The Scottish Government
Riaghaltas na h-Alba

Scottish Government Workforce Information 2015

An Official Statistics publication for Scotland

PUBLIC SERVICES AND GOVERNMENT

Contents

1. Key points 2

2. Introduction 3

3. Scottish Government workforce numbers 4

4. Sickness absence of directly employed staff 7

5. Diversity of directly employed staff 9

6. Tables 14

Annex 21

1. Key points

1.1 At the end of December 2015, there were 5,120 full-time equivalent[1] (FTE) directly employed staff in Scottish Government core directorates. Of these, 4,882 were permanent staff (95 per cent) and 237 were temporary staff (5 per cent) (Table 1). The number of 5,120 FTE directly employed staff is a net decrease of 68 FTE staff from 5,188 at the end of December 2014. However, numbers at the end of 2015 were slightly higher than they were prior to 2014.

1.2 The number of permanent Scottish Government staff fell by 69 FTE staff from 4,951 at the end of December 2014 to 4,882 at the end of December 2015 (Table 1).

1.3 The number of Modern Apprentices has been increasing since the scheme was introduced in the Scottish Government in January 2011. Since the start of the scheme, the core Scottish Government has taken on 215 Modern Apprentices. At the end of December 2015, 81 FTE Modern Apprentices were still completing their apprenticeships (Table 1).

1.4 The headcount of contingent workers engaged in any capacity in the Scottish Government at the end of December 2015 was 1,042 (Table 2). This covers those not directly employed by the Scottish Government such as inward secondments, contractors and agency workers, as well as those on UK talent and short term youth employment programmes. This is a decrease of 312 contingent workers from 1,354 at the end of December 2014.

1.5 Forty five per cent of contingent workers at the end of December 2015 were contractors. This category covers those that are fulfilling a specific service contract. After a significant increase in the numbers of contractors in 2014, there was a subsequent decrease during 2015, from 659 at the end of December 2014, to 466 at the end of December 2015 (Table 2).

1.6 Staff sickness has increased over the four years presented in this publication to a current high of 7.4 average working days lost (AWDL) per staff year in the year period ending December 2015 (3.3 per cent of working days were lost). This is an increase of 1.1 days from 6.3 in the period ending March 2012 (Table 3). The figure of 7.4 compares to a value of 9.0 AWDL reported for those working in central government in the UK in 2015 by the Chartered Institute of Personnel & Development (CIPD).

1.7 The increase in staff sickness is mostly due to an increase in long term spells of absences over 20 days. However, a recent rise in short term sickness absences of 20 days or less has also contributed to the high of 7.4 AWDL at the period ending December 2015 (Table 3).

1.8 At the end of 2015, the percentage of female directly employed staff (50.6 per cent), was slightly higher than the percentage of male staff (49.4 per cent) (Table 7).

1.9 There is some suggestion of an ageing profile of the workforce over the past four years, with a fall of 2.4 percentage points in those aged 40-49, and a rise of 1.8 percentage points in those aged 50-59 (Table 4).

1.10 Although we have a good understanding of the gender and age of directly employed Scottish Government staff, there are a number of staff who have not completed their diversity information on the HR system for disability, ethnicity, sexual orientation, religion and marital status. Therefore we are cautious when interpreting the trends and current mix of these characteristics of Scottish Government staff.

[1] Note that the FTE number of 5,120 is rounded to the nearest whole number, as are all FTE numbers in this publication. Therefore totals may not necessarily be equal to the sum of other rounded numbers.

2. Introduction

2.1 This publication presents:

- Full-time equivalent numbers of directly employed Scottish Government staff (Section 3).
- Headcounts for contingent workers, who are those not employed directly by the Scottish Government (Section 3).
- Sickness data for directly employed Scottish Government staff (Section 4).
- Diversity data for directly employed Scottish Government staff (Section 5).

2.2 This publication expands on the Public Sector Employment (PSE) statistics published by the Office for National Statistics (ONS) which include full-time equivalent numbers and headcounts for directly employed Scottish Government staff, by gender, for each quarter. This publication provides further breakdowns of the numbers in the PSE statistics by diversity characteristics and staff categories. In addition it includes sickness data for directly employed staff, and headcounts for contingent workers which are not published in the PSE statistics.

2.3 The data in this publication are taken from information held on the Scottish Government's electronic human resources system (this will be termed the "HR system" in this publication). As the HR system is a live database that is continually updated to reflect workforce changes, this publication presents "snapshots" of the data as it appears on the system at the end of each year quarter. The first quarter of the year ends 31st March, the second ends 30th June, the third 30th September, and the last quarter 31st December. See Annex A for more information about the data sources. Quarterly updates to the data in this publication will be released on the Scottish Government's website approximately three months after the end of each quarter.

2.4 Data are presented from the first quarter of 2012 to the final quarter of 2015, which is the most recent quarter available. When future publications and quarterly updates are released, the new data will be appended to the data series in this publication, so that the first quarter of 2012 will always be the first in the data series and the series will grow with subsequent data releases.

2.5 Directly employed Scottish Government staff are those employed on Scottish Government terms and conditions and paid via the Scottish Government payroll. This publication excludes directly employed Scottish Government staff not currently in paid employment, for example, those on career breaks, and unpaid sick or parental leave.

2.6 Non-directly employed workers are those not employed on Scottish Government terms and conditions, who are engaged on a temporary basis to provide short-term cover for vacancies or where skills cannot be sourced internally. They will be referred to as "contingent workers" in this publication.

2.7 This publication only includes workers assigned to core Scottish Government directorates. It does not include workers in Scottish Government agencies, non-ministerial departments or non-departmental public bodies.

3. Scottish Government workforce numbers

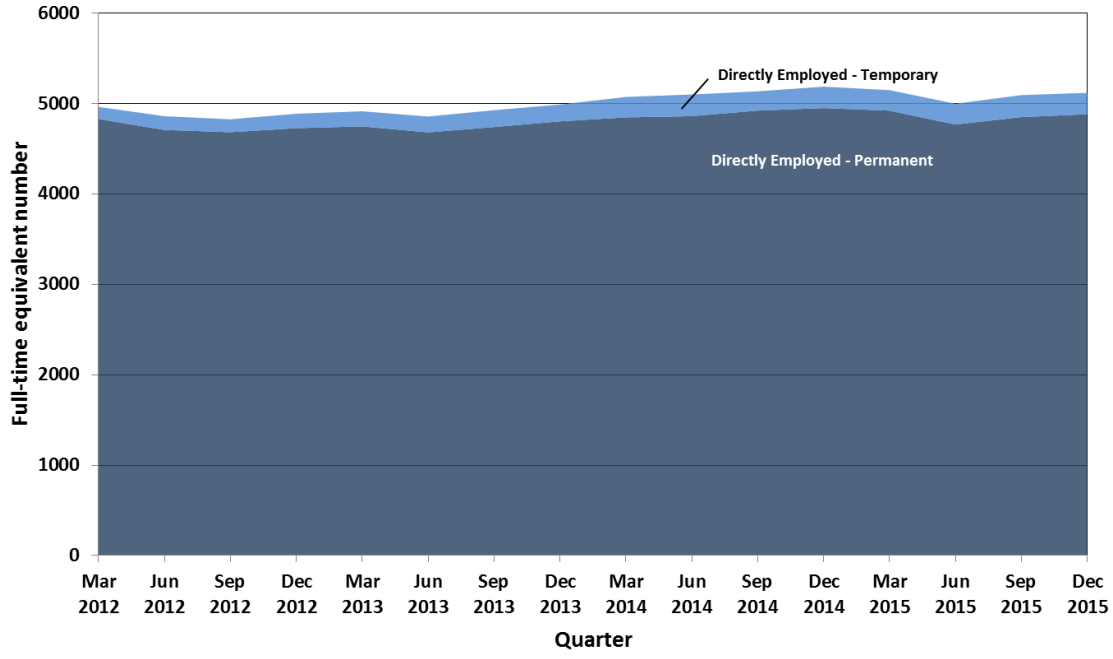
Full time equivalent (FTE) numbers of directly employed staff

3.1 This section presents full-time equivalent (FTE) numbers of directly employed Scottish Government staff (Chart 1, Table 1). Directly employed staff are those that are employed on the Scottish Government's terms and conditions (see Annex B for further information about the directly employed staff categories). Directly employed staff, who are not being paid, such as those on career breaks, are excluded from Table 1. Headcounts of directly employed staff follow the same pattern as FTE numbers, and are shown in Table C1 in the Annex.

