

Committee/Meeting: HR Committee	Date: 27 th March 2013	Classification: Unrestricted	Report No: 3.2
Report of: Corporate Director (Resources) Originating officer(s) Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Quarterly report – new starters Wards Affected: All	

Lead Member	Cabinet Member for Resources
Community Plan Theme	All
Strategic Priority	Work efficiently and effectively as one Council

1. **SUMMARY**

- 1.1 At its meeting on 29th February 2012, HR Committee requested that a regular report be submitted providing details of new starters to the Council.
- 1.2 The HR Committee on 14th November 2012 considered a report with details of new starters (by directorate) between January and March 2012 and April to June 2012. The report excluded those members of staff who had moved between posts within the Council).
- 1.3 The HR Committee due to take place on 14th January 2013 was postponed. Accordingly this report provides information on new starters for the period July to September 2012 and for October to December 2012.
- 1.4 The appendices do not include agency staff, only staff that are directly employed by the Council.

2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

- 2.1 Consider the report, which is provided for information.

3. **REASONS FOR THE DECISIONS**

- 3.1 The report is provided for information.

4. ALTERNATIVE OPTIONS

4.1 There are no alternative options.

5. BACKGROUND

5.1 In line with the request by the HR Committee on 29 February 2012 to receive regular quarterly reports, which provide details of new starters (post title, directorate, details of service area) and breakdown by the equality strands, this report is submitted to the HR Committee for information.

6. BODY OF REPORT

6.1 Information with regards to the numbers of new starters for the last 4 quarters, and the equality breakdown of those new starters in the latest two quarters, are included in the appendices to this report.

6.2 Appendix 1 and Appendix 2 have been considered by the HR Committee previously. They provide the relevant details on new starters (excluding those existing staff that moved between posts) from January to March 2012 and from April to June 2012.

6.3 Appendix 3 provides the relevant details of new starters (excluding those existing staff that moved between posts) from July to September 2012.

6.4 Appendix 4 provides the relevant details of the new starters (excluding those existing staff that moved between posts) from October to December 2012.

6.5 Analysis of new starters for the third and fourth quarters of 2012 are given as Appendix 5 and 6.

6.6 The latest quarters (July to September 2012 and October to December) saw the number of new starters fall to 91 (July – Sept) then rise to 149 (Oct – Dec), compared to 134 new starters between April to June 2012. The reasons for this are the impact of the Olympic Games, with a proportion of recruitment that would have taken place during summer being delayed, the normal reduced levels of recruitment over the summer period, and TUPE transferred staff entering the workforce.

6.7 In July to September 2012, there were 58 women appointed and 33 men. A total of 24 Asian staff were appointed during the same period, with 18 of these Bangladeshi, compared to 40 white staff and 18 black.

6.8 In October to December 2012, there were 71 women appointed and 78 men. A total of 64 Asian staff were appointed during the same period, with 54 of these Bangladeshi, compared to 45 white staff and 24 black staff.

6.9 While the appointments detailed above have an impact on the Council's workforce to reflect the community targets, this is only one factor and the numbers of people exiting the organisation will also have an impact.

7. COMMENTS OF THE CHIEF FINANCIAL OFFICER

7.1 There are no financial implications as a direct result of this report.

8. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

8.1 There are no legal issues to consider as part of this report.

9. ONE TOWER HAMLETS CONSIDERATIONS

9.1 There are no equalities considerations – all posts are recruited to on merit.

New starters have an impact on the Council's targets with regards to achieving a Workforce to Reflect the Community.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

12.1 There are no implications.

13. EFFICIENCY STATEMENT

13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

Appendix 1 - new starters (January to March 2012)

Appendix 2 - new starters (April to June 2012)

Appendix 3 - new starters (July to September 2012)

Appendix 4- new starters (October to December 2012)

Appendix 5- equality and grade breakdown of new starters (July to September 2012)

Appendix 6- equality and grade breakdown of new starters (October to December 2012)

Local Government Act, 1972 Section 100D (As amended)
List of “Background Papers” used in the preparation of this report

Brief description of “background papers”	Name and telephone number of holder and address where open to inspection.
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Appendix 1

