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Research Note 77

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## Council savings: unnecessary jobs

With council tax having doubled over the last decade and a crisis in the central government finances, local authorities have to make savings. This report highlights council jobs which can be cut without threatening the delivery of frontline services.

For the first time the TaxPayers' Alliance has compiled a report outlining four different 'non-jobs' across all councils in the UK, revealing their full cost to taxpayers. The four jobs in this report are: Political Advisors, European Officers, Diversity Officers and Climate Change Officers. These positions cost taxpayers millions of pounds each year but their purpose is highly questionable.

The key findings of this research are:

- Political Advisors, European Officers, Diversity Officers and Climate Change Officers cost **£41 million** in 2009-10.
- **141** full time equivalent council employees worked as **Political Advisors** at a cost of nearly **£5 million** in 2009-10.
- Nearly **183** full time equivalent council employees worked as **European Officers** at a cost of **£6 million** in 2009-10.
- **543** full time equivalent council employees worked as **Diversity Officers** at a cost of nearly **£20 million** in 2009-10.
- **350** full time equivalent council employees worked as **Climate Change Officers** at a cost of over **£10 million** in 2009-10.
- The UK council with the most staff in these positions is **Birmingham**, at a cost of over **£2 million**, which included the employment of **28 Diversity Officers** who accounted for nearly all of the cost.
- The council in **Scotland** with the most staff in these positions is **Glasgow**, at a cost of more than **£380,000**.
- The council in **Wales** with the most staff in these positions is **Caerphilly**, at a cost of nearly **£450,000**.



- The council in **Northern Ireland** with the most staff in these positions is **Belfast**, where the cost was over **£250,000** in 2009-10.

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## Background

For a number of years the TaxPayers' Alliance has published a weekly blog of Government 'non-jobs'. Some examples include a recent advert for a *Skate Park Development Officer* and a *Dance 4 Life Coordinator*.<sup>1</sup> Many positions are often advertised with excessive salaries.

In March 2010 the TaxPayers' Alliance released a video responding to claims by Unison that cuts to public sector budgets will inevitably result in dramatic reductions to frontline services. [This TaxPayers' Alliance video](#) highlighted a plethora of 'non-jobs'.

This report examines four jobs which could be cut without affecting frontline services. Councils argue some of these roles only exist because of a requirement to comply with Whitehall and European legislation – and local councils are thought to be heavily burdened by excessive regulations and directives. The Mayor of London Boris Johnson wrote last year:<sup>2</sup>

*“the legions of officials whose responsibilities have been generated by the cascade of bad law from Whitehall and Brussels, and then all the other officials whose non-job is to service those non-jobs”*

But councils interpret laws differently. While the ultimate goal should be to strip away such legislation, local authorities should look to avoid unnecessary costs immediately. Some councils have incorporated responsibilities imposed by legislation into existing positions. However, many other authorities have created significant numbers of posts to fulfil statutory requirements.

A clear example of this is in the North East of England, where Sunderland Council employs 8 European Officers in comparison to 2 at neighbouring Newcastle Council. Other examples include the 7 European Officers employed by Glasgow Council compared to the 1.2 employed by Edinburgh Council. Manchester Council employs no Diversity Officers while Liverpool Council employs 7. Huntingdonshire Council employs 14 Political Advisors but Cambridgeshire does not employ any.

Councillor Harry Phibbs outlined some reforms implemented by Hammersmith and Fulham council to help reduce bureaucracy:

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<sup>1</sup> <http://www.taxpayersalliance.com/waste/2010/07/nonjob-of-the-week-1.html>  
<http://www.taxpayersalliance.com/waste/2010/08/nonjob-of-the-week-2.html>

<sup>2</sup> <http://www.telegraph.co.uk/comment/columnists/borisjohnson/6212799/Slash-public-sector-non-jobs-not-power-plants-roads-and-rail-links.html>



*[Hammersmith and Fulham Council have] Reduced the number of bureaucrats by nearly 600 posts (over 1000 including outsourcing). We have cut policy advisor posts. Staff are working harder and their productivity is up. Better ways of working mean we need fewer people to provide the same, or better, standards of service. For example, we have brought together all our human resources staff into one central team, and reduced the number of staff.<sup>3</sup>*

It is important to scrap burdensome regulations and requirements for unnecessary staff in the long term, giving local authorities real freedom. Margaret Eaton, the Chair of the Local Government Association echoes this sentiment:<sup>4</sup>

*Ministers must do everything humanly possible to cut out the bureaucracy, unnecessary administration and complexity that clogs up the system before they even think about cuts to the everyday services our residents depend on.*

But councils must do all they can to relieve the pressure on taxpayers as soon as possible. As proponents of localism, the TaxPayers' Alliance believes that local authorities should be granted as much freedom as possible to make decisions that benefit local taxpayers. This will inevitably mean that councils will pursue different policy objectives – but the current situation does not reflect this. This report focuses on the way councils interpret *centralised* priorities.

