

Pay in the Northern Ireland Civil Service Statistical Bulletin Year Ending March 2020

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Main Points

5.8% increase in average Pay

The average¹ (median full-time equivalent) pay of NICS staff is £27,020, which is a 5.8% increase on the equivalent figure for 2019.

Top decile Pay: £41,799

Bottom decile Pay: £22,779

Pay of £22,779 would put someone in the bottom 10% of NICS staff, whereas pay of £41,799 would put someone in the top 10% of NICS staff.

99% of NICS staff received a pay increase between 2019 and 2020

The extent of the increase varied between grades:
38% of Industrial staff received a pay increase between 4.0% and 5.9%
99% of AA staff received a pay increase between 2.0% and 3.9%
Over 60% of SCS staff received a pay increase between 4.0% and 5.9%

Gender Pay gap is 6.4%²

There continues to be a gap between male and female pay in the NICS – the median pay for females is 6.4% lower than the median pay for males.

Pay broadly comparable with GB departments

The median pay of staff at AO, SO and DP grade level in Northern Ireland was higher than that of civil servants at the equivalent level in England, Scotland and Wales.

The median pay of SCS staff in Northern Ireland was lower than the median pay of their counterparts in England, Scotland and Wales.

Key Definitions³

Pay: Gross basic annual salary only; overtime, allowances and non-consolidated payments are excluded. All salaries are full-time equivalent.

NICS: Northern Ireland Civil Service

SCS: Senior Civil Service, which equates to analogous G5 and above

¹ Median is the measure used for the average of pay data. This measure is preferred over the mean because it is less influenced by extreme values and because of the skewed distribution of pay data.

² The Female Median has been calculated as a proportion of the Male Median.

³ See page 23 for a full list of concepts and definitions.

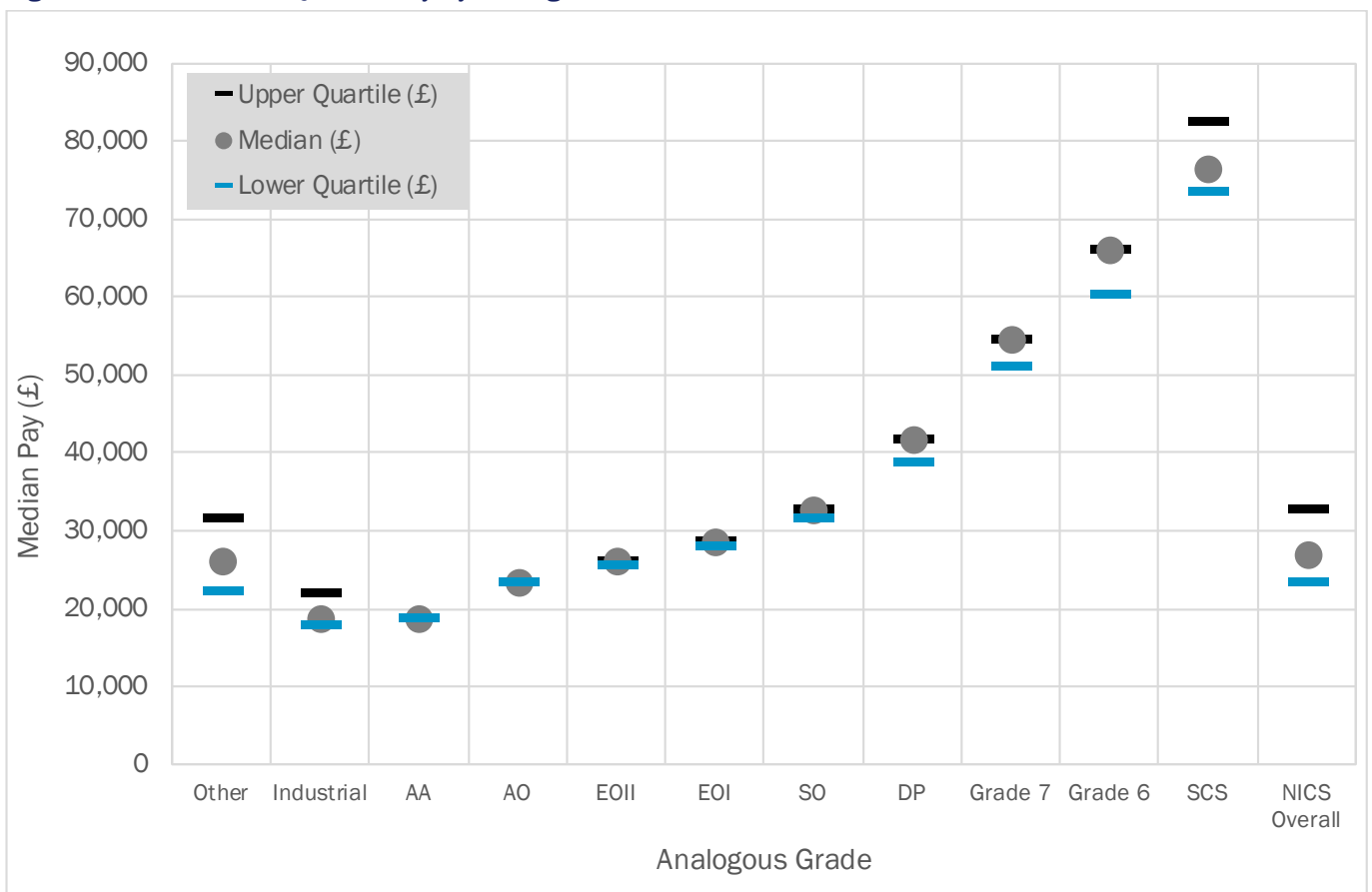
Background

This bulletin contains an overview of NICS pay statistics as at March 2020. The statistics relate to annual pay, and the emphasis is on 2020, though some trend information from 2006 onwards is also presented. Pay increases can be due to normal progression up a pay scale (for those who are not at the maximum of their scale) and changes to pay scales (due to annual pay awards). The figures take account of the August 2019 pay award and the Northern Ireland Prison Service (NIPS) April 2019 pay award (either using calculations or actual data on backdated pay). This is the tenth annual publication in respect of NICS pay.

Analysis of Pay - Year Ending March 2020

At March 2020, the median pay of NICS staff was £27,020⁴, which represents a 5.8% rise on the equivalent figure for 2019.

Figure 1: Median and Quartile Pay by Analogous Grade Level, March 2020^{4,5,6}



In Figure 1, the grey circle identifies the median pay for each grade, the black bar shows the upper quartile, and the blue bar the lower quartile. For AA and AO grades, the median, lower quartile, and upper quartiles are equal.

For staff at AA to G6 level (inclusive), this chart shows that the median and the upper quartile are the same, consistent with the majority of these staff being at the maximum point on their pay scale. The majority (99%) of NICS staff members received an increase in pay between 2019 and 2020⁷.

Basic pay of £23,483 would put someone in the bottom 25% of NICS staff, whereas basic pay of £32,800 would put someone in the top 25% of NICS staff.

⁴ See Table 1.

⁵ Data for Industrial staff combines Industrial staff analogous to those at AA, AO and EOII grades.

⁶ 'Other' Staff are staff not on NICS Pay Scales.

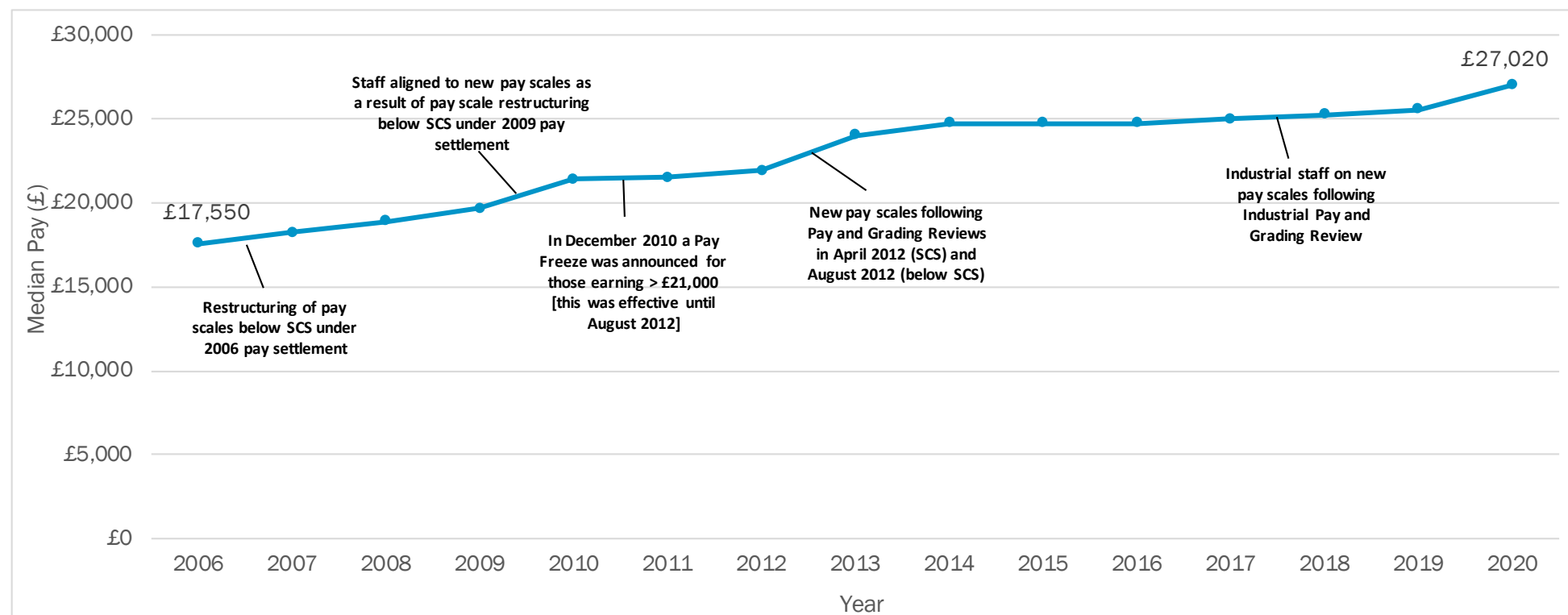
⁷ See Table 9.

