

Employment in the Northern Ireland Civil Service - Quarterly Report

1st January 2021

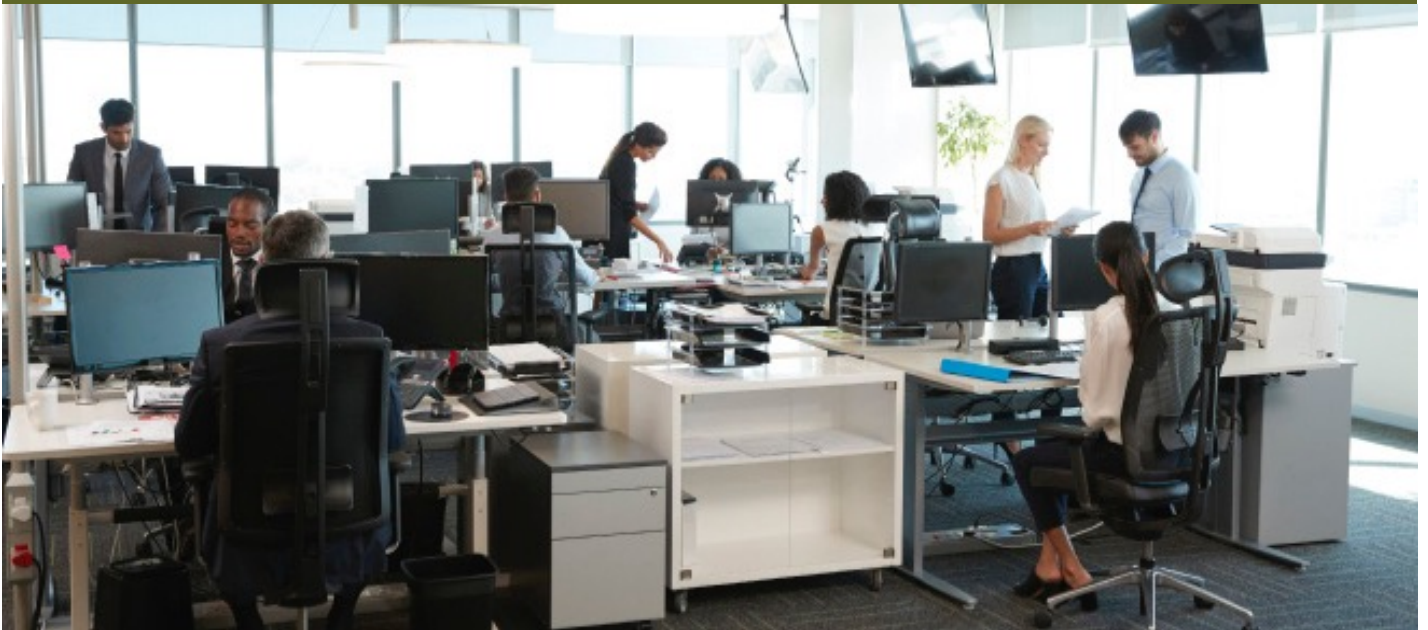


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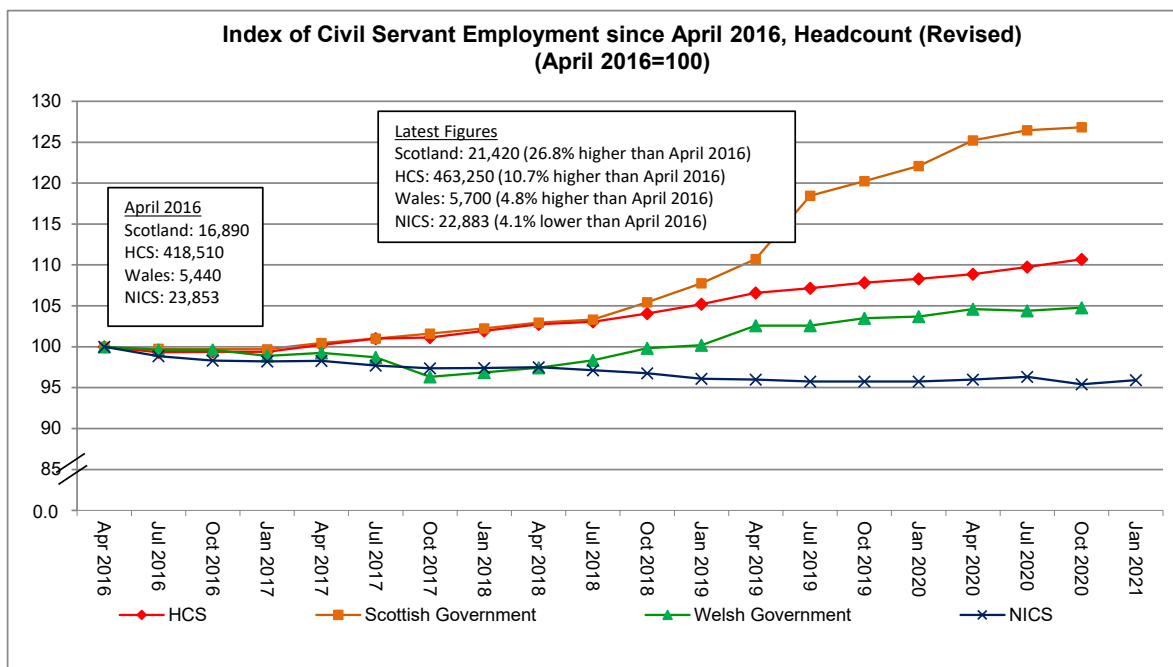
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Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st January 2021, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This report 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 2021 was 22,883 of whom 22,844 were permanent staff and 39 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,246.
- The headcount number of staff in the NICS represents an increase of 124 (0.5%) from the position at 1st October 2020. Full-time equivalent numbers increased by 143 (0.7%) over the same period.
- The latest available quarterly figures show the staff headcount increased by 4,010 (0.9%) in the Home Civil Service, by 60 (0.3%) in the Scottish Government and by 20 (0.4%) in the Welsh Government. The number of staff in the Northern Ireland Public Sector decreased by 4,115 (1.9%).
- Over the twelve months to January 2021 staff headcount in the NICS increased by 39 (0.2%). The latest 12 month rolling figures show there were increases of 11,950 (2.6%) in the Home Civil Service, 1,110 (5.5%) in the Scottish Government and 70 (1.2%) in the Welsh Government. An increase of 1,025 (0.5%) was seen in the Northern Ireland Public Sector numbers.



Commentary: The chart shows that NICS staff numbers have fallen gradually since April 2016 and for January 2021 are 4.1% lower. The latest available figures for Great Britain, Wales and Scotland relate to September 2020. For Wales, staff numbers fell to a low in October 2017, before gradually increasing to their