

STATISTICAL BULLETIN: EMPLOYMENT IN THE NORTHERN IRELAND CIVIL SERVICE



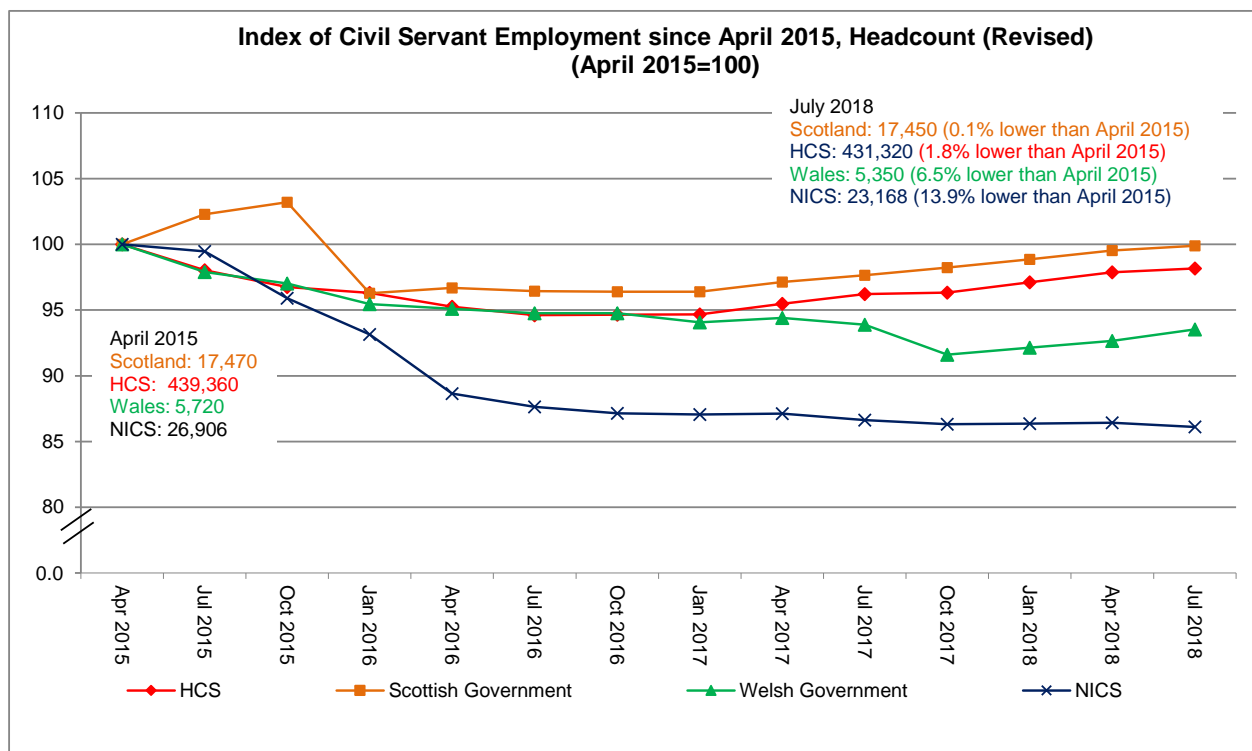
Northern Ireland
Statistics and Research Agency
Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde

1st July 2018

This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st July 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 July 2018 was 23,168, of whom 23,124 were permanent staff and 44 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,584.
- The headcount number of staff in the NICS represents a decrease of 89 (0.4%) from the position at 1st April 2018. Full-time equivalent numbers decreased by 93 (0.4%) over the same period.
- Over the quarter, the staff headcount increased by 1,260 (0.3%) in the Home Civil Service, by 60 (0.3%) in the Scottish Government and by 50 (0.9%) in the Welsh Government. In the Northern Ireland Public Sector staff numbers increased by 623 (0.3%).
- Over the twelve months to July 2018 staff headcount in the NICS decreased by 138 (0.6%). By way of comparison, there were increases of 8,620 (2.0%) in the Home Civil Service and 390 (2.3%) in the Scottish Government. In the Welsh Government numbers decreased by 20 (0.4%). In the Northern Ireland Public Sector numbers increased by 1,343 (0.6%).



*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st July 2018 the number of Agency staff working in the NICS was 1,828. This figure includes 842 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Table 1 (a)
All Employees, Headcount

Department	1st April 2018 (Revised)			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,649	1,271	2,920	1,645	1,268	2,913	-7	-0.2%	-11	-0.4%
DfC	3,106	4,680	7,786	3,085	4,636	7,721	-65	-0.8%	-192	-2.4%
DfE	428	610	1,038	425	632	1,057	19	1.8%	28	2.7%
DE	206	328	534	208	320	528	-6	-1.1%	-19	-3.5%
DoF	1,792	1,699	3,491	1,783	1,700	3,483	-8	-0.2%	131	3.9%
DoH	170	239	409	168	234	402	-7	-1.7%	-5	-1.2%
DfI	2,296	755	3,051	2,289	754	3,043	-8	-0.3%	-72	-2.3%
DoJ	1,525	1,606	3,131	1,523	1,619	3,142	11	0.4%	29	0.9%
TEO	124	171	295	121	165	286	-9	-3.1%	-13	-4.3%
PPS	164	316	480	161	313	474	-6	-1.3%	0	0.0%
Other ²	59	63	122	58	61	119	-3	-2.5%	-14	-10.5%
Total	11,519	11,738	23,257	11,466	11,702	23,168	-89	-0.4%	-138	-0.6%

¹ As at 1st July 2017.

