



Local Government
Analysis and Research

local government pay and workforce strategy **survey 2006**

annex B - recruitment and retention - detailed findings



local government pay and workforce strategy survey 2006: annex B - recruitment and retention - detailed findings

The survey was conducted by Local Government Analysis and Research (LGAR) on behalf of the Improvement and Development Agency (IDeA), Local Government Employers (LGE) and SkillsPlus. This survey was designed to provide information on workforce development to support the implementation of the Pay and Workforce Strategy across local government.

If you would like to discuss any aspect of this survey, or require further information please contact Dan Wilks on 020 7664 3272 or email dan.wilks@lgar.local.gov.uk.

Publications resulting from this survey available from LGAR:

main report (England, Scotland, Wales)

annex a - time series data by country 2001 - 2006

annex b - recruitment and retention detailed findings

annex c - responses to qualitative questions



Local Government Pay and Workforce Strategy Survey 2006 Recruitment and Retention data 2004 – 2006

The Local Government Pay and Workforce Strategy Survey provides information on workforce development to support the implementation of the strategy across local government. The survey form is a framework which authorities can use to organise or incorporate into their internal data collection systems. The results can be used to inform and develop the people aspects of strategies and policies. Authorities will also be able to use the data for benchmarking and target setting.

The purpose of this annex is to enable individuals to make more detailed comparisons of the data produced from the recruitment and retention section of the survey. The Main Report is also available and presents key findings from the survey at www.lgar.local.gov.uk. Wherever feasible, data are compared with the results of previous surveys dating back to 2004; however, not all occupations were asked in all surveys therefore some comparisons cannot be made.

Caution must be applied to data which are analysed by English region as there are relatively small samples in some cases, with some questions being answered by less than half the respondents. The data in this annex are un-weighted and un-grossed. All 2004 and 2005 data refers to England and Wales unless otherwise stated.

With the exception of police and fire authorities, all local authorities in the UK were invited to participate in the survey. A total of 222 or 47.4% of all 468 authorities participated. The response from Northern Ireland was too low to be included separately in this annex however, that data is included in all UK figures.

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Table 1: managerial/professional recruitment and retention difficulties by country 2006

Overall recruitment and retention difficulties 2006	England		Wales		Scotland		UK	
	% Yes	Base	% Yes	Base	% Yes	Base	% Yes	Base
Professional/managerial occupations (one or more difficulty)	87.4	190	81.8	11	100	13	87.0	216
Recruitment difficulties – professional/managerial occupations 2006								
Occupation	England		Wales		Scotland		UK	
	% Rec	% Ret	% Rec	% Ret	% Rec	% Ret	% Rec	% Ret
Accountancy	28.9	13.7	27.3	0.0	30.8	7.7	28.7	12.5
Building Control#	50.0	26.2	18.2	0.0	61.5	30.8	48.5	24.7
Building Surveying	31.1	15.8	9.1	9.1	76.9	38.5	32.4	16.7
Civil Engineering	21.6	11.1	27.3	9.1	53.8	23.1	23.6	11.6
Council Tax and Benefits#	14.9	14.3	18.2	18.2	7.7	0.0	14.4	13.4
Departmental Finance	11.6	5.8	9.1	0.0	23.1	7.7	12.0	5.6
Education inspectorate*	14.9	8.5	18.2	0.0	7.7	0.0	14.2	6.7
Educational Psychologist*	39.4	19.1	45.5	27.3	38.5	7.7	39.2	18.3
E-Government	7.4	0.5	9.1	9.1	0.0	0.0	6.9	0.9
Electrical Engineering	12.6	6.8	36.4	18.2	30.8	15.4	14.8	7.9
Environmental Health#	57.7	29.8	45.5	18.2	69.2	15.4	57.2	27.8
Financial Control	8.4	3.2	9.1	0.0	15.4	0.0	8.8	2.8
Fraud Investigation	9.5	6.3	9.1	0.0	15.4	0.0	9.7	5.6
Housing Management#	17.9	6.5	27.3	9.1	15.4	0.0	18.0	6.2
Internal Audit	21.1	5.3	36.4	9.1	23.1	0.0	21.8	5.1
IT Business/Corporate/Systems	17.9	7.9	45.5	36.4	7.7	0.0	18.5	8.8
IT Support (Hardware/Software)	15.3	5.3	45.5	36.4	7.7	0.0	16.2	6.5
Legal	31.6	15.3	45.5	18.2	23.1	0.0	31.5	14.4
Librarians (Public Libraries)*	18.1	8.5	27.3	0.0	23.1	0.0	19.2	6.7
Librarians (Schools)*	3.2	0.0	0.0	0.0	7.7	0.0	3.3	0.0
Mechanical Engineering	11.6	6.8	27.3	9.1	30.8	15.4	13.4	7.4
Occupational Therapist*	41.5	26.6	45.5	36.4	23.1	15.4	39.2	25.8
Personnel <i>Corporate</i>	14.7	6.3	27.3	18.2	38.5	15.4	16.7	7.4
Personnel <i>Departmental</i>	9.5	5.3	27.3	9.1	7.7	0.0	10.2	5.1
Planning Development Control	55.3	32.6	27.3	18.2	84.6	38.5	55.1	31.9
Planning Other	49.5	27.9	27.3	9.1	69.2	30.8	49.1	26.9
Procurement	13.2	5.3	18.2	9.1	7.7	0.0	13.0	5.1
Social Worker Children and Families*	77.7	48.9	72.7	63.6	76.9	30.8	75.8	47.5
Social Worker Community Care*	60.6	42.6	63.6	54.5	53.8	15.4	59.2	40.0
Social Worker Community Care (Approved) *	50.0	33.0	63.6	45.5	30.8	7.7	48.3	30.8
Social Worker Residential*	50.0	35.1	54.5	45.5	38.5	15.4	48.3	33.3
Teachers*	42.6	23.4	0.0	0.0	23.1	7.7	35.8	19.2
Trading Standards*	45.7	25.5	36.4	9.1	38.5	15.4	43.3	22.5
Traffic and/or Transportation Engineer	23.7	14.7	27.3	27.3	53.8	30.8	25.5	16.2
Valuation	13.7	7.4	18.2	18.2	7.7	0.0	13.4	7.4
Other professional/managerial	15.2	7.9	18.2	9.1	7.7	7.7	14.8	7.9
Base	190		11		13		216	

= Base is 168 (Eng) and 194 (UK) – excludes Shire Counties

* = Base is 94 (Eng) and 120 (UK) – excludes Shire Districts

Table 2: non-managerial/non-professional recruitment and retention difficulties by country 2006

Overall recruitment and retention difficulties 2006		England		Wales		Scotland		UK	
Non-professional / non-managerial occupations (one or more difficulty)		49.2	189	54.5	11	75.0	12	50.9	214
Recruitment difficulties – non - professional/non - managerial occupations 2006									
Occupation	England		Wales		Scotland		UK		
	% Rec	% Ret	% Rec	% Ret	% Rec	% Ret	% Rec	% Ret	
Clerical/Admin/Secretarial									
Admin staff	5.8	5.8	0.0	0.0	8.3	8.3	5.6	5.6	
Clerk/typist	7.4	8.5	0.0	0.0	8.3	8.3	7.0	7.9	
Call centre/customer services	2.6	2.1	0.0	0.0	8.3	8.3	2.8	2.3	
Secretarial staff	5.3	3.7	0.0	0.0	0.0	0.0	4.7	3.3	
Other C/A/S	1.1	1.1	0	0	8.3	8.3	1.4	1.4	
Craft									
Bricklayer	4.2	3.2	18.2	18.2	25.0	8.3	6.1	4.2	
Electrician	11.1	6.9	18.2	18.2	58.3	41.7	14.0	9.3	
Gas fitter	9.5	6.9	0.0	0.0	33.3	25.0	10.3	7.5	
H&V Engineer	4.2	2.6	0.0	0.0	33.3	25.0	5.6	3.7	
HGV Fitter	5.3	4.2	0.0	0.0	33.3	25.0	6.5	5.1	
Joiner/carpenter	6.3	5.8	18.2	18.2	50.0	33.3	9.3	7.9	
Labourer	2.6	1.6	0.0	0.0	16.7	8.3	3.3	1.9	
Mason Pavior	4.8	2.6	9.1	9.1	16.7	8.3	5.6	3.3	
Painter	3.7	2.6	9.1	9.1	16.7	8.3	4.7	3.3	
Plasterer	4.2	3.2	9.1	9.1	16.7	8.3	5.1	3.7	
Plumber	9.5	7.4	18.2	18.2	50.0	25.0	12.1	8.9	
Other Craft	1.6	1.6	9.1	9.1	0	0	1.9	1.9	
Manual									
Care assistant*	31.2	26.9	18.2	18.2	25.0	25.0	28.8	25.4	
Caretaker	7.4	4.8	0.0	0.0	8.3	8.3	7.5	4.7	
Cleaner	21.2	14.8	27.3	9.1	58.3	41.7	23.8	15.9	
Cook/catering staff	16.9	13.8	27.3	0.0	41.7	33.3	18.7	14.0	
Driver	7.4	4.8	0.0	0.0	8.3	8.3	7.0	4.7	
Home care staff*	33.3	32.3	27.3	9.1	25.0	16.7	31.4	28.0	
Teaching assistant*	9.7	7.5	0.0	0.0	0.0	0.0	7.6	5.9	
Nursery officer/nurse	6.3	5.8	0.0	0.0	16.7	8.3	6.5	5.6	
School crossing patrol*	37.6	23.7	27.3	9.1	33.3	16.7	35.6	21.2	
School meals supervisor*	16.1	14.0	18.2	0.0	25.0	16.7	16.9	12.7	
Parking attendant	4.2	3.2	0.0	0.0	0.0	0.0	3.7	2.8	
Other manual	2.6	1.6	9.1	9.1	16.7	8.3	3.7	2.3	
Technical	2.1	1.6	0	0	0	0	1.9	1.4	
Trainee	3.2	0.5	0	0	0	0	2.8	0.5	
Other non-pro/non-man	8.5	5.3	9.1	9.1	8.3	0	8.4	5.1	
Base	189		11		12		214		

* = Base is 96 (Eng) and 118 (UK) – excludes Shire Districts

Professional and managerial occupations – occupational level and degree of difficulties (England)

Table 3: summary of recruitment and retention difficulties by professional/managerial level 2004 – 2006 (England)

Level	2004		2005		2006	
	Rec %	Ret %	Rec %	Ret %	Rec %	Ret %
Basic Professional (I)	25.6	27.2	25.2	27.9	24.8	25.7
Experienced Professional (II)	35.2	33.8	35.2	34.6	35.0	34.4
Principal Professional (III)	25.6	26.6	25.7	24.0	24.7	24.4
Divisional Head (IV)	13.6	14.4	13.9	13.5	15.5	15.5

Note: a breakdown of this data by occupation is shown in Tables 5 and 6.

