

# Local government earnings and demography survey 2019/20

Summary report





## Introduction

The Local Government Earnings and Demography Survey provides paybill and average pay rate information for all local government employees (excluding teachers) in England and Wales as well as examining the key characteristics of the workforce. The survey collects data from councils on individual employees and includes data items for gender, age, ethnic group, and full-time equivalent (FTE) rates for basic pay and total gross pay.

The data were collected between July 2019 and March 2020 and relate to the 2019/20 financial year. The survey achieved a response from 125 of the 375 local authorities in England and Wales (33 per cent). This amounts to around 423,000 posts. This is the first edition of the survey since 2015.

The data have been weighted and grossed to take into account non-response by region and within local authority type. The dataset is then used to calculate average pay rates, both basic and gross, which are then used along with other data sources to calculate the local government paybill.

## Key findings

- The basic local government paybill in England and Wales (excluding teachers) is £23.3 billion for the financial year 2019/20.
- The total gross paybill, which comprises the basic paybill plus all additional pay elements, is £24.0 billion.
- Additional pay (which is any payment made on top of basic salary including overtime and bonus payments) is equivalent to 3.1 per cent of basic pay.
- The basic paybill has increased by 8.3 per cent since 2014/15 (from £21.5 billion in 2014/15); taking inflation into account, this represents a real-terms increase of 4.0 per cent<sup>1</sup>. The total gross paybill increased by 8.1 per cent (from £22.1 billion in 2014/15); this represents a real-terms increase of 4.2 per cent.
- The median FTE gross pay rate for full-time staff was £28,947 and for part-time staff was £20,164.
- The local government gender pay gap was 5.5 per cent in favour of women for full-time staff in 2019/20. This compares to zero in 2014/15
- Around two-fifths of the local government workforce (around 416,000 headcount) earn less than £21,000 basic per annum.
- Approximately five per cent of the workforce is classified as disabled.

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<sup>1</sup> Inflation is calculated from the CPI (the government's preferred target measurement) which between 2014 and 2019 was 2.4%.

- Around two-thirds of the workforce are aged between 40 and 64.
- 90 per cent of the workforce is classified as white

## **Paybill**

The basic local government paybill in England and Wales (excluding teachers) is £23.3 billion for the financial year 2019/20.

The total gross paybill, which comprises the basic paybill plus all additional pay elements (which, for example, includes overtime, shift premium pay, bonus and incentive payments) is £24 billion.

Additional pay was the equivalent of 3.2 per cent of the basic pay bill.

Annual comparisons should be treated with caution due to the evolving methodology involved but the data suggests that the basic paybill has increased by 8.3 per cent since 2014/15 (from £21.5 billion in 2014/15); taking inflation into account, this represents a real-terms increase of 4.0 per cent. The total gross paybill (which incorporates all elements of basic and additional pay) increased by 8.1 per cent (from £22.2 billion in 2014/15); this represents a real-terms increase of 4.2 per cent.

An analysis of paybill is provided below and includes regional and authority type breakdowns.

**Table 1: Local government paybill by region and type of authority type (England and Wales, 2019/20)**

	<b>Basic paybill</b>	<b>Additional paybill</b>	<b>Additional pay</b>	<b>Gross paybill</b>
	<b>£millions</b>	<b>£millions</b>	<b>% of gross</b>	<b>£millions</b>
<b>Type of authority</b>				
English unitaries	£5,439	£67	2.8%	£5,506
London boroughs	£3,246	£266	4.8%	£3,511
Metropolitan districts	£4,130	£106	3.7%	£4,236
Shire counties	£6,453	£217	2.4%	£6,670
Shire districts	£2,035	£65	4.3%	£2,100
Welsh unitaries	£1,949	£16	3.5%	£1,964
<b>Region</b>				
East Midlands	£1,524	£50	3.3%	£1,574
East of England	£2,143	£40	1.8%	£2,182
London	£3,246	£266	8.2%	£3,511
North East	£1,051	£32	3.1%	£1,084
North West	£4,991	£169	3.4%	£5,160
South East	£2,994	£71	2.4%	£3,065
South West	£1,600	-£18	-1.1%	£1,582
Wales	£1,949	£16	0.8%	£1,964
West Midlands	£1,663	£50	3.0%	£1,713
Yorkshire & Humber	£2,091	£61	2.9%	£2,153
<b>Overall</b>				
England	£21,302	£671	3.4%	£22,023
England and Wales	£23,251	£730	3.2%	£23,988

### **Pay rates**

The median FTE gross pay rate for full-time staff was £28,947 and for part-time staff was £20,164. Details of the median pay rates for local government staff are provided below in Table 2.