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<sup>3</sup> <http://conservativehome.blogs.com/localgovernment/2009/11/hammersmith-and-fulham-council-3-council-tax-cut-for-4th-year-running.html>

<sup>4</sup> <http://new.lga.gov.uk/lga/aio/12321049>

## Job descriptions

### Political Advisors

These are employees who are hired to provide political advice and assistance to elected councillors and party groups. The question has to be asked: why do local councillors require such advice? Councillors – who generally operate on a part-time basis – should be well accustomed to their ward and issues concerning their local residents. If there is a need to elect a better standard of councillor, then that is a separate question.

Councils should stick to providing key services, such as keeping streets clean and maintaining vital infrastructure. Paid professional political advice could mean that councillors become too ambitious above and beyond these fundamental goals. It is an unnecessary role, proven by the fact that many councils operate perfectly well without them.

### European Officers

European Officers are part of a layer of bureaucracy whose goal is to chase grants. Leveraging money from the EU was also a defence of the lumbering Regional Development Agencies but it is clear that this role is duplicated at council level too. Councils will say that there is a huge net gain to employing European Officers, as the grants received far outstrip the cost of hiring them.

But this post highlights a serious and self-perpetuating problem at both European and domestic levels: dependence on grants and Government funding has created a public sector bureaucracy whose job is to get yet more taxpayers' money, it is inherently wasteful to have taxpayers' money spent pursuing taxpayers' money on such a scale. Further, in their response to our Freedom of Information (FOI) request some councils said that they incorporated this role into others – other local authorities should be willing to emulate this in lieu of scrapping the posts entirely.

### Diversity Officers

With the Equality Act 2010 coming into force on 1<sup>st</sup> October 2010 every employer within the United Kingdom is required to comply with strict legislation. Even preparing for the new law has imposed a heavy burden on employers. Many local councils have created mini-departments to comply with this policy agenda. Again the disparities across councils are evidence that the hiring of specific staff is not necessary.



## Climate Change Officers

Our FOI request asked for staff with “climate change” in their job title or description. Onerous European Union directives and legislation have a huge impact on local authorities in this area. Local councils across the country are forced to meet strict sustainability targets devised in Whitehall, Brussels and through international agreements. As a result there has been the creation of yet another layer of bureaucracy which oversees the implementation of many wider climate change targets.

Some employ as many as 10 officers with “climate change” in their job title or description (Kingston-upon-Thames and Wiltshire) and Camden employs a staggering 13.5 full time equivalent members of staff. This shows the lengths councils have gone to in implementing environmental policies. Windsor and Maidenhead installed smart meters and council energy consumption dropped by 15 per cent overnight – this is an example of a more sensible policy that will allow councils to meet climate targets.

## Sources and Methodology

- Table 1 shows the full list of each of the four officers for each of Britain's 433 councils, listed in alphabetical order.
- The information was gathered from a Freedom of Information (FOI) request which asked each council to provide details of the following: Political Advisors, European Officers, Diversity Officers and officers with "climate change" in their job title or job description.
- For the Climate Change Officer category, we have chosen to omit staff whose main focus – when made clear in the council's FOI response – was planning, housing, regeneration, recycling and refuse collection. If the response or the role was unclear, we have left the staff off Table 1.
- The request also asked for details of the costs involved in the employment of these officers, the costs included but were not restricted to salaries, expenses, pensions, travel costs and other remuneration. It is important to note that total figures do not indicate individual's salaries, but are the total costs to the councils of employing these officers.
- Some of the councils refused to provide information, especially if there was only one person employed under each title, under Section 40 of the Data Protection Act. This is indicated by a (-).
- There are several instances where the council employed a member of staff but it was not possible to disaggregate the time solely spent on the requested duties. Again this is marked with a (-).
- Full time equivalent figures are used where provided by a council.
- Many councils did not reveal the exact details of particular costs but instead provided bands, e.g. £60,000-£70,000. Where this was the case the mid-point was used.
- While some of the responses included details on pension contributions, National Insurance contributions and expenses, some did not. We have used the total amounts provided to us by the individual councils.
- We are not responsible for the accuracy of information contained within responses to FOI requests. If mistakes have been made then we are happy to accept any corrections.



List of jobs in council order with cost in 2009-10

Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Aberdeen City	3	85,927	0	0	5	152,770	0	0	238,698
Aberdeenshire	3	126,598	0	0	2.24	97,652	0	0	224,250
Adur	0	0	0	0	0	0	0.5	16,140	16,140
Allerdale	0	0	0	0	1	14,853	0	0	14,853
Amber Valley	0	0	0	0	0	0	0	0	0
Angus	0	0	0	0	1	41,300	0	0	41,300
Antrim	0	0	0	0	0	0	0	0	0
Ards	0	0	0	0	1.5	67,036	0	0	67,036
Argyll and Bute	2	65,163	0	0	0	0	0	0	65,163
Armagh	0	0	0	0	1	44,176	0	0	44,176
Arun	0	0	0	0	0	0	0	0	0
Ashfield	0	0	0	0	1	27,012	1	-	27,012
Ashford	0	0	0	0	0	0	1	7,683	7,683
Aylesbury Vale	0	0	0	0	1	40,646	0	0	40,646
Babergh	0	0	0	0	0	0	0.5	28,999	28,999
Ballymena	0	0	0	0	0	0	0	0	0
Ballymoney	0	0	0	0	0	0	0	0	0
Banbridge	0	0	0	0	0	0	0	0	0
Barking and Dagenham	0	0	1	34,542	2	77,031	2	61,363	172,936
Barnet	0	0	2	-	1	-	0	0	-
Barnsley	2	83,356	0	0	4	155,504	1.5	49,694	288,554
Barrow-in-Furness	0	0	0	0	0	0	0	0	0
Basildon	0	0	0	0	2	90,152	0	0	90,152
Basingstoke and Deane	1	41,655	3	129,726	1	26,581	1	46,303	244,265
Bassetlaw	0	0	0	0	0	0	1	36,736	36,736





Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Bath and North East Somerset	0	0	0	0	3	103,180	4	93,965	197,145
Bedford Borough	0	0	4	145,658	1	2,839	1	24,672	173,170
Belfast	4	189,232	0	0	2.15	82,539	0	0	271,771
Bexley	0	0	0	0	0	0	0	0	0
Birmingham	9	246,523	0	0	28	1,916,657	2	97,914	2,261,094
Blaby	0	0	0	0	0	0	1	18,391	18,391
Blackburn with Darwen	0	0	0	0	1	39,830	2	58,518	98,348
Blackpool	0	0	0	0	4	137,484	0	0	137,484
Blaenau Gwent	2	-	0	0	1	-	0	0	-
Bolsover	0	0	0	0	1	34,730	0	0	34,730
Bolton	0	0	0	0	2	-	0	0	-
Boston	0	0	0	0	0.23	13,650	1	44,634	58,284
Bournemouth	0	0	0	0	2	62,602	0	0	62,602
Bracknell Forest	0	0	0	0	0.5	22,180	1	50,612	72,792
Bradford	0	0	0	0	3	152,013	2	118,159	270,172
Braintree	0	0	0	0	0	0	1	44,969	44,969
Breckland	0	0	0	0	0	0	1	18,087	18,087
Brent	0	0	0	0	4	241,684	0	0	241,684
Brentwood	0	0	0	0	0	0	0	0	0
Bridgend	4	132,561	0	0	1	40,000	0	0	172,561
Brighton and Hove	3	100,962	3	127,674	0	0	0	0	228,635
Bristol, City of	3	66,630	3	118,000	7	280,502	5	161,850	626,982
Broadland	0	0	0	0	0	0	3	56,344	56,344
Bromley	0	0	0	0	0	0	0	0	0
Bromsgrove	0	0	0	0	1	23,496	0.5	-	23,496
Broxbourne	0	0	0	0	0	0	1	51,390	51,390
Broxtowe	0	0	0	0	1	12,275	0	0	12,275



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Buckinghamshire	0	0	0	0	2.2	92,030	0	0	92,030
Burnley	0	0	0	0	1	49,939	0	0	49,939
Bury	0	0	0	0	1	23,983	0	0	23,983
Caerphilly	4	142,772	0	0	7	256,565	1	47,333	446,670
Calderdale	0	0	3	75,000	6	150,000	1	-	225,000
Cambridge	0	0	0	0	3	82,221	1	30,030	112,251
Cambridgeshire	0	0	0	0	0	0	5	210,000	210,000
Camden	0	0	0	0	0	0	13.5	494,000	494,000
Cannock Chase	0	0	0	0	0	0	1	24,143	24,143
Canterbury	0	0	0	0	0.7	24,411	0	0	24,411
Cardiff	5	140,564	0	0	8	224,750	2	61,556	426,870
Carlisle	0	0	0	0	0	0	0	0	0
Carmarthenshire	2	31,223	0	0	2	73,271	0	0	104,494
Carrickfergus	0	0	0	0	0	0	0	0	0
Castle Point	0	0	0	0	0	0	0	0	0
Castlereagh	0	0	0	0	0	0	0	0	0
Central Bedfordshire	0	0	0	0	1	56,905	1	50,666	107,571
Ceredigion	2	-	0	0	0	0	0	0	-
Charnwood	0	0	0	0	0.15	5,000	1	38,700	43,700
Chelmsford	0	0	0	0	1	40,544	0	0	40,544
Cheltenham	0	0	0	0	0.08	3,988	1	30,106	34,094
Cherwell	0	0	0	0	1	14,561	1.5	-	14,561
Cheshire East	0	0	0	0	0	0	1.5	69,156	69,156
Cheshire West and Chester	2	57,507	0	0	1.2	43,251	3.6	122,065	222,823
Chesterfield	Did not respond								-
Chichester	0	0	0	0	0	0	0	0	0



