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Statistics and Research Agency

Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde

Pay in the Northern Ireland Civil Service

Statistical Bulletin

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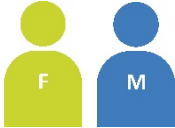

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Main Points

<p>1.2% increase in average Pay</p>		<p>The average¹ (median full-time equivalent) pay of NICS staff is £25,540, which is a 1.2% increase on the equivalent figure for 2018.</p>
<p>Top decile Pay: £40,979 Bottom decile Pay: £21,642</p>	 <p>Top 10% Bottom 10%</p>	<p>Pay of £21,642 would put someone in the bottom 10% of NICS staff, whereas pay of £40,979 would put someone in the top 10% of NICS staff.</p>
<p>99% of NICS staff received a pay increase between 2018 and 2019</p>		<p>The extent of the increase varied between grades: 54% of Industrial staff received a pay increase between 2.0% and 3.9% 98% of AA staff received a pay increase between 2.0% and 3.9% 86% of SCS staff received a pay increase between 2.0% and 3.9%</p>
<p>Gender Pay gap is 6.4%²</p>		<p>There was a gap between male and female pay in the NICS for the first time since 2014 – the median pay for females is 6.4% lower than the median pay for males.</p>
<p>Pay broadly comparable with GB departments</p>		<p>The median pay of staff at AO and SO grade in Northern Ireland was higher than that of civil servants at the equivalent level in England, Scotland and Wales. The median pay of SCS staff in Northern Ireland was lower than the median pay of their counterparts in England and Wales but higher than those in Scotland.</p>

