GLA Workforce Report
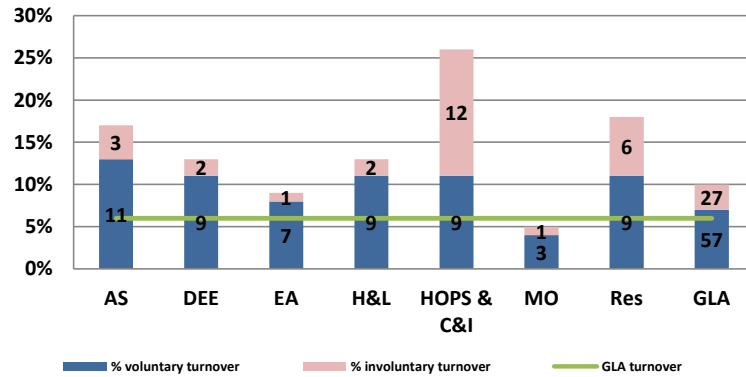
An annual digest of employment data and statistics for year ending 31 March 2015

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Turnover - overview
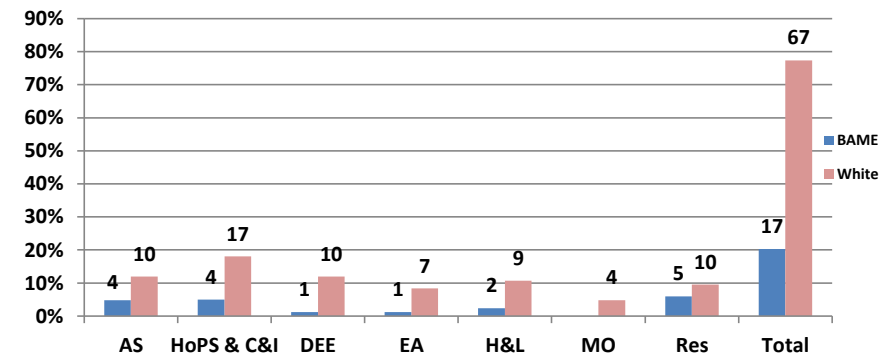
Turnover by Directorate

Chart: % voluntary turnover (blue), % involuntary turnover (pink), GLA turnover (green line)

	AS	DEE	EA	H&L	HOPS & C&I	MO	Res	GLA
involuntary	3	2	1	2	12	1	6	27
voluntary	11	9	7	9	9	3	9	57

Turnover benchmarking

GLA total turnover, GLA voluntary turnover, All Sectors, Public Sector

Values: 19%, 16%, 16%, 18%, 25%, 18%, 14%, 24%, 22%, 8%, 11%
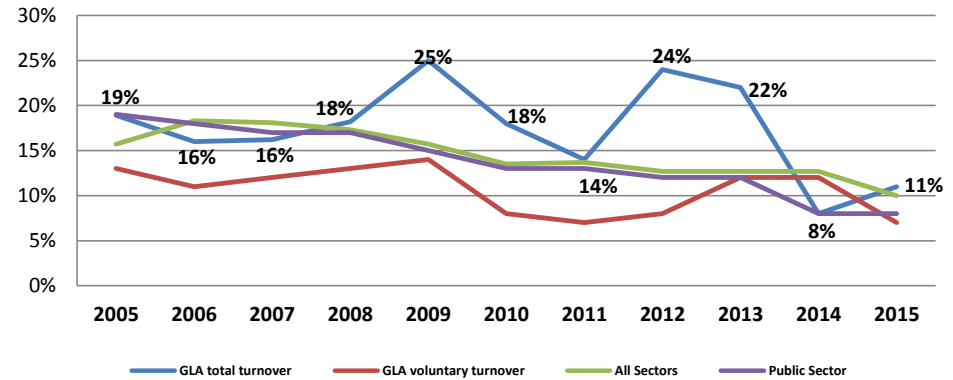
Reasons for leaving

Reason	Number	%
Dismissed	2	2%
End of Contract	14	17%
Redundancy	8	10%
Resignation	57	68%
TUPE Transfer	3	4%
Total	84	100%

Leavers by Directorate and ethnicity

BAME (blue), White (pink)

	AS	HoPS & C&I	DEE	EA	H&L	MO	Res	Total
BAME	4	4	1	1	2		5	17
White	10	17	10	7	9	4	10	67

Staffing profile

Staffing profile by directorate 2014 and 2015

Mar-15 | Mar-14

Directorate	Mar-15	Mar-14
AS	98	92
DEE	164	140
EA	74	67
H&L	97	93
HOPS & C&I	139	135
MO	51	50
Res	164	150
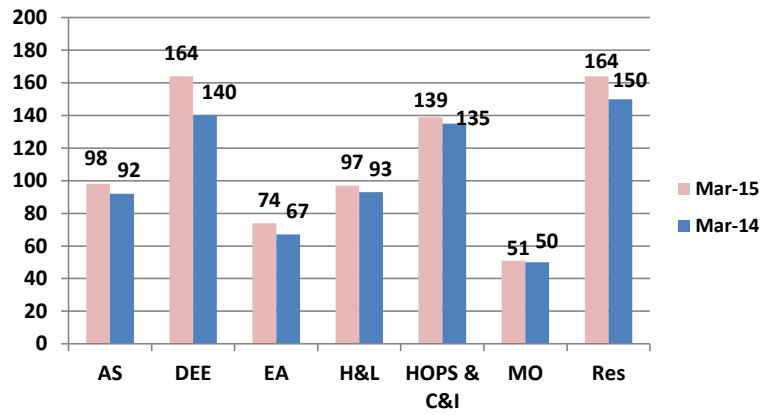
Number of staff by salary band

Salary band	Number
£60,001 and over	96
£50,001 to £60,000	116
£40,001 to £50,000	262
£30,001 to £40,000	198
£20,001 to £30,000	93
Under £20,000	22
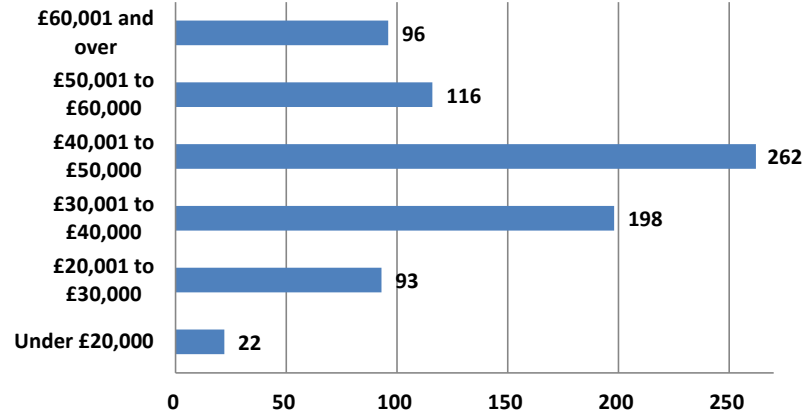
Staffing profile by contract type

- Permanent employees: 675
- Fixed term employees: 112

GLA staff 2004 to 2015

Year	Staff
2004	643
2005	635
2006	667
2007	688
2008	675
2009	648
2010	592
2011	637
2012	711
2013	724
2014	761
2015	787

