

Council-wide indicators

Sickness absence

1. **The number of days lost through sickness absence expressed as a percentage of the total working days available, for**
 - Chief officers, administrative, professional, technical and clerical employees
 - Craft and manual employees
 - Teachers

What the indicator reports

The indicator measures the extent of sickness absence within councils.

The employee groupings used in this indicator reflect the broad differences in the type of work undertaken and facilitate comparison between councils on a like for like basis.

Points to bear in mind

The number of working days available may vary slightly between councils because of the number of public or local holidays, however, this will not unduly influence the overall percentage lost time.

‘Sickness absence’ is defined as an absence from the place of employment because of the employee’s illness or injury for which sick leave entitlement is used. This may include self-certification, absence supported by a doctor’s certificate, long-term sickness absence, and industrial injury. Absence that is not sickness absence, for example, compassionate leave, career leave and special leave/unpaid leave, maternity and paternity leave, and maternity support, is not included.

Complaints

2. **a) The number of complaints accepted for enquiry by the Ombudsman which resulted in a local settlement.**
b) The number of complaints accepted for enquiry by the Ombudsman which were classified as maladministration.

What the indicator reports

Part a) shows the extent to which a local settlement occurs when, in response to complaints accepted for enquiry by the Ombudsman, the council offers to take action which the Ombudsman regards as satisfactorily resolving the matter.

Part b) measures the extent to which formal findings of maladministration are made against the council. A finding of maladministration is the last stage in the process of a complaint to the Ombudsman.

Points to bear in mind

The number of complaints to the Ombudsman may be influenced by:

- the extent to which councils make information available regarding the existence and role of the Ombudsman.
- the standing of the Ombudsman in a particular area

Council-wide

- a higher number of local settlements in relation to the number of complaints accepted for enquiry by the Ombudsman tends to indicate a willingness by the council to tackle issues raised by the Ombudsman.

Broadly speaking, a finding of maladministration indicates that the management procedures or practices within the council are not operating as they should, and that injustice has been caused to the complainant.

Litigation claims

3. The number and value of successful litigation actions against the authority settled in the financial year, in respect of the following services:

Service	per 10,000 council dwellings	
	Number	£
Housing		
Service	per 10,000 population	
	Number	£
Roads		
All other services (excluding police and fire)		

What the indicator reports

The indicator measures the number of actions raised against the authority in the Sheriff Court and the Court of Session (other than actions of judicial review), in respect of which an initiating writ has been served on the council, and an award is subsequently made by the court, or an out of court settlement is subsequently agreed, which goes against the council in whole or in part.

Points to bear in mind

The 'value' is the aggregate monetary value of awards made, and of out of court settlements agreed, including interest and expenses. ('Expenses' is restricted to the expenses paid to the other party(s) and excludes the council's own cost of litigating). The value of any award in respect of a counterclaim by the authority should be ignored for the purpose of determining the value of an action.

Actions relating to 'housing services' are those against the council, which relate to its functions as housing authority. Actions relating to 'roads' are those against the council, which relate to its functions as roads authority. Actions relating to 'all other services' are those against the council other than in its capacity as housing, roads, police or fire authority.

All actions raised other than in the Sheriff Courts and the Court of Session are excluded.

A higher number may indicate that a council has weaknesses in the delivery of services in the area highlighted. However, it may also reflect a tendency by a council not to settle claims before court action is raised, or a greater litigiousness by local people.

Litigation is increasing generally and the indicator may appear worse year on year because of social trends rather than due to poorer performance.

Council-wide

Equal opportunities policy

4. The number and percentage of staff in each of the following staff bands who are women

	Salary band A		Salary band B		Salary band C	
	Number	%	Number	%	Number	%
Chief officials						
General service employees						
Teachers						

What the indicator reports

This indicator shows the gender balance in employment in order to gauge under/over representation in the different salary bands. This will alert councils to potentially unfair or discriminatory practices as well as providing a baseline for measuring improvement over-time.

Points to bear in mind

Councils' employment policy should reflect their commitment to equal opportunities.

The indicator shows the percentage of women employees in post at September each year - it is not full-time equivalent posts.

All employees, including craft and manual employees, are included in the indicator.

The staffing levels are based on the following salary bands:

Chief Official grades as set out in the Joint Negotiating Committee for Chief Officials of Local Authorities in Scotland.

General Service Employees on Administrative, Professional, Technical and Clerical salary grades:

- Salary band A – point 50 or above
- Salary band B – points 31 – 49
- Salary band C – below point 30

Teachers grades are equivalent to:

- Salary band A – point 50 or above
- Salary band B – points below 49.