3.2 The full time equivalent (FTE) measure accounts for differences in working hours within the Scottish Government, as part-time working or job-sharing is available to suit personal circumstances. The measure is given as a proportion of the number of hours worked in a week, compared to the working hours in a standard full-time working week. A full-time member of staff works 37 hours a week and is assigned a FTE value of 1. A staff member that works half the number of hours a week of a full-time member of staff (18.5 hours/week), would be assigned an FTE value of 0.5, and so forth.

3.3 Directly employed staff are of two main types: permanent and temporary. Permanent staff includes those on paid maternity, adoption or shared parental leave, and those on outward secondment. Fixed term appointments (with competition), are included within the permanent category in this publication, because they have been recruited through fair and open competition, and may apply for an internally advertised vacancy at the end of their temporary post. Temporary staff includes those on fixed term contracts, or students on paid placements. Modern Apprentices are temporary employees who may be converted to permanent staff at the end of their apprenticeship, subject to meeting the necessary criteria. See Annex B for further details about staff categories.

Chart 1 FTE of directly employed staff



3.4 At the end of December 2015, there were 5,120 FTE directly employed staff in Scottish Government core directorates. Of these, 4,882 were permanent staff (95 per cent) and 237 FTE temporary staff (5 per cent) (Table 1). The number of 5,120 FTE directly employed staff is a net decrease of 68 full time equivalent staff from 5,188 in December 2014.

3.5 The number of permanent employees has remained relatively stable over the past four years, with a low of 4,681 at the end of June 2013 and a high of 4,951 FTE staff at the end of December 2014, a difference of 270. There was a net decrease of 69 FTE staff from December 2014 to 4,882 at the end of December 2015 (Table 1). A decrease in June 2015 can be explained in part by a voluntary exit scheme, as well as the transfer of Scottish Tribunals Service staff from the core Scottish Government to the Scottish Courts and Tribunals Service.

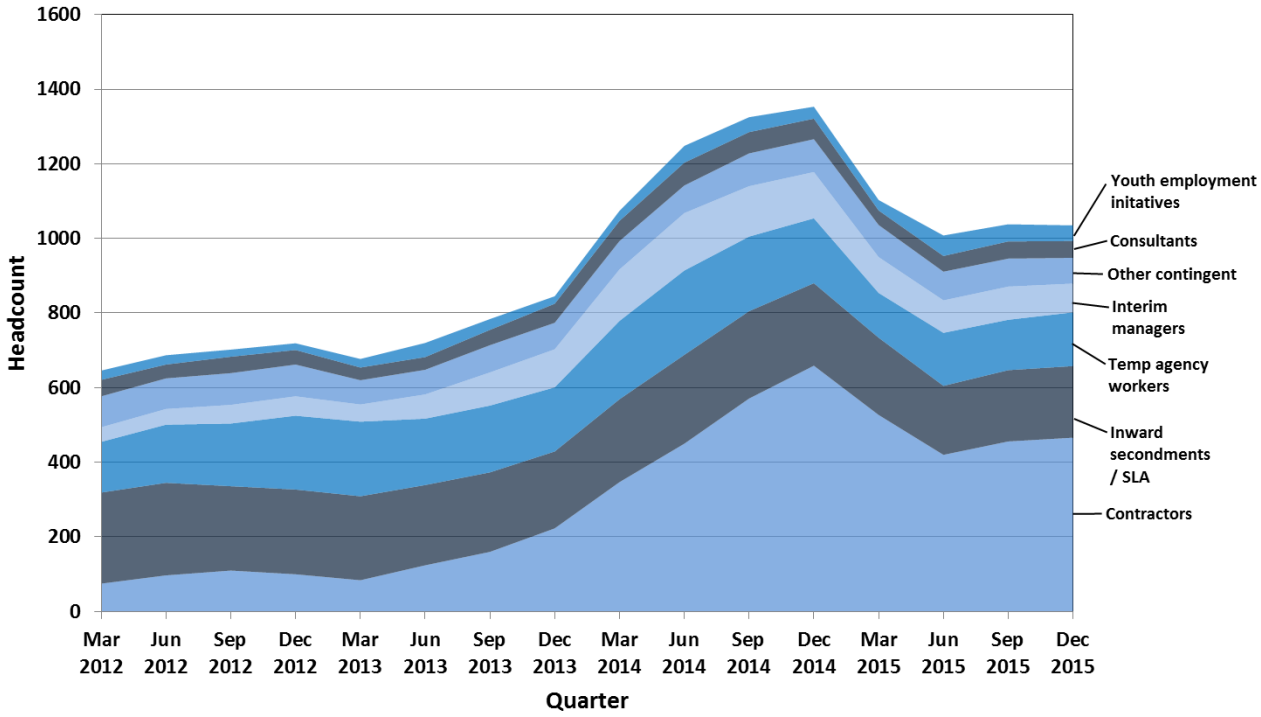
3.6 The Scottish Government is committed to employing Modern Apprentices. The number of modern apprentices in the Scottish Government has been increasing since the Modern Apprentice scheme was launched in January 2011. Since the start of the scheme, the core Scottish Government has taken on 215 Modern Apprentices, 115 have converted to permanent members of staff, 81 FTE Modern Apprentices were still completing their apprenticeship at the end of December 2015 (Table 1), while 19 left the organisation before completing their apprenticeship. Although Modern Apprentices are employed on fixed term contracts it is expected that they will become permanent employees on completion of the programme and passing a competitive selection interview.

Contingent Worker Headcounts

3.7 In addition to directly employed staff, there are non-directly employed workers engaged in work for the Scottish Government. These are termed **contingent workers** throughout this publication. These are often workers that are engaged for short term projects requiring specialist skills that are not available in-house, such as contractors, interim managers, consultants and temporary agency workers. Some consultants and contractors are brought in under a contract which has been let to an external organisation to supply a specific service or product. In this circumstance the numbers of consultants and contractors can vary depending on how the external supplier choses to resource the contract. Also some contingent workers may only work a few hours per week or month. As they can vary from one week to the next, the number of hours worked by contingent workers are not recorded on the Scottish Government's HR system. Therefore this section presents the headcount of contingent workers rather than FTE (Chart 2, Table 2). Contingent workers also include inward secondments and those on talent programmes (such as the UK Civil Service Fast Stream) and short-term youth employment initiatives.

Chart 2 Headcount of contingent workers

Note that UK Civil Service Fast Stream are excluded due to small numbers.



3.8 At the end of December 2015, the total headcount of contingent workers engaged by the Scottish Government was 1,042 (Table 2). 45 per cent of these were contractors with a headcount of 466. This is a net decrease of 312 contingent workers from 1,354 at the end of December 2014.

3.9 The number of contingent workers more than doubled from 646 in March 2012 to their highest level of 1,354 at the end of December in 2014, with most of the increase during 2014 (Table 2). This was mostly driven by an increase in the numbers of contractor staff, interim managers, and temporary agency workers. The headcount of non-directly employed workers fell in 2015, mostly due to contractors leaving (see section below). The decrease was also partially attributable to a data cleansing exercise during February and March 2015, which removed around 150 out of date records for non-directly employed workers from the HR system.