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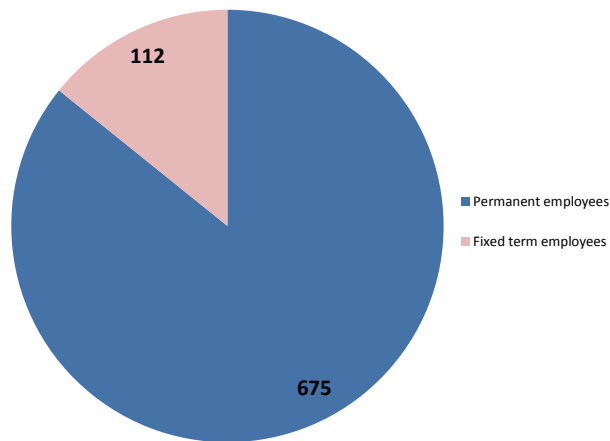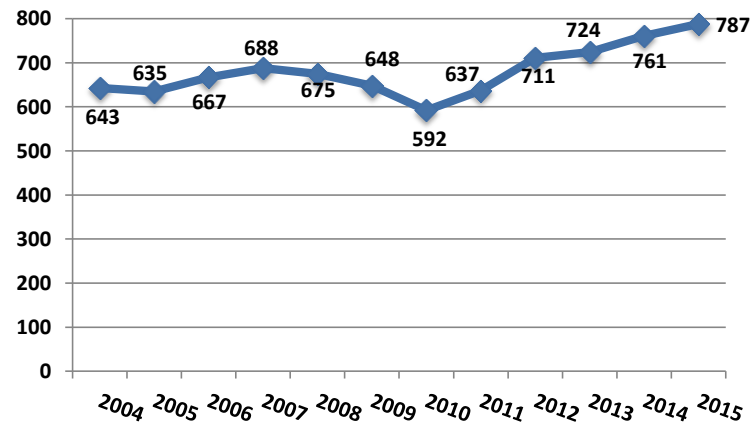
Salary profile

Salary breakdown by Directorate

Directorate	Under £20,000	£20,001 to £30,000	£30,001 to £40,000	£40,001 to £50,000	£50,001 to £60,000	£60,001 and over
Res	8	50	35	34	21	16
MO	1		9	24	5	12
H&L		7	14	39	15	22
EA	2	7	35	23	1	6
DEE	2	10	26	55	48	23
C&I & HOPS	7	12	26	60	21	13
A&S	3	6	53	27	5	4
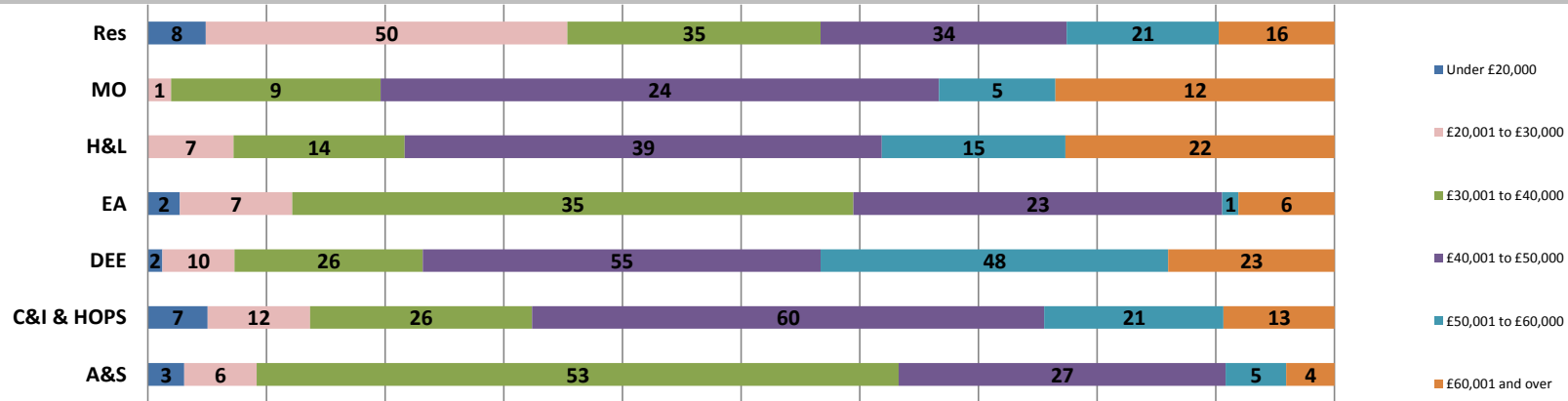
Average salary since 2008

- £42,865 (2008)
- £43,103 (2009)
- £43,629 (2010)
- £43,903 (2011)
- £44,643 (2012)
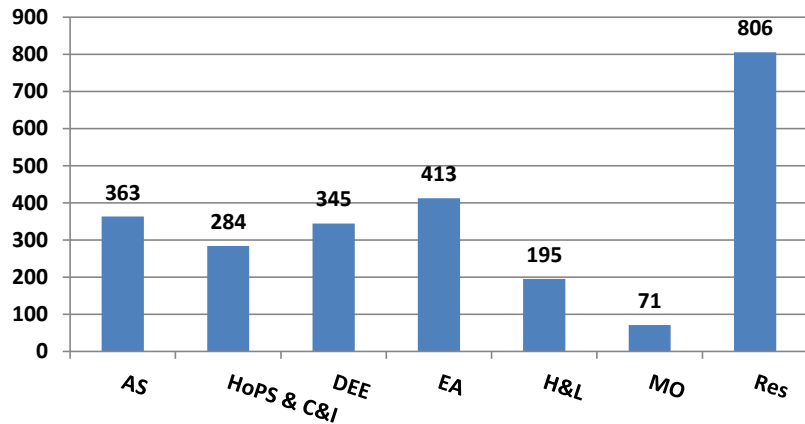- £46,043 (2013)
- £45,588 (2014)
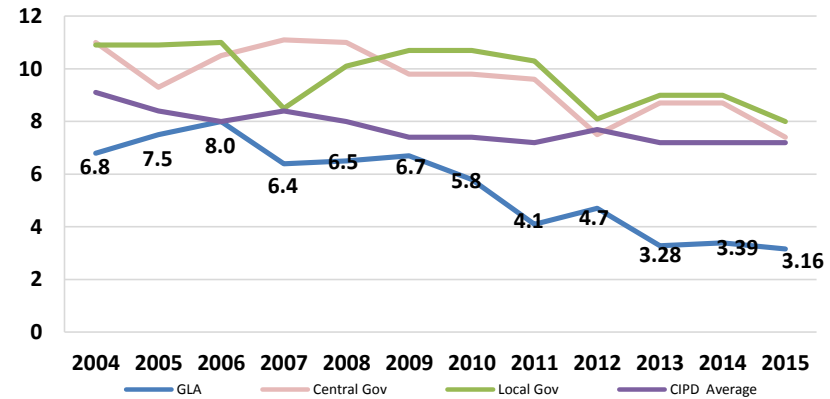- £45,978 (2015)
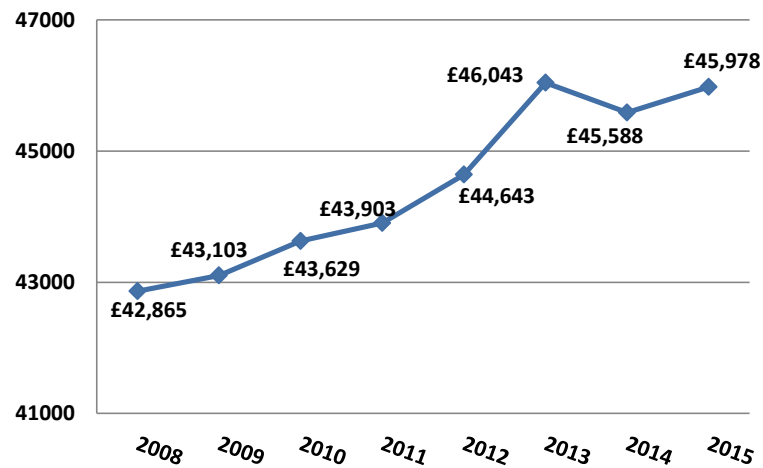
Comments

The majority of employees at the GLA earn between £30,000 and £50,000. The employees earning less than £20,000 are all Apprentices or Interns earning London's Living Wage. The average salary was £45,978 as at the 31 March 2015.

