

8th September 2005

Select Committee On Economic Regeneration

Report of the Head of Personnel & Support Services

Age Profile of all Employees of Dudley Metropolitan Borough Council

Purpose of Report

1. This report gives details of:
 - The age profile of all Dudley MBC employees and details the current arrangements for Dudley MBC employees who wish to work beyond the age of 65.
 - The age profile of higher and lower earners within the Council.
 - The number of people over the age of 50 who have applied for and have been appointed to jobs within the Council between April 2004 and March 2005.

Background

2. The Select Committee on Wednesday 8th June 2005, considered the Chief Executive's Directorate's equality and diversity annual report for 2004/2005, and requested that a further report be brought forward on the issue of age and employment within DMBC. This report is therefore submitted in response to that request.
3. As age legislation comes into force towards the end of 2006 which will outlaw discrimination against age, the Vice-Chairman suggested that figures on the age of employees should be investigated.

Age Profile of Dudley MBC Employees

Across the entire public sector in England and Wales, 8% of the workforce is aged 25 or under (Employers Organisation, 2005). In local government in England and Wales, 6% of the workforce is aged 25 or under. (Pay & Workforce Strategy, 2004).

The chart in Appendix 1 demonstrates that Dudley MBC exceeds both the local government and total public sector figures. Currently 9% (1257) of our workforce are aged 16 to 25 years of age.

43% (5681) of employees within Dudley Council are aged over 45. The age bracket with the highest numbers of employees is 36-45 at 30% (4213).

15% (1834) of employees are over 55 years of age with 1% (75) who have continued working beyond the age of 65.

Overall, therefore the age profile of Dudley MBC doesn't raise any immediate concerns and we can pride ourselves in terms of our record of employing staff from all age ranges. It is also of particular note that we are performing well in employing both older and younger workers.

Higher Earners £26,157 pa and above (Excluding Schools)

Payscale NJC Green Book - SCP 34-57

The chart in Appendix 2 illustrates the age profile of the higher earners at Dudley MBC.

Amongst the higher earners, SCP 34 and above, the bracket with the highest number of employees is 36-45 at 38% (408). 1% (7) of employees are aged 16-25 and 12% (134) of employees are aged 56-65. There are no employees working beyond 65 years of age amongst the higher earners.

Lower Earners up to £25,437 pa (Excluding Schools)

Payscale NJC Green Book - SCP 3-33

The chart in Appendix 3 illustrates the age profile of the lower earners at Dudley MBC.

Amongst the lower earners, up to SCP 33, the age bracket with the highest number of employees is 36-45 at 30% (2076). 12% (789) of employees are aged 16-25 and 15% (1036) of employees are aged 56-65. 1% (56) of employees amongst the lower earners are continuing to work beyond 65 years old.

Current Arrangement for Employees Who Wish to Work Beyond the Age of 65

The Council has a robust process in place for ensuring that employees can remain in our employment beyond the age of 65 should they wish to do so, and should the need for the post remain.

The current procedure is that the individual wishing to work beyond the age of 65 should write to their Director requesting approval. If this can be supported by the Directorate a formal request is made for a one year reviewable contract to the Lead Member for Personnel, with a copy to the Head of Personnel and Support Services.

Job Applicants

Between April 2004 and March 2005, there were 14,616 applicants for vacancies at Dudley MBC. Of those 14,616, 10.82% (1581) were over 50 years of age. This illustrated in Appendix 4.

New Appointees

Between April 2004 and March 2005, there were 1,152 new appointees at Dudley MBC. Of those 1,152, 9.29% (107) were between the ages of 50 and 65. This is illustrated in Appendix 5.

This demonstrates that the number of new appointees over 50 years of age is a similar proportion to the numbers of job applicants over 50 years of age, and indicates that there is no barrier to applicants between the ages of 50 and 65 obtaining employment with the Council.

Finance

4. There are no financial implications arising from this report.

Law


5. In October 2006, new age discrimination legislation will come into force. The Council will therefore continue to review its policies and procedures to ensure that they are not directly or indirectly discriminatory on the grounds of age. We will also be seeking to introduce a new policy in readiness for the new legislation to ensure that people over the age of 65 can be recruited to post within the Council.

Equality Impact

6. As stated previously, the age profile of Dudley MBC doesn't raise any immediate concerns and we can pride ourselves in terms of our record of employing staff from all age ranges.
7. Our Equality & Diversity Policy and Recruitment Policy specifically refer to age, amongst other things, as a reason not to show less favourable treatment of an individual or group of individuals.