Council-wide

Council Wide	Indicator 1					
	Total available days for chief officers, administrative, professional, technical and clerical employees			Total sick days for chief officers, administrative, professional, technical and clerical employees		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	809,977	781,117	691,759	44,740	42,419	36,129
Aberdeenshire	692,593	662,729	724,453	36,063	36,219	37,162
Angus	453,319	491,476	493,434	19,303	19,525	20,921
Argyll & Bute	365,132	393,147	393,176	15,495	17,801	18,872
Clackmannanshire	190,340	252,207	241,777	9,313	13,971	15,142
Dumfries & Galloway	543,289	571,531	583,306	22,004	23,410	26,349
Dundee City	1,022,900	1,050,015	1,093,447	48,181	49,704	53,734
East Ayrshire	492,694	497,517	528,094	24,810	28,495	30,224
East Dunbartonshire	334,450	412,074	415,983	17,301	22,154	23,622
East Lothian	360,759	370,734	404,132	16,960	20,729	20,903
East Renfrewshire	291,433	321,689	341,716	12,719	13,527	15,874
Edinburgh, City of	1,820,283	2,087,270	2,067,007	86,163	105,571	110,073
Eilean Siar	176,036	156,159	158,544	5,379	4,621	6,148
Falkirk	507,584	593,628	630,924	28,917	29,845	32,703
Fife	1,706,221	1,638,954	1,645,529	88,682	99,355	111,244
Glasgow City	2,934,400	3,086,615	3,122,280	137,183	168,530	163,714
Highland	874,346	817,940	971,496	33,499	40,449	39,044
Inverclyde	384,406	401,034	403,317	19,712	18,368	19,834
Midlothian	309,204	329,492	342,033	14,648	14,532	16,333
Moray	312,260	327,928	328,607	17,247	11,453	10,886
North Ayrshire	484,300	509,230	532,240	27,092	27,308	27,670
North Lanarkshire	1,190,075	1,518,996	1,670,552	68,640	93,735	101,369
Orkney Islands	102,692	146,527	--Not Reported--	3,368	6,635	--Not Reported--
Perth & Kinross	452,990	466,443	540,481	19,432	22,665	22,260
Renfrewshire	684,013	729,888	835,977	41,652	43,028	55,066
Scottish Borders	475,328	464,800	475,552	16,429	18,561	19,369
Shetland Islands	286,754	295,293	303,687	10,244	10,004	11,816
South Ayrshire	445,936	451,312	471,714	21,194	22,637	21,713
South Lanarkshire	1,161,177	1,267,550	1,441,341	62,597	61,431	70,335
Stirling	358,567	391,674	412,390	17,875	19,070	19,606
West Dunbartonshire	473,713	458,248	468,978	28,742	30,601	31,410
West Lothian	624,824	667,558	732,431	31,680	32,610	33,328
Scotland	21,321,995	22,610,775	23,466,357	1,047,264	1,168,963	1,222,853

Council-wide

Council Wide	Indicator 1					
	Percentage of days lost due to sickness for chief officers, administrative, professional, technical and clerical employees			Total available days for craft and manual employees		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	5.5%	5.4%	5.2%	870,337	761,376	627,820
Aberdeenshire	5.2%	5.5%	5.1%	707,014	824,388	944,561
Angus	4.3%	4.0%	4.2%	209,078	214,679	210,831
Argyll & Bute	4.2%	4.5%	4.8%	374,793	364,235	359,326
Clackmannanshire	4.9%	5.5%	6.3%	131,731	141,741	128,180
Dumfries & Galloway	4.1%	4.1%	4.5%	498,815	490,026	494,675
Dundee City	4.7%	4.7%	4.9%	541,688	513,107	481,858
East Ayrshire	5.0%	5.7%	5.7%	497,712	437,471	431,721
East Dunbartonshire	5.2%	5.4%	5.7%	309,480	242,662	273,586
East Lothian	4.7%	5.6%	5.2%	305,202	288,607	289,554
East Renfrewshire	4.4%	4.2%	4.6%	269,733	265,621	246,383
Edinburgh, City of	4.7%	5.1%	5.3%	1,407,143	1,313,429	1,272,691
Eilean Siar	3.1%	3.0%	3.9%	194,927	115,458	106,518
Falkirk	5.7%	5.0%	5.2%	571,648	568,542	548,784
Fife	5.2%	6.1%	6.8%	1,682,099	1,643,439	1,629,326
Glasgow City	4.7%	5.5%	5.2%	2,616,768	3,168,036	3,102,995
Highland	3.8%	4.9%	4.0%	565,574	665,045	700,713
Inverclyde	5.1%	4.6%	4.9%	386,624	387,018	371,279
Midlothian	4.7%	4.4%	4.8%	325,661	364,205	381,864
Moray	5.5%	3.5%	3.3%	637,460	303,782	301,947
North Ayrshire	5.6%	5.4%	5.2%	527,770	508,450	469,814
North Lanarkshire	5.8%	6.2%	6.1%	1,295,492	1,054,758	944,284
Orkney Islands	3.3%	4.5%	--Not Reported--	49,687	122,621	--Not Reported--
Perth & Kinross	4.3%	4.9%	4.1%	181,275	148,843	173,123
Renfrewshire	6.1%	5.9%	6.6%	667,348	633,834	562,535
Scottish Borders	3.5%	4.0%	4.1%	97,176	171,392	415,416
Shetland Islands	3.6%	3.4%	3.9%	241,073	241,683	237,842
South Ayrshire	4.8%	5.0%	4.6%	440,831	440,700	402,933
South Lanarkshire	5.4%	4.8%	4.9%	1,262,666	1,219,769	1,085,293
Stirling	5.0%	4.9%	4.8%	310,899	305,935	310,210
West Dunbartonshire	6.1%	6.7%	6.7%	475,348	407,535	451,596
West Lothian	5.1%	4.9%	4.6%	544,979	492,379	422,054
Scotland	4.9%	5.2%	5.2%	19,198,031	18,820,766	18,379,712