Among the industrial grades, and all analogous grades from AA to SCS (inclusive), the median pay increased by 2.0% between 2019 and 2020. There was a 5.8% increase in the median pay of staff at Other grades.

99% of staff from AA to G6 levels (inclusive) and Industrial staff received a pay rise, the majority of which received an increase in pay between 2.0% and 3.9%. At SCS level, 99% of staff received pay increases, with over 60% receiving pay increases between 4.0% and 5.9%. This increase can be explained by the fact that the majority of SCS staff are not on the maximum of their pay scale and therefore their salaries increased due to both progression and the changes to pay scales. Over a quarter of Other staff (i.e. those not on NICS pay scales) received an increase in pay of between 4.0% and 5.9%.

Analysis of Pay - 2006 to 2020

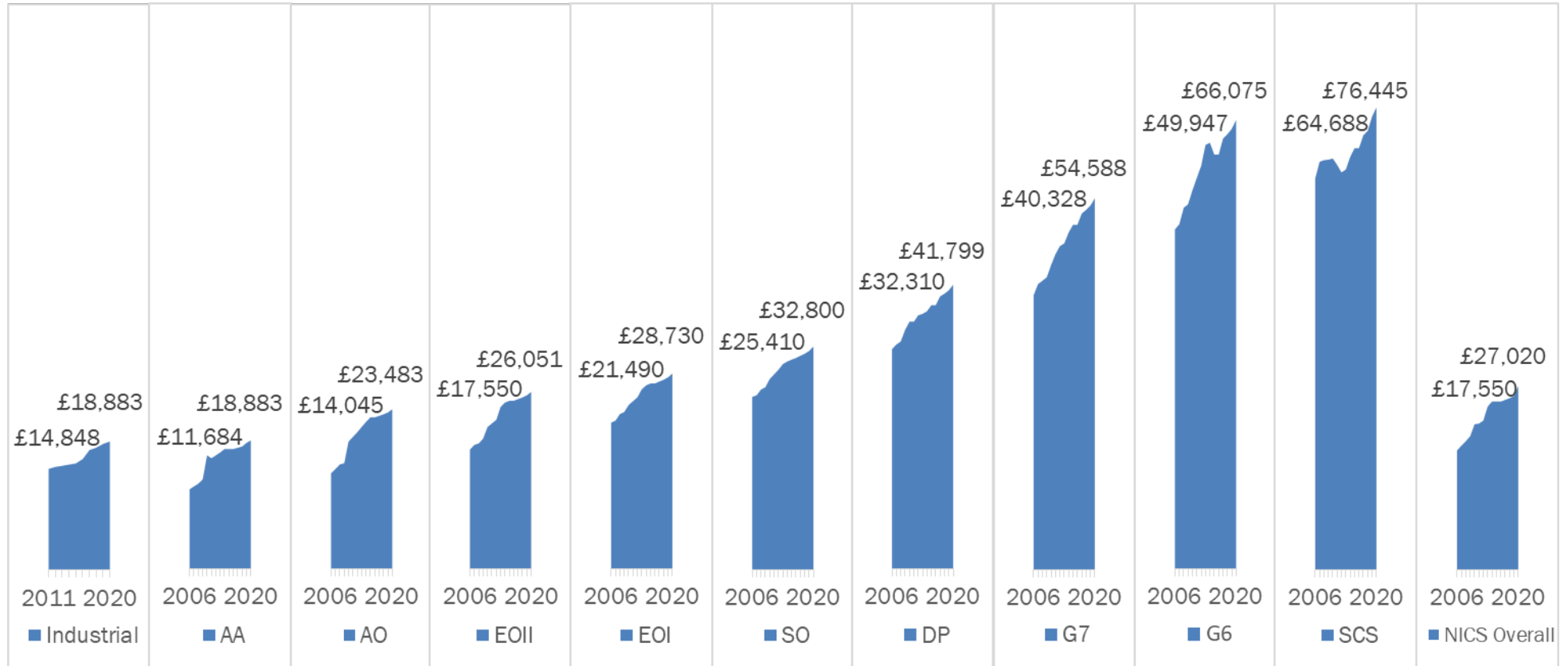
Figure 2: NICS Median Pay Trend, 2006-2020⁸



Median pay in the NICS increased by 54% between 2006 and 2020, from £17,550 to £27,020 (Figure 2). Over this period, a number of factors affected median pay, including Pay and Grading reviews and alignment to new pay scales as a result of equal pay claims.

⁸ Data for Industrial staff are only available from 2011 onwards.