Table 4: summary of recruitment and retention difficulties by degree of difficulty 2004 -2006 (England)

Degree	2004		2005		2006	
	Rec %	Ret %	Rec %	Ret %	Rec %	Ret %
A. Extremely difficult	16.7	10.4	16.9	8.4	14.9	9.4
B. Very difficult	30.8	24.4	28.5	21.0	26.8	21.0
C. Difficult	34.4	36.9	32.9	32.5	35.1	37.5
D. Some difficulty	18.0	28.4	21.7	38.1	23.1	32.2

Note: a breakdown of this data by occupations is shown in Tables 7 and 8

Table 5: recruitment difficulty by professional/managerial level 2004 – 2006 (England)

Professional/Managerial	Jan 2004*						June 2005*						2006*					
	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base
Accountancy	50	75.8	74.2	45.5	38.4	172	55.6	74.6	84.1	52.4	32.6	193	47.3	70.9	67.3	49.1	28.9	190
Building Control	59.3	89	51.6	30.8	58.7	155	60.4	91.9	58.6	32.4	61.2	183	61.9	89.3	57.1	31.0	50.0	168
Building Surveying	62.7	67.8	49.2	0	34.3	172	59.2	90.1	59.2	31	36.8	193	61.0	89.8	62.7	37.3	31.1	190
Civil Engineering	65.3	85.7	65.3	32.7	28.5	172	57.6	87.9	57.6	33.3	19.4	170	58.5	85.4	61.0	43.9	21.6	190
Council Tax and Benefits	71.7	62.3	3.8	1.9	34.2	155	87.8	73.5	0	0	26.8	183	76.0	72.0	0.0	0.0	14.9	168
Departmental Finance	51.7	69	55.2	48.3	16.9	172	64.3	67.9	78.6	53.6	14.5	193	54.5	81.8	59.1	50.0	11.6	190
Education inspectorate	0	89.3	85.7	0	31.8	88	9.5	95.2	100	4.8	26.3	80	0.0	78.6	57.1	0.0	14.9	94
Educational Psychologist	66	86	64	30	56.8	88	62.2	81.1	81.1	54.1	46.3	80	56.8	89.2	54.1	43.2	39.4	94
E-Government	61.5	30.8	23.1	19.2	15.1	172	45.5	81.8	54.5	36.4	6.5	170	57.1	78.6	50.0	35.7	7.4	190
Electrical Engineering	58.5	80.5	53.7	36.6	23.8	172	57.1	81	52.4	19	12.4	170	54.2	83.3	62.5	50.0	12.6	190
Environmental Health	57.3	83.5	53.4	28.2	66.5	155	65.5	86.4	50.9	26.4	60.1	183	56.7	81.4	47.4	22.7	57.7	168
Financial Control	59.1	63.6	63.6	36.4	12.8	172	48	64	72	48	13.0	193	56.3	75.0	81.3	62.5	8.4	190
Fraud Investigation	69.7	66.7	3	0	19.2	172	84.4	87.5	0	0	16.1	193	72.2	77.8	0.0	0.0	9.5	190
Housing Management	4.9	4.9	68.3	43.9	26.5	155	0	7.7	82.1	61.5	21.3	183	3.3	6.7	63.3	53.3	17.9	168
Internal Audit	52	78	72	40	29.1	172	63	84.8	71.7	43.5	23.8	193	47.5	62.5	52.5	40.0	21.1	190
IT Bus/Corp/Syst	38.8	81.6	55.1	38.8	28.5	172	68.5	87	63	44.4	23.8	193	67.6	88.2	64.7	50.0	17.9	190
IT Support Hdware/Sfware													72.4	86.2	58.6	37.9	15.3	190
Legal	45.3	69.3	64	32	43.6	172	48.8	77.4	61.9	35.7	45.6	193	46.7	73.3	61.7	36.7	31.6	190
Librarians (Public Libraries)	64.3	73.8	61.9	0	47.7	88	81.5	81.5	59.3	3.7	33.8	80	64.7	82.4	64.7	5.9	18.1	94
Librarians (Schools)							100	100	50	0	6.3	80	66.7	66.7	100	0.0	3.2	94
Mechanical Engineering	63.6	81.8	66.7	36.4	19.2	172	52.6	84.2	47.4	26.3	11.2	170	54.5	77.3	68.2	50.0	11.6	190
Occupational Therapist	76.6	85.9	51.6	37.5	72.7	88	83.7	87.8	53.1	36.7	61.3	80	76.9	87.2	56.4	35.9	41.5	94
Personnel Corporate	38.5	74.4	61.5	51.3	22.7	172	34.3	68.6	65.7	42.9	18.1	193	39.3	82.1	57.1	46.4	14.7	190
Personnel Departmental	42.4	69.7	57.6	3	19.2	172	53.6	67.9	67.9	0	14.0	193	55.6	83.3	72.2	0.0	9.5	190

Table 5: recruitment difficulty by professional/managerial level 2004 - 2006 (England) continued

Professional/Managerial	Jan 2004*						June 2005*						2006*					
	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base
Planning Dev Control	63.1	82.5	59.2	30.1	59.9	172	62.4	89.4	71.6	34.8	66.3	193	55.2	87.6	61.9	38.1	55.3	190
Planning Other													56.4	80.9	63.8	34.0	49.5	190
Procurement													60.0	56.0	60.0	52.0	13.2	190
Social Worker Children & Families	80.8	97.4	70.5	50	88.6	88	80.3	98.6	74.6	50.7	88.8	80	67.1	80.8	54.8	38.4	77.7	94
Social Worker Community Care	6.7	93.3	11.1	8.9	51.1	88	2.6	92.3	2.6	2.6	68.4	57	71.9	82.5	57.9	42.1	60.6	94
Social Worker Community Care (Approved)	80.3	92.4	60.6	45.5	75	88	81	98.3	79.3	50	72.5	80	2.1	80.9	2.1	2.1	50.0	94
Social Worker Residential	72.2	83.3	61.1	3.7	61.4	88	68.1	93.6	61.7	4.3	58.8	80	63.8	74.5	55.3	2.1	50.0	94
Teachers	56.5	78.3	78.3	54.3	52.3	88	37.5	70.8	54.2	58.3	42.1	57	45.0	62.5	57.5	67.5	42.6	94
Trading Standards	65.5	90.9	72.7	34.5	62.5	88	72.5	82.5	57.5	37.5	50.0	80	72.1	88.4	55.8	32.6	45.7	94
Traffic and/or Transportation Engineer	57.1	81	66.7	39.7	36.6	172	66.7	88.2	74.5	39.2	26.4	193	73.3	91.1	73.3	51.1	23.7	190
Valuation	60	82.5	60	47.5	23.3	172	42.9	75	42.9	21.4	16.5	170	65.4	69.2	53.8	34.6	13.7	190

*: I Basic Professional, II Experienced Professional, III Principal Professional, IV Divisional Head.

Note: All 2004 and 2005 data refers to **England and Wales**, not just England

Percentages based on the number of difficulties reported.

Percentages based on those reporting a difficulty (%Yes) and add to over 100%

Procurement was surveyed for the first time in 2006.

Information Technology was split into IT Business/Corporate/Systems and IT Support Hardware/Software and Planning was split in Planning Development Control and Planning Other in 2006

Table 6: retention difficulty by professional/managerial level 2004 – 2006 (England)

Professional/Managerial	Jan 2004*						June 2005*						2006*					
	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base
Accountancy	61.4	77.3	65.9	43.2	25.6	172	74.3	85.7	71.4	51.4	18.1	193	61.5	84.6	57.7	50.0	13.7	190
Building Control	57.8	87.5	57.8	34.4	37.2	155	66.2	83.1	57.1	32.1	42.1	183	63.6	88.6	56.8	36.4	26.2	168
Building Surveying	59	61.5	53.8	25.6	22.7	172	65.9	87.8	61	36.6	21.2	193	63.3	86.7	56.7	43.3	15.8	190
Civil Engineering	63.6	78.8	60.6	36.4	19.2	172	58.8	94.1	58.8	35.3	10.0	170	61.9	81.0	66.7	47.6	11.1	190
Council Tax and Benefits	83.7	55.8	0	0	25	155	97.4	65.8	0	0	20.8	183	79.2	62.5	0	0	14.3	168
Departmental Finance	56.5	56.5	34.8	39.1	13.4	172	76.5	70.6	82.4	58.8	8.8	193	63.6	100	81.8	63.6	5.8	190
Education inspectorate	0	84.2	68.4	0	11	88	0	100	100	0	17.5	80	0	75.0	62.5	0	8.5	94
Educational Psychologist	51.5	78.8	57.6	30.3	19.2	88	63.6	81.8	72.7	40.9	27.5	80	72.2	94.4	66.7	50.0	19.1	94
E-Government	66.7	26.7	20	26.7	8.7	172	50	66.7	50	50	3.5	170	100	100	0	0	0.5	190
Electrical Engineering	60.7	71.4	57.1	39.3	16.3	172	71.4	100	57.1	28.6	4.1	170	61.5	76.9	76.9	69.2	6.8	190
Environmental Health	57.7	78.9	54.9	31	41.3	155	68.6	80	48.6	28.6	38.3	183	60.0	88.0	50.0	30.0	29.8	168
Financial Control	50	83.3	66.7	33.3	7	172	64.3	71.4	78.6	57.1	7.3	193	50.0	100	100	83.3	3.2	190
Fraud Investigation	79.2	66.7	4.2	0	14	172	90	85	0	0	10.4	193	66.7	75.0	0.0	0	6.3	190
Housing Management	6.1	9.1	66.7	39.4	19.2	155	0	10	75	60	10.9	183	0	9.1	63.6	45.5	6.5	168
Internal Audit	61.3	83.9	71	45.2	18	172	63	92.6	66.7	44.4	14.0	193	60.0	90.0	90.0	60.0	5.3	190
IT Bus/Corp/Syst	54.8	83.9	51.6	35.5	18	172	78.9	92.1	60.5	42.1	16.6	193	60.0	93.3	66.7	53.3	7.9	190
IT Support Hdware/Sfware													80.0	80.0	50.0	40.0	5.3	190
Legal	48.8	73.2	51.2	29.3	23.8	172	62.2	80	68.9	44.4	23.3	193	58.6	72.4	58.6	51.7	15.3	190
Librarians (Public Libraries)	59.3	59.3	63	0	15.7	88	84.2	84.2	63.2	0	23.8	80	87.5	100	75.0	12.5	8.5	94
Librarians (Schools)							0	0	0	0	0	80	0	0	0	0	0	94
Mechanical Engineering	60	68	68	36	14.5	172	83.3	83.3	50	33.3	3.5	170	46.2	76.9	76.9	53.8	6.8	190
Occupational Therapist	78	82	58	34	29.1	88	84.2	81.6	52.6	39.5	47.5	80	80.0	84.0	56.0	40.0	26.6	94
Personnel Corporate	41.9	67.7	64.5	41.9	18	172	58.8	70.6	94.1	64.7	8.8	193	75.0	83.3	91.7	75.0	6.3	190
Personnel Departmental	51.9	66.7	44.4	0	15.7	172	73.3	80	66.7	0	7.8	193	50.0	80.0	90.0	0.0	5.3	190