Appendix 1 (note that names have been withheld as they are classified as personal data under the Data Protection Act 1998)				
Start Date	Post description	Directorate	Division	Service
03/01/12	Deputy Electoral & Operations Manager	Chief Executive	Assistant Chief Executive Legal Services	Elections
29/02/12	Political Advisor to the Mayor	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
20/02/12	Training Officer (ICT)	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
09/01/12	Graduate Trainee	Resources	Human Resources & Workforce Development	Operations
01/02/12	Desktop Specialists	Resources	Customer Access & ICT	Information Communication Technology
01/02/12	Desktop Specialist	Resources	Customer Access & ICT	Information Communication Technology
01/02/12	Desktop Specialist	Resources	Customer Access & ICT	Information Communication Technology
27/02/12	Appeals Officer	Resources	Customer Access & ICT	Benefits Services
04/01/12	Benefits Visiting Workflow Supp Officer	Resources	Customer Access & ICT	Benefits Services
27/02/12	Benefits Visiting Officer	Resources	Customer Access & ICT	Benefits Services
20/02/12	Benefits Visiting Officer	Resources	Customer Access & ICT	Benefits Services
27/02/12	Benefits Visiting Officer	Resources	Customer Access & ICT	Benefits Services
19/03/12	Head Of Environmental Protection	CLC	Safer Communities	Env Health & Env Protection
06/02/12	Contaminated Land Technical Officer	CLC	Safer Communities	Env Health & Env Protection
20/02/12	Environmental Health Officer	CLC	Safer Communities	Env Health & Env Protection
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Civil Enforcement Officer	CLC	Public Realm	Parking
09/01/12	Local Street Care Contracts Manager	CLC	Public Realm	Clean and Green
01/01/12	Multi Sports Coach (Disability)	CLC	Culture, Learning and Leisure	Sports and Physical Activity
06/02/12	Assistant Programme Manager	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/02/12	Sessional Tutor (LLL) ESOL	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
05/01/12	Casual Tutor Photography Digital	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/02/12	ESOL Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
10/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
10/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
16/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
16/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/04/12	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
27/02/12	Money Advisor	D&R	Housing Options	Options and Prevention and Assessments
01/01/12	Doc Management & Data Entry Assistant	D&R	Resources	Management Systems
10/01/12	Temp Major Proj Dev. Planner Asset Plann	D&R	Planning & Building Control	Development
20/03/12	Working Start Trainee	D&R	Economic Development & Olympic Legacy	Employment and Enterprise
20/03/12	Working Start Trainee	D&R	Economic Development & Olympic Legacy	Employment and Enterprise
03/01/12	Asset Manager (Commercial)	D&R	Asset Management	Estates and Valuation
26/03/12	Activity Instructor 01	CS&F	Youth and Community Learning	Youth and Connexions Services
05/03/12	Activity Instructor 01	CS&F	Youth and Community Learning	Youth and Connexions Services
27/02/12	Community Cohesion Support Officer	CS&F	Youth and Community Learning	Community Languages
01/01/12	Part Time Mother Tongue Tutor 38	CS&F	Youth and Community Learning	Community Languages
01/01/12	Part Time Mother Tongue Tutor 46	CS&F	Youth and Community Learning	Community Languages
01/01/12	Part Time Mother Tongue Tutor 49	CS&F	Youth and Community Learning	Community Languages
20/02/12	Part Time Mother Tongue Tutor 3	CS&F	Youth and Community Learning	Community Languages

Appendix 1 (continued)

