

Statistics Publication Notice

Health and Care Series

ISSN 1479-7569 (*online*)



A National Statistics Publication for Scotland

STAFF OF SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES, 2008

24 June 2009

Scotland's Chief Statistician today published the Staff of Scottish Local Authority Social Work Services, 2008. This publication contains statistics obtained from the staffing census held across all local authorities on 06 October 2008. 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 44,219 whole time equivalent (WTE) staff employed by Scottish Local Authority Social Services in October 2008. This represents a 0.1% decrease compared with October 2007 (Table 1).
- The 44,219 WTE staff in October 2008 corresponded to 8.6 staff per 1,000 population. The number of staff per 1,000 population was highest in the island councils (25.8 in Shetland Islands, 18.4 in Orkney Islands and 17.5 in Eilean Siar), and lowest in Clackmannanshire (5.4) and in Stirling and East Dunbartonshire (both 5.7). (Table 2)
- In October 2008, 72.9% of social work services staff (with a known age) were at least 40 years old. In addition, of those staff whose age was known, 3.3% were under 25 years of age. (Table 4).
- The majority (84.8%) of all staff in 2008 were female. This proportion was highest for staff providing services for adults (not separately identifiable), where 92.3% were female, and lowest for staff providing services for offenders (64.3%). (Table 5).

- Of the 44,219 WTE staff, 5,072 WTE staff were qualified social workers. This represents a 1.7% increase in the WTE for qualified social workers compared with October 2007 (Annex A Table 7).
- Thirty per cent of staff employed by Scottish Local Authority Social Work Services in October 2008 were domiciliary staff (mainly home carers) and 27.4% were fieldwork staff. A further 15.0% worked in residential establishments for adults and 9.2% were located in day care centres for adults. (Table 11).
- It is estimated that there were 2,806 WTE vacancies in Scottish Local Authority Social Work Services in October 2008 (see paragraphs 8.2 and 8.3). This represents 7.9% of posts as at October 2008. (Table 19).
- Of the estimated 2,806 WTE vacancies, 384 WTE vacancies were for qualified social workers. This represents 7.0% of all social worker posts that were vacant as at October 2008. (Table 21).

ALL STAFF IN SCOTTISH LOCAL AUTHORITY SOCIAL WORK SERVICES

1.1 There were 56,881 staff employed by Scottish Local Authority Social Work Services in October 2008. This comprised 26,132 full-time staff and a further 30,749 staff who were employed on a part-time basis. The whole time equivalent (WTE) number of staff was 44,219 (see Background Notes, paragraph 10.15). (Table 1).

1.2 The 44,219 WTE staff in October 2008 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 (25.8 in Shetland Islands, 18.4 in Orkney Islands and 17.5 in Eilean Siar), and lowest in Clackmannanshire (5.4) and in Stirling and East Dunbartonshire (both 5.7). (Table 2)

ETHNICITY AND DISABILITY

2.1 Just over one per cent of all staff are reported as being from an ethnic minority group in 2008. However, 18.3% of all staff had a not known/disclosed ethnic group. (Table 3).

2.2 Just under two per cent of all staff are declared as having a disability in October 2008. However, 22.3% of all staff had a not known/disclosed disability status. (Table 3.)

STAFF NUMBERS BY AGE GROUP

3.1 In October 2008, of those staff whose age was known, 72.9% of social work services staff were at least 40 years old. In addition, 3.3% 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/administration' group (6.6%), whilst the lowest percentage worked with 'adults with physical disabilities' (1.2%). The highest percentage of staff aged 40 or over worked with 'Adults (not separately identified)' (78.6%), while the lowest percentage worked in 'management/administration' (62.8%). (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' (7.7%), whilst 'Senior Managers, etc.' had the lowest percentage (0.1%). The highest percentage of staff aged 40 or over were 'Senior Managers, etc.' (86.7%) whilst 'Trainee Social Workers' had the lowest proportion (37.3%). (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 (6.6%) whilst 'domiciliary' had the lowest percentage of under 25 year olds (2.5%). The highest percentage of staff aged 40 or over were 'domiciliary' (79.9%) whilst 'day care staff: services for children' had the lowest percentage of staff aged 40 or over (59.7%). (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 2008, 63.9% of staff provided services for adults, a further 16.7% provided services for children and 4.2% provided services for offenders. The percentage of staff who were attributed to generic provision (providing services for more than one client group) was 6.6%, and in management/administration was 8.6%. (Table 5).

4.3 The majority (84.8%) of all staff in October 2008 were female. This proportion was highest for staff providing services for adults (not separately identifiable), where 92.3% were female, and lowest for staff providing services for offenders (64.3%) (Table 5).

4.4 The 28,259 staff (WTE) who provided services for adults corresponded to 6.9 per 1,000 population aged 18 and over. The 7,398 staff (WTE) who provided services for children corresponded to 7.1 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 10.23 for further details on the staff groups used.

5.2 In October 2008, 28.2% of staff (WTE) were home care staff and managers, and 19.5% were support staff. Just under 12% of all staff were residential managers & qualified care staff and social workers accounted for a further 11.5% of all staff. (Table 8).

5.3 The highest proportion of female staff were found to be Home Care Staff and Managers (95.8%) and the lowest in Senior Managers, etc. (62.8%) (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 10.22).

6.2 Thirty per cent of staff employed by Scottish Local Authority Social Work Services in October 2008 were domiciliary staff (mainly home carers) and 27.4% were fieldwork staff. A further 15.0% worked in residential establishments for adults and 9.2% 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 (95.3%) and the lowest in the 'Criminal Justice' location (64.3%) (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 10.24 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 has been collected each year since then. However, completion of this information by a number of local authorities continues to cause some difficulty. As a result, as last year, a qualification matrix of staff group by qualification held/in progress has been produced but no analysis has been done. Please note that there is a high percentage of "Qualifications- Not Known" which is likely to be having an impact on the true number of qualifications held or being worked towards by staff. (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, due to 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 Due to various reasons a number of local authorities were unable to provide vacancy information in the October 2008 Census. These were Dundee City, Dumfries and Galloway, East Lothian, City of Edinburgh, Glasgow City, Midlothian and West Dunbartonshire.

8.3 In order to produce an estimate for the total number of vacancies in Scottish Local Authority Social Work Services, the latest vacancy information we had available for these non-providing local authorities has been used. However, as these local authorities combined have historically made up a large proportion of the total number of vacancies (approximately one quarter of all vacancies in the past few years), then the total number of vacancies should be seen as an estimate as it is subject to a high degree of uncertainty (see Background Note 10.5).

8.4 There were an estimated 2,806 WTE vacancies in Scottish Local Authority Social Work Services in October 2008. This represents 7.9% of all social work services posts as at October 2008. (Table 19)

8.5 Vacancy rates were highest in North Lanarkshire who reported 13.3% of their posts being vacant and lowest in West Lothian where only 0.2% of posts were reported as being vacant. (Table 19)

8.6 In terms of client groups, vacancy rates were highest for staff providing services to people with mental health problems (18.1%) and lowest for those providing generic services (6.1%). (Annex A – Table 6)

8.7 Of the estimated 2,806 WTE vacancies, 384 WTE vacancies were for qualified social workers. The proportion of all social worker posts that were vacant was 7.0%. (Table 21)

8.8 Looking at type of activity/location, vacancy rates were highest amongst Strategic/Central services staff (10.3%) and lowest amongst Day Care Staff: Children Services (3.2%). (Table 22).

STAFF FLOWS

9.1 Information on staff who join, staff who leave, and staff who have moved post category within social work services according to the 'snapshots' taken on 1 October 2007 and 6 October 2008 was collected for the second time in this year's census. As this was only the second year of collection several local authorities were still unable to provide some or all of the data requested (see Background Note Paragraph 10.10).

9.2 Based on the data received, 59% of all staff who were no longer in the post category they were reported as having in the October 2007 Census had an unknown leaving destination reported, whilst 24% were reported as going to another social work services related job. A further 4% were reported as going to an unemployment situation (including family commitments), whilst a further 6% were reported as going to a non social work services job. The remaining 7% were reported as having a leaving destination of "Other". (Chart 1)

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

9.3 Based on the data received, 33% of all staff who were no longer in the post category they were reported as having in the October 2007 Census had an unknown reason for leaving. Twenty-four percent were reported as leaving because they resigned, whilst 20% left to move to a new post. A further 11% were recorded with a reason for leaving as "retired", and 12% had a reason of "Other". (Chart 2)

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 2008
- Table 2 Number of WTE Staff and Staff per 1,000 Population by Local Authority, 2002 to 2008
- Table 3 Percentages of staff by Ethnic Group and Disability, 2008
- Table 4 Numbers and Percent by Age Group, 2004 to 2008
- Table 5 Numbers and WTEs by Client Group and Gender, 2008
- Table 6 WTEs and WTEs per 1,000 Population by Client Group and Local Authority 2008
- Table 7 Client Group by Age Group (Percent), 2008
- Table 8 Numbers and WTEs by Staff Group and Gender, 2008
- Table 9 Number and WTEs by Staff Group and Local Authority, 2008
- Table 10 Staff Group by Age Group (Percent), 2008
- Table 11 Numbers and WTEs by Location/Activity and Gender, 2008
- Table 12 Numbers and WTEs by Location/Activity and Local Authority, 2008
- Table 13 Location/Activity by Age Group (Percent), 2008
- Table 14 SSSC Registration by Staff Group, 2008
- Table 15 Staff Group by Contract Type, 2008
- Table 16 Main Job Function by Client Group, Number and WTE, 2008
- Table 17 Main Job Focus by Staff Group, Number and WTE, 2008
- Table 18 Main Nature of working Hours Pattern, Number and WTE, 2008
- Table 19 Vacancy WTEs by Local Authority, 2002 to 2008
- Table 20 Vacancy WTEs by Client Group and Local Authority, 2008
- Table 21 Vacancy WTEs by Staff Group and Local Authority, 2008
- Table 22 Vacancy WTEs by Location/Activity and Local Authority
- Table 23 Vacancy WTEs by Contract Type and Local Authority, 2008

ANNEX A: Historical Time Series:

Annex A Table 1: Staff of Scottish Social Work Services: WTEs by Type of Activity/Location, 1997 to 2008

Annex A Table 2: Vacancies in Scottish Social Work Services: WTEs by Type of Activity/Location, 2003 to 2008

Annex A Table 3: Staff of Scottish Social Work Services: Numbers and WTEs by Staff Group, 2004 to 2008

Annex A Table 4: Vacancies in Scottish Social Work Services: WTEs by Staff Group, 2003 to 2008

Annex A Table 5: Staff of Scottish Social Work Services: Numbers and WTEs by Client Group and Gender, 2006 to 2008

Annex A Table 6: Vacancies in Scottish Social Work Services: WTEs by Client Group, 2003 to 2008

Annex A Table 7: Staff of Scottish Social Work Services: WTEs of Social Workers by Local Authority, 2001 to 2008

Annex A Table 8: Vacancies in Scottish Social Work Services: WTEs of Social Worker vacancies by Local Authority, 2001 to 2008

ANNEX B: Staff of Scottish Social Work Services, 2008

ANNEX C Table 1: Staff of Scottish Social Work Services: Qualifications Held, 2008

ANNEX C Table 2: Staff of Scottish Social Work Services: Qualifications In Progress, 2008

The following charts are available:

Chart 1 Leavers – Leaving Destination, 2008

Chart 2 Leavers – Leaving Reason, 2008

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 post category, whole-time equivalent, 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 are collected.

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 2008 staffing data was not provided by Dumfries and Galloway Council. For the purposes of the publication, the data supplied in 2007 by Dumfries and Galloway has been used.

10.5 October 2008 vacancy data was not provided by Dundee City, Dumfries and Galloway, East Lothian, City of Edinburgh, Glasgow City, Midlothian and West Dunbartonshire. In order to produce an estimate for the total number of vacancies in Scottish Local Authority Social Work Services, the latest vacancy information we had available has been used. However, as these local authorities combined have historically made up a large proportion of the total number of vacancies (approximately one quarter of all vacancies in the past few years), then the total number of vacancies should be seen as an estimate as it is subject to a fairly high degree of uncertainty.

10.6 Reasons given for the lack of vacancy information were provided by a number of local authorities, and included that they were due to the implementation of "Single Status" and staffing issues pertaining to this; had recently moved to a new HR system and as a result could not provide this data; have moved to a system of allowing managers more autonomy to decide their own staffing level needs, and as a result do not record vacancy levels centrally. The Scottish Government will be investigating these issues further with local authorities over the next few months with the aim of resolving these in time for the October 2009 Census.

10.7 A minor revision has been made to the 2007 Per Cent Vacancies figures for Dundee City and for Scotland. This error was discovered after the October 2007 figures were published, but as this was only a small error, it was decided that a revision was not deemed necessary until these October 2008 figures were released. The error encountered was that a small number of Home Care Staff had not been excluded from Dundee City's staffing data when carrying out the Per Cent Vacancies calculation. As a result, the Per Cent vacancy figures for Dundee, and for Scotland, were slightly lower than they should have been.

10.8 Major changes to both staffing and vacancy figures took place in October 2006. These included:

The introduction of an employee status variable which was established to highlight those staff actually working in posts on the census date (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.

10.9 Information on starters and leavers in local authority social work services was requested for only the second time in October 2008. Similar to last year, a number of local authorities were unable to provide this information. Due to the fact there was only limited data available, any analysis of this information must be treated with caution.

10.10 Data on staff considered to be "starters", i.e. appearing in the October 2008 Census but not in the October 2007 Census, or were in a different post category in October 2008 compared with October 2007, was collected this year. However, further analysis of this data has indicated a number of potential issues with this data that needs to be investigated further with local authorities. Therefore, a decision has been made to omit any analysis of the collected starters data for 2008, and will be discussed with local authorities over the next few months with the aim of resolving this for future years.

10.11 However, analysis of "leavers", i.e. staff who appeared in the October 2007 Census but not in the October 2008 Census, or who were in a different post category in October 2007 compared with October 2008, has been included as this data appeared to be of better quality.

10.12 Please note that the staff flows information could be affected by any reorganisation and restructuring of local authority social work services departments, as staff could be re-assigned to different posts, etc..

A summary of leavers data provision by local authority is given in the table below.

Local Authority	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

Changes Over Time

10.13 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.

10.14 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)

10.15 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.

10.16 WTE figures have been rounded independently. As a result, WTE totals in tables may not equal the sum of the categories shown.

10.17 A change in the way Moray recorded WTE for Homecare staff in October 2008 has resulted in the figure being lower than in October 2007. This does not reflect a change in the workforce, merely a change in the way the data was collected and calculated.

10.18 Changes in Edinburgh Staffing WTE between October 2007 and October 2008 are due to a restructuring and reorganisation of services.

10.19 Renfrewshire carried out a home care review in 2008 which resulted in a redistribution of posts as well as staff terminations. WTE changes in the home care sector for Renfrewshire are attributable to this fact.

10.20 Aberdeen City recently implemented an equal pay and modernisation package, meaning some posts that had previously been difficult to fill have now been filled. Coupled with an establishment exercise as well as changes to the way services are delivered and changes in budgets, a reduction in the amount of WTE vacancies has been produced.

10.21 Similarly, Scottish Borders recently migrated to a new HR system last year that initially overstated the vacancy level in 2007. The drop in vacancy WTE experienced this year is the updating of the new HR system to reflect current staff.

Type of Activity/Location

10.22 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 Groups

10.23 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;
Social Work/OT 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;
Trainee Social Workers	Including Fast Trackers and on the job trainees.

Qualification Type

10.24 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)
BA04	BA Community Care
BA05	BA Learning Disability Studies
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
CT11	Certificate of HE in Care
CT12	Certificate of Higher Education in Person Centred Approaches for Social Care Workers
CT13	Certificate in Deafblind Studies and Practice Unit in Deafblind Studies
CT14	CCETSW Certificate in Residential Social Work
CT15	SCOTEC Certificate in Educational Care of Severely and Profoundly Mentally Handicapped Children
CT16	SQA National Certificate Group Award – Early Education and Childcare (Higher)
CT17	(Open University) Certificate in Early Years Practice
DG01	Degree/Diploma in Community Education or equivalent.
DG02	Degree in Curative Education
DG03	Open University Foundation Degree in Early Years
DG04	Level 1 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

DP04	Diploma in Domiciliary Care Management
DP05	Diploma in Public Administration
DP06	Diploma in Deafblind Studies and Practice Unit in Deafblind Studies
DP07	Diploma in Training and Further Education of Mentally Handicapped Adults
DP08	Postgraduate Diploma in Play Therapy
DP09	CIH Diploma in Housing
DP10	CIH Undergraduate Professional Diploma
DP11	CIH Postgraduate Professional Diploma
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
HC08	HNC Early Education and Childcare
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
RG04A	Degree level teaching qualification meeting registration requirements of General Teaching Council
RG04B	Post graduate level teaching qualification meeting registration requirements of General Teaching Council
RG04X	Other teaching qualification meeting registration requirements of General Teaching Council
RG05A	Qualification meeting registration requirements of Nursing and

	Midwifery Council – Registered General Nurse (RGN)
RG05B	Qualification meeting registration requirements of Nursing and Midwifery Council – Registered Mental Health Nurse (RMN)
RG05C	Qualification meeting registration requirements of Nursing and Midwifery Council – Registered Learning Disabilities Nurse (RNMH)
RG05D	Qualification meeting registration requirements of Nursing and Midwifery Council – Registered Sick Children Nurse (RSCN)
RG05E	Qualification meeting registration requirements of Nursing and Midwifery Council – Registered Midwife (RM)
RG05F	Qualification meeting registration requirements of Nursing and Midwifery Council – Enrolled Nurse (EN)
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.
RG10	Qualification meeting the corporate membership requirements of the Chartered Institute of Housing
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)
SP06	Scottish Progression Award in Playwork
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
VQ09	S/NVQ 2 in Children's Care Learning and Development
VQ10	S/NVQ 2 in Health and Social Care
VQ11	S/NVQ 2 in Classroom Assistants

VQ12	S/NVQ 2 in Housing
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
VQ13	S/NVQ 3 in Children's Care Learning and Development
VQ14	S/NVQ 3 in Health and Social Care
VQ15	S/NVQ 3 in Classroom Assistants
VQ16	S/NVQ 3 in Housing
VQ06	Any other SVQ or NVQ 3 (not otherwise specified)
VQ07	S/NVQ 4 in Care
VQ17	S/NVQ 4 in Children's Care Learning and Development
VQ18	S/NVQ 4 in Health and Social Care
VQ19	S/NVQ 4 in Playwork
VQ08	Any other SVQ or NVQ 4 (not otherwise specified)
VR01	Vocationally Related Qualifications for Chartered Institute of Housing (CIH) Certificate in Housing – Supported Housing Pathway – Level 2
VR02	Vocationally related Qualifications for Chartered Institute of Housing (CIH) Certificate in Housing – Supported Housing Pathway – Level 3
VR03	Vocationally related Qualifications for Chartered Institute of Housing (CIH) Certificate in Housing – Supported Housing Pathway – Level 4
OT01	Other UK Social Services qualification
OT02	Non-UK Social Services qualification
OT03	Other UK non-Social Services qualification
OT04	Non-UK non-Social Services qualification
9999	Not known/not provided

