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**EMBARGOED UNTIL 00.01AM WEDNESDAY 31 DECEMBER**

## Research Note 43 **ANNUAL NON-JOB REPORT 2008**

With the onset of an economic downturn, spending plans are being cut back and jobs are being lost. But, there are signs that the public sector is not cutting back in the same way as the private sector. Public sector staff are paid more than their equivalents in the private sector, public sector employment is rising and there is continued creation of non-jobs:

- In the most recent quarter for which data is available, Q3 2008, **public sector employment increased by 14,000** whereas **private sector employment decreased by 128,000**.<sup>1</sup>
- Median gross annual pay in 2008 was **£21,413 in the public sector** against **£20,715 in the private sector**. Pay in the public sector was therefore **3.4 per cent higher**.<sup>2</sup>
- Median gross annual pay in the public sector in 2000 was £15,618, against £15,868 in the private sector.<sup>3</sup> This means that, since 2000, **pay in the public sector has grown by 37.1 per cent** whereas **pay in the private sector has grown by 30.5 per cent**.
- Public sector staff take **more time off work sick**. The average public sector took nine days off, against less than six days in the private sector.<sup>4</sup>
- Public sector organisations are still recruiting for a large number of jobs of dubious value, these are non-jobs (**see examples in our 'Top 10' later in the report**).

**Matthew Elliott**, Chief Executive of the TaxPayers' Alliance, said:

*"In times of economic hardship it is vitally important that the public sector tightens its belt, just as families are having to. With the public finances in such a mess, taxpayers' can't afford for quangos and councils to splash out on 'non-jobs' that would be an indulgence even in the economic good times."*

<sup>1</sup> Office for National Statistics 'First Release: Public Sector Employment', 17 December 2008

<sup>2</sup> Office for National Statistics 'Annual Survey of Hours and Earnings', Table 13.7a, 2008

<sup>3</sup> Office for National Statistics 'Annual Survey of Hours and Earnings', Table 13.7a, 2000

<sup>4</sup> CBI/AXA survey 2008



For further information and to arrange broadcast interviews,  
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For information about the research, please contact:

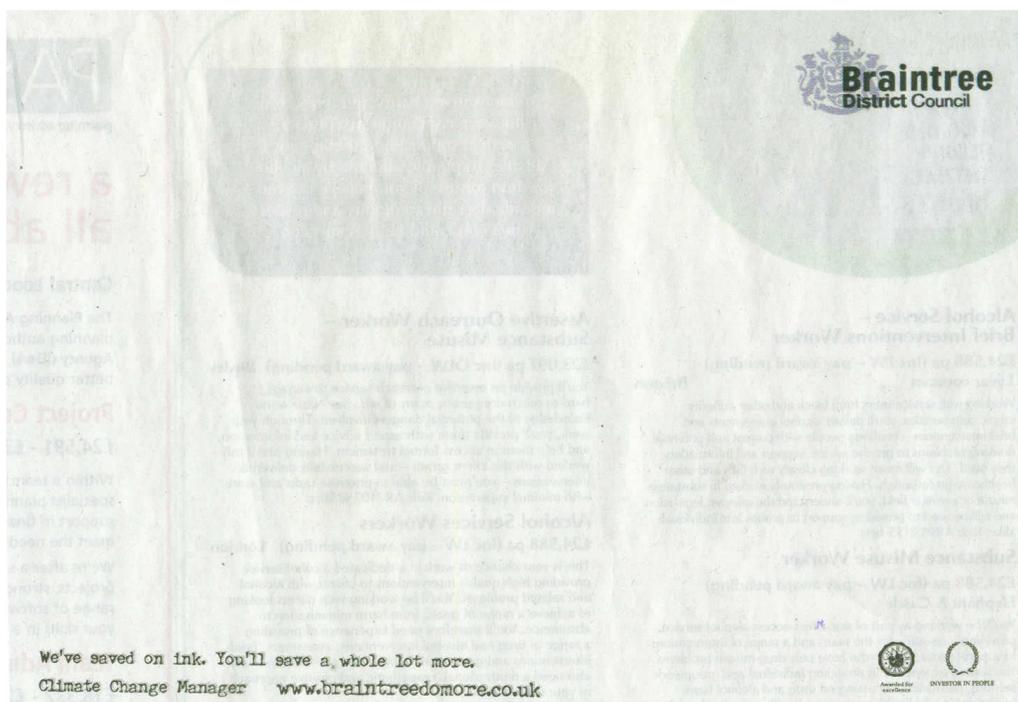
**Matthew Sinclair**

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## Top 10 non-jobs

### Climate Change Manager

Braintree Council - £34,542 - £38,556



Local bureaucrats are wasting huge amounts of staff time and our money trying to save the planet. This kind of position is an expensive and futile gesture when China builds a new coal power station every ten days.

## European Programme Policy Officer

Advantage West Midlands - £29,687 - £37,109



Secure the European funding to make the West Midlands one of the best regions in Europe.

Investing £300 million every year to enhance business, skills, communities and the infrastructure, Advantage West Midlands and its partners are delivering a better region in which to invest, work, learn and live. We're here to create sustainable development, promote an urban and rural renaissance and champion equality, diversity and inclusion – and we're taking huge steps forward every day.

### European Programme Policy Officer

£29,687 - £37,109 plus excellent benefits

In this pivotal role, you will ensure we engage effectively with the European policy agenda and realise the full potential of EU funding programmes. This will involve working across disciplines and with regional partners, as you provide strategic guidance to inform the delivery of the region's Structural Funds, Regional European Initiatives - EU Connect and West Midlands in Europe. You shall ensure that these vehicles deliver the tasks set out in the Regional European Strategy.

Much of your time will be spent providing detailed policy support to the Regional Skills Partnership Team and European Programme Team, whilst taking the lead on European activities associated with Environmental matters. Consequently, you will need an incisive analytical mind, excellent advisory and advocacy skills and deep understanding of the climate change and sustainability agenda. With sound experience of European Structural Fund programmes, you will join us from a policy or strategy background. Above all, you are a true self-starter who can act as a powerful catalyst for regeneration within the West Midlands, and ensure we enjoy the European funding we need to make a real and lasting difference.

For more information and an application pack, please apply on-line at: [www.advantagewm.co.uk/careers/vacancies.aspx](http://www.advantagewm.co.uk/careers/vacancies.aspx) or contact our Recruitment Hotline on 0121 503 3444.

Closing date: 22nd February 2008.

[www.advantagewm.co.uk](http://www.advantagewm.co.uk)

No agencies please

*Advantage West Midlands is an equal opportunities employer with a commitment to diversity.*



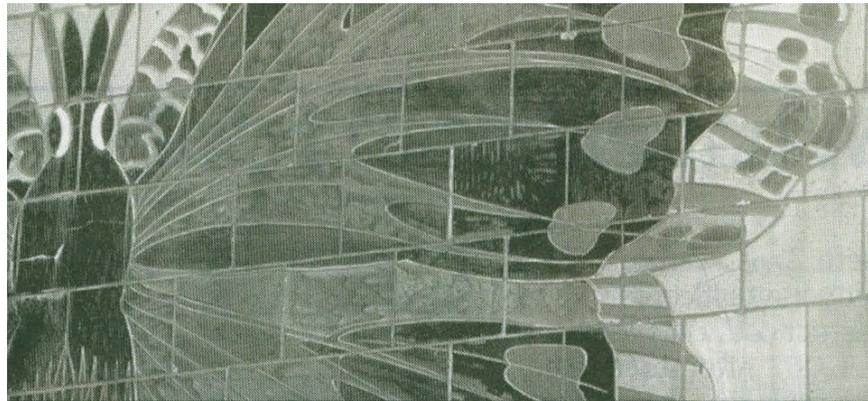
 Advantage West Midlands

The regional leader for developing economic prosperity

European structural funding is intended to support the development of depressed regions. This position sets up a lobbyist to fight for more money to go to the West Midlands. It would be better if Advantage West Midlands spent their time trying to regenerate the region, rather than spending thousands on efforts to convince the rest of Europe that the region is impoverished.

A TPA report into regional development agencies found their abolition could finance a 4 per cent cut in small business corporation tax.

