23,674	2,263	496
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SECTION C: RESIDENTIAL STAFF

4a. Residential Staff - Services for Children & Young People

Type of post

Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
	a	Number b	WTE c	WTE a+c	Number of persons a+b	Female	Male	
4.01 Head of Residential Home for Children	110	3	2	112	113	69	44	8
4.02 Residential Care Support Worker	221	50	37	258	271	182	89	22
4.03 Residential Resource Worker	89	11	6	95	100	61	39	16
4.04 Residential Child Care Worker	995	660	318	1,313	1,655	1,133	521	102
4.06 Support Services (including Admin/ Clerical)	21	41	20	41	62	61	1	6
4.07 Ancillary Staff	50	105	64	114	155	131	24	14
Total	1,486	870	446	1,932	2,356	1,637	718	169

4b. Residential Staff - Services for Older People

4.09 Head of Residential Home for Adults	172	14	8	180	186	157	29	8
4.1 Adult Residential Care Supervisor	365	223	77	442	588	503	85	31
4.11 Residential Resource Worker	9	10	7	16	19	19	0	2
4.12 Adult Residential Care Practitioner	818	1,514	993	1,811	2,332	2,059	273	178
4.13 Adult Residential Care Support Worker	468	1,582	1,011	1,479	2,050	1,926	124	134
4.14 Support Services (including Admin/ Clerical)	46	94	51	97	140	129	11	27
4.15 Ancillary Staff	456	869	534	990	1,325	1,086	239	122
Total	2,334	4,306	2,681	5,015	6,640	5,879	761	501

4c. Residential Staff - Services for People with Mental Health Problems

4.17 Head of Residential Home for Adults	2	0	0	2	2	2	0	0
4.18 Adult Residential Care Supervisor	22	9	5	27	31	26	5	6
4.19 Residential Resource Worker	0	0	0	0	0	0	0	0
4.2 Adult Residential Care Practitioner	37	7	3	40	44	40	4	1
4.21 Adult Residential Care Support Worker	26	45	19	45	71	69	2	5
4.22 Support Services (including Admin/ Clerical)	0	4	1	1	4	4	0	1
4.23 Ancillary Staff	0	4	3	3	4	3	1	2
Total	87	69	31	118	156	144	12	15

4d. Residential Staff - Services for People with Learning Disabilities

Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
	a	Number b	WTE c	WTE a+c	Number of persons a+b	Female	Male	
4.25 Head of Residential Home for Adults	51	1	0	51	52	46	6	6
4.26 Adult Residential Care Supervisor	136	33	20	156	169	137	32	13
4.27 Residential Resource Worker	12	7	5	17	19	14	5	1
4.28 Adult Residential Care Practitioner	428	444	253	681	872	632	240	68
4.29 Adult Residential Care Support Worker	145	480	338	483	625	506	119	46
4.3 Support Services (including Admin/ Clerical)	6	24	12	18	30	28	2	3
4.31 Ancillary Staff	15	66	33	48	81	62	19	18
Total	793	1,055	661	1,454	1,848	1,425	423	154

4e. Residential Staff - Services for People with Physical Disabilities

4.33 Head of Residential Home for Adults	1	0	0	1	1	1	0	0
4.34 Adult Residential Care Supervisor	5	4	2	7	9	7	2	1
4.35 Residential Resource Worker	0	0	0	0	0	0	0	0
4.36 Adult Residential Care Practitioner	4	4	3	7	8	7	1	4
4.37 Adult Residential Care Support Worker	2	14	9	11	16	14	2	23
4.38 Support Services (including Admin/ Clerical)	0	0	0	0	0	0	0	2
4.39 Ancillary Staff	0	0	0	0	0	0	0	0
Total	12	22	14	26	34	29	5	30

4f. Residential Staff - Services for Offenders

4.41 Head of Residential Home for Adults	3	0	0	3	3	1	2	0
4.415 Adult Residential Care Supervisor	1	0	0	1	1	1	0	1
4.42 Adult Residential Care Practitioner	15	4	2	17	19	9	10	2
4.43 Adult Residential Care Support Worker	1	1	0.5	1.5	2	2	0	1
4.44 Support Services (including Admin/ Clerical)	0	1	1	1	1	1	0	0
4.45 Ancillary Staff	2	1	1	3	3	2	1	0
Total	22	7	4	26	29	16	13	5