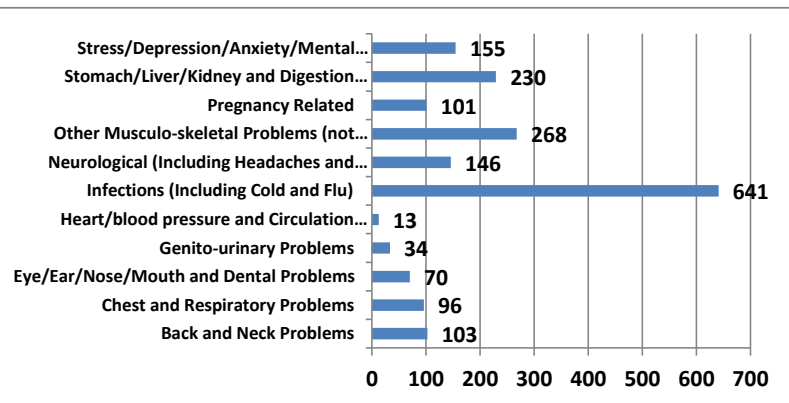GREATER**LONDON**AUTHORITY

Sickness

Total days taken by Directorate for year ending March 2015

Directorate	Days
AS	363
HoPS & C&I	284
DEE	345
EA	413
H&L	195
MO	71
Res	806

Average days taken 2004 to 2015 with benchmarking

GLA values: 2004: 6.8, 2005: 7.5, 2006: 8.0, 2007: 6.4, 2008: 6.5, 2009: 6.7, 2010: 5.8, 2011: 4.1, 2012: 4.7, 2013: 3.28, 2014: 3.39, 2015: 3.16

Legend: GLA, Central Gov, Local Gov, CIPD Average

Days taken by Reason

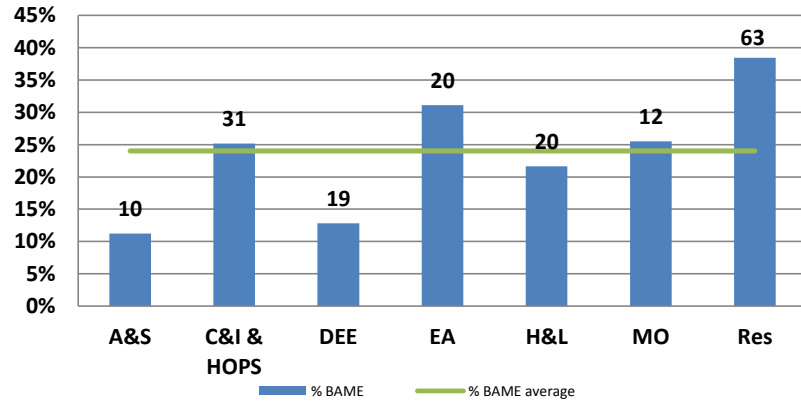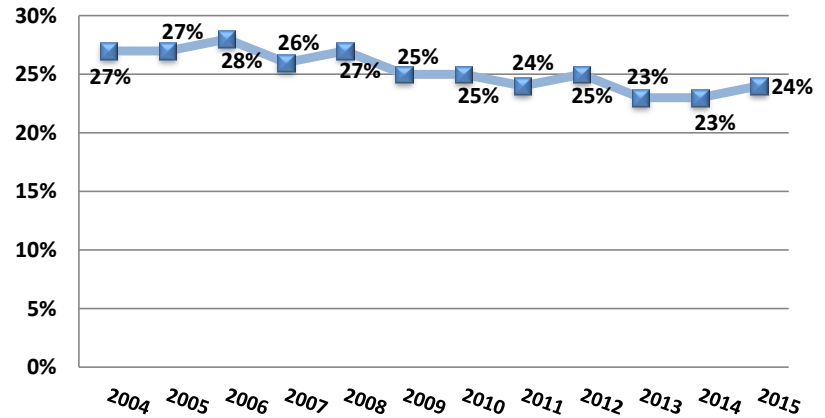| Reason	Days
Stress/Depression/Anxiety/Mental...	155
Stomach/Liver/Kidney and Digestion...	230
Pregnancy Related	101
Other Musculo-skeletal Problems (not...	268
Neurological (Including Headaches and...	146
Infections (Including Cold and Flu)	641
Heart/blood pressure and Circulation...	13
Genito-urinary Problems	34
Eye/Ear/Nose/Mouth and Dental Problems	70
Chest and Respiratory Problems	96
Back and Neck Problems	103

Comments

The number of average days taken due to sickness for the year ending 31 March 2015 was 3.16 this continues to be lower than published benchmark figures from the Chartered Institute of Personnel and Development (Absence Management Survey 2014) for Central Government, Local Government and Private Sector who have reported 7.4, 8.2 and 5.5 average days per employee. Of the total sickness absence 28% was BAME staff which is broadly in line with the overall BAME staff %. Days taken by reason do not include data where no specific reason is selected or where multiple reasons are given.

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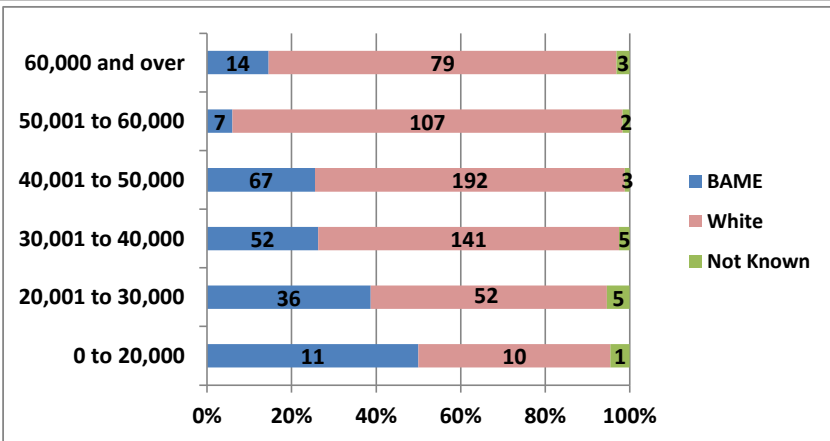
BAME workforce analysis

BAME staff by directorate (% and number)

Bar chart showing % BAME by directorate with numbers:
- A&S: 10
- C&I & HOPS: 31
- DEE: 19
- EA: 20
- H&L: 20
- MO: 12
- Res: 63

Legend: % BAME, % BAME average

BAME employees 2004 to 2015

Line chart of % BAME from 2004 to 2015:
2004: 27%, 2005: 27%, 2006: 28%, 2007: 26%, 2008: 27%, 2009: 25%, 2010: 25%, 2011: 24%, 2012: 25%, 2013: 23%, 2014: 23%, 2015: 24%

BAME staff by salary (% and number)

Stacked bar chart by salary band (BAME, White, Not Known):
- 60,000 and over: 14 / 79 / 3
- 50,001 to 60,000: 7 / 107 / 2
- 40,001 to 50,000: 67 / 192 / 3
- 30,001 to 40,000: 52 / 141 / 5
- 20,001 to 30,000: 36 / 52 / 5
- 0 to 20,000: 11 / 10 / 1

Legend: BAME, White, Not Known

Comments

The BAME profile at the GLA has remained fairly stable between 23% and 27% since 2004. The Equalities Taskforce continue to drive forward measures to improve representation at all levels of the organisation.