3.10 Contractors are temporary workers, typically brought in under a service contract which has been let to an organisation to deliver a specific product. These have been the biggest category of temporary workers since the end of 2013. The numbers of contractor staff increased steadily during 2012 and 2013. In 2014 the headcount of contractors increased significantly, from 223 at the end of December 2013, to 659 at the end of December 2014, an increase of 436 (Table 2). In 2015 the headcount of contractors decreased and was 466 at the end of December 2015, which is 193 lower than at the end of December 2014. A small part of this decrease was due to the data cleanse in February and March 2015 (see section 3.9).

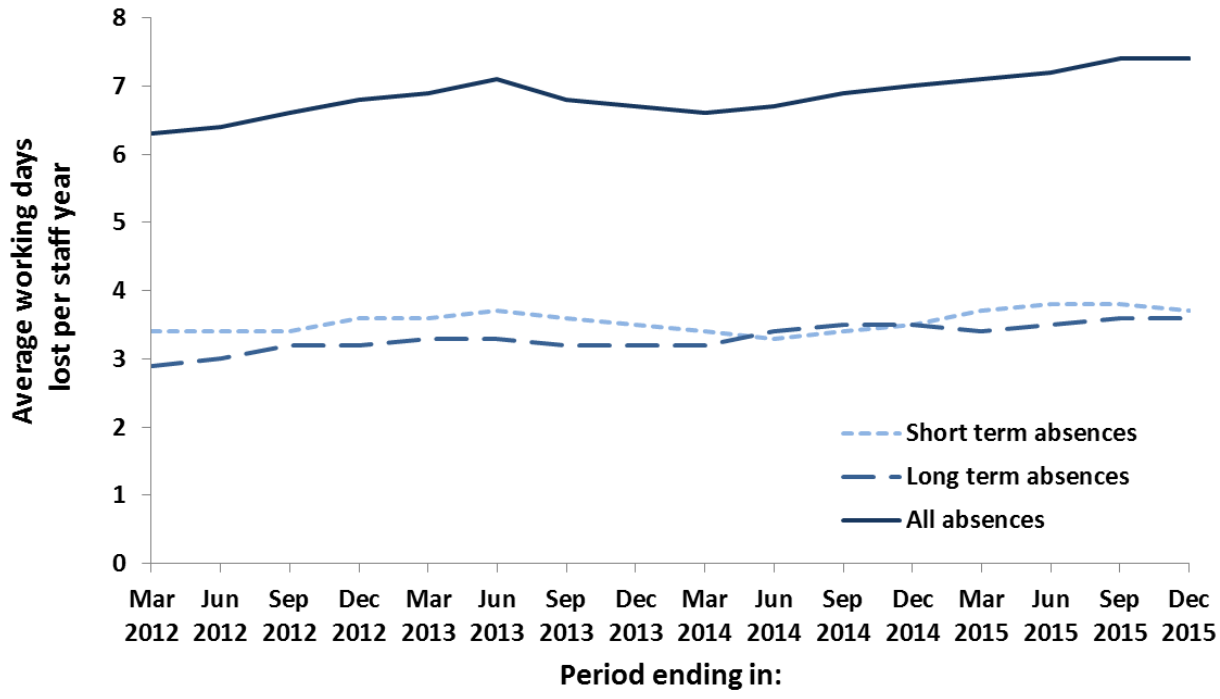
4. Sickness absence of directly employed staff

4.1 Table 3 and Chart 3 show the sickness absence reported by Scottish Government directly employed staff. Sickness absence is reported in 12 month periods, ending in each quarter. The Scottish Government records all sickness absences of its directly employed workers. Sickness absence for those staff who left in the 12 month period are also included. Sickness absences of non-directly employed workers are not recorded.

4.2 There are two methods of measuring sickness absence that are used in Table 3, which are **average working days lost per staff year (AWDL)**, and **percentage of working days lost**. Sickness absences are measured across a rolling year to reduce the effect of seasonal variation in the data caused by seasonal illnesses, such as influenza. However, a particularly virulent illness that caused a large number of absences in a particular quarter would show as raised sickness levels in each of the 12 month periods that contained this quarter.

4.3 **Average working days lost per staff year (AWDL)** is the total number of working days lost, divided by the number of staff years. Only working days are counted, so calculations exclude weekends and public and privilege holidays from the period of sickness. A staff year takes into account part-time working and if a member of staff only worked part of a year. A full time member of staff in post for the whole year period is assigned a staff year of 1. If a part-time member of staff works half of the number of hours in a standard 37 hour week, their staff year would be 0.5. If that member of staff only worked half of the year period, for example, they were recruited part way through the period, then their staff year would be halved further, to give a staff year of 0.25.

Chart 3 AWDL Sickness absence of directly employed staff



4.4 The **all absences AWDL** is the average working days lost per staff year for all sickness absences, including both long and short term spells of absences (Chart 3 and Table 3). A weighting is applied to spells over 125 working days to account for annual leave not taken, and is subtracted, pro rata, from the number of days off sick. This assumes a working year of 225 days (unless a leap year) for full time staff employed for the full year period. The AWDL for all absences has been generally rising in the four years presented, and has risen by 1.1 days, from 6.3 in the period ending in March 2012 to a high of 7.4 in the periods ending in September and December 2015. The rise in all absences AWDL can be attributed to the general increase in long term absences (greater than 20 days - see section 4.6). However, the high levels of short term AWDL in the periods ending in 2015 (see section 4.5) have also contributed to the high all absences AWDL in 2015. The figure of 7.4 compares to a value of 9.0 AWDL reported for those working in central government in the UK in 2015 by the Chartered Institute of Personnel & Development (CIPD) in Table 2 on page 9 of their Absence Management 2015 Annual Survey Report.

4.5 The **short term AWDL** is the average working days lost per staff year for spells of sickness absences of 20 days or less (Chart 3 and Table 3). The short term AWDL has fluctuated over the 4 years presented, with no clear directional trend, except the periods ending in 2015 have been consistently high. It will be possible to tell in the longer term if there was a general upwards trend in 2015, or if it was a fluctuation. The short term AWDL has varied by 0.5 days in the four years presented, from a low of 3.3 at the period ending in June 2014, to a high of 3.8 in the periods ending in June and September in 2015. Fluctuations may be caused by particularly virulent illnesses, such as influenza, in particular year periods, which increase the short-term AWDL. The fluctuations may also be a result of changes in attendance management policy or practice.

4.6 The **long term AWDL** is the average working days lost per staff year for spells of sickness absences of more than 20 days (Chart 3 and Table 3). A weighting is applied to spells over 125 working days to account for annual leave not taken (see section 4.4). The long term AWDL has generally been increasing over the four years presented, increasing by 0.7 days, from 2.9 in the period ending March 2012, to 3.6 in the most recent period ending December 2015. The long term AWDL is generally lower than the short term AWDL.

4.7 **The percentage of working days lost** is the percentage of the total number of working days lost due to sickness absences for all directly employed staff, out of the total working days available during the year for all directly employed staff. As with AWDL, this takes working patterns into account. A part time member of staff that works half the hours of standard 37 hour week, is available for half of the working days of a full time member of staff in a year period. The percentage of working days is a different way of expressing the same sickness data as the AWDL. Therefore, the percentage of working days lost follows the same trend as the total AWDL, showing a general increase over the past 4 years. The percentage of working days lost increased by half a percentage point, from 2.8 in the period ending March 2012, to 3.3 in the period ending December 2015.

5. Diversity of directly employed staff

5.1 Chart 4 and Tables 4 to 10 present diversity data for directly employed staff. The Scottish Government collects information on the diversity of its directly employed staff. Age/date of birth and gender are required to be collected for legislative purposes for use by the Scottish Government's payroll system and HM Revenue and Customs, and also for baseline security clearance. Information on other protected characteristics of staff is used for diversity monitoring, and is voluntarily provided by staff: either via diversity monitoring forms on recruitment, or by using a self-service section on the HR system. **Note that for some protected characteristics, there are a number of staff that haven't provided diversity information. Therefore we are cautious when interpreting the trends and current mix of the characteristics of Scottish Government staff.** The Scottish Government is committed to improving the monitoring of the diversity of its staff whilst noting that it is provided voluntarily.

