

Freedom of Information – Response – 27470

I am writing to request the following information, under the Freedom of Information Act. If the gathering, collating, and verification of the below information would exceed the appropriate 18-hour cost and time limit for these such requests, please can you prioritise completing Question 2 and any of the other questions that you can in the timeframe. Thank you.

Please note, for some of the information given below, this is readily accessible to you, as it is already in the public domain.

Section 21 of the FOIA states that a public authority does not need to provide information under section 1 of the Act if that information is reasonably accessible to the applicant by other means.

Please use the links provided to access the requested information.

1. What is your (most up to date) organisation's total employee headcount and FTE?

As of 17/06/2026, Employee headcount (excluding casuals) = 6,096 and FTE = 4,961.82

2. What is the manager-to-employee ratio at your organisation?

Employees 6,096 of which 1,248 have line management responsibility. $6,096 / 1,248 = 4.88$. Manager-to-employee ratio = 1:4.9 or 1:5

3. What grade bands are used at your council/organisation? Please provide any letters/numbers/symbols used for the bands, and the annual salary range.

These can be found on our external website - [Council salaries - Suffolk County Council](#)

4. Please provide a copy of your pay scales including the salary range within each of the pay scales.

These can be found on our external website - [Council salaries - Suffolk County Council](#)

5. What is the approximate headcount and FTE of employees in the above pay scales/salary bands (see Q3)

See below information. **Please note** – Headcount across all grades 6,583 is higher than the 6,096 in question 1 as staff with more than one contract are included in both grades. The employee headcount of 6,096 in question 1 is with duplicates removed.

Single Status	Headcount	FTE
Grade 2	19	13.38
Grade 3	881	607.05
Grade 4	1460	1,033.02
Grade 5	1417	1,227.80
Grade 6	1080	895.97
Grade 7	522	470.59
Grade 8	172	157.97

Road Crossing Patrol	44	8.80
Single Status Total	5595	4,414.58

Chief Officers (JNC)	Headcount	FTE
Senior Manager	84	78.79
Assistant Director	23	21.40
Assistant Director (Higher)	6	6.00
Chief Officers (JNC) Total	113	106.19

Teachers	Headcount	FTE
Unqualified	17	13.45
Main Pay Scale	7	4.55
Upper Pay Spine	81	63.37
Leadership	1	0.60
Leadership Deputy Headteacher 14-17	2	2.00
Leadership Head of Service 10-13	6	5.80
Leadership: range 06-10	3	1.80
Leadership: range 22-26	2	1.00
Teachers Total	119	92.57

FIRE	Headcount	FTE
AREA MANAGER	4	4.00
CREW MANAGER	32	28.60
Crew Manager (Control)	3	1.71
Crew manager Non Op	7	0.00
CREW MGR RTD	81	9.15
FIREFIGHTER	118	109.50
Firefighter (Control)	20	16.00
FIREFIGHTER RTD	287	33.78
GROUP MANAGER	8	8.00
STATION MANAGER	20	20.00
Station Manager (Control)	1	1.00
WATCH MANAGER	41	37.00
Watch Manager (Control)	6	5.00
WATCH MANAGER NON OP	1	0.67
WATCH MGR RTD	35	4.95
FIRE Total	664	279.36

Soulbury	Headcount	FTE
Educational Improvement Professionals	5	4.00
Educational Psychologists - Scale A	21	16.41
Senior and Principal Educational Psychologists	15	10.60
Trainee Educational Psychologists	1	1.00
Soulbury Total	42	32.01

Other	Headcount	FTE
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Band 3	2	1.36
Band 4	4	1.81
Band 6	4	2.70
Coroner - Suffolk	1	1.00
NHS Consultant (40 hrs)	1	1.00
NHS Tupe Band 2	1	0.39
NHS Tupe Band 4	7	4.64
NHS Tupe Band 5	3	2.13
NHS Tupe Band 6	3	2.25
(blank) Spot salaries	24	19.83
Other Total	51	37.12
Totals	6583	4,961.82

6. What is the approximate population size of the area that your organisation covers?

Suffolk Population Mid-2024 (latest): 786,231

Source(a):

https://www.nomisweb.co.uk/reports/lmp/lad/1774190741/report.aspx?town=SUFFOLK#ta_brespop

Source(b): <https://www.suffolkobservatory.info/>

7. What is the median average FTE salary for an employee at your organisation?

This can be found on our external website under the Pay Policy Statement - [Council salaries - Suffolk County Council](#)

8. Please see below – How many employees (headcount and FTE) fall under these approximate career families in your organisation? If these categories are different in your organisation, please provide what your categories are and the headcount and FTE for those instead.

See below using job family categories we use.

Job Family	Headcount	FTE
Administration jobs	1298	1083.22
Business Support	35	27.92
Commissioning jobs	3	2.60
Communications jobs	18	16.69
Community jobs	394	174.21
Contract Management jobs	115	102.83
Culture and Heritage jobs	29	22.62
Customer Service jobs	82	66.11
Data and Research jobs	54	47.88
Democratic services	3	3.00
Early Learning and Childcare	22	17.26
Economic Development jobs	7	7.00
Education jobs	322	262.68
Engineering jobs	6	6.00

Environmental Jobs	79	59.26
Facilities jobs	4	1.51
Finance jobs	135	120.18
Fire jobs	702	313.83
Fleet Maintenance	8	8.00
Fostering and Adoption jobs	20	19.00
Health and Safety jobs	10	9.60
Health jobs	517	395.00
Highways and Engineering jobs	121	116.03
HR Jobs	90	78.54
Inclusion Workers	50	38.15
Information Management	2	1.80
IT Jobs	184	162.71
Law Enforcement jobs	19	17.57
Legal jobs	41	38.42
Management / Supervision	25	23.00
Nursing jobs	7	5.53
Occupational Therapy jobs	59	50.27
Planning/Development Control	12	10.40
Policy jobs	1	1.00
Political jobs	8	6.93
Procurement jobs	7	6.48
Programme Management jobs	34	29.47
Property jobs	9	8.40
Public Health	5	4.00
Schools Improvement	1	0.80
Senior Managers	5	4.60
Social Care Jobs	1733	1368.59
Support Workers	28	21.92
Trading Standards jobs	26	23.14
Travel and transport Jobs	71	32.19
Waste Management jobs	17	14.61
Youth Work jobs	165	130.85
Grand Total	6583	4961.82

9. Which indicators do you use (if any) to assess 'back-office' efficiency and value for money?

For the purpose of this request, we are defining 'back-office workforce' as employees whose roles deliver administrative, corporate, and support functions that are not directly public-facing but are essential for enabling frontline services and operations across the organisation.

Examples might include:

- *Cost per employee*
- *Transaction volumes per FTE*
- *External benchmarking data*

· *Internal service satisfaction measures*
We do not hold data on this specifically.

10. *How has your back-office workforce size changed over the last 3 years?*
Please indicate:

- *Increased / Decreased / Remained broadly stable*
- *Approximate percentage change (if possible)*
- *Key drivers (e.g. digitalisation, insourcing, statutory change)*

We do not hold data on this specifically.

11. *What is the approximate population size of the area that your organisation covers?*
See question 6 above.

12. *Do you anticipate that your organisation's 'back-office' workforce will noticeably increase or decrease over the next 3 years? Please provide a brief rationale why.*
We do not hold data on this specifically.

13. *How does this compare with any anticipated noticeable workforce increases or decreases, to your organisation's 'front-line/public-facing workforce' over the next 3 years? Please explain.*
We do not hold data on this specifically.