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Recruitment - BAME staff

External Recruitment

Applied | Shortlisted | Appointed

Internal Recruitment
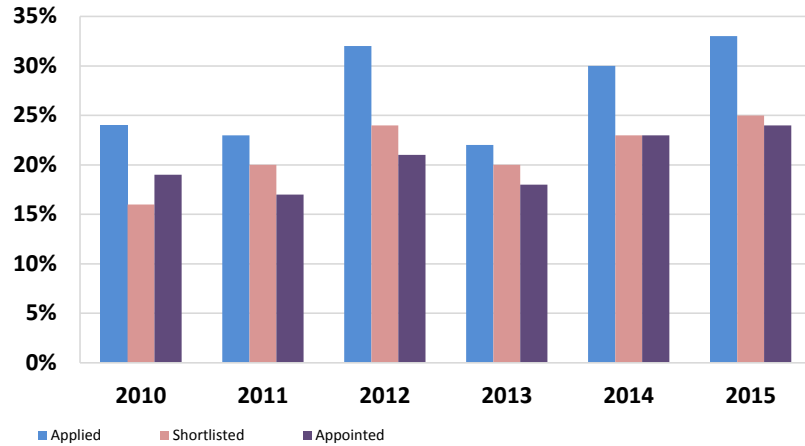
Applied | Shortlisted | Appointed
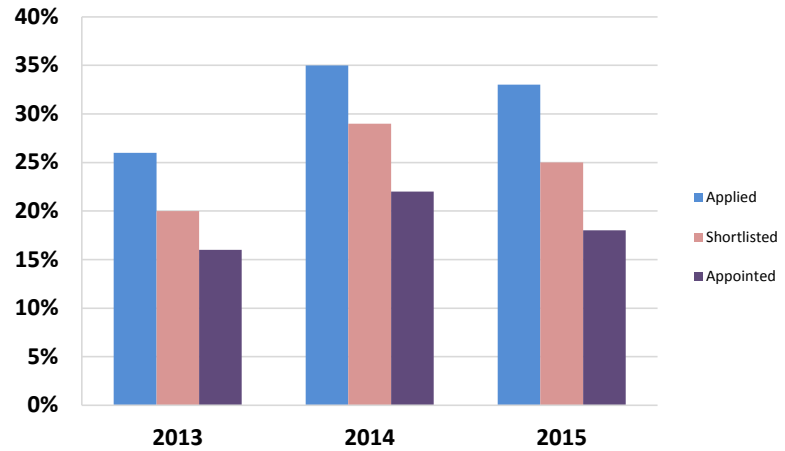
Promotions

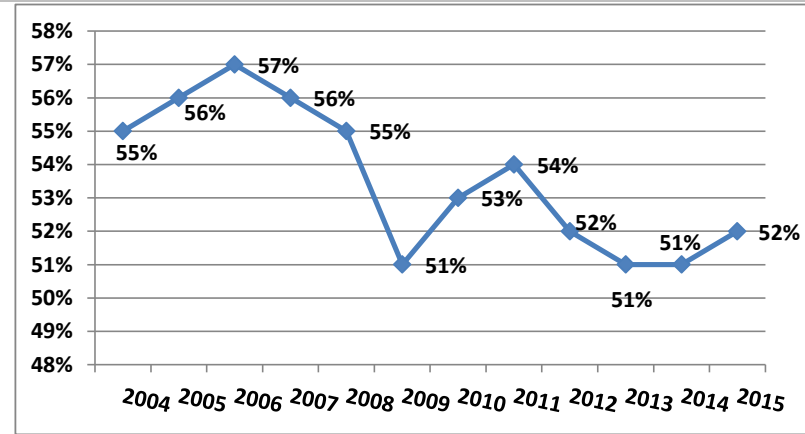| Ethnicity	GLA profile at 31/03/15	Promotions in year
BAME	24%	27%
White	74%	73%

Comments

The number of external applications received from BAME Groups has increased to 33% whilst the number shortlisted and appointed has increased from 23% to 25%. The number of internal applications received is 33%, shortlisted is 25% and appointments 18%. Internal figures have decreased slightly compared to 2014 reporting period but drop off at each stage remains proportionate.
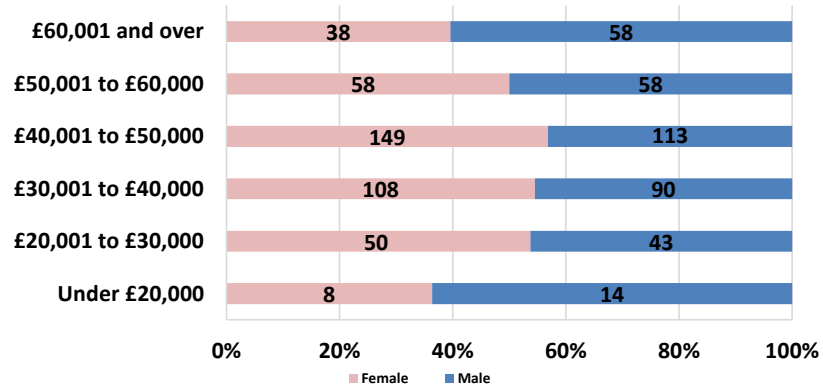
Gender workforce analysis

Female staff by directorate (% and number)

Directorate	Female	Male
Res	79	85
MO	30	21
H&L	52	45
EA	45	29
DEE	79	85
C&I & HOPS	80	59
A&S	46	52

Female employees 2004 to 2015

Year	% Female
2004	55%
2005	56%
2006	57%
2007	56%
2008	55%
2009	51%
2010	53%
2011	54%
2012	52%
2013	51%
2014	51%
2015	52%

Salary by gender

Salary band	Female	Male
£60,001 and over	38	58
£50,001 to £60,000	58	58
£40,001 to £50,000	149	113
£30,001 to £40,000	108	90
£20,001 to £30,000	50	43
Under £20,000	8	14
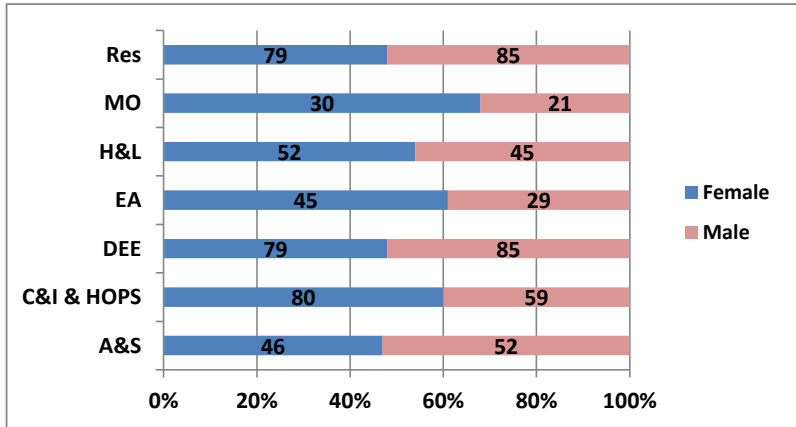
Comments

The gender profile at the GLA has remained stable since 2004 from 51% to 57% and is currently 52%. The number of female employees earning £60,000 + has remained stable at 40%.

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Recruitment - female staff

External Recruitment

Legend: Applied, Shortlisted, Appointed

Internal Recruitment

Legend: Applied, Shortlisted, Appointed
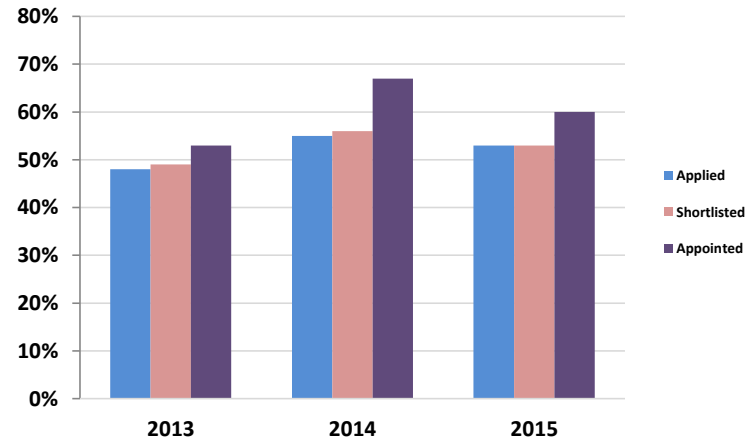
Promotions