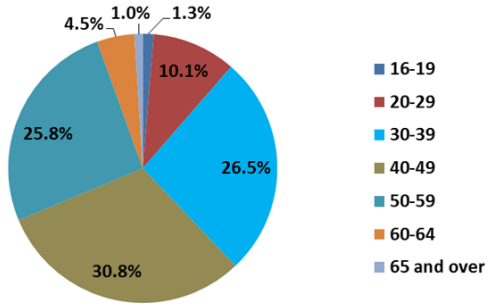
5.2 The Scottish Government's 2015 Equality Outcomes and Mainstreaming Report contains further information on diversity within the Scottish Government. Note that the report includes staff in Scottish Government agencies, non-ministerial departments or non-departmental public bodies, so the numbers will differ to those in this publication which only cover the core Scottish Government.

5.3 The Scottish Government collects diversity data set out in the 2010 Equality Act. These include age, disability, ethnicity, gender, marital status, religion or belief, and sexual orientation. The two other protected characteristics are gender reassignment and pregnancy/maternity. The Scottish Government collects no information on gender reassignment. This is something that is currently being considered in conjunction with transgender organisations. Administrative information is collected on the protected characteristic of maternity and pregnancy for payroll purposes, when staff go on maternity leave. Information on the FTE number and headcount of staff on paid maternity or adoption leave are presented in Table 1 and Annex table C1.

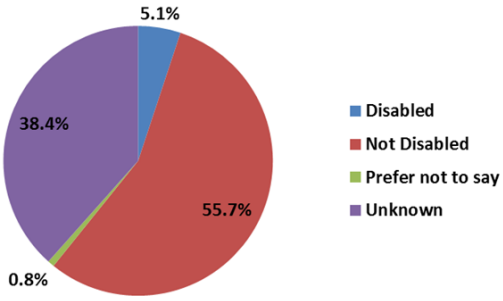
5.4 Diversity information on non-directly employed staff is not collected and held by the Scottish Government, although personal details will be collected by the employers of these workers such as the employment agencies.

Chart 4 Diversity of directly employed staff at the end of December 2015

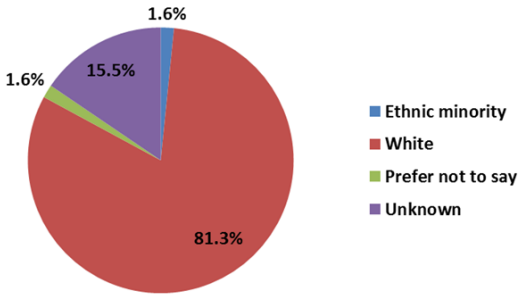
A: Age



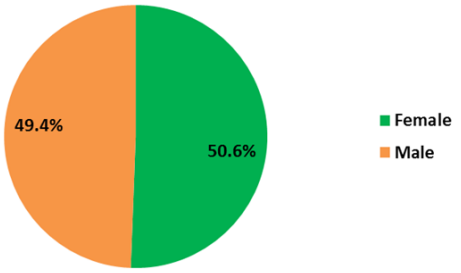
B: Disability



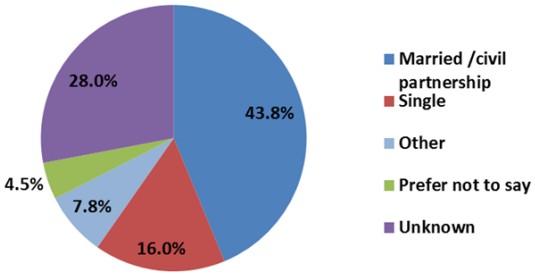
C: Ethnicity



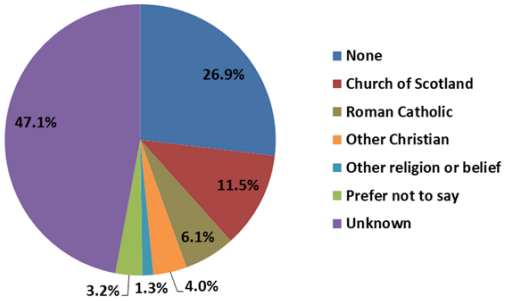
D: Gender



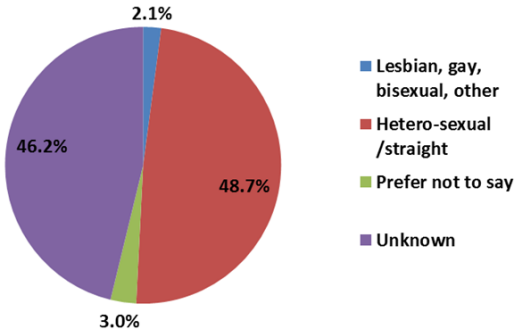
E: Marital/civil partnership status



F: Religion or Belief



G: Sexual orientation



Age

5.5 The Scottish Government collects the date of birth of its staff when they are recruited, as it is needed for legislative purposes for use by HM Revenue and Customs, and also for baseline security clearance. Therefore the Scottish Government has age data for all its directly employed staff. Table 4 shows the headcounts and percentages of staff in each age group at the end of every quarter from 2012 to 2015. Chart 4 A shows the percentages of staff in each age group at the end of December 2015.

5.6 There have been small changes in the percentages of staff within each age group over the four years presented (Table 4). There is some suggestion of an ageing profile of the workforce, with a fall of 2.4 percentage points in those aged 40-49, and a rise of 1.8 percentage points in those aged 50-59 age group.

5.7 The number of staff in the 16-19 age group increased significantly from a low baseline in the four years presented, from 13 at the end of March 2012, which increased to 68 by the end of December 2015. The increase in the headcount of 16-19 age group is mostly due to the recruitment of modern apprentices (see Table 1 and section 3.6).

Disability status

5.8 The disability status of Scottish Government staff is provided voluntarily via diversity monitoring forms during recruitment, or by using a self-service section on the HR system. Table 5 shows the headcounts and percentages of staff in each disability status at the end of every quarter from 2012 to 2015. Chart 4 B shows the percentages of staff in each disability status at the end of December 2015. Note that we are applying the social model of disability when referring to disabled staff, people or communities.

5.9 Note that a significant proportion of staff haven't given their disability information, and indeed the percentage of staff in the Unknown category has been increasing through time. The Unknown category has increased by 7 percentage points from 31.4 per cent at the end of March 2012 to 38.4 per cent at the end of December 2015 (Table 5). The Not Disabled group has seen a corresponding decrease of 8.2 percentage points in the same period, from 63.9 to 55.7 per cent, which is unlikely to reflect a real fall in the percentage of non-disabled staff. These changes are likely to be due to an error in the way in which categories were updated at a system level in 2012, and caution should be used when interpreting the results.

5.10 Despite the increase in the number of staff with an unknown disability status, the percentage of staff that have reported themselves as being disabled has increased over the past four years. The percentage increased by 0.9 percentage points from 4.2 per cent at the end of March 2012 to 5.1 per cent at the end of December 2015 (Table 5).

Ethnicity

5.11 The ethnicity of Scottish Government staff is provided voluntarily via diversity monitoring forms during recruitment, or by using a self-service section on the HR system. Staff can currently select ethnic groups that broadly match the categories on the 2011 Scottish Census. There are also staff on the system that provided their ethnicity before these new groups were introduced, although these are similar to the new groupings. However, to avoid disclosure of individuals, ethnic groups have been grouped into two main categories in this publication: *ethnic minority* and *white*. Table 6 shows the headcounts and percentages of staff in each ethnic group at the end of every quarter from 2012 to 2015. Chart 4 C shows the percentages of staff in each ethnic group at the end of the December 2015.