Council-wide

Council Wide	Indicator 1					
	Total sick days for craft and manual employees			Percentage of days lost due to sickness for craft and manual employees		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	65,829	59,486	43,105	7.6%	7.8%	6.9%
Aberdeenshire	46,588	50,731	53,088	6.6%	6.2%	5.6%
Angus	13,935	10,969	11,289	6.7%	5.1%	5.4%
Argyll & Bute	22,040	18,412	18,289	5.9%	5.1%	5.1%
Clackmannanshire	8,906	10,218	9,035	6.8%	7.2%	7.0%
Dumfries & Galloway	23,185	25,212	27,619	4.6%	5.1%	5.6%
Dundee City	33,985	27,481	28,710	6.3%	5.4%	6.0%
East Ayrshire	30,751	28,906	29,168	6.2%	6.6%	6.8%
East Dunbartonshire	30,522	19,577	19,412	9.9%	8.1%	7.1%
East Lothian	17,981	19,529	17,386	5.9%	6.8%	6.0%
East Renfrewshire	14,143	14,439	16,710	5.2%	5.4%	6.8%
Edinburgh, City of	98,305	82,388	86,915	7.0%	6.3%	6.8%
Eilean Siar	4,484	5,296	5,185	2.3%	4.6%	4.9%
Falkirk	36,095	32,665	42,366	6.3%	5.7%	7.7%
Fife	126,665	122,621	124,969	7.5%	7.5%	7.7%
Glasgow City	157,006	196,130	180,002	6.0%	6.2%	5.8%
Highland	29,773	34,650	37,804	5.3%	5.2%	5.4%
Inverclyde	31,381	33,973	28,346	8.1%	8.8%	7.6%
Midlothian	23,698	22,317	23,617	7.3%	6.1%	6.2%
Moray	25,433	8,907	16,969	4.0%	2.9%	5.6%
North Ayrshire	45,667	42,788	40,031	8.7%	8.4%	8.5%
North Lanarkshire	121,768	84,203	63,604	9.4%	8.0%	6.7%
Orkney Islands	2,453	5,246	--Not Reported--	4.9%	4.3%	--Not Reported--
Perth & Kinross	13,361	11,552	8,454	7.4%	7.8%	4.9%
Renfrewshire	48,552	48,019	43,883	7.3%	7.6%	7.8%
Scottish Borders	3,421	5,836	22,003	3.5%	3.4%	5.3%
Shetland Islands	11,003	11,168	10,338	4.6%	4.6%	4.3%
South Ayrshire	29,969	30,229	31,428	6.8%	6.9%	7.8%
South Lanarkshire	78,580	72,402	59,973	6.2%	5.9%	5.5%
Stirling	18,670	17,005	21,036	6.0%	5.6%	6.8%
West Dunbartonshire	37,510	30,308	35,755	7.9%	7.4%	7.9%
West Lothian	34,891	34,704	29,147	6.4%	7.0%	6.9%
Scotland	1,286,550	1,217,367	1,185,636	6.7%	6.5%	6.5%

Council-wide

Council Wide	Indicator 1					
	Total available days for teachers			Total sick days for teachers		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	337,549	324,855	291,259	15,094	13,422	11,738
Aberdeenshire	523,324	528,699	523,835	17,155	17,010	17,411
Angus	239,483	243,439	250,111	8,922	8,899	8,891
Argyll & Bute	193,237	209,324	199,772	6,389	6,732	7,023
Clackmannanshire	95,074	102,337	103,189	3,631	5,653	5,102
Dumfries & Galloway	323,922	327,050	331,285	14,723	12,846	14,571
Dundee City	306,052	312,292	328,965	14,066	15,557	15,771
East Ayrshire	329,897	279,043	282,566	14,158	12,870	9,205
East Dunbartonshire	304,263	273,894	267,204	11,288	11,180	11,112
East Lothian	160,200	166,360	173,516	9,349	8,278	8,439
East Renfrewshire	209,582	223,883	217,108	8,595	7,285	7,241
Edinburgh, City of	754,158	781,616	789,325	23,756	24,696	24,701
Eilean Siar	110,444	84,391	85,722	3,085	2,936	2,781
Falkirk	262,665	303,030	346,320	9,975	11,475	13,140
Fife	727,923	727,605	735,258	25,719	33,926	32,826
Glasgow City	1,172,145	1,311,991	1,254,823	36,336	52,250	49,285
Highland	508,000	526,652	562,446	17,284	13,056	14,698
Inverclyde	222,770	199,884	185,754	10,468	9,851	10,211
Midlothian	177,064	179,949	187,841	5,502	6,556	7,075
Moray	252,753	170,635	178,446	7,768	6,888	7,697
North Ayrshire	303,257	324,590	315,645	12,484	15,035	13,024
North Lanarkshire	606,604	740,941	781,566	29,418	32,304	36,975
Orkney Islands	47,385	80,503	--Not Reported--	868	2,100	--Not Reported--
Perth & Kinross	248,430	271,245	296,987	11,728	9,167	12,860
Renfrewshire	371,272	374,995	376,507	13,945	18,572	17,302
Scottish Borders	224,445	223,860	226,170	7,176	7,138	8,452
Shetland Islands	94,697	95,053	95,070	2,568	2,709	1,842
South Ayrshire	254,327	222,553	223,759	10,479	11,804	9,851
South Lanarkshire	627,034	650,724	653,222	26,498	23,529	29,231
Stirling	124,515	158,254	166,703	5,648	6,253	8,140
West Dunbartonshire	253,559	229,212	210,353	17,242	12,632	9,078
West Lothian	334,272	346,319	347,597	11,354	13,965	12,830
Scotland	10,700,302	10,995,178	10,988,324	412,671	436,574	438,503