**Community Space Challenger Co-ordinator**  
Southwark Council - £28,494 - £33,777



**Share your experiences.  
Learn from ours.**

Forging partnerships that transform lives, we're bringing about positive outcomes every day. The Safer Southwark Partnership is actively reducing crime and the fear of crime, whilst the Southwark Alliance is bringing together decision-makers and the community for the greater good. At the same time, Young Southwark has unified our services for children and young people – and you will have a vital role to play.

**Community Space Challenge Co-ordinator**

£28,494 - £33,777

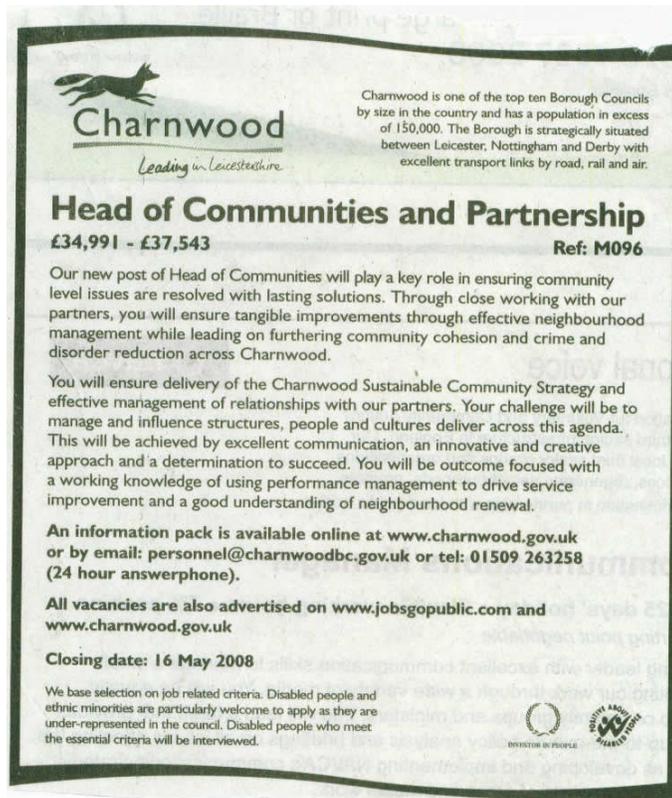
Fixed term contract until September 2012

Engaging young people at risk of offending, you will help them develop their environmental awareness and deliver some exciting projects within the Community Space Challenge. In this way, you will significantly enhance the quality and usage of public spaces, and ensure that everyone in the community has a real sense of ownership and pride. Naturally, you should bring a proven track record of supporting children and their families within multicultural inner city areas and demonstrable flair for initiating community projects.

Reference: 420-CS-08.

Southwark Council offers thousands of pounds for an officer to tell children 'at risk of offending' about their environment and the space around them. Such a job avoids directly combating the problems found in inner city areas and no doubt duplicates the work of other council workers.

**Head of Communities and Partnership**  
Charnwood Borough Council - £34,991 - £37,543



  
**Charnwood**  
*Leading in Leicestershire*

Charnwood is one of the top ten Borough Councils by size in the country and has a population in excess of 150,000. The Borough is strategically situated between Leicester, Nottingham and Derby with excellent transport links by road, rail and air.

**Head of Communities and Partnership**  
**£34,991 - £37,543** **Ref: M096**

Our new post of Head of Communities will play a key role in ensuring community level issues are resolved with lasting solutions. Through close working with our partners, you will ensure tangible improvements through effective neighbourhood management while leading on furthering community cohesion and crime and disorder reduction across Charnwood.

You will ensure delivery of the Charnwood Sustainable Community Strategy and effective management of relationships with our partners. Your challenge will be to manage and influence structures, people and cultures deliver across this agenda. This will be achieved by excellent communication, an innovative and creative approach and a determination to succeed. You will be outcome focused with a working knowledge of using performance management to drive service improvement and a good understanding of neighbourhood renewal.

An information pack is available online at [www.charnwood.gov.uk](http://www.charnwood.gov.uk) or by email: [personnel@charnwoodbc.gov.uk](mailto:personnel@charnwoodbc.gov.uk) or tel: 01509 263258 (24 hour answerphone).