**Table 2: Median FTE pay rates (England and Wales, 2019/20)**

	<b>Full-time</b>	<b>Part-time</b>	<b>Total</b>
<b>Basic pay</b>			
Female	£28,785	£19,176	£22,021
Male	£27,279	£19,586	£25,947
Total	£27,905	£19,224	£23,211
<b>Gross pay</b>			
Female	£29,199	£20,102	£22,918
Male	£28,785	£20,752	£27,099
Total	£28,947	£20,164	£23,951

## **Gender pay gap**

The difference between full-time male and female basic pay is known as the gender pay gap. The local government gender pay gap (based on full-time median basic pay) was 5.5 per cent in favour of women in 2019/20. In 2014/15 the pay gap was zero.<sup>2</sup>

## **Pay distribution**

Analysis of the pay distribution showed that:

- 415,992 staff (equivalent to 274,000 FTEs) earn below £21,000 basic per annum, approximately 38 per cent of the total mainstream local government workforce (or 31 per cent of the total FTE workforce).
- 586,841 staff (equivalent to 523,000 FTE) earn between £21,000, and £42,999 basic per annum, approximately 54 per cent of the total mainstream local government workforce (or 60 per cent of the total FTE workforce).
- 440,060 staff (equivalent to 389,600 FTE) earn over £43,000 per annum, approximately eight per cent of the total mainstream local government workforce (or nine per cent of the total FTE workforce).

## **Disability**

In England and Wales approximately five per cent of the workforce was classified as disabled. Please note that disability status was not known in approximately 35 per cent of the workforce, therefore these percentages should be used with care. Where disability status was not known, it was excluded from this analysis.

## **Age**

In England and Wales approximately 4.7 per cent of the workforce were under the age of 25, a quarter (25 per cent) were between 25 and 40, two-thirds (67 per cent), were aged between 40 and 64 and 3.5 per cent were aged 65 and older.

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<sup>2</sup> Please note that central government publish gender pay gap data using a different methodology. This can be found here: <https://gender-pay-gap.service.gov.uk>

**Table 3: Age of local government staff (England and Wales, 2019/20)**

	<b>Under 25</b>	<b>25-39</b>	<b>40-64</b>	<b>Over 65</b>	<b>Not known</b>
<b>Type of authority</b>					
English unitaries	5.2%	26.4%	64.7%	3.5%	0.2%
London boroughs	3.0%	26.4%	66.4%	4.1%	0.0%
Metropolitan districts	4.1%	24.0%	68.9%	3.0%	0.0%
Shire counties	4.5%	23.7%	68.1%	3.5%	0.2%
Shire districts	7.2%	23.6%	63.7%	3.7%	1.7%
Welsh unitaries	5.4%	27.2%	63.8%	3.7%	0.0%
<b>Region</b>					
East Midlands	5.0%	23.7%	68.2%	3.1%	0.0%
East of England	6.3%	27.8%	61.6%	4.0%	0.2%
London	3.0%	26.4%	66.4%	4.1%	0.0%
North East	4.9%	23.9%	68.0%	3.2%	0.0%
North West	4.2%	23.5%	69.1%	3.1%	0.0%
South East	5.1%	26.1%	64.4%	4.1%	0.3%
South West	4.4%	23.4%	67.1%	3.6%	1.4%
Wales	5.4%	27.2%	63.8%	3.7%	0.0%
West Midlands	4.6%	25.2%	66.0%	3.5%	0.7%
Yorkshire & Humber	5.1%	23.7%	68.4%	2.8%	0.0%
<b>Overall</b>					
England	4.6%	24.8%	66.9%	3.5%	0.2%
England and Wales	4.7%	25.0%	66.6%	3.5%	0.2%

### **Ethnicity**

In 2019/20, 90 per cent of the England and Wales workforce was categorised as white. Details of the ethnicity breakdown by region is below. Please note that the ethnicity was not known in approximately 20 per cent of the workforce, therefore these percentages should be used with care. Those where ethnicity was not known were excluded from this analysis.

**Table 4: Ethnicity of local government staff (England and Wales, 2019/20)**

	<b>White</b>	<b>Mixed</b>	<b>Asian</b>	<b>Black</b>	<b>Other</b>
<b>Type of authority</b>					
English unitaries	90.8%	1.3%	3.7%	3.8%	0.4%
London boroughs	58.7%	4.0%	12.2%	23.2%	1.9%
Metropolitan districts	89.5%	1.2%	5.6%	3.3%	0.4%
Shire counties	95.5%	0.9%	1.7%	1.4%	0.5%
Shire districts	96.0%	1.1%	1.4%	1.1%	0.4%
Welsh unitaries	95.3%	1.2%	1.8%	1.2%	0.6%
<b>Region</b>					
East Midlands	91.8%	1.6%	2.7%	3.2%	0.7%
East of England	89.2%	1.5%	3.4%	5.4%	0.5%
London	58.7%	4.0%	12.2%	23.2%	1.9%
North East	97.7%	0.4%	1.0%	0.5%	0.4%
North West	96.0%	0.8%	2.0%	0.9%	0.2%
South East	90.7%	1.5%	3.8%	3.3%	0.7%
South West	96.0%	1.0%	0.9%	1.8%	0.3%
Wales	95.3%	1.2%	1.8%	1.2%	0.6%
West Midlands	82.0%	1.2%	10.7%	5.6%	0.5%
Yorkshire & Humber	94.7%	0.9%	2.6%	1.4%	0.4%
<b>Overall</b>					
England	89.2%	1.4%	4.1%	4.7%	0.6%
England and Wales	89.9%	1.4%	3.8%	4.3%	0.6%



**Local Government Association**

Local Government House  
Smith Square  
London SW1P 3HZ

Telephone 020 7664 3000  
Fax 020 7664 3030  
Email [info@local.gov.uk](mailto:info@local.gov.uk)  
[www.local.gov.uk](http://www.local.gov.uk)

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