Recommendation

8. It is recommended that: -
 - The Committee note the good results that have been achieved in ensuring that the Council employs staff in all age ranges.
 - The age profile of Dudley MBC continues to be kept under review by Corporate Personnel.
 - Any arising issues e.g. a considerable reduction in the percentage of employees under 25, are highlighted at the earliest opportunity.
 - The Committee support the proposal to introduce a new policy to ensure that people over the age of 65 can be recruited to Council posts.


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Steve Woodall
Head of Personnel and Support Services

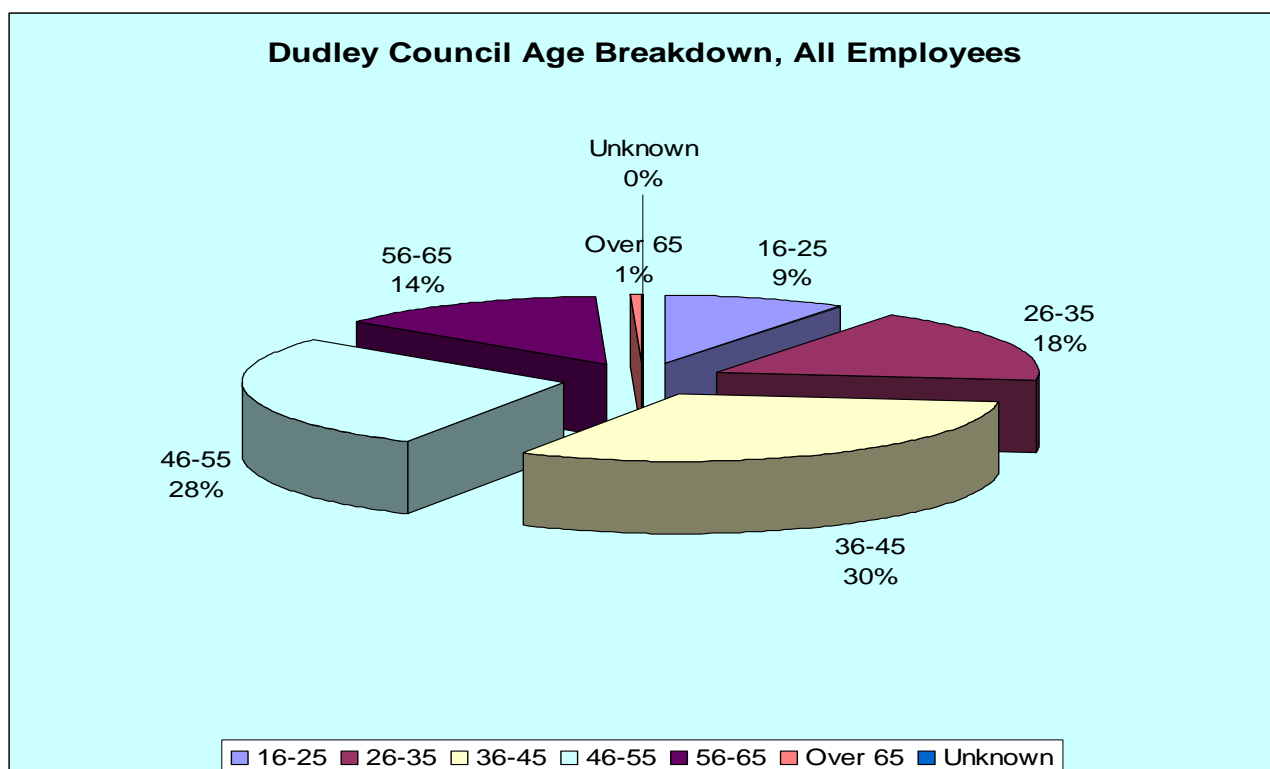
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APPENDIX 1

ANALYSIS OF CURRENT WORKFORCE – AGE PROFILE

The table below breaks down the age profile of all Dudley MBC employees by age group and by directorate.

DIRECTORATE	16-25	26-35	36-45	46-55	56-65	Over 65	Unknown	Total
Chief Executive	55	33	64	48	24	5	0	229
Education Head Office	147	273	638	539	259	8	0	1864
Education Schools	461	1116	1729	1682	664	19	0	5671
Finance ICT	110	150	193	113	36	2	0	604
Housing	142	179	321	274	152	1	0	1069
Law & Property	21	33	65	57	34	0	0	210
Social Services	117	405	751	650	389	4	1	2317
Urban Environment	204	222	452	409	276	36	2	1601
TOTAL	1257	2411	4213	3772	1834	75	3	13565
	9%	18%	30%	28%	14%	1%	0%	100%