12/03/12	Looked After Children Co-ordinator 08	CS&F	Children's Social Care	Child Protection and Reviewing
09/01/12	Social Worker Permanent Placement 07	CS&F	Children's Social Care	Children's Resources
12/03/12	D Social Worker Fostering Support 06	CS&F	Children's Social Care	Children's Resources
03/01/12	Residential Support Worker (R &O) 01	CS&F	Children's Social Care	Children's Resources
09/01/12	Residential Support Worker (O&D) 00	CS&F	Children's Social Care	Children's Resources
16/04/12	Outreach Social Worker	CS&F	Children's Social Care	Children's Resources
21/02/12	Family Link Support Worker (Casual)	CS&F	Children's Social Care	Integ Servs Children with Disabilities
02/02/12	Family Link Support Worker (Casual)	CS&F	Children's Social Care	Integ Servs Children with Disabilities
05/03/12	Social Worker (BPN) 04	CS&F	Children's Social Care	Family Support & Protection
06/02/12	Social Worker (BPN) 06	CS&F	Children's Social Care	Family Support & Protection
20/02/12	Social Worker (BGE) 01	CS&F	Children's Social Care	Family Support & Protection
01/02/12	Social Worker (PSI) 05	CS&F	Children's Social Care	Family Support & Protection
09/01/12	Information Systems Analyst	CS&F	Resources	Children's Information Systems
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner Chargehand	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Cleaner	CS&F	Resources	Contract Services
23/01/12	Admin Assistant (Off Site Units) 2	CS&F	Learning & Achievement	Pupil Referral Unit
16/04/12	THAMES TUTOR SATURDAY	CS&F	Learning & Achievement	Music Service/Arts Education
16/04/12	THAMES TUTOR B	CS&F	Learning & Achievement	Music Service/Arts Education
16/04/12	THAMES TUTOR A	CS&F	Learning & Achievement	Music Service/Arts Education
16/03/12	THAMES TUTOR SATURDAY	CS&F	Learning & Achievement	Music Service/Arts Education
16/03/12	THAMES TUTOR B	CS&F	Learning & Achievement	Music Service/Arts Education
16/03/12	THAMES TUTOR A	CS&F	Learning & Achievement	Music Service/Arts Education
16/04/12	THAMES TUTOR SATURDAY	CS&F	Learning & Achievement	Music Service/Arts Education
16/04/12	THAMES TUTOR B	CS&F	Learning & Achievement	Music Service/Arts Education
16/04/12	THAMES TUTOR A	CS&F	Learning & Achievement	Music Service/Arts Education
26/01/12	THAMES Tutor Saturday	CS&F	Learning & Achievement	Music Service/Arts Education
26/01/12	Thames Tutor B	CS&F	Learning & Achievement	Music Service/Arts Education
26/01/12	Thames Tutor A	CS&F	Learning & Achievement	Music Service/Arts Education
16/03/12	THAMES TUTOR SATURDAY	CS&F	Learning & Achievement	Music Service/Arts Education
16/03/12	THAMES TUTOR B	CS&F	Learning & Achievement	Music Service/Arts Education
06/01/12	Casual Childcare Worker	CS&F	Learning & Achievement	Early Years Service
12/03/12	Child Care Officer (MSCC) 8	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
30/01/12	Child Care Officer (GGCC) 10	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
06/02/12	Child Care Officer (GGCC) 6	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
13/03/12	Child Care Officer (GGCC) 4	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
03/01/12	Play and Learning Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
09/01/12	Family Support Worker	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
06/02/12	Play and Learning Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
16/01/12	Play and Learning Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
03/01/12	Play and Learning Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
01/02/12	Family Support Worker	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
26/03/12	Play & Learning Lead (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
09/01/12	Play and Learning Worker (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
03/01/12	Children's Centre Social Worker (NE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
09/01/12	Play and Learning Worker (NE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
16/01/12	Play and Learning Worker (NE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
02/04/12	Play and Learning Worker (NW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
16/04/12	Teacher Inclusion Support - Sensory Impa	CS&F	Learning & Achievement	Support For Learning Service
01/01/12	Teacher for Inclusion Support - SI	CS&F	Learning & Achievement	Support For Learning Service
29/02/12	Part Time Mother Tongue Tutor 44	CS&F		Detached Posts - Reporting Purposes
20/03/12	SAB Co-Ordinator	AH&W	Adults Social Care Services	
03/01/12	Occupational Therapist - Equipment Revie	AH&W	Adults Social Care Services	First Response & First Respons Hosp Unit
20/02/12	Senior First Response Officer -OT	AH&W	Adults Social Care Services	First Response & First Respons Hosp Unit
03/01/12	Kitchen/Domestic Assist (Russia Lane DC)	AH&W	Adults Social Care Services	Reablement and Resources
03/01/12	Rehabilitation Officer 00	AH&W	Adults Social Care Services	Longer Term Support

Appendix 2 (continued)

30 Apr 2012	Social Worker	CL&F	Children's Social Care	Children's Resources
20 Jun 2012	D Social Worker Adoption Support Team 3	CL&F	Children's Social Care	Children's Resources
10 Apr 2012	D Admin. Officer Adoption Supp. 1	CL&F	Children's Social Care	Children's Resources
16 Apr 2012	Outreach Social Worker	CL&F	Children's Social Care	Children's Resources
23 Apr 2012	Leaving Care/Personal Advisor 09	CL&F	Children's Social Care	Children Looked After and Leaving Care
12 May 2012	Family Link Support Worker (Casual)	CL&F	Children's Social Care	Integ Servs Children with Disabilities
3 Apr 2012	Family Link Support Worker (Casual)	CL&F	Children's Social Care	Integ Servs Children with Disabilities
12 May 2012	Family Link Support Worker (Casual)	CL&F	Children's Social Care	Integ Servs Children with Disabilities
28 Jun 2012	Building Attendant	CL&F	Children's Social Care	Family Support & Protection
28 Apr 2012	Casual MOW Driver (Weekday)	CL&F	Resources	Contract Services
16 Apr 2012	Teaching Assistant	CL&F	Learning & Achievement	Pupil Referral Unit
21 May 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
21 May 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
10 May 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
10 May 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
10 May 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
30 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
30 Apr 2012	THAMES Tutor B	CL&F	Learning & Achievement	Music Service/Arts Education
28 May 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
28 May 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
28 May 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
25 Jun 2012	Thames Tutor A	CL&F	Learning & Achievement	Music Service/Arts Education
25 Jun 2012	Thames Tutor B	CL&F	Learning & Achievement	Music Service/Arts Education
25 Jun 2012	Thames Tutor Saturday	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
12 Jun 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
12 Jun 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
12 Jun 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
25 May 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
25 May 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
25 May 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
30 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
23 Apr 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
21 May 2012	THAMES TUTOR SATURDAY	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR A	CL&F	Learning & Achievement	Music Service/Arts Education
16 Apr 2012	THAMES TUTOR B	CL&F	Learning & Achievement	Music Service/Arts Education
28 May 2012	Family Support Worker (SW)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
8 May 2012	Play and Learning Worker (SE)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
12 Jun 2012	Play and Learning Worker (Mamer)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
14 May 2012	Play and Learning Worker (NE)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
1 May 2012	Play and Learning Worker (NE)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
11 Jun 2012	Family Support Worker (NW)	CL&F	Learning & Achievement	Learning and Achievement - Birth to 11
16 Apr 2012	Teacher Inclusion Support - Sensory Impa	CL&F	Learning & Achievement	Support For Learning Service
14 May 2012	Business Support Officer	AH&W	Adults Social Care Services	
30 Apr 2012	Day Centre Officer (Russia Lane) 3	AH&W	Adults Social Care Services	Reablement and Resources
18 Jun 2012	Day Centre Officer (Poplar DC)) 2	AH&W	Adults Social Care Services	Reablement and Resources