Table 6: retention difficulty by professional/managerial level (England) 2004 - 2006 continued

Professional/Managerial	Jan 2004*						June 2005*						2006*					
	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base	% I	% II	% III	% IV	% Yes	Base
Planning Dev Control	66.3	88.8	57.5	27.5	46.5	172	67.3	87.5	62.5	29.8	48.2	193	62.9	85.5	64.5	38.7	32.6	190
Planning Other													66.0	84.9	62.3	28.3	27.9	190
Procurement													60.0	70.0	80.0	60.0	5.3	190
Social Worker Children & Families	12.1	87.9	9.1	6.1	19.2	88	3.3	100	3.3	3.3	52.6	57	71.7	89.1	65.2	47.8	48.9	94
Social Worker Community Care	84.6	90.4	61.5	44.2	30.2	88	87.9	100	75.9	50	61.3	80	70.0	87.5	65.0	42.5	42.6	94
Social Worker Community Care (Approved)	82.2	75.6	53.3	6.7	26.2	88	75	92.5	60	5	50.0	80	3.2	80.6	3.2	3.2	33.0	94
Social Worker Residential	85.3	91.2	63.2	45.6	39.5	88	89.8	100	81.6	51	72.5	80	60.6	81.8	57.6	3.0	35.1	94
Teachers	64.3	67.9	75	57.1	16.3	88	68.8	87.5	43.8	50	28.1	57	40.9	54.5	45.5	50.0	23.4	94
Trading Standards	72.7	88.6	72.7	36.4	25.6	88	70.4	85.2	59.3	29.6	33.8	80	70.8	83.3	58.3	29.2	25.5	94
Traffic and/or Transportation Engineer	61.2	81.6	69.4	40.8	28.5	172	73.7	89.5	68.4	39.5	19.7	193	71.4	85.7	78.6	50.0	14.7	190
Valuation	53.6	78.6	64.3	42.9	16.3	172	50	81.3	37.5	18.8	9.4	170	85.7	64.3	57.1	35.7	7.4	190

*: I Basic Professional, II Experienced Professional, III Principal Professional, IV Divisional Head.

Note: All 2004 and 2005 data refers to **England and Wales**, not just England

Percentages based on the number of difficulties reported.

Percentages based on those reporting a difficulty (%Yes) and add to over 100%

Procurement was surveyed for the first time in 2006.

Information Technology was split into IT Business/Corporate/Systems and IT Support Hardware/Software and Planning was split in Planning Development Control and Planning Other in 2006

Table 7: professional/managerial recruitment difficulties by degree of difficulty 2004 – 2006 (England)

Occupation	2004*					2005*					2006*				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Accountancy	9.3	29.6	37	24.1	162	10.1	28.0	39.3	22.6	168	6.2	26.4	39.5	27.9	129
Building Control	20.5	29	34.3	16.2	210	21.6	31.6	31.6	15.2	269	14.4	28.4	39.8	17.4	201
Building Surveying	10.4	30.2	37.7	21.7	106	12.4	33.7	35.5	18.3	169	18.9	24.3	38.5	18.2	148
Civil Engineering	17.2	38.5	32	12.3	122	24.7	29.9	31.2	14.3	77	24.5	30.4	22.5	22.5	102
Council Tax and Benefits	6.8	24.3	44.6	24.3	74	2.5	22.8	38.0	36.7	79	2.7	27.0	32.4	37.8	37
Departmental Finance	9.2	29.2	27.7	33.8	65	9.5	16.2	27.0	47.3	74	1.9	24.1	42.6	31.5	54
Education inspectorate	10.2	28.6	36.7	24.5	49	11.4	29.5	47.7	11.4	44	0.0	47.4	10.5	42.1	19
Educational Psychologist	13	39.8	37.4	9.8	123	34.0	18.4	25.2	22.3	103	16.7	27.8	41.1	14.4	90
E-Government	14.3	20	22.9	42.9	35	16.7	25.0	20.8	37.5	24	12.9	16.1	32.3	38.7	31
Electrical Engineering	12.8	37.2	33	17	94	27.9	27.9	37.2	7.0	43	13.3	36.7	18.3	31.7	60
Environmental Health	18.3	27.9	36.2	17.5	229	17.1	38.1	29.4	15.5	252	16.8	34.2	32.2	16.8	202
Financial Control	8.2	22.4	32.7	36.7	49	5.2	19.0	27.6	48.3	58	4.5	13.6	29.5	52.3	44
Fraud Investigation	6.5	15.2	43.5	34.8	46	9.1	16.4	27.3	47.3	55	0.0	7.4	44.4	48.1	27
Housing Management	16	12	48	24	50	13.6	20.3	47.5	18.6	59	7.9	23.7	39.5	28.9	38
IT Business/Corporate/Systems	10.5	21	41	27.6	105	2.8	14.1	48.6	35.5	142	13.6	24.7	42.0	19.8	81
IT Support (Hardware/Software)											9.8	20.7	38.0	31.5	92
Internal Audit	14	27.3	41.3	17.4	121	12.4	23.1	39.7	24.8	121	10.8	17.6	36.5	35.1	74
Legal	12	32.9	42.4	12.7	158	14.7	22.8	37.5	25.0	184	24.4	20.6	36.6	18.3	131
Librarians (Public)	8.3	22.6	46.4	22.6	84	3.3	24.6	39.3	32.8	61	5.4	10.8	51.4	32.4	37
Librarians (School)						0.0	80.0	20.0	0.0	10	0.0	0.0	42.9	57.1	7
Mechanical Engineering	18.3	39	29.3	13.4	82	28.2	17.9	48.7	5.1	39	14.5	41.8	12.7	30.9	55
Occupational Therapist	38.5	31.1	20.5	9.9	161	22.7	32.0	25.8	19.5	128	20.0	33.0	28.0	19.0	100
Personnel Corporate	4.5	18.2	38.6	38.6	88	12.3	21.9	34.2	31.5	73	6.3	25.4	22.2	46.0	63
Personnel Departmental	8.8	21.1	45.6	24.6	57	5.7	15.1	28.3	50.9	53	5.3	23.7	28.9	42.1	38

Table 7: professional/managerial recruitment difficulties by degree of difficulty (England) 2004 - 2006 continued

Occupation	2004*					2005*					2006*				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Planning Development Control	12	41.3	33.9	12.8	242	14.8	39.8	24.7	20.6	364	15.3	33.7	33.7	17.3	255
Planning other											15.8	32.1	33.0	19.0	221
Procurement											14.0	19.3	29.8	36.8	57
Social Worker Children & Families	29.6	33.5	25.8	11.2	233	28.4	27.9	32.1	11.6	215	21.6	31.8	35.2	11.4	176
Social Worker Community Care	17.9	28.8	36.4	16.8	184	24.2	26.4	35.4	14.0	178	18.6	22.1	36.6	22.8	145
Social Worker Community Care (Approved)	20.4	33.3	40.7	5.6	54	28.9	26.3	36.8	7.9	38	24.4	17.1	43.9	14.6	41
Social Worker Residential	22.7	34.5	29.4	13.4	119	22.4	23.4	29.9	24.3	107	18.5	22.8	41.3	17.4	92
Teachers	4.1	39	26.8	30.1	123	17.0	30.2	35.8	17.0	53	8.6	25.8	38.7	26.9	93
Trading Standards	25.5	31.7	31	11.7	145	16.0	30.0	35.0	19.0	100	13.1	22.4	41.1	23.4	107
Traffic and/or Transportation Engineer	27.9	32.5	27.9	11.7	154	22.8	30.1	26.5	20.6	136	14.6	26.9	36.9	21.5	130
Valuation	15	30	37	18	100	17.6	23.5	39.2	19.6	51	22.4	15.5	43.1	19.0	58

* The figures for recruitment and retention represent the spread of difficulty from extremely difficult (A) to some difficulty (D).

Base equals the number of difficulties reported.

Note: All 2004 and 2005 data refers to **England and Wales**, not just England

Procurement was surveyed for the first time in 2006.

