

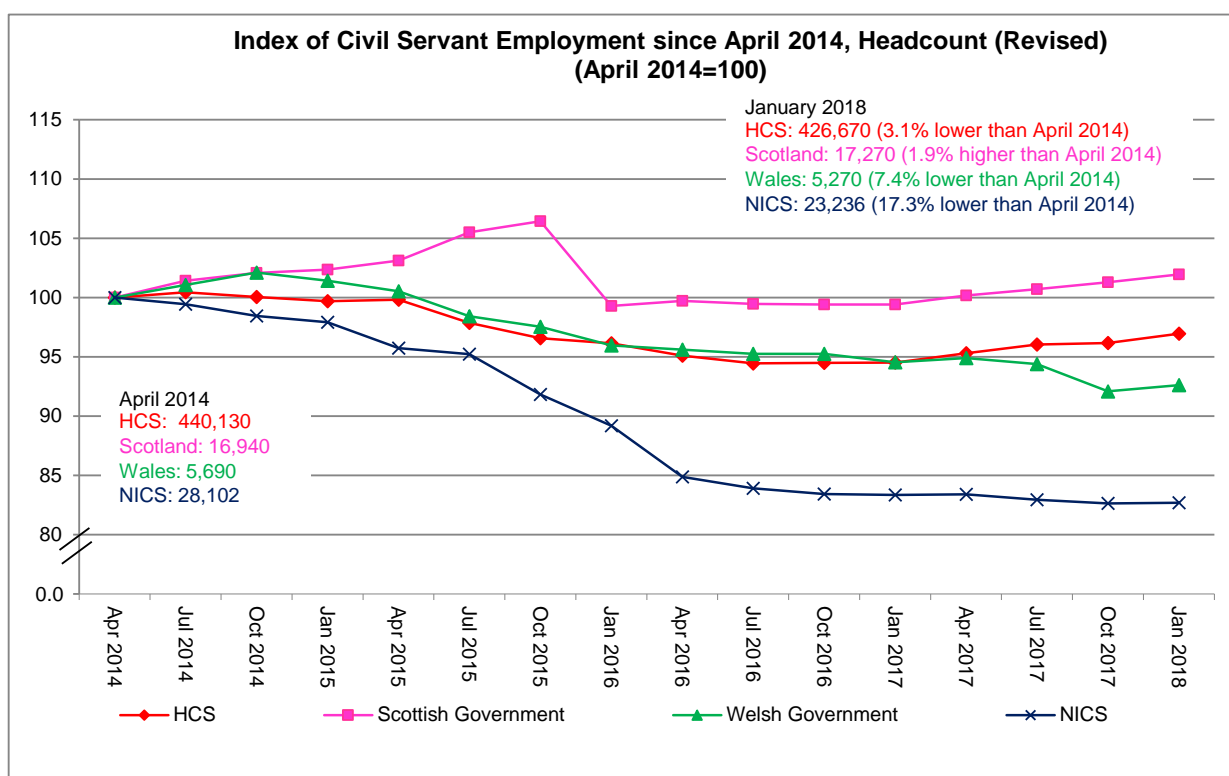
# STATISTICAL BULLETIN: EMPLOYMENT IN THE NORTHERN IRELAND CIVIL SERVICE

1st January, 2018

This bulletin provides details on staff numbers\* in the Northern Ireland Civil Service (NICS) at 1st January 2018, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This bulletin is provided as a resource to users requiring data on NICS staff numbers and is published on a quarterly basis.

## Key Points

- The headcount number of staff in the NICS at 1st January 2018 was 23,236, of whom 23,177 were permanent staff and 59 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,663.
- The headcount number of staff in the NICS represents an increase of 14 (0.1%) from the position at 1st October 2017. Full-time equivalent numbers also increased by 14 (0.1%) over the same period.
- Over the quarter, the staff headcount increased by 3,460 (0.8%) in the Home Civil Service, by 110 (0.6%) in the Scottish Government and by 30 (0.6%) in the Welsh Government. In the Northern Ireland Public Sector staff numbers increased by 2,932 (1.4%).
- Over the twelve months to January 2018 staff headcount in the NICS decreased by 186 (0.8%). By way of comparison, there were increases of 10,730 (2.6%) in the Home Civil Service and 430 (2.6%) in the Scottish Government. In the Welsh Government numbers decreased by 110 (2.0%). In the Northern Ireland Public Sector numbers increased by 672 (0.3%).



\*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st January 2018 the number of Agency staff working in the NICS was 1,456.