Main Job Function

10.25 The following are terms used in the table

Code	Function category	Function description	Sub-categories
C0	Administrative/ Support worker	Ancillary staff whose main remit is to provide administrative, clerical and business support or direction and who normally have little direct, and no unsupervised contact with service users. They may be involved in a strategic role such as finance or policy planning.	C0A – Secretarial/clerical C0B – Finance/Accounts C0C – Human Resources/Training C0X – Other Administrative/Support
C1	Ancillary worker	Ancillary staff whose main remit is not providing care but who normally have direct, often unsupervised contact with service users.	C1A – Catering C1B – Domestic Services C1C – Porterage C1D – Gardening C1E – Building Maintenance C1X – Other Ancillary
C2	Class 2 Care worker	Staff who provide direct personal physical, emotional, social or health care and support to service users and are accountable for dealing with routine aspects of a care plan or service. These staff usually have no supervisory responsibility.	C2A – Routine Care/Support Work (other than Home Care, Care Home and AHP assistance) C2B – Home Care C2C – Routine Care/Support Work (Care Home) C2D – Allied Health Profession assistance C2E – EY&C Support Workers C2X – Other Level 2 Care work

C3	Class 3 Care worker	Staff who supervise the delivery of particular aspects of care and services in a particular setting which usually involves supervising other staff on a day-to-day basis (eg. Meals Supervisor, Chargehand, Day Care Instructor, Senior Care Assistant). Staff may also contribute to the assessment of care needs, the development/implementation of care plans and the monitoring/evaluation of the delivery of care and services, as required.	C3A – Senior Care worker (other than Day care/Care home) C3B – Senior Care worker (Day care) C3C – Senior Care worker (Care home) C3D – EY&C Practitioners C3E – Care workers in school hostels and special schoolcare accommodation C3X – Other Level 3 Care work
C4	Class 4 Care worker	Staff responsible for the assessment of care needs, the development/implementation of care plans, the delivery of care and services and the monitoring/evaluation of the delivery of care and services within a specific setting. Staff work with minimal supervision, are likely to but don't necessarily supervise other staff and may be designated to take charge of a discrete service delivery area in the absence of the person with continuing responsibility.	C4A – Social Worker C4B – Deputy Unit/Project Manager C4C – (Senior) Allied Health Professional C4D – Teacher C4E – Registered Nurse C4F – Care workers with supervisory responsibilities in school hostels and special schoolcare accommodation C4G – House staff in independent school care accommodation C4X – Other Level 4 Care work

C5	Unit/Project manager	Staff with continuing responsibility for the management of care and service provision in a discrete service delivery area (e.g. a single service care home, a service delivery unit in a care home with multiple services, a specific project involving a number of professional staff, a social work team). Staff are responsible for monitoring and maintaining standards of care and the management/deployment of staff and other resources in that service delivery area.	<p>C5A – Senior Social Worker C5B – Team Leader C5C – Project Manager C5D – Care Home manager (single service) C5E – Other Service Delivery Unit Manager C5F – Senior/principal teacher C5G – Senior/charge nurse C5H – EY&C Lead practitioner/Manager C5I – Managers in special/independent schoolcare accommodation and school hostels C5X – Other Unit/Project Manager</p>
C6	Group manager	Staff with continuing overall responsibility for the management of care and service provision in two or more discrete service delivery areas (eg a group of care homes, a care home comprising a number of service delivery units, a number of projects, a number of social work teams). Staff are responsible for monitoring and maintaining standards of care, setting aims and objectives and the management/deployment of staff and other resources across those service delivery areas.	<p>C6A – Service Delivery Unit Group Manager C6B – Project Group Manager C6C – Care Home Group manager (single home with multiple services, or group of homes) C6D – Depute/Head Teacher C6X – Other Group Manager</p>

C7	Director/Chief Executive	Staff with the highest level of continuing overall responsibility for the management of care and service provision in the organisation. Staff at this level have a given place on the organisation's governing body (eg the management board) with a major say in overall strategic direction, organisational policy and the deployment of financial, human and physical resources.	C7A – (Deputy) Director of Social Work/Chief Social Work Officer C7B – (Deputy) Director of Independent Social Care Organisation C7C – Care Home Owner (single or group) C7X – Other Director/Chief Executive
----	--------------------------	---	---

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

10.26 Statistics on the number of social work posts are also collected in the Joint Staffing Watch Survey. The following table shows a comparison of the Whole Time Equivalent (WTE) figures collected in the October 2008 Local Authority Social Work Services Census against those collected in the 2008 (Quarter 3) Joint Staffing Watch Census (as this is the nearest 'snapshot' reference point for comparison purposes).

Local Authority	October 2008 Social Work Staffing Census	2008 Q3 Joint Staffing Watch	Difference
Aberdeen City	1,300	1,500	-200
Aberdeenshire	1,500	1,400	0
Angus	1,200	1,200	0
Argyll & Bute	1,000	900	100
Clackmannanshire	300	300	0
Dumfries & Galloway	900	900	0
Dundee City	1,500	1,400	0
East Ayrshire	1,000	1,100	0
East Dunbartonshire	600	600	0
East Lothian	600	600	0
East Renfrewshire	600	600	0
Edinburgh City	3,900	4,100	-200
Eilean Siar	500	400	0
Falkirk	1,100	1,100	0
Fife	3,200	3,500	-300
Glasgow City	7,000	7,300	-400
Highland	1,600	1,700	-100
Inverclyde	1,000	1,000	0
Midlothian	600	600	0
Moray	500	500	0
North Ayrshire	1,300	1,300	0
North Lanarkshire	2,800	2,900	-200
Orkney Islands	400	500	-100
Perth & Kinross	1,000	1,200	-200
Renfrewshire	1,400	1,500	-100
Scottish Borders	1,000	1,000	0
Shetland Islands	600	700	-100
South Ayrshire	800	800	0
South Lanarkshire	2,400	2,500	0
Stirling	500	600	-100
West Dunbartonshire	1,200	1,100	100
West Lothian	1,200	1,200	0
TOTAL	44,200	46,100	-1900

Figures have been rounded to the nearest hundred

Differences have been calculated using unrounded figures, and then rounded to the nearest hundred. These may not equal the difference shown in the rounded staffing figures as a result.

Over the coming months, we will be investigating any large differences in the above sources with the relevant local authorities with the aim of minimising these differences for future surveys.

Additional Analyses

10.27 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:

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

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 (follow below link):

[Annual Social Work Staffing - 2008 - Survey Form - v1.0](#)

Guidance notes:

[Annual Social Work Staffing - 2008 - Guidance notes - v1.0](#)

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 Gary Sutton, Children, Young People and Social Care Statistics, Scottish Government Education Directorate, Area 1-B(S), Victoria Quay, Edinburgh, EH6 6QQ (telephone 0131 244 1690 or e-mail gary.sutton@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.

12.4 If you would like to be consulted about new or existing statistical collections or receive notification of forthcoming statistical publications, please register your interest on the Scottish Government ScotStat website at:

www.scotland.gov.uk/Topics/Statistics/scotstat .

Table 1	Numbers and WTEs by Mode
Table 2	Number of WTE Staff and Staff per 1,000 Population by Local Authority
Table 3	Percentages of staff by Ethnic Group and Disability
Table 4	Numbers and Percent by Age Group
Table 5	Numbers and WTEs by Client Group and Gender
Table 6	WTEs and WTEs per 1,000 Population by Client Group and Local Authority
Table 7	Client Group by Age Group (Percent)
Table 8	Numbers and WTEs by Staff Group and Gender
Table 9	Number and WTEs by Staff Group and Local Authority
Table 10	Staff Group by Age Group (Percent)
Table 11	Numbers and WTEs by Location/Activity and Gender
Table 12	Numbers and WTEs by Location/Activity and Local Authority
Table 13	Location/Activity by Age Group (Percent)
Table 14	Staff Group (WTE) by SSSC Person Registration Category
Table 15	Staff Group by Contract Type (Percent)
Table 16	Main Job Function by Client Group, Number and WTE
Table 17	Main Job Focus by Staff Group, Number and WTE
Table 18	Main Nature of Working Hours Pattern, Number and WTE
Table 19	Vacancy WTEs by Local Authority, 2002 to 2008
Table 20	Vacancies and Vacancy WTEs by Client Group and Local Authority
Table 21	Vacancies and Vacancy WTEs by Staff Group and Local Authority
Table 22	Vacancy and Vacancy WTEs by Location/Activity and Local Authority
Table 23	Vacancy and Vacancy WTEs by Contract Type and Local Authority
Chart 1	Leavers - Leaving Destination
Chart 2	Leavers - Leaving Reason
Annex A	Time Series Tables
Annex B	Staff of Scottish Social Work Services, 2008
Annex C	Qualifications Held and In Progress by Staff Group, 2008

Staff of Scottish Social Work Services, 1998 to 2008
Numbers and WTEs by Mode⁽¹⁾

Table 1

	1998	1999	2000	2001	2002	2003	2004⁽²⁾	2005	2006^(3,4,5)	2007^(3,6,7)	2008⁽⁸⁾
Full-time staff	20,038	20,077	20,423	21,084	21,848	23,462	24,697	25,849	25,433	26,230	26,132
Part-time staff											
Number	27,691	25,027	24,386	24,637	25,598	26,657	27,679	28,159	28,343	30,607	30,749
WTE	15,159	13,751	13,649	13,604	14,567	15,967	16,259	16,744	15,910	18,013	18,087
Total staff											
Number	47,729	45,104	44,809	45,721	47,446	50,119	52,376	54,008	53,776	56,837	56,881
WTE	35,197	33,828	34,072	34,688	36,415	39,429	40,956	42,593	41,343	44,243	44,219

Notes:

- (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. Please refer to Background Notes for further information.
- (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 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.
- (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.
- (8) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.

Staff of Scottish Social Work Services, 2003 to 2008
Number of WTE Staff and Staff per 1,000 Population⁽¹⁾ by Local Authority^(2,3)

Table 2

Local Authority												
	2003	2004 ⁽⁷⁾	2005	2006 ⁽¹¹⁾	2007	2008	2003	2004	2005	2006	2007	2008
Aberdeen City	1,501	1,524	1,618	1,346	1,297	1,319	7.2	7.4	8.0	6.7	6.3	6.3
Aberdeenshire	1,402	1,431	1,404	1,487	1,433	1,463	6.2	6.2	6.0	6.2	6.1	6.1
Angus	934	989	1,061	1,070	1,131	1,167	8.7	9.2	9.8	9.7	10.3	10.6
Argyll & Bute	954	891	1,033	895	976	1,000	10.5	9.8	11.3	9.8	10.7	11.1
Clackmannanshire	279	296	287	258	261	273	5.8	6.2	5.9	5.3	5.3	5.4
Dumfries & Galloway ^(8,14)	516	535	915	893	901	901	3.5	3.6	6.2	6.0	6.1	6.1
Dundee City ⁽⁹⁾	1,245	1,216	1,319	1,319	1,319	1,457	8.7	8.5	9.3	9.3	9.3	10.2
East Ayrshire	843	962	980	999	1,056	1,024	7.1	8.0	8.2	8.4	8.9	8.5
East Dunbartonshire	540	578	573	583	610	597	5.1	5.4	5.4	5.5	5.8	5.7
East Lothian	531	513	647	585	539	578	5.8	5.6	7.1	6.3	5.8	6.0
East Renfrewshire	516	569	658	610	605	604	5.7	6.3	7.3	6.8	6.8	6.8
Edinburgh, City of ⁽¹⁰⁾	4,041	4,291	4,365	4,120	4,119	3,878	9.0	9.6	9.6	8.9	8.9	8.2
Eilean Siar ⁽¹³⁾	404	426	436	452	452	459	15.6	16.3	16.6	17.1	17.1	17.5
Falkirk ⁽⁶⁾	973	973	1,068	777	1,099	1,149	6.7	6.7	7.2	5.2	7.3	7.6
Fife	3,253	3,256	3,230	3,347	3,356	3,225	9.3	9.2	9.1	9.3	9.4	8.9
Glasgow City ^(4,12)	4,809	5,004	4,973	4,852	7,064	6,975	8.4	8.7	8.6	8.4	12.2	11.9
Highland	1,606	1,606	1,659	1,647	1,613	1,592	7.7	7.7	7.9	7.7	7.5	7.3
Inverclyde	758	748	838	864	917	957	9.1	9.0	10.2	10.6	11.2	11.8
Midlothian	467	528	560	572	535	579	5.8	6.6	7.0	7.2	6.7	7.2
Moray	446	541	516	465	665	507	5.2	6.2	5.9	5.2	7.7	5.8
North Ayrshire	1,114	1,231	1,257	1,204	1,224	1,290	8.2	9.0	9.2	8.9	9.0	9.5
North Lanarkshire	3,017	2,963	3,002	2,786	2,703	2,773	9.4	9.2	9.3	8.6	8.3	8.5
Orkney Islands	334	327	370	352	419	367	17.5	16.9	19.0	17.8	21.2	18.4
Perth & Kinross ⁽⁵⁾	759	818	942	957	938	1,016	5.6	6.0	6.9	6.9	6.7	7.0
Renfrewshire	1,452	1,504	1,423	1,475	1,503	1,390	8.5	8.8	8.3	8.7	8.9	8.2
Scottish Borders	873	922	903	939	942	982	8.1	8.8	8.3	8.5	8.5	8.7
Shetland Islands	309	331	494	507	547	567	14.2	15.1	22.5	23.2	25.0	25.8
South Ayrshire	713	875	808	782	789	808	6.4	7.8	7.2	7.0	7.1	7.2
South Lanarkshire	2,238	2,287	2,398	2,386	2,366	2,433	7.4	7.5	7.9	7.8	7.7	7.8
Stirling	497	563	559	541	473	501	5.7	6.5	6.5	6.2	5.4	5.7
West Dunbartonshire	1,183	1,188	1,218	1,170	1,218	1,208	12.8	12.9	13.2	12.8	13.4	13.3
West Lothian	925	1,072	1,079	1,103	1,174	1,179	5.7	6.7	6.6	6.7	7.1	7.0
Total	39,429	40,956	42,593	41,343	44,243	44,219	7.8	8.1	8.4	8.1	8.6	8.6

Notes:

- (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. Please refer to Background Notes for further information.
- (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 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.
- (10) In 2006, children and families data for City of Edinburgh was not provided. The 2005 data for children and families has been used. A re-organisation of services accounts for the change noted in WTE this year for Edinburgh.
- (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.
- (14) Data for Dumfries and Galloway was not supplied in 2008 and 2007 data has been carried forward.

Staff of Scottish Social Work Services, 2008

Table 3

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	84.2	0.9	14.9	2,051	1.8	75.5	22.7	2,051
Social Workers	77.8	1.9	20.3	5,599	2.6	73.8	23.7	5,599
Other Qualified Fieldwork Staff	78.8	1.2	20.0	2,694	2.9	75.1	22.0	2,694
Social Work/OT Assistants	81.4	1.2	17.4	2,528	2.9	78.8	18.3	2,528
Home Care Staff & Managers	81.0	0.6	18.4	18,662	0.6	78.2	21.3	18,662
Other Domiciliary Staff	73.5	0.9	25.6	577	0.5	76.8	22.7	577
Day Care - Managers & Qualified Care Staff	87.8	1.8	10.4	1,711	1.3	80.4	18.3	1,711
Day Care - Care Staff	76.8	0.9	22.4	3,026	1.8	68.5	29.7	3,026
Residential - Managers & Qualified Care Staff	82.4	1.4	16.2	6,545	1.4	77.1	21.6	6,545
Residential - Care Staff	74.9	1.1	24.0	2,784	1.4	67.2	31.4	2,784
Support Staff	82.1	1.2	16.7	10,621	3.7	75.4	20.9	10,621
Trainee Social Workers	66.3	2.4	31.3	83	0.0	65.1	34.9	83
Total	80.7	1.1	18.3	56,881	1.8	75.8	22.3	56,881

Notes:

- (1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2004 to 2008
Numbers and Percent by Age Group⁽⁸⁾

Table 4

Age group	2004		2005		2006 ^(1,2,3)		2007 ^(1,4,5)		2008 ⁽⁶⁾	
	Numbers	Percent	Numbers	Percent	Numbers	Percent	Numbers	Percent	Numbers	Percent
<20	330	0.6	261	0.5	233	0.4	291	0.5	290	0.5
20-24	1,728	3.3	1,640	3.0	1,648	3.1	1,683	3.0	1,525	2.7
25-29	2,797	5.3	2,892	5.4	3,095	5.8	3,248	5.7	3,240	5.7
30-34	4,413	8.4	4,269	7.9	4,000	7.4	4,073	7.2	3,799	6.7
35-39	6,632	12.7	6,368	11.8	6,410	11.9	6,555	11.5	6,104	10.7
40-44	8,250	15.8	8,470	15.7	8,634	16.1	9,121	16.1	8,459	14.9
45-49	8,476	16.2	8,972	16.6	9,175	17.1	9,927	17.5	9,854	17.3
50-54	8,025	15.3	8,586	15.9	8,717	16.2	9,481	16.7	9,459	16.6
55-59	6,880	13.1	7,785	14.4	7,859	14.6	8,310	14.6	8,141	14.3
60-64	2,487	4.8	3,090	5.7	3,219	6.0	3,705	6.5	3,918	6.9
65+	78	0.2	389	0.7	255	0.5	338	0.6	504	0.9
Unknown ⁽⁷⁾	2,280	4.4	1,286	2.4	531	1.0	105	0.2	1,588	2.8
Total	52,376	100.0	54,008	100.0	53,776	100.0	56,837	100.0	56,881	100.0

Notes:

- (1) 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.
- (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.
- (6) In 2008, Dumfries and Galloway did not supply any data. The most recent available data from 2007 has been used.
- (7) In 2008, West Dunbartonshire was unable to provide any age data so all are included in the 'unknown' category.
- (8) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Numbers and WTEs by Client Group and Gender⁽⁴⁾

Table 5

Client Group	Number of staff ⁽³⁾					% of staff		% by client group
	Males	Females	Unknown/ Not disclosed	Total	WTE	Males	Females	WTE
Children	1,771	7,003	2	8,776	7,398	20.2%	79.8%	16.7%
Adults (Community Care)	4,393	34,117	9	38,519	28,259	11.4%	88.6%	63.9%
Older People ⁽¹⁾	1,043	7,509	0	8,552	6,377	12.2%	87.8%	14.4%
People with Physical Disabilities ⁽¹⁾	150	347	0	497	385	30.2%	69.8%	0.9%
People with Mental Health Problems ⁽¹⁾	38	137	0	175	122	21.7%	78.3%	0.3%
People with Learning Disabilities ⁽¹⁾	1,288	3,523	0	4,811	3,811	26.8%	73.2%	8.6%
Adults (not separately identified) ⁽²⁾	1,874	22,601	9	24,484	17,565	7.7%	92.3%	39.7%
Offenders	721	1,301	0	2,022	1,840	35.7%	64.3%	4.2%
Generic provision	713	2,658	0	3,371	2,921	21.2%	78.8%	6.6%
Management/ Administration	1,010	3,183	0	4,193	3,800	24.1%	75.9%	8.6%
Total	8,608	48,262	11	56,881	44,219	15.1%	84.8%	100.0%

Notes:

- (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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (4) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