current level, which is 4.8% higher than the position in April 2016. For Scotland, staff numbers have increased steadily since April 2016 and are now 26.8% higher than in April 2016. For Great Britain as a whole, staff numbers have increased gradually and are currently 10.7% higher than in April 2016.

*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st January 2021, the number of Agency staff working in the NICS was 2,386. This figure includes 961 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Employees by Department, Headcount

Table 1(a)

All Employees, Headcount

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ - % |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---------------------------------------|-------------------------------------|---|--|
| DAERA | 1,768 | 1,428 | 3,196 | 1,781 | 1,452 | 3,233 | 37 | 1.2% | 109 | 3.5% |
| DfC | 2,711 | 4,102 | 6,813 | 2,758 | 4,107 | 6,865 | 52 | 0.8% | -167 | -2.4% |
| DfE | 499 | 663 | 1,162 | 499 | 661 | 1,160 | -2 | -0.2% | 18 | 1.6% |
| DE | 211 | 325 | 536 | 211 | 321 | 532 | -4 | -0.7% | 0 | 0.0% |
| DoF | 1,745 | 1,715 | 3,460 | 1,771 | 1,712 | 3,483 | 23 | 0.7% | -49 | -1.4% |
| DoH | 194 | 272 | 466 | 194 | 281 | 475 | 9 | 1.9% | 30 | 6.7% |
| DfI | 2,236 | 736 | 2,972 | 2,236 | 734 | 2,970 | -2 | -0.1% | -9 | -0.3% |
| DoJ | 1,567 | 1,714 | 3,281 | 1,572 | 1,724 | 3,296 | 15 | 0.5% | 110 | 3.5% |
| TEO | 130 | 184 | 314 | 133 | 180 | 313 | -1 | -0.3% | 9 | 3.0% |
| PPS | 155 | 287 | 442 | 155 | 284 | 439 | -3 | -0.7% | -11 | -2.4% |
| Other ² | 58 | 59 | 117 | 57 | 60 | 117 | 0 | 0.0% | -1 | -0.8% |
| Total | 11,274 | 11,485 | 22,759 | 11,367 | 11,516 | 22,883 | 124 | 0.5% | 39 | 0.2% |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (b)