Council-wide

Council Wide	Indicator 1			Indicator 2		
	Percentage of days lost due to sickness for teachers			Number of complaints accepted for enquiry by the Ombudsman which resulted in a local settlement		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	4.5%	4.1%	4.0%	2	3	2
Aberdeenshire	3.3%	3.2%	3.3%	2	3	0
Angus	3.7%	3.7%	3.6%	5	2	0
Argyll & Bute	3.3%	3.2%	3.5%	1	0	3
Clackmannanshire	3.8%	5.5%	4.9%	1	3	1
Dumfries & Galloway	4.5%	3.9%	4.4%	0	4	4
Dundee City	4.6%	5.0%	4.8%	2	6	2
East Ayrshire	4.3%	4.6%	3.3%	5	3	7
East Dunbartonshire	3.7%	4.1%	4.2%	7	11	2
East Lothian	5.8%	5.0%	4.9%	6	0	1
East Renfrewshire	4.1%	3.3%	3.3%	6	8	7
Edinburgh, City of	3.2%	3.2%	3.1%	8	18	19
Eilean Siar	2.8%	3.5%	3.2%	0	0	0
Falkirk	3.8%	3.8%	3.8%	3	11	7
Fife	3.5%	4.7%	4.5%	7	1	6
Glasgow City	3.1%	4.0%	3.9%	5	10	11
Highland	3.4%	2.5%	2.6%	9	7	4
Inverclyde	4.7%	4.9%	5.5%	1	2	3
Midlothian	3.1%	3.6%	3.8%	1	1	3
Moray	3.1%	4.0%	4.3%	10	0	3
North Ayrshire	4.1%	4.6%	4.1%	2	5	3
North Lanarkshire	4.8%	4.4%	4.7%	8	8	3
Orkney Islands	1.8%	2.6%	--Not Reported--	1	0	0
Perth & Kinross	4.7%	3.4%	4.3%	0	0	3
Renfrewshire	3.8%	5.0%	4.6%	15	12	14
Scottish Borders	3.2%	3.2%	3.7%	3	2	0
Shetland Islands	2.7%	2.8%	1.9%	0	0	0
South Ayrshire	4.1%	5.3%	4.4%	1	2	1
South Lanarkshire	4.2%	3.6%	4.5%	8	5	6
Stirling	4.5%	4.0%	4.9%	0	4	1
West Dunbartonshire	6.8%	5.5%	4.3%	0	2	5
West Lothian	3.4%	4.0%	3.7%	2	6	5
Scotland	3.9%	4.0%	4.0%	121	139	126

Council-wide

Council Wide	Indicator 2			Indicator 3		
	Number of complaints accepted for enquiry by the Ombudsman which were classified as maladministration			Number of litigation actions for housing		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	0	0	0	0	0	0
Aberdeenshire	0	0	0	0	1	0
Angus	0	0	0	0	1	2
Argyll & Bute	1	0	0	26	0	0
Clackmannanshire	0	0	0	1	0	0
Dumfries & Galloway	0	0	0	4	5	2
Dundee City	1	0	0	4	0	0
East Ayrshire	0	0	0	0	1	1
East Dunbartonshire	1	0	0	0	0	1
East Lothian	0	0	0	0	0	0
East Renfrewshire	0	0	0	0	0	1
Edinburgh, City of	1	1	0	2	3	8
Eilean Siar	0	0	0	0	0	0
Falkirk	0	0	0	2	3	9
Fife	0	0	0	0	0	6
Glasgow City	0	0	0	26	96	10
Highland	0	0	1	0	0	1
Inverclyde	0	0	0	1	1	3
Midlothian	0	0	0	0	0	0
Moray	0	0	0	0	0	0
North Ayrshire	1	1	0	0	1	0
North Lanarkshire	0	2	0	34	33	35
Orkney Islands	0	0	0	1	--Not Reported--	0
Perth & Kinross	1	0	0	0	0	1
Renfrewshire	0	0	1	2	2	1
Scottish Borders	0	0	0	0	0	0
Shetland Islands	0	0	0	0	0	0
South Ayrshire	0	0	0	0	0	2
South Lanarkshire	1	1	0	8	6	13
Stirling	0	0	0	3	3	1
West Dunbartonshire	0	0	0	6	3	6
West Lothian	0	0	0	0	0	1
Scotland	7	5	2	120	159	104