Figure 3: NICS Median Pay by Analogous Grade, 2006-2020⁹

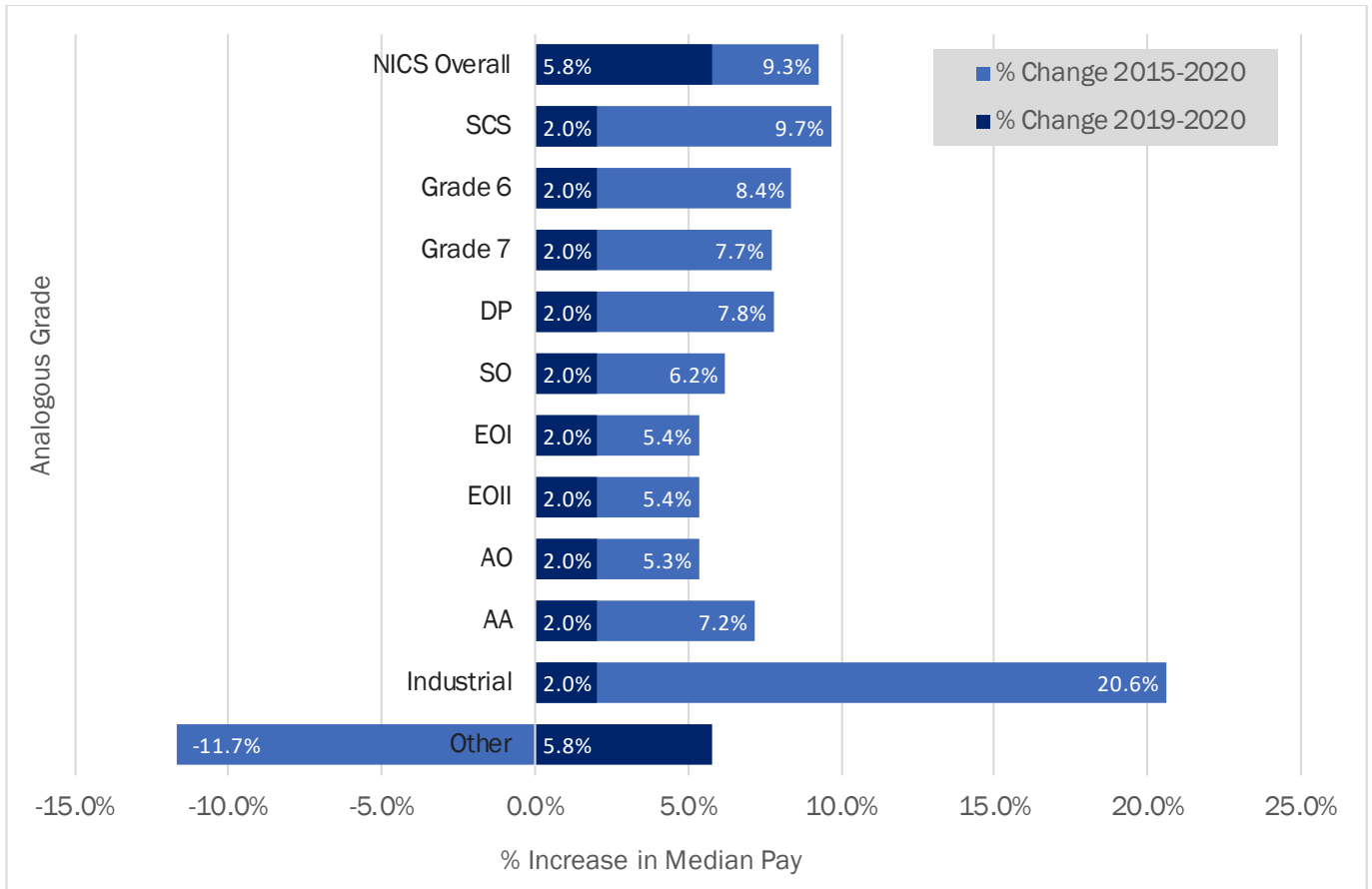


Between 2006 and 2020, median pay for staff at AA and AO levels increased proportionally more than the NICS overall (Figure 3), with increases of 62% and 67% respectively, largely due to alignment to new pay scales as a result of a settlement of equal pay claims in August 2009. In comparison, median pay for staff at SCS level increased by 18% over the same period.

⁹ Data for Industrial staff are only available from 2011 onwards.

5 Year Trend

Figure 4: % Change in NICS Median Pay by Analogous Grade, 2015-2020^{10,11}



Industrial staff have seen a 20.6% increase in median pay over the period 2015-2020 (Figure 4), the main reason for which was the NICS implementing the outcome of an Industrial Pay and Grading review over the course of 2016 and 2017¹².

While there has been an upward trend in median pay at all NICS grade levels between 2015 and 2020, increases in median pay of staff at SCS, G6, G7 and DP levels have been particularly marked (9.7%, 8.4%, 7.7% and 7.8% respectively). A range of factors contributed to these increases, including staff advancing up their pay scales, and revised pay scales.

Other staff (i.e. those who were not on NICS pay scales, the majority of whom were Prison Grade Staff) have seen a decrease in median pay of 11.7%. A range of factors can be attributed to this, including new pay scales for Prison Grades, a Voluntary Early Retirement Scheme, and a Voluntary Exit Scheme. In addition, the job profile of staff in this category has changed significantly since 2015, resulting in a larger proportion of staff in lower paid grades.

¹⁰ See Table 8.

¹¹ 'Other' Staff are staff not on NICS Pay Scales.

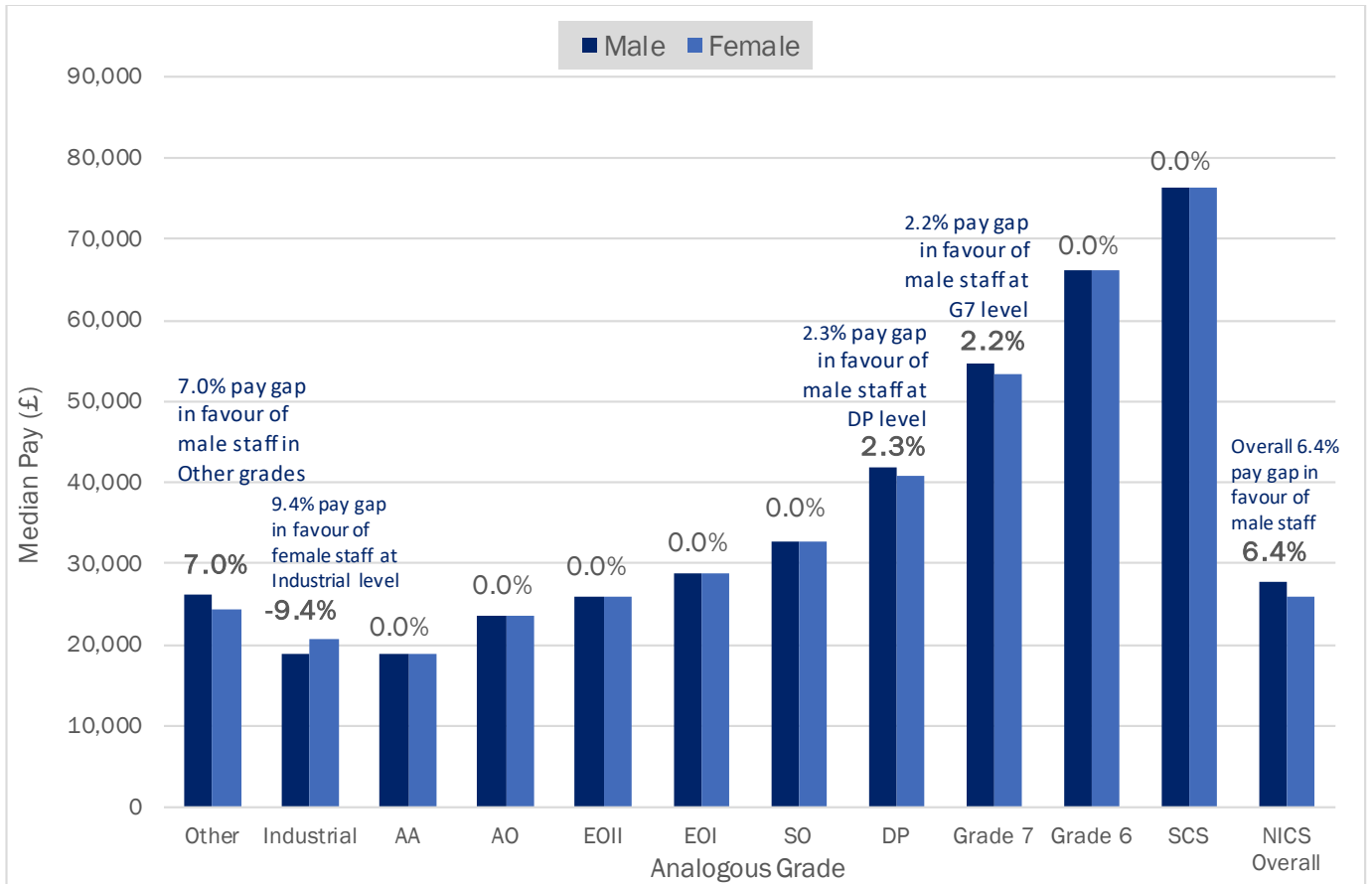
¹² See Paragraph 14 of the Background Notes on page 26 for details.

Pay Differences within the NICS

Gender

Within the NICS the median pay of female staff is 6.4% lower than the median pay for male staff (£27,845 for males compared with £26,051 for females)¹³.

Figure 5: Pay Gap by Analogous Grade Level and Gender, March 2020^{14, 15}



The primary reason for the gender pay gap is the changing staff profile of the NICS - a higher proportion of females are in lower paid grades. (Figure 5). The majority (53%) of females are at EOII grade or below, while the majority (53%) of males are at EOI Grade or above. The median pay for male staff therefore lies within the EOI pay scale, whereas the median pay for female staff remains within the EOII pay scale.¹⁶

For the General Service grades from AA to SO, and for G6 to SCS, the median pay of males and females was equal.

For the General Service grades DP and G7, the median pay of females was lower than their male equivalents, by 2.3% and 2.2% respectively.

Among Industrial staff, female median pay is 9.4% higher than their male equivalents, whereas among Other staff (those not on NICS pay scales), female median pay is 7.0% below male median pay. Differences of this kind can arise from a range of factors, including the length of time that staff have been in their grade, and differing proportions of males and females across grades.