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Chiltern	0	0	0	0	0.5	-	1	-	-
Chorley	0	0	0	0	0	0	0	0	0
Christchurch	0	0	0	0	0	0	0	0	0
City of London	2	125,429	0	0	1	47,590	1	57,750	230,769
Clackmannanshire	0.75	31,423	0	0	0.6	28,513	0	0	59,936
Colchester	0	0	0	0	1	16,327	1	31,366	47,693
Coleraine	0	0	0	0	0	0	0	0	0
Conwy	3	45,015	0	0	0	0	0	0	45,015
Cookstown	0	0	0	0	1	12,240	0	0	12,240
Copeland	0	0	0	0	1	-	1	-	-
Corby	0	0	0	0	1	-	1	-	-
Cornwall	1	37,813	0	0	0	0	3	91,524	129,337
Cotswold	0	0	0	0	0	0	1	26,224	26,224
Coventry	0	0	0	0	3.1	105,851	4	151,415	257,266
Craigavon	0	0	0	0	1	-	0	0	-
Craven	0	0	0	0	1	28,000	1	35,000	63,000
Crawley	0	0	0	0	1	39,219	1	25,224	64,443
Croydon	0	0	0	0	5	270,071	6	103,746	373,817
Cumbria	1	44,958	3	157,971	-	-	1	42,456	245,385
Dacorum	0	0	0	0	0	0	0	0	0
Darlington	0	0	0	0	0	0	1	29,350	29,350
Dartford	0	0	0	0	0	0	0	0	0
Daventry	0	0	0	0	1	21,000	1	37,000	58,000
Denbighshire	3	76,200	3	90,911	1	24,992	1	33,592	225,695
Derby	0	0	0	0	1	37,637	7	197,500	235,137
Derbyshire	0	0	0	0	1	43,495	0	0	43,495
Derbyshire Dales	0	0	0	0	0	0	0	0	0
Derry City	0	0	0	0	1	35,807	0	0	35,807



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Devon	0	0	0	0	1	47,625	1	37,206	84,831
Doncaster	5.3	206,349	0	0	0	0	0	0	206,349
Dorset	0.6	32,612	0	0	2	82,369	4	174,746	289,727
Dover	0	0	0	0	0	0	2	67,567	67,567
Down	0	0	0	0	1	-	0	0	-
Dudley	0	0	0	0	1	31,083	-	-	31,083
Dumfries and Galloway	1	33,977	0	0	1.5	57,065	1	47,813	138,855
Dundee City	0	0	0	0	1	42,458	0	0	42,458
Dungannon	0	0	0	0	0	0	0	0	0
Durham	4	27,841	0	0	5.5	161,612	2	68,139	257,592
Ealing	0	0	2	87,433	1	58,706	0	0	146,139
East Ayrshire	0	0	0	0	1	36,810	0	0	36,810
East Cambridgeshire	0	0	0	0	0	0	1	13,147	13,147
East Devon	0	0	0	0	0.4	0	0	0	0
East Dorset	0	0	0	0	0	0	0	0	0
East Dunbartonshire	0	0	0	0	1	-	1	-	-
East Hampshire	0	0	0	0	0.5	-	0.4	-	-
East Hertfordshire	0	0	0	0	1	31,527	0	0	31,527
East Lindsey	0	0	0	0	0	0	2	41,467	41,467
East Lothian	0	0	0	0	0.8	31,789	1	38,163	69,951
East Northamptonshire	0	0	0	0	0	0	0	0	0
East Renfrewshire	0	0	0	0	2	101,410	0	0	101,410
East Riding of Yorkshire	0	0	0	0	0	0	0	0	0
East Staffordshire	0	0	0	0	1	29,242	1	9,822	39,064
East Sussex	3	124,600	0	0	9	385,500	1	51,068	561,168
Eastbourne	0	0	0	0	1	-	0	0	-
Eastleigh	0	0	0	0	0	0	1	47,554	47,554
Eden	0	0	0	0	0.5	16,383	0	0	16,383



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Edinburgh	1.2	58,000	0	0	2	83,400	0.7	32,600	174,000
Eilean Siar	0.3	26,144	0	0	0.5	15,895	0	0	42,039
Elmbridge	0	0	0	0	0	0	0.5	21,011	21,011
Enfield	0	0	0	0	1	40,716	0	0	40,716
Epping Forest	0	0	0	0	1	28,554	1	28,554	57,108
Epsom and Ewell	0	0	0	0	0	0	0.5	24,000	24,000
Erewash	0	0	0	0	1	23,802	0	0	23,802
Essex	4	239,462	0	0	3	183,094	4	161,177	583,733
Exeter	0	0	0	0	0	0	0	0	0
Falkirk	0	0	0	0	0	0	1	41,900	41,900
Fareham	0	0	0	0	0.81	33,423	0	0	33,423
Fenland	0	0	0	0	2	55,530	1	-	55,530
Fermanagh	0	0	0	0	0	0	0	0	0
Fife	0	0	0	0	0	0	0	0	0
Flintshire	0	0	0	0	1	-	0	0	-
Forest Heath	0	0	0	0	0	0	1	27,054	27,054
Forest of Dean	0	0	0	0	0.55	-	1	-	-
Fylde	0	0	0	0	0	0	0	0	0
Gateshead	1	26,012	0	0	1	45,062	4	61,575	132,649
Gedling	0	0	0	0	0	0	0	0	0
Glasgow City	7	224,634	2	121,272	1	37,500	0	0	383,406
Gloucester	0	0	0	0	1	25,035	0	0	25,035
Gloucestershire	1	83,464	2	93,653	2	117,114	2	-	294,231
Gosport	0	0	0	0	0	0	1	-	-
Gravesham	0	0	0	0	0	0	0	0	0
Great Yarmouth	0	0	0	0	0	0	0	0	0
Greater London Authority	4	269,952	2	70,462	13	340,644	4	134,280	815,338