5.12 The percentage of staff in the ethnic minority and white groups both appear to have increased slightly between 2012 and 2015. The percentage of staff in an ethnic minority increased by 0.3 percentage points, from 1.3 per cent at the end of March 2012 to 1.6 per cent at the end of December 2015, and the percentage of white staff increased by 1.5 percentage points from 79.8 per cent to 81.3 per cent in the same period. The increase in both groups is because more staff have provided their ethnicity status, as the percentage of staff in the Unknown group has decreased by 1.9 percentage points from 17.4 per cent at the cent at the end of March 2012 to 15.5 per cent at the end of December 2015 (Table 6).

Gender

5.13 The Scottish Government collects the gender of its staff when they are recruited as it is needed for legislative purposes for use by HM Revenue and Customs, and also for baseline security clearance. Therefore the Scottish Government has gender data for 100% of its directly employed staff. The Scottish Government is looking to provide non-binary gender options on the HR system, such as intersex, as male and female are currently the only available options. Table 7 shows the headcounts and percentages of staff of each gender at the end of every quarter from 2012 to 2015. Chart 4 D shows the percentages of staff in each age group at the end of December 2015.

5.14 The percentage of males to females in the Scottish Government have been similar to each other over the past four years (Table 7). However, there has been a slight increase in the percentage of females by 1.3 percentage points, from 49.3 per cent at the end of March 2012 to 50.6 per cent at the end of December 2015. The figure of 50.6 per cent females at the end of December 2015 (Chart 4 D) compares to the National Records of Scotland's Mid-2014 Population Estimates that showed 49.6 per cent of the Scottish working age population were female.

Marital/civil partnership status

5.15 The marital/civil partnership status of Scottish Government staff is provided voluntarily by staff by a self-service section on the HR system. Staff can select one of ten different options for their marital/civil partnership status. Table 8 shows the headcounts and percentages of staff in each martial/civil partnership status at the end of every quarter

from 2012 to 2015. To avoid possible disclosure of individuals, some statuses are grouped together. Chart 4 E shows the percentages of staff in each marital/civil partnership status at the end of December 2015.

5.16 The marital/civil partnership status of a significant (and rising) proportion of Scottish Government directly employed staff is unknown. Therefore we are cautious about providing interpretations of the level and trends in this characteristic. The percentage of those that are married/in a civil partnership or single appear to have decreased between 2012 and 2015. However, this does not necessarily reflect a real decrease, as the percentage of staff in the unknown group has increased by 7.8 percentage points in the same period.

Religion or belief

5.17 The religion or belief of Scottish Government staff is provided voluntarily via diversity monitoring forms during recruitment, or by using a self-service section on the HR system. Staff can currently give a religion or belief that matches the categories on the 2011 Scottish Census. Table 9 and Chart 4 F show the headcounts and percentages of staff in each religion or belief at the end of December 2015. The collection of data on this characteristic was started later than the other characteristics, and initially the numbers were low after it was introduced, so it wasn't included in regular snapshots of the data until the end of December 2015. To avoid disclosure of individuals, some religions or beliefs have been grouped together.

5.18 A large percentage of staff haven't provided their religion or belief (47.1 per cent of staff at the end of December 2015). Therefore we are cautious about providing interpretations of the level and trends in this characteristic.

Sexual orientation

5.19 The sexual orientation of Scottish Government staff is provided voluntarily via diversity monitoring forms during recruitment, or by using a self-service section on the HR system. Table 10 shows the headcounts and percentages of staff in each religion or belief at the end of March and December in 2015. Like religion or belief, the collection of sexual orientation data was started later than other characteristics, so it wasn't included in regular snapshots of the data as numbers were low initially. Chart 4 G shows the sexual orientation of staff at the end of December 2015.

5.20 A large percentage of staff haven't provided their sexual orientation (46.2 per cent at the end of December 2015, Table 10 and Chart 4 G). Therefore we are cautious about providing interpretations of the level and trends in this characteristic.

6. Tables

Table 1 Full time equivalent (FTE) number of directly employed staff

Year	Quarter to end:	Full time equivalent (FTE) number of directly employed staff[1]									Total FTE of directly employed staff[5]
		Permanent					Temporary				
		Permanent	Paid Parental leave[2]	Outward second-ment	Fixed term[3] (with competition[4])	**Total permanent[5]**	Fixed term (without competition[4])	Fixed term student placement	Modern apprentice	**Total temporary[5]**	
2012	Mar[6]	4,712	43	43	32	**4,830**	108	8	17	**134**	**4,964**
	Jun[6]	4,607	37	39	26	**4,709**	118	14	20	**152**	**4,861**
	Sep	4,561	32	39	52	**4,684**	106	17	20	**143**	**4,827**
	Dec	4,588	38	42	60	**4,728**	116	17	27	**160**	**4,888**
2013	Mar	4,599	44	43	62	**4,748**	118	19	30	**167**	**4,915**
	Jun	4,545	33	43	60	**4,681**	114	24	38	**176**	**4,858**
	Sep	4,592	41	45	62	**4,741**	106	33	48	**187**	**4,928**
	Dec	4,648	53	46	56	**4,804**	113	26	47	**186**	**4,990**
2014	Mar	4,708	47	40	52	**4,847**	121	47	59	**226**	**5,074**
	Jun	4,725	45	41	50	**4,862**	136	48	55	**239**	**5,101**
	Sep	4,788	50	42	42	**4,923**	127	32	54	**213**	**5,136**
	Dec	4,811	47	41	51	**4,951**	151	30	56	**237**	**5,188**
2015	Mar	4,792	38	46	47	**4,922**	145	19	63	**227**	**5,149**
	Jun	4,648	35	46	39	**4,768**	131	34	66	**231**	**4,999**
	Sep	4,713	48	52	39	**4,851**	140	23	80	**243**	**5,094**
	Dec	4,750	43	52	37	**4,882**	136	20	81	**237**	**5,120**

1. Numbers are rounded to the nearest whole number.
2. Paid parental leave refers to those on paid maternity, adoption, or shared parental leave.
3. These are included within the permanent category for the purposes of this publication. See annex for further details.
4. Competition refers to competition for the position at recruitment.
5. Due to rounding, the total columns may not exactly match the sum of the preceding columns.
6. Note that numbers for the quarter ending March 2012 are 12 lower, and quarter ending June 2012 are 11 lower than the Office for National Statistics' (ONS) Public Sector Employment numbers. This is because the ONS figures included staff from the Parole Board (Scotland). The Parole Board staff are excluded here, as this publication only covers those in core Scottish Government directorates.

Table 2 Headcount of contingent workers

Year	Quarter to end:	Headcount of contingent workers								Total head count of contingent workers
		Consultants	Contractor staff	Interim managers	Inward secondment/ SLA	Temporary agency workers	Short-term youth employment initiatives[1]	Other contingent workers	UK Fast Stream	
2012	Mar	44	75	39	244	136	25	83	0	**646**
	Jun	37	97	42	248	156	25	82	0	**687**
	Sep	44	110	50	226	168	19	85	0	**702**
	Dec	39	100	52	227	198	18	85	0	**719**
2013	Mar	34	84	46	225	200	23	65	0	**677**
	Jun	34	124	65	215	178	38	66	0	**720**
	Sep	41	160	89	213	179	29	73	0	**784**
	Dec	51	223	102	206	172	20	71	0	**845**
2014	Mar	54	347	138	222	210	27	76	0	**1,074**
	Jun	61	450	154	238	226	45	74	1	**1,249**
	Sep	57	571	135	234	200	40	88	1	**1,326**
	Dec	55	659	124	221	174	32	88	1	**1,354**
2015	Mar	39	527	96	207	120	28	86	0	**1,103**
	Jun	42	420	87	185	142	55	77	0	**1,008**
	Sep	46	456	89	191	135	46	75	1	**1,039**
	Dec	45	466	77	192	144	42	69	7	**1,042**

1. This includes: Employability fund placements, Get Ready for Work placements, student placements (where paid a stipend, rather than directly by the Scottish Government). The Scottish Government also offers one week work experience placements for school pupils. Due to the short length of these placements, these would only be identified in the quarterly "snapshots" of the data if the final day of the quarter fell during the week placement. Therefore the work experience placements have been excluded from the table to avoid any misleading effects on the figures due to the timing of placements.