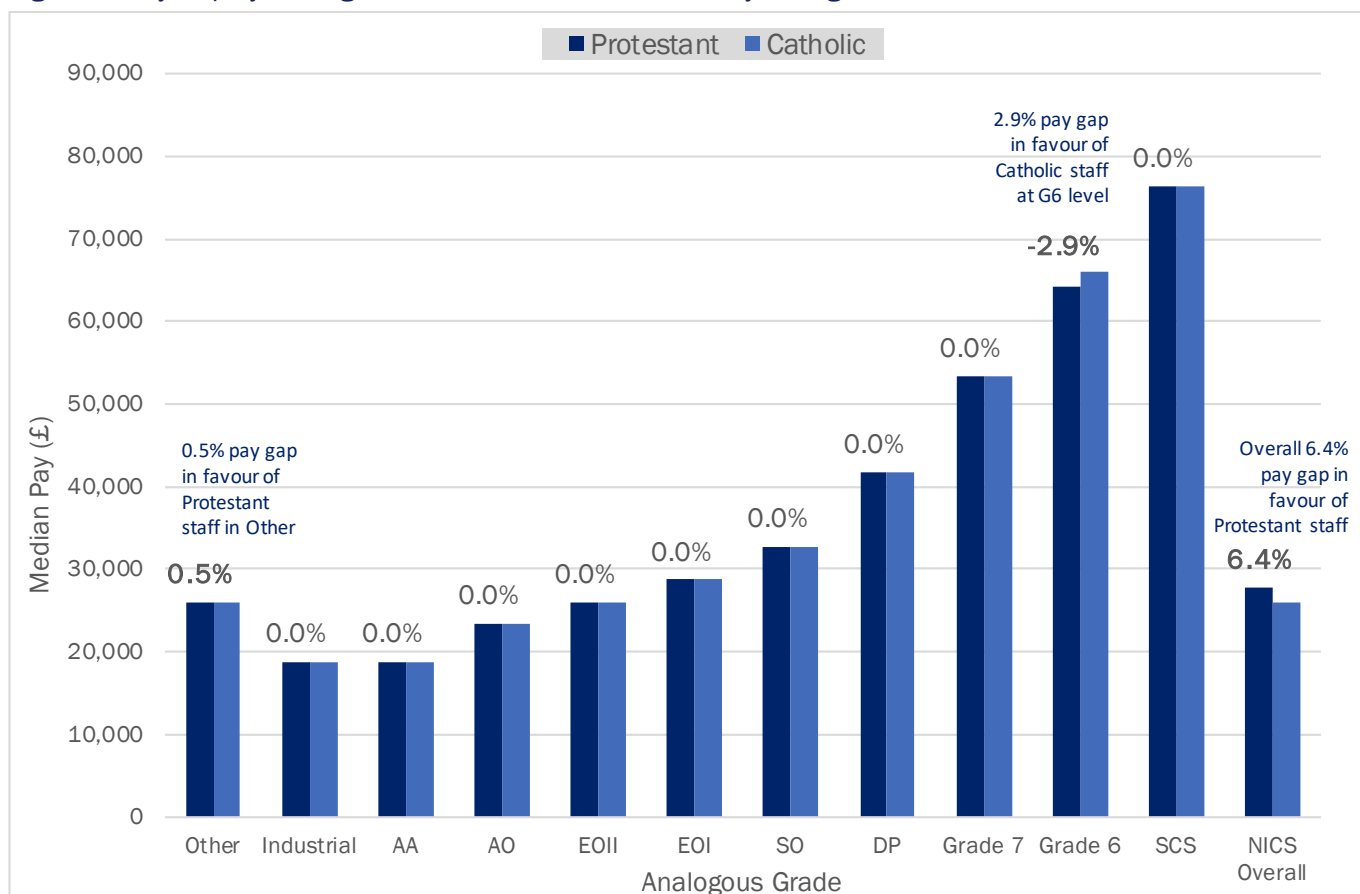
¹³ See Table 2.

¹⁴ 'Other' staff includes staff not on NICS Pay Scales.

¹⁵ See Table 3.

¹⁶ For further information on gender/community background in the NICS, see the [Equality Statistics for the Northern Ireland Civil Service – 2020 \(opens a new window\)](#).

Figure 6: Pay Gap by Analogous Grade Level and Community Background, March 2020^{17,18}



Community Background

In the NICS Overall, the median pay of Catholic staff is 6.4% lower than that of Protestant staff (Figure 6). Differences of this kind can arise from a range of factors including differing proportions of staff in lower paid grades among Catholics and Protestants.

With regard to community background, at most grade levels there is no difference between the median pay of Protestants and Catholics. Among staff at G6 level, however, Catholic median pay is 2.9% higher than Protestant median pay.

Among Other staff (those not on NICS pay scales) Catholic median pay is 0.5% lower than Protestant median pay. A reason for this gap is that there is a larger proportion of Catholics than Protestants in lower paid jobs. This covers all grade levels in this group.

Disability¹⁹

In the NICS overall, the median pay of staff with a disability declared is 3.6% lower than staff without a disability declared. There are differences at some grade levels with regard to disability. For example, among Industrial staff, the median pay of those with a disability declared is 8.5% higher than the median pay of those without a disability declared. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

Age²⁰

There are no gaps in median pay among staff at AA or AO grades when analysed by age. However, at all other grades there is a gap in favour of staff aged 50+ compared to staff aged 16 to 49. This is to be expected, given that in each grade it takes several years to reach the top of the pay scale, so those staff on the highest point tend to be older than those on lower points.

¹⁷ See Table 4.

¹⁸ 'Other' staff are staff not on NICS Pay Scales.

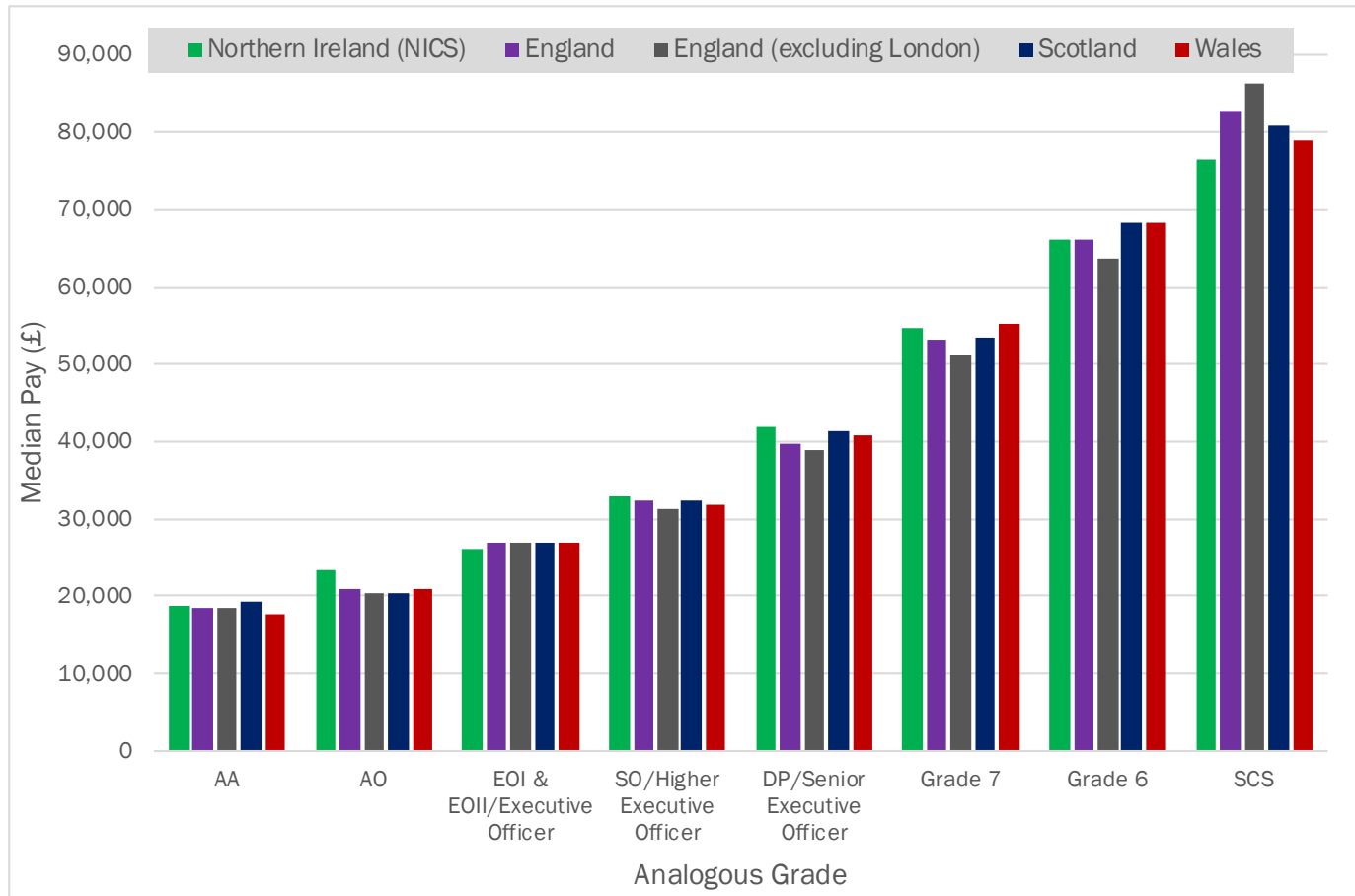
¹⁹ See Table 5.

²⁰ See Table 6.

Comparison with the rest of UK

The median pay of NICS staff at SCS level was lower than the median pay of their counterparts elsewhere in UK. At AO, SO and DP grade level, median pay of NICS staff was higher than their counterparts across the rest of the UK. Conversely at EOI/EOII level, median pay of NICS staff was lower than their counterparts across the rest of the UK²¹.