SECTION C: SECTION C TOTAL

4,734	6,329	3,838	8,572	11,063	9,130	1,932	873
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GRAND TOTAL (Active Complement)

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			

SECTION A TOTAL

15,101	4,726	2,536	17,637	19,827	15,369	4,456	1,668
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SECTION B TOTAL

6,395	19,552	11,640	18,035	25,947	23,674	2,263	496
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SECTION C TOTAL

4,734	6,329	3,838	8,572	11,063	9,130	1,932	873
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GRAND TOTAL (Active Complement)

26,230	30,607	18,013	44,243	56,837	48,173	8,651	3,037
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Annex C Table 1: Social Work Services Staff: Number of Qualifications Held by Staff Group and Qualification Type, 2007^(1,2,4)

Qualification Type ⁽⁵⁾	Staff Group												Total
	Senior Managers, etc	Social Workers	Other Qualified Fieldwork Staff	Social Work/OT Assistants	Home Care Staff & Managers	Other Domiciliary Staff	Day Care - Managers & Qualified Care Staff	Day Care - Care Staff	Residential - Managers & Qualified Care Staff	Residential - Care Staff	Support Staff	Trainee Social Workers	
None	87	0	197	337	3,573	125	168	390	1,012	278	2,279	27	8,473
AD01	32	43	6	1	1	0	3	1	0	0	7	0	94
AD02	76	290	14	2	3	0	11	3	5	0	16	0	420
AD03	36	178	7	2	1	0	3	0	3	0	9	0	239
AD04	110	311	36	3	4	0	9	2	12	0	52	0	539
AD05	0	1	0	0	0	0	0	0	0	0	0	0	1
AD06	8	3	3	3	5	0	29	4	74	0	5	0	134
AV01	21	42	19	14	51	0	39	46	130	39	51	1	453
AV02	12	23	9	3	9	0	25	2	52	0	30	2	167
AV03	2	2	3	0	1	0	3	4	5	0	21	1	42
AV04	0	0	0	0	0	0	0	0	0	0	2	0	2
BA01	0	3	0	2	0	0	1	1	0	0	0	0	7
BA02	0	0	0	3	0	0	0	0	1	0	0	0	4
BA03	11	6	7	1	0	0	1	1	0	0	5	0	32
CR01	63	51	11	4	9	0	11	3	17	0	43	1	213
CR02	60	16	11	2	30	0	29	5	29	1	33	1	217
CR03	21	15	3	0	1	0	1	0	4	0	1	0	46
CR04	362	611	242	132	84	9	79	86	174	29	679	26	2,513
CR05	1	0	0	0	0	0	0	0	0	0	0	0	1
CR06	0	0	0	1	0	0	0	0	0	0	0	0	1
CT01	6	10	2	0	0	0	3	1	3	0	4	0	29
CT02	124	372	20	4	2	0	12	4	65	3	22	1	629
CT03	2	0	0	0	0	0	0	0	0	0	0	0	2
CT04	1	3	0	0	0	0	1	0	2	0	1	0	8
CT05	6	4	4	4	0	0	2	1	6	5	2	0	34
CT06	1	25	9	11	5	1	16	36	22	3	8	1	138
CT07	4	4	3	3	0	0	3	0	2	1	4	0	24
CT08	1	14	3	7	6	0	4	13	10	2	5	2	67
CT09	1	0	0	0	0	0	0	0	0	0	1	0	2