Table 6

WTEs and WTEs per 1,000 Population⁽¹⁾ by Client Group and Local Authority^(2,3,4)

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	438	323	8.5	1404	748	4.3	104	95	0.7	137	75	0.4	97	79	0.4	2,180	1,319	6.3
Aberdeenshire	278	232	4.4	1571	1,063	5.6	57	50	0.3	13	8	0.0	132	110	0.5	2,051	1,463	6.1
Angus	211	169	7.5	1129	821	9.4	35	33	0.5	56	49	0.4	105	96	0.9	1,536	1,167	10.6
Argyll & Bute	344	225	13.0	824	561	7.7	24	18	0.3	57	51	0.6	151	145	1.6	1,400	1,000	11.1
Clackmannanshire	65	58	5.3	247	166	4.2	33	27	0.8	6	5	0.1	21	17	0.3	372	273	5.4
Dumfries & Galloway ⁽³⁾	247	223	7.7	741	480	4.0	61	56	0.6	36	32	0.2	118	111	0.7	1,203	901	6.1
Dundee City	329	304	11.2	1128	935	8.1	121	114	1.3	29	29	0.2	81	75	0.5	1,688	1,457	10.2
East Ayrshire	175	162	6.5	989	736	7.7	39	37	0.5	33	29	0.2	68	60	0.5	1,304	1,024	8.5
East Dunbartonshire	107	95	4.3	523	410	5.0	15	14	0.2	37	34	0.3	49	43	0.4	731	597	5.7
East Lothian	139	112	5.2	627	388	5.2	19	17	0.3	25	21	0.2	45	40	0.4	855	578	6.0
East Renfrewshire	75	71	3.5	535	432	6.3	33	31	0.6	18	17	0.2	56	53	0.6	717	604	6.8
Edinburgh, City of	1334	1,002	12.4	2713	2,106	5.4	180	154	0.5	367	291	0.6	345	326	0.7	4,939	3,878	8.2
Eilean Siar	17	16	3.0	664	414	19.7	6	6	0.4	9	7	0.3	17	17	0.6	713	459	17.5
Falkirk	180	162	5.0	1074	827	6.9	64	60	0.6	70	61	0.4	41	39	0.3	1,429	1,149	7.6
Fife	326	291	3.9	3313	2,500	8.7	146	136	0.6	175	150	0.4	164	149	0.4	4,124	3,225	8.9
Glasgow City	1200	1,086	9.8	4993	4,026	8.5	275	264	0.7	827	768	1.3	919	831	1.4	8,214	6,975	11.9
Highland	341	285	6.4	1506	1,098	6.3	68	55	0.4	64	55	0.3	106	98	0.4	2,085	1,592	7.3
Inverclyde	192	170	10.4	773	561	8.7	51	48	1.0	120	112	1.4	79	66	0.8	1,215	957	11.8
Midlothian	129	112	6.4	503	370	5.9	20	18	0.4	30	28	0.3	56	50	0.6	738	579	7.2
Moray	156	91	5.0	662	328	4.7	19	14	0.3	32	25	0.3	57	50	0.6	926	507	5.8
North Ayrshire	253	237	8.3	882	726	6.8	61	59	0.7	125	114	0.8	174	155	1.1	1,495	1,290	9.5
North Lanarkshire	365	338	4.7	2298	1,822	7.2	154	142	0.7	281	254	0.8	236	218	0.7	3,334	2,773	8.5
Orkney Islands	54	37	9.1	496	293	18.5	6	6	0.5	13	10	0.5	23	21	1.0	592	367	18.4
Perth & Kinross	167	148	5.2	836	653	5.6	59	54	0.6	37	32	0.2	139	130	0.9	1,238	1,016	7.0
Renfrewshire	260	224	6.4	1069	819	6.1	52	47	0.4	206	178	1.1	127	121	0.7	1,714	1,390	8.2
Scottish Borders	142	123	5.3	1031	652	7.3	37	33	0.5	94	73	0.7	116	100	0.9	1,420	982	8.7
Shetland Islands	88	66	13.4	825	458	26.8	8	7	0.5	20	18	0.8	20	19	0.9	961	567	25.8
South Ayrshire	167	142	6.7	762	479	5.3	41	30	0.4	102	90	0.8	78	67	0.6	1,150	808	7.2
South Lanarkshire	366	336	5.1	2063	1,697	6.9	91	83	0.4	56	49	0.2	303	269	0.9	2,879	2,433	7.8
Stirling	141	116	6.1	445	271	3.9	43	39	0.7	25	22	0.3	65	53	0.6	719	501	5.7
West Dunbartonshire	217	196	10.4	1052	761	10.6	49	48	0.8	132	118	1.3	91	84	0.9	1,541	1,208	13.3
West Lothian	273	248	6.3	841	661	5.1	51	45	0.4	139	119	0.7	114	106	0.6	1,418	1,179	7.0
Scotland	8,776	7,398	7.1	38,519	28,259	6.9	2,022	1,840	0.6	3,371	2,921	0.6	4,193	3,800	0.7	56,881	44,219	8.6

- Notes:
- (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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
 - (4) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Client Group by Age Group (Percent)

Table 7

Client Group^(3,5)	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Unknown⁽⁴⁾
Children	0.4	3.0	9.1	9.9	12.8	15.8	16.6	14.9	10.4	4.1	0.4	2.5
Adults (Community Care)	0.4	2.3	4.3	5.4	9.9	14.7	17.8	17.2	15.9	8.2	1.1	2.8
Older People ⁽¹⁾	0.8	2.7	4.9	5.4	9.8	13.9	16.9	16.9	16.3	8.3	1.1	3.1
People with Physical Disabilities ⁽¹⁾	0.0	1.2	5.8	8.9	12.9	15.7	19.5	16.9	11.1	6.8	1.0	0.2
People with Mental Health Problems ⁽¹⁾	0.0	2.3	5.7	6.9	9.1	16.0	24.0	17.1	12.6	4.6	1.1	0.6
People with Learning Disabilities ⁽¹⁾	0.3	3.1	6.1	7.0	11.1	15.6	17.9	15.5	13.4	7.3	0.7	2.1
Adults (not separately identified) ⁽²⁾	0.3	2.0	3.7	5.1	9.7	14.7	18.0	17.7	16.3	8.3	1.3	2.9
Offenders	0.6	3.3	8.2	8.2	12.4	14.5	16.2	15.5	12.1	6.2	0.5	2.4
Generic provision	0.9	3.3	7.1	8.6	12.3	16.1	16.4	15.7	10.9	4.2	0.6	4.0
Management/ Admin	1.4	5.1	8.9	9.1	11.9	14.1	15.6	16.0	12.1	3.5	0.1	2.3
Total	0.5	2.7	5.7	6.7	10.7	14.9	17.3	16.6	14.3	6.9	0.9	2.8

Notes:

- (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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (4) In 2008, West Dunbartonshire was unable to provide any age data so all are included in the 'unknown' category.
- (5) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Numbers and WTEs by Staff Group and Gender⁽²⁾

Table 8

Staff Group	Number of staff ⁽¹⁾					% of staff		% by staff group
	Males	Females	Not known/ Not disclosed	Total	WTE	Males	Females	WTE
Senior Managers, etc	762	1,289	0	2,051	1,959	37.2	62.8	4.4
Social Workers	1,337	4,261	1	5,599	5,072	23.9	76.1	11.5
Other Qualified Fieldwork Staff	720	1,974	0	2,694	2,343	26.7	73.3	5.3
Social Work/OT Assistants	426	2,102	0	2,528	2,240	16.9	83.1	5.1
Home Care Staff & Managers	779	17,877	6	18,662	12,491	4.2	95.8	28.2
Other Domiciliary Staff	81	495	1	577	432	14.0	85.8	1.0
Day Care - Managers & Qualified Care Staff	422	1,289	0	1,711	1,457	24.7	75.3	3.3
Day Care - Care Staff	544	2,482	0	3,026	2,233	18.0	82.0	5.0
Residential - Managers & Qualified Care Staff	1,334	5,210	1	6,545	5,240	20.4	79.6	11.8
Residential - Care Staff	254	2,530	0	2,784	2,040	9.1	90.9	4.6
Support Staff	1,937	8,682	2	10,621	8,630	18.2	81.7	19.5
Trainee Social Workers	12	71	0	83	81	14.5	85.5	0.2
Total	8,608	48,262	11	56,881	44,219	15.1	84.8	100.0

Notes:

- (1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
(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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Number and WTEs by Staff Group and Local Authority^(1,3)

Table 9

Local Authority	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		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	53	52	299	235	153	131	64	57	270	126	61	40	104	50	278	130	491	212	102	80	305	206	0	0	2,180	1,319
Aberdeenshire	66	60	243	216	87	64	120	89	647	393	0	0	22	20	202	135	240	185	45	26	379	276	0	0	2,051	1,463
Angus	61	60	73	69	112	100	56	46	452	284	48	38	23	22	74	60	81	60	197	140	359	287	0	0	1,536	1,167
Argyll & Bute	66	65	80	74	43	37	16	14	305	178	2	2	33	32	200	116	179	125	83	56	393	303	0	0	1,400	1,000
Clackmannanshire	27	23	48	40	31	26	16	16	16	1	10	8	28	24	45	35	35	28	3	3	113	70	0	0	372	273
Dumfries & Galloway ⁽²⁾	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
Dundee City	46	45	181	175	125	118	53	50	515	401	22	19	43	41	100	90	109	106	193	166	300	244	1	1	1,688	1,457
East Ayrshire	39	38	129	121	37	35	94	89	599	392	35	28	41	40	49	39	110	94	0	0	171	147	0	0	1,304	1,024
East Dunbartonshire	39	37	50	45	45	42	50	44	307	227	32	25	9	9	59	46	29	29	11	9	100	84	0	0	731	597
East Lothian	34	30	89	83	27	24	38	35	301	149	0	0	12	12	48	39	69	48	119	67	118	92	0	0	855	578
East Renfrewshire	56	52	81	76	34	32	23	22	247	184	15	11	13	12	29	27	52	42	37	30	130	115	0	0	717	604
Edinburgh, City of	148	144	636	531	239	206	86	66	1,243	911	19	1	516	411	21	7	1,193	886	0	0	828	706	10	9	4,939	3,878
Eilean Siar	9	9	20	18	5	5	3	3	327	171	20	13	8	5	25	17	92	74	90	61	114	82	0	0	713	459
Falkirk	58	58	164	144	63	57	45	41	534	364	30	25	75	68	33	22	64	62	107	94	256	213	0	0	1,429	1,149
Fife	132	127	309	285	90	75	179	156	1,545	1,022	24	19	170	154	124	97	869	726	39	34	638	527	5	5	4,124	3,225
Glasgow City	216	210	786	733	400	380	696	650	3,238	2,446	2	1	61	59	335	311	823	740	0	0	1,649	1,438	8	8	8,214	6,975
Highland	93	89	205	185	122	103	88	45	590	383	0	0	23	20	90	74	148	139	223	172	490	368	13	13	2,085	1,592
Inverclyde	52	49	110	103	77	74	76	73	457	305	34	23	24	23	81	62	41	39	0	0	263	207	0	0	1,215	957
Midlothian	28	26	96	89	29	26	18	16	218	148	5	3	24	22	36	31	42	38	94	65	148	114	0	0	738	579
Moray	41	36	108	94	100	36	3	2	324	132	3	2	8	8	208	91	0	0	0	0	127	101	4	4	926	507
North Ayrshire	87	84	132	126	43	41	57	53	493	381	46	40	19	19	89	87	180	160	9	8	340	294	0	0	1,495	1,290
North Lanarkshire	105	98	272	259	119	109	148	141	1,483	1,092	18	15	96	87	110	97	272	237	0	0	676	604	35	35	3,334	2,773
Orkney Islands	19	19	21	20	9	9	11	8	164	39	7	4	36	29	19	8	125	104	80	54	101	72	0	0	592	367
Perth & Kinross	55	55	132	122	79	67	57	49	319	236	33	29	19	17	85	68	52	50	139	102	268	221	0	0	1,238	1,016
Renfrewshire	68	64	156	144	120	106	50	43	570	408	26	21	20	20	121	105	176	158	82	62	325	258	0	0	1,714	1,390
Scottish Borders	68	58	159	132	48	40	59	47	439	218	19	13	57	49	127	87	111	82	108	76	225	179	0	0	1,420	982
Shetland Islands	16	15	23	21	15	14	8	6	320	105	0	0	1	1	20	17	79	61	325	221	151	105	3	3	961	567
South Ayrshire	24	24	132	121	55	46	52	41	393	231	14	11	8	8	60	45	49	48	110	49	253	186	0	0	1,150	808
South Lanarkshire	95	93	308	292	71	59	181	171	966	746	0	0	12	11	191	164	285	251	360	301	408	342	2	2	2,879	2,433
Stirling	56	50	93	82	48	43	15	14	156	52	2	2	20	19	36	25	128	90	12	9	152	113	1	1	719	501
West Dunbartonshire	37	37	126	118	64	59	26	24	574	373	50	39	6	6	61	51	178	162	102	78	317	261	0	0	1,541	1,208
West Lothian	79	76	184	172	128	111	72	68	239	177	0	0	139	121	21	17	195	162	100	69	261	206	0	0	1,418	1,179
Scotland	2,051	1,959	5,599	5,072	2,694	2,343	2,528	2,240	18,662	12,491	577	432	1,711	1,457	3,026	2,233	6,545	5,240	2,784	2,040	10,621	8,630	83	81	56,881	44,219

Notes:

(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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

(3) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Staff Group by Age Group (Percent)^(1,3)

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⁽²⁾
Senior Managers, etc	0.0	0.1	1.3	3.3	8.3	15.4	21.1	26.3	17.6	4.6	0.1	2.0
Social Workers	0.0	0.8	8.0	8.9	12.9	14.7	17.2	17.7	12.5	4.6	0.4	2.3
Other Qualified Fieldwork Staff	0.1	1.7	7.0	9.1	12.6	17.7	18.4	15.0	10.3	5.3	0.4	2.4
Social Work/OT Assistants	0.0	1.4	6.2	8.2	13.0	19.1	19.0	16.1	10.3	4.8	0.8	1.0
Home Care Staff & Managers	0.2	1.9	3.3	4.5	9.3	14.6	18.0	17.5	17.1	9.1	1.4	3.2
Other Domiciliary Staff	0.0	2.1	1.4	3.8	6.6	12.7	15.6	18.7	18.5	9.7	1.7	9.2
Day Care - Managers & Qualified Care Staff	0.1	1.3	5.7	8.9	11.9	18.2	19.3	16.7	12.6	4.7	0.1	0.4
Day Care - Care Staff	0.3	2.7	5.1	6.5	12.0	15.8	16.9	17.0	13.7	7.0	0.9	2.0
Residential - Managers & Qualified Care Staff	0.2	2.8	6.7	7.3	11.5	15.2	18.5	16.0	13.0	5.7	0.4	2.7
Residential - Care Staff	1.6	4.7	7.5	7.1	10.6	14.4	15.9	14.6	13.4	5.9	0.6	3.7
Support Staff	1.7	5.8	8.3	8.3	10.8	12.9	14.4	14.0	13.1	6.7	0.9	3.1
Trainee Social Workers	0.0	2.4	24.1	12.0	24.1	14.5	15.7	4.8	2.4	0.0	0.0	0.0
Total	0.5	2.7	5.7	6.7	10.7	14.9	17.3	16.6	14.3	6.9	0.9	2.8

Notes:

(1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

(2) In 2008, West Dunbartonshire was unable to provide any age data so all are included in the 'unknown' category.

(3) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
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	WTE
Strategic/ Central Staff	1,010	3,183	0	4,193	3,800	24.1	75.9	8.6
Criminal Justice Staff	721	1,301	0	2,022	1,840	35.7	64.3	4.2
Fieldwork Staff	2,699	11,054	2	13,755	12,128	19.6	80.4	27.4
Residential Staff: Services for Children	697	1,695	1	2,393	1,909	29.1	70.8	4.3
Residential Staff: Services for Adults	1,154	7,549	0	8,703	6,627	13.3	86.7	15.0
Day Care Staff: Services for Children	53	796	0	849	594	6.2	93.8	1.3
Day Care Staff: Services for Adults	1,365	3,967	0	5,332	4,067	25.6	74.4	9.2
Domiciliary	909	18,717	8	19,634	13,253	4.6	95.3	30.0
Total	8,608	48,262	11	56,881	44,219	15.1	84.8	100.0

Notes:

- (1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

Numbers and WTEs by Location/Activity and Local Authority^(1,3)

Table 12

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	97	79	104	95	543	433	134	70	520	255	47	27	386	179	349	182	2,180	1,319
Aberdeenshire	132	110	57	50	513	414	30	25	349	252	16	13	304	203	650	395	2,051	1,463
Angus	105	96	35	33	322	285	40	21	310	224	44	34	111	93	569	383	1,536	1,167
Argyll & Bute	151	145	24	18	253	220	135	84	207	151	138	78	185	124	307	179	1,400	1,000
Clackmannanshire	21	17	33	27	110	96	8	8	44	31	0	0	129	85	27	10	372	273
Dumfries & Galloway ⁽²⁾	118	111	61	56	411	366	49	43	24	16	0	0	122	93	418	216	1,203	901
Dundee City	81	75	121	114	380	355	81	74	276	231	75	68	117	101	557	439	1,688	1,457
East Ayrshire	68	60	39	37	338	314	51	44	72	58	0	0	94	83	642	428	1,304	1,024
East Dunbartonshire	49	43	15	14	202	180	22	22	19	17	0	0	72	59	352	262	731	597
East Lothian	45	40	19	17	177	161	55	33	188	119	0	0	66	56	305	153	855	578
East Renfrewshire	56	53	33	31	177	166	0	0	101	82	0	0	75	65	275	208	717	604
Edinburgh, City of	345	326	180	154	1,105	947	489	323	927	733	345	230	281	250	1,267	915	4,939	3,878
Eilean Siar	17	17	6	6	39	35	0	0	257	189	0	0	46	27	348	186	713	459
Falkirk	41	39	64	60	383	335	10	10	220	191	5	4	124	103	582	406	1,429	1,149
Fife	164	149	146	136	760	658	91	73	951	797	0	0	423	355	1,589	1,058	4,124	3,225
Glasgow City	919	831	275	264	2,439	2,237	313	295	529	460	0	0	499	442	3,240	2,447	8,214	6,975
Highland	106	98	68	55	516	428	101	85	474	373	9	7	213	155	598	390	2,085	1,592
Inverclyde	79	66	51	48	407	357	44	41	3	3	0	0	131	107	500	335	1,215	957
Midlothian	56	50	20	18	176	159	29	25	156	111	23	20	51	41	227	155	738	579
Moray	57	50	19	14	272	188	0	0	0	0	0	0	247	120	331	136	926	507
North Ayrshire	174	155	61	59	376	350	103	95	89	74	14	14	124	113	554	430	1,495	1,290
North Lanarkshire	236	218	154	142	821	757	92	88	197	163	0	0	269	238	1,565	1,166	3,334	2,773
Orkney Islands	23	21	6	6	54	49	14	10	250	189	19	7	55	41	171	44	592	367
Perth & Kinross	139	130	59	54	284	252	27	26	204	154	22	19	135	103	368	279	1,238	1,016
Renfrewshire	127	121	52	47	445	383	88	79	185	154	0	0	211	167	606	439	1,714	1,390
Scottish Borders	116	100	37	33	351	288	22	17	231	161	25	20	179	130	459	233	1,420	982
Shetland Islands	20	19	8	7	73	64	51	34	450	308	0	0	27	21	332	114	961	567
South Ayrshire	78	67	41	30	304	263	29	27	165	96	0	0	118	77	415	248	1,150	808
South Lanarkshire	303	269	91	83	560	524	145	130	570	477	0	0	244	204	966	746	2,879	2,433
Stirling	65	53	43	39	207	175	24	23	141	95	0	0	64	50	175	66	719	501
West Dunbartonshire	91	84	49	48	322	294	70	59	265	220	0	0	97	74	647	428	1,541	1,208
West Lothian	114	106	51	45	435	396	46	43	329	244	67	54	133	112	243	180	1,418	1,179
Scotland	4,193	3,800	2,022	1,840	13,755	12,128	2,393	1,909	8,703	6,627	849	594	5,332	4,067	19,634	13,253	56,881	44,219