Figure 7: Median Pay of Civil Servants across the UK, by Analogous Grade Level, March 2020^{21,22}



Median pay of NICS staff at Grade 6 level was higher than their counterparts in England (overall and excluding London), but lower than their counterparts in Scotland and Wales (Figure 7).

At Grade 7 level, median pay of NICS staff was higher than their counterparts in England (overall and excluding London) and Scotland, but lower than their counterparts in Wales.

The median pay of NICS staff at AA grade level was higher than the median pay of civil servants at the equivalent level in England (overall and excluding London) and Wales, but lower than the median pay for equivalent grades in Scotland.

(See Annex 1 for the minimum/maximum points of pay scales for each grade in the NICS, the Scottish Government, and a number of GB Departments.)

²¹ See Table 11.

²² For purposes of comparison with the rest of UK in Table 11, the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

Comparison with the Northern Ireland Public and Private Sectors²³

NICS median weekly pay²⁴ for full-time staff (£533) is lower than that in the overall Northern Ireland public sector (£580), but is higher than in the private sector (£437).

For part-time staff, NICS median weekly pay (£360) is higher than both the overall Northern Ireland public sector (£249) and the private sector (£164).

NICS mean weekly pay for full-time staff (£602) is lower than that in the overall Northern Ireland public sector (£624), but is higher than in the private sector (£524).

For part-time staff, NICS mean weekly pay (£393) is higher than both the overall Northern Ireland public sector (£257) and the private sector (£187).

Some of the differences between these sectors may be due to differences in the composition of the respective workforces. For example, many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector, whereas there is a larger proportion of graduate-level and professional occupations in the public sector.

²³ For more information visit the Annual Survey of Hours and Earnings section of the [NISRA website \(opens a new window\)](#)

²⁴ See Table 12.

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To download the tables in ODS format go to the [Pay Statistics \(opens a new window\)](#) section of the NISRA website.

Table 1
Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2020^{1,2,3,4,5}

Pay band	Ind No.	Ind %	AA No.	AA %	AO No.	AO %	EOII No.	EOII %	EOI No.	EOI %	SO No.	SO %	DP No.	DP %	G7 No.	G7 %	G6 No.	G6 %	SCS No.	SCS %	Other ⁶ No.	Other ⁶ %	Total No.	Total %	
£15,001-£20,000	454	56.4%	425	100.0%																			879	3.8%	
£20,001-£25,000	331	41.1%			5,287	100.0%															581	45.7%	6,199	27.1%	
£25,001-£30,000	20	2.5%					4,234	100.0%	2,986	96.5%											270	21.2%	7,510	32.8%	
£30,001-£35,000									79	2.6%	2,909	93.5%									121	9.5%	3,109	13.6%	
£35,001-£40,000									29	0.9%	202	6.5%	1,197	44.4%							205	16.1%	1,633	7.1%	
£40,001-£45,000													1,499	55.6%							56	4.4%	1,555	6.8%	
£45,001-£50,000															336	24.5%					8	0.6%	344	1.5%	
£50,001-£55,000															1,033	75.5%					21	1.7%	1,054	4.6%	
£55,001-£60,000																	63	20.0%			9	0.7%	72	0.3%	
£60,001-£65,000																	81	25.7%					81	0.4%	
£65,001-£70,000																	171	54.3%					171	0.7%	
£70,001-£75,000																			103	37.6%			103	0.5%	
£75,001-£80,000																			84	30.7%			84	0.4%	
£80,001-£85,000																			29	10.6%			29	0.1%	
£85,001-£90,000																							0	0.0%	
£90,001-£95,000																				13	4.7%			13	0.1%
£95,001-£100,000																				18	6.6%			18	0.1%
More than £100,000																				27	9.9%			27	0.1%
Total	805	100.0%	425	100.0%	5,287	100.0%	4,234	100.0%	3,094	100.0%	3,111	100.0%	2,696	100.0%	1,369	100.0%	315	100.0%	274	100.0%	1,271	100.0%	22,881	100.0%	
Lower Quartile (£)	17,940		18,883		23,483		25,504		28,141		31,691		38,858		51,001		60,526		73,436		22,420		23,483		
Median (£)	18,883		18,883		23,483		26,051		28,730		32,800		41,799		54,588		66,075		76,445		26,100		27,020		
Upper Quartile (£)	22,075		18,883		23,483		26,051		28,730		32,800		41,799		54,588		66,075		82,464		31,671		32,800		
Mean (£)	20,077		18,883		23,259		25,818		28,606		32,534		40,391		52,746		63,587		81,945		28,739		30,883		

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=26).

5 Where Analogous Grade is not available for Grade C/Executive Officer staff in DOJ it is assumed to be EOII.

6 Staff not on NICS Pay Scales.

Table 2

Staff numbers (headcount) by Pay Band and Gender: March 2020^{1,2,3}

Pay Band	Full-time Male	Full-time Female	Full-time Total	Part-time Male	Part-time Female	Part-time Total	Total Male	Total Female	Total
£15,001 - 20,000	600	117	717	34	128	162	634	245	879
£20,001 - 25,000	2,465	1,735	4,200	265	1,734	1,999	2,730	3,469	6,199
£25,001 - 30,000	3,218	2,425	5,643	343	1,524	1,867	3,561	3,949	7,510
£30,001 - 35,000	1,471	1,062	2,533	169	407	576	1,640	1,469	3,109
£35,001 - 40,000	833	582	1,415	37	181	218	870	763	1,633
£40,001 - 45,000	721	441	1,162	118	275	393	839	716	1,555
£45,001 - 50,000	148	165	313	0	31	31	148	196	344
£50,001 - 55,000	513	341	854	52	148	200	565	489	1,054
£55,001 - 60,000	36	26	62	0	10	10	36	36	72
£60,001 - 65,000	41	33	74	0	7	7	41	40	81
£65,001 - 70,000	75	58	133	9	29	38	84	87	171
£70,001 - 75,000	59	44	103	0	0	0	59	44	103
£75,001 - 80,000	50	27	77	0	7	7	50	34	84
£80,001 - 85,000	16	8	24	0	5	5	16	13	29
£85,001 - 90,000	0	0	0	0	0	0	0	0	0
£90,001 - 95,000	4	9	13	0	0	0	4	9	13
£95,001 - 100,000	12	5	17	0	1	1	12	6	18
More than £100,000	17	9	26	0	1	1	17	10	27
Total	10,279	7,087	17,366	1,027	4,488	5,515	11,306	11,575	22,881
Bottom Decile (£)	22,075	23,483	22,779	22,779	23,483	23,483	22,075	23,483	22,779
Lower Quartile (£)	23,483	23,483	23,483	23,483	23,483	23,483	23,483	23,483	23,483
Median (£)	27,845	27,845	27,845	28,730	26,051	26,051	27,845	26,051	27,020
Upper Quartile (£)	34,197	34,197	34,197	32,800	28,730	31,691	33,558	32,800	32,800
Top Decile (£)	42,776	49,806	42,914	41,799	41,799	41,799	42,776	41,799	41,799
Mean (£)	31,305	31,654	31,447	30,841	28,706	29,107	31,262	30,511	30,883

1 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

3 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=26).

Table 3

Median Pay (£) by Analogous Grade Level and Gender: March 2020^{1,2,3}

Analogous Grade	Male Full-time	Male Part-time	Male Total	Female Full-time	Female Part-time	Female Total	Full-time Gender Pay Gap ⁴	Part-time Gender Pay Gap ⁴	Total Gender Pay Gap ⁴
SCS	76,445	79,455	76,445	76,445	80,314	76,445	0.0%	-1.1%	0.0%
Grade 6	66,075	66,075	66,075	65,150	66,075	66,075	1.4%	0.0%	0.0%
Grade 7	54,588	54,588	54,588	52,196	54,588	53,393	4.4%	0.0%	2.2%
DP	40,853	41,799	41,799	39,909	41,799	40,853	2.3%	0.0%	2.3%
SO	32,800	32,800	32,800	32,245	32,800	32,800	1.7%	0.0%	0.0%
EOI	28,730	28,730	28,730	28,436	28,730	28,730	1.0%	0.0%	0.0%
EOII	26,051	26,051	26,051	25,777	26,051	26,051	1.1%	0.0%	0.0%
AO	23,483	23,483	23,483	23,483	23,483	23,483	0.0%	0.0%	0.0%
AA	18,883	18,883	18,883	18,883	18,883	18,883	0.0%	0.0%	0.0%
Industrial	18,883	22,075	18,883	20,664	20,479	20,664	-9.4%	7.2%	-9.4%
Other ⁵	26,100	21,365	26,100	26,038	21,366	24,260	0.2%	0.0%	7.0%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This is the percentage by which female median pay is below or above male median pay. A minus sign before the percentage denotes that female median pay is above male median pay.