² 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 1st January 2018) the Historical Institutional Abuse Inquiry Team.

Table 1 (b)
Permanent Employees, Headcount

Department	1st April 2018 (Revised)			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,645	1,271	2,916	1,641	1,268	2,909	-7	-0.2%	-10	-0.3%
DfC	3,092	4,673	7,765	3,075	4,630	7,705	-60	-0.8%	-152	-1.9%
DfE	427	609	1,036	424	631	1,055	19	1.8%	26	2.5%
DE	206	328	534	208	320	528	-6	-1.1%	-19	-3.5%
DoF	1,782	1,695	3,477	1,774	1,696	3,470	-7	-0.2%	127	3.8%
DoH	170	239	409	168	234	402	-7	-1.7%	-5	-1.2%
DfI	2,292	755	3,047	2,284	754	3,038	-9	-0.3%	-71	-2.3%
DoJ	1,522	1,605	3,127	1,521	1,618	3,139	12	0.4%	28	0.9%
TEO	124	171	295	121	165	286	-9	-3.1%	-13	-4.3%
PPS	163	316	479	160	313	473	-6	-1.3%	-1	-0.2%
Other ²	59	63	122	58	61	119	-3	-2.5%	-14	-10.5%
Total	11,482	11,725	23,207	11,434	11,690	23,124	-83	-0.4%	-104	-0.4%

¹ As at 1st July 2017.

² 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 1st January 2018) the Historical Institutional Abuse Inquiry Team.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	1st April 2018			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	4	0	4	4	0	4	0	0.0%	-1	-20.0%
DfC	14	7	21	10	6	16	-5	-23.8%	-40	-71.4%
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	9	4	13	-1	-7.1%	4	44.4%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	0	4	5	0	5	1	25.0%	-1	-16.7%
DoJ	3	1	4	2	1	3	-1	-25.0%	1	50.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	1	0	1	1	0	1	0	0.0%	1	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	37	13	50	32	12	44	-6	-12.0%	-34	-43.6%

¹ As at 1st July 2017.

² 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 1st January 2018) 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 April 2018 (Revised)			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,602	1,143	2,745	1,595	1,143	2,738	-7	-0.3%	-15	-0.5%
DfC	3,012	4,038	7,050	2,990	4,002	6,992	-58	-0.8%	-183	-2.6%
DfE	416	546	962	413	565	978	16	1.7%	21	2.2%
DE	203	301	504	205	294	499	-5	-1.0%	-17	-3.3%
DoF	1,747	1,521	3,268	1,738	1,521	3,259	-9	-0.3%	113	3.6%
DoH	167	217	384	164	212	376	-8	-2.1%	-9	-2.3%
DfI	2,263	681	2,944	2,256	679	2,935	-9	-0.3%	-72	-2.4%
DoJ	1,505	1,474	2,979	1,502	1,484	2,986	7	0.2%	25	0.8%
TEO	122	157	279	119	151	270	-9	-3.2%	-13	-4.6%
PPS	162	288	450	159	284	443	-7	-1.6%	-4	-0.9%
Other ²	56	56	112	55	53	108	-4	-3.6%	-15	-12.2%
Total	11,255	10,422	21,677	11,196	10,388	21,584	-93	-0.4%	-169	-0.8%

¹ As at 1st July 2017.

² 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 1st January 2018) the Historical Institutional Abuse Inquiry Team.

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

Department	1st April 2018 (Revised)			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,598	1,143	2,741	1,591	1,143	2,734	-7	-0.3%	-14	-0.5%
DfC	2,998	4,031	7,029	2,980	3,996	6,976	-53	-0.8%	-143	-2.0%
DfE	415	545	960	412	564	976	16	1.7%	19	2.0%
DE	203	301	504	205	294	499	-5	-1.0%	-17	-3.3%
DoF	1,737	1,517	3,254	1,729	1,517	3,246	-8	-0.2%	109	3.5%
DoH	167	217	384	164	212	376	-8	-2.1%	-9	-2.3%
DfI	2,259	681	2,940	2,251	679	2,930	-10	-0.3%	-71	-2.4%
DoJ	1,502	1,473	2,975	1,500	1,483	2,983	8	0.3%	24	0.8%
TEO	122	157	279	119	151	270	-9	-3.2%	-13	-4.6%
PPS	161	288	449	158	284	442	-7	-1.6%	-5	-1.1%
Other ²	56	56	112	55	53	108	-4	-3.6%	-15	-12.2%
Total	11,218	10,409	21,627	11,164	10,376	21,540	-87	-0.4%	-135	-0.6%

¹ As at 1st July 2017.