CT10	3	11	2	5	6	0	3	4	8	1	0	1	44
DG01	31	26	81	6	3	0	12	4	38	2	7	1	211
DG02	0	0	0	0	0	0	0	0	0	0	0	0	0
DG03	0	0	0	0	0	0	0	0	0	0	0	0	0
DP01	1,007	5,504	403	61	113	4	148	30	297	15	227	0	7,809
DP02	0	0	2	0	0	0	9	0	0	0	0	0	11
DP03	0	1	0	0	0	0	0	0	0	0	0	0	1
HC01	3	12	10	19	2	0	80	44	32	1	4	2	209
HC02	0	0	0	0	0	0	0	2	1	0	1	0	4
HC03	0	5	4	4	10	0	6	3	11	2	3	1	49
HC04	33	290	91	392	116	7	162	194	701	66	108	12	2,172
HC05	0	1	1	0	0	0	2	2	15	0	0	0	21
HC06	0	1	3	2	0	0	4	0	4	1	1	0	16
HC07	0	1	0	0	0	0	0	0	0	0	1	0	2
HD01	0	0	2	0	1	0	1	2	0	0	0	0	6
NQ01	0	1	2	0	0	0	0	0	0	0	0	0	3
NQ02	0	0	0	0	0	0	0	0	0	0	0	0	0
NQ03	0	0	0	0	0	0	0	0	0	0	0	0	0
NQ04	0	0	0	0	0	0	0	0	0	0	0	0	0
OT01	48	87	36	66	35	2	15	23	34	8	89	3	446
OT02	2	17	4	0	0	0	0	1	3	0	2	0	29
PD01	0	0	0	3	0	0	1	11	1	0	0	0	16
PD02	0	0	0	2	0	0	0	1	1	0	1	0	5
PD03	1	2	0	3	4	0	1	2	0	0	0	0	13
QU01	0	1	0	3	0	0	0	1	2	0	0	0	7
RG01	0	0	1	0	0	0	0	0	1	0	0	0	2
RG02	6	9	7	4	0	0	1	1	2	0	1	3	34
RG03	0	3	1	2	0	1	1	1	6	0	2	0	17
RG04	12	8	14	1	0	0	9	1	31	0	7	0	83
RG05	45	63	73	34	49	2	58	21	149	29	27	3	553
RG06	61	25	396	16	6	1	14	3	13	1	15	0	551
RG07	6	0	22	0	0	0	0	0	2	0	0	0	30
RG08	1	0	1	1	0	0	0	0	0	0	0	0	3
RG09	2	5	2	1	0	0	1	3	2	0	1	0	17
SP01	0	0	0	0	0	0	0	1	0	0	0	0	1
SP02	0	0	2	0	0	0	0	0	0	0	0	0	2
SP03	0	1	1	0	20	1	0	0	0	1	1	0	25
SP04	1	3	2	3	355	0	0	127	6	11	3	0	511
SP05	0	0	0	0	0	0	0	2	0	2	0	0	4
SQ01	0	0	0	5	2	0	0	7	3	1	0	0	18
SQ02	0	0	0	3	0	0	1	7	3	2	1	0	17
SQ03	0	0	0	0	2	0	2	3	10	3	1	0	21
SQ04	0	6	1	5	2	0	1	14	5	0	1	0	35
SQ05	0	0	0	2	0	0	0	12	3	1	2	0	20
SQ06	5	38	10	45	59	0	60	55	240	11	26	6	555
SQ07	0	2	5	4	0	0	1	0	0	0	0	0	12
SQ08	0	0	0	0	0	0	0	0	1	0	0	0	1
SQ09	0	0	0	1	1	0	0	1	0	0	0	0	3
SQ10	0	0	0	0	0	0	0	0	1	0	0	0	1
SQ11	0	0	0	0	0	0	0	0	0	0	0	0	0
SQ12	0	0	0	0	0	0	0	0	0	0	0	0	0
SQ13	4	0	1	1	0	0	23	1	19	0	1	0	50
VQ01	3	12	11	31	1,167	27	68	237	508	490	53	0	2,607
VQ02	5	13	11	27	96	11	10	58	84	93	149	0	557
VQ03	8	41	36	139	107	4	148	165	711	156	49	2	1,566
VQ04	6	24	9	67	19	0	16	75	306	29	16	1	568
VQ05	4	66	40	158	41	6	226	193	594	60	79	2	1,469
VQ06	8	26	24	32	28	6	36	33	128	33	197	0	551
VQ07	1	5	6	2	6	0	28	4	47	5	8	0	112
VQ08	7	8	6	4	92	2	2	5	21	9	22	0	178
Not Known	517	0	1,104	1,084	13,102	372	514	1,382	2,308	1,541	6,883	55	28,862
Total	2,878	8,345	3,036	2,777	19,229	581	2,117	3,339	7,980	2,935	11,269	155	64,641