5 Staff not on NICS Pay Scales.

Table 4

Median Pay (£) by Analogous Grade Level and Community Background: March 2020^{1,2,3,4}

Analogous Grade	Protestant Full-time	Protestant Part-time	Protestant Total	Catholic Full-time	Catholic Part-time	Catholic Total	Not-Determined Full-time	Not-Determined Part-time	Not-Determined Total	Full-time Community Background Pay Gap ⁵	Part-time Community Background Pay Gap ⁵	Total Community Background Pay Gap ⁵
SCS	76,445	79,455	76,445	76,445	80,960	76,445	77,949	82,464	77,949	0.0%	-1.9%	0.0%
Grade 6	64,225	66,075	64,225	66,075	66,075	66,075	66,075	58,676	63,301	-2.9%	0.0%	-2.9%
Grade 7	53,393	54,588	53,393	53,393	54,588	53,393	54,588	54,588	54,588	0.0%	0.0%	0.0%
DP	40,853	41,799	41,799	40,853	41,799	41,799	38,964	39,909	38,964	0.0%	0.0%	0.0%
SO	32,800	32,800	32,800	32,245	32,800	32,800	32,245	32,800	32,800	1.7%	0.0%	0.0%
EOI	28,436	28,730	28,730	28,730	28,730	28,730	28,436	28,730	28,436	-1.0%	0.0%	0.0%
EOII	26,051	26,051	26,051	25,777	26,051	26,051	25,777	26,051	25,777	1.1%	0.0%	0.0%
AO	23,483	23,483	23,483	23,483	23,483	23,483	23,483	23,483	23,483	0.0%	0.0%	0.0%
AA	18,883	18,883	18,883	18,883	18,883	18,883	18,883	18,883	18,883	0.0%	0.0%	0.0%
Industrial	18,883	22,075	18,883	18,413	22,075	18,883	21,723	22,075	22,075	2.5%	0.0%	0.0%
Other ⁶	26,100	21,365	26,100	26,100	21,365	25,975	23,730	21,365	23,730	0.0%	0.0%	0.5%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Staff missing Community Background information are excluded from this table.

5 This is the percentage by which Catholic median pay is below or above Protestant median pay. A minus sign before the percentage denotes that Catholic median pay is above Protestant median pay.

6 Staff not on NICS Pay Scales.

Table 5

Median Pay (£) by Analogous Grade Level and Disability: March 2020^{1,2,3}

Analogous Grade	No Disability Declared Full-time	No Disability Declared Part-time	No Disability Declared Total	Disability Declared Full-time	Disability Declared Part-time	Disability Declared Total	Full-time Disability Pay Gap ⁴	Part-time Disability Pay Gap ⁴	Total Disability Pay Gap ⁴
SCS	76,445	79,455	76,445	77,949	82,464	79,454	-2.0%	-3.8%	-3.9%
Grade 6	66,075	66,075	66,075	62,376	66,075	65,150	5.6%	0.0%	1.4%
Grade 7	53,393	54,588	54,588	52,795	54,588	54,588	1.1%	0.0%	0.0%
DP	40,853	41,799	41,799	40,853	41,799	41,799	0.0%	0.0%	0.0%
SO	32,800	32,800	32,800	32,800	32,800	32,800	0.0%	0.0%	0.0%
EOI	28,436	28,730	28,730	28,730	28,730	28,730	-1.0%	0.0%	0.0%
EOII	25,777	26,051	26,051	26,051	26,051	26,051	-1.1%	0.0%	0.0%
AO	23,483	23,483	23,483	23,483	23,483	23,483	0.0%	0.0%	0.0%
AA	18,883	18,883	18,883	18,883	18,883	18,883	0.0%	0.0%	0.0%
Industrial ^{5,6}	18,883	22,075	18,883	20,479	n/a	20,479	-8.5%	n/a	-8.5%
Other ⁷	26,100	21,365	26,100	31,724	21,366	24,260	-21.5%	0.0%	7.0%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This is the percentage by which the median pay of staff who have declared a disability is below or above the median pay of staff who have not declared a disability. A minus sign before the percentage denotes that the median pay of staff who have declared a disability is above the median pay of staff who have not declared a disability.

5 There are no part-time staff with a declared disability so it is not possible to determine if there is a gap.

6 A cell showing N/A means that no staff fall into that category, so a comparison cannot be made.

7 Staff not on NICS Pay Scales.

Table 6
Median Pay (£) by Analogous Grade Level and Age-Group: March 2020^{1,2,3}

Analogous Grade	16-49			50+			Full-time	Part-time	Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Age Pay Gap ⁴	Age Pay Gap ⁴	Age Pay Gap ⁴
SCS	73,436	79,455	74,188	77,949	80,314	77,949	-6.1%	-1.1%	-5.1%
Grade 6	62,375	62,375	62,375	66,075	66,075	66,075	-5.9%	-5.9%	-5.9%
Grade 7	51,001	54,588	51,001	54,588	54,588	54,588	-7.0%	0.0%	-7.0%
DP	38,964	41,799	39,909	41,799	41,799	41,799	-7.3%	0.0%	-4.7%
SO	32,245	32,800	32,245	32,800	32,800	32,800	-1.7%	0.0%	-1.7%
EOI	28,141	28,730	28,436	28,730	28,730	28,730	-2.1%	0.0%	-1.0%
EOII	25,777	26,051	25,777	26,051	26,051	26,051	-1.1%	0.0%	-1.1%
AO	23,483	23,483	23,483	23,483	23,483	23,483	0.0%	0.0%	0.0%
AA	18,883	18,883	18,883	18,883	18,883	18,883	0.0%	0.0%	0.0%
Industrial	17,940	22,075	17,940	18,883	22,075	18,883	-5.3%	0.0%	-5.3%
Other ⁵	24,260	21,365	23,730	39,188	21,365	39,188	-61.5%	0.0%	-65.1%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This is the percentage by which the median pay of those aged 50+ is below or above the median pay of those aged 16-49. A minus sign before the percentage denotes that the median pay of those aged 50+ is above the median pay of those aged 16-49.

5 Staff not on NICS Pay Scales.

Table 7

Median Pay (£) 2015-2020, by Gender^{1,2,3}

Gender	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20
Male	24,728	24,728	24,975	25,225	27,299	27,845
Female	24,728	24,728	24,975	25,225	25,540	26,051
Total	24,728	24,728	24,975	25,225	25,540	27,020

1 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

3 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

Table 8

Median Pay (£) 2015-2020, by Analogous Grade Level^{1,2,3,4}

Analogous Grade	March 2015	March 2016	March 2017	March 2018	March 2019	March 2020	% Change 2015 - 2020	% Change 2019 - 2020
SCS	69,706	69,706	71,845	72,563	74,946	76,445	9.7%	2.0%
Grade 6	60,963	60,963	63,346	63,979	64,779	66,075	8.4%	2.0%
Grade 7	50,681	50,681	52,334	52,857	53,518	54,588	7.7%	2.0%
DP	38,778	38,778	40,072	40,473	40,979	41,799	7.8%	2.0%
SO	30,882	31,135	31,446	31,760	32,157	32,800	6.2%	2.0%
EOI	27,271	27,271	27,544	27,819	28,167	28,730	5.4%	2.0%
EOII	24,728	24,728	24,975	25,225	25,540	26,051	5.4%	2.0%
AO	22,291	22,291	22,514	22,739	23,023	23,483	5.3%	2.0%
AA	17,620	17,620	17,796	17,974	18,513	18,883	7.2%	2.0%
Industrial	15,660	16,297	17,620	17,974	18,513	18,883	20.6%	2.0%
Other ⁵	29,558	27,924	24,610	24,610	24,680	26,100	-11.7%	5.8%
NICS Overall	24,728	24,728	24,975	25,225	25,540	27,020	9.3%	5.8%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

5 Staff not on NICS Pay Scales.

Table 9
Increase in pay, March 2019 to March 2020, by Analogous Grade Level ^{1,2}