Notes:

- (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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (3) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
Location/Activity by Age Group (Percent)^(1,3)

Table 13

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⁽²⁾
Strategic/ Central Staff	1.4	5.1	8.9	9.1	11.9	14.1	15.6	16.0	12.1	3.5	0.1	2.3
Criminal Justice Staff	0.6	3.3	8.2	8.2	12.4	14.5	16.2	15.5	12.1	6.2	0.5	2.4
Fieldwork Staff	0.5	2.5	7.3	8.6	12.3	15.8	17.4	16.5	11.7	4.6	0.5	2.4
Residential Staff: Services for Children	0.1	3.9	8.5	8.6	12.9	15.7	17.3	15.5	9.6	4.7	0.4	2.9
Residential Staff: Services for Adults	0.8	3.0	5.9	6.3	10.1	14.2	17.2	15.9	15.5	7.3	0.8	3.1
Day Care Staff: Services for Children	0.6	2.7	9.3	13.9	13.8	16.3	15.5	13.7	11.3	2.7	0.1	0.1
Day Care Staff: Services for Adults	0.3	2.3	4.3	5.9	10.7	15.3	17.6	17.3	14.5	8.8	1.2	1.9
Domiciliary	0.3	2.1	3.4	4.5	9.1	14.4	17.8	17.4	17.0	9.1	1.4	3.4
Total	0.5	2.7	5.7	6.7	10.7	14.9	17.3	16.6	14.3	6.9	0.9	2.8

Notes:

- (1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (2) In 2008, West Dunbartonshire was unable to provide any age data so all are included in the 'unknown' category.
- (3) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

Number of Registrations with the SSSC by Staff Group and SSSC Registration Category^(1,2,3)

Table 14

Staff Group	SSSC Registration Category									
	Social Workers	Managers of Residential Child Care Services	Residential Child Care Workers with Supervisory Responsibilities	Residential Child Care Workers (Other)	Managers of Care Home Services for Adults	Supervisors in Adult Residential Care	Practitioners in Adult Residential Care	Support Workers in Adult Residential Care	Managers of Adult Day Care Services	
Senior Managers, etc	948	2	0	0	4	0	0	0	5	
Social Workers	5,599	0	0	0	0	0	0	0	0	
Other Qualified Fieldwork Staff	432	0	1	4	2	1	0	0	0	
Social Work/OT Assistants	13	0	0	3	0	0	38	0	0	
Home Care Staff & Managers	21	0	0	0	2	0	0	0	0	
Other Domiciliary Staff	1	0	0	0	0	0	0	0	0	
Day Care - Managers & Qualified Care Staff	67	0	1	7	5	10	0	0	106	
Day Care - Care Staff	8	0	0	2	1	0	21	0	5	
Residential - Managers & Qualified Care Staff	169	75	133	814	81	229	485	0	11	
Residential - Care Staff	2	0	0	16	0	1	0	0	0	
Support Staff	105	1	1	1	3	0	0	0	4	
Trainee Social Workers	0	0	0	0	0	0	0	0	0	
Total	7,365	78	136	847	98	241	544	0	131	

Staff Group	SSSC Registration Category											
	Managers/Lead Practitioners in Early Education and Childcare	Practitioners in Early Education and Child Care	Support Workers in Early Education and Childcare	Managers in Housing Support Services	Supervisors in Housing Support Services	Support Workers in Housing Support Services	Social Worker Trainee/Student	Person Will Need To Register But Is Not Yet Registered	Person Does Not Need to Register	Not Known		
Senior Managers, etc	1	0	0	1	0	6	0	2	653	432		
Social Workers	0	0	0	0	0	0	0	0	0	0		
Other Qualified Fieldwork Staff	0	1	11	0	0	6	3	26	1,323	884		
Social Work/OT Assistants	0	1	0	0	0	26	47	31	1,776	598		
Home Care Staff & Managers	0	0	0	0	3	3	0	442	13,627	4,564		
Other Domiciliary Staff	0	0	0	0	1	17	0	40	323	195		
Day Care - Managers & Qualified Care Staff	8	3	0	0	0	0	0	302	767	436		
Day Care - Care Staff	1	94	10	0	0	0	0	62	1,843	980		
Residential - Managers & Qualified Care Staff	0	0	0	0	0	0	39	2,282	895	1,345		
Residential - Care Staff	0	0	0	0	0	1	1	557	889	1,317		
Support Staff	0	0	0	20	3	188	4	53	7,668	2,571		
Trainee Social Workers	0	0	0	0	0	0	83	0	0	0		
Total	10	99	21	21	7	247	177	3,797	29,764	13,322		

Notes:

(1) In 2008 data for Dumfries and Galloway was not provided. Data for 2007 has been used as this was the most recent available.

(2) All social work services staff (excluding social workers) can register under more than one category with the SSSC. As a result the table can total to more than 56,881.

(3) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008
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	90.1	8.9	0.1	0.0	0.4	0.0	0.0	0.0	0.1	0.2	2,051
Social Workers	94.1	4.3	0.2	0.0	0.4	0.2	0.7	0.0	0.0	0.1	5,599
Other Qualified Fieldwork Staff	89.9	7.0	0.0	0.0	0.7	0.5	1.8	0.0	0.0	0.1	2,694
Social Work/OT Assistants	90.3	6.5	0.0	2.1	0.4	0.4	0.1	0.0	0.0	0.1	2,528
Home Care Staff & Managers	90.9	2.8	0.0	3.0	0.0	0.1	2.9	0.0	0.0	0.2	18,662
Other Domiciliary Staff	87.5	6.9	0.0	0.0	1.2	0.9	2.3	0.0	0.0	1.2	577
Day Care - Managers & Qualified Care Staff	88.3	7.5	0.0	0.6	0.4	0.0	2.9	0.0	0.1	0.1	1,711
Day Care - Care Staff	84.8	7.8	0.0	0.0	0.3	0.6	5.9	0.0	0.0	0.5	3,026
Residential - Managers & Qualified Care Staff	83.6	8.6	0.0	1.5	0.3	0.3	5.6	0.0	0.0	0.1	6,545
Residential - Care Staff	88.2	6.9	0.0	0.2	0.4	2.4	2.0	0.0	0.0	0.0	2,784
Support Staff	88.9	8.7	0.0	0.6	0.3	0.3	0.9	0.0	0.1	0.1	10,621
Trainee Social Workers	65.1	20.5	0.0	0.0	0.0	0.0	0.0	14.5	0.0	0.0	83
Total	89.3	6.0	0.0	1.4	0.3	0.3	2.5	0.0	0.0	0.2	56,881

Notes:

(1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

(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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

Main Job Function by Client Group, Number and WTE^(3,4,5)

Table 16

Client Group	Main Job Function									
	Administrative/Support Worker		Ancillary Worker		Class 2 Care Worker ⁽⁴⁾		Class 3 Care Worker ⁽⁴⁾		Class 4 Care Worker ⁽⁴⁾	
	Number	WTE	Number	WTE	Number	WTE	Number	WTE	Number	WTE
Children	1,003	775	212	147	2,024	1,556	1,648	1,318	2,473	2,271
Adults (Community Care)	1,634	1,321	2,519	1,759	23,831	16,234	4,793	3,897	3,220	2,787
Older People ⁽¹⁾	186	137	1,580	1,132	3,388	2,471	2,471	1,902	494	342
People with Physical Disabilities ⁽¹⁾	47	38	115	73	95	65	159	137	24	22
People with Mental Health Problems ⁽¹⁾	55	26	12	7	32	21	43	39	27	23
People with Learning Disabilities ⁽¹⁾	217	172	523	340	1,960	1,471	1,451	1,223	252	241
Adults (not separately identified) ⁽²⁾	1,129	947	289	207	18,356	12,206	669	596	2,423	2,159
Offenders	323	284	10	7	223	203	368	320	729	678
Generic provision	1,313	1,127	57	50	489	437	479	447	676	532
Management/ Admin	3,365	3,015	44	41	6	5	11	9	40	36
Total	7,638	6,522	2,842	2,004	26,573	18,436	7,299	5,990	7,138	6,304

Client Group	Main Job Function								Total	WTE
	Unit/Project Manager		Group Manager		Director/Chief Executive		Unknown			
	Number	WTE	Number	WTE	Number	WTE	Number	WTE		
Children	1,028	970	57	55	1	1	330	305	8,776	7,398
Adults (Community Care)	1,270	1,208	121	116	1	1	1,130	937	38,519	28,259
Older People ⁽¹⁾	239	229	1	1	0	0	193	163	8,552	6,377
People with Physical Disabilities ⁽¹⁾	25	23	3	3	0	0	29	24	497	385
People with Mental Health Problems ⁽¹⁾	6	5	0	0	0	0	0	0	175	122
People with Learning Disabilities ⁽¹⁾	231	213	5	4	0	0	172	146	4,811	3,811
Adults (not separately identified) ⁽²⁾	769	737	112	108	1	1	736	604	24,484	17,565
Offenders	230	216	18	18	0	0	121	114	2,022	1,840
Generic provision	274	246	52	52	2	2	29	29	3,371	2,921
Management/ Admin	101	92	445	430	95	92	86	79	4,193	3,800
Total	2,903	2,732	693	671	99	96	1,696	1,464	56,881	44,219

Notes:

- (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 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (4) The definition of the job functions can be found in the background notes.
- (5) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

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	909	872	698	664	21	20	7	7	15	15	38	37	7	7
Social Workers	4,633	4,171	24	22	38	32	3	3	8	8	297	278	192	172
Other Qualified Fieldwork Staff	2,165	1,862	67	65	33	32	9	8	25	21	145	122	6	5
Social Work/OT Assistants	2,016	1,775	59	49	128	118	12	11	33	27	53	50	35	33
Home Care Staff & Managers	49	45	7	5	24	18	17,603	11,670	6	4	0	0	0	0
Other Domiciliary Staff	110	88	11	9	29	26	324	225	0	0	0	0	0	0
Day Care - Managers & Qualified Care Staff	32	31	5	5	21	20	6	6	1,542	1,298	1	1	0	0
Day Care - Care Staff	128	63	8	5	25	22	110	86	2,435	1,828	0	0	31	23
Residential - Managers & Qualified Care Staff	50	46	6	6	6,191	4,913	45	38	34	29	12	9	0	0
Residential - Care Staff	81	56	3	2	2,434	1,761	6	5	30	23	1	1	3	1
Support Staff	1,599	1,304	4,889	4,268	1,718	1,247	236	189	1,150	755	41	34	15	13
Trainee Social Workers	73	71	0	0	0	0	0	0	0	0	0	0	0	0
Total	11,845	10,384	5,777	5,100	10,662	8,208	18,361	12,247	5,278	4,007	588	532	289	253

Staff Group	Main Focus of Service Provision										Total	WTE
	School/education setting		Housing support		Care at home		Other		Unknown			
	Total	WTE	Total	WTE	Total	WTE	Total	WTE	Total	WTE		
Senior Managers, etc	1	1	17	17	7	7	207	194	124	120	2,051	1,959
Social Workers	0	0	17	16	0	0	52	49	335	321	5,599	5,072
Other Qualified Fieldwork Staff	2	2	11	10	0	0	29	28	202	189	2,694	2,343
Social Work/OT Assistants	5	4	44	42	2	2	8	7	133	122	2,528	2,240
Home Care Staff & Managers	0	0	0	0	451	341	1	1	521	407	18,662	12,491
Other Domiciliary Staff	0	0	35	25	42	37	4	3	22	19	577	432
Day Care - Managers & Qualified Care Staff	14	13	3	3	0	0	2	2	85	79	1,711	1,457
Day Care - Care Staff	119	64	21	18	0	0	0	0	149	124	3,026	2,233
Residential - Managers & Qualified Care Staff	48	46	1	1	1	1	0	0	157	150	6,545	5,240
Residential - Care Staff	0	0	18	16	1	1	0	0	207	175	2,784	2,040
Support Staff	19	13	250	231	7	7	147	124	550	447	10,621	8,630
Trainee Social Workers	0	0	0	0	0	0	0	0	10	10	83	81
Total	208	142	417	380	511	395	450	406	2,495	2,164	56,881	44,219

Notes:

(1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

(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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

Main Nature of Working Hours Pattern, Number and WTE^(1,3)

Table 18

Working Pattern	Total	WTE	% of Staff Total
9am-5pm Full-time Working	7,383	7,209	13.0
Zero hours contract	1,628	197	2.9
Shift working	8,629	6,547	15.2
Night working	920	674	1.6
Compressed working	45	39	0.1
Part time	9,251	5,559	16.3
Variable	6,512	4,838	11.4
Flexitime	8,273	8,054	14.5
Annuliased hours contract	305	128	0.5
Job sharing	847	445	1.5
Other arrangement ⁽²⁾	2,202	1,680	3.9
Not Known	10,886	8,847	19.1
Total	56,881	44,219	100

Note:

- (1) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (2) The category "Other Arrangement" comprises the sub categories term time working, home working, nine-day fortnight, four-and-a-half day week and any other arrangement.
- (3) 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. Please refer to Background Notes for further information.

Vacancies in Scottish Social Work Services, 2008
Vacancy WTEs by Local Authority, 2002 to 2008^(15,16)

Table 19

Local Authority	2002		2003		2004		2005		2006 ⁽¹⁰⁾		2007 ⁽¹⁴⁾		2008	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾
Aberdeen City	103	9.0	162	12.0	124	9.1	113	8.0	79	6.6	120	9.3	98	7.5
Aberdeenshire	34	3.3	48	4.4	47	4.3	53	4.7	94	8.2	71	6.2	91	7.5
Angus	81	11.0	112	13.8	101	12.0	58	6.7	122	13.0	69	7.3	80	7.9
Argyll & Bute	78	13.0	88	12.2	81	10.5	72	7.9	82	10.2	84	9.4	54	6.1
Clackmannanshire	13	5.0	15	5.6	21	7.2	19	6.7	21	7.4	15	5.4	14	4.8
Dumfries & Galloway ⁽¹³⁾	48	7.7	75	12.7	38	6.7	77	10.5	81	10.6	74	9.5	74	9.5
Dundee City ^(2,6)	29	3.3	31	3.3	31	3.3	35	3.4	35	3.4	35	3.4	35	3.1
East Ayrshire	72	12.1	109	15.8	96	12.9	64	9.1	111	15.4	88	11.6	89	12.0
East Dunbartonshire	26	6.4	26	6.5	57	12.3	55	12.4	41	9.3	45	9.6	35	8.0
East Lothian ⁽¹²⁾	9	2.4	5	1.3	12	3.2	19	3.7	7	1.6	2	0.5	2	0.5
East Renfrewshire ⁽²⁾	23	6.5	17	4.6	17	4.0	18	3.7	21	4.6	25	5.5	21	4.7
Edinburgh, City of ^(3,7)	306	10.0	282	8.7	269	7.7	338	9.4	304	8.8	302	8.7	302	9.0
Eilean Siar ⁽⁸⁾	8	3.1	7	2.6	10	3.5	17	5.8	17	5.5	17	5.5	8	2.7
Falkirk ^(2,9)	18	2.7	19	2.8	19	2.8	29	3.6	159	17.5	132	13.9	102	11.0
Fife	272	11.7	257	10.3	176	7.4	282	11.4	338	13.0	303	11.6	312	12.0
Glasgow City ^(5,11)	588	12.6	484	9.1	439	8.1	627	11.2	282	5.5	282	5.4	282	5.5
Highland	105	8.2	106	8.0	107	8.0	118	8.5	136	9.4	167	11.6	148	10.7
Inverclyde	24	4.2	33	5.5	55	9.1	37	5.6	74	10.1	55	7.7	59	8.0
Midlothian ⁽¹²⁾	36	9.5	55	14.4	78	17.1	62	13.4	39	8.6	11	2.8	11	2.5
Moray	7	2.5	7	2.4	16	4.0	25	6.2	19	5.1	33	8.2	22	5.4
North Ayrshire	51	6.4	87	9.4	61	6.0	41	4.1	60	6.3	52	5.3	32	3.3
North Lanarkshire	195	11.7	198	10.3	214	10.7	219	11.1	261	13.3	294	15.0	267	13.3
Orkney Islands	25	9.2	19	7.2	19	7.1	17	5.3	7	2.0	4	1.0	15	4.4
Perth & Kinross	70	12.7	53	8.0	54	7.3	74	9.5	64	8.1	76	9.4	54	6.4
Renfrewshire	156	14.1	146	12.7	163	13.7	184	15.9	172	14.3	175	14.5	135	11.8
Scottish Borders	71	11.1	62	8.9	67	9.0	49	6.8	76	9.2	119	13.7	68	8.0
Shetland Islands ⁽⁴⁾	44	16.6	16	6.3	15	5.7	19	4.7	15	3.5	17	3.5	21	4.2
South Ayrshire	27	4.7	52	8.0	70	9.7	28	4.6	51	8.3	50	8.1	52	8.0
South Lanarkshire	178	11.7	195	11.6	223	12.3	111	6.2	119	6.6	165	9.0	158	8.4
Stirling	12	2.8	25	6.3	35	7.6	17	3.8	25	5.6	39	8.1	64	12.0
West Dunbartonshire ⁽¹²⁾	109	14.2	101	10.7	126	13.3	124	12.8	73	5.9	98	10.2	98	10.5
West Lothian	45	6.3	48	6.1	35	3.7	26	2.8	26	2.7	20	1.7	2	0.2
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	2,806	7.9

Notes:
(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. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.
(7) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.
(8) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.
(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 and 2008, so 2006 figures have been used as the most recent available.
(12) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.
(13) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
(14) There have been some minor revisions made to the data used for 2007. These only affect percentages for Dundee and the Scotland total (See Background Notes for more information).
(15) 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.
(16) 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. Please refer to Background Notes for further information.

