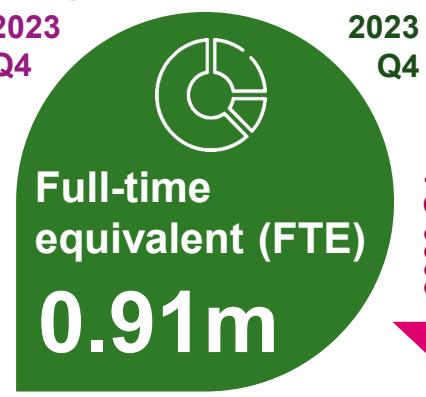


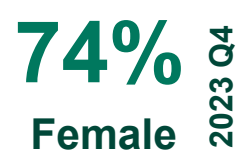
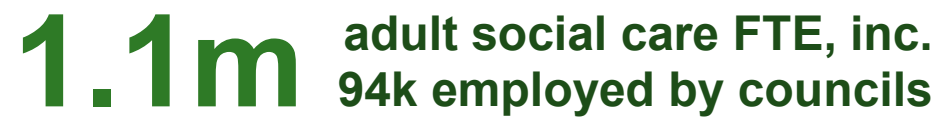
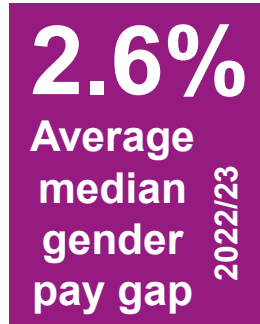
The local government workforce system is vast, varied and often complex, and covered by a wide variety of data collections. This collection of infographics brings the key sources together to shed light on the sector.

**Key facts:**



Sources: ONS, LGA, Skills for Care, DfE, Home Office

2022/23 2022 2019/20 England and Wales





**England  
FTE**

# 912,700 – council staff

(1.18m headcount)

**468,400 council-employed teachers**  
(514k headcount)

Department for Education, 2022/23



**39,500**  
fire and rescue service staff  
(44.6k headcount)

Home Office, 2023




**30.7k**  
firefighters (34.9k headcount)

**94k council-employed ASC staff**

**1.1m**

**Adult social care staff**  
(1.64m headcount; 974k FTE not in council employ)

Skills for Care, 2022/23



Note: this graphic combines a variety of data sources which may not be precisely equivalent.



**67.5k police staff**  
(excluding officers, 73.3k headcount)

Excludes employees of privately funded, further and higher education, and council contractors outside of adult social care

LGA Police Staff Survey, 2023

From **2013 Q4** to **2023 Q4**

Local government headcount fell by

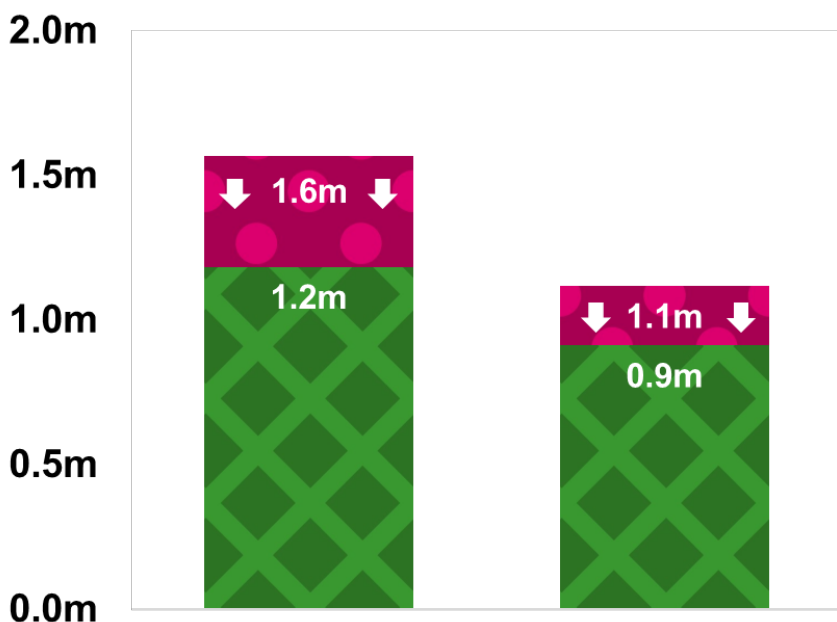
**383,400**

a drop of **24%**

And FTE fell by

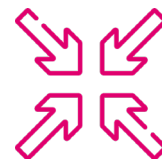
**205,200**

or **18%**



**Headcount**

**FTE**



Temporary and casual employees took the biggest hit:

From **187,600**  
to  
**126,300**

**33%**  
drop in temporary or casual headcount

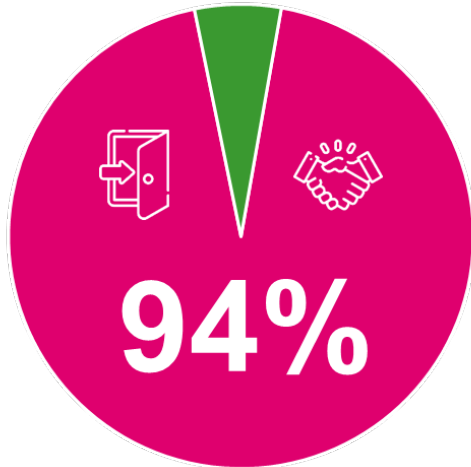
**23%**  
drop in permanent employee headcount

From **1,380,000**  
to  
**1,057,800**

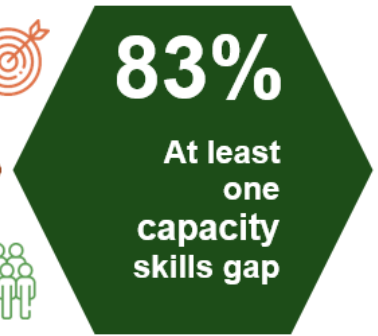
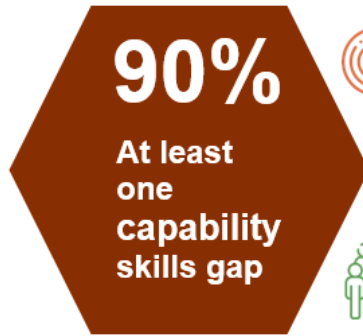