Analogous Grade	Headcount 0% increase in pay	Proportion 0% increase in pay	Headcount 0.1% - 1.9% increase in pay	Proportion 0.1% - 1.9% increase in pay	Headcount 2% - 3.9% increase in pay	Proportion 2% - 3.9% increase in pay	Headcount 4% - 5.9% increase in pay	Proportion 4% - 5.9% increase in pay	Headcount 6% or more increase in pay	Proportion 6% or more increase in pay	Total Headcount	Total Proportion
SCS	*	*	0	0.0%	79	36.4%	133-137	61.3%-63.1%	0	0.0%	217	100.0%
Grade 6	0	0.0%	0	0.0%	164	65.3%	87	34.7%	0	0.0%	251	100.0%
Grade 7	*	*	*	*	692	65.5%	359	34.0%	0	0.0%	1,056	100.0%
DP	7	0.3%	0	0.0%	1,316	65.6%	682	34.0%	0	0.0%	2,005	100.0%
SO	8	0.4%	*	*	2,213	97.1%	53	2.3%	*	*	2,279	100.0%
EOI	66	2.8%	*	*	2,289	97.0%	*	*	*	*	2,360	100.0%
EOII	39	1.1%	5	0.1%	3,367	98.7%	0	0.0%	0	0.0%	3,411	100.0%
AO	*	*	0	0.0%	4,251	86.2%	677-680	13.7%-13.8%	*	*	4,933	100.0%
AA	0	0.0%	0	0.0%	350	98.6%	5	1.4%	0	0.0%	355	100.0%
Industrial	0	0.0%	0	0.0%	464	61.8%	283-286	37.7%-38.1%	*	*	751	100.0%
Other ³	0	0.0%	434	38.7%	159	14.2%	325	29.0%	204	18.2%	1,122	100.0%
Total	127	0.7%	446	2.4%	15,344	81.9%	2,612	13.9%	211	1.1%	18,740	100.0%

1 This table compares the salaries from March 2019 to March 2020 for Permanent and Casual staff who have not changed grade.

2 Some totals have been presented as ranges to avoid disclosing another number (lower than 5).

3 Staff not on NICS pay scales.

* The number of cases is below 5.

Table 10
Median Pay (£) by Age: March 2020^{1,2}

Age	Median Pay	No. of staff
Under 21	21,370	28
21	20,664	37
22	21,500	20
23	21,500	45
24	22,420	55
25	24,285	88
26	25,229	87
27	25,777	135
28	25,229	167
29	25,777	182
30	25,504	259
31	25,504	318
32	25,504	387
33	25,504	477
34	25,777	578
35	25,504	627
36	25,504	636
37	25,777	704
38	25,777	738
39	26,051	753
40	26,051	765
41	26,100	703
42	27,845	709
43	27,845	678
44	28,141	593
45	27,845	591
46	28,436	640
47	28,141	694
48	27,845	680
49	28,436	675
50	28,141	724
51	28,730	781
52	28,436	799
53	28,730	818
54	28,730	803
55	28,730	792
56	28,730	816
57	28,730	764
58	28,730	768
59	28,730	690
60	28,730	510
61	28,730	430
62	28,730	348
63	28,730	220
64	26,051	218
65	26,051	148
Over 65	26,051	229

1 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

Table 11**Median Pay (£) of Civil Servants across the UK, by Analogous Grade Level: March 2020^{1,2,3,4,5,6,7,8}**

Analogous Grade	Northern Ireland Median Pay	England Median Pay	England (Excluding London) Median Pay	Scotland Median Pay	Wales Median Pay
SCS	76,450	82,720	86,280	80,810	78,960
Grade 6	66,080	66,070	63,680	68,350	68,280
Grade 7	54,590	53,110	51,050	53,310	55,240
DP/Senior Executive Officer	41,800	39,790	39,000	41,420	40,730
SO/Higher Executive Officer	32,800	32,430	31,210	32,360	31,700
EOI & EOII/Executive Officer	26,050	26,890	26,890	26,890	26,860
AO	23,480	20,950	20,500	20,500	21,010
AA	18,880	18,440	18,410	19,320	17,540
All Employees	27,850	28,650	26,890	26,890	26,130

Sources: DoF (NICS figures) and Cabinet Office

1 Numbers are rounded to the nearest ten.

2 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

5 For GB, workplace postcode data are used to derive geographical information.

6 The Northern Ireland (NICS) data excludes Industrial staff and other staff not on NICS pay scales.

7 For purposes of comparison, the NICS EOI and EOII grades are amalgamated.

8 GB Civil Service departments define their own grades below SCS Level. During the data collection that underlies these statistics, GB departments are asked to map their own grade structure onto the Civil Service-wide structure. Because of this mapping, these grade figures will contain the salaries of individuals who may have unusually high or low salaries for the grade.

Table 12**Mean and Median Basic Weekly Pay (£), Northern Ireland: March/April 2020^{1,2}**

Sector	Full-time Median Pay	Part-time Median Pay	Total Median Pay	Full-time Mean Pay	Part-time Mean Pay	Total Mean Pay
NICS	533.4	359.9	499.1	602.4	393.4	552.0
Public Sector	579.8	248.7	463.3	624.1	256.8	511.3
Private Sector	436.6	164.3	364.9	524.2	186.6	429.3

Sources: DoF (NICS figures) and Annual Survey of Hours and Earnings, NISRA

1 Pay represents gross basic annual salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the actual pay of part-time employees i.e. they are not full-time equivalent values. The pay of part-time employees are therefore dependent on the number of hours worked.

BACKGROUND NOTES

Concepts and Definitions

The Northern Ireland Civil Service

1. The NICS is the civil service of the devolved administration consisting of 10 Departments. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland and in the Attorney General’s Office.

2. In the NICS, there are two separate collective bargaining units for pay: one for Non-Industrial staff and one for Industrial staff. There are separate arrangements for the pay of the Northern Ireland Prison Service (NIPS) Prison Grades, and Learning and Skills staff in NIPS. Each of the pay systems differ in their pay progression arrangements – see Paragraphs 11 - 14. Approximately 91% of NICS personnel are Non-Industrial staff on NICS pay scales.

Coverage of NICS Staff

3. Unless otherwise stated, figures relate to Industrial and Non-Industrial staff, both permanent and casual. When analyses are broken down by analogous grade, a separate row/column is presented for Industrial staff and Other staff (those not on NICS pay scales), as analogous grades are not available for some of these staff. Industrial staff, under the changes in the Industrial Pay and Grading review, have been re-assigned to grades which are analogous to Non-Industrial grades (AA to EOII). However, to allow comparison with previous years, we have kept Industrial staff as a single row/column where appropriate.

Agency staff and a small number of other staff, in various Departments, who are not on NICS pay scales are excluded.

Pay

4. ‘Pay’ and ‘pay band’ refer to gross basic pay only. Overtime, allowances, and non-consolidated payments are excluded.

5. Many of the tables relate to median pay. The median is the middle number in a list of numbers which has been sorted from lowest to highest. For pay data, this measure is preferred over the mean because it is less influenced by very high or low values, and pay data is particularly subject to very high and low values. Some of the tables also include the upper quartile (which is the value below which three-quarters of employees fall), the lower quartile (which is the value below which a quarter of employees fall), the top decile (which is the value below which 90 per cent of employees fall) and the bottom decile (which is the value below which 10 per cent of employees fall).

Data Sources, Quality and Validation

6. Pay data for NIPS Prison Grade staff and a small number of non-Prison Grade staff have come from the data system (Compass) of this Agency. Pay data for all other NICS staff²⁵ have come from HRConnect, the Human Resource Service of the NICS. Figures take account of backdated pay awards (either using calculations or actual data on backdated pay). While every care has been taken in collating these data, they are subject to the limitations inherent in any large-scale recording system and to variation in recording practice over time.

7. Both HR Connect and Compass provide individual-level data at a high level of detail. The data cover all staff in the NICS and other non-NICS public bodies. Both systems are managed on a day-to-day basis by private sector companies which run regular data quality checks. In addition to the quality checks carried out by the data supplier, pay data are also subject to extensive automated and manual quality assurance checks when the data are received by HRCS.

8. Specific to this publication are, for example, checks carried out to ensure that changes to an individual's pay and/or grade (e.g. through normal pay awards, movement up pay scales, by promotion, or temporary promotion) are correctly recorded from one year to the next. Any anomalies or errors identified as a result of these checks are referred back to HR Connect or Compass (via appropriate channels) to be corrected at source by the data supplier on their IT systems.

9. Given the importance of pay to employees, and the fact that employees are very likely to quickly flag up problems with the data (for example, if they don't receive their pay, or if they don't receive their correct level of pay), the pay data are considered to be as complete and accurate as possible.

Following guidance provided by the Office for National Statistics on the Quality Assessment of Administrative Data, information pertaining to data quality and validation is continually being assessed.

²⁵ Northern Ireland Courts and Tribunals Service (NICTS) staff moved onto HRConnect for pay purposes in October 2013. NICTS Pay data from March 2014 onwards were obtained from HRConnect, while historic pay data were obtained from the NICTS data system.

Youth Justice Agency (YJA) staff moved onto HRConnect for pay purposes starting in December 2016. All YJA Pay data has been obtained from HRConnect for 2018 data, while historic pay data were obtained from the YJA data system. Most non-uniformed Northern Ireland Prison Service (NIPS) staff have moved onto HRConnect for pay purposes with effect from November 2018.

