GLA Workforce Report

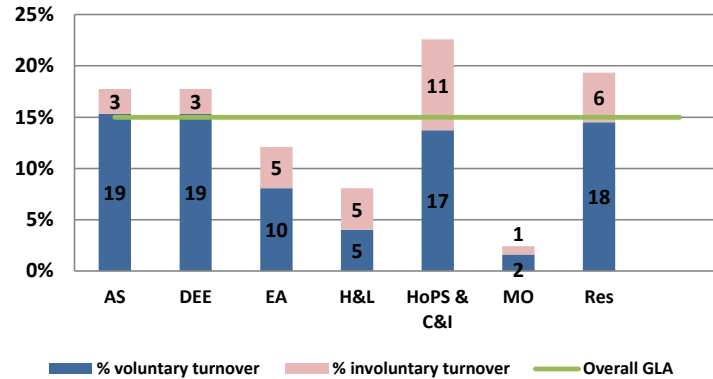**An annual digest of employment data and statistics for year ending 31 March 2016**

GREATER**LONDON**AUTHORITY

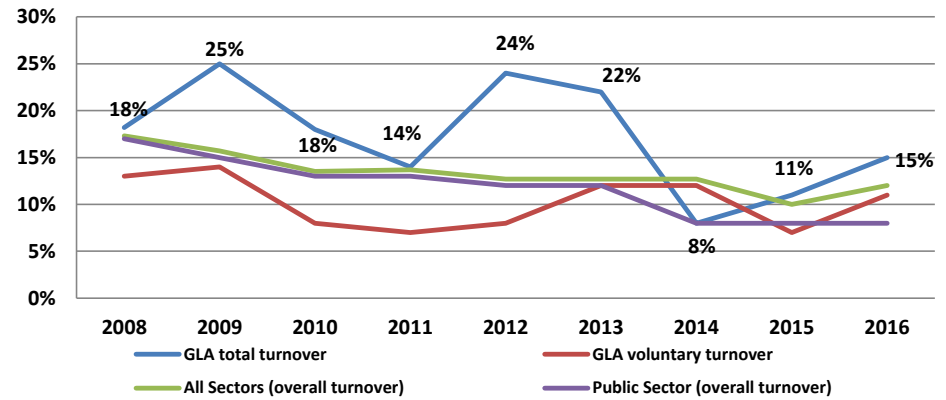# GLA Workforce Report Key

Code	Directorate
AS	Assembly Secretariat
DEE	Development, Enterprise & Environment
EA	External Affairs
H&L	Housing & Land
HoPS & C&I	Head of Paid Service and Communities & Intelligence
MO	Mayors Office
Res	Resources

GREATER**LONDON**AUTHORITY

Turnover - overview

Turnover by Directorate

Legend: % voluntary turnover, % involuntary turnover, Overall GLA

Turnover benchmarking

Legend: GLA total turnover, GLA voluntary turnover, All Sectors (overall turnover), Public Sector (overall turnover)

Reasons for leaving

Reason	Number	%
End of Contract	31	25%
Redundancy	3	2%
Resignation	87	70%
Retirement	1	1%
Retirement Ill Health	2	2%
Total	**124**	100%

Leavers by ethnicity

White 68%/84
BAME 24%/30
Not Known 8%/10

GREATER**LONDON**AUTHORITY
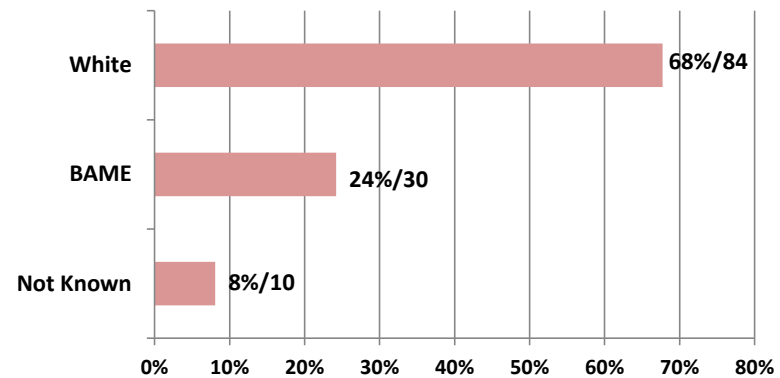
Staffing profile

Staffing profile by directorate 2015 and 2016

Mar-15
Mar-16

Directorate	Mar-15	Mar-16
AS	98	91
DEE	164	180
EA	74	73
H&L	97	99
HoPs & C&I	139	129
MO	51	48
Res	164	175
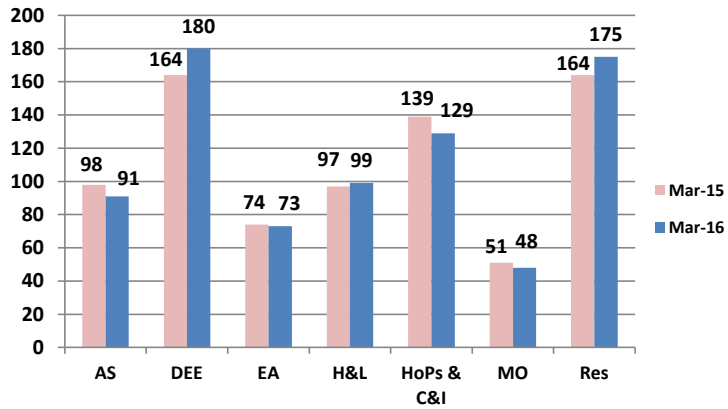
Number of staff by salary band

Salary band	Number
0 to 20,000	
20,001 to 30,000	
30,001 to 40,000	
40,001 to 50,000	
50,001 to 60,000	
60,000 to 70,000	25
70,000 to 80,000	25
80,000 to 90,000	23
90,000 to 100,000	2
100,000 +	24
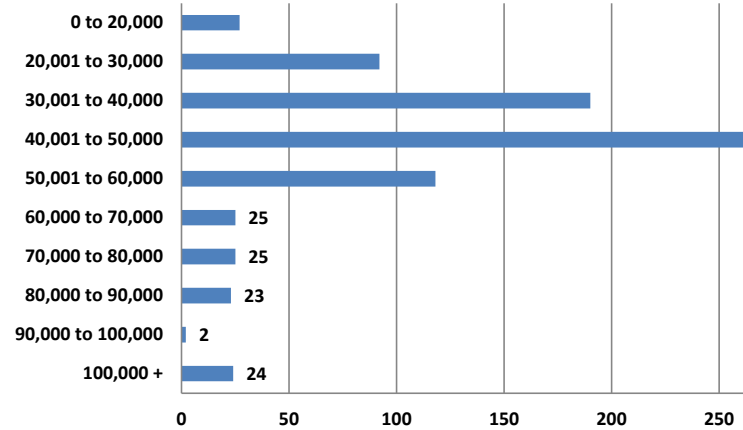
Staffing profile by contract type

- Permanent employees 79%/630
- Fixed term employees 21%/165

GLA staff 2008 to 2016

Year	Staff
2008	675
2009	648
2010	592
2011	637
2012	711
2013	724
2014	761
2015	788
2016	795

GREATER**LONDON**AUTHORITY
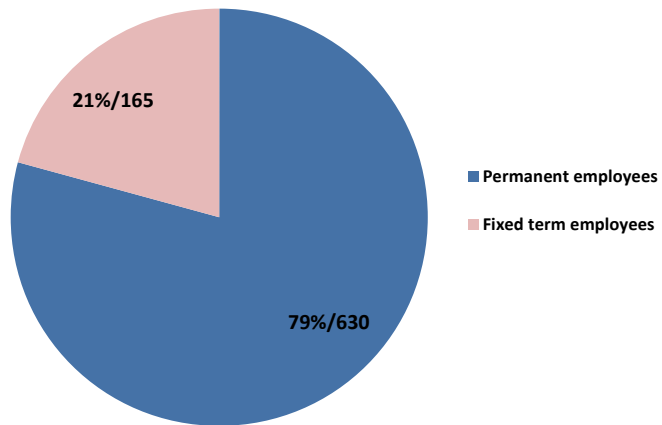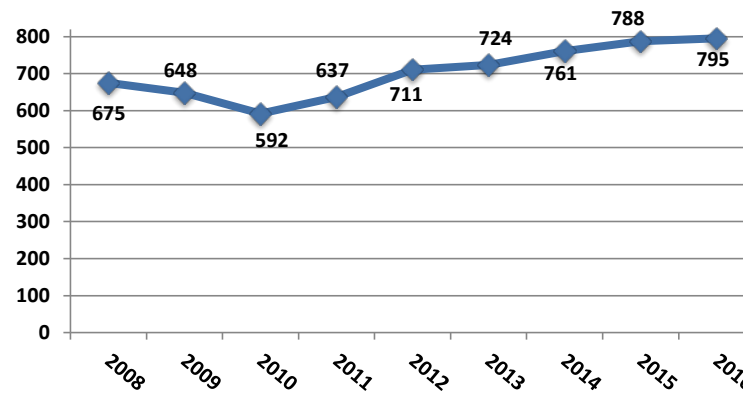
Salary profile