Office for National Statistics (ONS), Quarterly Public Sector Employment Survey (QPSES), Q4 2013 & Q4 2023 (England)

### Recruitment and retention difficulties experienced by

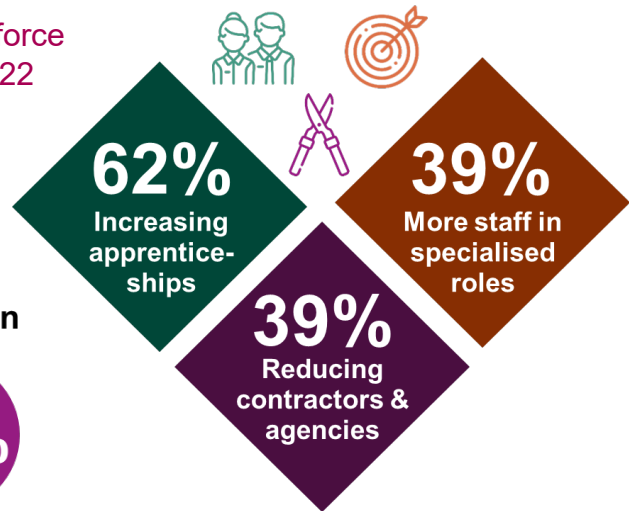


of councils



### Actions taken to address workforce difficulties:

LGA Workforce Survey, 2022



### Difficulties (% of councils)

**Children's social workers**

Recruitment



Retention



**Adult social workers**



**77%** Employ simple annual pay increments

### Recruitment and retention actions considered the most effective:

- Flexible working (27%)**
- Market supplements (21%)**
- Targeted recruitment (14%)**
- Career frameworks (12%)**

### In the adult social care sector:

**152,000 vacant posts (9.9% vacancy rate)**

**28.3% turnover rate**

**Average of 5 years in the sector**

**46% with a relevant qualification**

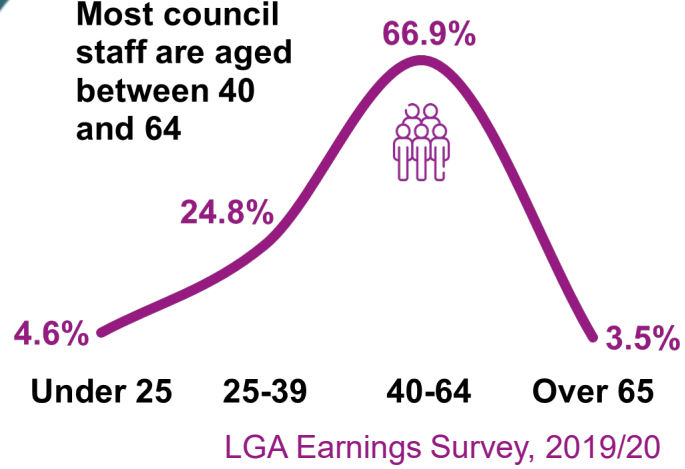
**5.9 sick days per year on average**

Skills for Care, 2022/23

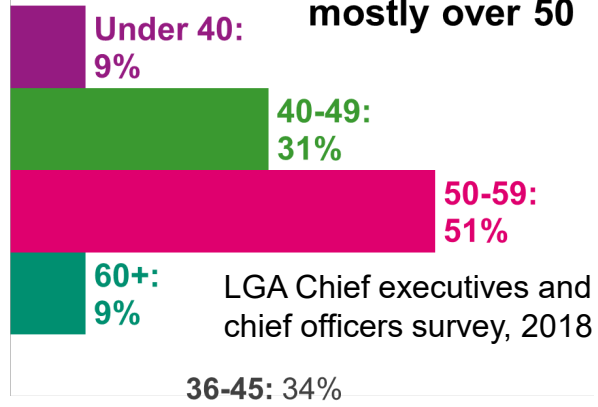
## Age profile

Last updated: August 2024

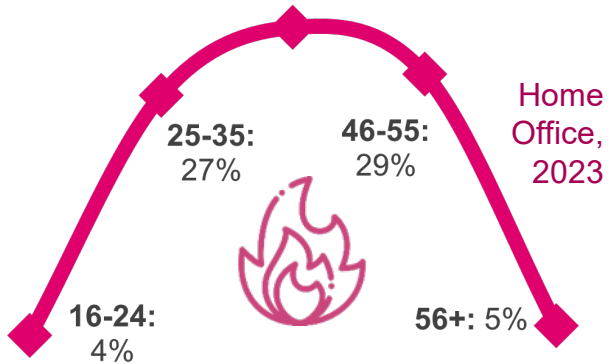
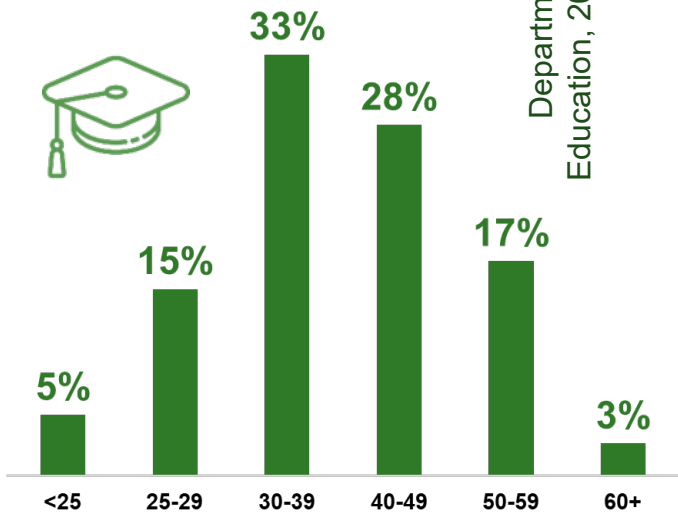
Most council staff are aged between 40 and 64