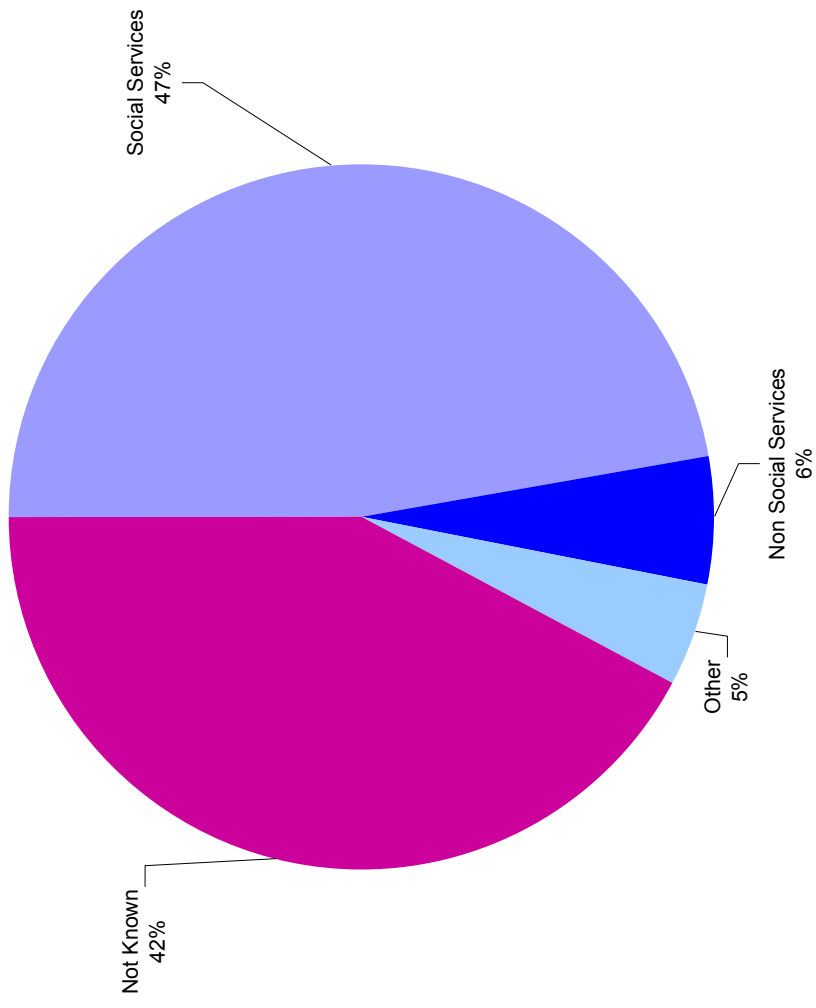
Note:
 (1) Due to the high percentage of 'not known's as a result of local authorities being unable to provide this information, please treat these results with extreme caution.
 (2) Staff can record up to 5 qualifications held and record up to 3 qualifications that they are working towards.
 (3) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
 (4) In 2007, data for Fife Council was not provided. The 2006 data has been used.
 (5) A list of the qualifications can be found in the background notes.

Annex C Table 2: Social Work Services Staff: Number of Qualifications being Worked Towards by Staff Group and Qualification Type, 2007^(1,2,4)