Information Technology was split into IT Business/Corporate/Systems and IT Support Hardware/Software and Planning was split in Planning Development Control and Planning other in 2006

Table 8: professional/managerial retention difficulties by degree of difficulty 2004 – 2006 (England)

Occupation	2004*					2005*					2006*				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Accountancy	2.8	13.8	48.6	34.9	109	6.1	15.2	29.3	49.5	99	0.0	10.6	36.4	53.0	66
Building Control	5.3	27.6	39.5	27.6	152	11.5	21.9	40.4	26.2	183	10.2	24.1	43.5	22.2	108
Building Surveying	3.8	29.5	39.7	26.9	78	7.8	27.2	37.9	27.2	103	5.3	36.0	41.3	17.3	75
Civil Engineering	11.4	22.8	41.8	24.1	79	2.4	33.3	38.1	26.2	42	5.6	33.3	31.5	29.6	54
Council Tax and Benefits	1.7	23.3	38.3	36.7	60	1.6	14.5	30.6	53.2	62	2.9	26.5	35.3	35.3	34
Departmental Finance	4.7	11.6	51.2	32.6	43	0.0	14.3	14.3	71.4	49	0.0	2.9	38.2	58.8	34
Education inspectorate	0	27.6	37.9	34.5	29	0.0	6.9	34.5	58.6	29	0.0	18.2	27.3	54.5	11
Educational Psychologist	8.3	23.6	41.7	26.4	72	5.3	15.8	14.0	64.9	57	15.7	5.9	27.5	51.0	51
E-Government	19	14.3	28.6	38.1	21	15.4	23.1	23.1	38.5	13	0.0	100.0	0.0	0.0	2
Electrical Engineering	4.7	17.2	42.2	35.9	64	22.2	11.1	55.6	11.1	18	5.4	18.9	21.6	54.1	37
Environmental Health	13.9	27.8	28.5	29.7	158	10.8	25.3	31.6	32.3	158	8.8	23.7	45.6	21.9	114
Financial Control	7.1	7.1	35.7	50	28	2.6	15.8	44.7	36.8	38	0.0	0.0	40.0	60.0	20
Fraud Investigation	5.6	13.9	55.6	25	36	8.6	5.7	31.4	54.3	35	0.0	17.6	35.3	47.1	17
Housing Management	2.5	17.5	32.5	47.5	40	3.4	10.3	27.6	58.6	29	0.0	23.1	38.5	38.5	13
IT Business/Corporate/Systems	4.3	24.3	31.4	40	70	1.9	15.4	27.9	54.8	104	0.0	0.0	63.3	36.7	30
IT Support (Hardware/Software)											0.0	24.4	34.1	41.5	41
Internal Audit	9.9	12.3	39.5	38.3	81	6.9	11.1	23.6	58.3	72	0.0	12.0	40.0	48.0	25
Legal	6	19.3	51.8	22.9	83	7.0	17.4	30.4	45.2	115	2.9	21.4	55.7	20.0	70
Librarians (Public)	10.2	18.4	36.7	34.7	49	2.3	9.1	29.5	59.1	44	4.5	0.0	68.2	27.3	22
Librarians (School)						0.0	0.0	0.0	0.0	0	0	0	0	0	0
Mechanical Engineering	3.4	15.5	50	31	58	13.3	13.3	66.7	6.7	15	0.0	21.2	24.2	54.5	33
Occupational Therapist	28.6	33.3	19	19	126	8.2	29.6	28.6	33.7	98	15.4	41.5	26.2	16.9	65
Personnel Corporate	4.5	10.4	38.8	46.3	67	0.0	18.4	26.5	55.1	49	7.7	12.8	25.6	53.8	39
Personnel Departmental	6.8	22.7	36.4	34.1	44	0.0	15.2	27.3	57.6	33	9.1	4.5	45.5	40.9	22

Table 8: professional/managerial retention difficulties by degree of difficulty (England) 2004 - 2006 continued

Occupation	2004*					2005*					2006*				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Planning Development Control	7.8	33.9	37	21.4	192	7.4	28.4	29.2	35.0	257	12.2	23.1	35.9	28.8	156
Planning other											12.5	24.2	33.6	29.7	128
Procurement											25.9	3.7	29.6	40.7	27
Social Worker Children & Families	22.7	30.4	30.9	16	194	19.8	23.6	35.7	20.9	182	17.5	23.8	38.9	19.8	126
Social Worker Community care	13	21.2	37	28.8	146	13.3	25.3	34.8	26.6	158	16.0	12.3	35.8	35.8	106
Social Worker Community care (Approved)	15.8	34.2	31.6	18.4	38	19.4	19.4	35.5	25.8	31	25.0	14.3	28.6	32.1	28
Social Worker Residential	15.3	24.5	34.7	25.5	98	10.8	19.4	37.6	32.3	93	13.4	29.9	41.8	14.9	67
Teachers	5.4	32.4	33.8	28.4	74	5.0	15.0	45.0	35.0	40	4.8	23.8	21.4	50.0	42
Trading Standards	13.4	30.3	30.3	26.1	119	9.1	15.2	27.3	48.5	66	10.3	19.0	43.1	27.6	58
Traffic and/or Transportation Engineer	13.7	20.2	41.9	24.2	124	5.8	25.2	36.9	32.0	103	7.5	26.3	38.8	27.5	80
Valuation	4.5	34.3	29.9	31.3	67	0.0	16.7	46.7	36.7	30	11.8	14.7	32.4	41.2	34

* The figures for recruitment and retention represent the spread of difficulty from extremely difficult (A) to some difficulty (D).

Base equals the number of difficulties reported.

Note: All 2004 and 2005 data refers to **England and Wales**, not just England

Procurement was surveyed for the first time in 2006.

Information Technology was split into IT Business/Corporate/Systems and IT Support Hardware/Software and Planning was split in Planning Development Control and Planning other in 2006

Table 9: recruitment difficulties by degree of difficulty – non-professional/non-managerial occupations 2004 – 2006 (England)

Occupation	2004					2005					2006				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Clerical/Admin/Secretarial															
Admin staff	0	8.7	34.8	56.5	23	0	8.3	50	41.7	12	0	10	40	50	10
Clerk/typist	6.7	13.3	20	60	15	0	22.2	33.3	44.4	9	0	0	0	100	12
Call centre/customer services											0	0	40	60	5
Secretarial staff	0	6.3	37.5	56.3	16	0	11.1	11.1	77.8	9	0	11.1	22.2	66.7	9
Craft															
Bricklayer	18.5	25.9	37	18.5	27	6.7	13.3	33.3	46.7	15	0	16.7	33.3	50	6
Electrician	23.7	23.7	42.1	10.5	38	12	28	24	36	25	0	41.2	11.8	47.1	17
Gas fitter	35.5	29	25.8	9.7	31	6.7	33.3	46.7	13.3	15	0	23.1	46.2	30.8	13
H&V Engineer	0	54.5	36.4	9.1	11	37.5	25	37.5	0	8	0	0	33.3	66.7	6
HGV Fitter	6.7	26.7	46.7	20	15	33.3	22.2	33.3	11.1	9	12.5	25.0	25.0	37.5	8
Joiner/carpenter	13.3	16.7	46.7	23.3	30	0	15.8	57.9	26.3	19	12.5	25.0	12.5	50	8
Labourer	0	14.3	14.3	71.4	7	0	0	44.4	55.6	9	0	33.3	0	66.7	3
Mason Pavior	9.1	27.3	36.4	27.3	11	14.3	28.6	28.6	28.6	7	0	20	40	40	5
Painter	0	20	40	40	10	14.3	0.0	28.6	57.1	7	20	0	20	60	5
Plasterer	16.7	27.8	33.3	22.2	18	0	12.5	62.5	25	8	0	33.3	0	66.7	6
Plumber	18.2	15.2	45.5	21.2	33	9.1	13.6	45.5	31.8	22	7.1	42.9	21.4	28.6	14
Manuals															
Care assistant	13.9	41.7	19.4	25	36	20	25.7	45.7	8.6	35	12.0	28	44	16	25
Caretaker	16.7	27.8	22.2	33.3	18	15.8	21.1	36.8	26.3	19	9.1	18.2	18.2	54.5	11
Cleaner	15.2	28.3	37	19.6	46	13.6	27.3	31.8	27.3	44	11.4	22.9	45.7	20	35
Cook/catering staff	15.8	28.9	36.8	18.4	38	20	25.7	34.3	20	35	6.9	24.1	55.2	13.8	29
Driver	10.7	28.6	32.1	28.6	28	19	9.5	42.9	28.6	21	18.2	9.1	36.4	36.4	11

Table 9: recruitment difficulties by degree of difficulty – non-professional/non-managerial occupations 2004 - 2006 (England) continued

Occupation	2004					2005					2006				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Home care staff	10	40	30	20	40	3.7	27.8	44.4	24.1	54	13.8	20.7	37.9	27.6	29
Teaching assistant											12.5	12.5	25	50	8
Nursery officer/nurse											0	18.2	54.5	27.3	11
School crossing patrol	38.5	23.1	23.1	15.4	26	25.8	35.5	25.8	12.9	31	12.9	29	41.9	16.1	31
School meals supervisor	16.7	11.1	55.6	16.7	18	10	50	40	0	10	0	21.4	50	28.6	14
Parking attendant											0	25	37.5	37.5	8

* The figures for recruitment and retention represent the spread of difficulty from extremely difficult (A) to some difficulty (D).

Base equals the number of difficulties reported.

Note: All 2004 and 2005 data refers to **England and Wales**, not just England

Call centre/customer services, teaching assistant, nursery officer/nurse and parking attendant were surveyed for the first time in 2006.