Senior officers are mostly over 50

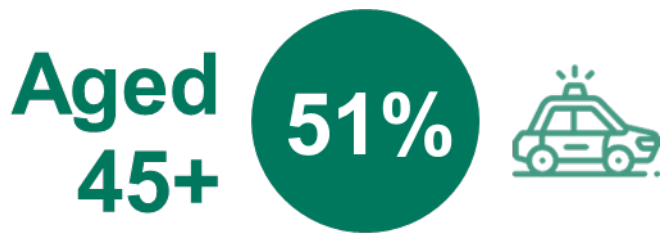


Teachers are younger, with most under 40



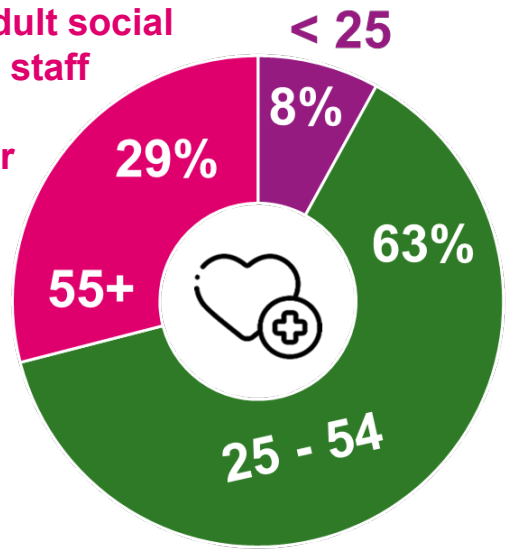
Firefighters tend to be between 30 and 40

Police staff (excluding officers) are largely middle-aged or older



LGA Police staff survey, 2023

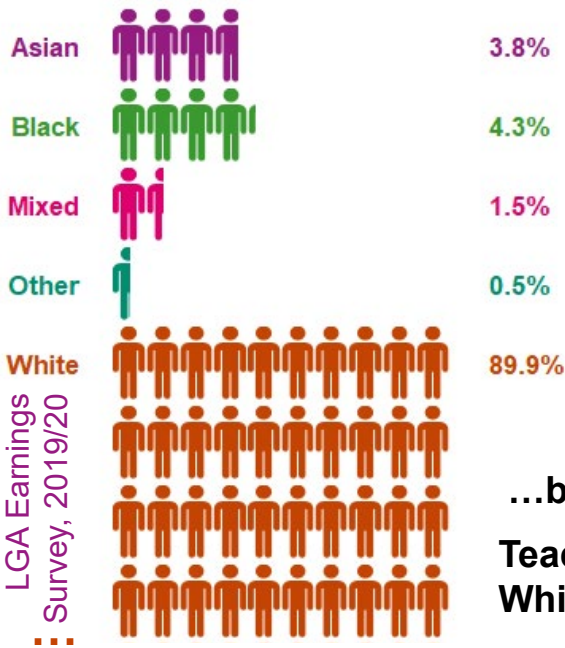
A significant number of adult social care staff are older



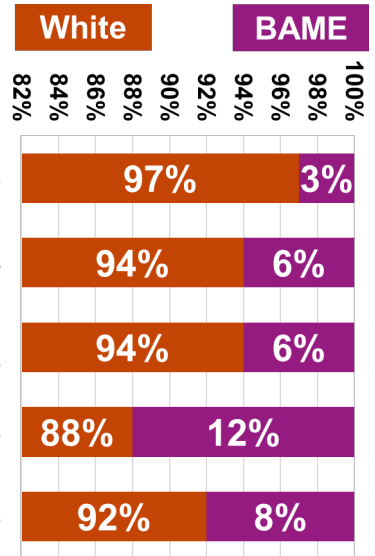
Skills for Care, 2022/23



Local government staff are roughly comparable to the overall population...



LGA Chief executives and chief officers survey, 2018

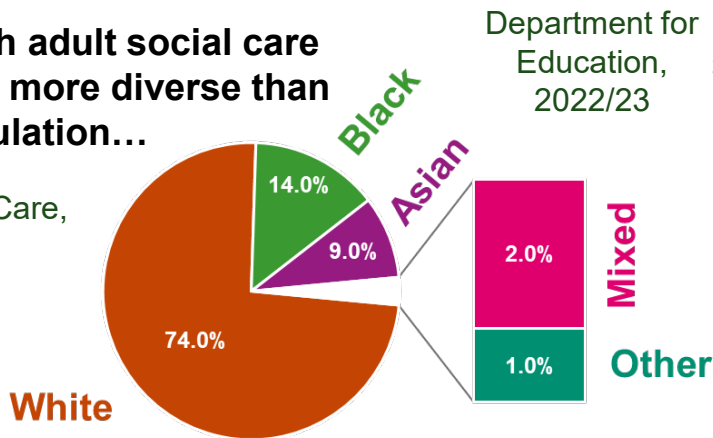


...but senior staff are overwhelmingly White

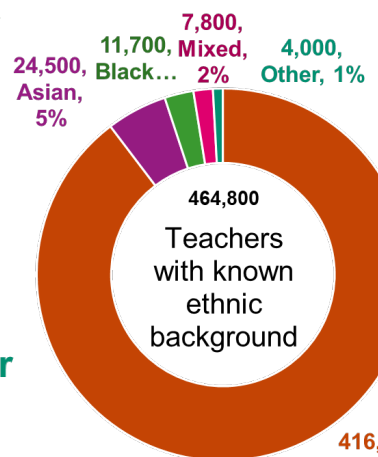
Teachers are somewhat more often White and Asian, and less often Black

Although adult social care staff are more diverse than the population...