**Table 1 (a)**  
**All Employees, Headcount**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,648	1,263	2,911	1,644	1,264	2,908	-3	-0.1%	-55	-1.9%
DfC	3,115	4,732	7,847	3,110	4,697	7,807	-40	-0.5%	-288	-3.6%
DfE	428	603	1,031	427	612	1,039	8	0.8%	-15	-1.4%
DE	214	332	546	208	325	533	-13	-2.4%	-11	-2.0%
DoF	1,734	1,629	3,363	1,775	1,674	3,449	86	2.6%	379	12.3%
DoH	172	241	413	168	238	406	-7	-1.7%	-10	-2.4%
DfI	2,317	782	3,099	2,310	769	3,079	-20	-0.6%	-88	-2.8%
DoJ	1,525	1,590	3,115	1,521	1,595	3,116	1	0.0%	-100	-3.1%
TEO	122	174	296	124	173	297	1	0.3%	12	4.2%
PPS	156	317	473	163	317	480	7	1.5%	0	0.0%
Other <sup>2</sup>	61	67	128	59	63	122	-6	-4.7%	-10	-7.6%
<b>Total</b>	<b>11,492</b>	<b>11,730</b>	<b>23,222</b>	<b>11,509</b>	<b>11,727</b>	<b>23,236</b>	<b>14</b>	<b>0.1%</b>	<b>-186</b>	<b>-0.8%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Table 1 (b)**  
**Permanent Employees, Headcount**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,643	1,263	2,906	1,639	1,264	2,903	-3	-0.1%	-55	-1.9%
DfC	3,088	4,717	7,805	3,089	4,685	7,774	-31	-0.4%	-247	-3.1%
DfE	427	602	1,029	426	611	1,037	8	0.8%	-17	-1.6%
DE	214	332	546	208	325	533	-13	-2.4%	-11	-2.0%
DoF	1,724	1,625	3,349	1,765	1,670	3,435	86	2.6%	377	12.3%
DoH	172	241	413	168	238	406	-7	-1.7%	-10	-2.4%
DfI	2,312	782	3,094	2,308	769	3,077	-17	-0.5%	-89	-2.8%
DoJ	1,524	1,590	3,114	1,520	1,595	3,115	1	0.0%	-98	-3.1%
TEO	122	174	296	124	173	297	1	0.3%	12	4.2%
PPS	156	317	473	162	316	478	5	1.1%	-2	-0.4%
Other <sup>2</sup>	61	67	128	59	63	122	-6	-4.7%	-10	-7.6%
<b>Total</b>	<b>11,443</b>	<b>11,710</b>	<b>23,153</b>	<b>11,468</b>	<b>11,709</b>	<b>23,177</b>	<b>24</b>	<b>0.1%</b>	<b>-150</b>	<b>-0.6%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Table 1 (c)**  
**Temporary/Casual Employees, Headcount**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	27	15	42	21	12	33	-9	-21.4%	-41	-55.4%
DfE	1	1	2	1	1	2	0	0.0%	2	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	10	4	14	10	4	14	0	0.0%	2	16.7%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	5	0	5	2	0	2	-3	-60.0%	1	100.0%
DoJ	1	0	1	1	0	1	0	0.0%	-2	-66.7%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	1	1	2	2	N/A	2	N/A
Other <sup>2</sup>	0	0	0	0	0	0	0	N/A	0	N/A
<b>Total</b>	<b>49</b>	<b>20</b>	<b>69</b>	<b>41</b>	<b>18</b>	<b>59</b>	<b>-10</b>	<b>-14.5%</b>	<b>-36</b>	<b>-37.9%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