Table 10: retention difficulties by degree of difficulty – non-professional/non-managerial occupations 2004 – 2006 (England)

Occupation	2004					2005					2006				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Clerical/Admin/Secretarial															
Admin staff	0	5.3	21.1	73.7	19	0	8.3	33.3	58.3	12	0	27.3	36.4	36.4	11
Clerk/typist	0	14.3	7.1	78.6	14	0	20	20	60	5	0	13.3	13.3	73.3	15
Call centre/customer services											0	25	25	50	4
Secretarial staff	0	8.3	25	66.7	12	0	0	66.7	33.3	3	14.3	14.3	14.3	57.1	7
Craft															
Bricklayer	7.1	28.6	35.7	28.6	14	0	10	50	40	10	0	0	60	40	5
Electrician	8.3	25	54.2	12.5	24	6.3	25	50	18.8	16	0	36.4	36.4	27.3	11
Gas fitter	30	30	30	10	20	0.0	10	80	10	10	0	18.2	54.5	27.3	11
H&V Engineer	0	37.5	37.5	25	8	0	20	80	0	5	0	0	25	75	4
HGV Fitter	20	20	40	20	5	0	40	60	0	5	14.3	28.6	28.6	28.6	7
Joiner/carpenter	6.3	18.8	37.5	37.5	16	0	9.1	63.6	27.3	11	11.1	11.1	22.2	55.6	9
Labourer	0	20	0	80	5	0	0	66.7	33.3	6	0	50	0	50	2
Mason Pavior	0	14.3	28.6	57.1	7	0	33.3	33.3	33.3	6	0	25	0	75	4
Painter	0	20	20	60	5	16.7	0	33.3	50	6	0	25	25	50	4
Plasterer	9.1	45.5	18.2	27.3	11	0	0	57.1	42.9	7	0	40	0	60	5
Plumber	10	20	40	30	20	0	11.8	52.9	35.3	17	8.3	41.7	16.7	33.3	12
Manuals															
Care assistant	12.9	29	29	29	31	13.8	27.6	41.4	17.2	29	19	28.6	42.9	9.5	21
Caretaker	7.1	35.7	28.6	28.6	14	8.3	8.3	33.3	50	12	25	12.5	25	37.5	8
Cleaner	8.1	27	43.2	21.6	37	2.9	34.3	42.9	20	35	15.4	34.6	30.8	19.2	26
Cook/catering staff	3.6	28.6	32.1	35.7	28	14.8	37	22.2	25.9	27	4.2	25	50	20.8	24
Driver	22.2	16.7	27.8	33.3	18	6.7	6.7	46.7	40	15	28.6	14.3	42.9	14.3	7

Table 10: retention difficulties by degree of difficulty – non-professional/non-managerial occupations 2004 – 2006 (England) continued

Occupation	2004					2005					2006				
	A	B	C	D	Base#	A	B	C	D	Base#	A	B	C	D	Base#
Home care staff	9.4	31.3	40.6	18.8	32	3.9	19.6	37.3	39.2	51	18.5	18.5	40.7	22.2	27
Teaching assistant											16.7	16.7	16.7	50	6
Nursery officer/nurse											0	10	70	20	10
School crossing patrol	5.3	31.6	31.6	31.6	19	6.3	37.5	25	31.3	16	4.8	28.6	57.1	9.5	21
School meals supervisor	0	18.2	54.5	27.3	11	0	40	30	30	10	0	25	50	25	12
Parking attendant											0	16.7	66.7	16.7	6

* The figures for recruitment and retention represent the spread of difficulty from extremely difficult (A) to some difficulty (D).

Base equals the number of difficulties reported.

Note: All 2004 and 2005 data refers to **England and Wales** not just England

Call centre/customer services, teaching assistant, nursery officer/nurse and parking attendant were surveyed for the first time in 2006

Table 11: English regional variations in professional/managerial recruitment and retention difficulties 2004 - 2006

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Accountancy	2004	0	22.2	9	16	16	25	79.3	72.4	29	45.5	27.3	11	50	16.7	18	17.4	8.7	23	30	15	20	35.7	14.3	14	47.1	11.8	17
	2005	35	5	20	27.3	9.1	22	73.9	65.2	23	28.6	28.6	7	36.8	10.5	19	25.8	22.6	31	8	4	25	28.6	0	21	42.9	21.4	14
	2006	22.2	11.1	18	18.5	7.4	27	52.6	42.1	19	8.3	0.0	12	37.5	8.3	24	26.3	10.5	38	22.2	16.7	18	44.4	16.7	18	25.0	12.5	16
Building control	2004	66.7	44.4	6	50	16	22	86.2	79.3	29	30	18.2	10	62.5	44.4	16	57.1	30.4	21	58.8	25	17	50	28.6	12	43.8	29.4	16
	2005	47.1	35.3	17	50	35	20	91.3	69.6	23	71.4	28.6	7	66.7	44.4	18	54.8	35.5	31	69.6	47.8	23	45	20	20	69.2	61.5	13
	2006	60.0	20.0	15	27.3	13.6	22	47.4	36.8	19	45.5	27.3	11	47.6	28.6	21	64.7	32.4	34	46.7	20.0	15	62.5	31.3	16	40.0	20.0	15
Building Surveying	2004	11.1	11.1	9	16	8	25	69	62.1	29	9.1	0	11	33.3	16.7	18	30.4	13	23	20	10	20	28.6	28.6	14	58.8	29.4	17
	2005	40	10	20	36.4	22.7	22	56.5	52.2	23	71.4	28.6	7	21.1	21.1	19	35.5	12.9	31	24	20	25	28.6	4.8	21	35.7	28.6	14
	2006	11.1	0.0	18	22.2	11.1	27	47.4	31.6	19	25.0	16.7	12	37.5	20.8	24	36.8	13.2	38	16.7	11.1	18	44.4	27.8	18	31.3	12.5	16
Civil Engineering	2004	22.2	11.1	9	4	4	25	48.3	41.4	29	18.2	9.1	11	50	22.2	18	26.1	13	23	15	15	20	14.3	7.1	14	41.2	23.5	17
	2005	15	0	20	9.1	0	22				42.9	28.6	7	31.6	26.3	19	12.9	6.5	31	12	4	25	14.3	4.8	21	50	35.7	14
	2006	5.6	5.6	18	14.8	3.7	27	31.6	26.3	19	25.0	25.0	12	20.8	8.3	24	15.8	5.3	38	22.2	16.7	18	27.8	11.1	18	43.8	12.5	16
Council Tax and Benefits	2004	16.7	0	6	18.2	16	22	51.7	44.8	29	20	18.2	10	56.3	33.3	16	28.6	17.4	21	35.3	20	17	41.7	14.3	12	18.8	29.4	16
	2005	41.2	17.6	17	15	20	20	43.5	47.8	23	28.6	14.3	7	11.1	5.6	18	29	25.8	31	13	4.3	23	15	10	20	46.2	30.8	13
	2006	0.0	0.0	15	4.5	4.5	22	21.1	26.3	19	18.2	9.1	11	14.3	14.3	21	23.5	20.6	34	13.3	13.3	15	25.0	25.0	16	6.7	6.7	15
Departmental Finance	2004	11.1	11.1	9	4	4	25	51.7	44.8	29	36.4	36.4	11	5.6	0	18	4.3	0	23	5	10	20	14.3	7.1	14	11.8	0	17
	2005	15	5	20	9.1	4.5	22	56.5	43.5	23	28.6	14.3	7	5.3	5.3	19	3.2	6.5	31	4	0	25	14.3	4.8	21	14.3	0	14
	2006	5.6	0.0	18	3.7	0.0	27	31.6	31.6	19	0.0	0.0	12	12.5	4.2	24	7.9	0.0	38	5.6	5.6	18	27.8	16.7	18	12.5	0.0	16
Education Inspectorate	2004	0	0	4	25	0	4	55.2	44.8	29	0	0	5	33.3	11.1	9	12.5	0	8	20	5	5	0	0	5	38.5	17.6	13
	2005	50	0	4	33.3	33.3	3	52.2	43.5	23	0	0	4	0	0	9	60	40	5	0	0	5	16.7	16.7	6	10	0	10
	2006	66.7	66.7	3	28.6	28.6	7	15.8	10.5	19	0.0	0.0	8	15.4	0.0	13	13.3	6.7	15	14.3	14.3	7	10.0	0.0	10	8.3	0.0	12

Table 11: English regional variations in professional/managerial recruitment and retention difficulties 2004 - 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Education Psychologist	2004	25	11.1	4	25	0	4	65.5	51.7	29	60	0	5	55.6	22.2	9	50	13	8	80	15	5	40	7.1	5	53.8	17.6	13
	2005	25	25	4	33.3	0	3	69.6	56.5	23	50	0	4	22.2	11.1	9	40	40	5	0	0	5	33.3	16.7	6	60	30	10
	2006	66.7	66.7	3	42.9	28.6	7	36.8	36.8	19	62.5	25.0	8	30.8	0.0	13	46.7	13.3	15	42.9	14.3	7	40.0	20.0	10	16.7	0.0	12
E-Government	2004	11.1	0	9	4	0	25	48.3	37.9	29	18.2	18.2	11	22.2	11.1	18	0	0	23	0	0	20	14.3	0	14	5.9	0	17
	2005	5	10	20	4.5	4.5	22				0	0	7	15.8	15.8	19	6.5	3.2	31	4	0	25	9.5	0	21	0	0	14
	2006	11.1	0.0	18	7.4	3.7	27	15.8	0.0	19	0.0	0.0	12	12.5	0.0	24	7.9	0.0	38	5.6	0.0	18	0.0	0.0	18	0.0	0.0	16
Electrical Engineering	2004	22.2	11.1	9	4	4	25	58.6	44.8	29	18.2	9.1	11	22.2	16.7	18	13	0	23	5	0	20	0	7.1	14	52.9	35.3	17
	2005	10	0	20	9.1	0	22				42.9	14.3	7	10.5	5.3	19	9.7	3.2	31	4	0	25	9.5	0	21	14.3	7.1	14
	2006	11.1	5.6	18	0.0	0.0	27	15.8	15.8	19	25.0	25.0	12	8.3	4.2	24	2.6	0.0	38	16.7	11.1	18	27.8	16.7	18	31.3	0.0	16
Environmental Health	2004	83.3	55.6	6	59.1	28	22	82.8	82.8	29	50	18.2	10	62.5	38.9	16	66.7	30.4	21	58.8	30	17	58.3	28.6	12	68.8	35.3	16
	2005	70.6	29.4	17	85	55	20	91.3	87	23	71.4	57.1	7	61.1	22.2	18	45.2	29	31	52.2	34.8	23	35	10	20	69.2	46.2	13
	2006	53.3	6.7	15	36.4	22.7	22	52.6	47.4	19	90.9	63.6	11	47.6	19.0	21	70.6	35.3	34	40.0	13.3	15	56.3	18.8	16	80.0	46.7	15
Financial Control	2004	0	0	9	4	0	25	37.9	31	29	9.1	9.1	11	16.7	5.6	18	4.3	0	23	0	5	20	14.3	0	14	11.8	0	17
	2005	5	0	20	18.2	0	22	43.5	34.8	23	28.6	28.6	7	5.3	5.3	19	9.7	3.2	31	4	4	25	9.5	0	21	7.1	0	14
	2006	0.0	0.0	18	7.4	3.7	27	21.1	5.3	19	0.0	0.0	12	12.5	0.0	24	2.6	0.0	38	5.6	5.6	18	11.1	11.1	18	18.8	6.3	16
Fraud Investigation	2004	0	0	9	16	16	25	62.1	51.7	29	9.1	9.1	11	11.1	5.6	18	8.7	0	23	5	0	20	14.3	14.3	14	11.8	5.9	17
	2005	5	5	20	18.2	4.5	22	60.9	47.8	23	0	0	7	10.5	5.3	19	9.7	9.7	31	12	4	25	4.8	4.8	21	14.3	7.1	14
	2006	0.0	0.0	18	7.4	7.4	27	31.6	26.3	19	0.0	0.0	12	8.3	0.0	24	7.9	5.3	38	11.1	0.0	18	5.6	5.6	18	12.5	12.5	16
Housing Management	2004	33.3	11.1	6	22.7	24	22	55.2	44.8	29	10	9.1	10	12.5	5.6	16	19	4.3	21	23.5	15	17	8.3	7.1	12	18.8	29.4	16
	2005	23.5	5.9	17	25	5	20	43.5	34.8	23	28.6	0	7	16.7	5.6	18	12.9	16.1	31	17.4	8.7	23	15	0	20	7.7	7.7	13
	2006	6.7	0.0	15	18.2	4.5	22	21.1	15.8	19	36.4	9.1	11	14.3	0.0	21	14.7	5.9	34	20.0	6.7	15	25.0	12.5	16	13.3	6.7	15