Permanent Employees, Headcount

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ - % |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---------------------------------------|-------------------------------------|---|--|
| DAERA | 1,763 | 1,428 | 3,191 | 1,777 | 1,452 | 3,229 | 38 | 1.2% | 110 | 3.5% |
| DfC | 2,711 | 4,102 | 6,813 | 2,758 | 4,107 | 6,865 | 52 | 0.8% | -164 | -2.3% |
| DfE | 498 | 663 | 1,161 | 498 | 661 | 1,159 | -2 | -0.2% | 20 | 1.8% |
| DE | 210 | 325 | 535 | 210 | 321 | 531 | -4 | -0.7% | 0 | 0.0% |
| DoF | 1,733 | 1,710 | 3,443 | 1,753 | 1,704 | 3,457 | 14 | 0.4% | -48 | -1.4% |
| DoH | 194 | 272 | 466 | 194 | 281 | 475 | 9 | 1.9% | 30 | 6.7% |
| DfI | 2,231 | 736 | 2,967 | 2,230 | 734 | 2,964 | -3 | -0.1% | -11 | -0.4% |
| DoJ | 1,567 | 1,714 | 3,281 | 1,571 | 1,724 | 3,295 | 14 | 0.4% | 109 | 3.4% |
| TEO | 130 | 184 | 314 | 133 | 180 | 313 | -1 | -0.3% | 9 | 3.0% |
| PPS | 155 | 287 | 442 | 155 | 284 | 439 | -3 | -0.7% | -11 | -2.4% |
| Other ² | 58 | 59 | 117 | 57 | 60 | 117 | 0 | 0.0% | -1 | -0.8% |
| Total | 11,250 | 11,480 | 22,730 | 11,336 | 11,508 | 22,844 | 114 | 0.5% | 43 | 0.2% |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (c)
Temporary/Casual Employees, Headcount

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter - Value | Change on last Year ¹ Value |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---|--|
| DAERA | 5 | 0 | 5 | 4 | 0 | 4 | -1 | -1 |
| DfC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -3 |
| DfE | 1 | 0 | 1 | 1 | 0 | 1 | 0 | -2 |
| DE | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 |
| DoF | 12 | 5 | 17 | 18 | 8 | 26 | 9 | -1 |
| DoH | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DfI | 5 | 0 | 5 | 6 | 0 | 6 | 1 | 2 |
| DoJ | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 |
| TEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other ² | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 24 | 5 | 29 | 31 | 8 | 39 | 10 | -4 |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 1 shows that over the last quarter, NICS headcount has increased by 124 (0.5%), made up of additions of 114 permanent staff and 10 temporary staff. The largest increase was in DfC, which had 52 more staff than in the previous quarter as well as notable increases in DAERA (37) and DoF (23). Table 1 also shows that NICS headcount figures are 39 (0.2%) greater than a year ago, with a decrease of 167 in DfC being offset by increases in DAERA (109), DoH (30) and DoJ (110), together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 1 (c).

Employees by Department, Full – time Equivalent

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

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter - Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ % |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---|-------------------------------------|---|---|
| DAERA | 1,711 | 1,309 | 3,020 | 1,720 | 1,336 | 3,056 | 36 | 1.2% | 112 | 3.8% |
| DfC | 2,600 | 3,471 | 6,071 | 2,649 | 3,488 | 6,137 | 66 | 1.1% | -157 | -2.5% |
| DfE | 485 | 588 | 1,073 | 485 | 587 | 1,072 | -1 | -0.1% | 18 | 1.7% |
| DE | 206 | 299 | 505 | 207 | 297 | 504 | -1 | -0.2% | 3 | 0.6% |
| DoF | 1,682 | 1,533 | 3,215 | 1,704 | 1,535 | 3,239 | 24 | 0.7% | -53 | -1.6% |
| DoH | 187 | 250 | 437 | 187 | 259 | 446 | 9 | 2.1% | 34 | 8.3% |
| DfI | 2,185 | 661 | 2,846 | 2,183 | 659 | 2,842 | -4 | -0.1% | -20 | -0.7% |
| DoJ | 1,542 | 1,577 | 3,119 | 1,548 | 1,588 | 3,136 | 17 | 0.5% | 113 | 3.7% |
| TEO | 128 | 168 | 296 | 131 | 165 | 296 | 0 | 0.0% | 8 | 2.8% |
| PPS | 151 | 262 | 413 | 151 | 259 | 410 | -3 | -0.7% | -10 | -2.4% |
| Other ² | 55 | 53 | 108 | 54 | 54 | 108 | 0 | 0.0% | -1 | -0.9% |
| Total | 10,932 | 10,171 | 21,103 | 11,019 | 10,227 | 21,246 | 143 | 0.7% | 47 | 0.2% |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