All vacancies are also advertised on [www.jobsgopublic.com](http://www.jobsgopublic.com) and [www.charnwood.gov.uk](http://www.charnwood.gov.uk)

**Closing date: 16 May 2008**

We base selection on job related criteria. Disabled people and ethnic minorities are particularly welcome to apply as they are under-represented in the council. Disabled people who meet the essential criteria will be interviewed.



An “innovative and creative approach” will certainly be needed for this new post in Charnwood Borough Council. But that is just to work out what your job actually is. Apparently the “challenge” will be to “manage and influence structures, people and cultures deliver across the agenda”. If you can work out what that means, you can work out that the job is meaningless.

**Enviro-Crime Enforcement Officer**  
 Lambeth Council – £29,241 – £30,774



**Improving environmental quality for all**

You care about the environment... More than that, you want to achieve change: make this city a cleaner, greener safer place. That's what we want. Come and join Lambeth Street Care in the fight against grime and environmental crime.

Lambeth is the fastest improving Council in London, having achieved a 3 star CPA rating. These posts are central to achieving our commitment towards improving and maintaining the quality of life enjoyed by residents across our diverse, vibrant multi-cultural borough.

If you share our concerns and objectives and believe you have the skills and temperament required to make a difference in one of these challenging and important roles, this is your opportunity.

We currently have three high profile vacancies for high calibre individuals who can demonstrate a clear understanding of the relevant environmental issues.

**Contracts Officer**  
 PO3: £33,777 – £36,474 pa

This post offers an exciting new opportunity to influence the way we manage the public realm, improve the environment and meet the demands of our communities. If you have a full understanding of contract management, in a waste related context, are fully conversant with environmental legislation and can combine these skills to maintain complex contracts, then Lambeth could be the right move for you. **Ref. ENV530**

**Compliance & Development Officer**  
 PO2: £31,350 – £33,777 pa

Shape the future development of our environmental enforcement unit, by playing a central role in reviewing the legislative framework and introducing best practice based systems that will maximize the effectiveness of the unit's activity. You must be capable of thriving in a fast moving environment, have an understanding of regulatory compliance and be able to demonstrate an in-depth knowledge of the relevant environmental legislation. **Ref. ENV531**

**Enviro-Crime Enforcement Officer**  
 SO2: £29,241 – £30,774 pa

You'll join an experienced team of enforcement officers, utilising a wide range of statutory powers to tackle environmental offences such as fly-tipping, littering and unlicensed street trading. An in-depth knowledge of the relevant legislative framework needs to be supported by experience of working in a similar enforcement related role. **Ref. ENV532**

**Make a difference**

Lambeth is committed to Safer Recruitment  
 Lambeth aims for quality services and equal opportunities for all

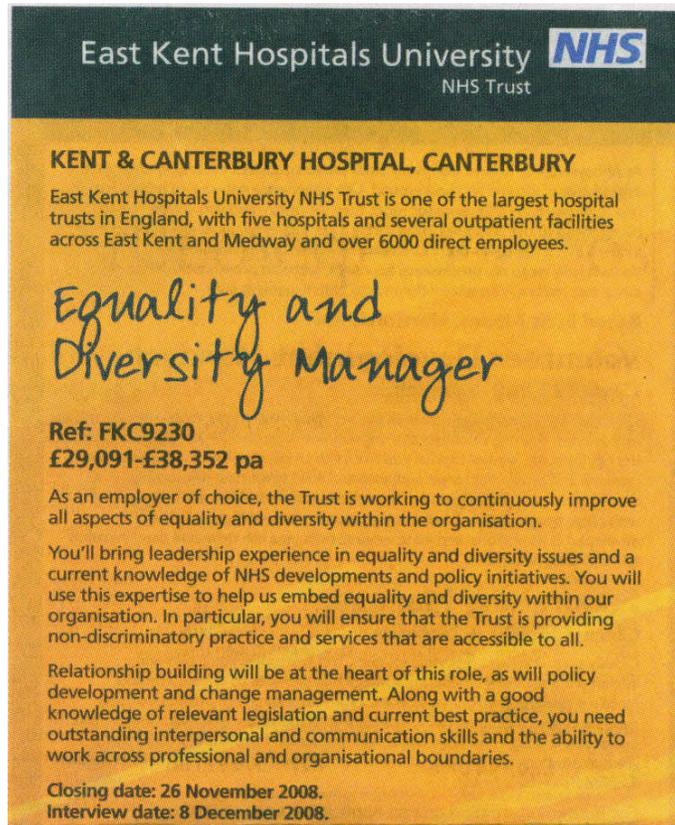
For an application pack please call the Lambeth Recruitment Response line on 020 7926 7000 (24 hrs) quoting the appropriate reference, or request the pack by email from [lambeth@wdad.co.uk](mailto:lambeth@wdad.co.uk)  
 CVs will not be considered.  
 Closing date: 18 August 2008  
[www.lambeth.gov.uk](http://www.lambeth.gov.uk)