Skills for Care, 2022/23



Department for Education, 2022/23



...police and fire staff remain predominantly White



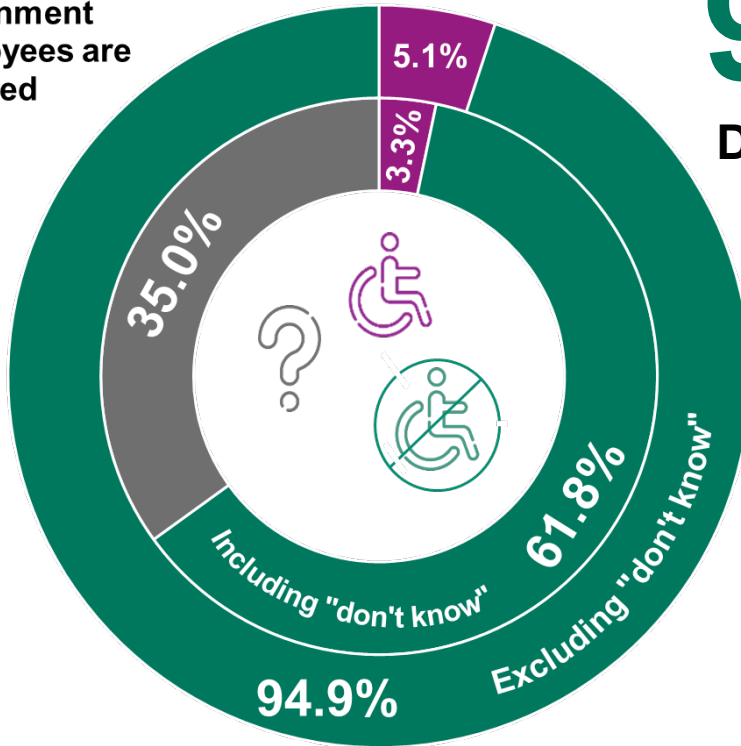
LGA Police staff survey, 2023



Home Office, 2023

A minority of local government employees are disabled

LGA Earnings Survey, 2019/20



**9.8m**

Disabled people in England

**17.7%**  
of the population

Office for National Statistics, 2021 Census



**12%**

**Disabled**

LGA Police staff survey, 2023

**5.1m**

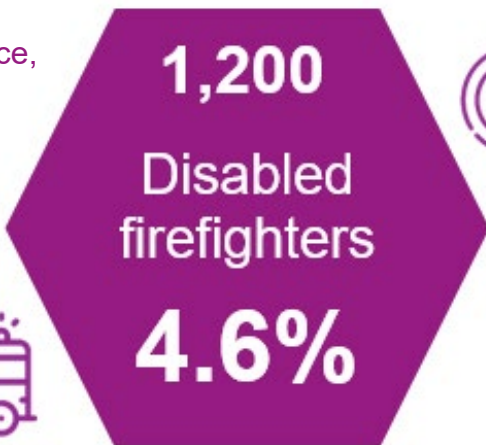
Disabled people in employment (UK)

**16.4%**

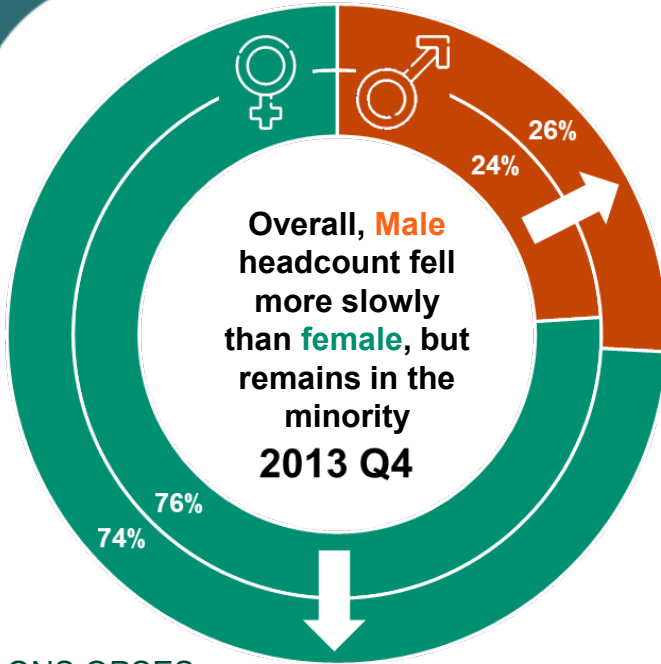
Of all in employment

Department for Work and Pensions, The employment of disabled people 2023

Home Office, 2023



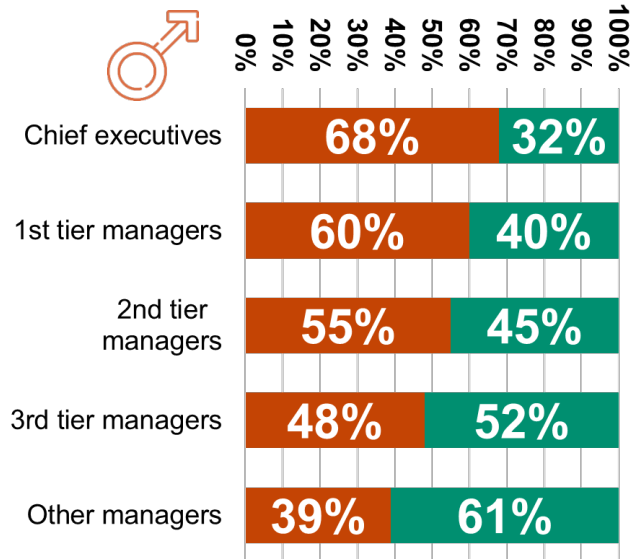
**Not all disabilities are visible, or reflect mobility or physical impairments**



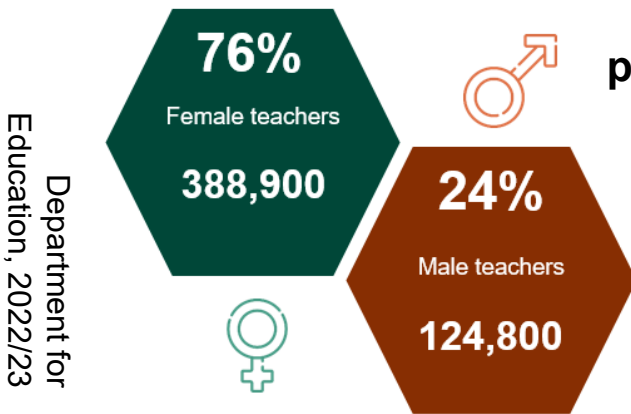
ONS QPSES, Q4 2023

2023 Q4

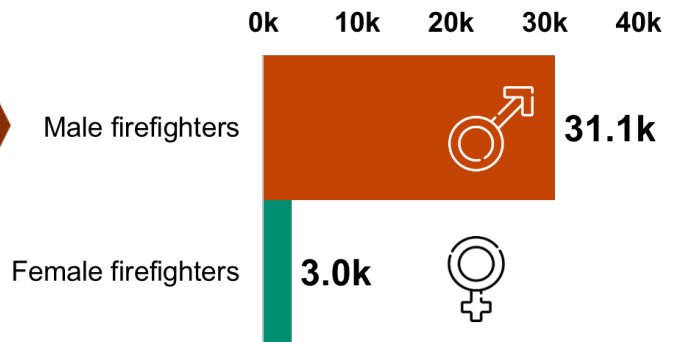
Despite this, men outnumber women in the higher tiers of management