**Table 2 (a)**  
**All Employees, Full Time Equivalent (FTE)**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,603	1,136	2,739	1,600	1,138	2,738	-1	0.0%	-57	-2.0%
DfC	3,023	4,084	7,107	3,018	4,057	7,075	-32	-0.5%	-300	-4.1%
DfE	416	541	957	415	549	964	7	0.7%	-22	-2.2%
DE	211	305	516	205	299	504	-12	-2.3%	-10	-1.9%
DoF	1,693	1,461	3,154	1,728	1,500	3,228	74	2.3%	331	11.4%
DoH	168	220	388	165	217	382	-6	-1.5%	-11	-2.8%
DfI	2,283	705	2,988	2,278	694	2,972	-16	-0.5%	-86	-2.8%
DoJ	1,503	1,454	2,957	1,499	1,457	2,956	-1	0.0%	-106	-3.5%
TEO	120	161	281	122	159	281	0	0.0%	11	4.1%
PPS	155	290	445	161	290	451	6	1.3%	-1	-0.2%
Other <sup>2</sup>	58	59	117	56	56	112	-5	-4.3%	-9	-7.4%
<b>Total</b>	<b>11,233</b>	<b>10,416</b>	<b>21,649</b>	<b>11,247</b>	<b>10,416</b>	<b>21,663</b>	<b>14</b>	<b>0.1%</b>	<b>-260</b>	<b>-1.2%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Table 2 (b)**  
**Permanent Employees, Full Time Equivalent (FTE)**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,598	1,136	2,734	1,595	1,138	2,733	-1	0.0%	-57	-2.0%
DfC	2,996	4,069	7,065	2,997	4,045	7,042	-23	-0.3%	-259	-3.5%
DfE	415	540	955	414	548	962	7	0.7%	-24	-2.4%
DE	211	305	516	205	299	504	-12	-2.3%	-10	-1.9%
DoF	1,683	1,457	3,140	1,718	1,496	3,214	74	2.4%	329	11.4%
DoH	168	220	388	165	217	382	-6	-1.5%	-11	-2.8%
DfI	2,278	705	2,983	2,276	694	2,970	-13	-0.4%	-87	-2.8%
DoJ	1,502	1,454	2,956	1,498	1,457	2,955	-1	0.0%	-104	-3.4%
TEO	120	161	281	122	159	281	0	0.0%	11	4.1%
PPS	155	290	445	160	289	449	4	0.9%	-3	-0.7%
Other <sup>2</sup>	58	59	117	56	56	112	-5	-4.3%	-9	-7.4%
<b>Total</b>	<b>11,184</b>	<b>10,396</b>	<b>21,580</b>	<b>11,206</b>	<b>10,398</b>	<b>21,604</b>	<b>24</b>	<b>0.1%</b>	<b>-224</b>	<b>-1.0%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Table 2 (c)**  
**Temporary/Casual Employees, Full Time Equivalent (FTE)**

Department	1st October 2017			1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	27	15	42	21	12	33	-9	-21.4%	-41	-55.4%
DfE	1	1	2	1	1	2	0	0.0%	2	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	10	4	14	10	4	14	0	0.0%	2	16.7%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	5	0	5	2	0	2	-3	-60.0%	1	100.0%
DoJ	1	0	1	1	0	1	0	0.0%	-2	-66.7%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	1	1	2	2	N/A	2	N/A
Other <sup>2</sup>	0	0	0	0	0	0	0	N/A	0	N/A
<b>Total</b>	<b>49</b>	<b>20</b>	<b>69</b>	<b>41</b>	<b>18</b>	<b>59</b>	<b>-10</b>	<b>-14.5%</b>	<b>-36</b>	<b>-37.9%</b>

<sup>1</sup> As at 1st January 2017.

<sup>2</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to this quarter) the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

Please note that data in Tables 2(a) 2(b) and 2(c) are displayed as whole numbers and as such, the user should note that the totals may not match due to rounding of figures.

**Table 3 (a)**  
**Permanent Employees, Headcount, 1st January 2018**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	26	272	328	639	869	404	166	199	0	2,903
DfC	21	134	297	570	3,115	3,184	425	28	0	7,774
DfE	18	78	179	191	362	165	44	0	0	1,037
DE	21	93	80	77	119	111	32	0	0	533
DoF	38	321	556	642	885	853	130	10	0	3,435
DoH	18	55	98	99	76	38	22	0	0	406
DfI	18	117	280	374	663	930	118	577	0	3,077
DoJ	17	109	212	241	587	618	92	16	1,223	3,115
TEO	23	42	62	57	65	39	9	0	0	297
PPS	8	72	96	23	82	126	71	0	0	478
Other <sup>1</sup>	4	17	42	10	25	13	10	1	0	122
<b>Total</b>	<b>212</b>	<b>1,310</b>	<b>2,230</b>	<b>2,923</b>	<b>6,848</b>	<b>6,481</b>	<b>1,119</b>	<b>831</b>	<b>1,223</b>	<b>23,177</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

**Table 3 (b)**  
**Permanent Employees, Headcount, 1st October 2017**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	269	326	638	872	408	170	198	0	2,906
DfC	21	130	297	563	3,011	3,324	430	29	0	7,805
DfE	19	78	177	190	356	167	42	0	0	1,029
DE	20	92	86	75	125	115	33	0	0	546
DoF	38	307	505	624	865	871	129	10	0	3,349
DoH	17	51	101	105	78	39	22	0	0	413
DfI	18	119	281	368	685	943	118	562	0	3,094
DoJ	17	108	210	238	594	621	93	16	1,217	3,114
TEO	23	41	61	57	64	40	10	0	0	296
PPS	8	68	92	26	78	130	71	0	0	473
Other <sup>1</sup>	4	16	46	12	26	13	10	1	0	128
<b>Total</b>	<b>210</b>	<b>1,279</b>	<b>2,182</b>	<b>2,896</b>	<b>6,754</b>	<b>6,671</b>	<b>1,128</b>	<b>816</b>	<b>1,217</b>	<b>23,153</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments, analogous grade levels and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