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

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter - Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ % |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---|-------------------------------------|---|---|
| DAERA | 1,706 | 1,309 | 3,015 | 1,716 | 1,336 | 3,052 | 37 | 1.2% | 113 | 3.8% |
| DfC | 2,600 | 3,471 | 6,071 | 2,649 | 3,488 | 6,137 | 66 | 1.1% | -154 | -2.4% |
| DfE | 484 | 588 | 1,072 | 484 | 587 | 1,071 | -1 | -0.1% | 20 | 1.9% |
| DE | 205 | 299 | 504 | 206 | 297 | 503 | -1 | -0.2% | 3 | 0.6% |
| DoF | 1,670 | 1,528 | 3,198 | 1,686 | 1,527 | 3,213 | 15 | 0.5% | -52 | -1.6% |
| DoH | 187 | 250 | 437 | 187 | 259 | 446 | 9 | 2.1% | 34 | 8.3% |
| DfI | 2,180 | 661 | 2,841 | 2,177 | 659 | 2,836 | -5 | -0.2% | -22 | -0.8% |
| DoJ | 1,542 | 1,577 | 3,119 | 1,547 | 1,588 | 3,135 | 16 | 0.5% | 112 | 3.7% |
| TEO | 128 | 168 | 296 | 131 | 165 | 296 | 0 | 0.0% | 8 | 2.8% |
| PPS | 151 | 262 | 413 | 151 | 259 | 410 | -3 | -0.7% | -10 | -2.4% |
| Other ² | 55 | 53 | 108 | 54 | 54 | 108 | 0 | 0.0% | -1 | -0.9% |
| Total | 10,908 | 10,166 | 21,074 | 10,988 | 10,219 | 21,207 | 133 | 0.6% | 51 | 0.2% |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

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

| Department | Male 1st Oct 2020 | Female 1st Oct 2020 | Total 1st Oct 2020 | Male 1st Jan 2021 | Female 1st Jan 2021 | Total 1st Jan 2021 | Change on last Quarter - Value | Change on last Year ¹ Value |
|--------------------|-------------------------|---------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---|---|
| DAERA | 5 | 0 | 5 | 4 | 0 | 4 | -1 | -1 |
| DfC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -3 |
| DfE | 1 | 0 | 1 | 1 | 0 | 1 | 0 | -2 |
| DE | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 |
| DoF | 12 | 5 | 17 | 18 | 8 | 26 | 9 | -1 |
| DoH | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DfI | 5 | 0 | 5 | 6 | 0 | 6 | 1 | 2 |
| DoJ | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 |
| TEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other ² | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 24 | 5 | 29 | 31 | 8 | 39 | 10 | -4 |

¹ As at 1st January 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 2 shows that over the last quarter, NICS full-time equivalent (fte) staff numbers have increased by 143 (0.7%), made up of additions of 133 permanent fte staff and 10 temporary fte staff. The largest increase was in DfC, which had 66 more fte staff than in the previous quarter. Table 2 also shows that NICS fte figures are 47 (0.2%) higher than a year ago, with a reduction of 157 in DfC offset by increases of 112 in DAERA and 113 in DoJ, together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 2 (c).