Analogous grades

10. Each grade in each occupational group has an associated grade level. The table below lists the grade levels in descending order of seniority, along with the abbreviation used for each grade.

Grade Level	Abbreviation
Grade 5 (Assistant Secretary) and above	SCS
Grade 6 (Senior Principal)	G6
Grade 7 (Principal)	G7
Deputy Principal	DP
Staff Officer	SO
Executive Officer I	EOI
Executive Officer II	EOII
Administrative Officer	AO
Administrative Assistant	AA

Pay Progression arrangements of the pay systems in the NICS²⁶

Non-Industrial Staff

11. Each Non-Industrial grade has a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. Individuals may be paid on any pay point within the pay scale.

The operative date of the annual pay award is 1 August. The reporting year, upon which the pay award is based, is 1 April to 31 March.

Individuals whose performance is deemed as satisfactory and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for the annual pay award.

NIPS Prison Grades

12. Prison grades either have pay scales consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between, or single point rates. The operative date of the annual pay award is 1 April. Progression arrangements are dependent on grade and pay structure.

NIPS Learning and Skills Staff

13. Teachers within NIPS are paid on a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. The operative date of the annual pay award is 1 September. Pay scales are increased in reference to Further Education pay scales as determined by the College Employers Forum. Individuals whose performance is deemed as satisfactory and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for an incremental progression increase.

²⁶ Sources: NICS HR, Department of Finance (DoF), NIPS & YJA.

Industrial Staff

14. Prior to 2016, the Industrial pay system was very different from that of Non-Industrial staff. However over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the Industrial pay system and align it with Non-Industrial pay.

As with the Non-Industrial staff, the operative date of the annual pay award is 1 August.

Non-Industrial Pay and Grading Review

15. In 2011 the NICS commenced a Comprehensive Pay and Grading Review. As a result of this, in August 2012 all pay scales below SCS level were shortened to a maximum of 6 points between the minima and maxima and the EOII and EOI maxima and minima were increased to a greater extent than that for other grade levels. For staff at EOII and EOI levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. Revised pay scales for all grades were introduced in August 2013. For staff at SO, DP, Grade 7, and Grade 6 levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. In cases where the assimilation terms resulted in staff being assimilated to a pay less than their current pay, staff were assimilated to a point on the pay scale that was of the next highest monetary value, or the maximum if appropriate.

Industrial Pay and Grading Review

16. Over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the Industrial pay system and align it with Non-Industrial pay. This resulted in an increase in pay for some Industrial staff in this year, necessary to ensure equity of treatment of those staff. Further details of the NICS Industrial Pay and Grading Review can be found at [NICS Pay and Grading Review for Industrial Staff \(opens a new window\)](#).

Voluntary Exit Scheme

17. On 2 March 2015 the NICS-wide Voluntary Exit Scheme was launched. The Scheme involved the voluntary early departure of staff in 5 tranches with the following leaving dates; 30 September 2015, 30 November 2015, 31 January 2016, 30 March 2016 and 31 May 2016. In total 2,996 staff members left the NICS under this scheme.

Further Information

18. All media enquiries should be directed to the DoF Communications Office:-

Telephone 028 9081 6724, 028 9081 6895 or Pager 028 9037 8110.

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Annex 1 - General Service Pay Ranges²⁷, by Analogous Grade level, NICS and Departments in GB

The tables below show the minimum and maximum of the pay range for each general service grade in the NICS, the Scottish Government, and various GB Departments. Departments which have amalgamated grades (e.g. AA and AO) are not included in this set of tables; the Welsh Government is excluded for this reason.

AA

Organisation	Minimum	Maximum
NICS	£18,883	£18,883
Charity Commission	N/A	N/A
Department for Environment, Food and Rural Affairs	£17,993	£17,993
Foreign and Commonwealth Office	£19,800	£19,800
Home Office	£17,641	£17,641
Department for Transport	£17,535	£17,535
Department for Work and Pensions	£20,226	£20,226
Scottish Government ²⁸	£19,314	£21,482

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

AO

Organisation	Minimum	Maximum
NICS	£21,370	£23,483
Charity Commission	£18,397	£20,317
Department for Environment, Food and Rural Affairs	£20,434	£20,434
Foreign and Commonwealth Office	£22,000	£22,700
Home Office	£21,011	£21,011
Department for Transport	£21,167	£21,167
Department for Work and Pensions	£21,012	£21,012
Scottish Government ²⁹	£22,557	£24,159

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

²⁷ In effect at March 2020.

²⁸ A3 grade, equivalent to AA/AO.

²⁹ A4 grade.

E01/E011/Executive Officer

Organisation	Minimum	Maximum
NICS	£25,229	£28,730
Charity Commission	£23,683	£26,437
Department for Environment, Food and Rural Affairs	£24,429	£26,452
Foreign and Commonwealth Office	£23,300	£28,400
Home Office	£24,108	£27,236
Department for Transport	£25,638	£26,382
Department for Work and Pensions	£27,565	£27,565
Scottish Government	£25,367	£28,341

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

S0/Higher Executive Officer

Organisation	Minimum	Maximum
NICS	£31,137	£32,800
Charity Commission	£28,259	£32,291
Department for Environment, Food and Rural Affairs	£28,890	£32,000
Foreign and Commonwealth Office	£30,700	£34,421
Home Office	£29,858	£33,730
Department for Transport	£30,131	£32,691
Department for Work and Pensions	£31,989	£34,285
Scottish Government	£29,759	£34,087

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

DP/Senior Executive Officer

Organisation	Minimum	Maximum
NICS	£38,017	£41,799
Charity Commission	£36,738	£42,384
Department for Environment, Food and Rural Affairs	£35,540	£40,411
Foreign and Commonwealth Office	£38,300	£43,401
Home Office	£36,284	£40,988
Department for Transport	£37,803	£41,585
Department for Work and Pensions	£35,310	£40,666
Scottish Government	£37,418	£45,241

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

Grade 7

Organisation	Minimum	Maximum
NICS	£49,806	£54,588
Charity Commission	£49,489	£58,263
Department for Environment, Food and Rural Affairs	£47,078	£54,456
Foreign and Commonwealth Office	£49,365	£59,483
Home Office	£50,430	£56,969
Department for Transport	£47,584	£54,237
Department for Work and Pensions	£49,171	£59,589
Scottish Government	£47,504	£59,229

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

Grade 6

Organisation	Minimum	Maximum
NICS	£58,676	£66,075
Charity Commission	£60,545	£71,281
Department for Environment, Food and Rural Affairs	£56,549	£65,413
Foreign and Commonwealth Office	£60,705	£69,093
Home Office	£61,287	£69,232
Department for Transport	£58,955	£67,199
Department for Work and Pensions	£60,740	£72,933
Scottish Government ³⁰	£62,191	£74,343

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

SCS Pay Band 1/NICS Assistant Secretary (Grade 5)

Organisation	Minimum	Maximum ³¹
NICS	£71,932	£82,464
Charity Commission	£70,000	£117,800
Department for Environment, Food and Rural Affairs	£70,000	£117,800
Foreign and Commonwealth Office	£70,000	£117,800
Home Office	£70,000	£117,800
Department for Transport	£70,000	£117,800
Department for Work and Pensions	£70,000	£117,800
Scottish Government	£75,087	£80,808

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

SCS Pay Band 2/NICS Deputy Secretary (Grade 3)

Organisation	Minimum	Maximum ³¹
NICS	£92,413	£105,447
Charity Commission	£92,000	£162,500
Department for Environment, Food and Rural Affairs	£92,000	£162,500
Foreign and Commonwealth Office	£92,000	£162,500
Home Office	£92,000	£162,500
Department for Transport	£92,000	£162,500
Department for Work and Pensions	£92,000	£162,500
Scottish Government	£93,930	£101,495

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

SCS Pay Band 3/NICS Permanent Secretary

Organisation	Minimum	Maximum ³¹
NICS	£118,960	£139,070
Charity Commission	£115,000	£208,100
Department for Environment, Food and Rural Affairs	£115,000	£208,100
Foreign and Commonwealth Office	£115,000	£208,100
Home Office	£115,000	£208,100
Department for Transport	£115,000	£208,100
Department for Work and Pensions	£115,000	£208,100
Scottish Government	£120,605	£130,330

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

³⁰ Minimum of C2 grade and maximum of C3 grade.

³¹ Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

SCS Pay Band 4/NI Head of Civil Service

Organisation	Minimum	Maximum ³²
NICS	£160,563	£188,272
The staff on Pay Band 4 in all other Departments are paid in three tiers:	Minimum	Maximum
Tier 1	£180,000	£200,000
Tier 2	£162,500	£180,000
Tier 3	£150,000	£160,000

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

³² Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.