Gender	GLA profile at 31/03/2015	Promotions in year
Male	48%	44%
Female	52%	56%

Comments

The number of external applications received from female staff has increased from 51% to 54% as well as an increase in the number shortlisted from 50% to 54% and a slight increase in the number appointed to 59%.
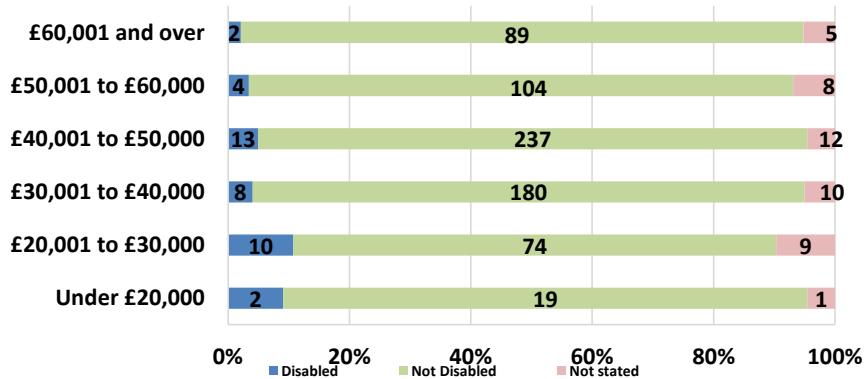
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Disability analysis

Disabled staff by directorate

Legend: Disabled, GLA disabled

Categories: A&S (3), C&I & HOPS (9), DEE (8), EA (4), H&L (5), MO (1), Res (9)
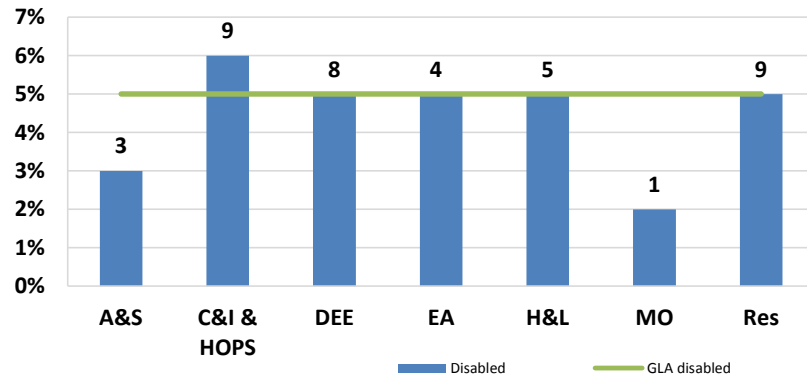
Disabled employees 2004 to 2015

2004: 5%
2005: 6%
2006: 5%
2007: 6%
2008: 8%
2009: 7%
2010: 8%
2011: 8%
2012: 7%
2013: 6%
2014: 5%
2015: 5%
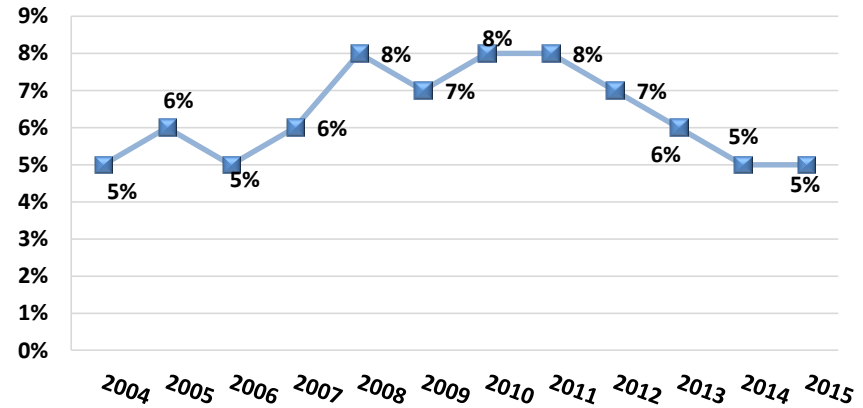
Disabled staff salary breakdown

Salary band	Disabled	Not Disabled	Not stated
£60,001 and over	2	89	5
£50,001 to £60,000	4	104	8
£40,001 to £50,000	13	237	12
£30,001 to £40,000	8	180	10
£20,001 to £30,000	10	74	9
Under £20,000	2	19	1

Comments

The disability profile of the GLA has remained at around 5% since 2004. From January 2015 staff have had the ability to update their personal details via employee self service. It is hoped that this will result in greater self declaration.
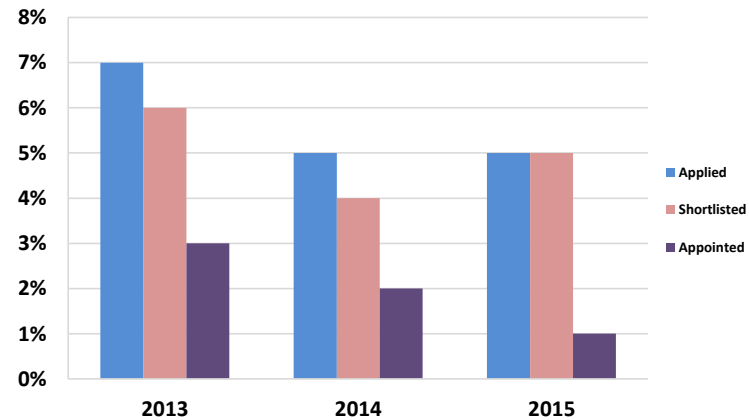
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Recruitment - disabled staff

External Recruitment

Internal Recruitment
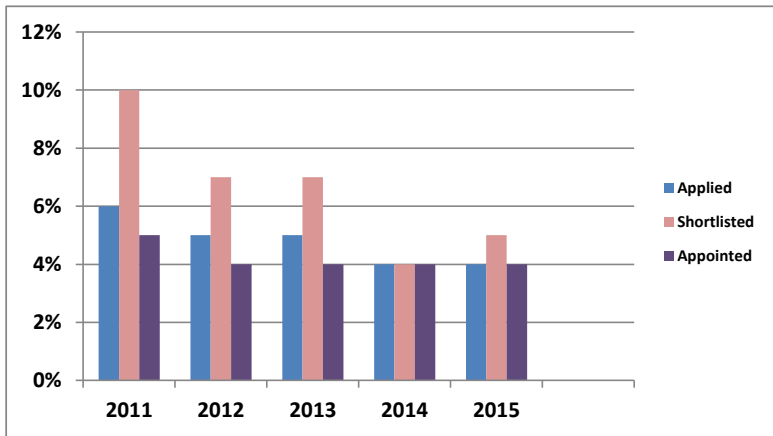
Promotions

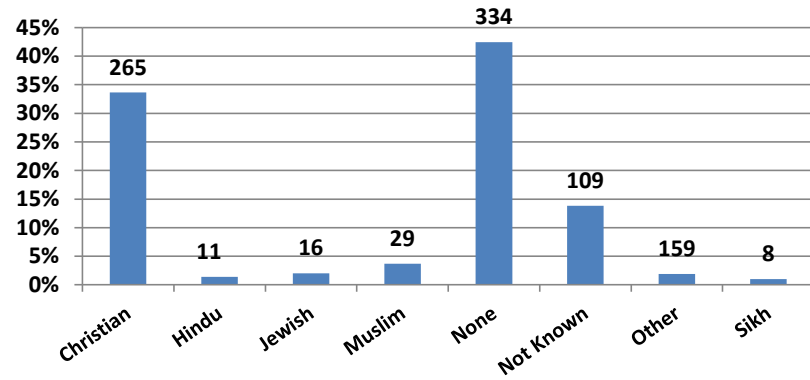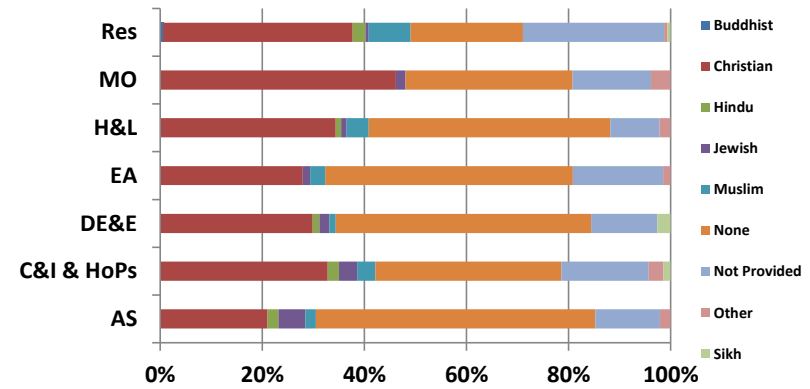| Disability	GLA profile at 31/03/2015	Promotions in year
Disabled	5%	3%
Not disabled	89%	88%
Not stated	6%	9%