Salary breakdown by Directorate

Directorate	0 to 20,000	20,001 to 30,000	30,001 to 40,000	40,001 to 50,000	50,001 to 60,000	60,000 to 70,000	70,000 to 80,000	80,000 to 90,000	90,000 to 100,000	100,000 +
AS		9	43	29	5		1	1		3
C&I and HoPS	2	12	26	65	13	2	3	3		3
DEE	10	6	27	63	53	8	2	7		4
EA	3	7	31	25	1		4	1		1
H&L		3	15	40	18	7	8	5		3
MO		1	9	22	5	2				7
Res	12	52	37	30	23	7	5	6		3
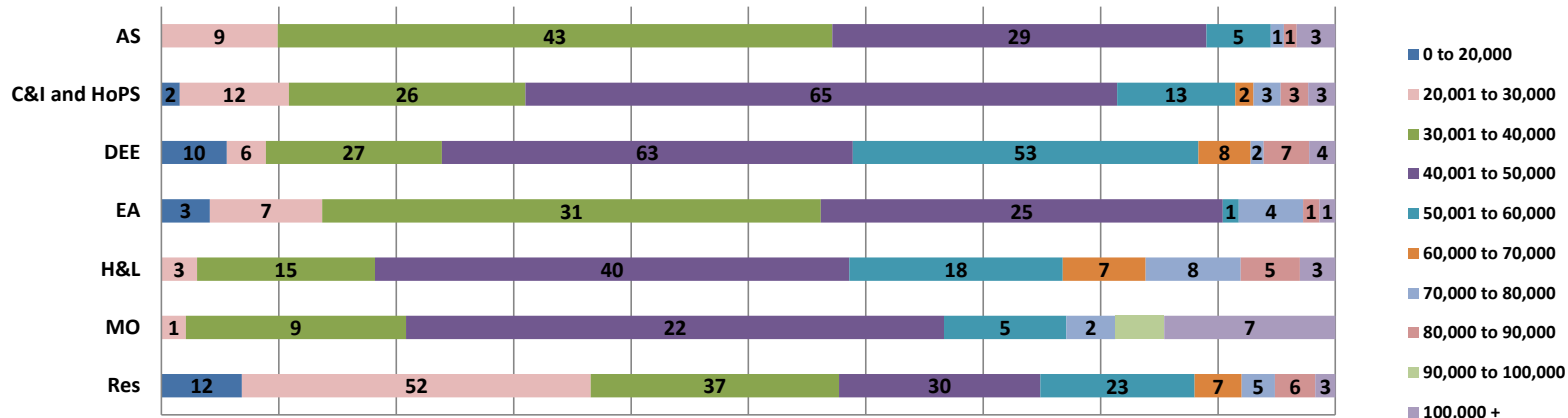
Average salary since 2008

£42,865
£43,103
£43,629
£43,903
£44,643
£46,043
£45,588
£45,978
£46,155

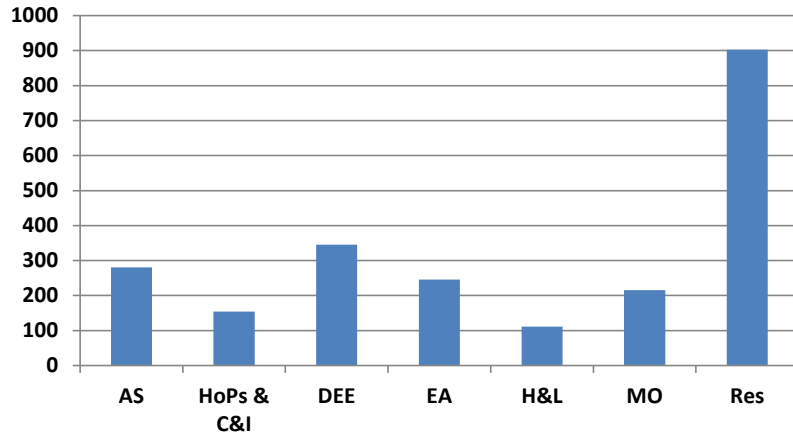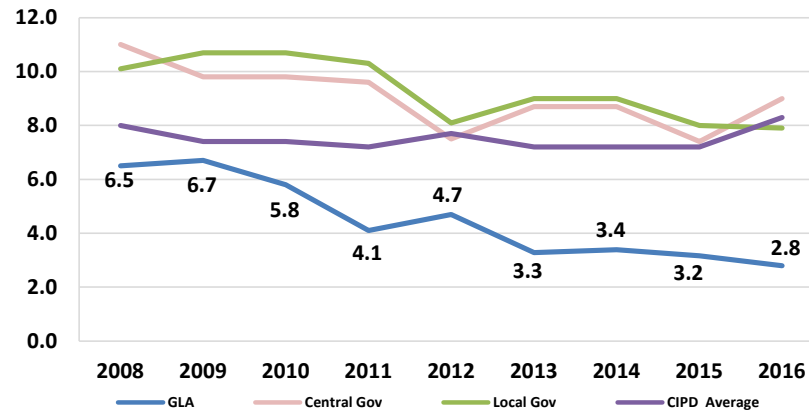2008 2009 2010 2011 2012 2013 2014 2015 2016
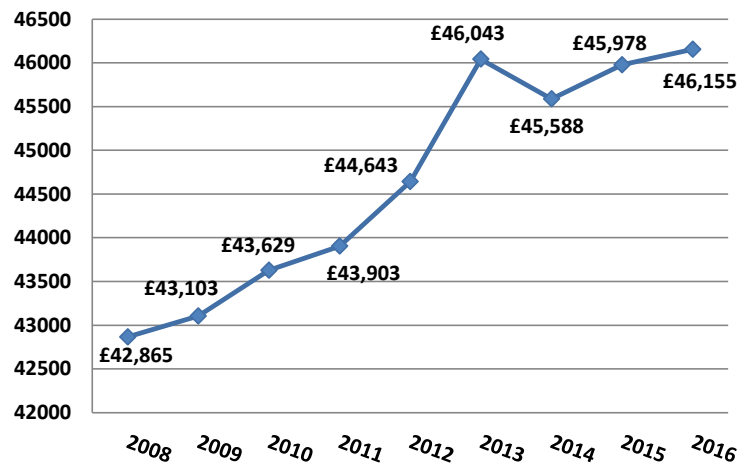
Comments

The majority of employees at the GLA earn between £30,000 and £50,000. The employees earning less than £20,000 are all Apprentices or Interns earning London's Living Wage. The average salary was £46,155 as at the 31 March 2016.
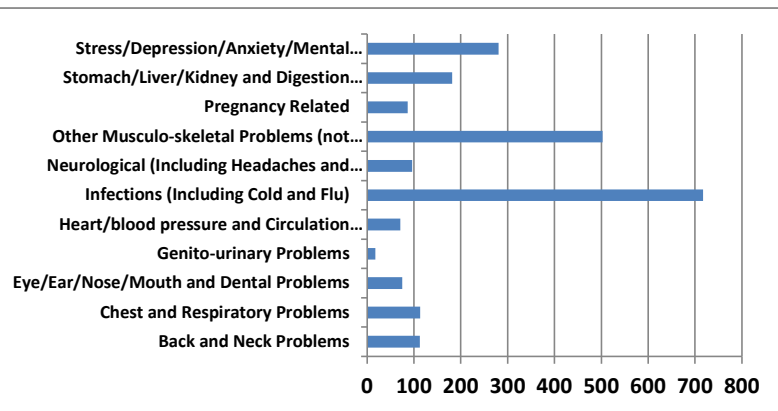
GREATER**LONDON**AUTHORITY

Sickness

Total days taken by Directorate for year ending March 2016

Bar chart showing total days taken by Directorate: AS ~280, HoPs & C&I ~150, DEE ~345, EA ~245, H&L ~110, MO ~215, Res ~900.