Appendix 3

Appendix 3. (Note that names have been withheld as they are classified as personal data under the Data Protection Act 1998)				
LBTH Start	Post Description	Directorate	Division	Service
16 July 2012	Social Worker Mental Health (BAN) 3	AH&W	Adults Social Care Services	Community Mental Health Services
24 September 2012	Day Opportunites Project Officer	AH&W	Commissioning and Strategy	Strategic Commissioning
02 July 2012	Committee Services Manager	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
27 August 2012	Committee Officer	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
03 September 2012	A Senior Committee Officer	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
01 July 2012	Assessment & Intervention Team Manager 0	CS&F	Children's Social Care	Assessment & Early Intervention
13 August 2012	Practice Manager 00	CS&F	Children's Social Care	Assessment & Early Intervention
10 September 2012	Family Centre Social Worker	CS&F	Children's Social Care	Assessment & Early Intervention
13 September 2012	Family Centre Social Worker	CS&F	Children's Social Care	Assessment & Early Intervention
23 July 2012	Team Manager	CS&F	Children's Social Care	Children Looked After and Leaving Care
28 August 2012	Social Worker	CS&F	Children's Social Care	Family Support & Protection
10 September 2012	Social Worker (BPN) 01	CS&F	Children's Social Care	Family Support & Protection
10 September 2012	Social Worker	CS&F	Children's Social Care	Family Support & Protection
27 September 2012	Family Link Support Worker (Casual)	CS&F	Children's Social Care	Integ Servs Children with Disabilities
09 July 2012	Case Manager-Court Team	CS&F	Children's Social Care	Youth Offending Team Service
25 September 2012	Careers Adviser	CS&F	Learning & Achievement	Careers Service
25 September 2012	Careers Adviser	CS&F	Learning & Achievement	Careers Service
25 September 2012	Careers Adviser	CS&F	Learning & Achievement	Careers Service
01 September 2012	Educational Psychologist 6	CS&F	Learning & Achievement	Education Psychology
01 September 2012	Admin Support Officer	CS&F	Learning & Achievement	Education Psychology
01 September 2012	Educational Psychologist 6	CS&F	Learning & Achievement	Education Psychology
26 September 2012	Educational Psychologist	CS&F	Learning & Achievement	Education Psychology
03 July 2012	Play and Learning Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
23 July 2012	Holiday Childcare Scheme Worker	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
23 July 2012	Holiday Childcare Scheme Worker	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
23 July 2012	Holiday Childcare Scheme Early Years Wkr	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
16 July 2012	Play & Learning Lead (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
27 August 2012	Children's Centre Social Worker (SE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
03 September 2012	Office Assistant/Receptionist (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
17 September 2012	Office Assistant&Receptionist (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
21 September 2012	Project Worker -Early Learning for 2 y/o	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
01 September 2012	THAMES TUTOR A	CS&F	Learning & Achievement	Music Service/Arts Education
03 September 2012	Admissions Assistant	CS&F	Learning & Achievement	Pupil Admissions and Exclusions
03 September 2012	Admissions Officer	CS&F	Learning & Achievement	Pupil Admissions and Exclusions
01 September 2012	Head Of Pupil Referral Unit	CS&F	Learning & Achievement	Pupil Referral Unit
03 September 2012	Teacher	CS&F	Learning & Achievement	Pupil Referral Unit
03 September 2012	Teaching Assistant (Harpley)	CS&F	Learning & Achievement	Pupil Referral Unit
03 September 2012	Teaching Assistant	CS&F	Learning & Achievement	Pupil Referral Unit
01 September 2012	Teacher (Pupil Tuition) 8	CS&F	Learning & Achievement	Pupil Referral Unit
03 September 2012	Teaching Assistant	CS&F	Learning & Achievement	Pupil Referral Unit
03 September 2012	Teaching Assistant	CS&F	Learning & Achievement	Pupil Referral Unit
01 September 2012	Primary School Librarian	CS&F	Learning & Achievement	School Improvement Secondary
01 July 2012	Teacher for Inclusion Support (SLS)	CS&F	Learning & Achievement	Support For Learning Service
20 September 2012	Schools ICT Engineer	CS&F	Resources	Children's Information Systems
31 August 2012	Early GCSE Exam Admin Officer	CLC	Culture, Learning and Leisure	Community Languages
10 September 2012	ESOL Lecturer	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
01 September 2012	Tutor Ballet	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
17 August 2012	Tutor Creative Writing	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
17 August 2012	Tutor Creative Writing	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
10 September 2012	Tutor Silver Jewellery Maker	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
17 August 2012	Tutor Creative Writing	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
17 August 2012	Tutor Creative Writing	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24 September 2012	Tutor Web Design	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
28 September 2012	Skills for Life Tutor ESOL Specialist	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
28 September 2012	Lecturer Qulified	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
28 September 2012	Skills for Life Tutor ESOL Specialist	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
17 September 2012	Tutor Yoga	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24 September 2012	Tutor Chinese Mandarin	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
10 September 2012	Tutor Guitar	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24 September 2012	Tutor Accounts	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24 September 2012	Tutor Chinese Mandarin	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
28 September 2012	ESOL Advice Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24 September 2012	Tutor ICT	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20 August 2012	Streetworks Coordinator	CLC	Public Realm	Transportation & Highways
05 September 2012	Graduate Engineer	CLC	Public Realm	Transportation & Highways
05 September 2012	Graduate Engineer	CLC	Public Realm	Transportation & Highways
05 September 2012	Graduate Engineer	CLC	Public Realm	Transportation & Highways
01 August 2012	DV/HC Manager	CLC	Safer Communities	Community Safety
03 September 2012	Licensing Officer	CLC	Safer Communities	Consumer & Business Regulations
30 July 2012	Peer Education Worker	CLC	Safer Communities	Youth and Connexions Services
01 August 2012	Principal Accountant	CLC	Strategy, Resources & Olympic Impacts	Finance & Resources
13 August 2012	Contact Centre Adviser 01	D&R	Economic Development & Olympic Legacy	Employment and Enterprise
02 July 2012	Contact Centre Adviser 04	D&R	Economic Development & Olympic Legacy	Employment and Enterprise

