

THE CITY OF EDINBURGH COUNCIL

MEETING 10

5 February 2015

QUESTIONS AND ANSWERS

Item no 5.1

QUESTION NO 1

By Councillor Balfour for answer by the Convener of the Finance and Resources Committee at a meeting of the Council on 5 February 2015

Question (1) Requests the Convener lists the numbers of individuals by Department, who are currently in Acting Up / Secondment positions at Grade 8 and above who have been in post for 3 months or more?

Answer (1)

Service Area	Acting Up	Secondment
Economic Development	5	4
Corporate Governance	23	13
Children and Families	30	19
Health and Social Care	24	28
Services for Communities	51	36
	133	100

Question (2) To provide the length of time each of these individuals have been in post?

Answer (2)

Occupancy Type	Grade	3 - 12 months	1 - 2 years	2 - 3 years	3 - 4 years	4 - 5 years	5 - 11 years	Total Staff
Acting Up	GR8	18	9	8	10	3	5	53
	GR9	12	7	11	10	4	2	46
	GR10	7	2	2	4			15
	GR11	5	3		1	1		10
	GR12	1	1		1	1		4
	JNC46	2		2				4
	JNC66	1						1
Acting Up Total		46	22	23	26	9	7	133
Secondment	GR8	18	16	9	7		6	56
	GR9	5	5	6	6	2	1	25
	GR10	4	1	3	3	1		12
	GR11		1	1		1		3
	GR12	2				1		3
	JNC46	1						1
Secondment Total		30	23	19	16	5	7	100
Total Staff		76	45	42	42	14	14	233

Question (3) To detail the cost to the Council of these arrangements?

Answer (3) **Additional Cost of Acting Up and Secondment Positions at GR8 with Duration Greater than 3 Months**

Service Area	Acting Up Staff	Secondment Staff	Basic Pay Cost (Additional)	Employer Costs (Projected)	Total Additional Cost
Economic Development	5	4	£43,970	£11,872	£55,842
Corporate Governance	23	13	£132,341	£35,732	£168,073
Children & Families	30	19	£226,169	£61,066	£287,235
Health and Social Care	24	28	£164,848	£44,509	£209,357
Services for Communities	51	36	£649,468	£175,356	£824,825
	133	100	£1,216,797	£328,535	£1,545,332

Employer Costs calculated at 27% (non-teaching staff)

Question (4) To confirm the strategy for dealing with filling these positions on a full-time basis?

Answer (4) All positions currently covered by acting up or secondment will be reviewed as part of the 'Organise to Deliver' programme and positions will be filled, if required in the new model, on a permanent basis. The remaining positions will be retained as acting up or secondment because they are in place for reasons such as maternity cover or cover for career breaks.