Table 3 Sickness absence of directly employed staff

Sickness absence of directly employed staff[1]					
Year period ending in:		Short term[3] AWDL[2]	Long term[4] AWDL[2]	All absences[5] AWDL[2]	Percentage of working days lost (%)[6]
Year	Quarter				
2012	Mar	3.4	2.9	6.3	*2.8*
	Jun	3.4	3.0	6.4	*2.9*
	Sep	3.4	3.2	6.6	*3.0*
	Dec	3.6	3.2	6.8	*3.0*
2013	Mar	3.6	3.3	6.9	*3.1*
	Jun	3.7	3.3	7.1	*3.1*
	Sep	3.6	3.2	6.8	*3.0*
	Dec	3.5	3.2	6.7	*3.0*
2014	Mar	3.4	3.2	6.6	*2.9*
	Jun	3.3	3.4	6.7	*3.0*
	Sep	3.4	3.5	6.9	*3.1*
	Dec	3.5	3.5	7.0	*3.1*
2015	Mar	3.7	3.4	7.1	*3.2*
	Jun	3.8	3.5	7.2	*3.2*
	Sep	3.8	3.6	7.4	*3.3*
	Dec	3.7	3.6	7.4	*3.3*

1. This includes all staff that were employed during each year period, not just those that were employed at the end of the period. i.e. it may include staff that left the Scottish Government during the year period.
2. AWDL is the average working days lost due to sickness per staff year in the 12 month period.
3. Average working days lost (AWDL) per staff year for spells of short term absences of 20 calendar days or less.
4. Average working days lost (AWDL) per staff year for spells of long term absences of more than 20 calendar days.
5. Average working days lost (AWDL) per staff year for all absences. Due to rounding, AWDL - all absences may not necessarily be the sum of AWDL - short and long term.
6. The percentage of working days lost, is the percentage of the total number of working days lost for all directly employed staff on the payroll out of the total working days available during the year for those staff.

Table 4 Core Scottish Government directly employed staff: by age

Year	Quarter to end:	Age Group[1] 16-19 Head count	16-19 %	20-29 Head count	20-29 %	30-39 Head count	30-39 %	40-49 Head count	40-49 %	50-59 Head count	50-59 %	60-64 Head count	60-64 %	65 and over Head count	65 and over %	Total head count
2012	Mar	13	*0.3*	545	*10.5*	1,402	*27.0*	1,727	*33.2*	1,247	*24.0*	234	*4.5*	31	*0.6*	5,199
	Jun	22	*0.4*	518	*10.2*	1,381	*27.2*	1,694	*33.3*	1,223	*24.1*	218	*4.3*	28	*0.6*	5,084
	Sep	23	*0.5*	505	*10.0*	1,382	*27.4*	1,695	*33.6*	1,200	*23.8*	206	*4.1*	29	*0.6*	5,040
	Dec	32	*0.6*	506	*9.9*	1,396	*27.4*	1,706	*33.4*	1,211	*23.7*	218	*4.3*	32	*0.6*	5,101
2013	Mar	37	*0.7*	510	*9.9*	1,422	*27.7*	1,701	*33.2*	1,202	*23.4*	221	*4.3*	34	*0.7*	5,127
	Jun	48	*0.9*	504	*9.9*	1,388	*27.4*	1,685	*33.3*	1,195	*23.6*	209	*4.1*	38	*0.7*	5,067
	Sep	52	*1.0*	521	*10.1*	1,402	*27.3*	1,688	*32.8*	1,224	*23.8*	210	*4.1*	43	*0.8*	5,140
	Dec	50	*1.0*	523	*10.0*	1,428	*27.4*	1,689	*32.4*	1,260	*24.2*	211	*4.1*	45	*0.9*	5,206
2014	Mar	60	*1.1*	547	*10.3*	1,434	*27.1*	1,703	*32.2*	1,284	*24.3*	215	*4.1*	51	*1.0*	5,294
	Jun	64	*1.2*	554	*10.4*	1,434	*27.0*	1,677	*31.5*	1,328	*25.0*	213	*4.0*	50	*0.9*	5,320
	Sep	57	*1.1*	524	*9.8*	1,453	*27.1*	1,695	*31.6*	1,356	*25.3*	223	*4.2*	56	*1.0*	5,364
	Dec	56	*1.0*	544	*10.0*	1,447	*26.7*	1,692	*31.2*	1,395	*25.8*	225	*4.2*	57	*1.1*	5,416
2015	Mar	67	*1.2*	534	*9.9*	1,424	*26.5*	1,679	*31.2*	1,392	*25.9*	230	*4.3*	56	*1.0*	5,382
	Jun	82	*1.6*	510	*9.8*	1,383	*26.5*	1,631	*31.3*	1,340	*25.7*	222	*4.3*	51	*1.0*	5,219
	Sep	72	*1.4*	535	*10.1*	1,422	*26.7*	1,639	*30.8*	1,366	*25.7*	235	*4.4*	51	*1.0*	5,320
	Dec	68	*1.3*	542	*10.1*	1,415	*26.5*	1,649	*30.8*	1,379	*25.8*	240	*4.5*	55	*1.0*	5,348

1. Age at end of quarter.

Table 5 Core Scottish Government directly employed staff: by disability

Year	Quarter to end:	Disability								Total head count
		Disabled		Not Disabled		Prefer not to say		Unknown		
		Head count	%	Head count	%	Head count	%	Head count	%	
2012	Mar	217	*4.2*	3,324	*63.9*	23	*0.4*	1,635	*31.4*	5,199
	Jun	209	*4.1*	3,214	*63.2*	25	*0.5*	1,636	*32.2*	5,084
	Sep	204	*4.0*	3,150	*62.5*	23	*0.5*	1,663	*33.0*	5,040
	Dec	207	*4.1*	3,154	*61.8*	24	*0.5*	1,716	*33.6*	5,101
2013	Mar	212	*4.1*	3,152	*61.5*	24	*0.5*	1,739	*33.9*	5,127
	Jun	203	*4.0*	3,113	*61.4*	27	*0.5*	1,724	*34.0*	5,067
	Sep	210	*4.1*	3,105	*60.4*	27	*0.5*	1,798	*35.0*	5,140
	Dec	213	*4.1*	3,110	*59.7*	28	*0.5*	1,855	*35.6*	5,206
2014	Mar	226	*4.3*	3,109	*58.7*	30	*0.6*	1,929	*36.4*	5,294
	Jun	225	*4.2*	3,095	*58.2*	32	*0.6*	1,968	*37.0*	5,320
	Sep	237	*4.4*	3,093	*57.7*	34	*0.6*	2,000	*37.3*	5,364
	Dec	272	*5.0*	3,059	*56.5*	37	*0.7*	2,048	*37.8*	5,416
2015	Mar	275	*5.1*	3,026	*56.2*	37	*0.7*	2,044	*38.0*	5,382
	Jun	260	*5.0*	2,934	*56.2*	37	*0.7*	1,988	*38.1*	5,219
	Sep	271	*5.1*	2,978	*56.0*	41	*0.8*	2,030	*38.2*	5,320
	Dec	274	*5.1*	2,980	*55.7*	42	*0.8*	2,052	*38.4*	5,348