Vacancies in Scottish Social Work Services, 2008
Vacancy WTEs by Client Group and Local Authority

Table 20

Local Authority ^(7,8)	Services for Children		Services for Adults (Community Care)		Services for Offenders		Generic Provision		Management/ Administration		Total	
	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾
Aberdeen City	22	6.4	57	8.3	0	0.0	3	4.3	15	16.0	98	7.5
Aberdeenshire	33	12.3	43	5.6	4	6.5	1	14.9	11	8.8	91	7.5
Angus	8	4.4	58	9.1	4	10.0	4	7.2	7	6.4	80	7.9
Argyll & Bute	13	5.4	24	5.7	0	0.0	6	9.7	12	7.6	54	6.1
Clackmannanshire	3	4.9	9	5.1	2	7.0	0	0.0	0	0.0	14	4.8
Dumfries & Galloway ⁽⁶⁾	21	8.7	37	11.4	3	5.3	2	6.0	11	8.8	74	9.5
Dundee City ⁽²⁾	10	3.2	20	3.3	1	0.9	2	4.9	3	3.2	35	3.1
East Ayrshire	31	15.8	34	8.4	10	22.1	3	7.8	12	16.6	89	12.0
East Dunbartonshire	18	15.5	12	5.2	0	0.0	4	9.3	2	4.5	35	8.0
East Lothian ⁽⁵⁾	0	0.0	1	0.2	2	8.1	0	0.0	0	0.0	2	0.5
East Renfrewshire	2	2.1	6	2.1	6	15.1	1	5.7	8	12.4	21	4.7
Edinburgh, City of ⁽³⁾	0	0.0	224	15.0	6	3.9	17	5.6	54	14.3	302	9.0
Eilean Siar	1	6.0	4	1.4	1	14.7	0	0.0	3	14.4	8	2.7
Falkirk	18	10.3	67	11.6	4	6.2	9	12.8	4	9.3	102	11.0
Fife	76	20.7	182	10.5	11	7.5	15	9.1	28	15.8	312	12.0
Glasgow City ⁽⁴⁾	36	3.2	86	4.4	11	4.0	39	4.8	110	11.7	282	5.5
Highland	44	13.4	74	9.0	3	5.5	8	13.1	18	15.7	148	10.7
Inverclyde	18	9.3	24	7.8	6	11.1	6	5.1	6	8.3	59	8.0
Midlothian ⁽⁵⁾	2	1.7	5	2.1	0	0.0	2	6.4	3	4.7	11	2.5
Moray	6	6.6	8	3.8	2	10.0	3	11.1	3	5.7	22	5.4
North Ayrshire	10	3.9	7	1.7	7	10.6	3	2.1	7	4.0	32	3.3
North Lanarkshire	115	25.4	95	10.7	16	10.3	18	6.5	24	9.8	267	13.3
Orkney Islands	0	0.0	13	4.8	1	14.3	0	3.8	1	4.6	15	4.4
Perth & Kinross	1	0.7	36	7.6	7	11.6	4	11.1	6	4.7	54	6.4
Renfrewshire	22	8.9	58	11.8	8	14.0	26	12.7	21	14.9	135	11.8
Scottish Borders	16	11.5	41	8.3	1	2.4	5	6.4	5	5.1	68	8.0
Shetland Islands	5	7.2	15	3.9	0	0.0	0	0.0	1	4.6	21	4.2
South Ayrshire	13	8.1	24	8.3	2	6.2	3	2.7	11	13.9	52	8.0
South Lanarkshire	39	10.3	71	6.7	7	8.0	2	3.9	39	12.6	158	8.4
Stirling	16	12.1	41	14.7	4	9.3	1	4.3	2	3.7	64	12.0
West Dunbartonshire ⁽⁵⁾	17	7.8	50	11.4	13	20.9	5	4.4	13	13.4	98	10.5
West Lothian	1	0.4	1	0.2	0	0.0	0	0.0	0	0.0	2	0.2
Scotland	614	7.7	1,425	7.8	140	7.1	190	6.1	438	10.3	2,806	7.9

Notes:

(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 2008 vacancy data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(3) In 2008 vacancy data for City of Edinburgh was not provided so children and families 2005 data and adults 2007 data has been used as the most recent available.

(4) Vacancy data for Glasgow City was not provided for 2008, so 2006 figures have been used as the most recent available.

(5) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities. This was the most recent available in all cases.

(6) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.

(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) 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. Please refer to Background Notes for further information.

Vacancies in Scottish Social Work Services, 2008
Vacancy WTEs by Staff Group and Local Authority

Table 21

Local Authority ^(7,8)	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	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾
Aberdeen City	4	6.3	9	3.5	10	7.3	3	5.0	0	0.0	0	0.0	4	7.0	5	3.7	6	2.8	24	22.8	34	14.0	0	0.0	98	7.5
Aberdeenshire	3	4.8	14	6.3	4	5.6	13	13.0	1	2.7	0	0.0	8	28.8	9	6.5	7	3.7	3	9.2	28	9.1	0	0.0	91	7.5
Angus	1	1.6	4	4.8	10	9.2	2	3.1	8	15.6	5	10.8	1	2.2	4	5.6	4	5.5	12	7.6	32	9.9	0	0.0	80	7.9
Argyll & Bute	7	9.7	10	11.3	1	2.6	1	6.9	0	0.0	0	0.0	0	0.0	3	2.9	4	3.1	4	7.0	24	7.4	0	0.0	54	6.1
Clackmannanshire	0	0.0	3	7.0	1	3.7	0	0.0	0	0.0	0	0.0	0	0.0	2	5.6	2	8.1	0	0.0	5	7.1	0	0.0	14	4.8
Dumfries & Galloway ⁽⁶⁾	3	3.8	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
Dundee City ⁽²⁾	0	0.0	7	3.8	7	5.8	0	0.0	1	2.4	2	9.4	1	2.4	2	2.3	5	4.5	3	2.0	6	2.3	0	0.0	35	3.1
East Ayrshire	9	19.9	15	10.8	4	11.1	11	10.7	3	10.4	3	9.2	0	0.0	8	17.7	11	10.4	0	0.0	25	14.6	0	0.0	89	12.0
East Dunbartonshire	2	5.1	5	10.8	2	3.4	10	17.7	0	0.0	3	10.1	0	0.0	0	0.0	11	27.8	0	0.0	3	3.4	0	0.0	35	8.0
East Lothian ⁽⁵⁾	0	0.0	2	2.4	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	3	5.4	1	1.3	5	12.5	1	4.3	1	6.9	0	0.0	0	0.0	0	0.0	1	1.5	0	0.0	10	8.0	0	0.0	21	4.7
Edinburgh, City of ⁽³⁾	29	16.8	15	2.7	10	4.8	1	2.0	0	0.0	3	69.2	33	7.3	0	0.0	102	10.4	0	0.0	108	13.3	0	0.0	302	9.0
Eilean Siar	4	29.7	0	2.2	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	2	2.8	0	0.0	1	1.3	0	0.0	8	2.7
Falkirk	5	8.0	8	5.4	11	15.6	4	7.9	15	24.9	2	6.7	6	8.5	4	16.8	11	14.6	14	13.3	22	9.4	0	0.0	102	11.0
Fife	13	9.3	35	11.0	23	23.2	30	16.1	15	16.5	1	4.7	9	5.5	18	15.7	73	9.2	10	22.1	67	11.3	19	79.2	312	12.0
Glasgow City ⁽⁴⁾	5	2.3	21	2.8	5	1.2	51	7.3	0	0.0	0	0.0	1	1.7	13	4.1	40	5.1	0	0.0	145	9.2	0	0.0	282	5.5
Highland	5	5.5	32	14.6	16	13.5	4	8.5	0	0.0	0	0.0	5	19.8	9	10.4	15	9.7	9	4.9	54	12.8	0	0.0	148	10.7
Inverclyde	3	4.8	14	12.1	8	9.2	4	5.2	0	0.0	0	0.0	1	4.1	2	3.4	1	2.5	0	0.0	25	10.6	2	100.0	59	8.0
Midlothian ⁽⁵⁾	1	3.7	4	4.3	2	6.7	2	10.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	2.1	0	0.0	11	2.5
Moray	2	5.2	7	6.4	3	7.7	0	0.0	0	0.0	0	0.0	0	0.0	3	3.3	0	0.0	0	0.0	7	6.9	0	0.0	22	5.4
North Ayrshire	3	2.9	6	4.6	3	6.9	4	7.0	0	0.0	0	0.0	0	0.0	2	1.7	0	0.0	0	0.0	15	4.9	0	0.0	32	3.3
North Lanarkshire	8	7.5	45	14.9	45	29.0	16	10.4	3	4.5	3	17.3	11	10.9	9	8.3	29	11.0	3	100.0	95	13.6	0	0.0	267	13.3
Orkney Islands	1	5.0	1	4.8	0	4.4	0	0.0	0	0.0	0	0.0	0	0.9	0	0.0	1	0.5	6	10.0	6	7.8	0	0.0	15	4.4
Perth & Kinross	2	3.7	8	6.2	6	8.2	1	2.0	1	4.7	0	0.0	3	14.3	8	10.5	1	2.0	1	1.3	23	9.5	0	0.0	54	6.4
Renfrewshire	7	10.4	23	13.7	20	15.6	5	10.8	1	3.8	0	0.0	1	6.7	7	6.4	8	4.8	22	26.1	41	13.6	0	0.0	135	11.8
Scottish Borders	3	4.2	14	9.3	0	0.6	2	3.9	4	19.0	1	4.3	7	12.1	9	9.3	10	11.1	5	5.7	14	7.5	0	0.0	68	8.0
Shetland Islands	0	0.0	0	0.0	1	6.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	7.4	11	4.8	4	3.6	0	0.0	21	4.2
South Ayrshire	3	11.3	7	5.2	4	8.9	0	0.0	1	3.8	1	6.9	1	9.2	2	3.2	8	13.7	10	16.6	17	8.4	0	0.0	52	8.0
South Lanarkshire	5	5.1	25	7.9	4	6.8	8	4.7	4	8.7	0	0.0	3	20.8	17	9.3	29	10.4	17	5.4	44	11.5	0	0.0	158	8.4
Stirling	1	2.0	16	16.3	3	5.5	3	17.3	0	0.0	9	83.4	1	5.3	5	16.9	3	2.9	7	42.2	17	12.8	0	0.0	64	12.0
West Dunbartonshire ⁽⁵⁾	4	9.8	16	11.7	8	12.5	3	11.8	0	0.0	0	1.1	0	0.0	3	5.6	16	9.1	0	0.3	46	15.0	1	100.0	98	10.5
West Lothian	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.5	0	0.0	2	0.2
Scotland	135	6.5	384	7.0	224	8.7	185	7.6	59	5.0	32	6.9	101	6.5	145	6.1	409	7.2	162	7.3	948	9.9	22	21.3	2,806	7.9

Notes:

(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 2008 vacancy data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.

(3) In 2008 vacancy data for City of Edinburgh was not provided so children and families 2005 data and adults 2007 data has been used as the most recent available.

(4) Vacancy data for Glasgow City was not provided for 2008, so 2006 figures have been used as the most recent available.

(5) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities. This was the most recent available in all cases.

(6) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.

(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) 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. Please refer to Background Notes for further information.

Local Authority ^(7,8)	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	
	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾	WTE	Percent Vacancies ⁽¹⁾
Aberdeen City	15	16.0	0	0.0	31	6.6	3	4.0	37	12.8	5	15.7	6	3.5	0	0.0	98	7.5
Aberdeenshire	11	8.8	4	6.5	39	8.5	3	11.8	11	4.2	2	10.1	21	9.3	1	2.6	91	7.5
Angus	7	6.4	4	10.0	18	6.0	1	2.3	22	9.1	2	6.5	4	4.4	22	13.2	80	7.9
Argyll & Bute	12	7.6	0	0.0	26	10.7	5	5.5	7	4.2	2	2.4	3	2.0	0	0.0	54	6.1
Clackmannanshire	0	0.0	2	7.0	5	4.9	0	0.0	3	10.0	0	0.0	3	3.9	0	0.0	14	4.8
Dumfries & Galloway ⁽⁶⁾	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
Dundee City ⁽²⁾	3	3.2	1	0.9	13	3.6	3	3.9	8	3.4	0	0.0	4	3.5	3	3.7	35	3.1
East Ayrshire	12	16.6	10	22.1	38	10.8	6	12.7	7	11.1	0	0.0	9	10.2	5	8.5	89	12.0
East Dunbartonshire	2	4.5	0	0.0	19	9.7	11	33.7	0	0.0	0	0.0	0	0.0	3	3.7	35	8.0
East Lothian ⁽⁵⁾	0	0.0	2	8.1	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.5
East Renfrewshire	8	12.4	6	15.1	4	2.4	0	0.0	1	0.7	0	0.0	3	3.8	1	2.6	21	4.7
Edinburgh, City of ⁽³⁾	54	14.3	6	3.9	25	2.5	0	0.0	171	18.9	0	0.0	42	14.3	4	4.7	302	9.0
Eilean Siar	3	14.4	1	14.7	1	3.9	0	0.0	2	1.3	0	0.0	1	2.6	0	0.0	8	2.7
Falkirk	4	9.3	4	6.2	31	8.5	6	35.6	25	11.5	1	18.8	15	12.4	17	16.2	102	11.0
Fife	28	15.8	11	7.5	121	15.6	29	28.3	65	7.6	0	0.0	40	10.1	18	13.8	312	12.0
Glasgow City ⁽⁴⁾	110	11.7	11	4.0	102	4.3	0	0.0	42	8.3	0	0.0	17	3.7	0	0.0	282	5.5
Highland	18	15.7	3	5.5	64	13.0	6	6.6	37	9.1	2	21.6	17	10.0	1	1.2	148	10.7
Inverclyde	6	8.3	6	11.1	39	9.8	2	3.5	0	0.0	0	0.0	4	3.3	3	5.3	59	8.0
Midlothian ⁽⁵⁾	3	4.7	0	0.0	9	5.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	2.5
Moray	3	5.7	2	10.0	13	6.7	0	0.0	0	0.0	0	0.0	4	3.3	0	0.0	22	5.4
North Ayrshire	7	4.0	7	10.6	14	3.8	0	0.0	0	0.0	0	0.0	4	3.5	1	0.6	32	3.3
North Lanarkshire	24	9.8	16	10.3	142	15.8	33	27.1	8	4.6	4	100.0	25	9.6	15	9.9	267	13.3
Orkney Islands	1	4.6	1	14.3	2	4.7	0	0.0	10	4.8	0	0.0	1	2.8	0	0.0	15	4.4
Perth & Kinross	6	4.7	7	11.6	13	4.9	0	0.0	9	5.5	1	5.5	17	14.1	1	1.6	54	6.4
Renfrewshire	21	14.9	8	14.0	60	13.6	1	0.6	30	16.4	0	0.0	12	6.6	3	5.9	135	11.8
Scottish Borders	5	5.1	1	2.4	23	7.5	8	30.3	11	6.2	1	4.9	15	10.1	5	12.7	68	8.0
Shetland Islands	1	4.6	0	0.0	2	2.3	4	9.4	15	4.6	0	0.0	0	0.0	0	0.0	21	4.2
South Ayrshire	11	13.9	2	6.2	13	4.6	8	21.5	13	11.6	0	0.0	5	5.7	2	5.4	52	8.0
South Lanarkshire	39	12.6	7	8.0	34	6.0	25	16.2	21	4.3	0	0.0	28	11.9	4	8.7	158	8.4
Stirling	2	3.7	4	9.3	24	12.1	1	4.2	14	12.5	0	0.0	8	14.0	11	26.0	64	12.0
West Dunbartonshire ⁽⁵⁾	13	13.4	13	20.9	29	9.0	6	9.4	31	12.5	0	0.0	5	6.3	1	1.6	98	10.5
West Lothian	0	0.0	0	0.0	1	0.3	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	2	0.2
Scotland	438	10.3	140	7.1	1,002	7.6	161	7.8	604	8.4	19	3.2	320	7.3	121	6.0	2,806	7.9

Notes:

- (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 2008 vacancy data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (3) In 2008 vacancy data for City of Edinburgh was not provided so children and families 2005 data and adults 2007 data has been used as the most recent available.
- (4) Vacancy data for Glasgow City was not provided for 2008, so 2006 figures have been used as the most recent available.
- (5) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities. This was the most recent available in all cases.
- (6) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
- (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) 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. Please refer to Background Notes for further information.

Vacancies in Scottish Social Work Services, 2008
 Vacancy WTEs by Contract Type and Local Authority⁽⁴⁾

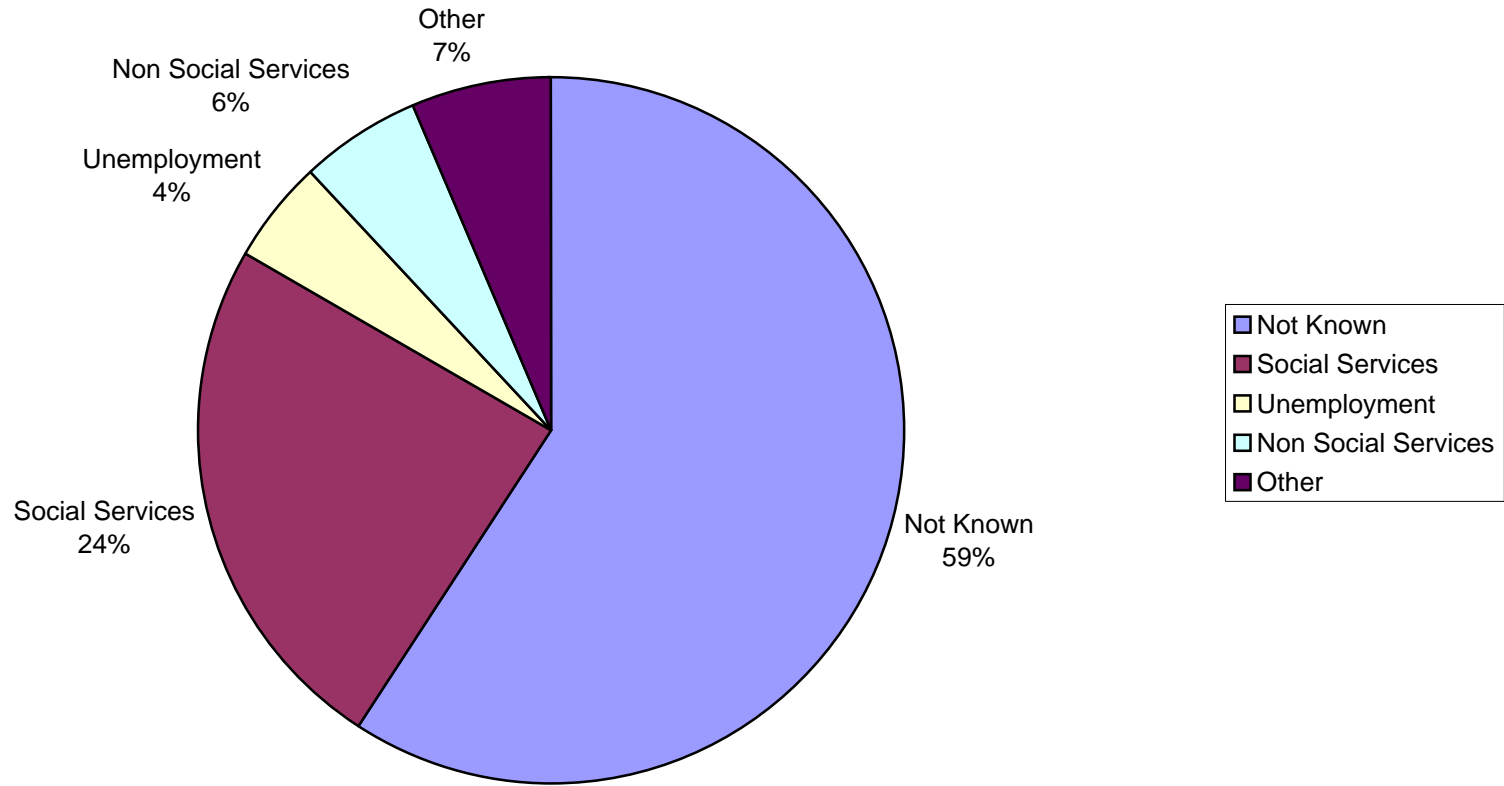
Table 23

Local Authority ^(6,9)	Contract Type				Total
	Permanent	Temporary	Other ⁽⁸⁾	Not Known	
Aberdeen City	84	0	14	0	98
Aberdeenshire	83	8	0	0	91
Angus	80	0	0	0	80
Argyll & Bute	53	2	0	0	54
Clackmannashire	13	0	1	0	14
Dumfries & Galloway ⁽⁷⁾	60	14	0	0	74
Dundee City ^(1,5)	0	0	0	35	35
East Ayrshire	89	0	0	0	89
East Dunbartonshire	34	1	0	0	35
East Lothian ⁽⁷⁾	2	0	0	0	2
East Renfrewshire	17	4	0	0	21
Edinburgh, City of ⁽²⁾	302	0	0	0	302
Eilean Siar	0	0	0	8	8
Falkirk	77	25	0	0	102
Fife	235	77	0	0	312
Glasgow ⁽³⁾	282	0	0	0	282
Highland	144	4	0	0	148
Inverclyde	35	22	2	0	59
Midlothian ⁽⁷⁾	11	0	0	0	11
Moray	22	0	0	0	22
North Ayrshire	23	10	0	0	32
North Lanarkshire	245	22	0	0	267
Orkney Islands	15	0	0	0	15
Perth & Kinross	54	0	0	0	54
Renfrewshire	93	42	0	0	135
Scottish Borders ⁽⁵⁾	0	0	0	68	68
Shetland Islands	14	7	0	0	21
South Ayrshire	6	0	46	0	52
South Lanarkshire	158	0	0	0	158
Stirling	54	9	1	0	64
West Dunbartonshire ⁽⁷⁾	63	35	0	0	98
West Lothian	2	0	0	0	2
Scotland	2,349	283	63	111	2,806