Qualification Type ⁽⁵⁾	Staff Group													Total
	Senior Managers, etc	Social Workers	Other Qualified Fieldwork Staff	Social Work/OT Assistants	Home Care Staff & Managers	Other Domiciliary Staff	Day Care - Managers & Qualified Care Staff	Day Care - Care Staff	Residential - Managers & Qualified Care Staff	Residential - Care Staff	Support Staff	Trainee Social Workers		
None	45	87	56	62	22	6	18	62	30	0	230	0	618	
AD01	4	7	0	0	0	0	0	0	0	0	0	0	11	
AD02	0	9	0	0	0	0	0	0	0	0	0	0	9	
AD03	5	76	13	2	0	0	0	7	5	0	19	0	127	
AD04	3	22	0	1	0	0	1	0	1	0	0	0	28	
AD05	0	0	0	0	0	0	0	0	0	0	0	0	1	
AD06	1	1	1	0	0	0	9	1	20	0	1	0	34	
AV01	5	3	5	1	1	0	5	7	16	0	2	0	45	
AV02	0	1	0	0	0	0	1	0	1	0	1	0	4	
AV03	0	0	0	0	0	0	0	0	0	0	3	0	3	
AV04	0	0	0	0	0	0	0	0	0	0	0	0	0	
BA01	0	0	0	0	0	0	1	0	1	0	0	0	2	
BA02	0	0	0	1	0	0	0	0	0	0	0	0	1	
BA03	0	0	0	0	0	0	0	0	0	0	0	0	0	
CR01	7	28	1	0	1	0	0	0	0	0	1	0	38	
CR02	3	1	0	1	1	0	1	0	0	0	5	0	12	
CR03	0	1	1	0	0	0	0	0	0	0	0	0	2	
CR04	4	15	11	8	4	0	1	5	6	0	27	0	81	
CR05	0	0	0	0	0	0	0	0	0	0	0	0	0	
CR06	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT01	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT02	3	42	0	0	0	0	0	0	0	0	0	0	45	
CT03	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT04	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT05	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT06	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT07	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT08	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT09	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT10	0	0	0	0	0	0	0	0	0	0	1	0	1	
DG01	1	0	0	0	0	0	0	0	0	0	0	0	1	
DG02	0	0	0	0	0	0	0	0	0	0	0	0	0	
DG03	0	0	0	0	0	0	0	0	0	0	0	0	0	
DP01	2	0	1	0	3	0	2	0	11	1	4	140	164	
DP02	0	0	0	0	0	0	0	0	0	0	0	0	0	
DP03	0	0	0	0	0	0	0	0	0	0	0	0	0	
HC01	0	0	0	0	0	0	0	1	0	0	0	0	1	
HC02	0	0	0	0	0	0	0	0	0	0	0	0	0	
HC03	0	0	1	0	0	0	0	0	0	0	0	0	1	
HC04	0	2	3	26	8	0	1	15	42	2	10	0	109	
HC05	0	0	1	0	0	0	1	0	1	0	1	0	4	
HC06	0	0	0	0	0	0	0	0	0	0	0	0	0	
HC07	0	0	0	0	0	0	0	0	0	0	0	0	0	
HD01	0	0	0	0	0	0	0	0	0	0	0	0	0	
NQ01	0	0	0	0	0	0	0	0	0	0	0	0	0	
NQ02	0	0	0	0	0	0	0	0	0	0	0	0	0	
NQ03	0	0	0	0	0	0	0	0	0	0	0	0	0	
NQ04	0	0	0	0	0	0	0	0	0	0	0	0	0	
OT01	6	27	2	0	0	0	0	0	1	0	7	0	43	
OT02	0	0	0	0	0	0	0	0	2	0	0	0	2	
PD01	0	0	0	0	0	0	0	1	0	0	0	0	1	
PD02	0	0	0	0	0	0	0	0	0	0	0	0	0	
PD03	0	0	0	0	0	0	0	0	0	0	0	0	0	
QU01	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG01	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG02	1	0	0	0	0	0	0	0	0	0	0	0	1	
RG03	1	0	0	0	0	0	0	0	0	0	0	0	1	
RG04	0	1	0	0	0	0	0	0	0	0	0	0	1	
RG05	0	0	0	0	0	0	0	0	1	0	0	0	1	
RG06	0	0	0	0	0	0	0	0	1	0	0	0	1	
RG07	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG08	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG09	0	1	0	0	0	0	0	0	0	0	0	0	1	
SP01	0	0	0	0	0	0	0	0	0	0	0	0	0	
SP02	0	0	0	0	0	0	0	0	0	0	0	0	0	
SP03	0	0	0	0	0	0	0	0	0	0	0	0	0	
SP04	0	0	0	0	2	0	0	2	0	0	0	0	4	
SP05	0	0	0	0	0	0	0	2	0	0	0	0	2	
SQ01	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ02	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ03	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ04	0	0	1	0	0	0	0	0	0	0	0	0	1	
SQ05	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ06	0	0	2	5	4	0	9	4	14	3	2	0	43	
SQ07	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ08	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ09	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ10	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ11	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ12	0	0	0	0	0	0	0	0	0	0	0	0	0	
SQ13	2	2	0	0	3	0	5	0	5	0	1	0	18	
VQ01	0	0	0	0	71	1	2	19	11	25	3	0	132	
VQ02	0	0	1	0	5	1	0	6	3	12	4	0	32	
VQ03	0	1	6	60	13	0	20	23	143	13	4	0	283	
VQ04	0	0	1	4	0	0	1	3	17	0	1	0	27	
VQ05	0	1	0	0	0	0	7	6	25	6	0	0	45	
VQ06	2	1	6	9	2	0	5	7	22	2	16	0	72	
VQ07	1	3	5	1	13	0	11	2	34	1	2	0	73	
VQ08	0	0	1	1	8	0	3	0	11	0	4	0	28	
Not Known	1,899	5,182	2,527	2,250	18,754	563	1,537	2,848	6,079	2,699	10,391	0	54,729	
Total	1,995	5,514	2,645	2,433	18,915	571	1,642	3,021	6,503	2,764	10,740	140	56,883	