Appendix 3 (continued)

18 September 2012	placement trainee	D&R	Economic Development & Olympic Legacy	Employment and Enterprise
25 September 2012	Team Manager - Opt & Prev Singles	D&R	Housing Options	Options and Prevention and Assessments
16 July 2012	Street Naming and Numbering Assistant	D&R	Planning & Building Control	Building Control
30 July 2012	Street Naming and Numbering Officer	D&R	Planning & Building Control	Building Control
31 August 2012	Building Control Engineer (Structures)	D&R	Planning & Building Control	Building Control
06 August 2012	CIL Officer	D&R	Planning & Building Control	Infrastructure Planning Team
03 September 2012	Borough Conservation Officer	D&R	Planning & Building Control	Strategic Planning
25 September 2012	GIS Data Analyst	D&R	Resources	Management Systems
24 September 2012	Home Improvement Agency Surveyor	D&R	Strategy, Regeneration & Sustainability	Private Sector & Affordable Housing
22 August 2012	Environmental Sustainability Officer	D&R	Strategy, Regeneration & Sustainability	Sustainable Development
06 August 2012	Trainee Accountant	Resources	Corporate Finance	Corporate Accounts Trainees
28 August 2012	Trainee Accountant	Resources	Corporate Finance	Corporate Accounts Trainees
02 July 2012	F Administrative Assistant	Resources	Corporate Finance	Risk Management
28 August 2012	Principal Insurance Officer (General) 4	Resources	Corporate Finance	Risk Management
24 September 2012	Benefits Customer Contact Officer	Resources	Customer Access & ICT	Benefits Services
03 September 2012	ICT Service Relationship Manager	Resources	Customer Access & ICT	ICT Client Unit
23 July 2012	Team Manager Business Partner (CA)	Resources	Human Resources & Workforce Development	Consultancy
17 July 2012	Pre-Apprentice (S3)	Resources	Human Resources & Workforce Development	Operations

Appendix 4

Note that names have been withheld because they are classified as personal data under the Data Protection Act

