

## Appendix 'A'

### Low Member Take-Up

Of 31,680 posts within the County Council eligible for the LGPS, 7,941 are not members (25%). 1,352 of these are male and 6,589 female.

The age of employees not in the scheme varies as follows:-

Under age 30	1062
Age 30-39	1329
Age 40-49	2201
Age 50-59	1800
Age 60-64	827
Age 65-74	722

Most employees not in the scheme work less than 30 hours. (1709 work more than 30 hours, 6289 work less).

Employees earnings range as follows:-

Less than £7 per hour	3660
£7.00-£9.99 per hour	3047
£10.00-£14.99 per hour	1088
£15.00 – 19.99 per hour	120
£20.00 plus	26

Actual take home pay is as follows:-

Less than £5000 gross	3750
£5000-£9999	2010
£10000- £14999	979
£15000- £19999	736
£20000-£29999	364
Over £30000	102

The majority of jobs undertaken by employees not in the scheme are at the lower end of the pay scale.

TEACHING ASSISTANT 2A*	825
WELFARE ASSISTANT	651
CATERING ASSISTANT	574
CLEANER	522
CLEANING OPERATIVE	381
TEACHING ASSISTANT 2B*	368
TEACHING ASSISTANT 3*	367
PASSENGER ASSISTANT 2	352
SCHOOL CROSSING PATROL 1	265

CARE ASSISTANT (RESIDENTIAL) 3	177
HIGHER LEVEL TEACHING ASSISTANT*	151
BUSINESS SUPPORT OFFICER 4	141
CARE ASSISTANT	127
UNIT CATERING SUPERVISOR 3	116
CATERING OFFICER 1	114
TEACHING ASSISTANT 1*	110
COMMUNITY SUPPORT WORKER (DOM)	108
SENIOR MIDDAY SUPERVISOR	105
LIBRARY FRONTLINE ASSISTANT 4	101

The majority of employees live in the following post code areas

PR	2790
BB	2472
LA	946
FY	691
WN	488
L	263
OL	141

\* A more detailed analysis of Teaching Assistant posts revealed: -

Total not in the scheme is 1,841(23% of those not in scheme).

897 work less than 20 hours, 944 work more than 20 hours

1201 earn less than £10,000 (actual pay)

618 from BB post code  
 142 from FY post code  
 205 from LA post code  
 626 from PR post code  
 126 from WN post code  
 124 from other various