Table 11: English regional variations in professional/managerial recruitment and retention difficulties 2004 - 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Information Technology	2004	22.2	22.2	9	8	4	25	65.5	55.2	29	27.3	18.2	11	38.9	11.1	18	17.4	8.7	23	15	10	20	21.4	7.1	14	23.5	17.6	17
	2005	20	10	20	9.1	9.1	22	65.2	60.9	23	14.3	14.3	7	21.1	10.5	19	12.9	9.7	31	16	4	25	19	4.8	21	42.9	35.7	14
IT Bus/Corp/Syst	2006	16.7	5.6	18	18.5	3.7	27	36.8	31.6	19	0.0	8.3	12	16.7	0.0	24	13.2	2.6	38	16.7	5.6	18	27.8	16.7	18	12.5	6.3	16
IT Hdware/Stware	2006	16.7	0.0	18	7.4	0.0	27	26.3	15.8	19	8.3	8.3	12	16.7	0.0	24	7.9	2.6	38	16.7	5.6	18	33.3	16.7	18	12.5	6.3	16
Internal Audit	2004	0	0	9	8	4	25	69	62.1	29	36.4	18.2	11	22.2	11.1	18	21.7	8.7	23	10	5	20	35.7	0	14	35.3	17.6	17
	2005	10	5	20	31.8	18.2	22	65.2	52.2	23	14.3	14.3	7	21.1	5.3	19	9.7	3.2	31	16	12	25	19	0	21	21.4	7.1	14
	2006	11.1	0.0	18	29.6	3.7	27	26.3	15.8	19	0.0	0.0	12	12.5	0.0	24	18.4	0.0	38	33.3	11.1	18	27.8	11.1	18	25.0	12.5	16
Legal	2004	33.3	11.1	9	20	12	25	69	65.5	29	18.2	0	11	66.7	33.3	18	21.7	8.7	23	40	10	20	42.9	7.1	14	70.6	41.2	17
	2005	15	5	20	27.3	13.6	22	82.6	78.3	23	57.1	28.6	7	47.4	31.6	19	32.3	12.9	31	40	16	25	38.1	9.5	21	71.4	28.6	14
	2006	33.3	16.7	18	18.5	7.4	27	31.6	31.6	19	16.7	25.0	12	41.7	16.7	24	26.3	2.6	38	44.4	16.7	18	27.8	16.7	18	50.0	25.0	16
Librarians (Public Libraries)	2004	75	11.1	4	50	4	4	62.1	58.6	29	60	18.2	5	11.1	0	9	62.5	8.7	8	40	0	5	20	7.1	5	38.5	17.6	13
	2005	50	0	4	0	0	3	65.2	56.5	23	25	0	4	11.1	11.1	9	60	60	5	20	20	5	0	0	6	20	10	10
	2006	33.3	0.0	3	14.3	14.3	7	31.6	31.6	19	12.5	0.0	8	0.0	0.0	13	26.7	0.0	15	0.0	0.0	7	30.0	10.0	10	8.3	0.0	12
Librarians (Schools)	2004																											
	2005	25	0	4	0	0	3				0	0	4	0	0	9	0	0	5	0	0	5	0	0	6	10	0	10
	2006	0.0	0.0	3	14.3	0.0	7	0.0	0.0	19	0.0	0.0	8	0.0	0.0	13	6.7	0.0	15	0.0	0.0	7	0.0	0.0	10	8.3	0.0	12
Mechanical Engineering	2004	22.2	11.1	9	4	4	25	48.3	41.4	29	18.2	0	11	16.7	11.1	18	13	0	23	0	0	20	0	7.1	14	35.3	35.3	17
	2005	15	0	20	9.1	0	22				28.6	14.3	7	5.3	5.3	19	6.5	0	31	4	0	25	4.8	4.8	21	14.3	7.1	14
	2006	5.6	0.0	18	0.0	0.0	27	15.8	15.8	19	25.0	25.0	12	0.0	0.0	24	2.6	0.0	38	16.7	11.1	18	33.3	27.8	18	31.3	0.0	16

Table 11: English regional variations in professional/managerial recruitment and retention difficulties 2004 - 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Occupational Therapist	2004	75	33.3	4	75	8	4	89.7	82.8	29	100	36.4	5	44.4	11.1	9	75	21.7	8	80	10	5	20	7.1	5	61.5	35.3	13
	2005	0	0	4	100	66.7	3	91.3	82.6	23	75	50	4	33.3	33.3	9	60	60	5	20	20	5	66.7	50	6	50	20	10
	2006	33.3	33.3	3	42.9	28.6	7	63.2	47.4	19	50.0	25.0	8	23.1	7.7	13	33.3	26.7	15	28.6	0.0	7	60.0	50.0	10	25.0	8.3	12
Personnel Corporate	2004	11.1	0	9	8	8	25	72.4	69	29	9.1	9.1	11	11.1	11.1	18	0	0	23	15	10	20	28.6	7.1	14	23.5	5.9	17
	2005	15	10	20	4.5	4.5	22	52.2	43.5	23	0	0	7	0	0	19	6.5	0	31	20	8	25	14.3	0	21	35.7	7.1	14
	2006	11.1	0.0	18	7.4	3.7	27	31.6	26.3	19	8.3	0.0	12	20.8	8.3	24	15.8	2.6	38	11.1	0.0	18	22.2	16.7	18	0.0	0.0	16
Personnel Departmental	2004	11.1	0	9	8	8	25	51.7	48.3	29	18.2	9.1	11	16.7	16.7	18	4.3	4.3	23	10	5	20	7.1	7.1	14	23.5	17.6	17
	2005	20	10	20	4.5	9.1	22	39.1	34.8	23	14.3	0	7	21.1	10.5	19	3.2	0	31	4	0	25	19	4.8	21	7.1	0	14
	2006	11.1	5.6	18	11.1	3.7	27	15.8	5.3	19	0.0	0.0	12	12.5	12.5	24	2.6	0.0	38	5.6	5.6	18	22.2	16.7	18	6.3	0.0	16
Procurement	2006	11.1	5.6	18	7.4	0.0	27	26.3	21.1	19	8.3	8.3	12	12.5	0.0	24	15.8	2.6	38	11.1	5.6	18	5.6	5.6	18	18.8	6.3	16
Planning	2004	22.2	22.2	9	68	36	25	79.3	82.8	29	18.2	27.3	11	55.6	50	18	56.5	43.5	23	65	55	20	64.3	35.7	14	64.7	41.2	17
	2005	85	50	20	77.3	59.1	22	91.3	87	23	71.4	42.9	7	26.3	26.3	19	71	48.4	31	64	56	25	42.9	19	21	78.6	57.1	14
Planning Dev Control	2006	44.4	27.8	18	59.3	22.2	27	52.6	47.4	19	41.7	41.7	12	50.0	33.3	24	63.2	36.8	38	55.6	16.7	18	55.6	27.8	18	62.5	43.8	16
Planning Other	2006	44.4	22.2	18	63.0	25.9	27	42.1	36.8	19	41.7	25.0	12	29.2	20.8	24	63.2	34.2	38	33.3	16.7	18	55.6	33.3	18	56.3	31.3	16
Social Worker community care (Approved)	2004	75	22.2	4	50	8	4	13.8	13.8	29	80	36.4	5	44.4	5.6	9	75	26.1	8	100	15	5	80	21.4	5	53.8	29.4	13
	2005	100	50	4	66.7	33.3	3				75	75	4	33.3	44.4	9	100	60	5	60	20	5	66.7	66.7	6	80	70	10
	2006	66.7	33.3	3	85.7	57.1	7	21.1	15.8	19	75.0	37.5	8	30.8	23.1	13	53.3	33.3	15	42.9	28.6	7	80.0	70.0	10	50.0	25.0	12
Social Worker community care	2004	75	22.2	4	75	12	4	86.2	82.8	29	80	27.3	5	33.3	5.6	9	87.5	26.1	8	60	10	5	80	21.4	5	69.2	35.3	13
	2005	50	25	4	66.7	33.3	3	91.3	82.6	23	50	50	4	55.6	66.7	9	100	80	5	60	20	5	66.7	66.7	6	70	60	10
	2006	66.7	33.3	3	42.9	28.6	7	68.4	68.4	19	75.0	37.5	8	38.5	23.1	13	66.7	40.0	15	57.1	28.6	7	80.0	60.0	10	50.0	33.3	12