Average days taken 2008 to 2016 with benchmarking

Line chart with GLA values labelled: 6.5 (2008), 6.7 (2009), 5.8 (2010), 4.1 (2011), 4.7 (2012), 3.3 (2013), 3.4 (2014), 3.2 (2015), 2.8 (2016). Series: GLA, Central Gov, Local Gov, CIPD Average.

Days taken by Reason

Horizontal bar chart showing days taken by reason:
- Stress/Depression/Anxiety/Mental...
- Stomach/Liver/Kidney and Digestion...
- Pregnancy Related
- Other Musculo-skeletal Problems (not...
- Neurological (Including Headaches and...
- Infections (Including Cold and Flu)
- Heart/blood pressure and Circulation...
- Genito-urinary Problems
- Eye/Ear/Nose/Mouth and Dental Problems
- Chest and Respiratory Problems
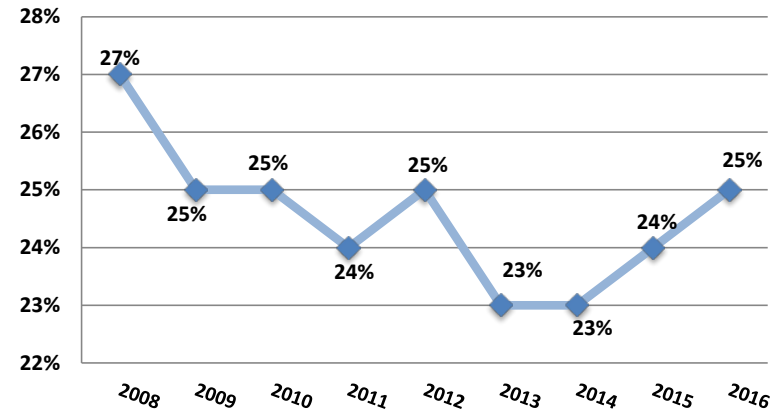- Back and Neck Problems

Comments

The number of average days taken due to sickness for the year ending 31 March 2016 was 2.8 this continues to be lower than published benchmark figures from the Chartered Institute of Personnel and Development (Absence Management Survey 2015) for Central Government, Local Government and Private Sector who have reported 9.0, 7.9 and 8.3 average days per employee. Days taken by reason do not include data where no specific reason is selected or where multiple reasons are given. Since February 2016 Managers have had access to their reportees sickness records through People Manager using the HR System, they are able to add and amend individuals records and have access to their teams absence calendars.
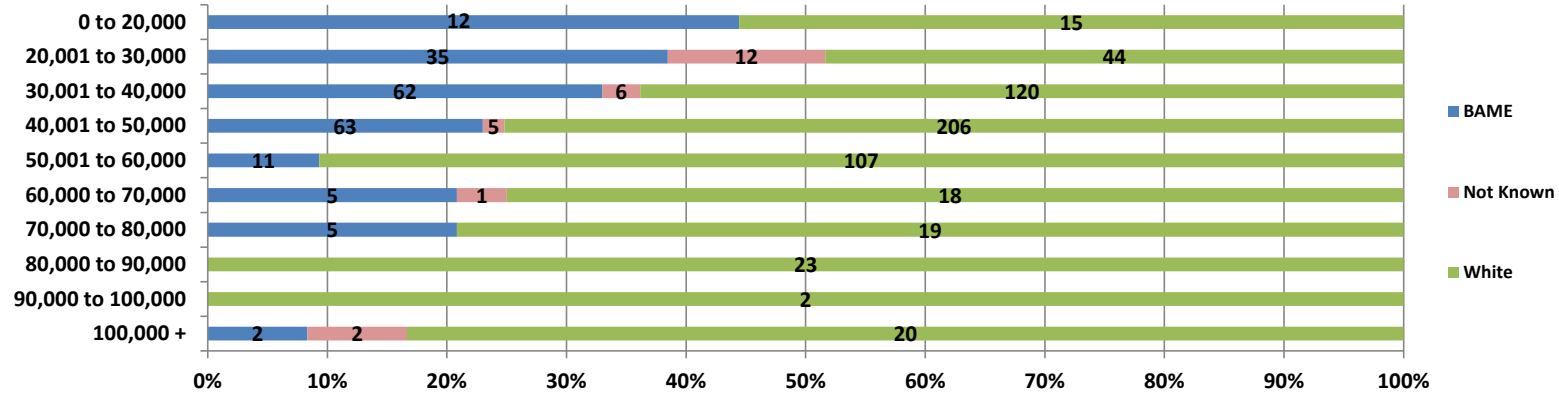
GREATER**LONDON**AUTHORITY

BAME workforce analysis

BAME staff by directorate (% and number)

Legend: ▬ % BAME ▬ % BAME average
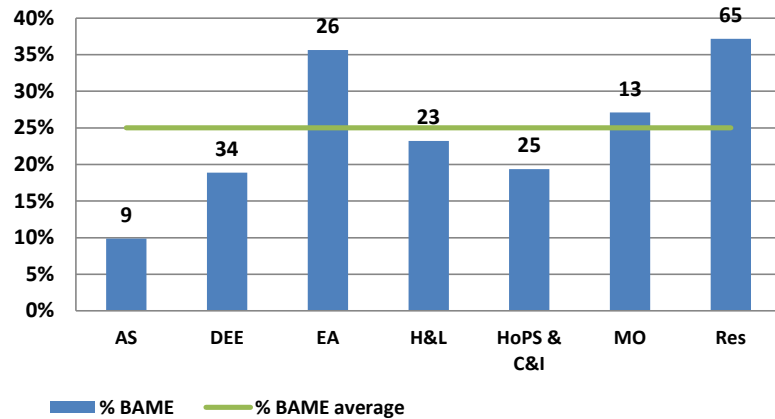
BAME employees 2008 to 2016

BAME staff by salary (% and number)

Legend: ▪ BAME ▪ Not Known ▪ White

GREATER**LONDON**AUTHORITY

Recruitment - BAME staff

External Recruitment

Applied Shortlisted Appointed

Internal Recruitment

Applied Shortlisted Appointed
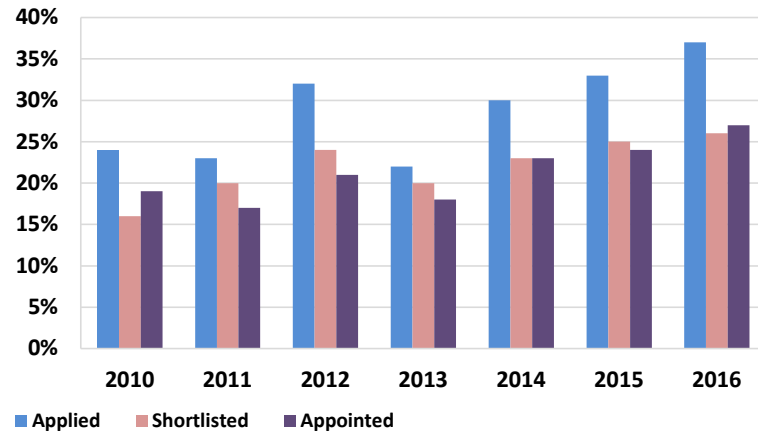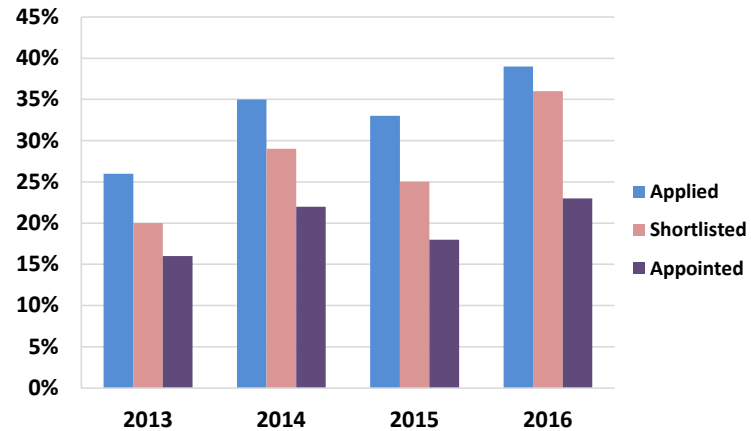
Promotions & Additional Payments

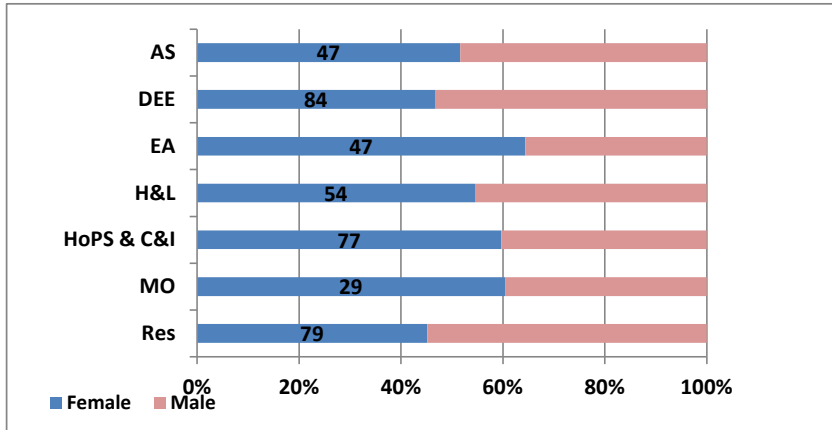| Ethnicity	GLA profile at 31/03/16	Additional Payments for year ending 31/03/15	Additional Payments for year ending 31/03/16
BAME	25%	17%	19%
White	72%	83%	81%
Not Known	3%	0%	0%

Comments

The number of external applications received from BAME Groups has increased to 37% whilst the number shortlisted and appointed has also increased, 26% and 27% respectively. The number of internal applications received has increased to 39% and there has been a significant increase in number of applicants shortlisted (36%). The number of internal appointments has also increased (23%).
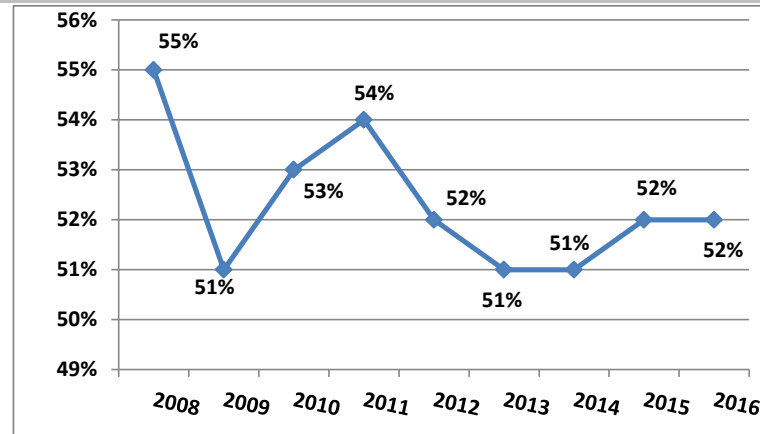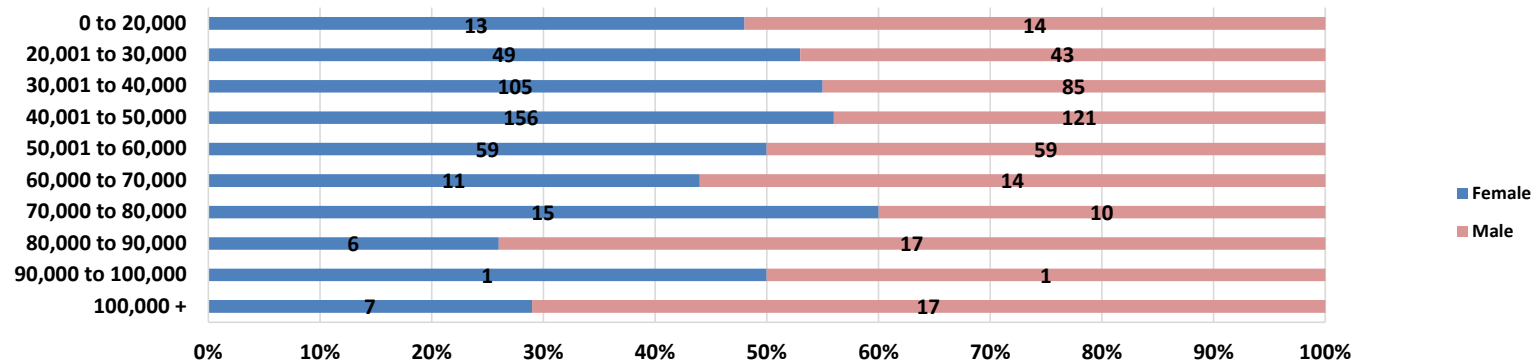
GREATER**LONDON**AUTHORITY

Gender workforce analysis

Female staff by directorate (% and number)

Horizontal bar chart showing Female/Male split by directorate:
- AS: Female 47
- DEE: Female 84
- EA: Female 47
- H&L: Female 54
- HoPS & C&I: Female 77
- MO: Female 29
- Res: Female 79

Legend: ■ Female ■ Male

Female employees 2008 to 2016

Line chart:
- 2008: 55%
- 2009: 51%
- 2010: 53%
- 2011: 54%
- 2012: 52%
- 2013: 51%
- 2014: 51%
- 2015: 52%
- 2016: 52%

Salary by gender (% and number)

Salary band	Female	Male
0 to 20,000	13	14
20,001 to 30,000	49	43
30,001 to 40,000	105	85
40,001 to 50,000	156	121
50,001 to 60,000	59	59
60,000 to 70,000	11	14
70,000 to 80,000	15	10
80,000 to 90,000	6	17
90,000 to 100,000	1	1
100,000 +	7	17

Legend: ■ Female ■ Male

GREATER**LONDON**AUTHORITY

Recruitment - female staff

External Recruitment

Legend: Applied, Shortlisted, Appointed

Internal Recruitment

Legend: Applied, Shortlisted, Appointed
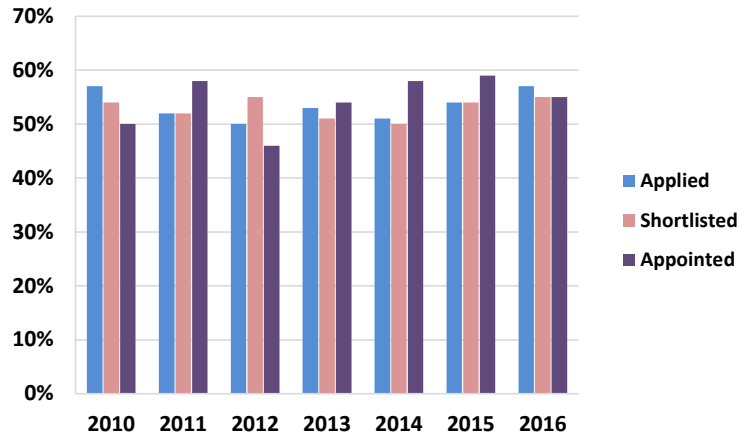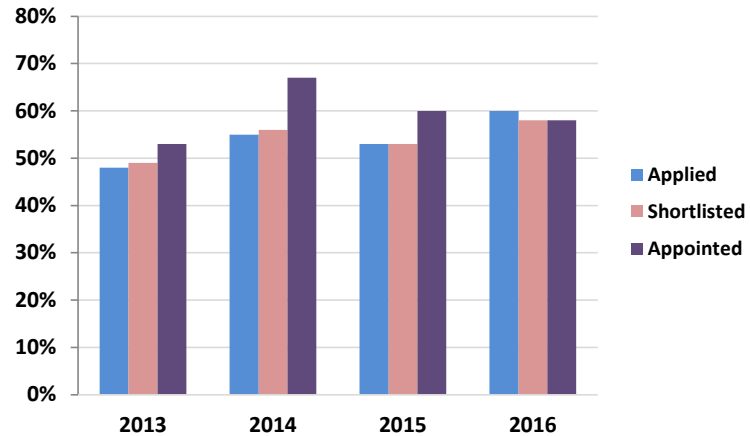
Promotions

Gender	GLA profile at 31/03/16	Additional Payments for year ending 31/03/15	Additional Payments for year ending 31/03/16
Female	52%	63%	52%
Male	48%	38%	48%

Comments

The number of external applications received from female staff has increased to 57%, the number of shortlisted applicants increased to 55%, however the number of appointments decreased from 59% to 55%.   The number of internal female applicants has increased significantly to 60% and number shortlised to 58%, however the number of internal appointments has decreased by 2% to 58%.