Note:
 (1) Due to the high percentage of 'not known' as a result of local authorities being unable to provide this information, please treat these results with extreme caution.
 (2) Staff can record up to 5 qualifications held and record up to 3 qualifications that they are working towards.
 (3) In 2006 and 2007, data for Dundee City was not provided. The data supplied for 2005 has been used.
 (4) In 2007, data for Fife Council was not provided. The 2006 data has been used.
 (5) A list of the qualifications can be found in the background notes.

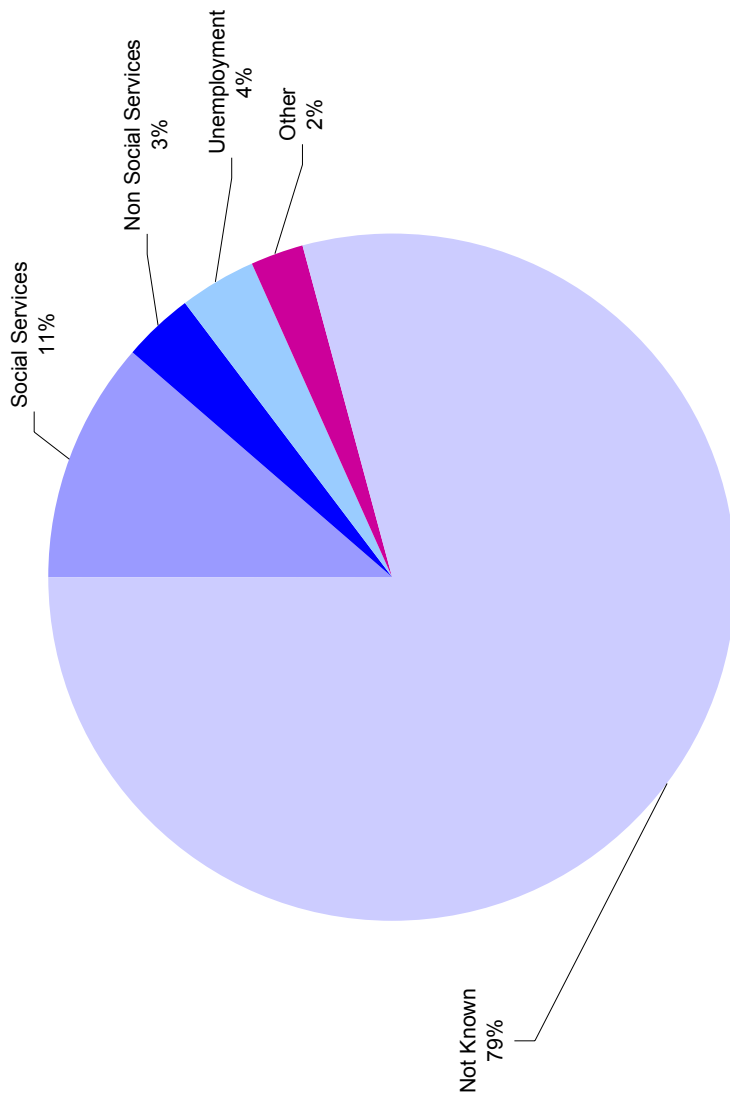
Starters - Entry Source, 2007



The category "Other" comprises the sub categories first job, from unemployment, family commitments, FE/HE, from abroad (EU and non EU), self employment and other source of entry.

Information on starters was collected for the first time in October 2007. As a result, there have been many problems with the collection of this data and so these findings must be treated with caution. See section 9.1 of the report for further details.

Leavers - Leaving Destination, 2007