LGA Chief executives and chief officers survey, 2018



Women are a majority in some parts of local government – but a small minority in others



Home Office, 2023

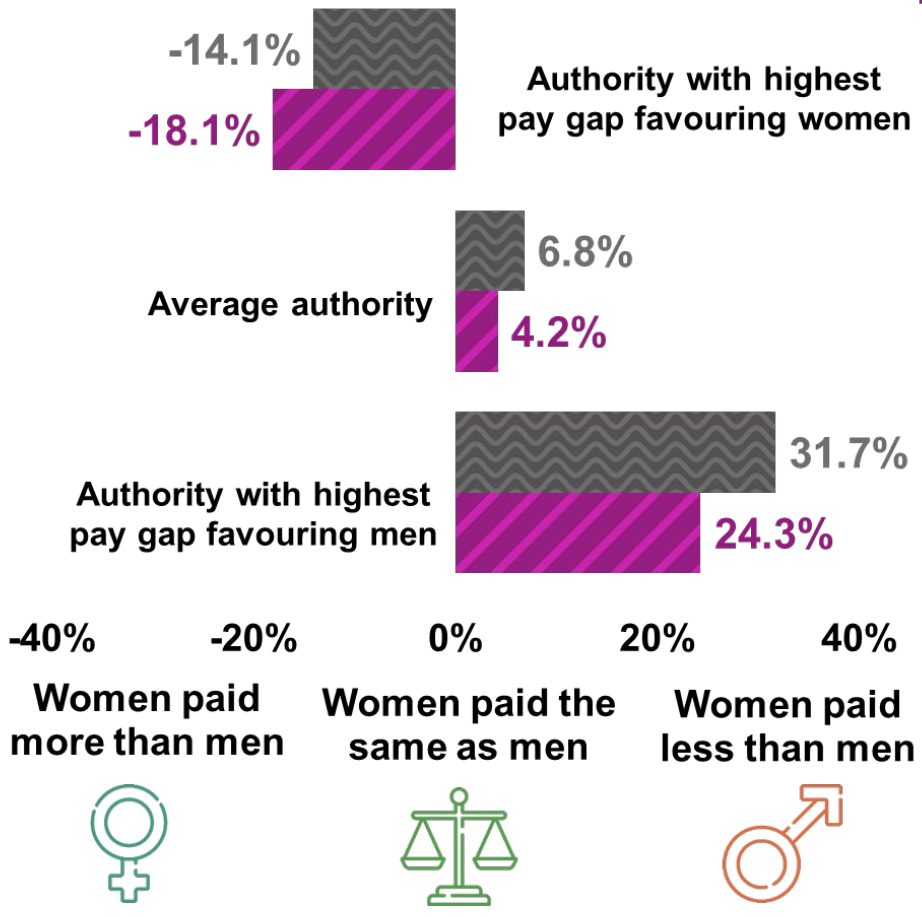


Skills for Care, 2022/23





Average mean local authority pay gap fell by **38%** from **2017/18** to **2022/23**



Government Equalities Office, Statutory Return, 2022/23

Mean averages are useful for an overall indication of the gender pay gap, but can be distorted by very large or small pay rates or bonuses, which the median pay gap avoids

To view data at a local authority level, visit [lginform.local.gov.uk/reports/view/lga-research/lga-research-summary-report-gender-pay-gap](http://lginform.local.gov.uk/reports/view/lga-research/lga-research-summary-report-gender-pay-gap)

Women paid more than men in **22%**  
 Paid the same in **1%**  
 Men paid more than women in **77%**  
**of councils**

Average median local authority pay gap fell by **49%** from **2017/18**

to **2022/23**



-60%   -40%   -20%   0%   20%   40%   60%

Women paid more than men   Women paid the same as men   Women paid less than men



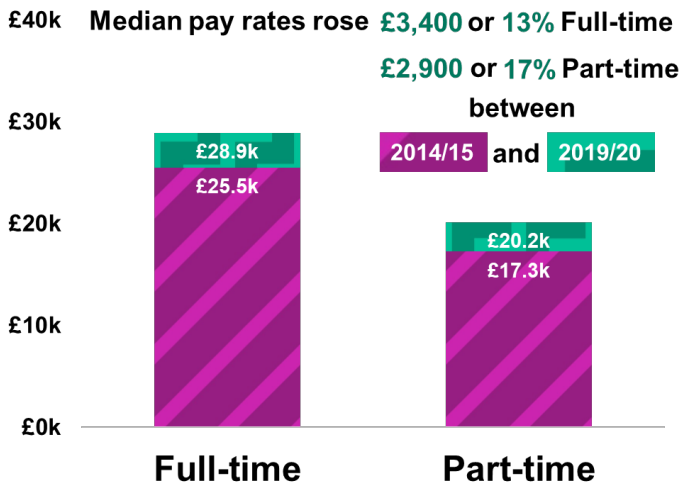
Government Equalities Office, Statutory Return, 2022/23

Median averages give a good indication of a “typical” situation, but might not pick up pay gap issues among the lowest or highest paid employees as effectively as the mean

To view data at a local authority level, visit [lginform.local.gov.uk/reports/view/lga-research/lga-research-summary-report-gender-pay-gap](http://lginform.local.gov.uk/reports/view/lga-research/lga-research-summary-report-gender-pay-gap)

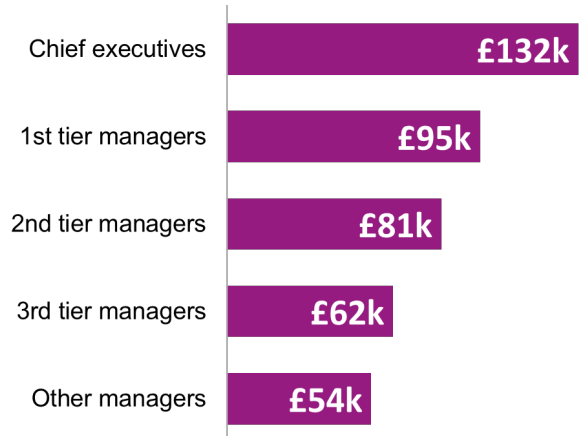
Women paid more than men in **31%**  
 Paid the same in **13%**  
 Men paid more than women in **57%**