Notes:

- (1) In 2008 vacancy data for Dundee City was not provided. The data supplied for 2005 has been used as this was the most recent available.
- (2) In 2008 vacancy data for City of Edinburgh was not provided so children and families 2005 data and adults 2007 data has been used as the most recent available.
- (3) Vacancy data for Glasgow City was not provided for 2008, so 2006 figures have been used as the most recent available.
- (4) Relevant WTE excludes home care staff vacancies
- (5) The vacancies in Dundee City are all included in the 'Not Known' category as the contract type was not asked for in 2005. Eilean Siar and Scottish Borders were unable to supply the information and have been included in the 'Not Known' category.
- (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.
- (7) In 2008 vacancy data for Dumfries and Galloway, East Lothian, Midlothian and West Dunbartonshire was not provided. 2007 data has been used in all cases as this was the most recent data available.
- (8) The category "Other" is made up of the contract types fixed term, sessional, casual/relief and trainee.
- (9) 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. Please refer to Background Notes for further information.

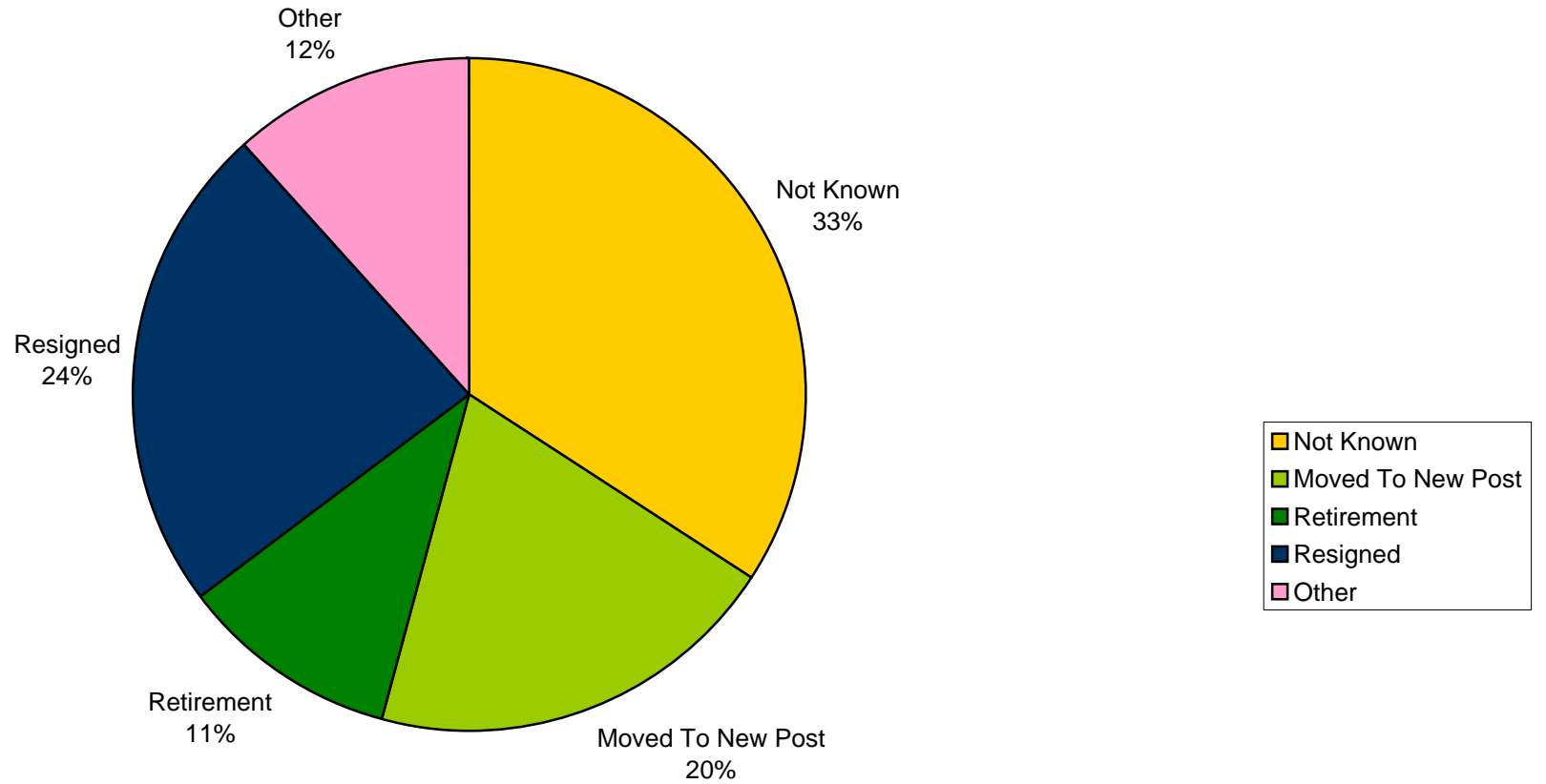
Leavers - Leaving Destination 2008



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

See Section 9.1 of the report for further details.

Leavers - Leaving Reason, 2008



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

See Section 9.1 of the report for further details.

Annex A Table 1: Staff (WTE) of Scottish Social Work Services, by type of activity/location: 1997 to 2008⁽¹⁾

Type of activity/ location	1997	1998	1999	2000	2001	2002	2003	2004 ^(3,4)	2005	2006 ^(5,6,7)	2007 ^(5,8,9)	2008 ⁽¹⁰⁾
Strategic/ Central Staff	3,280	2,383	3,126	3,035	2,739	2,687	2,885	3,125	3,234	3,612	3,822	3,800
Criminal Justice Staff	1,099	1,187	1,160	1,182	1,241	1,310	1,452	1,549	1,694	1,681	1,766	1,840
Fieldwork Staff	8,798	9,530	8,479	8,377	8,979	9,625	11,164	11,995	12,607	12,322	12,074	12,128
Residential Staff: Services for Children	1,823	1,883	1,924	2,009	2,003	1,959	2,053	2,033	2,037	1,885	1,932	1,909
Residential Staff: Services for Adults	6,484	5,912	6,161	5,866	5,879	5,814	6,157	6,300	6,361	6,412	6,613	6,627
Day Care Staff: Services for Children	674	547	556	586	516	493	552	558	585	512	528	594
Day Care Staff: Services for Adults	3,272	3,180	3,276	3,471	3,570	3,607	3,691	3,884	4,025	3,940	4,133	4,067
Domiciliary	11,093	10,539	9,138	9,482	9,694	10,847	11,447	11,349	11,832	10,979	13,374	13,253
Full-time secondments	75	36	8	66	67	73	29	14	46	-	-	-
Unknown	-	-	-	-	-	-	-	151	173	-	-	-
Total⁽²⁾	36,598	35,197	33,828	34,072	34,688	36,415	39,429	40,956	42,593	41,343	44,243	44,219

Notes:

(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. Please refer to Background Notes for further information.

(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 as this was the most recent available.

(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 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.

(10) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

Annex A Table 2: Vacancies (WTE) in Scottish Social Work Services by type of activity/location, 2003 to 2008^(14,15)

Type of activity/ location	2003 ^(3,8)		2004 ^(2,3,4,8)		2005 ⁽⁸⁾		2006 ^(5,6,7,9)		2007 ^(5,6,7,10,13)		2008 ^(6,10,11,12)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies
Strategic/ Central Staff	234	7.5	311	9.0	374	10.4	427	10.6	478	11.1	438	10.3
Criminal Justice Staff	139	8.7	110	6.6	140	7.6	160	8.7	155	8.1	140	7.1
Fieldwork Staff	1,237	10.0	1,183	9.0	1,187	8.6	1,049	7.8	1,040	7.9	1,002	7.6
Residential Staff: Services for Children	300	12.7	251	11.0	257	11.2	177	8.6	169	8.0	161	7.8
Residential Staff: Services for Adults	525	7.9	507	7.5	556	8.0	638	9.0	700	9.6	604	8.4
Day Care Staff: Services for Children	46	7.7	35	5.9	52	8.1	47	8.4	15	2.8	19	3.2
Day Care Staff: Services for Adults	297	7.4	336	8.0	332	7.6	368	8.5	370	8.2	320	7.3
Domiciliary	163	9.4	122	7.4	113	6.9	141	7.3	111	5.8	121	6.0
Unknown	-	-	19	-	16	-	-	-	-	-	-	-
Total	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	8.5	2,806	7.9

Notes:

- (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) 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.
- (5) 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. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.
- (6) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.
- (7) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.
- (8) 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.
- (9) 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.
- (10) Vacancy data for Glasgow City was not provided for 2007 and 2008, so 2006 figures have been used as the most recent available.
- (11) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.
- (12) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
- (13) There have been some minor revisions made to the data used for 2007. These only affect percentages for Dundee and the Scotland total (See Background Notes for more information).
- (14) 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.
- (15) 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. Please refer to Background Notes for further information.

Annex A Table 3: Staff of Scottish Social Work Services (number and WTE) by staff group: 2005 to 2008⁽¹⁾

Staff Group	2005 ⁽²⁾			2006 ⁽²⁻⁶⁾			2007 ^(3,7,8)			2008 ⁽⁹⁾		
	Number	WTE	% WTE	Number	WTE	% WTE	Number	WTE	% WTE	Number	WTE	% WTE
Senior Managers, etc	1,874	1,805	4.2%	1,878	1,801	4.4%	1,992	1,897	4.3%	2,051	1,959	4.4%
Social Workers	5,191	4,760	11.2%	5,415	4,946	12.0%	5,504	4,986	11.3%	5,599	5,072	11.5%
Other Qualified Fieldwork Staff	2,539	2,259	5.3%	2,720	2,398	5.8%	2,643	2,320	5.2%	2,694	2,343	5.3%
Social Work/OT Assistants	2,620	2,290	5.4%	2,625	2,231	5.4%	2,423	2,156	4.9%	2,528	2,240	5.1%
Home Care Staff & Managers	16,924	11,014	25.9%	16,489	10,272	24.8%	18,911	12,661	28.6%	18,662	12,491	28.2%
Other Domiciliary Staff	654	516	1.2%	621	451	1.1%	571	444	1.0%	577	432	1.0%
Day Care - Managers & Qualified Care Staff	1,721	1,512	3.6%	1,641	1,416	3.4%	1,637	1,402	3.2%	1,711	1,457	3.3%
Day Care - Care Staff	2,570	2,052	4.8%	2,654	2,050	5.0%	3,019	2,265	5.1%	3,026	2,233	5.0%
Residential - Managers & Qualified Care Staff	5,652	4,874	11.4%	6,176	5,035	12.2%	6,494	5,237	11.8%	6,545	5,240	11.8%
Residential - Care Staff ⁽⁴⁾	2,850	2,145	5.0%	2,755	1,960	4.7%	2,764	2,019	4.6%	2,784	2,040	4.6%
Support Staff	11,170	9,148	21.5%	10,606	8,594	20.8%	10,739	8,722	19.7%	10,621	8,630	19.5%
Trainee Social Workers	-	-	-	196	190	0.5%	140	134	0.3%	83	81	0.2%
Secondments	48	46	0.1%	-	-	-	-	-	-	-	-	-
Unknown	195	173	0.4%	-	-	-	-	-	-	-	-	-
Total	54,008	42,593	100.0%	53,776	41,343	100.0%	56,837	44,243	100.0%	56,881	44,219	100.0%

- Notes:
- (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. Please refer to Background Notes for further information.
 - (2) 2005 and 2006 information for Residential Care Staff cannot be directly compared to data prior to this because of post re-classification.
 - (3) 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.
 - (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 2006, new staff category trainee social workers collected for the first time and secondments were excluded. Therefore, not directly comparable with previous years.
 - (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) In 2007, data for Eilean Siar was not provided. The data supplied for 2006 has been used.
 - (8) 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.
 - (9) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

Annex A Table 4: Vacancies (WTE) in Scottish Social Work Services by staff group: 2003 to 2008^(16,17)

Staff Group	2003 ^(3,4,10)		2004 ^(2-4,10)		2005 ⁽¹⁰⁾		2006 ⁽⁶⁻⁹⁾		2007 ^(7-9,12,15)		2008 ^(8,12-14)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies
Senior Managers, etc	132	7.8	164	8.1	214	10.6	191	9.6	174	8.4	135	6.5
Social Workers	603	12.8	558	10.9	502	9.5	400	7.5	399	7.4	384	7.0
Other Qualified Fieldwork Staff	241	10.6	222	11.2	220	8.9	209	8.0	236	9.2	224	8.7
Social Work/OT Assistants	111	6.7	119	5.3	172	7.0	216	8.8	204	8.7	185	7.6
Home Care Staff & Managers	72	8.2	58	7.3	55	7.0	70	6.1	41	3.6	59	5.0
Other Domiciliary Staff	43	8.1	33	6.3	30	5.4	50	10.0	48	9.7	32	6.9
Day Care - Managers & Qualified Care Staff	91	6.0	78	5.1	113	6.9	99	6.5	101	6.7	101	6.5
Day Care - Care Staff	142	7.3	173	8.1	146	6.6	176	7.9	167	6.9	145	6.1
Residential - Managers & Qualified Care Staff	395	8.7	390	7.2	431	8.1	437	8.0	468	8.2	409	7.2
Residential - Care Staff	245	8.2	211	9.6	162	7.0	204	9.4	210	9.4	162	7.3
Support Staff	865	8.9	849	8.6	968	9.6	949	9.9	973	10.0	948	9.9
Trainee Social Workers ⁽⁶⁾	-	-	-	-	-	-	5	2.6	17	11.3	22	21.3
Unknown	-	-	19	11.4	16	-	-	-	-	-	-	-
Total	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	8.5	2,806	7.9

Notes:

- (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, new staff category trainee social workers collected for the first time.
- (7) 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. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.
- (8) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.
- (9) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.
- (10) 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.
- (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) Vacancy data for Glasgow City was not provided for 2007 and 2008, so 2006 figures have been used as the most recent available.
- (13) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.
- (14) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
- (15) There have been some minor revisions made to the data used for 2007. These only affect percentages for Dundee and the Scotland total (See Background Notes for more information).
- (16) 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.
- (17) 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. Please refer to Background Notes for further information.

Annex A Table 5: Staff of Scottish Social Work Services (number and WTE)⁽⁵⁾ by client group and gender: 2006 to 2008

Client Group	2006 ^(3,4,6)									2007 ^(3,7,8)									2008 ⁽⁹⁾								
	Number of staff					% of staff		% by client group	Number of staff					% of staff		% by client group	Number of staff					% of staff		% by client group			
	Unknown/ Not disclosed			Total	WTE	Males	Females		Unknown/ Not disclosed			Total	WTE	Males	Females		Unknown/ Not disclosed			Total	WTE	Males	Females				
	Males	Females	disclosed					Males	Females	disclosed	Males					Females	disclosed	Males	Females					disclosed	Males	Females	disclosed
Children	1,747	6,374	3	8,124	7,102	21.5	78.5	17.2	1,830	6,676	2	8,508	7,313	21.5	78.5	16.5	1,771	7,003	2	8,776	7,398	20.2	79.8	16.7			
Adults (Community Care)	4,198	31,628	12	35,838	25,510	11.7	88.3	61.7	4,332	34,194	11	38,537	28,249	11.2	88.7	63.8	4,393	34,117	9	38,519	28,259	11.4	88.6	63.9			
Older People ⁽¹⁾	942	7,035	1	7,978	5,929	11.8	88.2	14.3	1,082	7,393	0	8,475	6,327	12.8	87.2	14.3	1,043	7,509	0	8,552	6,377	12.2	87.8	14.4			
People with Physical Disabilities ⁽¹⁾	174	435	1	610	386	28.5	71.3	0.9	143	338	0	481	361	29.7	70.3	0.8	150	347	0	497	385	30.2	69.8	0.9			
People with Mental Health Problems ⁽¹⁾	47	178	0	225	165	20.9	79.1	0.4	45	269	0	314	232	14.3	85.7	0.5	38	137	0	175	122	21.7	78.3	0.3			
People with Learning Disabilities ⁽¹⁾	1,321	3,537	2	4,860	3,872	27.2	72.8	9.4	1,291	3,501	1	4,793	3,827	26.9	73.0	8.6	1,288	3,523	0	4,811	3,811	26.8	73.2	8.6			
Adults (not separately identified) ⁽²⁾	1,714	20,443	8	22,165	15,158	7.7	92.2	36.7	1,771	22,693	10	24,474	17,502	7.2	92.7	39.6	1,874	22,601	9	24,484	17,565	7.7	92.3	39.7			
Offenders	674	1,169	0	1,843	1,681	36.6	63.4	4.1	685	1,238	0	1,923	1,766	35.6	64.4	4.0	721	1,301	0	2,022	1,840	35.7	64.3	4.2			
Generic provision	808	3,163	0	3,971	3,438	20.3	79.7	8.3	768	2,853	0	3,621	3,093	21.2	78.8	7.0	713	2,658	0	3,371	2,921	21.2	78.8	6.6			
Management/ Administration	978	3,022	0	4,000	3,612	24.5	75.6	8.7	1,036	3,212	0	4,248	3,822	24.4	75.6	8.6	1,010	3,183	0	4,193	3,800	24.1	75.9	8.6			
Total	8,405	45,356	15	53,776	41,343	15.6	84.3	100.0	8,651	48,173	13	56,837	44,243	15.2	84.8	100.0	8,608	48,262	11	56,881	44,219	15.1	84.8	100.0			

Notes:

(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 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.