Table 11: English regional variations in professional/managerial recruitment and retention difficulties 2004 – 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Social Worker Children and Families	2004	100	33.3	4	100	16	4	89.7	86.2	29	80	36.4	5	66.7	22.2	9	87.5	30.4	8	100	20	5	80	28.6	5	92.3	58.8	13
	2005	100	50	4	66.7	33.3	3	95.7	87	23	100	100	4	88.9	88.9	9	100	80	5	80	60	5	66.7	66.7	6	100	70	10
	2006	100.0	33.3	3	100.0	71.4	7	68.4	68.4	19	100.0	50.0	8	69.2	30.8	13	73.3	46.7	15	57.1	28.6	7	100.0	70.0	10	66.7	25.0	12
Social Worker Residential	2004	100	33.3	4	50	8	4	62.1	62.1	29	80	18.2	5	44.4	16.7	9	75	21.7	8	60	15	5	100	28.6	5	23.1	11.8	13
	2005	50	75	4	33.3	0	3	78.3	69.6	23	25	75	4	55.6	44.4	9	80	60	5	60	20	5	66.7	66.7	6	60	50	10
	2006	66.7	33.3	3	71.4	57.1	7	47.4	47.4	19	50.0	25.0	8	46.2	30.8	13	33.3	13.3	15	28.6	14.3	7	70.0	60.0	10	58.3	33.3	12
Teachers	2004	50	22.2	4	75	8	4	31	24.1	29	40	0	5	66.7	11.1	9	62.5	21.7	8	80	15	5	40	14.3	5	69.2	29.4	13
	2005	50	50	4	0	0	3				50	25	4	33.3	22.2	9	80	60	5	40	40	5	66.7	33.3	6	60	40	10
	2006	33.3	33.3	3	57.1	42.9	7	15.8	5.3	19	75.0	37.5	8	38.5	15.4	13	46.7	26.7	15	42.9	28.6	7	60.0	30.0	10	41.7	25.0	12
Trading Standards	2004	75	33.3	4	25	0	4	79.3	69	29	60	18.2	5	66.7	22.2	9	75	17.4	8	60	20	5	20	7.1	5	53.8	29.4	13
	2005	50	0	4	33.3	0	3	87	82.6	23	50	25	4	22.2	22.2	9	40	40	5	0	0	5	83.3	16.7	6	40	10	10
	2006	66.7	0.0	3	14.3	14.3	7	47.4	47.4	19	50.0	25.0	8	38.5	23.1	13	53.3	20.0	15	28.6	14.3	7	70.0	30.0	10	41.7	16.7	12
Traffic and/or Transportation Engineer	2004	22.2	11.1	9	16	8	25	86.2	79.3	29	9.1	9.1	11	50	33.3	18	30.4	17.4	23	20	20	20	28.6	21.4	14	29.4	29.4	17
	2005	10	5	20	13.6	4.5	22	91.3	82.6	23	14.3	14.3	7	26.3	15.8	19	12.9	12.9	31	8	4	25	14.3	4.8	21	42.9	35.7	14
	2006	5.6	5.6	18	14.8	0.0	27	57.9	57.9	19	16.7	16.7	12	25.0	12.5	24	18.4	5.3	38	33.3	16.7	18	33.3	22.2	18	12.5	12.5	16
Valuation	2004	11.1	11.1	9	12	8	25	72.4	62.1	29	9.1	9.1	11	27.8	22.2	18	17.4	0	23	0	0	20	14.3	0	14	11.8	11.8	17
	2005	10	5	20	18.2	13.6	22				28.6	14.3	7	21.1	15.8	19	19.4	12.9	31	16	4	25	4.8	4.8	21	21.4	14.3	14
	2006	22.2	11.1	18	11.1	3.7	27	10.5	10.5	19	8.3	0.0	12	8.3	0.0	24	13.2	2.6	38	16.7	16.7	18	16.7	16.7	18	18.8	12.5	16

Note: Grey sections within the London column refer to occupations that were not surveyed in June 2005

Procurement was surveyed for the first time in 2006.

Information Technology was split into IT Business/Corporate/Systems and IT Support Hardware/Software and Planning was split in Planning Developmental Control and Planning Other in 2006

Table 12: English regional variations in non-professional/non-managerial recruitment and retention difficulties 2004 - 2006

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Admin staff	2004	11.1	22.2	9	16	12	25	3.4	3.4	29	9.1	18.2	11	22.2	11.1	18	8.7	8.7	23	10	5	20	0	0	14	41.2	29.4	17
	2005	10	0	20	0	0	22				14.3	14.3	7	5.3	10.5	19	3.2	3.2	31	12	12	25	0	4.8	21	28.6	21.4	14
	2006	5.6	5.6	18	7.4	7.4	27	5.3	5.3	19	0.0	0.0	12	4.2	4.2	24	7.9	5.3	38	11.8	11.8	17	0.0	0.0	18	6.3	12.5	16
Call centre/cust services	2006	11.1	11.1	18	3.7	3.7	27	21.1	21.1	19	0.0	0.0	12	8.3	4.2	24	2.6	5.3	38	5.9	17.6	17	11.1	11.1	18	6.3	6.3	16
Clerk/typist	2004	22.2	22.2	9	8	8	25	3.4	3.4	29	18.2	18.2	11	0	0	18	0	4.3	23	5	5	20	0	0	14	35.3	23.5	17
	2005	15	0	20	0	0	22				0	0	7	0	5.3	19	3.2	3.2	31	4	0	25	0	4.8	21	14.3	14.3	14
	2006	11.1	11.1	18	0.0	0.0	27	0.0	0.0	19	0.0	0.0	12	0.0	4.2	24	2.6	0.0	38	5.9	5.9	17	5.6	0.0	18	0.0	0.0	16
Secretarial Staff	2004	11.1	0	9	0	0	25	3.4	3.4	29	9.1	9.1	11	0	0	18	4.3	8.7	23	10	10	20	14.3	7.1	14	41.2	17.6	17
	2005	10	0	20	4.5	0	22				0	0	7	0	0	19	3.2	3.2	31	8	0	25	9.5	9.5	21	0	0	14
	2006	11.1	11.1	18	3.7	0.0	27	5.3	5.3	19	8.3	0.0	12	0.0	4.2	24	2.6	0.0	38	17.6	11.8	17	0.0	0.0	18	6.3	6.3	16
Bricklayer	2004	22.2	11.1	9	8	0	25	3.4	0	29	27.3	9.1	11	11.1	0	18	13	8.7	23	10	5	20	14.3	7.1	14	52.9	41.2	17
	2005	10	0	20	0	0	22				14.3	14.3	7	10.5	10.5	19	9.7	9.7	31	0	0	25	0	4.8	21	42.9	28.6	14
	2006	0.0	0.0	18	0.0	0.0	27	0.0	0.0	19	8.3	8.3	12	4.2	4.2	24	5.3	2.6	38	0.0	0.0	17	11.1	5.6	18	12.5	12.5	16
Electrician	2004	22.2	11.1	9	4	4	25	10.3	3.4	29	45.5	27.3	11	38.9	27.8	18	17.4	8.7	23	10	5	20	7.1	7.1	14	64.7	47.1	17
	2005	25	10	20	0	0	22				28.6	14.3	7	21.1	21.1	19	12.9	9.7	31	4	0	25	0	0	21	42.9	28.6	14
	2006	11.1	5.6	18	0.0	0.0	27	15.8	15.8	19	41.7	41.7	12	8.3	4.2	24	5.3	2.6	38	11.8	0.0	17	11.1	5.6	18	18.8	6.3	16
Gas fitter	2004	11.1	11.1	9	0	0	25	6.9	3.4	29	72.7	36.4	11	5.6	5.6	18	13	4.3	23	10	5	20	14.3	7.1	14	52.9	47.1	17
	2005	15	5	20	0	0	22				14.3	14.3	7	10.5	10.5	19	6.5	6.5	31	0	0	25	0	0	21	50	28.6	14
	2006	16.7	11.1	18	0.0	0.0	27	10.5	10.5	19	41.7	41.7	12	4.2	4.2	24	5.3	2.6	38	0.0	0.0	17	11.1	5.6	18	18.8	6.3	16