**of councils**



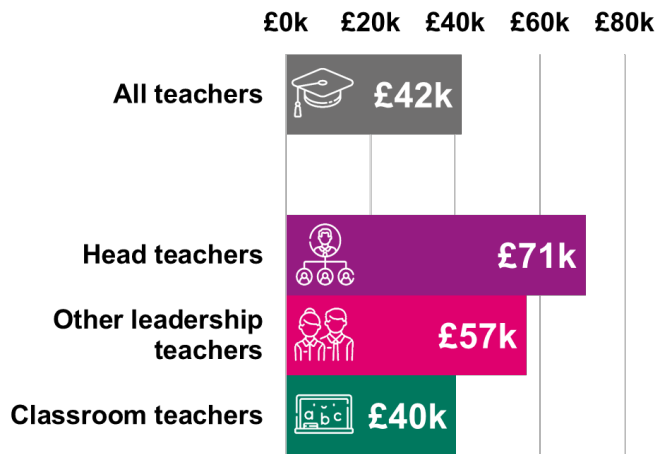
LGA Earnings Survey, 2019/20

### Median salaries of senior officers



LGA Chief executives and chief officers survey, 2018

### Teachers' median pay



Department for Education, 2022/23

# £39,694

Average basic annual salary for wholetime firefighters



Gross annual pay: £44,050

# £4,822

Average annual retainer



Gross annual pay (retained staff): £9,823

LGA Fire Workforce Survey, 2023



# £30,000

Average annual basic police salary

£30,600 full-time, £27,500 part-time

LGA Police staff survey, 2023



# £21,300

Average FTE annual pay adult social care staff (independent sector)

Skills for Care, 2022/23

National Employers,  
Local Government  
Sector Pay Offer,  
England and  
Wales,  
2023/24



**18.6bn**

**Total gross council pay bill**



**Including**

**£0.5bn** – additional elements,  
e.g. overtime, shift premium,  
bonuses and incentives

**£18.1bn** basic pay bill  
excluding additional  
elements



**£101m**  
part-time

**£1.1bn** –  
total fire pay  
bill (£1bn  
full-time)

**£2.3bn** – total gross  
police pay bill

**£2bn** – basic pay bill

LGA Police Staff Survey, 2023



**£258m**  
additional pay



**Down**

**24%**

or **£5.9bn**

from **£24.5bn**

in **2014/15**

Fire estimates from latest NJC survey, plus subsequent pay awards

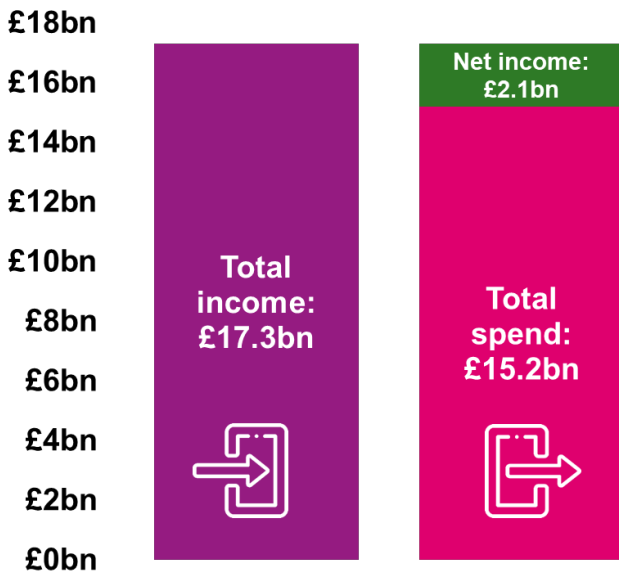
Among the largest pension schemes in the UK, the LGPS is administered by 86 local pension funds across England and Wales.

**Employers' contribution**

**£8.4bn**

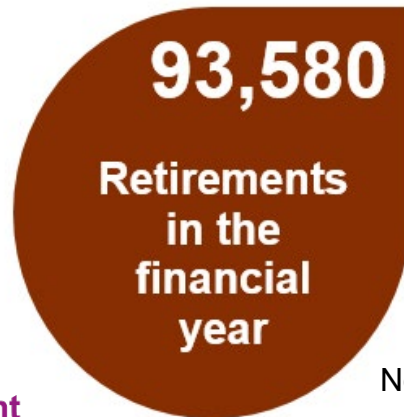
**Employees' contribution**

**£2.8bn**

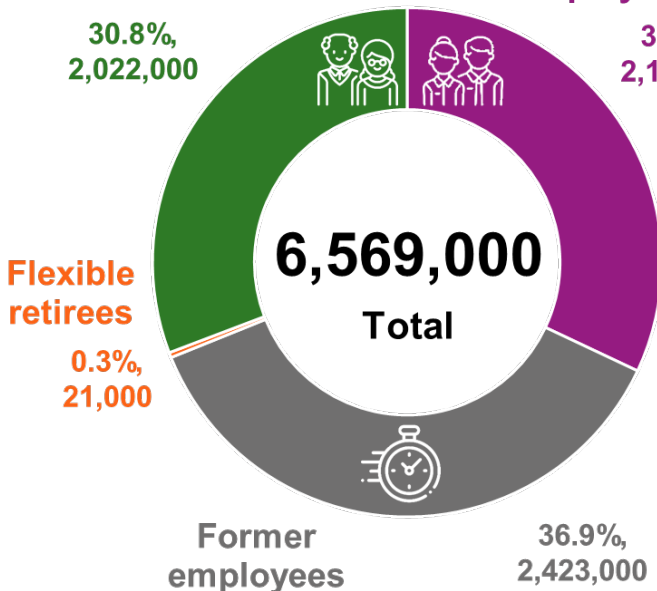


**Pensioners**

**Current employees**

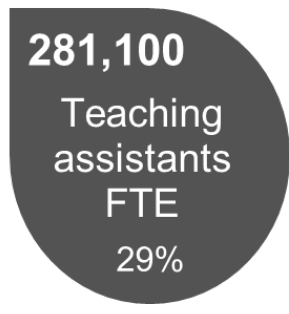
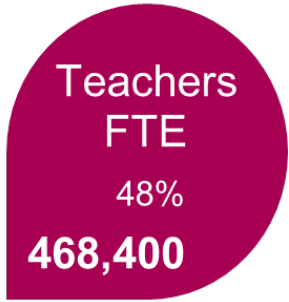


Note: these figures do not separate local government employees from other kinds of employees who belong to the scheme.