(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) 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. Please refer to Background Notes for further information.

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

(8) 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.

(9) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.

Annex A Table 6: Vacancies in Scottish Social Work Services (WTE) by client group: 2003 to 2008^(17,18)

Client Group	2003 ^(5,6)		2004 ^(4,5,6,7)		2005 ⁽⁶⁾		2006 ⁽⁸⁻¹²⁾		2007 ^(9-11,13,16)		2008 ^(9,10,11,12)	
	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies ⁽¹⁾	Vacancies	Percent Vacancies
Children	860	11.9	789	10.3	842	10.4	655	8.4	586	7.4	614	7.7
Adults (Community Care)	1,392	8.5	1,345	8.0	1,342	7.8	1,514	8.5	1,561	8.6	1,425	7.8
Older People ⁽²⁾	469	7.7	519	8.2	541	8.2	552	8.5	601	8.7	567	8.2
People with Physical Disabilities ⁽²⁾	42	10.3	25	6.4	29	6.6	32	7.6	57	13.7	28	6.9
People with Mental Health Problems ⁽²⁾	39	14.0	36	14.4	35	14.0	48	22.7	44	16.0	27	18.1
People with Learning Disabilities ⁽²⁾	271	6.9	262	6.5	284	7.1	373	8.8	368	8.8	302	7.4
Adults (not separately identified) ⁽³⁾	571	9.9	502	8.5	453	7.7	509	7.9	491	7.7	500	7.5
Offenders	139	8.7	110	6.6	140	7.6	160	8.7	155	8.1	140	7.1
Generic provision	315	7.6	300	7.2	313	7.1	251	6.8	257	7.7	190	6.1
Management/ Administration	234	7.5	311	9.0	374	10.4	427	10.6	478	11.1	438	10.3
Unknown	-	-	19		16		-	-	-	-	-	-
Total	2,940	9.1	2,874	8.5	3,027	8.6	3,007	8.6	3,037	8.5	2,806	7.9

- Notes:
- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
Relevant WTE excludes home care staff and secondments
 - (2) Staff in day centres, residential establishments and special locations providing services to specific client groups.
 - (3) Fieldwork staff providing services to adults and home care staff.
 - (4) Dundee City, East Renfrewshire and Falkirk could not supply 2004 vacancies, so 2003 figures have been used in Scotland totals.
 - (5) 'Negative vacancies' reported by Edinburgh have been set to zero.
 - (6) 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.
 - (7) 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.
 - (8) In 2006, new staff category trainee social workers collected for the first time.
 - (9) 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. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.
 - (10) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.
 - (11) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.
 - (12) 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.
 - (13) Vacancy data for Glasgow City was not provided for 2007 and 2008, so 2006 figures have been used as the most recent available.
 - (14) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.
 - (15) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
 - (16) There have been some minor revisions made to the data used for 2007. These only affect percentages for Dundee and the Scotland total (See Background Notes for more information).
 - (17) 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.
 - (18) 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. Please refer to Background Notes for further information.

Annex A Table 7: Social Workers WTE, 2001-2008

Local Authority	2001	2002	2003	2004	2005	2006⁽⁴⁾	2007	2008
Aberdeen City	187	185	193	209	231	216	222	235
Aberdeenshire	182	196	152	201	203	191	206	216
Angus	52	56	52	58	58	61	68	69
Argyll & Bute	54	56	52	63	61	67	69	74
Clackmannanshire	30	29	28	38	32	29	32	40
Dumfries & Galloway ⁽⁶⁾	125	132	109	106	126	147	147	147
Dundee City ⁽²⁾	100	104	109	197	127	127	127	175
East Ayrshire	84	92	93	106	106	115	124	121
East Dunbartonshire	40	41	30	33	42	49	56	45
East Lothian	43	65	62	61	66	57	71	83
East Renfrewshire	49	53	56	75	82	77	72	76
Edinburgh, City of ⁽³⁾	487	497	490	526	545	517	517	531
Eilean Siar ⁽⁵⁾	14	14	14	11	15	18	18	18
Falkirk ⁽¹⁾	115	123	112	112	130	135	136	144
Fife	243	267	281	283	278	296	311	285
Glasgow City	649	647	658	727	762	848	777	733
Highland	139	125	150	177	209	197	191	185
Inverclyde	107	106	98	92	110	104	102	103
Midlothian	54	57	53	53	68	70	72	89
Moray	55	57	58	74	72	70	111	94
North Ayrshire	65	68	64	96	104	109	116	126
North Lanarkshire	194	196	226	213	254	277	271	259
Orkney Islands	10	14	11	14	15	26	22	20
Perth & Kinross	0	7	66	106	94	106	105	122
Renfrewshire	114	124	136	134	126	150	160	144
Scottish Borders	97	97	118	122	101	110	121	132
Shetland Islands	17	20	19	20	17	19	22	21
South Ayrshire	83	102	105	108	111	116	120	121
South Lanarkshire	214	207	225	244	301	298	267	292
Stirling	50	59	69	86	91	83	77	82
West Dunbartonshire	100	94	96	111	100	116	117	118
West Lothian	122	129	118	124	125	143	160	172
Scotland	3,873	4,017	4,102	4,576	4,760	4,946	4,986	5,072

Notes:

- (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 as this was the most recent available.
- (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.
- (6) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used as this was the most recent available.
- (7) 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. Please refer to Background Notes for further information.

Annex A Table 8: Social Worker Vacancies WTE, 2001-2008^(14,15)

Local Authority	2001		2002		2003		2004		2005		2006 ⁽⁶⁾		2007 ⁽¹³⁾		2008	
	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	16	7.7	18	9.0	37	16.0	23	10.0	12	5.0	17	7.3	20	8.3	9	3.5
Aberdeenshire	3	1.6	7	3.4	12	7.1	20	8.9	17	7.7	23	10.8	7	3.1	14	6.3
Angus	6	10.4	11	15.8	11	17.1	10	15.1	6	9.4	8	11.7	7	8.7	4	4.8
Argyll & Bute	7	10.8	5	8.7	13	20.1	13	16.6	10	13.5	6	8.2	10	12.7	10	11.3
Clackmannanshire	4	11.8	7	18.6	13	30.9	8	17.2	13	28.8	13	30.4	7	16.7	3	7.0
Dumfries & Galloway ⁽¹²⁾	21	14.3	19	12.5	26	19.5	20	16.2	32	20.3	18	11.2	18	10.9	18	10.9
Dundee City ⁽⁵⁾	4	3.4	6	5.5	13	10.8	13	6.3	7	5.2	7	5.2	7	5.2	7	3.8
East Ayrshire	21	19.8	22	19.6	15	14.0	19	15.1	11	9.7	16	12.0	19	13.0	15	10.8
East Dunbartonshire	3	7.0	7	14.6	7	19.1	19	36.8	15	26.3	8	13.4	6	10.0	5	10.8
East Lothian ⁽¹¹⁾	2	3.3	4	5.1	2	3.1	2	3.2	6	8.3	7	10.9	2	2.7	2	2.4
East Renfrewshire ⁽²⁾	3	5.8	4	7.0	0	0.0	0	0.0	2	2.4	3	3.7	3	3.4	1	1.3
Edinburgh, City of ⁽⁶⁾	30	5.9	37	7.0	39	7.4	43	7.6	15	2.8	23	4.3	15	2.8	15	2.7
Eilean Siar ⁽⁷⁾	0	0.0	1	6.8	1	6.7	5	32.1	3	14.8	3	12.4	3	12.4	0	2.2
Falkirk ⁽⁸⁾	15	11.6	5	4.0	19	14.7	19	14.7	29	17.9	32	19.1	27	16.6	8	5.4
Fife	39	13.8	48	15.1	40	12.5	37	11.4	59	17.5	43	12.6	41	11.7	35	11.0
Glasgow City ⁽¹⁰⁾	109	14.4	131	16.9	93	12.3	48	6.2	56	6.9	21	2.4	21	2.6	21	2.8
Highland	16	10.0	36	22.3	29	16.3	24	11.9	31	12.9	27	11.9	32	14.4	32	14.6
Inverclyde	8	7.0	5	4.5	14	12.2	12	11.2	5	4.4	10	8.7	8	7.1	14	12.1
Midlothian ⁽¹¹⁾	8	12.7	4	6.8	12	19.1	11	16.9	11	13.6	11	13.2	4	5.3	4	4.3
Moray	0	0.0	4	6.6	4	5.7	6	7.3	5	6.8	2	2.1	4	3.6	7	6.4
North Ayrshire	9	11.6	8	10.6	18	21.6	10	9.4	8	7.0	11	8.9	4	3.2	6	4.6
North Lanarkshire	50	20.5	59	23.2	26	10.3	38	15.1	31	10.7	28	9.2	38	12.4	45	14.9
Orkney Islands	1	9.1	1	6.7	2	15.4	5	25.0	3	17.1	0	0.0	0	0.0	1	4.8
Perth & Kinross	0	0.0	3	31.6	12	15.6	17	14.0	14	13.1	6	5.7	10	9.0	8	6.2
Renfrewshire	24	17.1	22	14.8	14	9.6	20	13.2	25	16.4	10	6.2	12	6.9	23	13.7
Scottish Borders	16	14.2	12	10.8	16	11.9	19	13.7	16	13.6	7	5.6	16	11.8	14	9.3
Shetland Islands	6	25.7	8	27.2	2	9.5	2	9.0	5	22.6	3	11.9	1	4.3	0	0.0
South Ayrshire	4	4.6	2	1.9	9	7.8	12	10.2	4	3.1	7	5.5	6	5.0	7	5.2
South Lanarkshire	9	4.0	44	17.6	43	16.0	31	11.2	7	2.3	9	2.9	20	7.0	25	7.9
Stirling	9	15.3	2	2.5	14	16.4	14	14.4	16	15.1	3	3.5	9	10.5	16	16.3
West Dunbartonshire ⁽¹¹⁾	16	13.8	15	13.9	19	16.8	31	21.6	21	17.0	11	8.5	16	11.8	16	11.7
West Lothian	16	11.6	9	6.5	29	19.5	7	5.2	9	6.7	11	7.0	8	4.5	1	0.6
Scotland	471	10.8	564	12.3	603	12.8	558	10.9	502	9.5	400	7.5	399	7.4	384	7.0

Notes:

- (1) Percent vacancies = vacancies as a percentage of the staff complement - i.e. relevant WTE+vacancies.
- (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) 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
- (5) 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. In 2008, vacancy data for Dundee City was not provided so 2005 data used as the most recent available.
- (6) In 2006, 2007 and 2008, children and families vacancy data for City of Edinburgh was not provided. The children and families 2005 vacancy data has been used as the most recent available. For 2008, adult vacancy data for City of Edinburgh was not provided. The adult 2007 vacancy data has been used as the most recent available. Filled post children and families data not provided for City of Edinburgh in 2006 so 2005 children and families data has been used as the most recent available.
- (7) Vacancy data for Eilean Siar was not provided for 2006 or 2007, so 2005 figures have been used. Filled post data not provided for Eilean Siar in 2007 so 2006 data used as the most recent available.
- (8) 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.
- (9) 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.
- (10) Vacancy data for Glasgow City was not provided for 2007 and 2008, so 2006 figures have been used as the most recent available.
- (11) In 2008 vacancy data for East Lothian, Midlothian and West Dunbartonshire was not provided. Data from 2007 has been used for these authorities as the most recent available.
- (12) In 2008 Dumfries and Galloway did not provide any data. Data for 2007 has been used as this was the most recent available.
- (13) There have been some minor revisions made to the data used for 2007. This only affect percentages for Dundee and the Scotland total (See Background Notes for more information).
- (14) 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.
- (15) 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. Please refer to Background Notes for further information.

Staff of Scottish Social Work Services, 2008

ANNEX B

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

SECTION A: STRATEGIC/ CENTRAL & FIELDWORK STAFF

1. Strategic/ Central Staff

1.01 Directors/Heads of Service	130	10	5	135	140	65	75	3
1.02 Service Managers (not elsewhere specified)	198	16	8	206	214	125	89	9
1.03 Other Senior Staff	273	27	15	288	300	188	112	46
1.04 Planning, Commissioning and Contracting Staff	295	76	47	342	371	263	108	28
1.05 Registration/Inspection Officers	18	6	3	21	24	16	8	0
1.06 Research & Information Officers	208	40	24	232	248	159	89	21
1.07 Human Resources Staff, including Training	452	108	60	512	560	463	97	53
1.08 Finance Staff	261	68	37	298	329	285	44	27
1.09 Support Services (including Admin/ Clerical)	1,486	521	278	1,764	2,007	1,619	388	250
Total	3,321	872	479	3,800	4,193	3,183	1,010	438

2. Fieldwork Staff

2.01 Area Managers	37	1	1	38	38	22	16	4
--------------------	----	---	---	----	----	----	----	---

2a. Fieldwork Staff - Services for Children

2.02 Service Managers	111	8	4	115	119	74	45	6
2.03 Team Leaders/Managers	215	32	18	233	247	160	87	11
2.04 Senior Social Workers	473	75	43	516	548	402	146	45
2.05 Main Grade Social Workers	1,595	411	238	1,833	2,006	1,645	360	158
2.06 Advocacy/ Rights Staff	9	5	3	12	14	11	3	1
2.063 Senior Occupational Therapists	0	1	1	1	1	0	1	0
2.066 Occupational Therapists	2	2	1	3	4	4	0	2
2.07 Other Qualified Fieldwork Staff	424	153	60	484	577	436	141	62
2.075 Trainee Social Workers	25	3	2	27	28	23	5	19
2.08 SW Assistants	664	220	110	774	884	751	133	71
2.085 OT Assistants	0	0	0	0	0	0	0	0
2.09 Support Services (including Admin/ Clerical)	681	425	215	896	1,106	1,006	100	58
Total	4,199	1,335	695	4,894	5,534	4,512	1,021	433

2b. Fieldwork Staff - Services for Adults

2.11 Service Managers	134	4	2	136	138	85	53	7
2.12 Team Leaders/Managers	253	17	11	264	270	182	88	16
2.13 Senior Social Workers	319	45	28	347	364	252	112	14
2.14 Main Grade Social Workers	1,056	323	188	1,244	1,379	1,056	323	93
2.15 Care Managers	276	88	49	325	364	314	50	22
2.153 Senior Occupational Therapists	19	12	7	26	31	30	1	4
2.156 Occupational Therapists	68	58	32	100	126	118	8	6
2.16 Other Qualified Fieldwork Staff	203	115	72	275	318	274	44	52
2.165 Trainee Social Workers	11	0	0	11	11	10	1	3
2.17 SW Assistants	617	240	140	757	857	732	125	65
2.175 OT Assistants	71	32	17	88	103	80	23	5
2.18 Support Services (including Admin/ Clerical)	590	299	151	741	889	751	137	93
Total	3,617	1,233	695	4,312	4,850	3,884	965	380

2c. Fieldwork Staff - Services for Offenders

Type of post	Full Time	Part Time		Total		Number of persons		Number of vacancies WTE
	a	Number	WTE	WTE	Number of persons	Female	Male	
		b	c	a+c	a+b			
2.2 Service Managers	32	7	4	36	39	20	19	2
2.21 Team Leaders/Managers	63	5	3	66	68	42	26	1
2.22 Senior Social Workers	139	18	9	148	157	102	55	5
2.23 Main Grade Social Workers	628	111	63	691	739	502	237	42
2.233 Senior Occupational Therapists	1	1	1	2	2	2	0	1
2.236 Occupational Therapists	0	0	0	0	0	0	0	0
2.24 Community Service Staff	193	132	82	275	325	81	244	14
2.25 Supervised Attendance Staff	53	9	6	59	62	30	32	9
2.255 Trainee Social Workers	0	0	0	0	0	0	0	0
2.26 SW Assistants	201	24	13	214	225	165	60	31
2.265 OT Assistants	0	0	0	0	0	0	0	0
2.27 Support Services (including Admin/ Clerical)	251	97	53	304	348	322	26	31
Total	1,561	404	233	1,794	1,965	1,266	699	137

2d. Fieldwork Staff - Generic Provision

2.29 Team Leaders/Managers	75	8	5	80	83	47	36	2
2.3 Senior Social Workers	58	29	14	72	87	61	26	14
2.31 Main Grade Social Workers	181	138	40	221	319	241	78	12
2.32 Welfare Rights Officers	242	49	29	271	291	199	92	15
2.33 Senior Occupational Therapists	41	16	10	51	57	54	3	3
2.34 Occupational Therapists	179	116	71	250	295	271	24	21
2.35 Other Qualified Fieldwork Staff	189	38	21	210	227	150	77	13
2.355 Trainee Social Workers	40	4	3	43	44	38	6	0
2.36 SW Assistants	273	58	26	299	331	262	69	5
2.37 OT Assistants	79	49	29	108	128	112	16	8
2.38 Support Services (including Admin/ Clerical)	1,062	409	216	1,278	1,471	1,201	270	92
Total	2,419	914	465	2,884	3,333	2,636	697	186

SECTION A: SECTION A TOTAL

15,154	4,759	2,568	17,722	19,913	15,503	4,408	1,577
---------------	--------------	--------------	---------------	---------------	---------------	--------------	--------------

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	35	4	3	38	39	34	5	0
3.02 Early Education & Child Care Lead Practitioner	28	6	3	31	34	30	4	0
3.03 Early Education & Child Care Practitioner	213	150	52	265	363	337	26	5
3.04 Early Education & Child Care Support Worker	101	205	89	190	306	303	3	13
3.05 Support Services (including Admin/ Clerical)	14	29	14	28	43	42	1	1
3.06 Ancillary Staff	11	53	32	43	64	50	14	1
Total	402	447	192	594	849	796	53	19

3b. Day Care Staff - Services for Older People

3.08 Head of Adult Day Care Unit	67	12	8	75	79	62	17	6
3.09 Assistant Unit Managers	35	19	13	48	54	48	6	6
3.1 Other Qualified Care Staff	84	103	37	121	187	155	32	9
3.11 Care Staff	505	580	279	784	1,085	934	151	46
3.12 Support Services (including Admin/ Clerical)	27	48	23	50	75	64	11	8
3.13 Ancillary Staff	91	213	104	195	304	195	109	22
Total	809	975	464	1,273	1,784	1,458	326	97

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

3.15 Head of Adult Day Care Unit	3	2	1	4	5	3	2	3
3.16 Assistant Unit Managers	3	0	0	3	3	2	1	1
3.17 Other Qualified Care Staff	16	9	6	22	25	19	6	5
3.18 Care Staff	10	4	2	12	14	8	6	7
3.19 Support Services (including Admin/ Clerical)	15	43	16	31	58	53	5	1
3.2 Ancillary Staff	2	6	2	4	8	4	4	2
Total	49	64	27	76	113	89	24	18