Comments

The number of external applications received from disabled applicants is consistent with previous reporting periods and the number external applicants appointed is proportionate to the number of applications received. For internal recruitment, there is no drop off between applicants and those shortlisted. It should be noted that for internal applications in particular the actual numbers are very small.
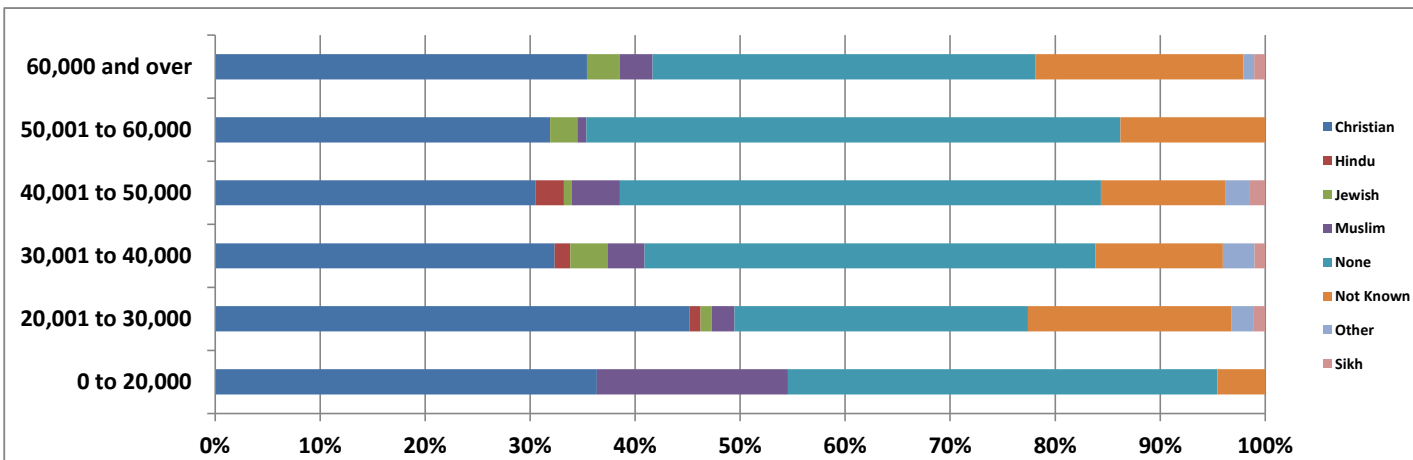
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Faith analysis

Faith overall by % and number

Bar chart values:
- Christian: 265 (~34%)
- Hindu: 11 (~2%)
- Jewish: 16 (~2%)
- Muslim: 29 (~4%)
- None: 334 (~43%)
- Not Known: 109 (~14%)
- Other: 159 (~2%)
- Sikh: 8 (~1%)

Faith by Directorate

Directorates: Res, MO, H&L, EA, DE&E, C&I & HoPs, AS

Legend: Buddhist, Christian, Hindu, Jewish, Muslim, None, Not Provided, Other, Sikh

Faith by salary band

Salary bands: 60,000 and over; 50,001 to 60,000; 40,001 to 50,000; 30,001 to 40,000; 20,001 to 30,000; 0 to 20,000

Legend: Christian, Hindu, Jewish, Muslim, None, Not Known, Other, Sikh

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Recruitment - Faith

External Recruitment

Internal Recruitment

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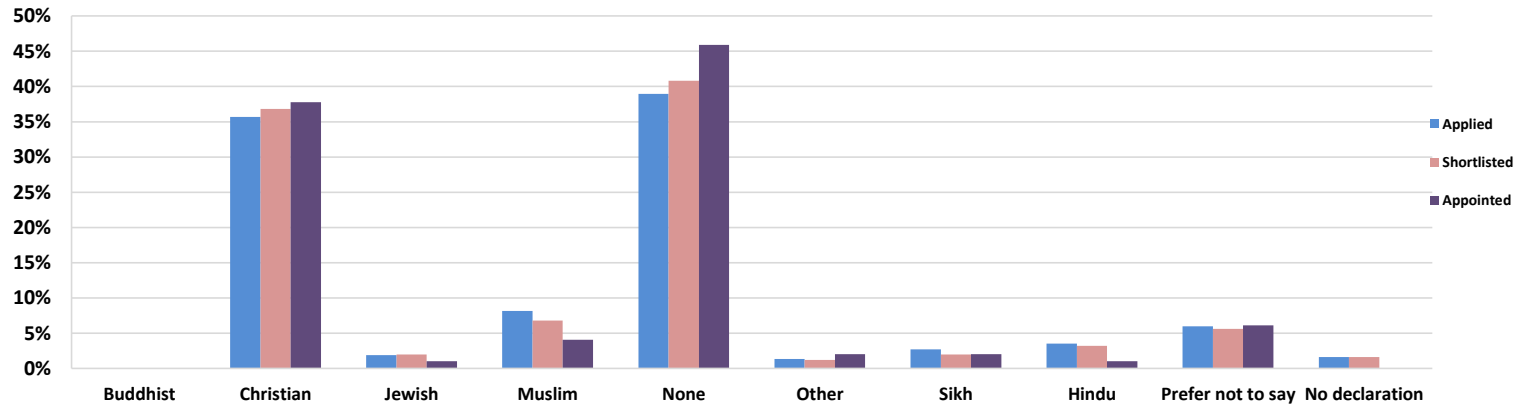
Sexual Orientation analysis

Sexual Orientation overall by % and number

Category	Number
Not Provided	104
Lesbian	4
Heterosexual	619
Gay	44
Declined to specify	6
Bisexual	9
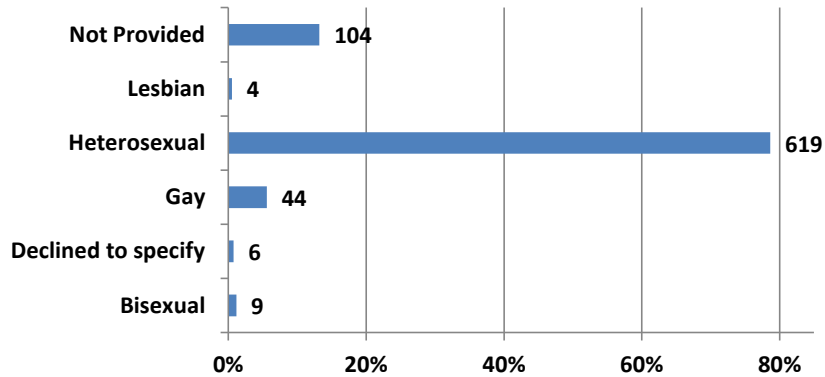
Sexual Orientation by salary band by % and number