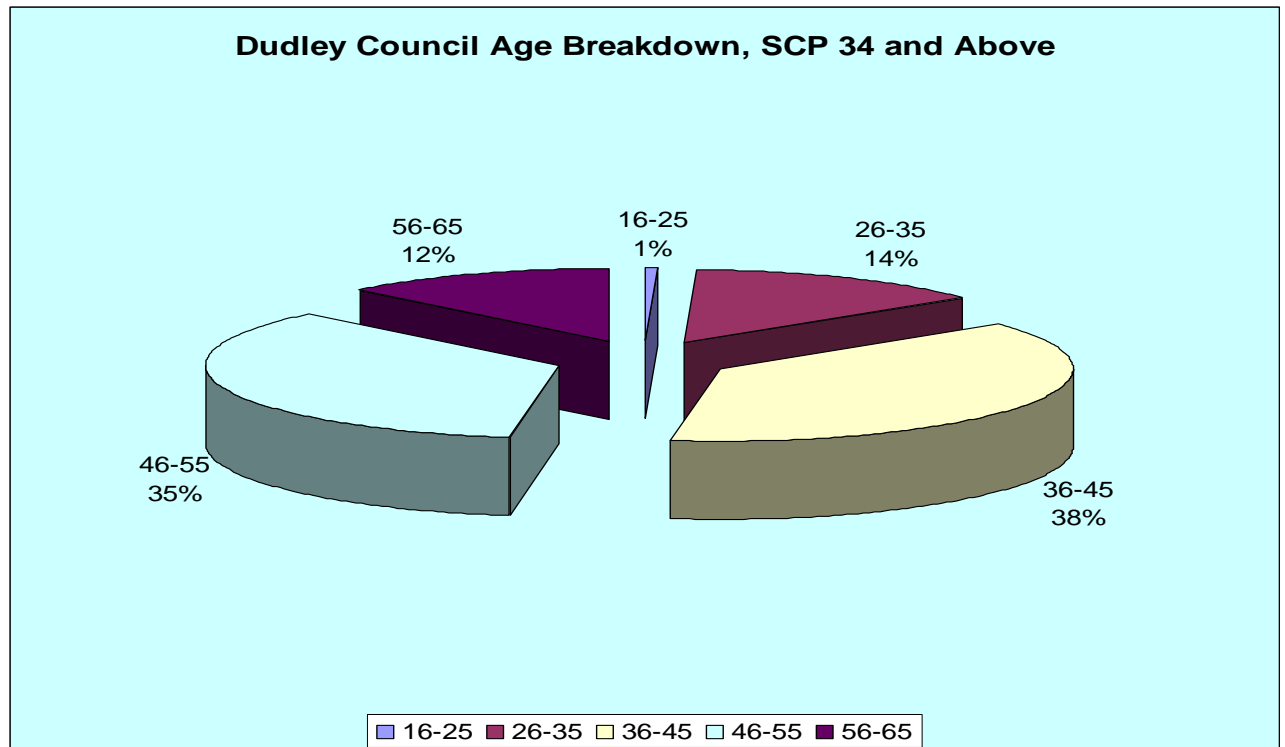


APPENDIX 2

AGE PROFILE

Higher Earners £26,157 pa and above

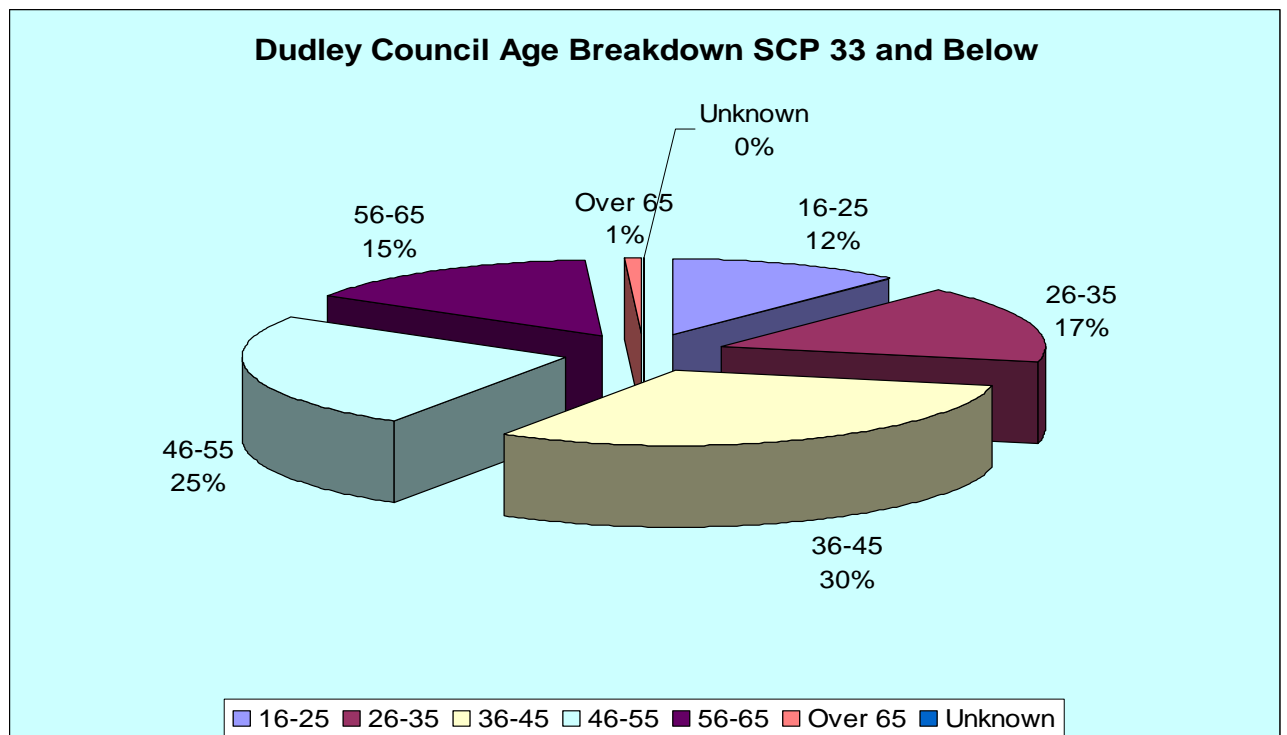
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