LBTH Start	Post Description	Directorate	Division	Service
12/11/2012	Casual Care Officer Telehelp	AH&W	Adults Social Care Services	First Response & First Respons Hosp Unit
01/12/2012	Home Equipment Store Manager (WD)	AH&W	Adults Social Care Services	Occupational Therapy
01/11/2012	Rehabilitation Officer	AH&W	Adults Social Care Services	Reablement and Resources
01/11/2012	Rehabilitation Officer	AH&W	Adults Social Care Services	Reablement and Resources
19/11/2012	Rehabilitation Officer	AH&W	Adults Social Care Services	Reablement and Resources
12/12/2012	Brokerage Officer	AH&W	Commissioning and Health	Access to Resources
24/12/2012	Brokerage Officer	AH&W	Commissioning and Health	Access to Resources
03/12/2012	Generic Reg&Citizenship Off - Sessional	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
03/12/2012	Generic Reg&Citizenship Off - Sessional	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
03/12/2012	Generic Reg&Citizenship Off - Sessional	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
10/12/2012	Generic Registration&Citizenship Officer	Chief Executive	Assistant Chief Executive Legal Services	Democratic Services
26/11/2012	Contracts Lawyer	Chief Executive	Assistant Chief Executive Legal Services	Legal Services Environment
08/10/2012	Primary Languages Advisory Teacher	CL&C	Culture, Learning and Leisure	Community Languages
04/10/2012	General Cookery	CL&C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24/12/2012	Sessional Tutor - German	CL&C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
15/11/2012	Temp Sports Coach 16	CL&C	Culture, Learning and Leisure	Sports and Physical Activity
01/10/2012	Community Safety Information Analyst	CL&C	Safer Communities	Community Safety
20/12/2012	Violence Agains Women and Girls Str Mngr	CL&C	Safer Communities	Community Safety
20/12/2012	Violence Agains Women and Girls Str Mngr	CL&C	Safer Communities	Community Safety
26/11/2012	Health & Safety Coordinator (Training & c CCTV Database Administrator	CL&C	Safer Communities	Consumer & Business Regulations
13/11/2012	c CCTV Database Administrator	CL&C	Safer Communities	Enforcement, Intervention & Markets
17/12/2012	Technical Officer (S) 2	CL&C	Safer Communities	Env Health & Env Protection
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Manager - LAP 3	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Senior Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Work Co-ordinator	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Work Co-ordinator	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Work Co-ordinator	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
08/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Work Co-ordinator	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Work Co-ordinator	CL&C	Safer Communities	Youth & Community Services
08/10/2012	Transition Support Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Manager (LAP 4)	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Senior Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Cleaner/Caretaker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Workforce Development Coordinator	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Contract Manager	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker in Charge	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
08/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
15/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
15/10/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
22/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services

Appendix 4 (continued)