Council-wide

Council Wide	Indicator 3					
	Number of litigation actions per 10,000 dwellings for housing			Total value of all successful litigation actions per 10,000 dwellings for housing		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	0.0	0.0	0.0	£0	£0	£0
Aberdeenshire	0.0	0.6	0.0	£0	£3,710	£0
Angus	0.0	1.0	2.1	£0	£1,227	£7,238
Argyll & Bute	37.4	0.0	0.0	£3,676	£0	£0
Clackmannanshire	1.6	0.0	0.0	£447	£0	£0
Dumfries & Galloway	3.0	3.9	1.6	£9,176	£19,627	£5,734
Dundee City	1.9	0.0	0.0	£8,328	£0	£0
East Ayrshire	0.0	0.6	0.6	£0	£458	£1,487
East Dunbartonshire	0.0	0.0	1.7	£0	£0	£17,198
East Lothian	0.0	0.0	0.0	£0	£0	£0
East Renfrewshire	0.0	0.0	2.5	£0	£0	£13,433
Edinburgh, City of	0.7	1.1	3.0	£4,422	£6,386	£41,705
Eilean Siar	0.0	0.0	0.0	£0	£0	£0
Falkirk	0.9	1.4	4.4	£761	£10,412	£12,844
Fife	0.0	0.0	1.6	£0	£0	£8,678
Glasgow City	2.8	10.9	1.2	£20,914	£42,074	£15,004
Highland	0.0	0.0	0.6	£0	£0	£7,385
Inverclyde	0.9	1.0	3.1	£6,177	£192	£10,836
Midlothian	0.0	0.0	0.0	£0	£0	£0
Moray	0.0	0.0	0.0	£0	£0	£0
North Ayrshire	0.0	0.6	0.0	£0	£4,430	£0
North Lanarkshire	7.0	7.0	7.7	£34,888	£43,662	£38,485
Orkney Islands	10.7	--Not Reported--	0.0	£27,752	--Not Reported--	£0
Perth & Kinross	0.0	0.0	1.1	£0	£0	£3,432
Renfrewshire	0.9	1.0	0.6	£5,651	£818	£907
Scottish Borders	0.0	0.0	0.0	£0	£0	£0
Shetland Islands	0.0	0.0	0.0	£0	£0	£0
South Ayrshire	0.0	0.0	2.0	£0	£0	£3,978
South Lanarkshire	2.3	0.5	1.0	£9,104	£1,467	£24,746
Stirling	3.7	3.8	1.3	£6,392	£29,132	£6,426
West Dunbartonshire	4.1	2.1	4.3	£13,766	£11,253	£57,696
West Lothian	0.0	0.0	0.6	£0	£0	£360
Scotland	2.1	2.6	1.8			

Council-wide

Council Wide	Indicator 3					
	Number of litigation actions for roads			Number of litigation actions per 10,000 population for roads		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	2	0	0	0.1	0.0	0.0
Aberdeenshire	1	4	2	0.0	0.2	0.1
Angus	1	0	1	0.1	0.0	0.1
Argyll & Bute	1	1	1	0.1	0.1	0.1
Clackmannanshire	2	1	1	0.4	0.2	0.2
Dumfries & Galloway	2	4	6	0.1	0.3	0.4
Dundee City	1	1	0	0.1	0.1	0.0
East Ayrshire	0	1	0	0.0	0.1	0.0
East Dunbartonshire	1	1	0	0.1	0.1	0.0
East Lothian	4	4	1	0.4	0.4	0.1
East Renfrewshire	1	0	2	0.1	0.0	0.2
Edinburgh, City of	5	6	7	0.1	0.1	0.2
Eilean Siar	0	0	1	0.0	0.0	0.4
Falkirk	3	2	7	0.2	0.1	0.5
Fife	2	6	10	0.1	0.2	0.3
Glasgow City	11	53	24	0.2	0.9	0.4
Highland	2	2	6	0.1	0.1	0.3
Inverclyde	2	1	2	0.2	0.1	0.2
Midlothian	0	2	0	0.0	0.2	0.0
Moray	1	0	2	0.1	0.0	0.2
North Ayrshire	0	1	1	0.0	0.1	0.1
North Lanarkshire	28	39	43	0.9	1.2	1.3
Orkney Islands	0	--Not Reported--	0	0.0	--Not Reported--	0.0
Perth & Kinross	0	0	0	0.0	0.0	0.0
Renfrewshire	4	5	9	0.2	0.3	0.5
Scottish Borders	0	0	1	0.0	0.0	0.1
Shetland Islands	2	0	0	0.9	0.0	0.0
South Ayrshire	2	1	1	0.2	0.1	0.1
South Lanarkshire	9	4	16	0.3	0.1	0.5
Stirling	2	1	5	0.2	0.1	0.6
West Dunbartonshire	1	2	0	0.1	0.2	0.0
West Lothian	0	0	1	0.0	0.0	0.1
Scotland	90	142	150	0.2	0.3	0.3