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

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

KEY DEFINITIONS

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

NICS:
Northern Ireland Civil Service

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

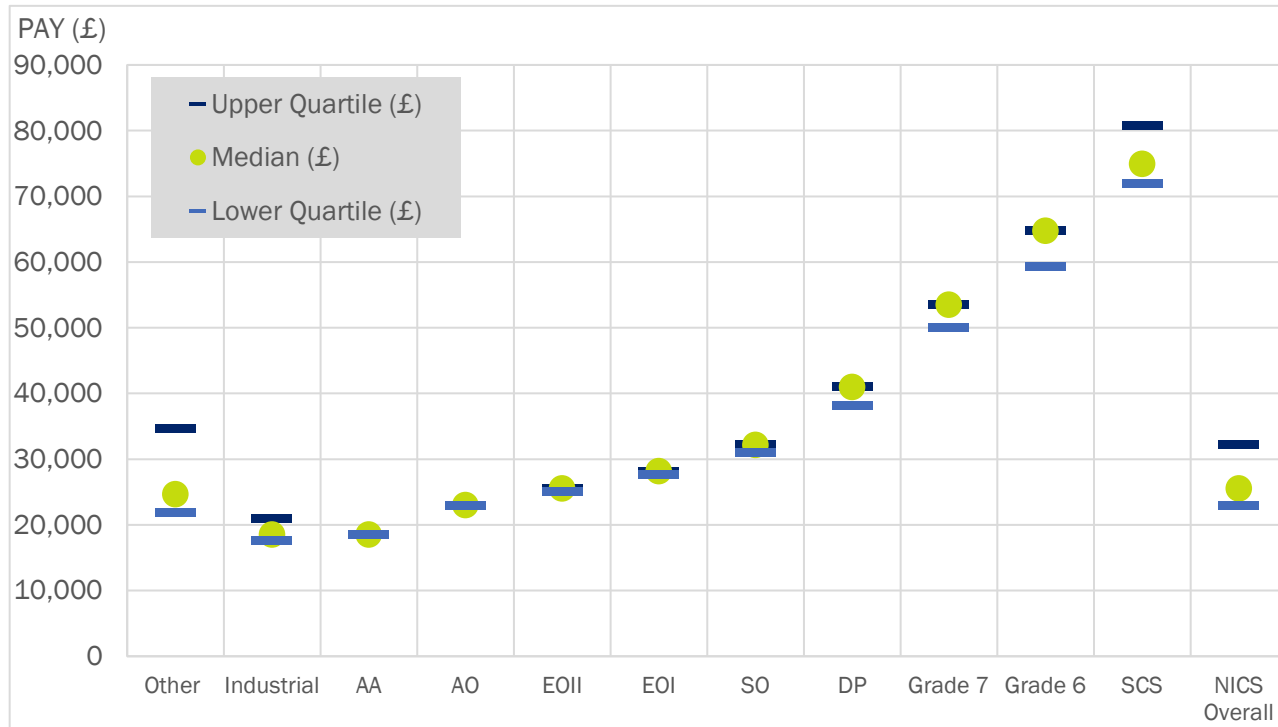
Background

This bulletin contains an overview of NICS pay statistics as at March 2019. The statistics relate to annual pay, and the emphasis is on 2019, though some trend information from 2006 onwards is also presented. Pay increases can be due to normal progression up a pay scale (for those who are not at the maximum of their scale) and changes to pay scales (due to annual pay awards). The figures take account of the August 2018 pay award and the Northern Ireland Prison Service (NIPS) April 2018 pay award (either using calculations or actual data on backdated pay). This is the ninth annual publication in respect of NICS pay.