Logos: Positive People Organisation, Investor in People, Stonewall Diversity Champion, Lambeth

Recently the number of enviro-crime officer positions has soared. This isn't because of fly-tipping sprees, though stopping weekly bin collections does increase the amount of fly-tipping. It's because councils are pursuing the revenue from non-crimes such as putting your bin out a little early.

## Equality and Diversity Manager

East Kent Hospitals University NHS Trust - £29,091 - £38,352



East Kent Hospitals University   
NHS Trust

**KENT & CANTERBURY HOSPITAL, CANTERBURY**

East Kent Hospitals University NHS Trust is one of the largest hospital trusts in England, with five hospitals and several outpatient facilities across East Kent and Medway and over 6000 direct employees.

*Equality and Diversity Manager*

**Ref: FKC9230**  
**£29,091-£38,352 pa**

As an employer of choice, the Trust is working to continuously improve all aspects of equality and diversity within the organisation.

You'll bring leadership experience in equality and diversity issues and a current knowledge of NHS developments and policy initiatives. You will use this expertise to help us embed equality and diversity within our organisation. In particular, you will ensure that the Trust is providing non-discriminatory practice and services that are accessible to all.

Relationship building will be at the heart of this role, as will policy development and change management. Along with a good knowledge of relevant legislation and current best practice, you need outstanding interpersonal and communication skills and the ability to work across professional and organisational boundaries.

**Closing date: 26 November 2008.**  
**Interview date: 8 December 2008.**

Equality and diversity are good things, but the creation of a position dedicated to them smacks of social engineering. NHS Trusts, in particular, should be focussed on their actual job, treating the sick.

**Communications and Strategy Manager**  
Allerdale Borough Council - £34,991 - £37,543

Allerdale Borough Council  
*Leading by example, valuing one another*

**Communications and Strategy Manager**  
**Salary £34,991 - £37,543**  
**(Salary subject to job evaluation implementation)**  
**37 hours per week**

Are you a strategic thinker?

Allerdale Borough Council is looking for an inspiring and ambitious communicator to lead its award-winning Communications and Strategy team. Working closely with the senior management team, councillors and partners, you will be responsible for shaping and driving forward a comprehensive and integrated programme to support the Council's excellence targets, developing the Council's approach to reputation, consultation, strategic communications and service and performance improvement. Excited by the opportunity that change and customer-focused approach brings, you will be responsible for planning and implementing coherent improvement, engagement and reputation management strategies. You will be an experienced communications professional, an excellent project manager who can lead a team to secure successful outcomes, a trusted advisor and, most of all, have an intimate understanding of what good reputation management means for you and the organisation you work for. You will have experience of developing corporate policies and strategies and have proven success managing the reputation of a diverse organisation that is in the media spotlight.

You will be able to build relationships and work collaboratively with others, interpret and present complex issues clearly, prioritise and resolve conflicting demands and, of course, be able to communicate at all levels.

**Please quote reference number V0085.**

**Closing date for applications is 12th December 2008.**

Preferred method of application is online at our website: [www.allerdale.gov.uk](http://www.allerdale.gov.uk) or alternatively telephone (01900) 702910 (24 hour answerphone).

As an organisation committed to equality of opportunity, Allerdale Borough Council actively encourage applications from members of minority ethnic groups.