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Greenwich	Did not respond								-
Guildford	0	0	0	0	0	0	3	107,670	107,670
Gwynedd	1	24,992	0	0	1	29,744	0	0	54,736
Hackney	0	0	0	0	4	200,000	0	0	200,000
Halton	0	0	0	0	0	0	-	-	-
Hambleton	0	0	0	0	0	0	0	0	0
Hammersmith and Fulham	0	0	0	0	2	-	2	-	-
Hampshire	2	72,924	0	0	1	46,098	0	0	119,022
Harborough	0	0	0	0	0	0	-	-	-
Haringey	0	0	2	85,152	4.5	245,839	3	-	330,991
Harlow	0	0	0	0	1	-	1	-	-
Harrogate	0	0	0	0	0	0	1	9,023	9,023
Harrow	0.2	-	1	37,420	1	46,109	1	85,342	168,871
Hart	0	0	0	0	0	0	0.4	11,000	11,000
Hartlepool	0	0	0	0	1	28,930	1	28,930	57,860
Hastings	0	0	0	0	2	63,974	1	31,026	95,000
Havant	0	0	0	0	0.5	-	0.6	-	-
Havering	0	0	0	0	3	187,643	1	34,908	222,551
Herefordshire	0	0	0	0	7	165,703	2	-	165,703
Hertfordshire	0	0	0	0	7	346,104	2	82,961	429,065
Hertsmere	0	0	0	0	0	0	1	36,951	36,951
High Peak	0	0	0	0	0.5	-	0	0	-
Highland	2.6	95,405	0	0	1.4	48,351	3	85,518	229,274
Hillingdon	1	52,500	0	0	1	52,500	0.6	32,500	137,500
Hinckley and Bosworth	0	0	0	0	0	0	0	0	0
Horsham	0	0	0	0	1	37,500	1.5	51,237	88,737



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Hounslow	0	0	3	108,618	1.1	73,580	0.85	-	182,198
Huntingdonshire	0	0	14	801,796	1	75,000	0	0	876,796
Hyndburn	0	0	0	0	0	0	0	0	0
Inverclyde	0	0	0	0	0	0	0	0	0
Ipswich	0	0	0	0	0	0	2	43,306	43,306
Isle of Anglesey	3	33,000	0	0	0	0	0	0	33,000
Isle of Wight	0	0	0	0	1	45,000	0	0	45,000
Isles of Scilly	0	0	0	0	0	0	1	-	-
Islington	0	0	4	129,612	4	170,415	3	164,663	464,690
Kensington and Chelsea	0	0	0	0	0	0	1	0	0
Kent	5	249,595	0	0	6	277,465	3	110,363	637,423
Kettering	0	0	0	0	0	0	0	0	0
King's Lynn and West Norfolk	0	0	0	0	0	0	0	0	0
Kingston upon Hull, City of	1	-	1	5,074	3.5	166,000	1	-	171,074
Kingston upon Thames	0	0	0	0	1	22,500	10	300,000	322,500
Kirklees	9	307,661	0	0	8	370,790	0	0	678,451
Knowsley	0	0	0	0	3	167,886	4	174,060	341,946
Lambeth	0	0	0	0	-	-	1	26,262	26,262
Lancashire	2	157,005	0	0	4.4	197,833	0	0	354,838
Lancaster	0	0	0	0	0	0	1	28,568	28,568
Larne	0	0	0	0	0	0	0	0	0
Leeds	2	46,309	0	0	11	396,961	2	68,960	512,230
Leicester	0	0	0	0	8	289,203	1	34,068	323,271
Leicestershire	0	0	2	55,248	3.7	161,970	1.5	76,941	294,159
Lewes	0	0	0	0	0	0	3	104,984	104,984
Lewisham	2	102,166	4	136,655	0	0	2	77,978	316,799



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Lichfield	0	0	0	0	0	-	0	0	-
Limavady	0	0	0	0	0	0	0	0	0
Lincoln	0	0	0	0	1	28,884	1	29,539	58,423
Lincolnshire	0	0	0	0	2	66,434	7	209,508	275,942
Lisburn	0	0	0	0	1	35,805	0	0	35,805
Liverpool	1	58,704	0	0	7	237,821	1	29,802	326,327
Luton	1	38,264	0	0	5.24	229,120	4	178,260	445,644
Magherafelt	0	0	0	0	0	0	0	0	0
Maidstone	0	0	0	0	0	0	0	0	0
Maldon	0	0	0	0	0	0	1	20,992	20,992
Malvern Hills	0	0	0	0	1	29,147	0	0	29,147
Manchester	0	0	0	0	0	0	1	37,206	37,206
Mansfield	0	0	0	0	0.5	26,074	1	4,403	30,477
Medway	1	26,485	3	74,448	2	62,733	1	-	163,666
Melton	0	0	0	0	0	0	0	0	0
Mendip	0	0	0	0	1	36,704	0	0	36,704
Merthyr Tydfil	3	114,053	0	0	2	58,180	0	0	172,233
Merton	0	0	1	32,500	0.33	12,500	2	-	45,000
Mid Devon	0	0	0	0	1	8,360	0	0	8,360
Mid Suffolk	0	0	0	0	1	32,159	0.5	28,994	61,153
Mid Sussex	0	0	0	0	0	0	1	37,955	37,955
Middlesbrough	0	0	2	60,539	0	0	0	0	60,539
Midlothian	0	0	0	0	2	41,814	0	0	41,814
Milton Keynes	0	0	0	0	0	0	4	131,052	131,052
Mole Valley	0	0	0	0	0	0	1	36,607	36,607
Monmouthshire	0	0	0	0	1	44,051	2	78,310	122,361
Moray	Did not respond								-





Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Moyle	0	0	0	0	0.05	2,543	0	0	2,543
Neath Port Talbot	6	201,000	0	0	0	0	1	60,000	261,000
New Forest	0	0	0	0	1.4	65,269	0	0	65,269
Newark and Sherwood	0	0	0	0	0	0	0	0	0
Newcastle upon Tyne	2	72,197	0	0	0	0	1	38,531	110,727
Newcastle-under-Lyme	0	0	0	0	0.5	17,919	1	22,893	40,812
Newham	0	0	0	0	0	0	0	0	0
Newport	Did not respond								-
Newry and Mourne	0	0	0	0	3	80,246	0	0	80,246
Newtownabbey	0	0	0	0	0.25	13,205	0	0	13,205
Norfolk	-	-	2	126,445	-	-	0	0	-
North Ayrshire	0.6	19,386	0	0	1	40,961	0	0	60,347
North Devon	0	0	0	0	1	32,386	0	0	32,386
North Dorset	0	0	0	0	0	0	0	0	0
North Down	0	0	0	0	1	32,085	0	0	32,085
North East Derbyshire	0	0	0	0	1	29,204	0	0	29,204
North East Lincolnshire	2	82,500	0	0	1	32,500	0	0	115,000
North Hertfordshire	0	0	0	0	0	0	0	0	0
North Kesteven	0	0	0	0	0	0	2	66,284	66,284
North Lanarkshire	-	-	0	0	-	-	0	0	-
North Lincolnshire	1	39,559	2	94,334	1	41,442	0	0	175,335
North Norfolk	0	0	0	0	0.5	19,355	2	71,242	90,597
North Somerset	0	0	0	0	2	74,055	0	0	74,055
North Tyneside	1	30,195	0	0	2	60,390	4	122,829	213,414
North Warwickshire	0	0	0	0	0	0	0	0	0
North West Leicestershire	0	0	0	0	1	31,836	3	123,728	155,564



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
North Yorkshire	0.3	11,291	1.62	28,491	1	32,256	0	-	72,038
Northampton	0	0	3	79,823	0.5	-	0	0	79,823
Northamptonshire	0	0	2	70,715	1	30,495	0	0	101,210
Northumberland	1.6	68,386	0	0	0.6	20,574	2	74,205	163,165
Norwich	0	0	0	0	0	0	0	0	0
Nottingham	Did not respond								-
Nottinghamshire	0	0	1	25,323	3	128,665	0	0	153,988
Nuneaton and Bedworth	0	0	1	36,612	1	30,371	0	0	66,983
Oadby and Wigston	0	0	0	0	0	0	0	0	0
Oldham	0	0	0	0	2	88,897	0	0	88,897
Omagh	0	0	0	0	0	0	0	0	0
Orkney Islands	1	43,500	0	0	1	40,600	0	0	84,100
Oxford	0	0	0	0	1	48,925	1	44,841	93,766
Oxfordshire	0	0	3	121,367	3.65	186,022	0.56	21,448	328,837
Pembrokeshire	7	47,835	0	0	1	17,167	0	0	65,002
Pendle	0	0	0	0	0	0	0	0	0
Perth and Kinross	0	0	0	0	2	78,256	0	0	78,256
Peterborough	0.29	-	0	0	0.4	-	3	43,388	43,388
Plymouth	0	0	0	0	4	74,531	2	-	74,531
Poole	0	0	0	0	1	-	1	-	-
Portsmouth	0	0	0	0	4	116,269	2	76,299	192,568
Powys	3	100,591	0	0	1	31,508	1	4,735	136,834
Preston	0.5	19,000	0	0	0.25	9,490	0	0	28,490
Purbeck	0	0	0	0	0	0	0	0	0
Reading	1	51,500	0	0	0	-	3	110,454	161,954
Redbridge	Did not respond								-



