

STATISTICAL BULLETIN: EMPLOYMENT IN THE NORTHERN IRELAND CIVIL SERVICE



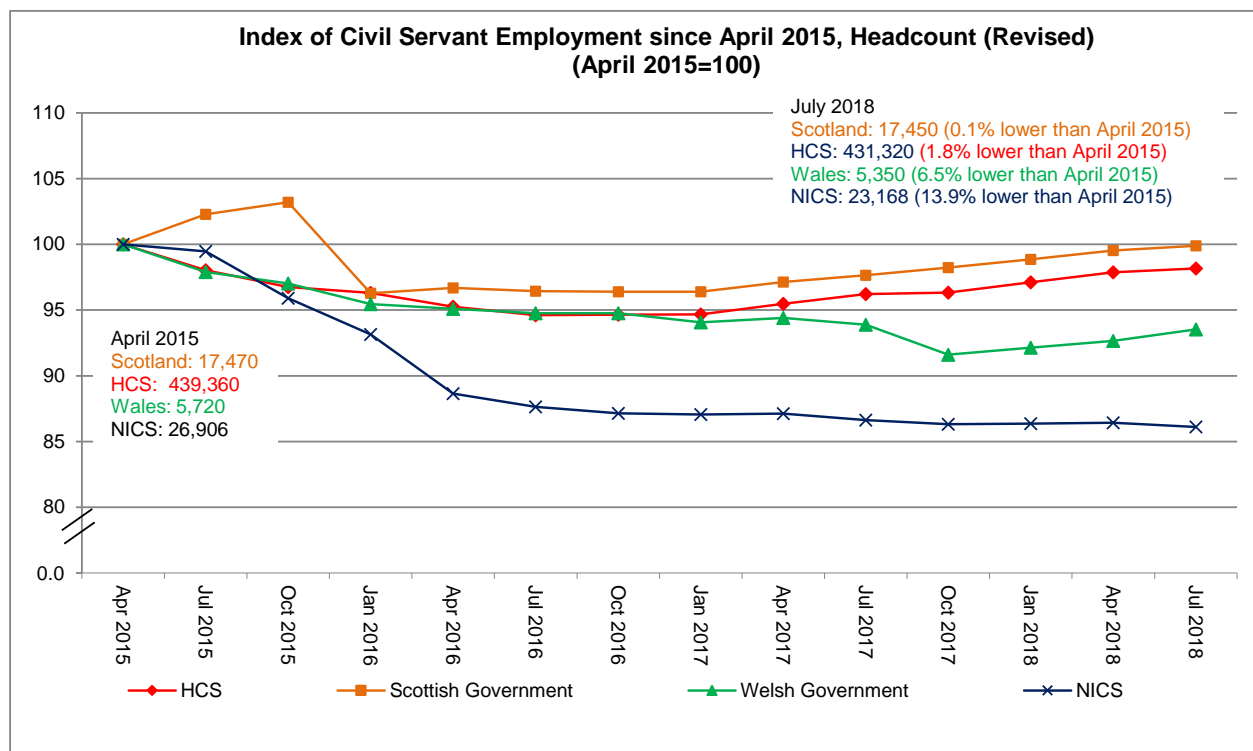
Northern Ireland
Statistics and Research Agency
Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde

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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