Salary band	Heterosexual	LGBT	Not Provided
£60,001 and over	73	6	17
£50,001 to £60,000	95	7	14
£40,001 to £50,000	212	20	25
£30,001 to £40,000	155	18	25
£20,001 to £30,000	65	4	24
Under £20,000	19	2	1
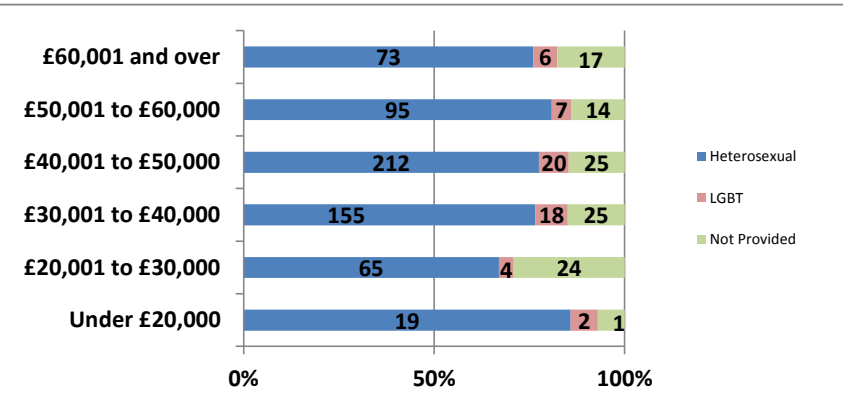
Sexual Orientation by Directorate % and number

Directorate	Heterosexual	LGBT	Not Known
Resources	129	5	30
Mayor's Office	36	3	12
Housing and Land	85	3	9
External Affairs	56	7	11
Development, Enterprise and Environment	135	13	16
Communities & Intelligence & HoPS	101	15	23
Assembly Secretariat	77	11	10

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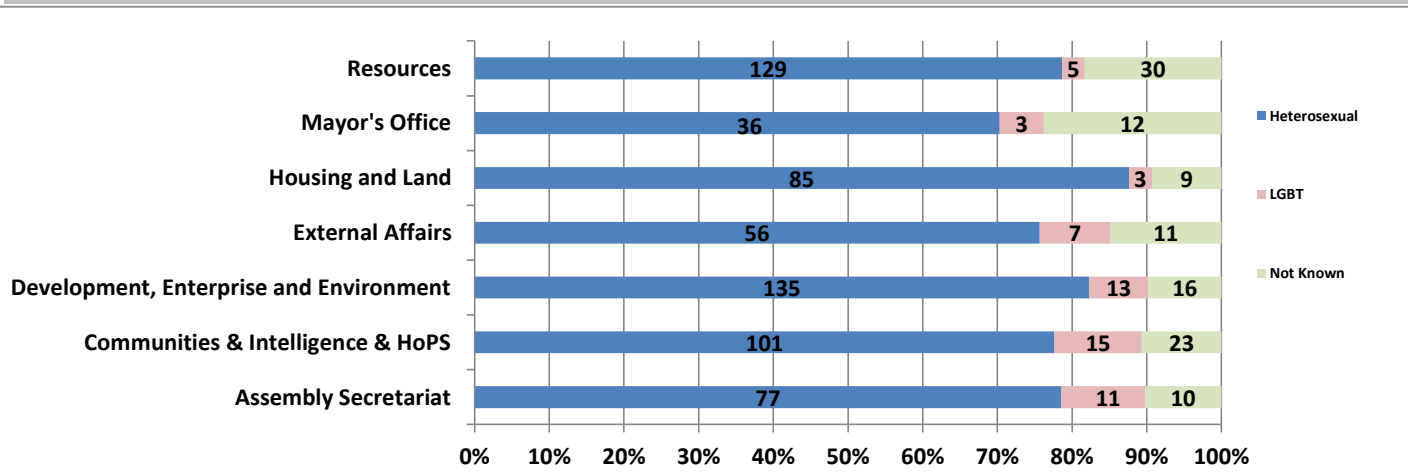
Recruitment - Sexual orientation

External Recruitment

Legend: Applied, Shortlisted, Appointed

Categories: Heterosexual, LGBT, Not Provided

Internal Recruitment

Legend: Applied, Shortlisted, Appointed

Categories: Heterosexual, LGBT, Not Provided
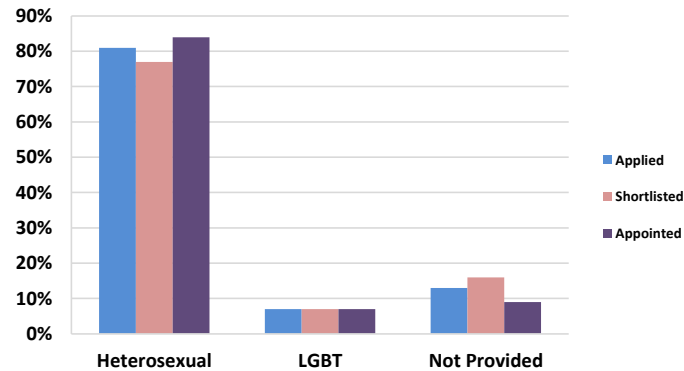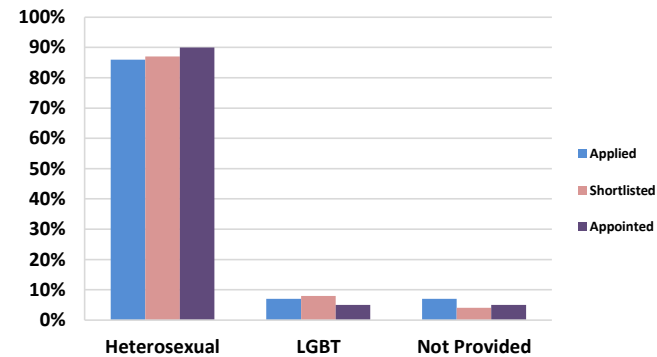
Promotions

Sexual Orientation	GLA profile at 30/03/15	Promotions in year
Heterosexual	79%	80%
LGBT	8%	7%
Not provided	13%	12%

Comments

The number of external LGBT applications is a consistent 7% through to shortlisting stage and appointment. The number of internal LGBT applications received is 7% and although increases to 8% at shortlisting stage this decreases to 5% for appointment.
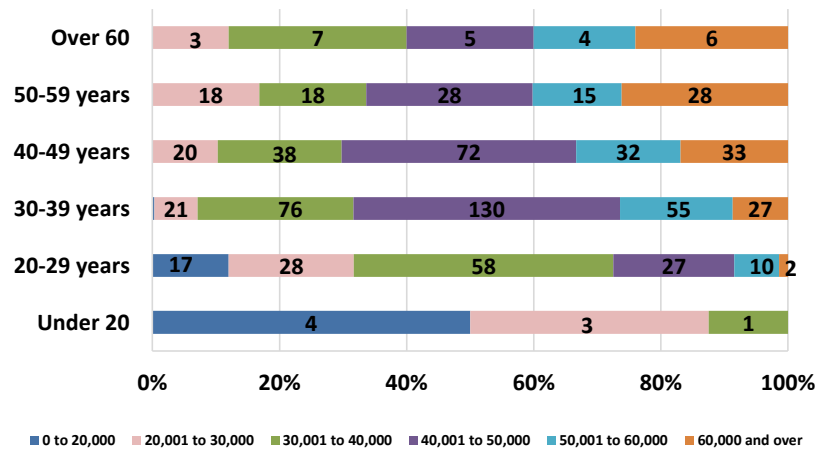
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Age analysis