22/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
14/11/2012	Youth Worker	CL&C	Safer Communities	Youth & Community Services
01/10/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
19/11/2012	Youth Worker (Casual)	CL&C	Safer Communities	Youth & Community Services
18/12/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
18/12/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
18/12/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
18/12/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
18/12/2012	Casual Youth Involvement Worker	CL&C	Safer Communities	Youth & Community Services
12/12/2012	Lead Instructor	CL&C	Safer Communities	Youth & Community Services
14/11/2012	Health and Environmental Community Coord	CL&C	Strategy, Resources & Olympic Impacts	Str & Bus Dev-Culture, EC & S Planning
10/12/2012	Day Project Officer	CS&F	Adults Social Care Services	Learning Disability
08/10/2012	Social Worker 02	CS&F	Children's Social Care	Assessment & Early Intervention
24/10/2012	Social Worker AAE 10	CS&F	Children's Social Care	Assessment & Early Intervention
24/10/2012	Social Worker AAE 10	CS&F	Children's Social Care	Assessment & Early Intervention
17/12/2012	Family Centre Social Worker	CS&F	Children's Social Care	Assessment & Early Intervention
04/12/2012	Social Worker	CS&F	Children's Social Care	Children Looked After and Leaving Care
01/10/2012	Domestic (12a Norman Grove)	CS&F	Children's Social Care	Children's Resources
01/11/2012	Social Worker Fostering Support 07	CS&F	Children's Social Care	Children's Resources
01/11/2012	Social Worker ART 05	CS&F	Children's Social Care	Children's Resources
08/10/2012	Social Worker 01	CS&F	Children's Social Care	Family Support & Protection
10/12/2012	Social Worker 00	CS&F	Children's Social Care	Family Support & Protection
22/10/2012	Professional Development Co-ordinator	CS&F	Children's Social Care	Integ Servs Children with Disabilities
03/11/2012	Family Link Support Worker (Casual)	CS&F	Children's Social Care	Integ Servs Children with Disabilities
14/11/2012	Assistant Travel Trainer	CS&F	Commissioning and Health	Children's Commissioning Team
12/11/2012	Policy Officer	CS&F	CSF Strategy, Policy & Performance	
29/10/2012	Information & Advice Personal Adviser	CS&F	Learning & Achievement	Careers Service
08/10/2012	Project Lead Information & HE Support	CS&F	Learning & Achievement	Careers Service
01/12/2012	Midday Meals Supervisor	CS&F	Learning & Achievement	Early Years Service
08/10/2012	Project Worker -Early Learning for 2 y/o	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
15/10/2012	Project Worker -Early Learning for 2 y/o	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
24/10/2012	Parent Support Practitioner	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
05/11/2012	Office Assistant & Receptionist (NE)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
27/11/2012	Office Assistant/Receptionist (SW)	CS&F	Learning & Achievement	Learning and Achievement - Birth to 11
01/10/2012	Learning Mentor	CS&F	Learning & Achievement	Pupil Referral Unit
05/11/2012	Primary School Librarian	CS&F	Learning & Achievement	School Improvement Secondary
01/10/2012	Post 16 Project Worker	CS&F	Learning & Achievement	School Improvement Secondary
29/10/2012	Capita SIMS MIS Specialist	CS&F	Resources	Children's Information Systems
01/10/2012	Cleaner	CS&F	Resources	Contract Services
01/10/2012	Cleaner	CS&F	Resources	Contract Services
01/12/2012	Cleaner	CS&F	Resources	Contract Services
03/12/2012	Cleaner	CS&F	Resources	Contract Services
17/12/2012	Accommodation Procurement Officer	D&R	Housing Options	Housing Management
17/12/2012	Admin Officer - Assessments 2	D&R	Housing Options	Housing Management
12/11/2012	Enforcement Team Leader	D&R	Planning & Building Control	Development
20/11/2012	EIA Officer	D&R	Planning & Building Control	Development
03/12/2012	Planning Officer	D&R	Planning & Building Control	Development
04/12/2012	Planning Officer	D&R	Planning & Building Control	Development
08/10/2012	Enforcement Officer	D&R	Planning & Building Control	Development Control
17/12/2012	Planning Officer	D&R	Planning & Building Control	Development Control
08/10/2012	Heritage & Design Officer	D&R	Planning & Building Control	Strategic Planning
10/12/2012	Principal GIS Data Analyst	D&R	Resources	Management Systems
17/12/2012	Document Management & Data Entry Assitant	D&R	Resources	Management Systems
01/10/2012	Senior Empty Property Officer	D&R	Strategy, Regeneration & Sustainability	Private Sector & Affordable Housing
01/10/2012	Benefits Customer Contact Officer	Resources	Customer Access & ICT	Benefits Services
22/10/2012	Benefits Customer Contact Officer	Resources	Customer Access & ICT	Benefits Services
10/11/2012	Programme Support Officer	Resources	Finance & HR Development Programme	
02/10/2012	Pre-Apprentice (S3)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S1)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S3)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S3)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S3)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S1)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S1)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S1)	Resources	Human Resources & Workforce Development	Operations
02/10/2012	Pre-Apprentice (S1)	Resources	Human Resources & Workforce Development	Operations
24/12/2012	HR & WD Administrator	Resources	Human Resources & Workforce Development	Operations
24/12/2012	HR & WD Administrator	Resources	Human Resources & Workforce Development	Operations
24/12/2012	HR & WD Administrator	Resources	Human Resources & Workforce Development	Operations

Appendix 5

Appendix 5 - Breakdown of new starters (July - September 2012) by equality strands and grade

Ethnicity							
New Starters, July - September 2012	Asian	Asian-Bangladeshi	Black	Mixed	White	Declined to state/Missing/Other	Total
Adults Health and Well Being Services	0	1	1	0	0	0	2
Chief Executive	0	0	1	0	2	0	3
Children, Schools & Families Directorate	1	7	9	3	18	1	39
Communities Localities and Culture	2	7	4	2	12	0	27
Development & Renewal	2	1	2	1	6	0	12
Resources	1	2	1	2	2	0	8
Total	6	18	18	8	40	1	91

Gender			
New Starters, July - September 2012	Female	Male	Total
Adults Health and Well Being Services	2	0	2
Chief Executive	2	1	3
Children, Schools & Families Directorate	28	11	39
Communities Localities and Culture	16	11	27
Development & Renewal	7	5	12
Resources	3	5	8
Total	58	33	91

Religion								
New Starters, July - September 2012	Buddhist	Christian	Jewish	Muslim	No religion	Other	Declined to State	Total
Adults Health and Well Being Services	0	1	0	1	0	0	0	2
Chief Executive	0	3	0	0	0	0	0	3
Children, Schools & Families Directorate	1	12	1	10	10	4	2	40
Communities Localities and Culture	1	7	0	9	4	4	1	26
Development & Renewal	0	6	0	1	3	2	2	12
Resources	0	2	0	4	2	0	0	8
Total	2	31	1	25	19	8	5	91