**Table 4****Permanent Employees, Headcount**

	1st October 2017		1st January 2018		Change on last Quarter				Change on last Year <sup>1</sup>			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	10,567	876	10,589	879	22	0.2%	3	0.3%	-115	-1.1%	75	9.3%
Female	7,224	4,486	7,233	4,476	9	0.1%	-10	-0.2%	-231	-3.1%	121	2.8%
Total	17,791	5,362	17,822	5,355	31	0.2%	-7	-0.1%	-346	-1.9%	196	3.8%

<sup>1</sup> As at 1st January 2017.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. F/T relates to full-time staff and P/T relates to part-time staff.

Excludes staff on a Career Break.

**Table 5**  
**Comparison with Great Britain, Headcount of Civil Servants**

Organisation	1st October 2017 (Revised)	1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,222	11,509	11,727	23,236	14	0.1%	-186	-0.8%
Home Civil Service, GB	423,210	196,760	229,910	426,670	3,460	0.8%	10,730	2.6%
Scottish Government	17,160	8,750	8,520	17,270	110	0.6%	430	2.6%
Welsh Government	5,240	2,140	3,130	5,270	30	0.6%	-110	-2.0%

**Table 6**  
**Comparison with Northern Ireland Public Sector, Headcount**

	1st October 2017 (Revised)	1st January 2018			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,222	11,509	11,727	23,236	14	0.1%	-186	-0.8%
NI Public Sector	203,730	66,100	140,561	206,662	2,932	1.4%	672	0.3%

<sup>1</sup> As at 1st January 2017.

**Notes:**

Data for NICS sourced from HRConnect and additional DOJ databases.

Home Civil Service, Scottish Government and Welsh Government totals may not sum due to rounding.

Home Civil Service, Scottish Government, Welsh Government and NI Public Sector figures relate to September 2017 and December 2017.

Data and other relevant information for Home Civil Service, Scottish Government and Welsh Government, from Statistical Bulletin 'Public Sector Employment', published by the Office for National Statistics.

Data for Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. Further information about this survey is available at: <https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/quarterly-employment-survey>

The Northern Ireland Public Sector comprises central government (including bodies under the aegis of central government), local government and public corporations.

Latest Northern Ireland Public Sector figures are always provisional.

Please note these figures are not seasonally adjusted.



**Table 7**  
**Yearly Comparison\* of NICS Employees, Headcount**

Year	Male	Female	Total
2000	14,784	13,507	28,291
2001	14,830	13,988	28,818
2002	15,211	14,688	29,899
2003	15,582	15,287	30,869
2004	15,951	15,745	31,696
2005	15,921	15,799	31,720
2006	15,762	15,662	31,424
2007	15,178	15,091	30,269
2008	13,389	14,485	27,874
2009	13,303	13,828	27,131
2010	13,265	13,669	26,934
2011	13,083	13,934	27,017
2012	14,050	13,944	27,994
2013	13,961	14,008	27,969
2014	13,832	14,104	27,936
2015	13,557	13,962	27,519
2016	12,325	12,739	25,064
2017	11,580	11,842	23,422
2018	11,509	11,727	23,236

\* Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service; in addition, NICS staff on secondment to the Police Service of Northern Ireland (PSNI) ceased to be civil servants and became PSNI employees. Increases in the latter years are due to the devolution of Policing and Justice and the subsequent inclusion of Prison Grade Staff. Legal Services Agency and the Planning Office staff previously of DOE also contribute to the fluctuation in numbers. The table to the right lists the years in which the main changes occurred, and the approximate increase/decrease in NICS staff as a result.