Analysis of Pay - Year Ending March 2019

At March 2019, the median pay of NICS staff was £25,540³, which represents a 1.2% rise on the equivalent figure for 2018.

Figure 1: Median and Quartile Pay by Analogous Grade Level, March 2019^{3,4,5}



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

For staff at AA to G6 level (inclusive), this chart shows that the median and the upper quartile are the same, consistent with the majority of these staff being at the maximum point on their pay scale. The majority (99%) of NICS staff members received an increase in pay between 2018 and 2019⁶.

Basic pay of £23,023 would put someone in the bottom 25% of NICS staff, whereas basic pay of £32,157 would put someone in the top 25% of NICS staff.

³ See [Table 1](#).

⁴ Data for Industrial staff combines Industrial staff analogous to those at AA, AO and EOII grades.

⁵ 'Other' Staff are staff not on NICS Pay Scales.

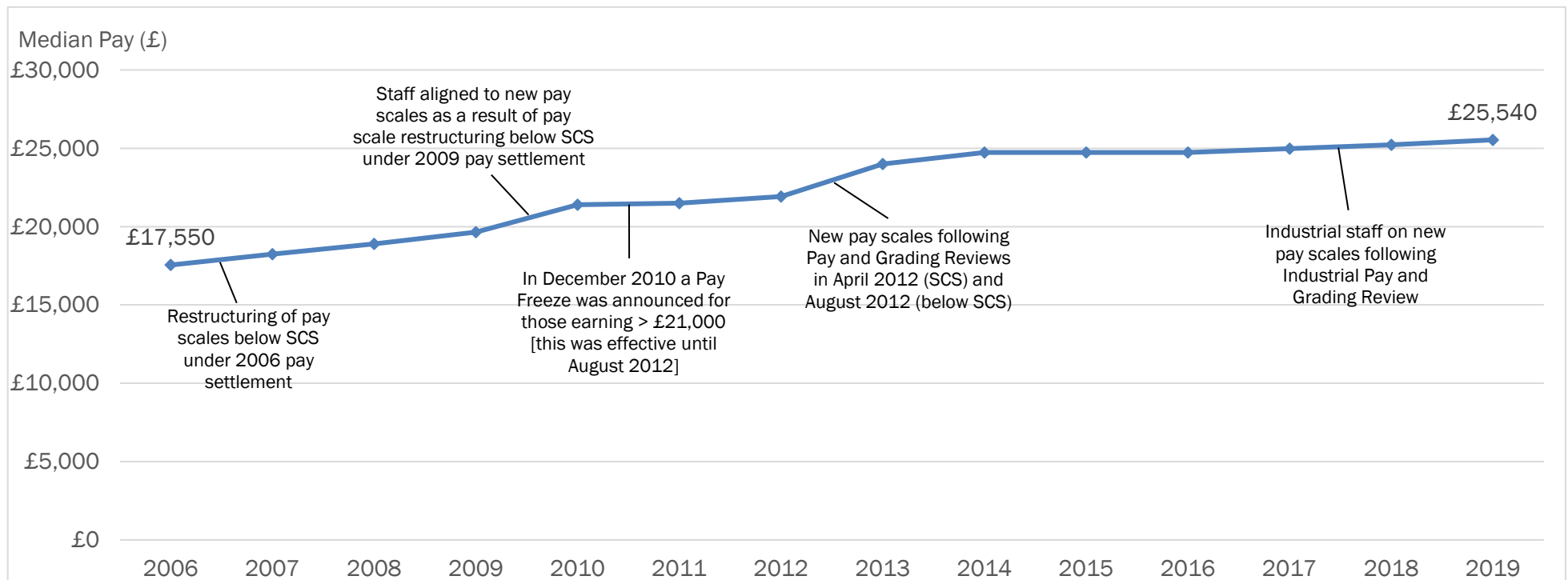
⁶ See [Table 9](#).

Among the General Service and analogous grades, median pay for grades from E01 to G6 (inclusive) increased by 1.3% between 2018 and 2019. There was a 3.0% increase in the median pay of staff at AA grade and Industrial staff, and a 3.3% increase in the median pay of SCS staff.

The majority of staff from A0 to G6 levels (inclusive) received an increase in pay between 0.1% and 1.9%. At SCS level, 96% of staff received pay increases, with 86% receiving pay increases between 2.0% and 3.9%. This increase can be explained by the fact that the majority of SCS staff are not on the maximum of their pay scale and therefore their salaries increased due to both progression and the changes to pay scales. The majority (54%) of Industrial staff received an increase in pay between 2.0% and 3.9%.

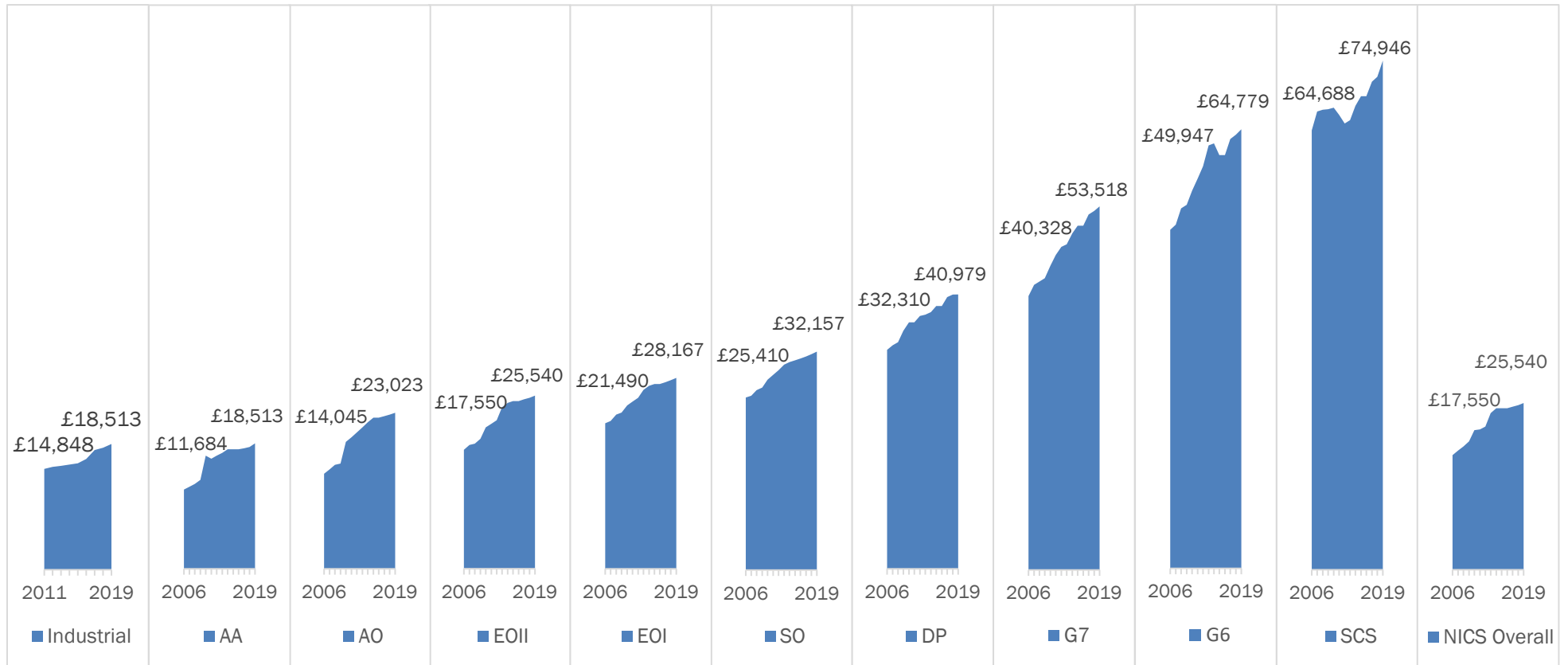
Analysis of Pay - 2006 to 2019

Figure 2: NICS Median Pay Trend, 2006-2019



Median pay in the NICS increased by 46% between 2006 and 2019, from £17,550 to £25,540 (Figure 2). Over this period, a number of factors affected median pay, including Pay and Grading reviews and alignment to new pay scales as a result of equal pay claims.