Council-wide

Council Wide	Indicator 3					
	Total value of all successful litigation actions per 10,000 population for roads			Number of litigation actions for all other services (excluding police and fire)		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	£352	£0	£0	10	3	0
Aberdeenshire	£9,233	£244	£1,408	1	7	7
Angus	£580	£0	£411	1	2	1
Argyll & Bute	£546	£2,781	£92	30	0	0
Clackmannanshire	£1,362	£1,877	£995	3	2	1
Dumfries & Galloway	£625	£227	£2,739	10	8	6
Dundee City	£492	£305	£0	22	0	2
East Ayrshire	£0	£207	£0	0	2	3
East Dunbartonshire	£1,723	£90	£0	0	0	2
East Lothian	£4,797	£3,204	£750	0	0	1
East Renfrewshire	£85	£0	£971	0	0	4
Edinburgh, City of	£1,938	£1,974	£885	7	5	12
Eilean Siar	£0	£0	£4,104	2	0	0
Falkirk	£2,644	£382	£1,340	1	3	9
Fife	£258	£708	£1,259	13	15	29
Glasgow City	£194	£1,676	£1,871	34	126	20
Highland	£651	£20	£1,205	2	3	4
Inverclyde	£1,458	£703	£134	2	1	3
Midlothian	£0	£66	£1,583	0	0	0
Moray	£146	£0	£1,655	0	1	1
North Ayrshire	£0	£108	£350	1	2	4
North Lanarkshire	£3,658	£6,885	£9,060	17	21	36
Orkney Islands	£0	--Not Reported--	£0	0	--Not Reported--	4
Perth & Kinross	£0	£0	£0	0	0	1
Renfrewshire	£1,327	£2,314	£1,434	1	1	1
Scottish Borders	£0	£0	£2,433	1	2	3
Shetland Islands	£5,587	£0	£0	0	0	0
South Ayrshire	£1,879	£171	£216	3	5	3
South Lanarkshire	£1,774	£729	£3,284	3	2	4
Stirling	£131	£565	£4,367	2	3	1
West Dunbartonshire	£60	£353	£0	2	3	2
West Lothian	£0	£0	£20	1	1	1
Scotland				169	218	165

Council-wide

Council Wide	Indicator 3					
	Number of litigation actions per 10,000 population for all other services (excluding police and fire)			Total value of all successful litigation actions per 10,000 population for all other services (excluding police and fire)		
	1999/2000	2000/2001	2001/2002	1999/2000	2000/2001	2001/2002
Aberdeen City	0.5	0.1	0.0	£3,754	£4,911	£0
Aberdeenshire	0.0	0.3	0.3	£778	£5,367	£3,656
Angus	0.1	0.2	0.1	£700	£22,806	£923
Argyll & Bute	3.3	0.0	0.0	£56	£0	£0
Clackmannanshire	0.6	0.4	0.2	£7,168	£1,912	£1,083
Dumfries & Galloway	0.7	0.5	0.4	£2,442	£1,650	£2,931
Dundee City	1.5	0.0	0.1	£19,788	£0	£385
East Ayrshire	0.0	0.2	0.2	£0	£217	£1,152
East Dunbartonshire	0.0	0.0	0.2	£0	£0	£1,751
East Lothian	0.0	0.0	0.1	£0	£0	£2,978
East Renfrewshire	0.0	0.0	0.4	£0	£0	£7,034
Edinburgh, City of	0.2	0.1	0.3	£2,641	£1,821	£5,716
Eilean Siar	0.7	0.0	0.0	£9,071	£0	£0
Falkirk	0.1	0.2	0.6	£35	£717	£5,506
Fife	0.4	0.4	0.8	£3,372	£7,814	£9,369
Glasgow City	0.6	2.1	0.3	£2,452	£8,249	£8,839
Highland	0.1	0.1	0.2	£299	£1,424	£2,182
Inverclyde	0.2	0.1	0.4	£1,124	£238	£1,901
Midlothian	0.0	0.0	0.0	£0	£0	£0
Moray	0.0	0.1	0.1	£0	£471	£1,945
North Ayrshire	0.1	0.1	0.3	£71	£719	£5,343
North Lanarkshire	0.5	0.6	1.1	£3,510	£7,374	£22,365
Orkney Islands	0.0	--Not Reported--	2.1	£0	--Not Reported--	£9,240
Perth & Kinross	0.0	0.0	0.1	£0	£0	£401
Renfrewshire	0.1	0.1	0.1	£107	£38	£309
Scottish Borders	0.1	0.2	0.3	£109	£5,127	£2,947
Shetland Islands	0.0	0.0	0.0	£0	£0	£0
South Ayrshire	0.3	0.4	0.3	£2,142	£3,778	£330
South Lanarkshire	0.1	0.1	0.1	£533	£297	£390
Stirling	0.2	0.4	0.1	£5,344	£1,735	£3,707
West Dunbartonshire	0.2	0.3	0.2	£2,244	£2,184	£4,755
West Lothian	0.1	0.1	0.1	£91	£1,687	£281
Scotland	0.3	0.4	0.3			

Council-wide

Council Wide	Indicator 4					
	Number of chief officials in salary band A who are women		Percentage of chief officials in salary band A who are women		Number of general service employees in salary band A who are women	
	2000/2001	2001/2002	2000/2001	2001/2002	2000/2001	2001/2002
Aberdeen City	7	7	13.7%	14.0%	20	24
Aberdeenshire	2	3	5.4%	6.8%	11	18
Angus	5	4	10.2%	8.3%	14	14
Argyll & Bute	4	4	12.9%	13.3%	4	9
Clackmannanshire	4	3	21.1%	18.8%	12	10
Dumfries & Galloway	3	3	10.0%	10.0%	6	7
Dundee City	5	4	25.0%	20.0%	19	20
East Ayrshire	4	2	14.8%	8.0%	4	5
East Dunbartonshire	8	8	26.7%	40.0%	22	10
East Lothian	3	3	15.0%	15.0%	7	7
East Renfrewshire	9	8	28.1%	27.6%	7	13
Edinburgh, City of	8	8	20.0%	22.2%	41	70
Eilean Siar	1	1	4.2%	4.0%	0	0
Falkirk	15	16	41.7%	45.7%	7	8
Fife	10	9	10.6%	9.2%	37	38
Glasgow City	4	4	11.4%	11.1%	60	90
Highland	1	1	4.8%	5.0%	10	12
Inverclyde	6	6	17.1%	18.8%	6	12
Midlothian	0	0	0.0%	0.0%	8	10
Moray	4	3	25.0%	20.0%	4	6
North Ayrshire	4	6	19.0%	26.1%	4	17
North Lanarkshire	6	6	20.0%	20.0%	31	28
Orkney Islands	4	4	14.3%	14.8%	0	0
Perth & Kinross	5	4	13.5%	11.4%	9	9
Renfrewshire	9	8	24.3%	24.2%	13	15
Scottish Borders	4	4	11.4%	11.4%	1	3
Shetland Islands	3	3	14.3%	13.6%	3	3
South Ayrshire	5	5	15.6%	18.5%	16	18
South Lanarkshire	2	2	20.0%	22.2%	46	47
Stirling	11	11	34.4%	34.4%	10	21
West Dunbartonshire	3	4	33.3%	19.0%	34	14
West Lothian	4	4	17.4%	16.7%	19	20
Scotland	163	147	16.8%	16.3%	485	561

Council-wide

Council Wide	Indicator 4					
	Percentage of general service employees in salary band A who are women		Number of general service employees in salary band B who are women		Percentage of general service employees in salary band B who are women	
	2000/2001	2001/2002	2000/2001	2001/2002	2000/2001	2001/2002
Aberdeen City	20.6%	24.2%	610	374	54.9%	46.8%
Aberdeenshire	16.7%	18.4%	335	281	47.6%	37.2%
Angus	31.1%	29.2%	159	191	43.8%	52.5%
Argyll & Bute	28.6%	28.1%	242	250	43.2%	46.1%
Clackmannanshire	25.5%	25.0%	90	89	45.2%	45.4%
Dumfries & Galloway	11.5%	11.7%	205	250	39.0%	44.2%
Dundee City	24.4%	25.3%	404	436	46.5%	48.2%
East Ayrshire	10.8%	13.9%	244	253	46.7%	48.0%
East Dunbartonshire	31.4%	37.0%	127	137	46.2%	44.5%
East Lothian	24.1%	25.9%	162	176	50.6%	50.9%
East Renfrewshire	26.9%	34.2%	151	171	47.2%	49.1%
Edinburgh, City of	20.8%	28.8%	1,180	1,226	52.1%	55.8%
Eilean Siar	0.0%	0.0%	47	50	30.5%	31.3%
Falkirk	33.3%	34.8%	304	307	50.1%	50.2%
Fife	29.1%	29.9%	662	727	46.9%	48.4%
Glasgow City	17.6%	26.2%	1,493	1,715	44.5%	48.4%
Highland	9.9%	10.3%	282	368	37.5%	43.6%
Inverclyde	25.0%	33.3%	179	194	48.5%	49.6%
Midlothian	14.0%	19.6%	176	176	49.9%	51.2%
Moray	14.3%	17.1%	175	157	47.6%	46.6%
North Ayrshire	11.4%	26.6%	218	277	46.8%	51.6%
North Lanarkshire	28.4%	25.0%	563	601	45.6%	48.0%
Orkney Islands	0.0%	0.0%	28	--Not Reported--	26.7%	--Not Reported--
Perth & Kinross	23.1%	22.0%	199	220	49.8%	49.4%
Renfrewshire	21.0%	23.4%	313	413	42.5%	49.7%
Scottish Borders	7.1%	17.6%	189	193	43.3%	44.8%
Shetland Islands	16.7%	16.7%	112	111	32.7%	32.5%
South Ayrshire	31.4%	31.0%	183	221	40.9%	43.1%
South Lanarkshire	27.5%	28.3%	571	662	45.6%	45.5%
Stirling	31.3%	36.2%	159	236	54.3%	49.7%
West Dunbartonshire	60.7%	48.3%	321	202	57.1%	44.8%
West Lothian	20.7%	23.0%	318	319	50.6%	52.6%
Scotland	22.7%	25.6%	10,401	10,596	46.6%	48.1%

Council-wide

Council Wide	Indicator 4					
	Number of general service employees in salary band C who are women		Percentage of general service employees in salary band C who are women		Number of teachers in salary band A who are women	
	2000/2001	2001/2002	2000/2001	2001/2002	2000/2001	2001/2002
Aberdeen City	5,558	6,744	69.6%	75.4%	63	88
Aberdeenshire	6,465	6,264	78.9%	79.6%	149	222
Angus	2,116	2,181	73.7%	74.9%	57	61
Argyll & Bute	2,461	2,529	71.7%	73.3%	89	84
Clackmannanshire	1,194	1,465	70.1%	74.6%	37	41
Dumfries & Galloway	3,690	3,740	74.5%	73.2%	103	111
Dundee City	3,139	3,287	61.2%	62.5%	74	76
East Ayrshire	2,839	2,986	70.8%	70.9%	82	85
East Dunbartonshire	1,348	1,580	64.3%	66.8%	235	65
East Lothian	2,109	2,133	71.3%	71.5%	44	47
East Renfrewshire	1,678	1,748	73.3%	73.5%	54	49
Edinburgh, City of	9,019	8,375	70.3%	68.1%	197	197
Eilean Siar	1,567	1,660	79.2%	75.9%	52	34
Falkirk	3,594	3,552	73.4%	72.9%	82	82
Fife	10,088	9,744	71.0%	71.4%	233	240
Glasgow City	15,656	15,787	61.5%	61.1%	562	313
Highland	3,265	3,721	64.0%	83.4%	177	185
Inverclyde	2,365	2,587	71.6%	73.5%	66	49
Midlothian	2,149	2,213	72.7%	73.4%	47	46
Moray	2,490	2,312	77.0%	76.7%	70	69
North Ayrshire	3,260	3,157	71.6%	73.1%	73	77
North Lanarkshire	8,220	8,309	70.2%	71.0%	278	213
Orkney Islands	596	--Not Reported--	64.2%	--Not Reported--	17	15
Perth & Kinross	1,990	2,144	72.3%	73.1%	78	104
Renfrewshire	4,053	4,242	70.0%	71.1%	85	100
Scottish Borders	2,329	2,612	69.5%	68.9%	64	76
Shetland Islands	1,501	1,526	70.0%	70.0%	16	15
South Ayrshire	2,983	3,047	69.9%	70.9%	83	56
South Lanarkshire	7,034	7,182	67.1%	69.4%	867	298
Stirling	1,888	1,888	65.5%	71.2%	53	63
West Dunbartonshire	2,554	3,022	70.0%	70.8%	43	44
West Lothian	3,275	3,132	72.1%	71.0%	112	113
Scotland	122,473	115,828	69.3%	70.1%	4,242	3,054

Council-wide

Council Wide	Indicator 4					
	Percentage of teachers in salary band A who are women		Number of teachers in salary band B who are women		Percentage of teachers in salary band B who are women	
	2000/2001	2001/2002	2000/2001	2001/2002	2000/2001	2001/2002
Aberdeen City	52.9%	71.5%	1,805	1,159	81.1%	77.7%
Aberdeenshire	67.7%	68.5%	1,979	2,193	76.2%	85.2%
Angus	57.0%	62.2%	972	942	77.1%	75.7%
Argyll & Bute	68.5%	70.6%	771	720	76.1%	74.8%
Clackmannanshire	64.9%	60.3%	360	392	78.8%	79.2%
Dumfries & Galloway	54.8%	60.3%	1,400	1,144	74.5%	72.0%
Dundee City	58.3%	63.3%	1,268	1,319	76.6%	75.1%
East Ayrshire	71.9%	73.3%	962	1,053	73.0%	75.9%
East Dunbartonshire	87.0%	77.4%	854	891	85.8%	75.6%
East Lothian	66.7%	69.1%	804	811	77.7%	77.8%
East Renfrewshire	76.1%	75.4%	853	871	78.0%	77.8%
Edinburgh, City of	62.1%	63.5%	2,700	2,768	74.9%	76.9%
Eilean Siar	51.0%	53.1%	248	226	72.1%	69.3%
Falkirk	74.5%	73.9%	1,221	1,220	76.4%	76.5%
Fife	71.5%	72.1%	2,663	2,674	74.8%	75.3%
Glasgow City	73.1%	66.3%	4,474	4,915	76.9%	79.3%
Highland	63.0%	67.0%	1,765	2,173	74.2%	74.9%
Inverclyde	81.5%	58.3%	739	652	73.5%	74.9%
Midlothian	68.1%	66.7%	713	807	76.3%	75.9%
Moray	61.4%	62.7%	782	766	76.8%	77.3%
North Ayrshire	67.6%	64.7%	990	1,211	70.1%	77.4%
North Lanarkshire	69.7%	78.0%	2,910	2,988	73.2%	72.8%
Orkney Islands	63.0%	55.6%	199	--Not Reported--	71.6%	--Not Reported--
Perth & Kinross	62.4%	69.8%	1,056	1,063	78.2%	76.5%
Renfrewshire	71.4%	75.8%	1,443	1,448	75.3%	75.6%
Scottish Borders	65.3%	58.5%	875	823	74.8%	75.2%
Shetland Islands	43.2%	44.1%	328	325	74.0%	73.5%
South Ayrshire	59.7%	64.4%	1,254	1,002	76.3%	74.9%
South Lanarkshire	64.0%	71.6%	2,077	2,631	81.2%	76.4%
Stirling	77.9%	79.7%	472	604	68.8%	75.3%
West Dunbartonshire	61.4%	83.0%	959	764	75.5%	75.9%
West Lothian	76.7%	75.3%	1,370	1,482	77.4%	78.4%
Scotland	67.1%	68.5%	41,266	38,843	76.0%	76.7%