**Discontinuity\***

-	+
<b>Years 2002-04</b>	<b>Year 2010</b>
Size of Reduction: 400	Size of Increase: 1,000
Industrial Development Board (creation of Invest NI)	NI Court Service & Youth Justice Agency (Devolution of Policing and Justice)
<b>Year 2006</b>	<b>Year 2012</b>
Size of Reduction: 700	Size of Increase: 1,700
Department of Agriculture and Rural Development Science Service (became part of Agri-Food & Biosciences Institute)	Inclusion of Prison Grade staff
<b>Year 2007</b>	<b>Year 2015</b>
Size of Reduction: 1,700	Size of Increase: 130
Water Service (became NI Water)	Legal Services Agency became part of the NICS
<b>Year 2008</b>	
Size of Reduction: 1,200	
Civilian staff seconded to PSNI (became PSNI staff)	
<b>Year 2015</b>	
Size of Reduction: 430	
Planning Office staff became employees of the Local Councils	

# Background Notes

## Concepts and Definitions

### *The Northern Ireland Civil Service (NICS)*

1. The NICS is the civil service of the devolved administration. It includes staff working in the 9 Northern Ireland ministerial departments and staff working in the Public Prosecution Service for Northern Ireland (which is a non-ministerial Government department). Civil servants in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland are also included.

### *Coverage of NICS Staff*

2. Figures relate to employees with an employment contract who are being paid by the Organisation. Employees can be permanent, on a fixed-term contract or employed on a casual basis. Self-employed, contract workers and agency workers are excluded. Staff on career breaks or on secondment outside the NICS are also excluded.

### *Permanent and Temporary/Casual staff*

3. Permanent employees are employees with a contract with no agreed expiry date or a fixed-term contract of more than 12 months. Temporary/casual employees are those with a fixed term contract of twelve months or less, or employed on a casual basis.

### *Headcount Figures*

4. Headcount figures count each employee as one member of staff, irrespective of whether they work full or part-time.

### *Full-time Equivalent (FTE) Figures*

5. FTE figures are calculated by expressing each part-time employee's hours as a proportion of a full time employee's hours. Thus, for example, someone working 18.5 hours per week counts as 0.5 staff, since a full-time employee is considered to work 37 hours per week.

### *Full-Time and Part-Time Staff*

6. Full-time staff are employees who are considered to work 37 hours per week and so have an FTE of 1.0. Part-time staff have an FTE of less than 1 and represent staff who over the course of a year work an average of less than 37 hours per week. As such, job share and term time staff are deemed to be part-time.

## 7. Names and abbreviations of Departments

Name	Abbreviation
Department of Agriculture, Environment and Rural Affairs	DAERA
Department for Communities	DfC
Department for the Economy	DfE
Department of Education	DE
Department of Finance	DoF
Department of Health	DoH
Department for Infrastructure	DfI
Department of Justice	DoJ
The Executive Office	TEO
Public Prosecution Service for Northern Ireland	PPS

## Analogous Grade Levels

Each grade in each occupational group has an associated grade level. The titles of the grade levels are actual grades in the General Service; in other occupational groups the grade names would be different. The table below lists the grade levels in descending order of seniority.

Grade Level	Abbreviation
Grade 5 (Assistant Secretary) and higher	G5+
Grade 6 (Senior Principal) & Grade 7 (Principal)	G6/G7
Deputy Principal	DP
Staff Officer	SO
Executive Officer I & Executive Officer II	EOI/EOII
Administrative Officer	AO
Administrative Assistant	AA

## Voluntary Exit Scheme

8. The NICS launched a Voluntary Exit Scheme (VES) in March 2015. The first tranche of staff to leave under the scheme did so at the end of September 2015 with subsequent tranches leaving at the end of November 2015, January 2016 and March 2016. The final tranche left at the end of May 2016. Details on the VES may be found at <https://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/nics-voluntary-exit-scheme>.

## Information on Quality

### *Relevance to users*

9. The consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users.

### *Accuracy*

10. Coverage of staff is 100%. The main computer system<sup>1</sup> from which the data are extracted is also used to pay staff.

### *Accessibility and Clarity*

11. The bulletin is available on the NISRA website. It contains a description of the staff covered, and definitions of the terms used. Stakeholder consultation on an illustrative draft of the report was generally very positive in respect of clarity and accessibility.

### *Assessment of User Needs and Perceptions*

12. When this publication was first being developed, we conducted a consultation with key stakeholders, including NICS Corporate HR, the Economic and Labour Market Statistics User Group, and the Statistics Advisory Committee. Responses to the illustrative draft in the consultation were generally favourable; specific suggestions have been taken on board where feasible.

### *Performance, Cost and Respondent Burden*

13. The operational cost (staff time) of producing each issue of the bulletin is approximately £1000. There is no respondent burden, since the data are held on an administrative system.

### *Confidentiality, Transparency and Security*

14. Data are held on a network that is only accessible to the few statisticians who need access.

<sup>1</sup> Run by HRConnect, the Human Resource Service for the NICS. There is a separate system covering the Northern Ireland Prison Service.

**Next Publication:** June 2018

## Further Information

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