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	91	5	3	94	96	56	40	9
3.23 Assistant Unit Managers	129	15	9	138	144	98	46	13
3.24 Other Qualified Care Staff	392	122	79	471	514	325	189	35
3.25 Care Staff	710	811	464	1,174	1,521	1,155	366	73
3.26 Support Services (including Admin/ Clerical)	117	92	47	164	209	183	26	12
3.27 Ancillary Staff	135	366	194	329	501	299	202	37
Total	1,574	1,411	795	2,369	2,985	2,116	869	179

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

3.29 Head of Adult Day Care Unit	17	1	1	18	18	11	7	0
3.3 Assistant Unit Managers	15	4	2	17	19	15	4	1
3.31 Other Qualified Care Staff	80	51	33	113	131	94	37	8
3.32 Care Staff	35	65	38	73	100	82	18	6
3.33 Support Services (including Admin/ Clerical)	32	22	11	43	54	40	14	1
3.34 Ancillary Staff	46	82	38	84	128	62	66	11
Total	225	225	124	349	450	304	146	26

3f. Domiciliary Staff

3.36 Home Care Managers	92	4	2	94	96	84	12	10
3.37 Assistant Home Care Managers/ Supervisors	620	516	396	1,016	1,136	1,084	52	49
3.38 Home Care Staff	2,121	15,309	9,260	11,381	17,430	16,709	715	0
3.41 Sheltered Housing Wardens	82	112	42	124	194	174	19	4
3.42 Community Alarms Staff	113	241	178	291	354	292	62	27
3.43 Respite Staff	5	24	13	18	29	29	0	1
3.44 Support Services (including Admin/ Clerical)	258	137	71	329	395	345	49	30
Total	3,291	16,343	9,962	13,253	19,634	18,717	909	121

SECTION B: SECTION B TOTAL

6,350	19,465	11,564	17,914	25,815	23,480	2,327	460
--------------	---------------	---------------	---------------	---------------	---------------	--------------	------------

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	111	4	3	114	115	73	42	4
4.02 Residential Care Support Worker	241	48	34	275	289	184	105	22
4.03 Residential Resource Worker	95	10	6	101	105	70	35	12
4.04 Residential Child Care Worker	962	707	311	1,273	1,669	1,181	487	104
4.06 Support Services (including Admin/ Clerical)	21	44	20	41	65	64	1	3
4.07 Ancillary Staff	43	107	63	106	150	123	27	16
Total	1,473	920	436	1,909	2,393	1,695	697	161

4b. Residential Staff - Services for Older People

4.09 Head of Residential Home for Adults	163	8	5	168	171	141	30	5
4.1 Adult Residential Care Supervisor	360	244	88	448	604	514	90	26
4.11 Residential Resource Worker	23	15	11	34	38	38	0	0
4.12 Adult Residential Care Practitioner	832	1,580	1,051	1,883	2,412	2,165	247	161
4.13 Adult Residential Care Support Worker	461	1,611	1,033	1,494	2,072	1,951	121	122
4.14 Support Services (including Admin/ Clerical)	46	90	50	96	136	130	6	29
4.15 Ancillary Staff	435	900	547	982	1,335	1,112	223	127
Total	2,320	4,448	2,785	5,105	6,768	6,051	717	470

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

4.17 Head of Residential Home for Adults	1	0	0	1	1	0	1	0
4.18 Adult Residential Care Supervisor	11	8	6	17	19	11	8	2
4.19 Residential Resource Worker	0	0	0	0	0	0	0	0
4.2 Adult Residential Care Practitioner	9	3	2	11	12	10	2	1
4.21 Adult Residential Care Support Worker	3	17	9	12	20	18	2	4
4.22 Support Services (including Admin/ Clerical)	0	6	3	3	6	6	0	0
4.23 Ancillary Staff	0	4	3	3	4	3	1	1
Total	24	38	22	46	62	48	14	9

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	55	1	0	55	56	50	6	8
4.26 Adult Residential Care Supervisor	129	35	23	152	164	133	31	7
4.27 Residential Resource Worker	13	6	4	17	19	14	5	2
4.28 Adult Residential Care Practitioner	398	418	248	646	816	589	227	52
4.29 Adult Residential Care Support Worker	144	515	365	509	659	533	126	35
4.3 Support Services (including Admin/ Clerical)	5	15	7	12	20	20	0	3
4.31 Ancillary Staff	13	79	37	50	92	68	24	16
Total	757	1,069	684	1,441	1,826	1,407	419	123

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

4.33 Head of Residential Home for Adults	2	0	0	2	2	2	0	0
4.34 Adult Residential Care Supervisor	7	4	2	9	11	10	1	0
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	0
4.37 Adult Residential Care Support Worker	5	18	11	16	23	21	2	0
4.38 Support Services (including Admin/ Clerical)	0	0	0	0	0	0	0	2
4.39 Ancillary Staff	0	3	1	1	3	3	0	0
Total	18	29	18	36	47	43	4	2

4f. Residential Staff - Services for Offenders

4.41 Head of Residential Home for Adults	3	1	0	3	4	2	2	0
4.415 Adult Residential Care Supervisor	4	0	0	4	4	2	2	0
4.42 Adult Residential Care Practitioner	15	11	5	20	26	14	12	2
4.43 Adult Residential Care Support Worker	8	2	1.6	9.6	10	7	3	0
4.44 Support Services (including Admin/ Clerical)	3	3	1	4	6	5	1	1
4.45 Ancillary Staff	3	4	2	5	7	5	2	0
Total	36	21	10	46	57	35	22	4

SECTION C: SECTION C TOTAL

4,628	6,525	3,955	8,583	11,153	9,279	1,873	769
--------------	--------------	--------------	--------------	---------------	--------------	--------------	------------

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

15,154	4,759	2,568	17,722	19,913	15,503	4,408	1,577
---------------	--------------	--------------	---------------	---------------	---------------	--------------	--------------

SECTION B TOTAL

6,350	19,465	11,564	17,914	25,815	23,480	2,327	460
--------------	---------------	---------------	---------------	---------------	---------------	--------------	------------

GRAND TOT SECTION C TOTAL

4,628	6,525	3,955	8,583	11,153	9,279	1,873	769
--------------	--------------	--------------	--------------	---------------	--------------	--------------	------------

GRAND TOTAL (Active Complement)

26,132	30,749	18,087	44,219	56,881	48,262	8,608	2,806
---------------	---------------	---------------	---------------	---------------	---------------	--------------	--------------

Social Work Services Staff: Qualifications Held by Staff Group and Qualification Type 2008²⁻⁴⁾

Qualification Type	Qualifications Held by Staff Group													Total
	Senior Managers,	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	7	0	25	69	827	28	12	80	72	33	433	5	1,591	
AD01	32	43	4	0	0	0	4	1	0	0	5	0	89	
AD02	91	341	20	0	1	0	9	1	2	0	12	0	477	
AD03	37	166	8	0	0	0	3	2	1	0	9	0	226	
AD04	144	324	44	0	2	0	9	2	9	1	50	0	585	
AD05	0	3	0	0	0	0	0	0	0	0	0	0	3	
AD06	12	7	1	2	8	0	39	2	65	0	3	0	139	
AV01	23	57	16	11	68	3	55	46	163	25	71	0	538	
AV02	11	20	4	4	9	0	29	2	62	0	32	1	174	
AV03	1	2	2	0	1	0	6	2	6	0	29	1	50	
AV04	0	0	0	0	0	0	0	0	1	0	3	0	4	
BA01	0	3	1	2	0	0	1	0	1	1	0	0	9	
BA02	0	0	1	3	0	0	0	0	2	0	0	0	6	
BA03	10	9	2	1	0	0	0	1	0	0	8	0	31	
CR01	59	47	13	5	22	0	18	5	28	2	49	1	249	
CR02	83	29	5	8	21	0	27	2	25	2	33	0	235	
CR03	19	14	4	1	0	0	0	0	4	0	4	0	46	
CR04	443	781	276	188	169	16	93	112	246	48	844	16	3,232	
CR05	0	1	0	0	0	0	0	2	0	0	2	0	5	
CR06	0	1	0	1	1	0	0	0	0	0	3	0	6	
CT01	9	2	0	1	2	0	0	2	7	0	7	0	30	
CT02	157	426	22	5	2	0	23	4	60	2	19	0	720	
CT03	8	4	0	0	0	0	0	0	0	0	0	0	12	
CT04	3	3	0	0	0	0	0	0	2	0	0	0	8	
CT05	6	8	2	4	0	0	0	1	6	5	3	0	35	
CT06	2	32	18	20	15	1	70	14	35	8	10	0	225	
CT07	3	6	1	3	0	0	4	0	1	1	3	0	22	
CT08	3	24	8	18	7	0	23	53	13	3	6	0	158	
CT10	4	25	5	13	20	3	6	19	40	7	9	1	152	
DG01	45	21	75	8	2	0	19	9	24	2	13	1	219	
DP01	884	5,599	317	18	25	3	121	23	273	15	148	7	7,433	
DP02	0	1	0	0	0	0	6	1	0	0	0	0	8	
HC01	1	14	14	22	4	0	13	31	19	5	7	1	131	
HC02	0	0	1	1	0	0	0	2	1	0	0	0	5	
HC03	0	4	3	11	14	4	2	9	28	3	3	1	82	
HC04	24	318	110	425	144	8	186	211	763	78	109	10	2,386	
HC05	0	2	0	1	0	0	4	1	5	2	1	0	16	
HC06	0	0	1	4	0	0	5	2	7	2	1	0	22	
HC07	0	1	0	0	0	0	0	1	0	1	0	0	3	
HD01	0	0	2	2	0	0	3	2	0	0	0	0	12	
NQ01	0	0	1	0	0	0	0	0	0	0	0	0	1	
OT01	42	83	50	64	43	0	12	20	51	29	73	2	469	
OT02	3	9	2	0	0	0	2	2	6	0	7	0	31	
OT03	20	9	11	4	4	1	6	7	8	4	52	0	126	
OT04	2	0	2	1	2	0	0	1	0	0	3	0	11	
PD01	0	0	0	3	0	0	0	2	0	0	0	0	5	
PD02	0	0	0	3	1	0	0	0	1	0	3	0	8	
PD03	0	2	0	2	4	0	1	2	2	1	0	0	14	
QU01	0	1	0	4	0	0	0	1	1	1	0	0	8	
RG01	1	1	0	0	0	0	3	0	3	0	0	0	8	
RG02	4	8	7	3	0	0	1	1	1	0	0	3	28	
RG03	0	2	1	2	0	1	0	0	4	0	2	0	12	
RG04	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG04A	2	2	9	0	3	0	6	0	21	1	2	0	46	
RG04B	2	3	0	0	0	0	4	0	1	0	0	0	10	
RG04X	1	3	0	0	1	0	2	2	1	0	0	0	10	
RG05	0	0	0	0	0	0	0	0	0	0	0	0	0	
RG05A	15	14	28	6	20	1	8	9	32	9	4	0	146	
RG05B	11	6	16	6	6	0	5	2	22	0	3	0	77	
RG05C	0	3	1	0	0	0	4	1	6	1	3	0	19	
RG05D	1	1	0	0	1	0	0	0	1	0	1	0	5	
RG05E	0	0	1	0	0	0	0	0	2	0	0	0	3	
RG05F	2	10	7	0	14	1	9	4	33	13	1	0	94	
RG06	53	20	380	19	2	0	8	2	19	4	6	0	513	
RG07	2	1	12	0	0	0	1	0	1	0	0	0	17	
RG08	1	0	1	0	0	0	0	0	0	0	1	0	3	
RG09	2	7	3	1	0	0	0	2	1	0	1	0	17	
SP01	0	0	0	0	1	0	0	0	0	0	0	0	1	
SP02	0	0	0	0	0	0	0	0	0	0	0	0	0	
SP03	0	1	1	1	17	0	0	0	1	1	0	0	22	
SP04	0	1	2	5	471	14	0	6	10	20	6	0	535	
SP05	0	0	0	0	0	0	0	2	0	1	0	0	3	
SQ01	0	0	0	6	3	0	1	4	4	1	1	0	20	
SQ02	0	0	1	1	2	0	1	2	3	1	0	0	11	
SQ03	0	1	0	1	3	0	1	1	11	1	0	0	19	
SQ04	0	7	4	8	3	0	9	7	11	0	0	0	49	
SQ05	0	2	0	1	0	0	0	3	2	0	2	0	10	
SQ06	2	29	10	41	47	0	61	49	235	12	18	6	510	
SQ07	1	1	6	3	0	0	0	0	2	0	0	0	13	
SQ09	0	0	0	1	3	0	0	0	1	0	0	0	5	
SQ10	0	0	0	0	0	0	0	0	2	0	0	0	2	
SQ11	0	0	0	0	0	0	0	0	1	0	0	0	1	
SQ13	3	1	1	1	3	1	21	2	25	0	2	0	60	
VQ01	0	10	17	44	1,331	47	81	193	500	580	53	0	2,856	
VQ02	5	11	6	23	183	18	9	39	54	33	172	0	553	
VQ03	4	35	28	149	115	7	97	183	550	199	47	1	1,415	
VQ04	0	16	14	40	4	0	14	16	275	11	6	0	396	
VQ05	11	68	39	192	67	6	248	269	671	62	75	2	1,710	
VQ06	8	21	17	33	47	3	66	36	103	46	222	0	602	
VQ07	3	2	4	2	12	1	25	5	43	8	5	0	112	
VQ08	7	4	4	9	33	0	14	6	41	2	38	0	158	
VQ09	0	0	0	0	0	0	0	0	0	0	0	0	0	
VQ10	1	0	3	1	56	3	3	29	28	115	8	0	247	
VQ11	0	0	0	0	0	0	0	0	0	0	0	0	0	
VQ12	0	1	0	1	109	4	1	0	30	0	2	0	148	
VQ13	1	2	1	6	33	5	24	22	87	11	3	0	195	
VQ14	1	3	6	7	41	0	34	38	215	31	9	0	385	
VQ15	0	0	0	1	0	0	0	1	1	0	0	0	3	
VQ16	0	0	0	0	0	0	0	0	0	0	0	0	0	
VQ17	0	0	0	0	0	0	0	0	9	0	0	0	9	
VQ18	0	0	0	1	7	0	14	0	20	2	1	0	45	
VQ19	0	0	0	0	0	0	0	0	0	0	0	0	0	
VR03	0	0	0	0	1	0	0	0	0	1	0	0	2	
Not Known ⁽¹⁾	795	140	1439	1392	15065	426	728	1784	3167	1597	8501	38	35,072	
Total	3,127	8,879	3,142	2,939	19,122	605	2,314	3,401	8,292	3,043	11,263	97	66,224	

Notes:
 (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 records up to 5 qualifications held.
 (3) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used
 (4) A list of the qualifications can be found in the background notes

Annex C Table 2: Number of Qualifications Being Worked Towards by Staff Group and Qualification Type 2008(2-4)

Qualifications In Progress by Staff Group													Total
Qualification Type	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	58	234	113	120	1280	15	96	137	153	0	503	0	2,709
AD01	3	5	0	0	0	0	0	0	0	0	0	0	8
AD02	1	4	0	0	0	0	0	0	0	0	0	0	5
AD03	3	73	10	1	0	0	0	6	5	0	19	0	117
AD04	2	14	0	0	0	0	0	0	0	0	0	0	16
AD05	0	0	0	0	0	0	1	0	0	0	0	0	1
AD06	2	1	1	0	3	0	8	0	13	0	0	0	28
AV01	1	1	0	0	2	0	1	2	1	0	1	0	9
AV02	0	1	0	0	0	0	1	0	1	0	0	0	3
AV03	0	0	0	0	1	0	0	0	0	0	2	0	3
BA01	0	0	0	1	0	0	0	0	0	0	0	0	1
CR01	7	21	1	0	0	0	1	0	0	0	3	0	33
CR02	3	0	0	0	1	0	0	0	1	0	0	0	5
CR03	0	1	0	0	0	0	0	0	0	0	0	0	1
CR04	12	13	6	4	4	0	3	7	27	2	61	0	139
CT01	0	0	0	0	0	0	0	0	1	0	0	0	1
CT02	2	35	0	0	0	0	0	0	0	0	0	0	37
CT10	0	0	0	1	0	0	0	0	6	0	0	0	7
DG01	1	0	0	0	1	0	0	0	0	0	0	0	2
DP01	0	3	5	13	0	0	2	1	7	0	2	83	116
HC03	0	0	0	2	0	0	0	0	0	0	0	0	2
HC04	0	0	4	33	3	0	9	15	69	1	8	0	142
HC05	0	2	1	1	0	0	1	0	0	0	0	0	5
OT01	5	34	1	0	0	0	0	2	3	1	2	0	48
OT02	0	0	0	0	0	0	0	0	2	0	0	0	2
OT03	0	0	0	0	0	0	0	1	0	0	0	0	1
RG03	1	0	0	0	0	0	0	0	0	0	0	0	1
RG06	0	0	0	2	0	0	0	0	0	0	0	0	2
RG09	0	1	0	0	0	0	0	0	0	0	0	0	1
SP04	0	0	0	0	0	0	0	1	3	6	0	0	10
SQ04	0	0	1	0	0	0	0	0	0	0	0	0	1
SQ06	0	0	0	6	0	0	1	0	11	4	0	0	22
SQ13	2	1	0	1	2	0	1	0	0	0	0	0	7
VQ01	0	0	2	0	87	4	2	18	8	56	2	0	179
VQ02	0	0	0	0	66	2	0	0	3	0	1	0	72
VQ03	0	1	1	63	2	0	3	12	74	12	0	0	168
VQ04	0	0	8	2	0	0	6	12	11	16	0	0	55
VQ05	0	0	0	0	0	0	1	5	7	6	0	0	19
VQ06	1	0	1	2	0	0	0	3	4	0	5	0	16
VQ07	0	1	4	1	9	0	5	0	19	3	1	0	43
VQ08	0	0	1	0	1	0	0	0	1	0	3	0	6
VQ10	0	0	0	0	24	1	0	9	2	30	0	0	66
VQ12	0	0	0	0	0	0	0	1	0	0	0	0	1
VQ14	0	1	1	6	10	0	12	10	84	9	2	0	135
VQ15	0	1	0	0	0	0	0	0	1	0	0	0	2
VQ18	2	0	0	1	3	0	1	0	5	0	2	0	14
Not Known ⁽¹⁾	1,949	5,159	2,533	2,277	17,169	555	1,560	2,782	6,028	2,638	10,005	0	52,655
Total	2,055	5,607	2,694	2,537	18,668	577	1,715	3,024	6,550	2,784	10,622	83	56,916

Notes:

- (1) Due to the high percentage of 'not knows' as a result of local authorities being unable to provide this information, please treat these results with extreme caution.
- (2) Staff can records up to 3 qualifications that they are working towards.
- (3) In 2008 data for Dumfries and Galloway was not provided. The data supplied for 2007 has been used.
- (4) A list of the qualifications can be found in the background notes.

© Crown copyright 2009

ISBN: 978-0-7559-7567-9

Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

Produced for the Scottish Government by RR Donnelley B61158

Published by the Scottish Government, June 2009

w w w . s c o t l a n d . g o v . u k