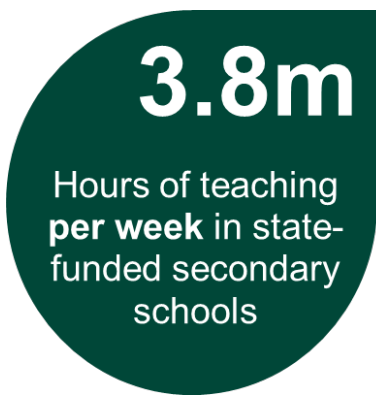
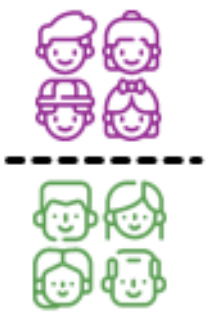


Ministry for Housing, Communities and Local Government, 2022/23



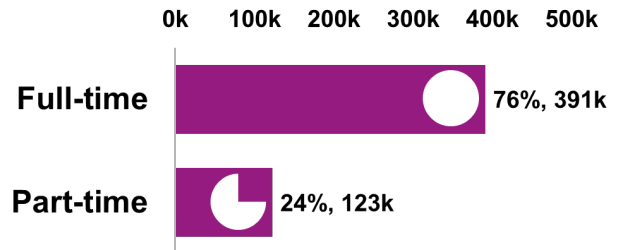
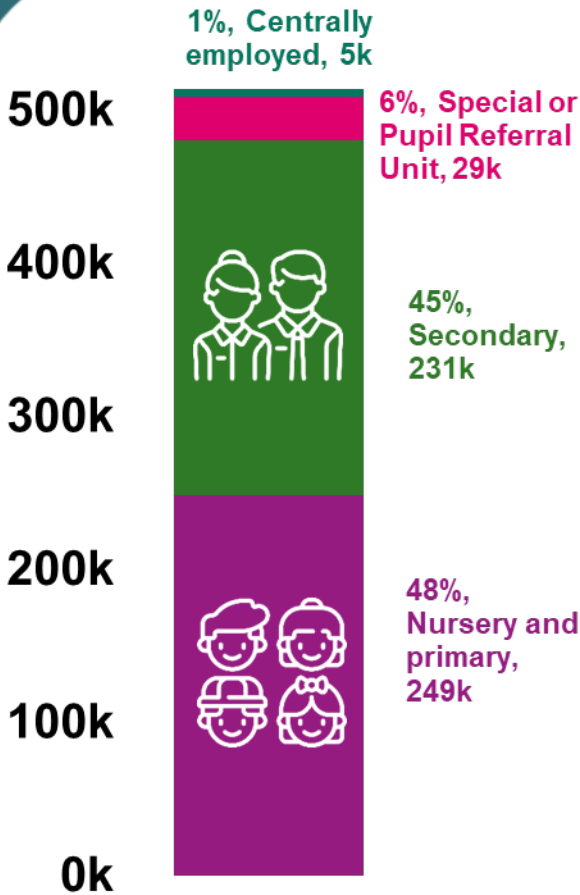