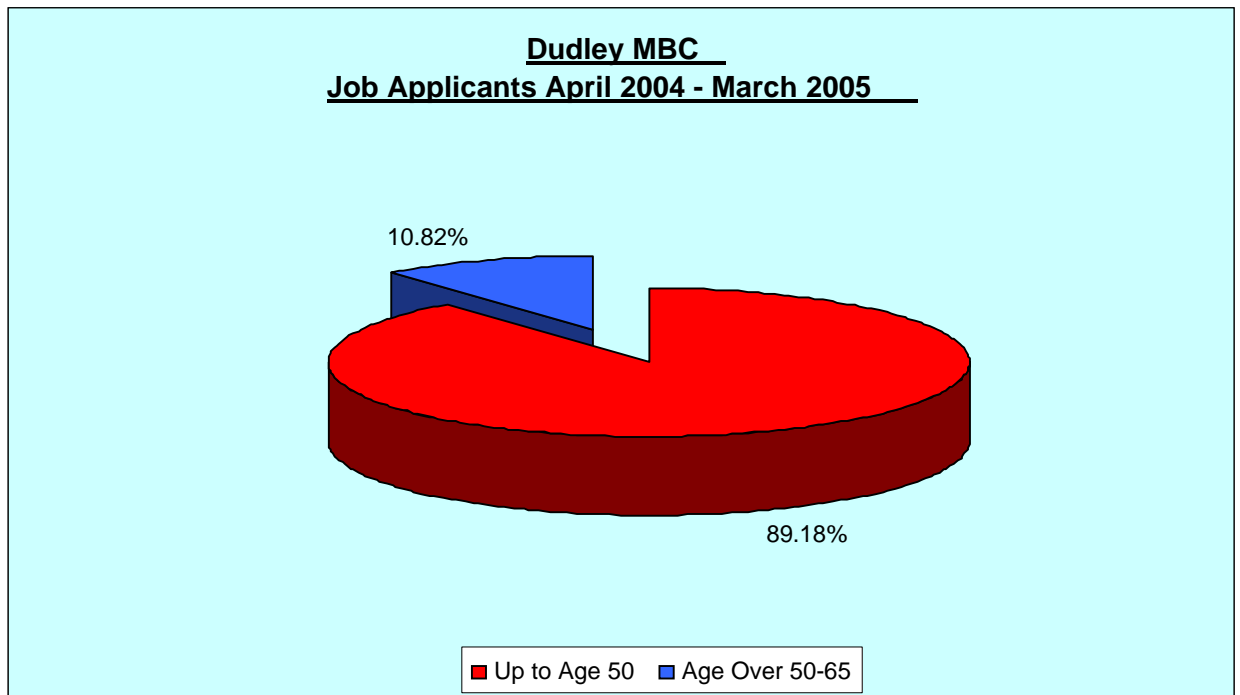
AGE PROFILE

Lower Earners up to £25,437 pa

Payscale NJC Green Book - SCP 3-33



JOB APPLICANTS APRIL 2004 – MARCH 2005



NEW APPOINTEES APRIL 2004 – MARCH 2005