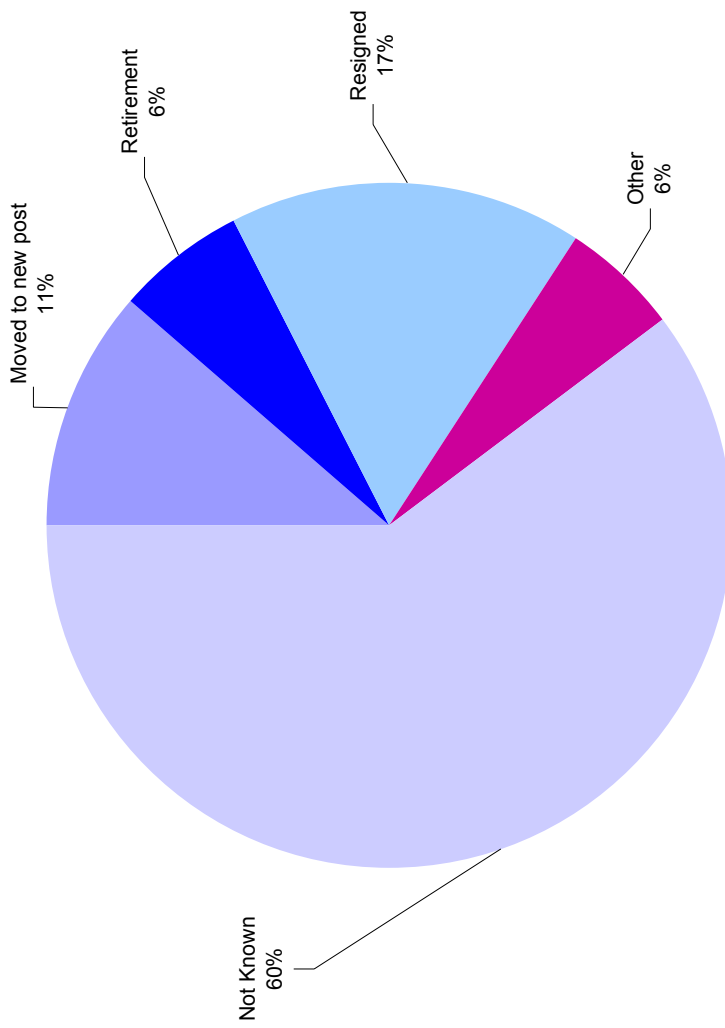


The category "Other" comprises the sub categories FE/HE, to abroad (EU and non EU), self employment and other destination.

Information on leavers was collected for the first time in October 2007. As a result, there have been many problems with the collection of this data and so these findings must be treated with caution. See section 9.1 of the report for further details.

Further information on the sub-categories for the leaving destinations summarised in this chart can be found in section 9.3 of the report.

Leavers - Leaving Reason, 2007



The category "Other" comprises the sub categories family commitments, to study, redundancy, dismissal, death and other reason.

Information on leavers was collected for the first time in October 2007. As a result, there have been many problems with the collection of this data and so these findings must be treated with caution. See section 9.1 of the report for further details.

Further information on the sub-categories for the leaving reasons summarised in this chart can be found in section 9.4 of the report.