GREATER**LONDON**AUTHORITY

Gender Pay Gap

The pay gap has been calculated using median salaries as recommended by the ONS. The pay gap information is included for the period ending 31st March 2016. The pay gap between full-time men and women in the GLA is 4.63%. For full-time workers in London it is 11.9% so the GLA compares favourably to this.

Median hourly pay rates (Excluding Mayoral Appointments)

Data excluding Mayoral Appointments		
	Median Hourly Pay (Full Time)	Median Hourly Pay (Part Time)
Female	£21.40	£23.58
Male	£22.44	£23.58
Pay Gap	4.63%	0.00%

Median hourly pay rates (Including Mayoral Appointments)

Data Including Mayoral Appointments		
	Median Hourly Pay (Full Time)	Median Hourly Pay (Part Time)
Female	£21.40	£23.58
Male	£22.44	£25.36
Pay Gap	4.63%	7.03%

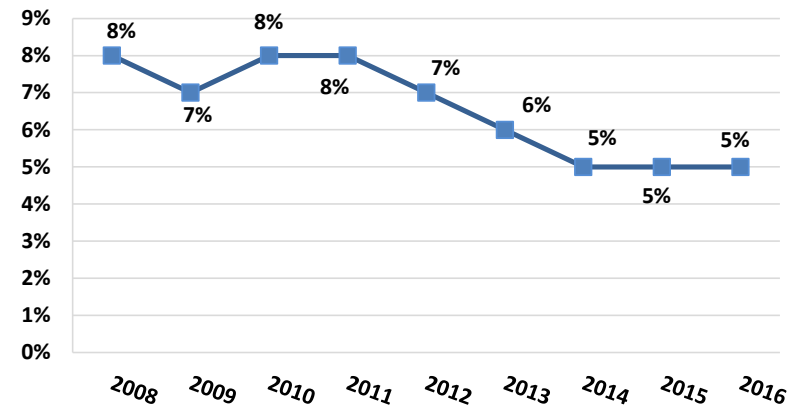| Quartile Information					
	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Totals
	£18,135 - £56,180.25	£56,180.26 - £94,225.50	£94,225.51 - £132,270.75	£132,270.76 - £170,316	
Female	359	51	6	1	417
Male	295	65	13	5	378
Totals	**654**	**116**	**19**	**6**	**795**

GREATER**LONDON**AUTHORITY

Disability analysis

Disabled staff by directorate (% and number)

Bar chart showing disabled staff by directorate:
- AS: 3 (≈3.3%)
- DEE: 8 (≈6%)
- EA: 11 (≈4.1%)
- H&L: 3 (≈6%)
- HoPs & C&I: 6 (≈6.2%)
- MO: 1 (≈2.1%)
- Res: 9 (≈5%)

Legend: Disabled / Linear (GLA disabled)
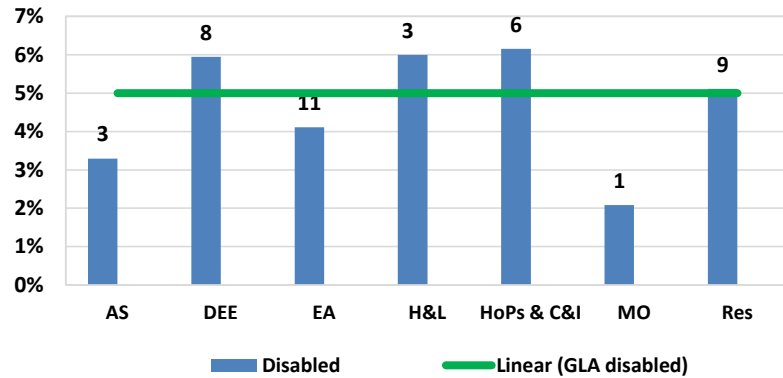
Disabled employees 2008 to 2016

Line chart:
- 2008: 8%
- 2009: 7%
- 2010: 8%
- 2011: 8%
- 2012: 7%
- 2013: 6%
- 2014: 5%
- 2015: 5%
- 2016: 5%

Disabled staff salary breakdown (% and number)

Stacked bar chart (Disabled / Not Disabled / Not Known):
- 0 to 20,000: Disabled 1, Not Disabled 22, Not Known 4
- 20,001 to 30,000: Disabled 8, Not Disabled 69, Not Known 14
- 30,001 to 40,000: Disabled 10, Not Disabled 165, Not Known 13
- 40,001 to 50,000: Disabled 16, Not Disabled 240, Not Known 18
- 50,001 to 60,000: Disabled 4, Not Disabled 109, Not Known 5
- 60,000 to 70,000: Disabled 1, Not Disabled 21, Not Known 2
- 70,000 to 80,000: Disabled 1, Not Disabled 23
- 80,000 to 90,000: Not Disabled 22, Not Known 1
- 90,000 to 100,000: Not Disabled 2
- 100,000 +: Not Disabled 21, Not Known 13

GREATER**LONDON**AUTHORITY

Recruitment - disabled staff

External Recruitment

Applied Shortlisted Appointed

Internal Recruitment

Applied
Shortlisted
Appointed
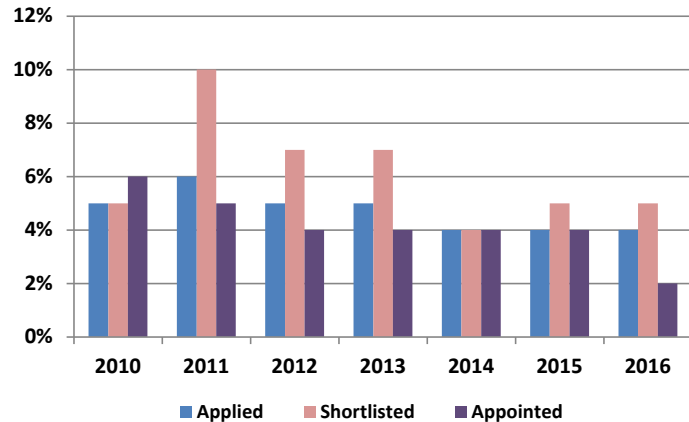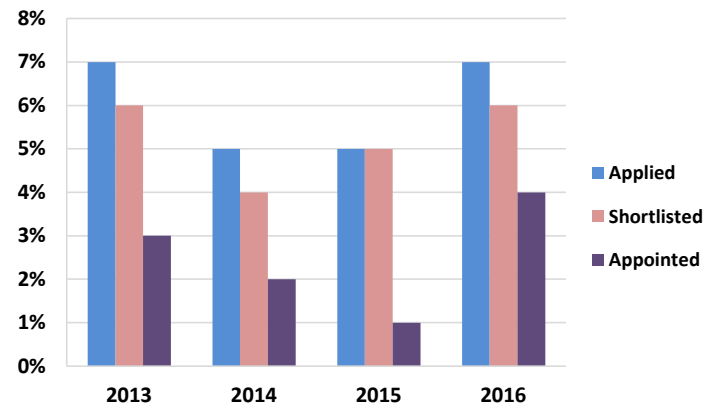
Promotions

Disability	GLA profile at 31/03/2015	Payments for year ending 31/03/15	Payments for year ending 31/03/16
Disabled	5%	3%	4%
Not disabled	87%	88%	93%
Not stated	7%	10%	3%

Comments

The number of external applications from disabled applicants and the number shortlisted remains the same as the previous reporting period, however the number of external appointments has decreased to 2%. For internal recruitment, the number of applications has increased to 7%, the number shortlisted to 6% and an increase from 1% to 4% for internal appointments.
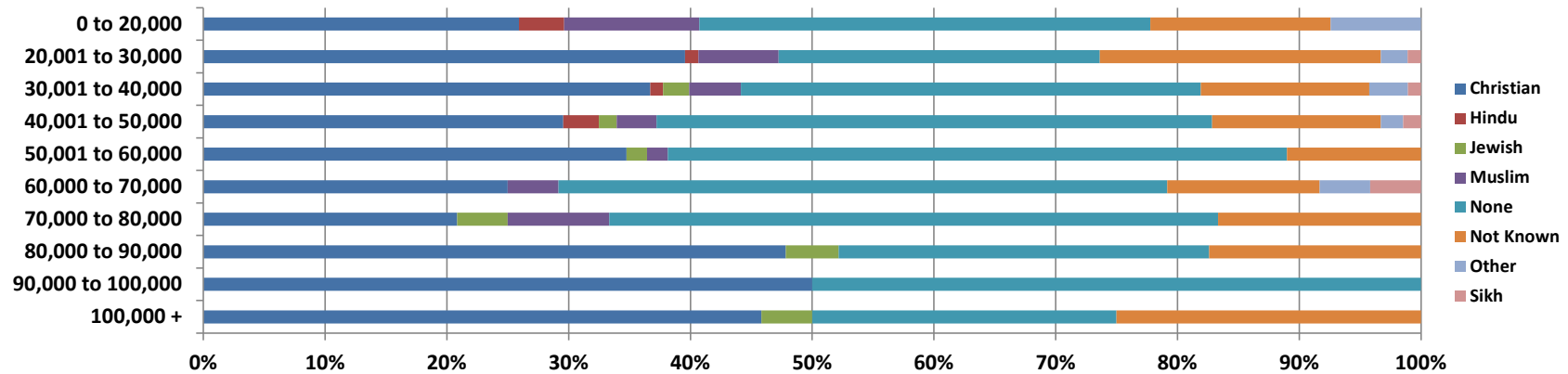
Faith analysis