Staff breakdown by age (% and number)
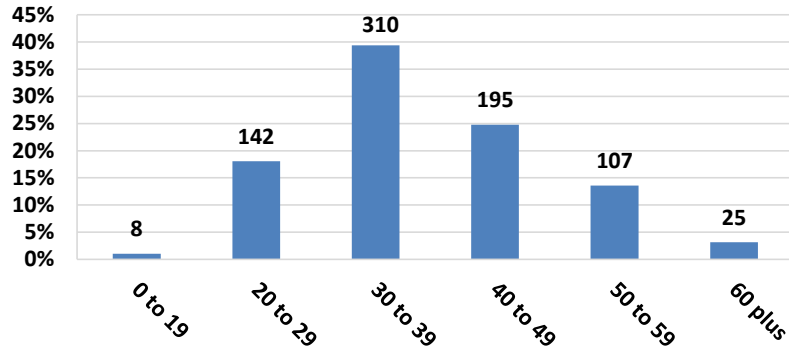
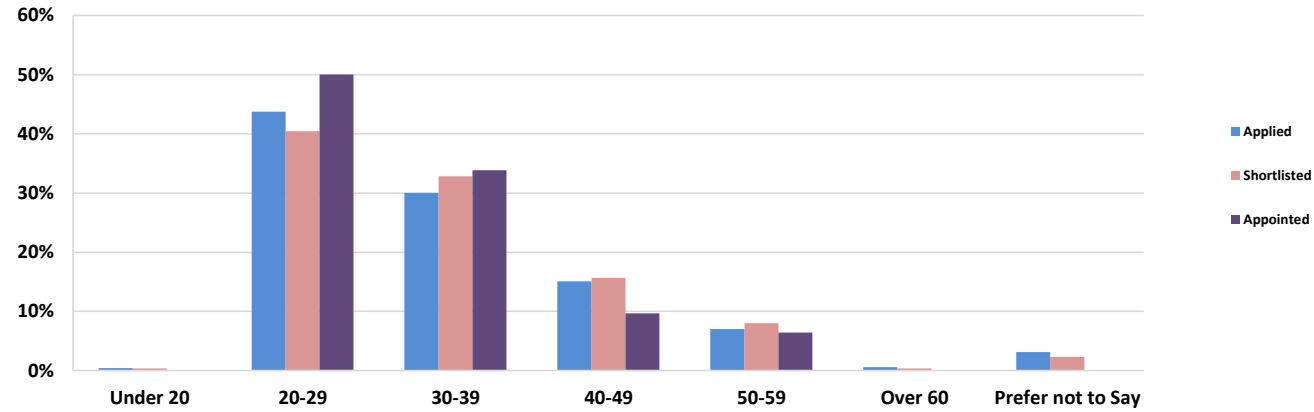## Staff length of service by age band
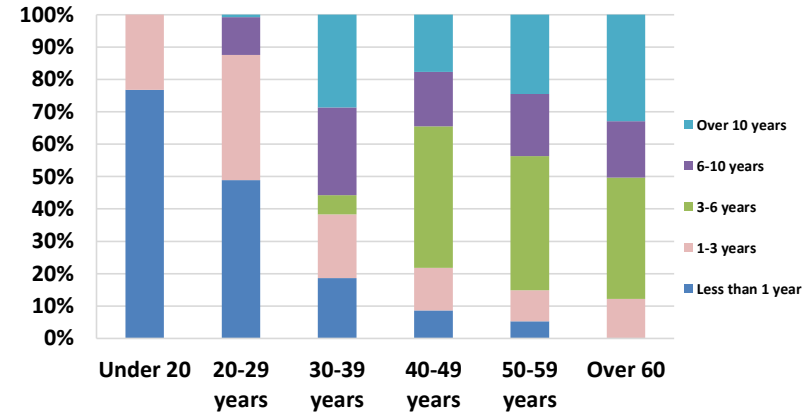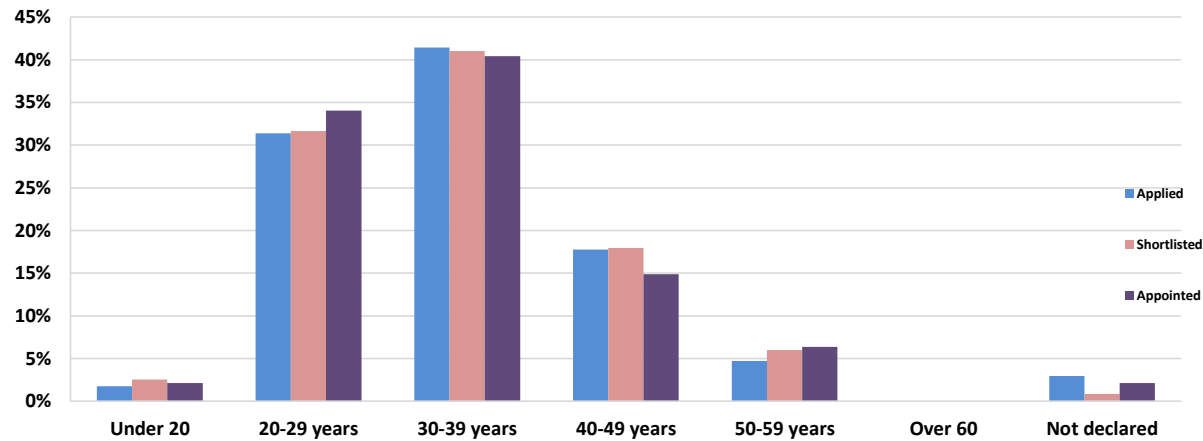

Salary breakdown by age (% and number)

Comments

The greatest number of employees are within the 30-39 age band. The average age has remained stable at 39 years.
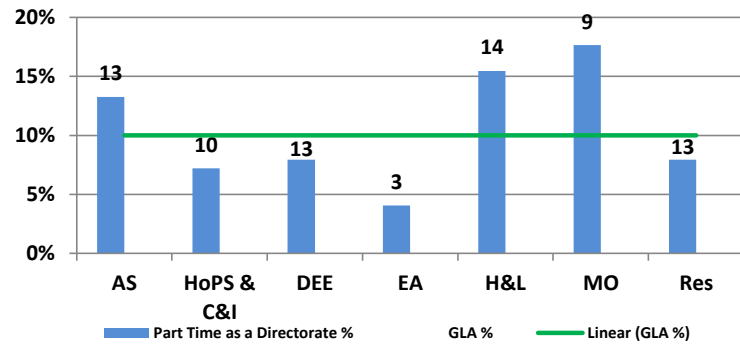
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Recruitment - Age

External Recruitment

Internal Recruitment

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Part time staff analysis

Part time staff by Directorate % and number

Categories (x-axis): AS, HoPS & C&I, DEE, EA, H&L, MO, Res

Data labels: AS 13, HoPS & C&I 10, DEE 13, EA 3, H&L 14, MO 9, Res 13

Legend: Part Time as a Directorate %   GLA %   Linear (GLA %)

Part time staff by ethnicity % and number

- BAME 20%/15
- White 80%/60
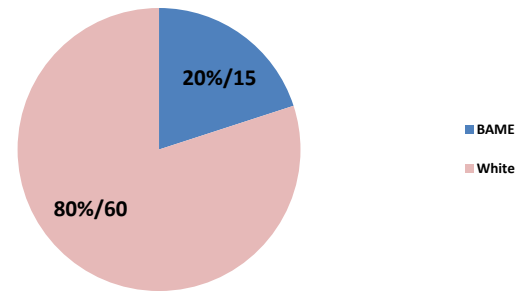
Part time staff by salary band % and number

- £60,001 and over — 9
- £50,001 to £60,000 — 8
- £40,001 to £50,000 — 40
- £30,001 to £40,000 — 15
- £20,001 to £30,000 — 3
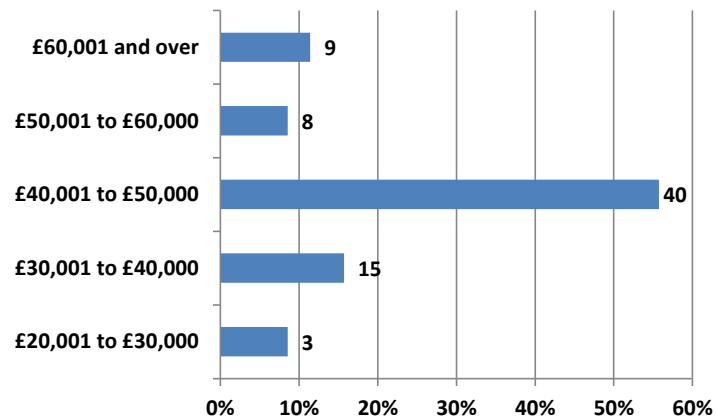
Part time staff by gender % and number

- Female 76%/57
- Male 24%/18