



Direct Dial/Ext:
e-mail:
Ask for: Denise Fitch
Date: 20 January 2017

Dear Member

PERSONNEL COMMITTEE - TUESDAY, 24 JANUARY 2017

The attached version of Appendix 4 to Item no A4 replaces Page no 12 in the published with the agenda for this meeting.

Agenda Item No

A4 **Annual Workforce Profile Report update (Pages 3 - 4)**

Please accept my apologies for any inconvenience caused.

Yours sincerely

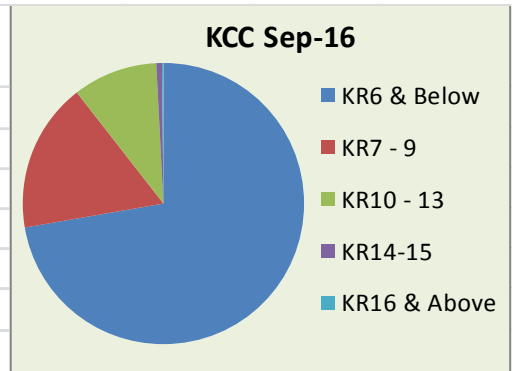
A handwritten signature in black ink, appearing to read 'John Lynch', is written over a faint, illegible printed name.

John Lynch
Head of Democratic Services

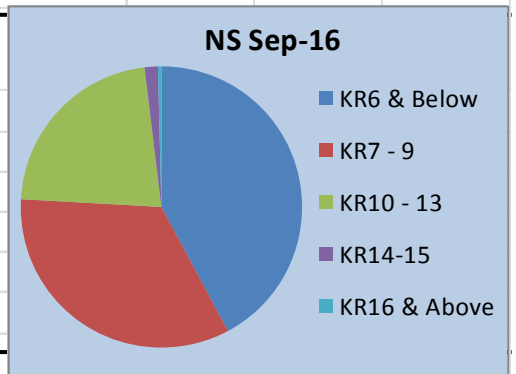
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Appendix 4 – Salaries

Staff by salary band (all staff on Kent Range grades): KCC's Workforce				
	Mar-16		Sep-16	
KR6 & Below	16,042	72.9%	15,461	72.3%
KR7 - 9	3,650	16.6%	3,675	17.2%
KR10 - 13	2,131	9.7%	2,082	9.7%
KR14-15	145	0.7%	139	0.6%
KR16 & Above	33	0.1%	35	0.2%
	22,001	100.0%	21,392	100.0%



Staff by salary band (all staff on Kent Range grades): Non-Schools Workforce				
	Mar-16		Sep-16	
KR6 & Below	3,734	42.3%	3,697	42.2%
KR7 - 9	2,936	33.2%	2,955	33.7%
KR10 - 13	1,990	22.5%	1,946	22.2%
KR14-15	139	1.6%	134	1.5%
KR16 & Above	33	0.4%	35	0.4%
	8,832	100.0%	8,767	100.0%



Staffing Levels: Directorates Workforce								
	Education and Young People's Services		Growth, Environment and Transport		Social Care, Health and Wellbeing		Strategic and Corporate Services	
	Mar-16	Sep-16	Mar-16	Sep-16	Mar-16	Sep-16	Mar-16	Sep-16
KR6 & Below	40.3%	40.6%	55.8%	57.2%	44.8%	42.4%	22.6%	24.6%
KR7 - 9	40.5%	40.9%	27.2%	26.2%	32.4%	34.1%	33.7%	32.2%
KR10 - 13	17.4%	16.8%	15.6%	15.4%	21.5%	22.1%	39.0%	38.4%
KR14-15	1.5%	1.5%	1.1%	0.8%	1.2%	1.3%	3.4%	3.3%
KR16 & Above	0.2%	0.2%	0.3%	0.4%	0.1%	0.1%	1.2%	1.5%

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