Employees by Analogous Grade Level

Table 3(a)
Permanent Employees, Headcount, 1st Jan 2021

| Department | G5+ | G6/7 | DP | SO | EOI/EOII | AO | AA | Industrial | Prison Grades | Total |
|--------------------|------------|--------------|--------------|--------------|--------------|--------------|------------|------------|---------------|---------------|
| DAERA | 27 | 313 | 458 | 747 | 1,014 | 438 | 44 | 188 | 0 | 3,229 |
| DfC | 24 | 163 | 304 | 558 | 3,190 | 2,478 | 122 | 26 | 0 | 6,865 |
| DfE | 23 | 133 | 213 | 212 | 378 | 169 | 31 | 0 | 0 | 1,159 |
| DE | 18 | 101 | 84 | 82 | 126 | 99 | 21 | 0 | 0 | 531 |
| DoF | 46 | 374 | 628 | 638 | 959 | 736 | 66 | 10 | 0 | 3,457 |
| DoH | 23 | 89 | 102 | 110 | 90 | 49 | 12 | 0 | 0 | 475 |
| DfI | 20 | 111 | 298 | 354 | 736 | 820 | 83 | 542 | 0 | 2,964 |
| DoJ | 22 | 150 | 236 | 260 | 634 | 604 | 50 | 20 | 1,319 | 3,295 |
| TEO | 24 | 50 | 67 | 63 | 67 | 37 | 5 | 0 | 0 | 313 |
| PPS | 8 | 77 | 105 | 19 | 79 | 124 | 27 | 0 | 0 | 439 |
| Other ¹ | 4 | 22 | 39 | 9 | 26 | 14 | 3 | 0 | 0 | 117 |
| Total | 239 | 1,583 | 2,534 | 3,052 | 7,299 | 5,568 | 464 | 786 | 1,319 | 22,844 |

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 Oct 2020

| Department | G5+ | G6/7 | DP | SO | EOI/EOII | AO | AA | Industrial | Prison Grades | Total |
|--------------------|------------|--------------|--------------|--------------|--------------|--------------|------------|------------|---------------|---------------|
| DAERA | 25 | 303 | 459 | 744 | 993 | 432 | 48 | 187 | 0 | 3,191 |
| DfC | 25 | 155 | 313 | 567 | 3,105 | 2,494 | 128 | 26 | 0 | 6,813 |
| DfE | 22 | 133 | 221 | 211 | 372 | 171 | 31 | 0 | 0 | 1,161 |
| DE | 19 | 104 | 85 | 81 | 125 | 98 | 23 | 0 | 0 | 535 |
| DoF | 43 | 380 | 605 | 647 | 963 | 744 | 51 | 10 | 0 | 3,443 |
| DoH | 23 | 86 | 98 | 113 | 88 | 45 | 13 | 0 | 0 | 466 |
| DfI | 17 | 114 | 295 | 363 | 728 | 832 | 82 | 536 | 0 | 2,967 |
| DoJ | 20 | 145 | 245 | 261 | 630 | 599 | 48 | 20 | 1,313 | 3,281 |
| TEO | 25 | 48 | 65 | 66 | 69 | 36 | 5 | 0 | 0 | 314 |
| PPS | 8 | 77 | 105 | 19 | 80 | 126 | 27 | 0 | 0 | 442 |
| Other ¹ | 4 | 19 | 42 | 9 | 26 | 14 | 3 | 0 | 0 | 117 |
| Total | 231 | 1,564 | 2,533 | 3,081 | 7,179 | 5,591 | 459 | 779 | 1,313 | 22,730 |

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

Commentary: Table 3 provides a breakdown of permanent NICS headcount by grade level for the current and previous quarters. All grades except SO and AO show an increase, with the most noticeable difference in the number of EOI/EOII staff, which has increased by 120 over the quarter.

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.

Employees by Work Pattern

Table 4
Permanent Employees, Headcount, 1st Jan 2021

| | 1st Oct 2020 F/T | 1st Oct 2020 P/T | 1st Jan 2021 F/T | 1st Jan 2021 P/T | Change on last Quarter F/T - Value | Change on last Quarter F/T - % | Change on last Quarter P/T - Value | Change on last Quarter P/T - % | Change on last Year ¹ F/T - Value | Change on last Year ¹ F/T - % | Change on last Year ¹ P/T - Value | Change on last Year ¹ F/T - % |
|--------|------------------------|------------------------|------------------------|------------------------|--|--------------------------------------|--|--------------------------------------|--|--|--|--|
| Male | 10,204 | 1,046 | 10,265 | 1,071 | 61 | 0.6% | 25 | 2.4% | 18 | 0.2% | 43 | 4.2% |
| Female | 7,090 | 4,390 | 7,197 | 4,311 | 107 | 1.5% | -79 | -1.8% | 169 | 2.4% | -187 | -4.2% |
| Total | 17,294 | 5,436 | 17,462 | 5,382 | 168 | 1.0% | -54 | -1.0% | 187 | 1.1% | -144 | -2.6% |

¹ As at 1st January 2020.

Commentary: Table 4 shows that over the last quarter, for both males and females, the number of full-time staff has increased. The number of part-time staff has increased for males and decreased for females. The table also shows that over the last year the number of full-time staff has increased for males and increased for females. While male part-time staff numbers have increased over the year, female part-time numbers have decreased.

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.