Figure 3: NICS Median Pay by Analogous Grade, 2006-2019⁷

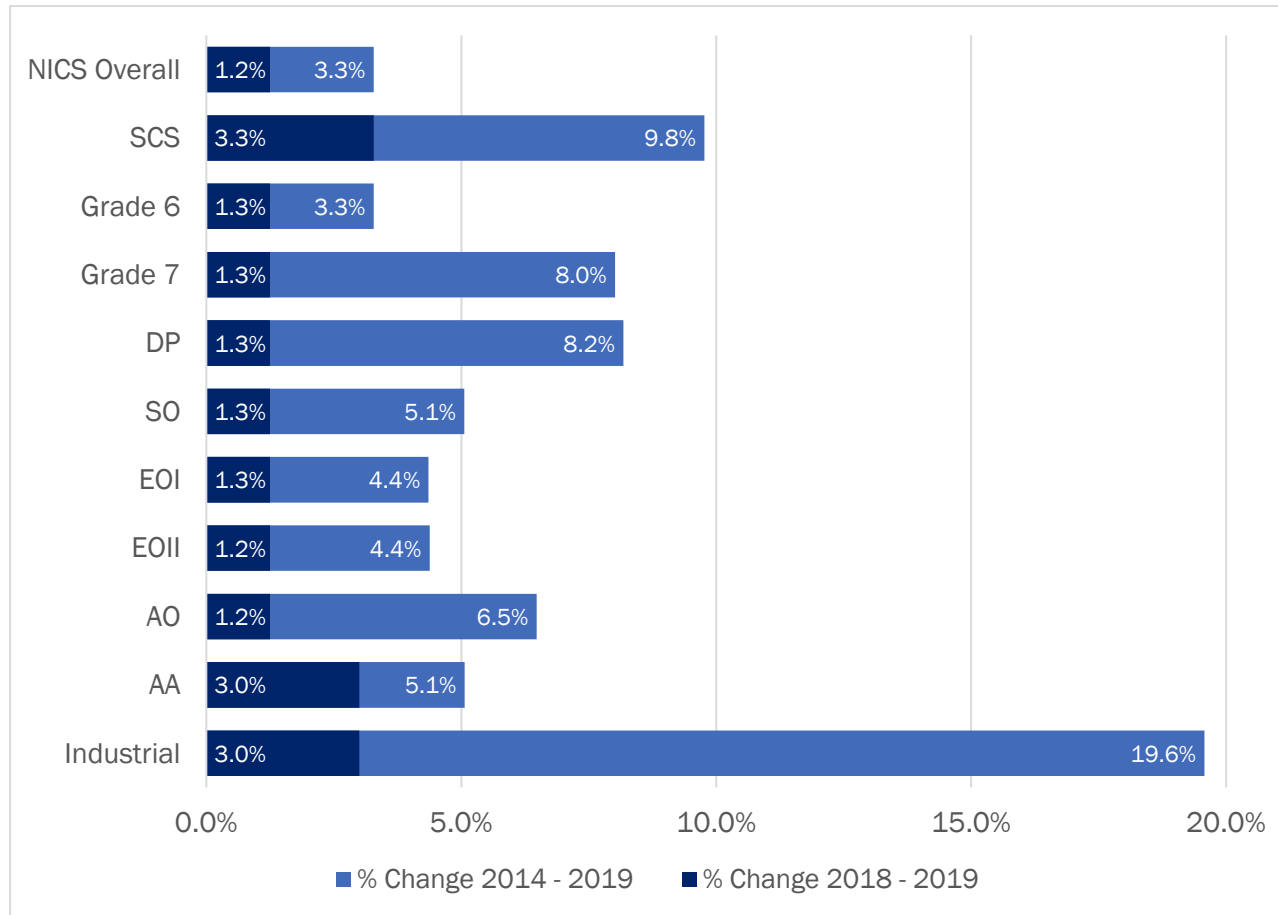


Between 2006 and 2019, median pay for staff at AA and AO levels increased proportionally more than the NICS overall (Figure 3), with increases of 58% and 64% respectively, largely due to alignment to new pay scales as a result of a settlement of equal pay claims in August 2009. In comparison, median pay for staff at SCS level increased by 16% over the same period.

⁷ Data for Industrial staff are only available from 2011 onwards.

5 Year Trend

Figure 4: % Change in NICS Median Pay by Analogous Grade, 2014-2019⁸



Industrial staff have seen a 19.6% increase in median pay over the period 2014-2019 (Figure 4), the main reason for which was the NICS implementing the outcome of an Industrial Pay and Grading review over the course of 2016 and 2017⁹.

While there has been an upward trend in median pay at all NICS grade levels between 2014 and 2019, increases in median pay of staff at SCS, G7, and DP levels have been particularly marked (9.8%, 8.0% and 8.2% respectively). A range of factors contributed to these increases, including staff advancing up their pay scales, and revised pay scales.

Other staff (i.e. those who were not on NICS pay scales, the majority of whom were Prison Grade Staff) have seen a decrease in median pay of 9.7%⁸ (not shown in Figure 4). A range of factors can be attributed to this, including new pay scales for Prison Grades, a Voluntary Early Retirement Scheme, and a Voluntary Exit Scheme. In addition, the job profile of staff in this category has changed significantly since 2014, resulting in a larger proportion of staff in lower paid grades.

⁸ See [Table 8](#).

