

Easy read summary **The Scottish Government's workforce challenges**





The **public sector** is another word for **public services**.

These are services we all use like schools, hospitals and councils, as well as the Scottish Government.



The **workforce** are the people who have jobs in public services.

Public services do not work without people.



The number of people working in public services has gone up a lot since 1999.



The Scottish Government and its public service organisations spend around half of their **budget** on staff costs.

A **budget** is the amount of money they have to spend.

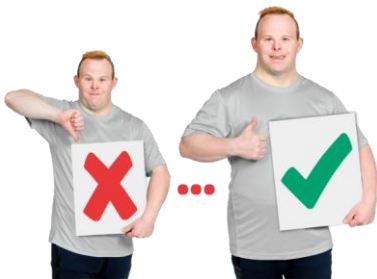


There will be a gap of over £1 billion pounds in future Scottish Government budgets.



The Scottish Government has spent more than it has expected on staff over the last 2 years.

This is because the cost to cover increases in staff pay was higher than planned.



The Scottish Government is planning for its workforce to grow more slowly over the next 5 years.

Public services needed to change so they are protected for the future.



These changes cannot just mean controlling:

- pay costs
- the number of people working in public services.



People who work in public services will still be under a lot of pressure.

Solving the problems faced by the Scottish Government budget will need:



- better **workforce data** – facts, figures and information about staff



- better **workforce planning** – making sure an organisation has the right staff with the right skills in the right place at the right time



- changes to how staff work in and across public services.



The Scottish Government plans to make changes over a long period of time.

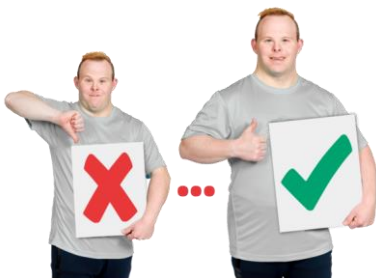
These changes are at an early stage.



It is working with public service organisations to see how services can change and what this means for staff.



In the past, the Scottish Government has been too slow making changes.



The Scottish Government needs to make changes more quickly to get good services that it can afford.