Comparisons with GB and with NI Public Sector

Table 5
Comparison with Great Britain, Headcount of Civil Servants

| Organisation | 1st Oct 2020 (Revised) Total | 1st Jan 2021 Male | 1st Jan 2021 Female | 1st Jan 2021 Total | Change on last Quarter - Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ % |
|------------------------|---------------------------------|----------------------|------------------------|-----------------------|-----------------------------------|----------------------------|---|---------------------------------------|
| NICS | 22,759 | 11,367 | 11,516 | 22,883 | 124 | 0.5% | 39 | 0.2% |
| Home Civil Service, GB | 459,240 | 213,070 | 250,190 | 463,250 | 4,010 | 0.9% | 11,950 | 2.6% |
| Scottish Government | 21,360 | 10,390 | 11,030 | 21,420 | 60 | 0.3% | 1,110 | 5.5% |
| Welsh Government | 5,680 | 2,340 | 3,360 | 5,700 | 20 | 0.4% | 70 | 1.2% |

Table 6
Comparison with Northern Ireland Public Sector, Headcount

| | 1st Oct 2020 (Revised) Total | 1st Jan 2021 Male | 1st Jan 2021 Female | 1st Jan 2021 Total | Change on last Quarter - Value | Change on last Quarter - % | Change on last Year ¹ Value | Change on last Year ¹ Value |
|------------------|---------------------------------|----------------------|------------------------|-----------------------|-----------------------------------|----------------------------|---|---|
| NICS | 22,759 | 11,367 | 11,516 | 22,883 | 124 | 0.5% | 39 | 0.2% |
| NI Public Sector | 213,570 | 67,120 | 142,336 | 209,455 | -4,115 | -1.9% | 1,025 | 0.5% |

¹ As at 1st January 2020.

Commentary: Tables 5 and 6 compare NICS staff headcount with civil service headcount for Scotland, Wales and Great Britain as a whole, and with the Northern Ireland Public Sector. Over the latest available quarter, the 0.5% increase in NICS headcount compares with increases of 0.9%, 0.3% and 0.4% in Great Britain, Scotland and Welsh Governments, respectively, and a decrease of 1.9% in the NI Public Sector. Over the latest 12 months, the NICS staff headcount increased by 0.2% as did all the other comparators presented in the tables. The largest increase was 5.5% in the Scottish Government.

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 the latest available figures; September 2019, June 2020 and September 2020.

Data and other relevant information for Home Civil Service, Scottish Government and Welsh Government, from 'Public Sector Employment' dataset, published by the Office for National Statistics which can be found [here](#).

Data for the Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. For further information about this survey, please [click here](#).

The tables are sourced [here](#).

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.

Yearly Comparison of NICS Employees (Headcount)

Table 7

Yearly Comparison (January) of NICS Employees, Headcount

| Year | Male | Female | Total |
|------|-------|--------|-------|
| 2000 | 14784 | 13507 | 28291 |
| 2001 | 14830 | 13988 | 28818 |
| 2002 | 15211 | 14688 | 29899 |
| 2003 | 15582 | 15287 | 30869 |
| 2004 | 15951 | 15745 | 31696 |
| 2005 | 15921 | 15799 | 31720 |
| 2006 | 15762 | 15662 | 31424 |
| 2007 | 15178 | 15091 | 30269 |
| 2008 | 13389 | 14485 | 27874 |
| 2009 | 13303 | 13828 | 27131 |
| 2010 | 13265 | 13669 | 26934 |
| 2011 | 13083 | 13934 | 27017 |
| 2012 | 14050 | 13944 | 27994 |
| 2013 | 13961 | 14008 | 27969 |
| 2014 | 13832 | 14104 | 27936 |
| 2015 | 13557 | 13962 | 27519 |
| 2016 | 12325 | 12739 | 25064 |
| 2017 | 11580 | 11842 | 23422 |
| 2018 | 11509 | 11727 | 23236 |
| 2019 | 11346 | 11578 | 22924 |
| 2020 | 11307 | 11537 | 22844 |
| 2021 | 11367 | 11516 | 22883 |

* Figures as at 1st January.

Commentary: The number of civil servants rose from 28,291 in 2000 to a peak of 31,720 in 2005 before generally decreasing to 22,883 in 2021. Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service, while other staff were included in civil service figures as a result of changes related to policing and justice.

Discontinuity*

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

Background Notes

Permanent Employees, Headcount,

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.

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 [here](#).

Information on Quality

Background Quality Report

9. The Background Quality Report is available [here](#)

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Further Information

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