Table 6 Core Scottish Government directly employed staff: by ethnicity

Year	Quarter to end:	Ethnicity								Total head count
		Ethnic minority[1]		White		Prefer not to say		Unknown		
		Head count	%	Head count	%	Head count	%	Head count	%	
2012	Mar	69	*1.3*	4,148	*79.8*	76	*1.5*	906	*17.4*	5,199
	Jun	67	*1.3*	4,024	*79.2*	75	*1.5*	918	*18.1*	5,084
	Sep	71	*1.4*	4,008	*79.5*	74	*1.5*	887	*17.6*	5,040
	Dec	71	*1.4*	4,064	*79.7*	72	*1.4*	894	*17.5*	5,101
2013	Mar	80	*1.6*	4,089	*79.8*	70	*1.4*	888	*17.3*	5,127
	Jun	79	*1.6*	4,063	*80.2*	73	*1.4*	852	*16.8*	5,067
	Sep	81	*1.6*	4,078	*79.3*	70	*1.4*	911	*17.7*	5,140
	Dec	86	*1.7*	4,139	*79.5*	71	*1.4*	910	*17.5*	5,206
2014	Mar	88	*1.7*	4,175	*78.9*	80	*1.5*	951	*18.0*	5,294
	Jun	84	*1.6*	4,144	*77.9*	79	*1.5*	1,013	*19.0*	5,320
	Sep	85	*1.6*	4,121	*76.8*	80	*1.5*	1,078	*20.1*	5,364
	Dec	86	*1.6*	4,322	*79.8*	80	*1.5*	928	*17.1*	5,416
2015	Mar	88	*1.6*	4,316	*80.2*	80	*1.5*	898	*16.7*	5,382
	Jun	89	*1.7*	4,200	*80.5*	84	*1.6*	846	*16.2*	5,219
	Sep	85	*1.6*	4,317	*81.1*	86	*1.6*	832	*15.6*	5,320
	Dec	84	*1.6*	4,350	*81.3*	87	*1.6*	827	*15.5*	5,348

1. 'Ethnic minority' includes: African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Table 7 Core Scottish Government directly employed staff: by gender

Year	Quarter to end:	Gender				Total head count
		Female		Male		
		Head count	%	Head count	%	
2012	Mar	2,565	*49.3*	2,634	*50.7*	5,199
	Jun	2,491	*49.0*	2,593	*51.0*	5,084
	Sep	2,465	*48.9*	2,575	*51.1*	5,040
	Dec	2,499	*49.0*	2,602	*51.0*	5,101
2013	Mar	2,535	*49.4*	2,592	*50.6*	5,127
	Jun	2,519	*49.7*	2,548	*50.3*	5,067
	Sep	2,549	*49.6*	2,591	*50.4*	5,140
	Dec	2,587	*49.7*	2,619	*50.3*	5,206
2014	Mar	2,648	*50.0*	2,646	*50.0*	5,294
	Jun	2,660	*50.0*	2,660	*50.0*	5,320
	Sep	2,683	*50.0*	2,681	*50.0*	5,364
	Dec	2,709	*50.0*	2,707	*50.0*	5,416
2015	Mar	2,699	*50.1*	2,683	*49.9*	5,382
	Jun	2,619	*50.2*	2,600	*49.8*	5,219
	Sep	2,688	*50.5*	2,632	*49.5*	5,320
	Dec	2,705	*50.6*	2,643	*49.4*	5,348

Table 8 Core Scottish Government directly employed staff: by marital/civil partnership status

Year	Quarter to end:	Marital/civil partnership status										Total head count
		Married /civil partnership		Single		Other[1]		Prefer not to say		Unknown		
		Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
2012	Mar	2,413	*46.4*	1,034	*19.9*	366	*7.0*	336	*6.5*	1,050	*20.2*	5,199
	Jun	2,347	*46.2*	1,001	*19.7*	353	*6.9*	329	*6.5*	1,054	*20.7*	5,084
	Sep	2,315	*45.9*	979	*19.4*	351	*7.0*	308	*6.1*	1,087	*21.6*	5,040
	Dec	2,319	*45.5*	999	*19.6*	370	*7.3*	305	*6.0*	1,108	*21.7*	5,101
2013	Mar	2,321	*45.3*	986	*19.2*	373	*7.3*	310	*6.0*	1,137	*22.2*	5,127
	Jun	2,292	*45.2*	955	*18.8*	364	*7.2*	303	*6.0*	1,153	*22.8*	5,067
	Sep	2,325	*45.2*	933	*18.2*	370	*7.2*	294	*5.7*	1,218	*23.7*	5,140
	Dec	2,345	*45.0*	920	*17.7*	378	*7.3*	297	*5.7*	1,266	*24.3*	5,206
2014	Mar	2,341	*44.2*	944	*17.8*	387	*7.3*	291	*5.5*	1,331	*25.1*	5,294
	Jun	2,340	*44.0*	940	*17.7*	390	*7.3*	287	*5.4*	1,363	*25.6*	5,320
	Sep	2,370	*44.2*	918	*17.1*	391	*7.3*	279	*5.2*	1,406	*26.2*	5,364
	Dec	2,378	*43.9*	913	*16.9*	393	*7.3*	281	*5.2*	1,451	*26.8*	5,416
2015	Mar	2,363	*43.9*	892	*16.6*	406	*7.5*	270	*5.0*	1,451	*27.0*	5,382
	Jun	2,280	*43.7*	857	*16.4*	405	*7.8*	245	*4.7*	1,432	*27.4*	5,219
	Sep	2,326	*43.7*	861	*16.2*	412	*7.7*	245	*4.6*	1,476	*27.7*	5,320
	Dec	2,341	*43.8*	858	*16.0*	415	*7.8*	238	*4.5*	1,496	*28.0*	5,348

1. Other includes: divorced, domestic partner, legally separated, living together, separated, and widowed.

Table 9 Core Scottish Government directly employed staff: by religion or belief

Year	Quarter to end:	Religion or Belief [1] None Head count	None %	Church of Scotland Head count	Church of Scotland %	Roman Catholic Head count	Roman Catholic %	Other Christian Head count	Other Christian %	Other religion or belief [2] Head count	Other religion or belief [2] %	Prefer not to say Head count	Prefer not to say %	Unknown Head count	Unknown %	Total head count
2015	Dec	1,439	*26.9*	616	*11.5*	324	*6.1*	212	*4.0*	69	*1.3*	171	*3.2*	2,517	*47.1*	5,348

1. Note that prior to the introduction of this publication, snapshots of staff data containing religion or belief weren't routinely stored. This is beacuse collection of data on this characteristic was started later than the other characteristics, and the numbers were initially low.
2. Other religion or belief includes: Muslim, Buddhist, Sikh, Jewish, Hindu, Pagan, and Other.

Table 10 Core Scottish Government directly employed staff: by sexual orientation

Year	Quarter to end:	Sexual orientation [1] Lesbian, gay, bisexual, other Head count	Lesbian, gay, bisexual, other %	Hetero-sexual /straight Head count	Hetero-sexual /straight %	Prefer not to say Head count	Prefer not to say %	Unknown Head count	Unknown %	Total head count
2015	Mar	108	*2.0*	2,402	*44.6*	148	*2.7*	2,724	*50.6*	5,382
	Jun	-	-	-	-	-	-	-	-	-
	Sep	-	-	-	-	-	-	-	-	-
	Dec	114	*2.1*	2,605	*48.7*	159	*3*	2,470	*46.2*	5,348

1. Note that prior to the introduction of this publication, snapshots of staff data containing sexual orientation weren't routinely stored. This is beacuse collection of data on this characteristic was started later than the other characteristics, and the numbers were initially low. Data were collected for the ONS in Mar 2015.

Annex

Annex A. Data sources and revisions

A1 The data presented in this publication are taken from information held on the Scottish Government's HR system. When staff are appointed to the Scottish Government, a record is created on the HR system for that person. This record contains a variety of information about the worker including: the type of worker they are, working pattern, and any sickness absence accrued. A voluntary, self-service facility on the HR system also allows staff to update sections of their personal information, including diversity information, or adding diversity information not captured on their appointment. Records are also created for contingent workers on the HR system when they are engaged in any capacity for the Scottish Government, however, limited information is held in this record, since the workers are not Scottish Government employees.

A2 The HR system is an administrative database. As such, it is continually updated when workers join and leave the Scottish Government and personal details change. As with any large scale administration system, it may be subject to errors with data entry and processing, and short delays in processing changes to the data. This publication presents a "snapshot" of the data as it appears on the HR system at the end of a quarter. Therefore there is a possibility that there may be out of date data or errors presented in this publication, as the "snapshot" may be taken at a point before records are updated or corrected.

A3 There are no plans to revise any of the snapshots of data from previous quarters in future versions of this publication. Firstly, the number of erroneous records on the HR system will be small compared to the total number of records. Secondly it is difficult to discern whether changes in the data are real changes or corrections of errors, particularly as changes to HR records can be made by a wide number of people: indeed, all staff members can update some fields of their personal records. If there are any significant changes in the data between quarters due to corrections of errors in the HR system, changes in recording practices, operational changes, etc, then these reasons will be given in the publication.

Annex B. Staff/worker categories

B1 **Permanent** staff are directly employed staff with a permanent contract.

B2 **Permanent on paid maternity, adoption, or shared parental leave**. The Scottish Government allows 26 weeks of maternity or adoption leave on full pay, and from 5th April 2015 this can be shared by both partners as Shared Parental Leave.

B3 **Permanent on outward secondment.** Some permanent staff go on outward secondment or loan to other organisations such as other government departments (including local and UK government), health, and the private sector. The purpose of these secondments is to provide staff with opportunities to develop in areas such as improved quality of policy making, operational and people management, leadership, project

management etc; give them a more outward-looking and broader skills base, through exposure to innovation and creativity; and increase their knowledge of, and improve their links with host organisations whilst sharing good practice.

B4 **Fixed Term Appointment (with competition)** are staff recruited to the Scottish Government and selected on merit through a fair and open competition, on a contract with an end date to fill a temporary post. They may apply for permanent internally advertised vacancies and converted to permanent members of staff, so they are included within the permanent category for the purposes of this publication.

B5 **Fixed Term Appointment (without competition)** are staff recruited to the Scottish Government without fair and open competition where either the urgency of the need or short duration of the role make a full competition impracticable or disproportionate. These are for a fixed period which is agreed at the outset and must only be used for a specific task or related tasks (for example, a particular project) that cannot be completed with existing resources. FTAs cannot be used for an undefined period; or for regular, every day work normally undertaken by the business area. All FTAs must be reported to the Civil Service Commission as part of a regular compliance statement and the use of exceptions may be subject to audit.

B6 **Fixed term student placements**. These placements are offered by the Scottish Government to give students an opportunity to gain work experience and knowledge of the government. In turn these placements are a route for attracting new talent, as some of these students may apply for permanent positions when they finish their courses.

B7 **Modern Apprentices** are staff employed on the Scottish Government's Modern Apprenticeship scheme. Although Modern Apprentices are first employed on a fixed term contract when they are on the scheme, it is expected that they will become permanent employees on successful completion of the programme, satisfying the applicable performance and attendance criteria, and passing a competitive selection interview.

B8 **Contingent workers** are non-directly employed workers that are engaged in any capacity for the Scottish Government, such as contractors, inward secondments, and temporary agency workers.

B9 **Consultants** are specialist temporary workers brought in through a specific procurement exercise for a discrete piece of work not covering an on-going role or 'business as usual' activity. They are often engaged as a team rather than on an individual time hire basis. Payments are in arrears on delivery of agreed output. In this circumstance, the numbers of consultants can vary depending on how the external supplier chooses to resource the contract.

B10 **Contractors** are temporary workers, typically brought in under a service contract which has been let to an external organisation to supply a specific product or service. In this circumstance, the numbers of contractors can vary depending on how the external supplier choses to resource the contract.

B11 **UK Fast Stream** are staff assigned to the Scottish Government from the Civil Service Fast Stream Programme. These are non-directly employed staff as they are paid via the UK Government and can be moved from the Scottish Government to another part of the Civil Service as part of their prescribed development programme. This programme began in the Scottish Government in 2015. The Scottish Government also runs its own graduate entry programme and these workers are classified under Permanent directly employed staff (Table 1).

B12 **Interim managers** are temporary workers covering management or specialist roles on temporary projects, through a procured framework.

B13 **Inward secondments** are non-directly employed workers that are seconded on short term contracts from other organisations, such as the private sector or local government. The Scottish Government benefits from inward secondments by filling skills gaps, sharing people and practice and developing partnership working with stakeholders.

B14 **Service Level Agreement (SLA)** staff are NHS staff on Service Level Agreements contracted to the Scottish Government to provide a specific service.

B15 The Scottish Government offers **temporary short-term youth employment initiatives** to help prepare young people for the world of work. These include placements for students in Further / Higher / Post-grad Education on a formal (for example, part of course requirements) or informal (self-organised) basis. The students may be paid a stipend, rather than being paid directly by the Scottish Government, hence they aren't included under Fixed Term Student Placements in Table 1. It also includes former schemes which are now closed, which are: (i) Get Ready for Work Placements, which were work experience placements for 16-19 year olds as part of the national 'Get Ready for Work' programme; these were unpaid placements, but a training allowance was provided by the scheme. (ii) Employability Fund Placements were placements funded by the Employability Fund. The Scottish Government also offers one week work experience placements for school pupils. Due to the short length of these placements, these would only be identified in the quarterly "snapshots" of the data if the final day of the quarter fell during the week placement. Therefore the work experience placements have been excluded from Table 2 to avoid any misleading effects on the figures due to the timing of placements.

B16 **Temporary agency workers** are procured through a framework contract to fill generalist (especially administrative) posts.

B17 **Other contingent workers** are temporary workers that do not fit in any of the categories.

Annex C: Additional tables

Table C1: Headcount of directly employed staff

Year	Quarter to end:	Head count of directly employed staff									Total headcount of directly employed staff
		Permanent					Temporary				
		Permanent	Paid Parental leave[2]	Outward second-ment	Fixed term[3] (with competition[4])	**Total permanent**	Fixed term (without competition[4])	Fixed term student placement	Modern apprentice	**Total temporary**	
2012	Mar[5]	4,931	50	45	33	**5,059**	113	10	17	**140**	**5,199**
	Jun[5]	4,817	43	40	27	**4,927**	123	14	20	**157**	**5,084**
	Sep	4,764	37	41	52	**4,894**	109	17	20	**146**	**5,040**
	Dec	4,788	43	44	60	**4,935**	122	17	27	**166**	**5,101**
2013	Mar	4,801	48	44	62	**4,955**	123	19	30	**172**	**5,127**
	Jun	4,745	35	45	60	**4,885**	119	25	38	**182**	**5,067**
	Sep	4,794	45	47	63	**4,949**	109	34	48	**191**	**5,140**
	Dec	4,850	59	48	58	**5,015**	118	26	47	**191**	**5,206**
2014	Mar	4,913	53	43	54	**5,063**	125	47	59	**231**	**5,294**
	Jun	4,934	49	44	51	**5,078**	139	48	55	**242**	**5,320**
	Sep	5,001	56	46	43	**5,146**	131	33	54	**218**	**5,364**
	Dec	5,025	52	44	52	**5,173**	156	31	56	**243**	**5,416**
2015	Mar	5,011	41	50	47	**5,149**	149	21	63	**233**	**5,382**
	Jun	4,855	38	50	39	**4,982**	136	35	66	**237**	**5,219**
	Sep	4,925	52	55	39	**5,071**	145	24	80	**249**	**5,320**
	Dec	4,966	47	55	37	**5,105**	142	20	81	**243**	**5,348**

1. Numbers are rounded to the nearest whole number.
2. Paid parental leave refers to those on paid maternity, adoption, or shared parental leave.
3. These are included within the permanent category for the purposes of this publication. See annex for further details.
4. Competition refers to competition for the position at recruitment.
5. Note that numbers for the quarter ending March 2012 are 13 lower, and quarter ending June 2012 are 12 lower than the Office for National Statistics' (ONS) Public Sector Employment numbers. This is because the ONS figures included staff from the Parole Board (Scotland). The Parole Board staff are excluded here as this publication only covers those in core Scottish Government directorates.

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