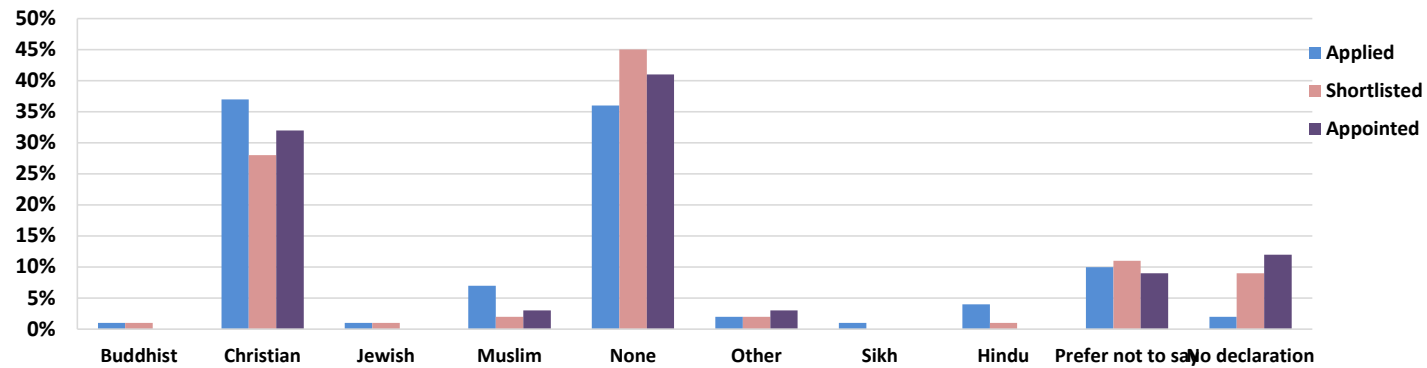## Faith overall (% and number)
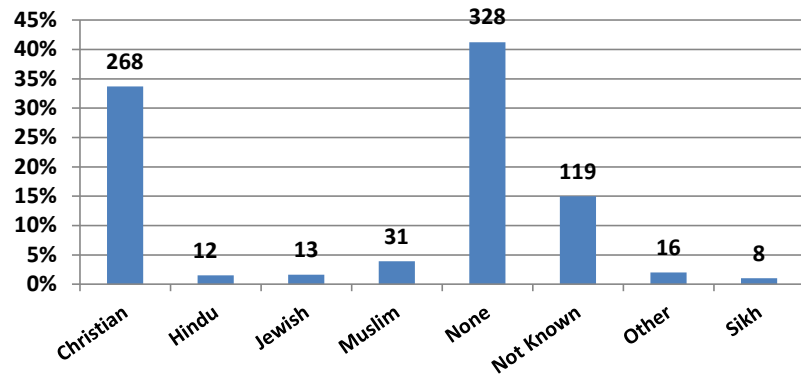
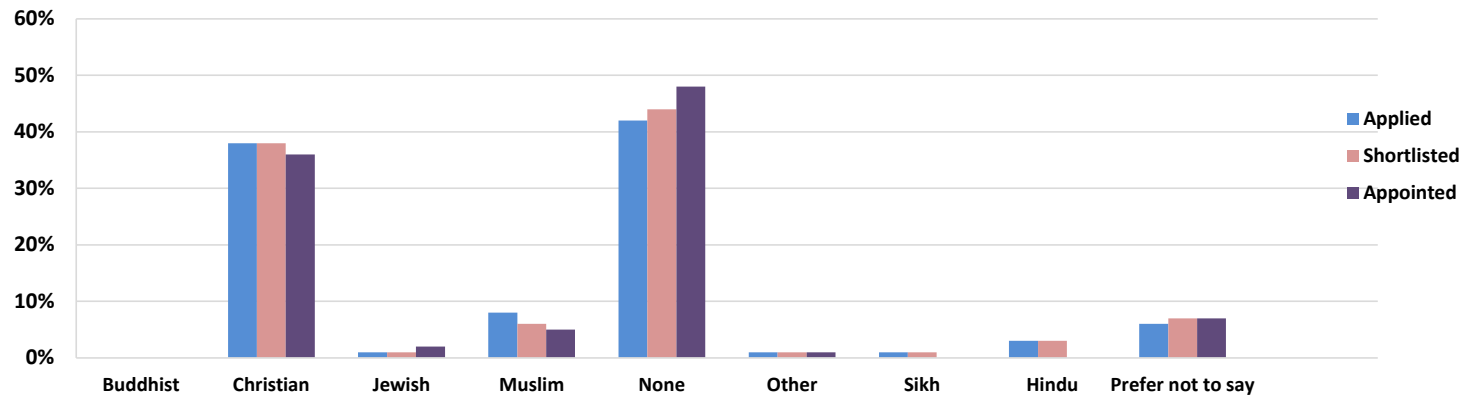## Faith by Directorate
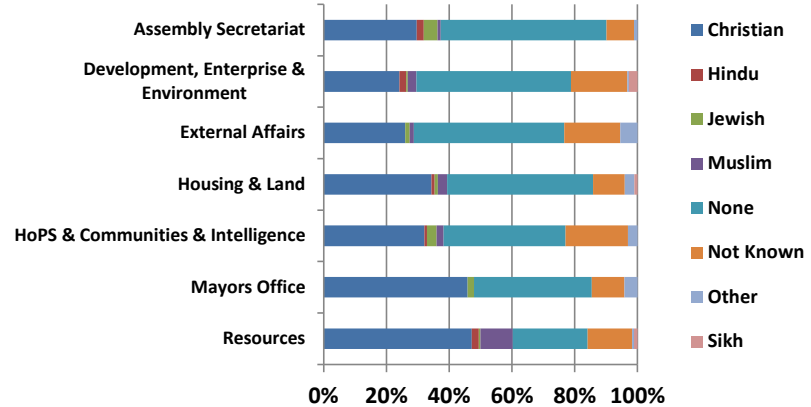
Faith by salary band

GREATER**LONDON**AUTHORITY

Recruitment - Faith

GREATER**LONDON**AUTHORITY

Sexual Orientation analysis

Sexual Orientation overall (% and number)

Not Provided	110
Lesbian	4
Heterosexual	626
Gay	39
Declined to specify	7
Bisexual	7
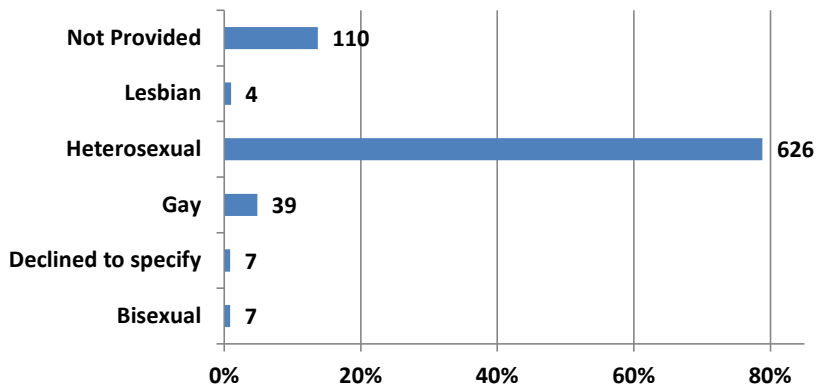
Sexual Orientation by Directorate (% and number)

Directorate	Heterosexual	LGBT	Not Known
AS	74	6	11
DEE	145	13	27
EA	54	5	14
H&L	85	3	12
HoPS & C&i	98	14	18
MO	35	3	10
Res	142	6	28