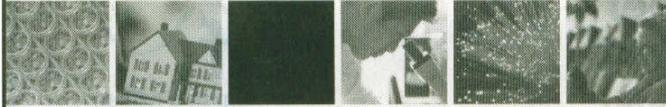


Read: spin doctor.

Councils should be worrying less about "reputation management" and more about serving their constituents.

## Public Affairs Manager

East of England Development Agency - £40,304 - £45,189



The East of England Development Agency (EEDA) is the driving force behind sustainable economic growth and regeneration in the East of England. Our task is to improve the region's economic performance and ensure the East of England remains one of the UK's top performing regions.

### Public Affairs Manager

**£40,304 - £45,189 p.a. (pay award pending)**  
**Histon, Cambridge**

We are seeking an enthusiastic and confident individual to develop and implement the Public Affairs strategy and programme for EEDA, raising awareness of our role amongst key opinion formers such as local authority leaders, MPs and Government and shadow ministers.

Your highly developed communication and networking skills will be instrumental in building effective relationships with national and regional opinion leaders and working with key regional partners.

You should possess a good knowledge of Local and National Government processes and have a track record of disseminating complex information in a clear and concise manner. You will have a background of working within a political environment. Your ability to work well within a team will be coupled with your ability to gain respect across a range of major stakeholders within the region.

Join us and we can offer you a great place to work which will allow you the opportunity to achieve a healthy work/life balance through flexible working practices, a modern working environment, civil service pension scheme, plus 30 days annual leave.

**Interested? For an application pack, please telephone 01223 200888 (24 hours) or email [jobs@eeda.org.uk](mailto:jobs@eeda.org.uk) quoting reference EEDA 505, or visit our website: [www.eeda.org.uk](http://www.eeda.org.uk)**

**Closing date for receipt of completed applications is Monday 17 November 2008.**

EEDA is an equal opportunities employer.



INVESTOR IN PEOPLE



east of england  
space for ideas



**E E D A**  
East of England Development Agency

The Government give money to EEDA, the East of England's regional development quango. EEDA then employs a Public Affairs Manager to lobby the Government for more money.



## **Head of Participation and Inclusion**

Hertfordshire County Council - £38,729 - £42,197

*"Head of Participation and Inclusion  
£38,729 - £42,197 pa incl*

*Try telling that to a group of young people whose only relationship with music is via a piece of wire fitted snugly into the ear. Enjoyable but isolated. Relaxing but uninspiring. Fun but ultimately less fulfilling than picking up a musical instrument and playing a tune. That's the message you'll project to young people in Hertfordshire. Some will take you up on the offer. Others will take more persuasion. And there'll be those whose disability or problems at home means they've never had the chance. You'll change all that. If you've got what it takes to reveal the power of music to a wider young audience, then please - play on.*

*For an informal chat call XX on XX.*

*To apply, please email your CV and covering letter to XX or visit <http://www.hertsdirect.org/jobs> quoting ref: S01705G1.*

*Closing date: 19 September 2008.*

*Making our mark on equality."*

This job involves, getting the people of Hertfordshire to play musical instruments. But, if you want to play an instrument you need only reach for the Yellow Pages to find music teachers, kids also get music classes at school. Why does government feels it needs to get involved when the private and voluntary sectors provide a more than adequate service?

## **Street Football Coordinator**

Moray Council - £19,887

*"Street Football Co-ordinator  
£19,887*

### *Job Purpose*

*Working closely with partnership groups to lead the development and delivery of the street football project to improve the health and well being of children and young people in Moray.*

### *Major Tasks and responsibilities*

*To assist in the planning, planning promotion and delivery of the street football project in Moray.*

*To liaise with the partnership groups and other relevant organisations to increase the opportunities for young people through this project.*

*To develop links with appropriate organisations to deliver this project in the most effective way in Moray.*

### *Skills and Experience*

*2 years experience in sports development / youth work with young people*

*Excellent oral, written and IT skills*

*Full driving licence*

*Motivated by success and high standards with committment to the development of young people*

*Flexible and willing to travel and work unsociable hours."*

Kids don't need a council officer to set up the jumpers for goalposts.