**Schools and teachers have increased whilst many local government posts have fallen...**



**...but vacancies and temporary posts are an increasing issue**

Department for Education, School workforce statistics, 2022/23



**76% Female**

**90% White**

**53% Under 40**

**£41.6k**  
Median  
teacher pay

Department for Education, School workforce statistics, 2022/23



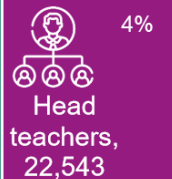
**86%**

**A large majority of teachers are frontline educators at primary and secondary schools**

**Classroom teachers, 440,109**



**6%**  
Assistant head teachers, 32,439

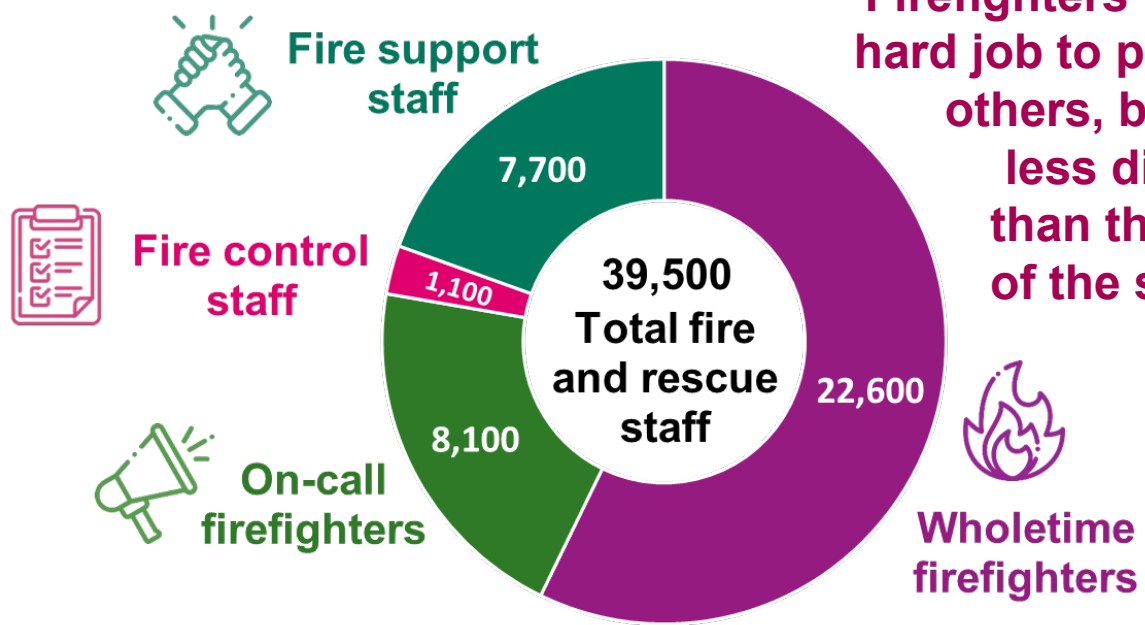


**4%**  
Head teachers, 22,543



**4%**  
Deputy head teachers, 18,816

**Firefighters face a hard job to protect others, but are less diverse than the rest of the sector**



**91% Male**      **91% Aged 25-55**  
**92% White**      **95% Not disabled**  
 (excluding not stated)

Personnel injured  
**2,424**

**£39,700**  
 Avg. basic annual salary, wholetime firefighters

**34.9k**  
 Firefighters headcount

**1,030**  
 Attacks on firefighters on duty

Total headcount  
**44.6k**

LGA Fire Workforce Survey, 2023

Home Office, 2023

**Headcount:  
Full-time**

**Part-time**



**Total  
73.3k**

Police staff provide a vital role in supporting the nation's police officers

0k      20k      40k      60k      80k

LGA Police Staff Survey, 2023

**67.5k**  
Police staff FTE excluding officers

**£30k**  
Average annual basic police salary

Note: these figures exclude police officers, as officers have different pay arrangements outside the purview of local government. To access reliable statistics on the police workforce including officers, see the Home Office's [police workforce England and Wales statistics](#)

**Female**

**63%**

**95%**

**White**

**Aged 45+**

**51%**

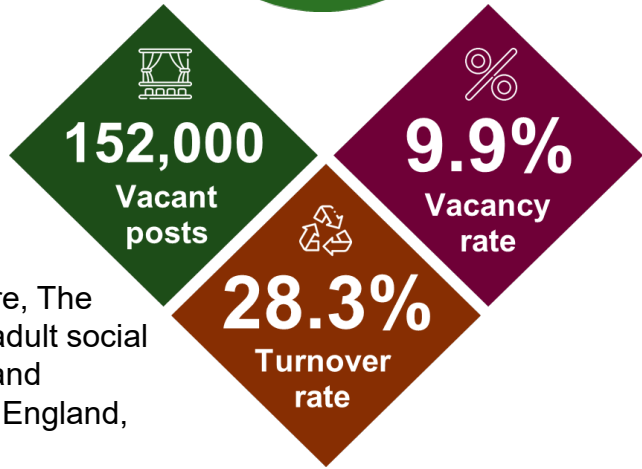
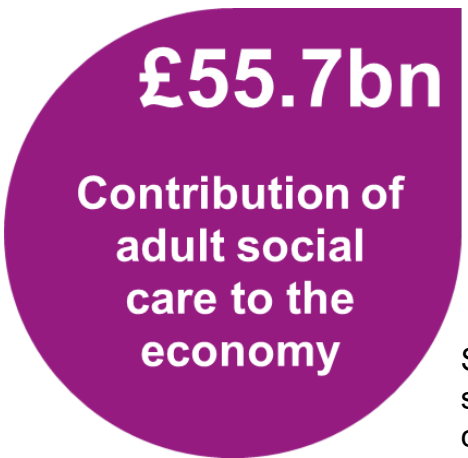
**12%**

**Disabled**

	Headcount	FTE
Local authority	104,900	93,900
Independent	1,155,000	945,000
Direct payments	130,000	29,000
Direct payments employers	69,000	



By far the biggest employer funded by local government, the social care sector needs even more staff in future to keep pace with skyrocketing demands



Skills for Care, The state of the adult social care sector and workforce in England, 2022/23





81%



**Female**



19%



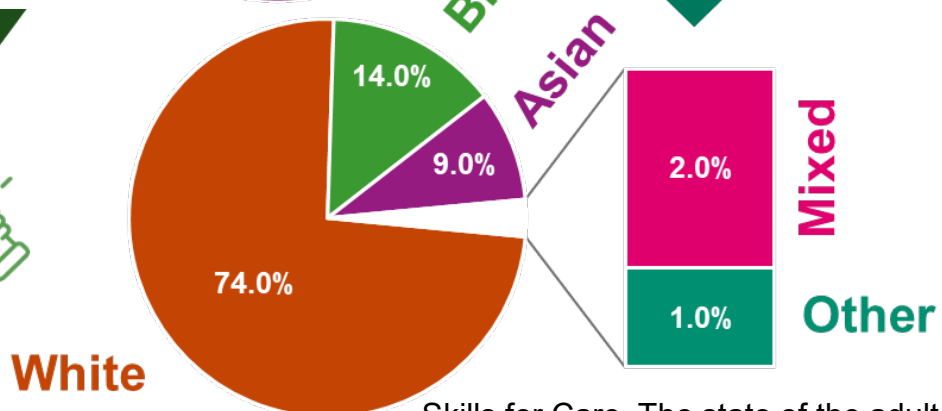
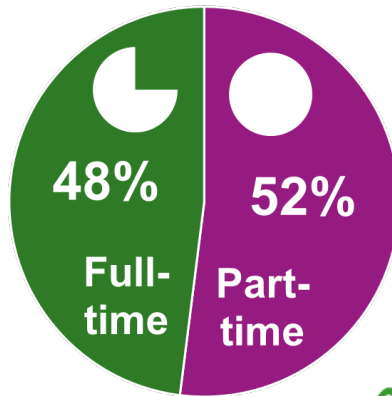
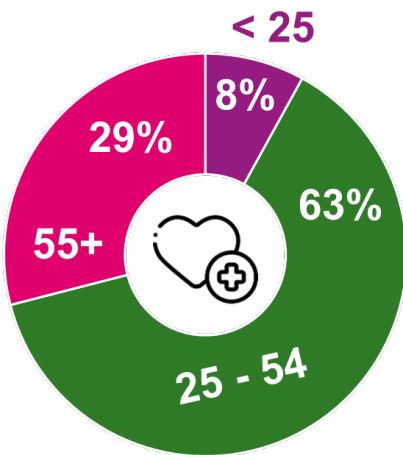
**Male**

With a relevant social care qualification

**46%**



Social care staff are largely female, diverse in age and ethnicity, experienced and qualified, and use a range of working patterns



Skills for Care, The state of the adult social care sector and workforce in England, 2022/23