Legend: ■ Heterosexual ■ LGBT ■ Not Known
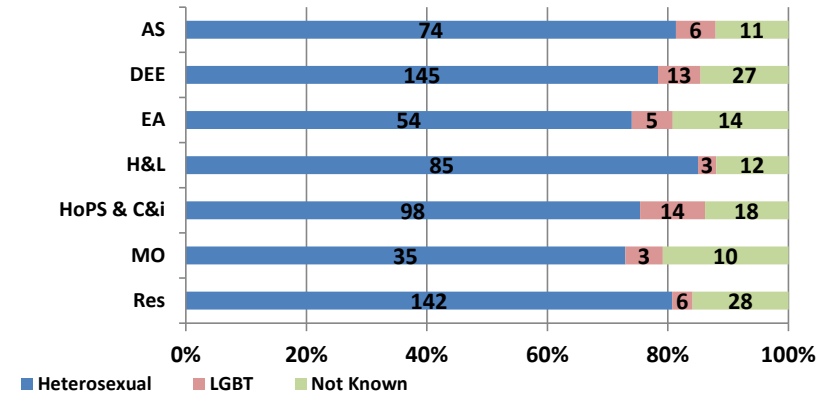
Sexual Orientation by salary band (% and number)

Salary bands:
- 0 to 20,000
- 20,001 to 30,000
- 30,001 to 40,000
- 40,001 to 50,000
- 50,001 to 60,000
- 60,000 to 70,000
- 70,000 to 80,000
- 80,000 to 90,000
- 90,000 to 100,000
- 100,000 +

Legend: ■ Heterosexual ■ LGBT ■ Not Known

GREATER**LONDON**AUTHORITY
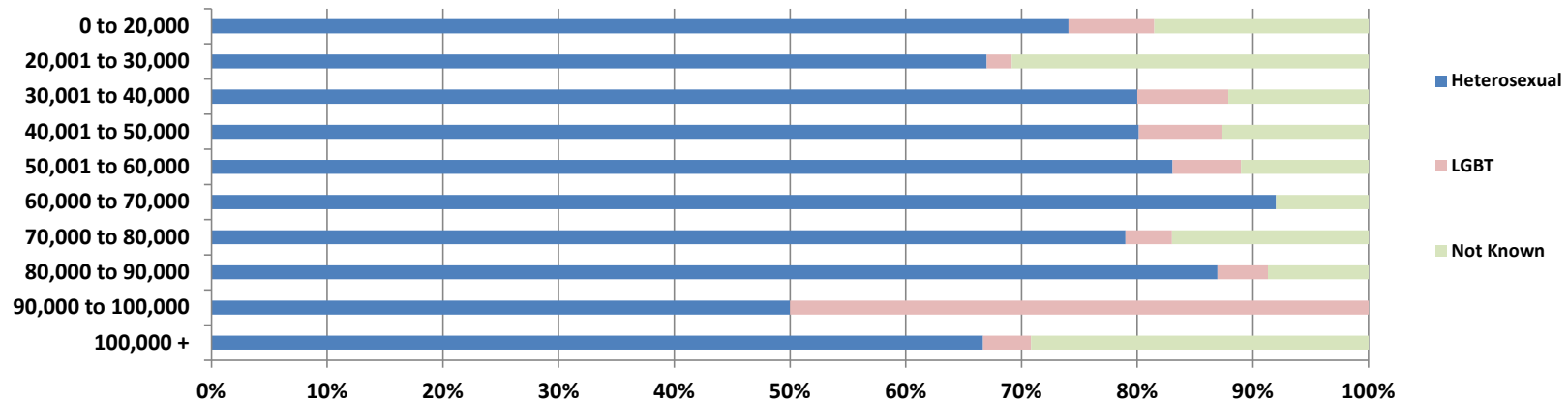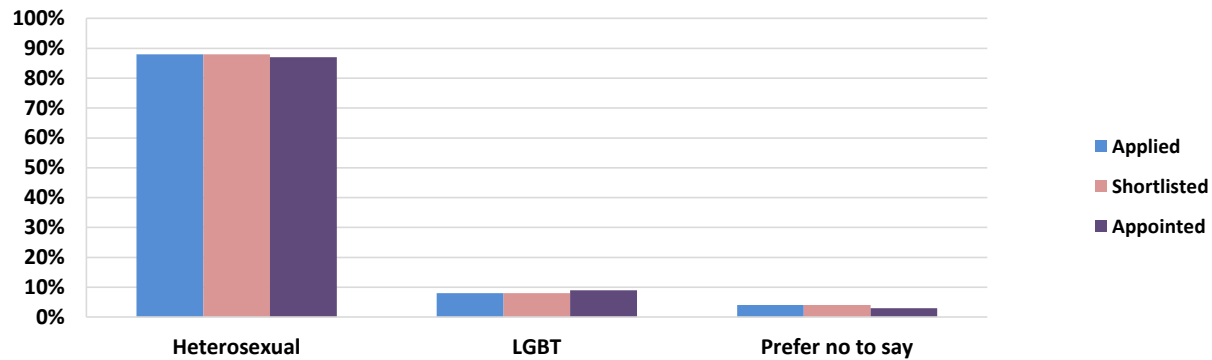
Recruitment - Sexual orientation

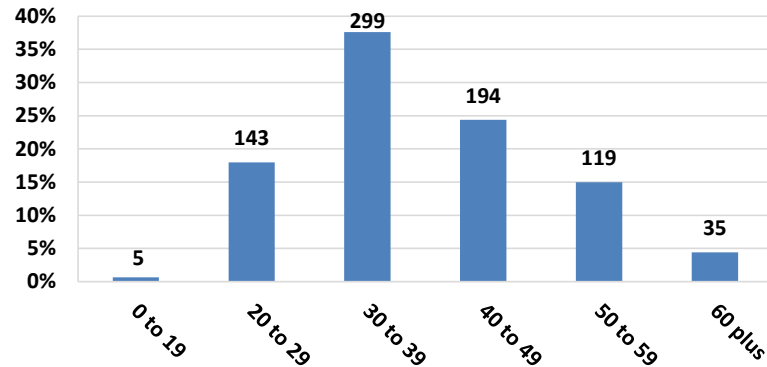## External Recruitment

Internal Recruitment

GREATER**LONDON**AUTHORITY
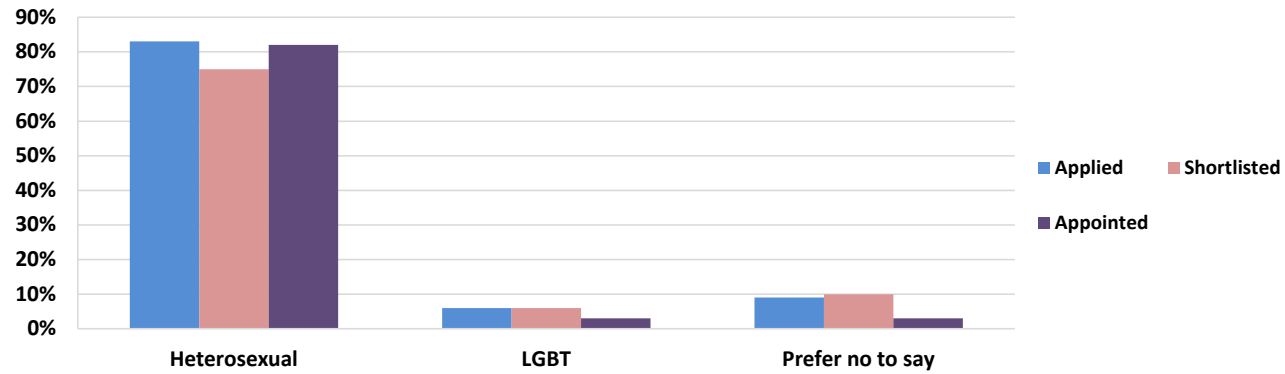
Age analysis

Staff breakdown by age (% and number)

Staff length of service by age band

Legend: Over 10 years, 6-10 years, 3-6 years, 1-3 years, Less than 1 year

Salary breakdown by age (% and number)

Legend: 0 to 20,000 | 20,001 to 30,000 | 30,001 to 40,000 | 40,001 to 50,000 | 50,001 to 60,000 | 60,000 to 70,000 | 70,000 to 80,000 | 80,000 to 90,000 | 90,000 to 100,000 | 100,000 +