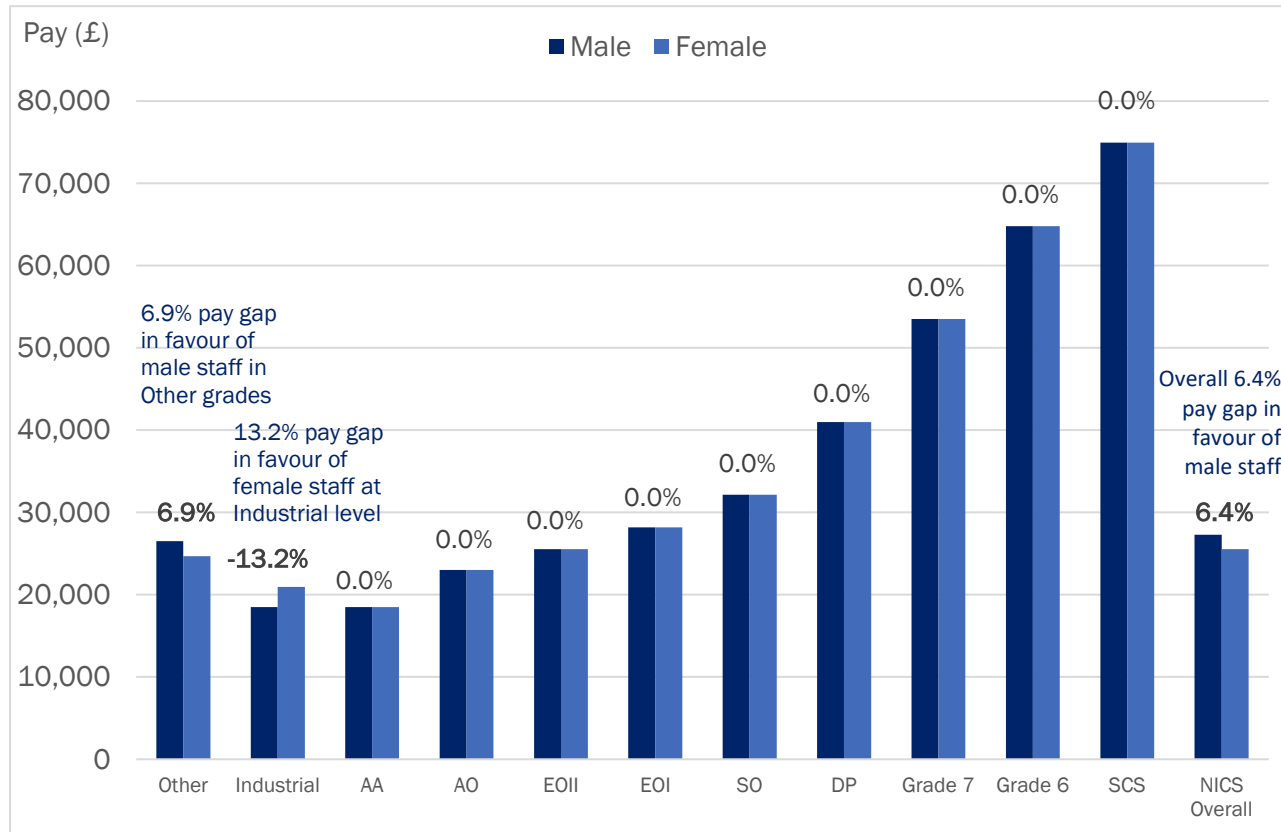
⁹ See [Paragraph 14](#) of the Background Notes on page 26 for details.

Pay Differences within the NICS

Gender

Within the NICS the median pay of female staff is 6.4% lower than the median pay for male staff (£27,299 for males compared with £25,540 for females)¹⁰.

Figure 5: Pay Gap by Analogous Grade Level and Gender, March 2019^{11,12}



The primary reason for the gender pay gap is the changing staff profile of the NICS - a higher proportion of females are in lower paid grades. While the majority (51%) of males are at EOI grade or above, the majority (56%) of females are at EOII grade or below. The median pay for male staff therefore lies within the EOI pay scale, whereas the median pay for female staff remains within the EOII pay scale.

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

Among Industrial staff, female median pay is 13.2% higher than their male equivalents. Differences of this kind can arise from a range of factors, including the length of time that staff have been in their grade, and the fact that there is a higher proportion of females in the higher Industrial grades.