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Redcar and Cleveland	0	0	0	0	0	0	0	0	0
Redditch	0	0	0	0	0.5	0	1	33,152	33,152
Reigate and Banstead	0	0	0	0	0	0	2	104,693	104,693
Renfrewshire	0	0	0	0	0	0	0	0	0
Rhondda, Cynon, Taff	0	0	0	0	1	49,000	0	0	49,000
Ribble Valley	0	0	0	0	0	0	0	0	0
Richmond upon Thames	0	0	0	0	2	75,438	4	-	75,438
Richmondshire	0	0	0	0	0	0	0	0	0
Rochdale	0	0	0	0	3	150,000	4	150,000	300,000
Rochford	Did not respond								-
Rossendale	0	0	0	0	0	0	0	0	0
Rother	0	0	0	0	0.5	-	0.1	-	-
Rotherham	0	0	0	0	7	317,621	0	0	317,621
Rugby	0	0	0	0	0	0	0	0	0
Runnymede	0	0	0	0	0	0	0	0	0
Rushcliffe	0	0	0	0	0	0	0	0	0
Rushmoor	0	0	0	0	0	0	0	0	0
Rutland	0	0	0	0	0	0	1	21,150	21,150
Ryedale	0	0	0	0	0	0	0	0	0
Salford	Did not respond								-
Sandwell	0	0	0	0	5	172,555	0	0	172,555
Scarborough	0	0	0	0	0	0	0	0	0
Scottish Borders	0.28	10,639	0	0	2	56,926	0.2	8,660	76,225
Sedgemoor	0	0	0	0	0	0	0	0	0
Sefton	Did not respond								-
Selby	0	0	0	0	0.1	-	0	0	-



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Sevenoaks	0	0	0	0	0	0	1	29,598	29,598
Sheffield	0	0	2	68,140	2	85,786	6	270,911	424,837
Shepway	0	0	0	0	0	0	0	0	0
Shetland Islands	1	53,264	0	0	0.75	20,000	0	0	73,264
Shropshire	0	0	0	0	1	31,406	0	0	31,406
Slough	0	0	3	90,835	0.76	39,913	0	-	130,748
Solihull	0	0	0	0	4	145,547	1	16,059	161,606
Somerset	1.5	65,225	2	82,872	2.7	89,505	1	30,363	267,965
South Ayrshire	0	0	0	0	1	44,905	0	0	44,905
South Bucks	0	0	0	0	0.15	7,268	0	0	7,268
South Cambridgeshire	0	0	0	0	1	-	0	0	-
South Derbyshire	0	0	0	0	1	28,000	0	0	28,000
South Gloucestershire	0	0	3	122,923	7	183,596	0	0	306,519
South Hams	0	0	0	0	0.5	3,436	0	0	3,436
South Holland	0	0	0	0	1	15,445	0	0	15,445
South Kesteven	0	0	0	0	1	24,287	1	26,177	50,463
South Lakeland	0	0	0	0	0	0	0	0	0
South Lanarkshire	1	-	0	0	1	-	0	0	-
South Norfolk	0	0	0	0	0.4	1,115	0	0	1,115
South Northamptonshire	0	0	0	0	1.5	38,263	0	0	38,263
South Oxfordshire	0	0	0	0	1	35,681	0.6	27,010	62,691
South Ribble	0	0	0	0	0	0	0	0	0
South Somerset	Did not respond								-
South Staffordshire	0	0	0	0	0.25	10,929	1	35,507	46,436
South Tyneside	0	0	0	0	2	73,989	1	27,953	101,942
Southampton	2	79,807	0	0	2	82,665	1	40,962	203,434
Southend-on-Sea	0	0	0	0	2	46,907	1	16,816	63,723



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Southwark	0.5	25,959	2	86,000	-	-	3	96,080	208,039
Spelthorne	0	0	0	0	0	0	1	33,715	33,715
St Albans	0	0	0	0	0	0	0	0	0
St Edmundsbury	0	0	0	0	0.1	7,620	0	0	7,620
St. Helens	Did not respond								-
Stafford	0	0	0	0	0.25	-	3	59,243	59,243
Staffordshire	0	0	0	0	4	107,028	3.5	140,296	247,324
Staffordshire Moorlands	0	0	0	0	0.5	-	0	0	-
Stevenage	0	0	0	0	1	35,000	0	0	35,000
Stirling	0	0	0	0	0	0	1	34,709	34,709
Stockport	0	0	5.5	155,967	2	77,009	3	141,000	373,976
Stockton-on-Tees	0	0	0	0	2.3	65,151	1	31,354	96,505
Stoke-on-Trent	0	0	0	0	1	-	0	0	-
Strabane	0	0	0	0	0	0	0	0	0
Stratford-on-Avon	0	0	0	0	1	32,000	0	0	32,000
Stroud	0	0	0	0	1	40,000	2	52,344	92,344
Suffolk	2	52,194	2.42	71,841	3	143,642	1	34,385	302,062
Suffolk Coastal	0	0	0	0	0	0	1	37,807	37,807
Sunderland	8	151,023	0	0	2	96,330	0	0	247,354
Surrey	0	0	3	-	2	84,426	2	93,545	177,971
Surrey Heath	0	0	0	0	0.2	8,500	0	0	8,500
Sutton	0	0	1.75	73,500	1	53,800	1	45,712	173,012
Swale	0	0	0	0	0	0	1	19,774	19,774
Swansea	Did not respond								-
Swindon	0	0	2	66,509	1	37,780	0	0	104,289
Tameside	1	42,650	2	67,438	16	322,558	1	68,836	501,481