² 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 1st January 2018) the Historical Institutional Abuse Inquiry Team.

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

Department	1st April 2018			1st July 2018			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	4	0	4	4	0	4	0	0.0%	-1	-20.0%
DfC	14	7	21	10	6	16	-5	-23.8%	-40	-71.4%
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	9	4	13	-1	-7.1%	4	44.4%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	0	4	5	0	5	1	25.0%	-1	-16.7%
DoJ	3	1	4	2	1	3	-1	-25.0%	1	50.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	1	0	1	1	0	1	0	0.0%	1	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	37	13	50	32	12	44	-6	-12.0%	-34	-43.6%

¹ As at 1st July 2017.

² 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 1st January 2018) 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 July 2018

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	26	278	329	652	865	411	151	197	0	2,909
DfC	21	131	303	576	3,139	3,101	406	28	0	7,705
DfE	19	77	195	186	365	172	41	0	0	1,055
DE	19	90	84	75	120	111	29	0	0	528
DoF	39	339	579	642	908	841	112	10	0	3,470
DoH	19	53	96	100	74	38	22	0	0	402
DfI	17	118	281	372	673	896	114	567	0	3,038
DoJ	16	113	218	245	597	599	82	18	1,251	3,139
TEO	21	38	65	56	59	38	9	0	0	286
PPS	6	71	96	23	82	130	65	0	0	473
Other ¹	4	17	42	9	24	15	7	1	0	119
Total	207	1,325	2,288	2,936	6,906	6,352	1,038	821	1,251	23,124

¹ 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 April 2018 (Revised)

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	280	328	639	876	413	157	198	0	2,916
DfC	20	132	299	571	3,147	3,151	417	28	0	7,765
DfE	18	79	186	183	361	165	44	0	0	1,036
DE	20	92	80	80	120	111	31	0	0	534
DoF	40	329	571	661	903	835	128	10	0	3,477
DoH	18	53	101	101	76	38	22	0	0	409
DfI	18	116	282	379	663	900	118	571	0	3,047
DoJ	18	111	212	243	585	601	91	16	1,250	3,127
TEO	23	40	68	55	61	39	9	0	0	295
PPS	7	71	97	21	84	129	70	0	0	479
Other ¹	4	17	42	10	25	13	10	1	0	122
Total	211	1,320	2,266	2,943	6,901	6,395	1,097	824	1,250	23,207

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

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 April 2018 (Revised)		1st July 2018		Change on last Quarter				Change on last Year ¹			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	10,584	898	10,526	908	-58	-0.5%	10	1.1%	-95	-0.9%	43	5.0%
Female	7,223	4,502	7,189	4,501	-34	-0.5%	-1	0.0%	-75	-1.0%	23	0.5%
Total	17,807	5,400	17,715	5,409	-92	-0.5%	9	0.2%	-170	-1.0%	66	1.2%

¹ As at 1st July 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 April 2018 (Revised)	1st July 2018			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,257	11,466	11,702	23,168	-89	-0.4%	-138	-0.6%
Home Civil Service, GB	430,060	199,090	232,240	431,320	1,260	0.3%	8,620	2.0%
Scottish Government	17,390	8,730	8,720	17,450	60	0.3%	390	2.3%
Welsh Government	5,300	2,170	3,180	5,350	50	0.9%	-20	-0.4%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st April 2018 (Revised)	1st July 2018			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,257	11,466	11,702	23,168	-89	-0.4%	-138	-0.6%
NI Public Sector	207,620	66,730	141,513	208,243	623	0.3%	1,343	0.6%

¹ As at 1st July 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 March 2018 and June 2018.

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*

-	+
Years 2002-04	Year 2010
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)
Year 2006	Year 2012
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
Year 2007	Year 2015
Size of Reduction: 1,700	Size of Increase: 130
Water Service (became NI Water)	Legal Services Agency became part of the NICS
Year 2008	
Size of Reduction: 1,200	
Civilian staff seconded to PSNI (became PSNI staff)	
Year 2015	
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. For figures prior to 1st January 2018 the Historical Institutional Abuse Inquiry Team is 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. The February 2018 user survey indicated that the report is used for policy making and monitoring, to aid decisions on resource allocation, and for media-related enquiries or informing the public.

Accuracy

10. Coverage of staff is 100%. The main computer system¹ 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, HRCS 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. An online customer survey was undertaken in February 2018 to gather feedback on the publication. All respondents reported satisfaction with almost all aspects of the report, with a small proportion having a neutral opinion on the timeliness of the report.

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.

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

Next Publication: December 2018

Further Information

15. All media enquiries should be directed to DoF Communications Office:-
Telephone: 028 90816 727 or 028 90816 895.

Further statistical information can be obtained from:
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Data Supplied by:

