

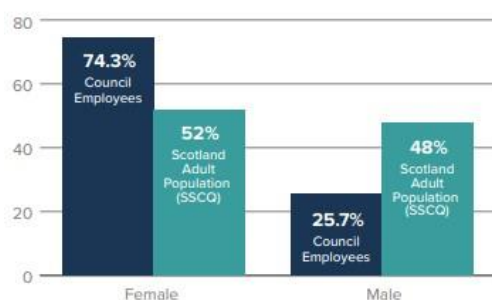
# Scotland's Local Government Workforce Report 2024

## Introduction

The Scottish Local Government Workforce report is compiled by the Society of Local Authority Chief Executives and Senior managers (Solace). All 32 Councils took part. The aim of the report is to provide information about the workforce and the current state of workforce planning across councils. Other information gathered includes identifying workforce gaps, and perceived constraints and barriers to delivering improvements

## The Workforce

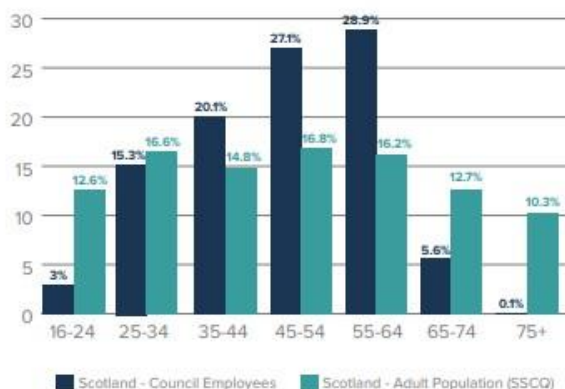
Fig 1. Sex



(whole population figures drawn from Scottish Surveys Core Questions 2019)

Council employees are predominantly female. The proportion of females in the council workforce is 74.3% compared with 52% in the Scottish population.

Fig 2. Age



The age range of the workforce varies considerably from the population as a whole. In particular the 45- to 64-year-old age groups make up a higher proportion of the workforce than the Scottish working age population. Those aged 55-64 make up the largest proportion of the council workforce, accounting for 28.9%.

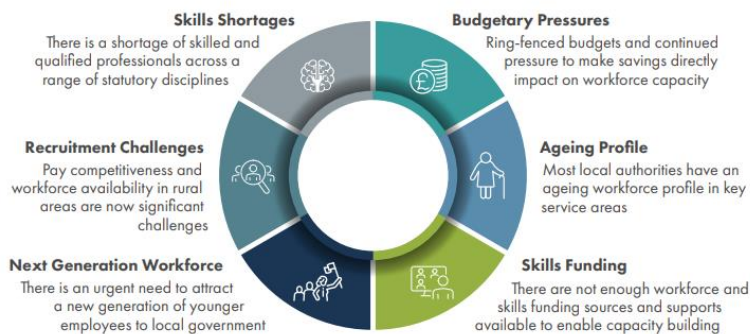
## KEY POINTS:

- The Council Workforce is overwhelmingly female , and older than the population as a whole
- Councils find it difficult to recruit across many areas of the workforce
- Councils struggle to fund skills training and development
- Workforce planning is at a fairly low level in many Councils

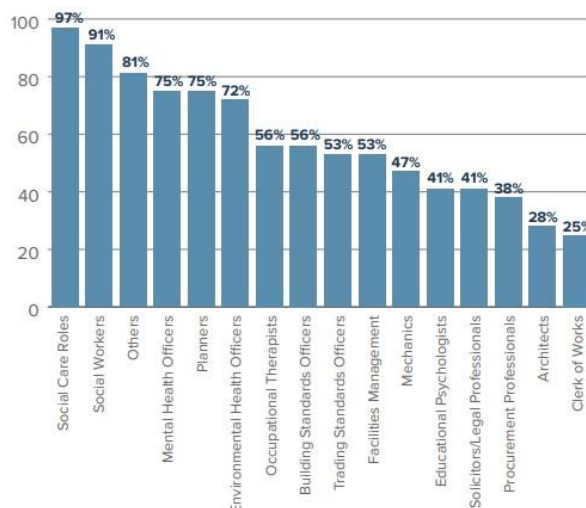
## Difficulties facing employers

The problems identified in the study will surprise few people working in local government. Six are outlined (see fig 3)

**Fig 3. Issues identified by employers**



The problems are most likely to be impacting on the day to day lives of UNISON members are staffing shortages and the related issues of recruitment and retention. The report outlines where councils are struggling to recruit across a range of roles from social care and social work ( over 90% of councils) to clerk of work roles (25%). (see fig 4).



## Workforce planning

Analysing the state of workforce planning is one of the main aims of the report. Although a positive gloss is put on the situation as possible, the report outlines serious weaknesses. Councils were asked to rate their current level of workforce planning: from 'basic', where goals are short term and not linked to strategic priorities, through to mature where plans are more long term and comprehensive. 31% of councils said they were not yet at the 'developing' stage and 46.9% describing their plans as "somewhere between mature and developing". 43% of councils say that they do not have plans covering the longer term (Longer term here meaning more than two years). Some councils did point out they had multiple plans covering different timescales.

## Action for branches?

Branches would do well to obtain their own council's submission to the survey and examine where the employer thinks weaknesses lie and what state their workforce planning is at.

## Additional reading

- [Local Government Workforce Report](#)
- [Audit Scotland local government overview 2023](#)



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