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Tamworth	0	0	0	0	0	0	0	0	0
Tandridge	0	0	0	0	0	0	0	0	0
Taunton Deane	0	0	0	0	0	0	2	39,266	39,266
Teignbridge	0	0	0	0	0	0	0	0	0
Telford and Wrekin	0	0	0	0	3	126,323	3	103,760	230,083
Tendring	0	0	0	0	0	0	0	0	0
Test Valley	0	0	0	0	0.28	-	0	0	-
Tewkesbury	0	0	0	0	1	-	0	0	-
Thanet	0	0	0	0	0	0	0	0	0
The Vale of Glamorgan	0	0	1	37,368	2.1	58,135	0	0	95,503
Three Rivers	0	0	0	0	0	0	0	0	0
Thurrock	0	0	1	31,210	5	117,648	1	45,507	194,364
Tonbridge and Malling	0	0	0	0	0	0	0	0	0
Torbay	0	0	0.6	36,474	1.5	25,569	1	-	62,043
Torfaen	1	17,926	0	0	1	40,721	0	0	58,646
Torridge	0	0	0	0	0.1	-	0	0	-
Tower Hamlets	0	0	2	46,782	5	194,097	0	0	240,879
Trafford	0	0	0	0	8	300,000	3	100,000	400,000
Tunbridge Wells	0	0	0	0	0.25	9,700	0	0	9,700
Uttlesford	0	0	0	0	0	0	0.5	13,500	13,500
Vale of White Horse	0	0	0	0	1	39,920	0	0	39,920
Wakefield	0	0	2	50,000	3.81	85,000	1	25,000	160,000
Walsall	0	0	0	0	4	162,063	1	40,916	202,979
Waltham Forest	0	0	2.28	87,289	4	202,500	1	-	289,789
Wandsworth	0	0	0	0	0.3	12,201	0.4	16,268	28,469
Warrington	0	0	0	0	0	0	1	22,283	22,283
Warwick	0	0	0	0	0	0	0	0	0
Warwickshire	3	88,793	3	68,894	6	214,593	0	0	372,279



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Watford	0	0	1		1	38,535	0	0	38,535
Waveney	0	0	1	40,185	0	0	0	0	40,185
Waverley	0	0	0	0	0	0	1.5	53,819	53,819
Wealden	0	0	0	0	0.5	20,025	0	0	20,025
Wellingborough	0	0	0	0	0	0	2	78,916	78,916
Welwyn Hatfield	0	0	0	0	0	0	1	28,000	28,000
West Berkshire	0	0	0	0	0.7	25,057	0	0	25,057
West Devon	0	0	0	0	0	0	0	0	0
West Dorset	0	0	0	0	1	36,097	0	0	36,097
West Dunbartonshire	1	-	0	0	3	98,455	0	0	98,455
West Lancashire	0	0	0	0	0	0	0	0	0
West Lindsey	0	0	0	0	0	0	1	26,711	26,711
West Lothian	0	0	0	0	1.5	54,559	1	44,672	99,231
West Oxfordshire	0	0	0	0	0	0	0	0	0
West Somerset	0	0	0	0	1	-	1	-	-
West Sussex	1	-	0	0	1	-	2	-	-
Westminster	0	0	0	0	0	0	0	0	0
Weymouth and Portland	0	0	0	0	1	37,000	1	37,000	74,000
Wigan	Did not respond								-
Wiltshire	0	0	0	0	6	185,295	10	97,740	283,035
Winchester	0	0	0	0	0	0	0	0	0
Windsor and Maidenhead	0	0	3	73,815	0	0	0	0	73,815
Wirral	Did not respond								-
Woking	0	0	0	0	1	39,568	1	42,088	81,656
Wokingham	0	0	2	57,109	1	30,000	0	0	87,109
Wolverhampton	0	0	4	95,430	3	135,212	0	0	230,642



Council	European Officers		Political Advisors		Diversity Officers		Climate Change Officers		Total Cost (£)
	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	Number	Cost (£)	
Worcester	0	0	0	0	0.3	8,000	1	4,764	12,764
Worcestershire	0	0	0	0	2	66,303	0	0	66,303
Worthing	0	0	1	32,280	0	0	0.5	16,140	48,420
Wrexham	1	24,249	0	0	0	0	0	0	24,249
Wychavon	0	0	0	0	0	0	1	-	-
Wycombe	0	0	0	0	1	20,000	0	0	20,000
Wyre	0	0	0	0	0.5	14,465	0	0	14,465
Wyre Forest	0	0	0	0	1	22,873	0	0	22,873
York	0	0	3	66,543	2	85,615	0	0	152,158
<b>Total:</b>	<b>182.52</b>	<b>6,002,287</b>	<b>141.17</b>	<b>4,971,878</b>	<b>543.28</b>	<b>19,812,737</b>	<b>350.01</b>	<b>10,330,048</b>	<b>41,116,950</b>
<b>Total number of staff:</b>	<b>1,216.98</b>								
<b>Total cost of all staff (£):</b>	<b>41,116,950</b>								