Sexual Orientation				
New Starters, July - September 2012	Gay	Heterosexual	Declined to State	Total
Adults Health and Well Being Services	0	2	0	2
Chief Executive	0	1	2	3
Children, Schools & Families Directorate	0	37	2	39
Communities Localities and Culture	1	24	2	27
Development & Renewal	0	10	2	12
Resources	0	7	1	8
Total	1	81	9	91

Disability				
New Starters, July - September 2012	Disabled	Not Disabled	Declined to State	Total
Adults Health and Well Being Services	0	1	1	2
Chief Executive	0	3	0	3
Children, Schools & Families Directorate	4	34	1	39
Communities Localities and Culture	1	21	5	27
Development & Renewal	0	10	2	12
Resources	1	7	0	8
Total	6	76	9	91

Salary (FTE)						
New Starters, July - Sept 2012	<20,000*	20000 - 29999	30000 - 39999	40000 - 49999	Casual, hourly paid**	Grand Total
Adults Health and Well Being Services	0	0	2	0	0	2
Chief Executive	0	0	2	1	0	3
Children, Schools & Families Directorate	4	10	16	5	4	39
Communities Localities and Culture	0	9	2	2	14	27
Development & Renewal	0	3	5	3	1	12
Resources	1	4	1	2	0	8
Grand Total	5	26	28	13	19	91

Nb - All salaries based on Full Time Equivalent

* - Includes 1 apprentice

** - Casual hourly paid workers and '0' hour tutors

Appendix 5 (Continued)

Age							
	20 - 25	25 - 30	30 - 40	40 - 50	50 - 60	60 - 65	Grand Total
New Starters, July - September 2012							
Adults Health and Well Being Services				2			2
Chief Executive		1		1	1		3
Children, Schools & Families Directorate	3	11	16		9		39
Communities Localities and Culture	2	6	6	5	6	2	27
Development & Renewal	1	3	3	4	1		12
Resources	5			1	2		8
Grand Total	9	16	20	12	18	2	91

Appendix 6

Breakdown of new starters (Oct – Dec 2012) by equality strands and grade

Ethnicity							
	Asian-Indian	Asian-Bangladeshi	Black	Mixed	White	Declined to state/Missing/Other	Total
AH&W	1	1			5		7
Chief Executive		2	2		1		5
CL&C	4	36	13	2	15	8	78
CS&F	4	5	6	2	12	2	31
D&R		2	1		8	1	12
Resources	1	8	1		4	1	16
Total	10	54	24	4	45	12	149

Gender			
	Female	Male	Total
AH&W	3	4	7
Chief Executive	2	3	5
CL&C	34	44	78
CS&F	24	7	31
D&R	5	7	12
Resources	3	13	16
Total	71	78	149

Religion										
	Buddhist	Christian	Jewish	Muslim	No religion	Hindu	Sikh	Other	Decline to State/No data	Total
AH&W		2	1	1	1	1			1	7
Chief Executive		3		2						5
CL&C	1	19		36	5	2	2	2	11	78
CS&F		8	1	9	10	2		1		31
D&R		7		2	3					12
Resources		4		9	2				1	16
Total	1	43	2	59	21	5	2	3	13	149

Sexual orientation				
	Gay	Heterosexual	Decline to State/No data	Total
AH&W	1	5	1	7
Chief Executive		5		5
CL&C		64	14	78
CS&F	1	30		31
D&R	1	11		12
Resources		14	2	16
Total	3	129	17	149

Appendix 6 (continued)

Disability				
	Disabled	Not Disabled	Decline to State/No Data	Total
AH&W		7		7
Chief Executive		4	1	5
CL&C	4	56	18	78
CS&F	2	28	1	31
D&R		12		12
Resources	9	2	5	16
Total	15	109	25	149

Salary						
	<20000	20000 - 29999	30000 - 39999	40000 - 49999	Casual/Hourly Paid	Total
AH&W		3	2	1	1	7
Chief Executive		4	1			5
CL&C	16	28	9	2	23	78
CS&F	6	6	16		3	31
D&R		4	7	1		12
Resources	10	6				16
Total	32	51	35	4	27	149

Age									
	<=20	21-24	25-34	35-44	45-49	50-54	55-59	60-64	Total
AH&W			5			1	1		7
Chief Executive			3		1	1			5
CL&C	1	7	31	18	10	2	9		78
CS&F		4	10	10	1	3	2	1	31
D&R	1	1	8	1	1				12
Resources	1	7	7	1					16
Total	3	19	64	30	13	7	12	1	149