GREATER**LONDON**AUTHORITY
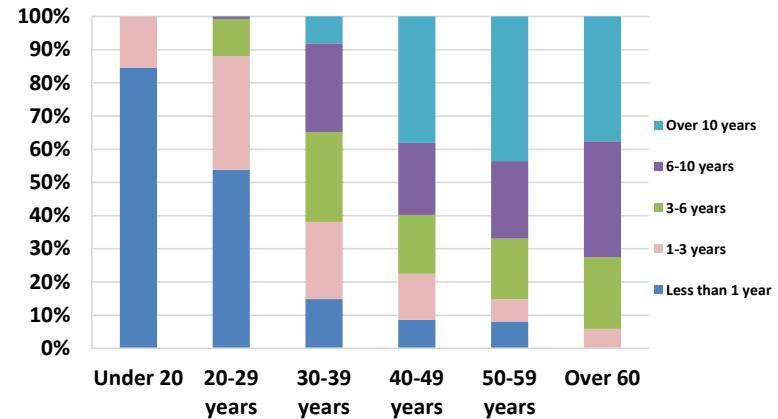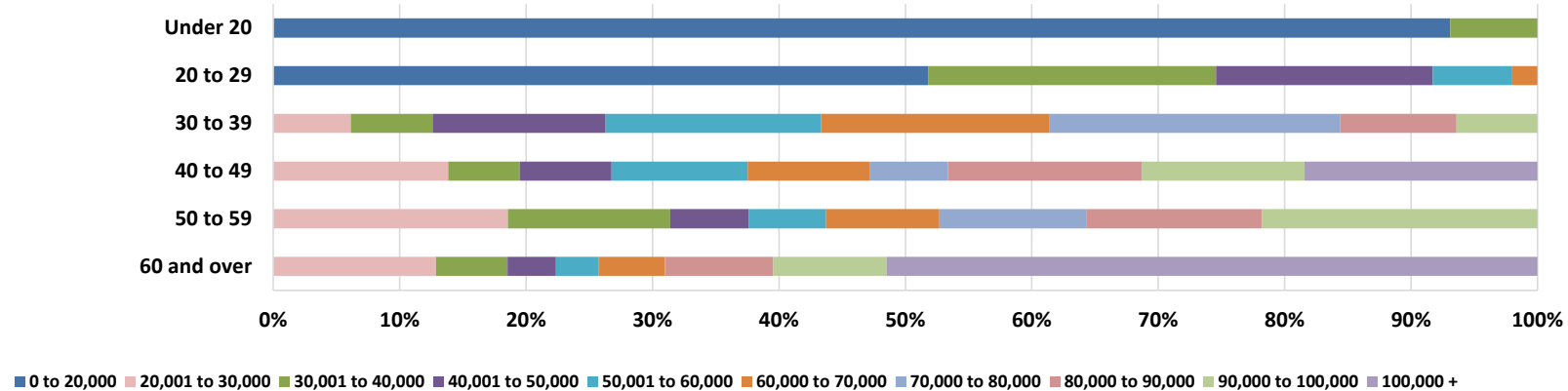
Recruitment - Age

External Recruitment

Bar chart with Y-axis from 0% to 45%. Categories: Under 20, 20-29, 30-39, 40-49, 50-59, Over 60, Prefer not to Say. Series: Applied, Shortlisted, Appointed.

Internal Recruitment

Bar chart with Y-axis from 0% to 45%. Categories: Under 20, 20-29 years, 30-39 years, 40-49 years, 50-59 years, Over 60, Not declared. Series: Applied, Shortlisted, Appointed.

GREATER**LONDON**AUTHORITY
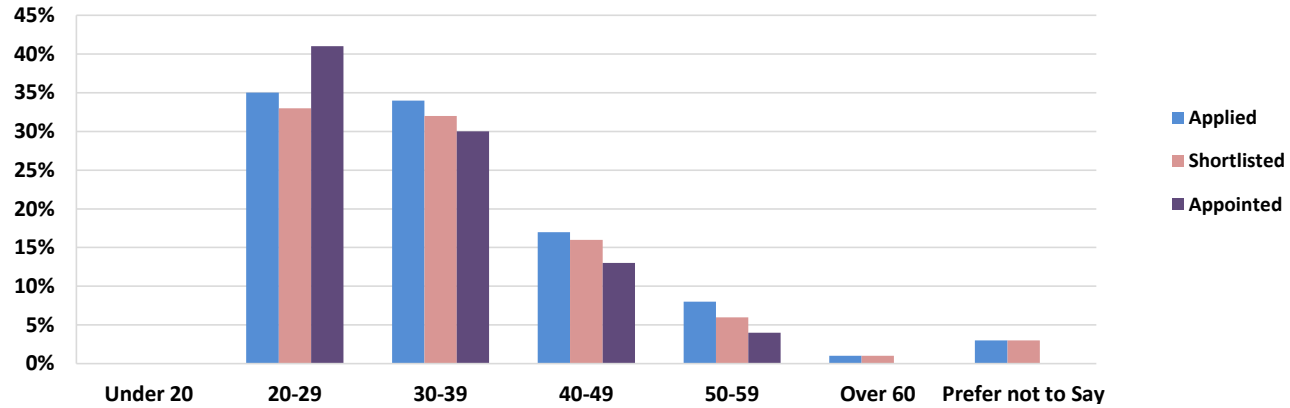
Part time staff analysis

Part time staff by Directorate % and number

Legend: % part time of directorate, Linear (% part time overall GLA)

Values shown: AS 13, DEE 10, EA 13, H&L 3, HoPS & C&I 14, MO 9, Res 13
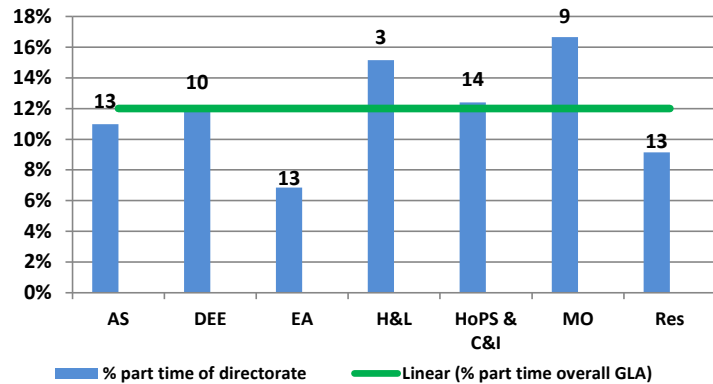
Part time staff by ethnicity % and number

- BAME 17%/16
- White 83%/76
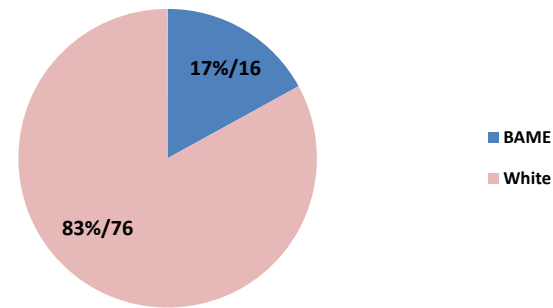
Part time staff by salary band % and number

- 0 to 20,000 — 4
- 20,001 to 30,000 — 7
- 30,001 to 40,000 — 17
- 40,001 to 50,000 — 38
- 50,001 to 60,000 — 11
- 60,000 to 70,000 — 6
- 70,000 to 80,000 — 1
- 80,000 to 90,000 — 2
- 90,000 to 100,000 — 2
- 100,000 + — 4
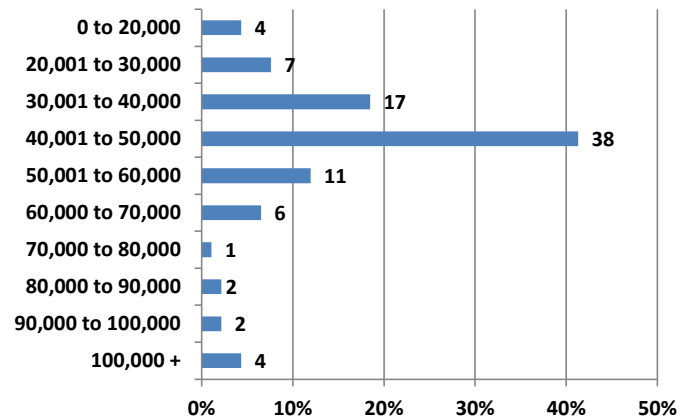
Part time staff by gender % and number

- Female 83%/65
- Male 17%/27

GREATER**LONDON**AUTHORITY