Table 12: English regional variations in non-professional/non-managerial recruitment and retention difficulties 2004 – 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
H&V Engineer	2004	11.1	11.1	9	0	0	25	3.4	3.4	29	9.1	0	11	0	0	18	4.3	0	23	10	5	20	0	0	14	17.6	17.6	17
	2005	10	5	20	0	0	22				14.3	14.3	7	0	0	19	3.2	3.2	31	0	0	25	4.8	0	21	14.3	14.3	14
	2006	0.0	0.0	18	0.0	0.0	27	10.5	10.5	19	16.7	16.7	12	0.0	0.0	24	2.6	0.0	38	0.0	0.0	17	5.6	5.6	18	12.5	0.0	16
HGV Fitter	2004	11.1	0	9	8	0	25	6.9	3.4	29	9.1	0	11	11.1	5.6	18	17.4	4.3	23	5	0	20	0	0	14	11.8	11.8	17
	2005	10	10	20	0	0	22				14.3	14.3	7	0	0	19	6.5	0	31	0	0	25	0	0	21	21.4	14.3	14
	2006	11.1	11.1	18	0.0	0.0	27	15.8	15.8	19	8.3	8.3	12	0.0	0.0	24	5.3	2.6	38	0.0	0.0	17	5.6	5.6	18	6.3	0.0	16
Joiner/carpenter	2004	11.1	0	9	8	0	25	6.9	3.4	29	27.3	0	11	27.8	11.1	18	17.4	13	23	10	0	20	14.3	7.1	14	58.8	52.9	17
	2005	20	5	20	0	0	22				28.6	14.3	7	10.5	10.5	19	16.1	9.7	31	4	0	25	0	0	21	28.6	28.6	14
	2006	0.0	0.0	18	0.0	0.0	27	5.3	5.3	19	25.0	33.3	12	0.0	0.0	24	7.9	5.3	38	0.0	0.0	17	11.1	11.1	18	18.8	12.5	16
Labourer	2004	0	0	9	0	0	25	0	0	29	9.1	9.1	11	5.6	5.6	18	0	0	23	5	0	20	0	0	14	23.5	17.6	17
	2005	5	0	20	0	0	22				14.3	0	7	5.3	5.3	19	6.5	6.5	31	4	4	25	4.8	0	21	14.3	14.3	14
	2006	0.0	0.0	18	0.0	0.0	27	5.3	5.3	19	8.3	8.3	12	0.0	0.0	24	2.6	0.0	38	0.0	0.0	17	5.6	5.6	18	6.3	0.0	16
Mason Pavior	2004	11.1	11.1	9	0	0	25	0	0	29	9.1	9.1	11	22.2	11.1	18	0	0	23	5	0	20	0	0	14	23.5	17.6	17
	2005	0	0	20	0	0	22				28.6	14.3	7	10.5	10.5	19	0	0	31	0	0	25	0	0	21	21.4	21.4	14
	2006	5.6	5.6	18	0.0	0.0	27	5.3	5.3	19	16.7	16.7	12	4.2	0.0	24	2.6	0.0	38	0.0	0.0	17	5.6	5.6	18	12.5	0.0	16
Painter	2004	0	0	9	0	0	25	0	0	29	18.2	0	11	0	0	18	4.3	0	23	10	5	20	0	0	14	29.4	23.5	17
	2005	0	0	20	0	0	22				0	0	7	10.5	10.5	19	3.2	6.5	31	0	0	25	0	0	21	21.4	14.3	14
	2006	0.0	0.0	18	0.0	0.0	27	5.3	5.3	19	8.3	8.3	12	4.2	4.2	24	2.6	0.0	38	0.0	0.0	17	5.6	5.6	18	12.5	6.3	16
Plasterer	2004	0	0	9	0	0	25	3.4	3.4	29	27.3	0	11	11.1	5.6	18	13	4.3	23	10	5	20	7.1	7.1	14	41.2	41.2	17
	2005	0	0	20	0	0	22				14.3	14.3	7	10.5	10.5	19	3.2	6.5	31	0	0	25	0	0	21	28.6	14.3	14
	2006	0.0	0.0	18	0.0	0.0	27	10.5	10.5	19	16.7	16.7	12	0.0	0.0	24	2.6	0.0	38	0.0	0.0	17	5.6	5.6	18	12.5	6.3	16

Table 12: English regional variations in non-professional/non-managerial recruitment and retention difficulties 2004 – 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Plumber	2004	22.2	11.1	9	12	4	25	10.3	3.4	29	36.4	27.3	11	16.7	16.7	18	13	4.3	23	10	5	20	14.3	7.1	14	58.8	47.1	17
	2005	25	10	20	0	0	22				14.3	14.3	7	15.8	15.8	19	12.9	9.7	31	8	4	25	4.8	4.8	21	35.7	35.7	14
	2006	11.1	0.0	18	0.0	0.0	27	15.8	15.8	19	33.3	41.7	12	4.2	4.2	24	7.9	5.3	38	0.0	0.0	17	11.1	5.6	18	18.8	12.5	16
Care assistant	2004	75	75	4	50	50	4	6.9	3.4	29	60	40	5	44.4	22.2	9	75	50	8	80	80	5	60	40	5	69.2	61.5	13
	2005	75	75	4	0	0	3				25	25	4	55.6	44.4	9	80	80	5	60	60	5	66.7	50	6	70	60	10
	2006	33.3	33.3	3	57.1	28.6	7	5.3	10.5	19	0.0	0.0	8	23.1	23.1	13	33.3	20.0	15	50.0	50.0	6	60.0	60.0	10	50.0	41.7	12
Caretaker	2004	0	0	9	0	0	25	13.8	3.4	29	0	0	11	22.2	22.2	18	4.3	4.3	23	5	5	20	7.1	7.1	14	17.6	17.6	17
	2005	10	10	20	0	0	22				14.3	0	7	10.5	10.5	19	16.1	6.5	31	8	8	25	9.5	9.5	21	28.6	14.3	14
	2006	5.6	5.6	18	0.0	0.0	27	5.3	5.3	19	0.0	0.0	12	8.3	4.2	24	7.9	2.6	38	11.8	5.9	17	16.7	16.7	18	12.5	6.3	16
Cleaner	2004	33.3	11.1	9	16	8	25	6.9	6.9	29	36.4	18.2	11	50	50	18	26.1	13	23	20	20	20	50	50	14	58.8	35.3	17
	2005	30	20	20	4.5	4.5	22				28.6	14.3	7	26.3	21.1	19	16.1	16.1	31	16	16	25	28.6	14.3	21	64.3	57.1	14
	2006	22.2	11.1	18	11.1	3.7	27	0.0	0.0	19	16.7	16.7	12	33.3	29.2	24	15.8	5.3	38	29.4	17.6	17	27.8	27.8	18	43.8	37.5	16
Cook/catering staff	2004	33.3	11.1	9	8	4	25	6.9	6.9	29	18.2	18.2	11	33.3	33.3	18	17.4	8.7	23	15	10	20	50	42.9	14	47.1	41.2	17
	2005	25	15	20	4.5	4.5	22				28.6	14.3	7	21.1	21.1	19	12.9	12.9	31	8	8	25	23.8	19	21	57.1	50	14
	2006	5.6	0.0	18	7.4	7.4	27	15.8	10.5	19	8.3	8.3	12	25.0	25.0	24	13.2	7.9	38	29.4	23.5	17	33.3	33.3	18	18.8	12.5	16
Driver	2004	22.2	11.1	9	12	4	25	17.2	13.8	29	18.2	9.1	11	5.6	5.6	18	13	4.3	23	5	5	20	42.9	35.7	14	29.4	17.6	17
	2005	10	5	20	9.1	4.5	22				14.3	0	7	5.3	5.3	19	9.7	6.5	31	12	8	25	23.8	19	21	28.6	21.4	14
	2006	0.0	0.0	18	14.8	0.0	27	5.3	5.3	19	0.0	0.0	12	0.0	0.0	24	7.9	5.3	38	11.8	11.8	17	16.7	16.7	18	6.3	6.3	16
Home care staff	2004	100	100	4	100	100	4	13.8	3.4	29	40	40	5	44.4	33.3	9	75	37.5	8	60	60	5	40	40	5	69.2	53.8	13
	2005	75	75	4	0	0	3	52.2	47.8	23	25	0	4	55.6	55.6	9	60	60	5	40	60	5	66.7	66.7	6	70	60	10
	2006	66.7	66.7	3	28.6	14.3	7	26.3	26.3	19	12.5	12.5	8	15.4	15.4	13	40.0	33.3	15	33.3	50.0	6	50.0	50.0	10	50.0	50.0	12

Table 12: English regional variations in non-professional/non-managerial recruitment and retention difficulties 2004 – 2006 continued

Occupation	Year	YES																										
		East Midlands			East of Eng			London			North East			North West			South East			South West			West Midlands			Yorkshire & Humberside		
		Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base	Rec	Ret	Base
Teaching Assistant	2006	33.3	33.3	3	14.3	0.0	7	5.3	10.5	19	12.5	12.5	8	7.7	7.7	13	13.3	0.0	15	0.0	0.0	6	10.0	10.0	10	8.3	8.3	12
Nursery Nurse/Officer	2006	5.6	5.6	18	3.7	3.7	27	31.6	31.6	19	0.0	0.0	12	0.0	0.0	24	5.3	2.6	38	0.0	0.0	17	11.1	11.1	18	0.0	0.0	16
Parking Attendant	2006	0.0	0.0	18	3.7	3.7	27	5.3	10.5	19	0.0	0.0	12	0.0	0.0	24	7.9	2.6	38	5.9	0.0	17	11.1	11.1	18	0.0	0.0	16
School crossing patrol	2004	50	50	4	25	25	4	10.3	3.4	29	20	0	5	55.6	55.6	9	25	25	8	60	40	5	40	40	5	46.2	30.8	13
	2005	50	25	4	33.3	0	3				50	0	4	33.3	33.3	9	40	20	5	60	20	5	50	16.7	6	90	50	10
	2006	100.0	66.7	3	57.1	42.9	7	21.1	15.8	19	12.5	12.5	8	38.5	23.1	13	26.7	20.0	15	50.0	16.7	6	60.0	40.0	10	41.7	16.7	12
Schools meals supervisor	2004	25	25	4	0	0	4	3.4	0	29	0	0	5	88.9	66.7	9	25	12.5	8	60	40	5	0	0	5	15.4	7.7	13
	2005	25	25	4	0	0	3				0	0	4	33.3	33.3	9	0	0	5	40	40	5	0	0	6	40	40	10
	2006	5.6	5.6	3	7.4	7.4	7	0.0	0.0	19	0.0	0.0	8	16.7	16.7	13	5.3	0.0	15	0.0	0.0	6	22.2	22.2	10	12.5	12.5	12

Note: Grey sections within the London column refer to occupations that were not surveyed in June 2005
 Call centre/customer services, teaching assistant, nursery nurse/assistant and parking attendant were surveyed for the first time in 2006.

Local Government Analysis and Research (LGAR) was established in April 2006 to deliver high quality research and analytic services to:

- our partner organisations - the bodies which represent and serve local government nationally, including the Local Government Association, Local Government Employers and the Improvement and Development Agency;
- councils;
- key local government stakeholders including relevant parts of central government.

We work to improve the availability and accessibility of research, evidence, data and information to support those working on local government policy and those who support or work in local government.

Our services include the following:

- bespoke analysis, research and horizon scanning to support local government policy and operational development, and understanding of emerging trends and issues;
- knowledge management services to guide our customers to appropriate sources of evidence and data;
- professional advice and help in commissioning and managing research and analysis and support for bodies that champion analysis and research across the local government sector ;
- working with partners in research institutions, think tanks, and with government and local government research and data providers to produce work that is relevant and helpful to local government;
- a research and data news service, including our regular *Local government analysis and research bulletin*.

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