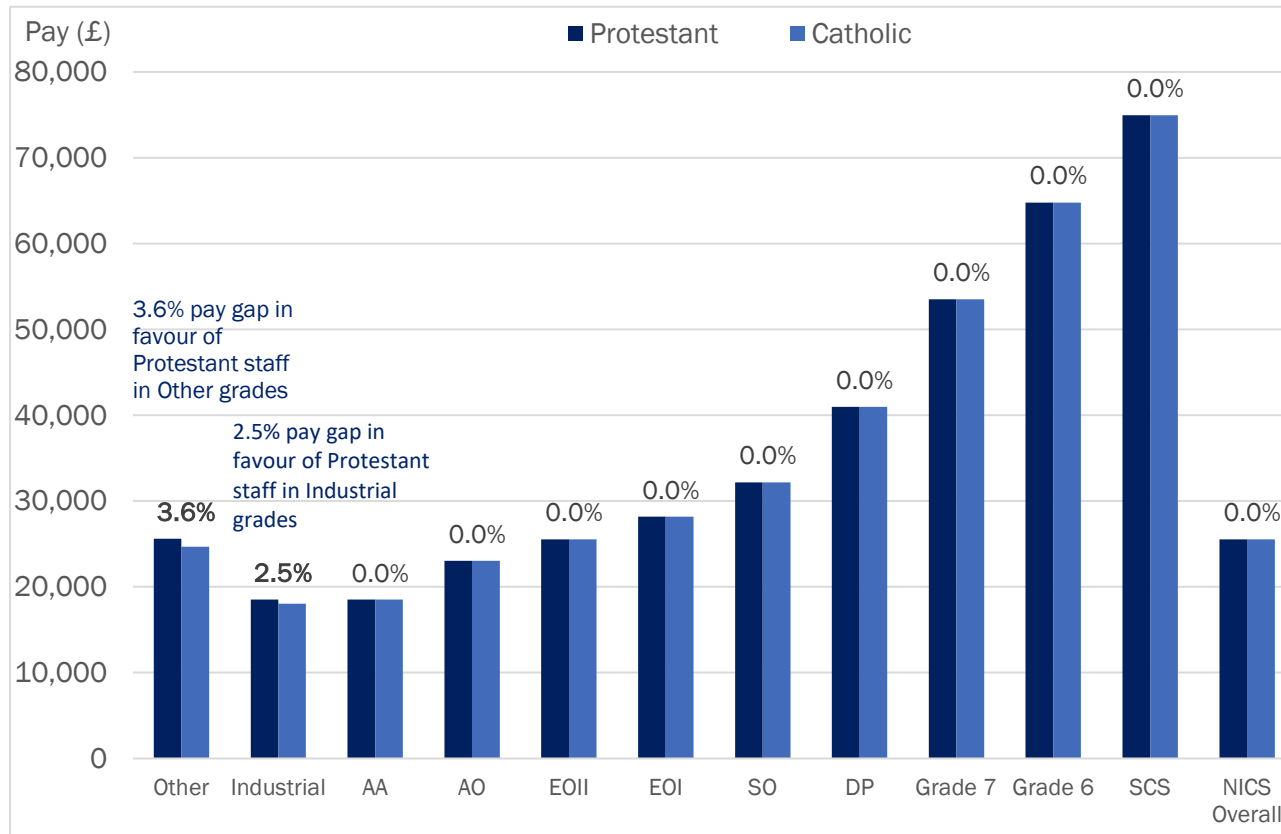
Among Other staff (those not on NICS pay scales), female median pay is 6.9% below male median pay. In this group, there is a larger proportion of women than men in lower paid jobs. This covers all grade levels in this group.

¹⁰ See [Table 2](#).

¹¹ 'Other' staff includes staff not on NICS Pay Scales.

¹² See [Table 3](#).

Figure 6: Pay Gap by Analogous Grade Level and Community Background, March 2019^{13,14}



Community Background

With regard to community background, at most grade levels and for the NICS Overall, there is no difference between the median pay of Protestants and Catholics (Figure 6).

Among Industrial staff, Protestant median pay was 2.5% higher than Catholic median pay. As with gender, any differences of this kind can arise from a range of factors including the length of time that staff have been in their grade.

Among Other staff (those not on NICS pay scales) Catholic median pay is 3.6% lower than Protestant median pay. A reason for this gap is that there is a larger proportion of Catholics than Protestants in lower paid jobs. This covers all grade levels in this group.

Disability¹⁵

There are differences at some grade levels with regard to disability. For example, at G6 level the median pay of those without a declared disability is 5.6% higher than the median pay of those with a disability declared. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

Age¹⁶

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

¹³ See [Table 4](#).

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

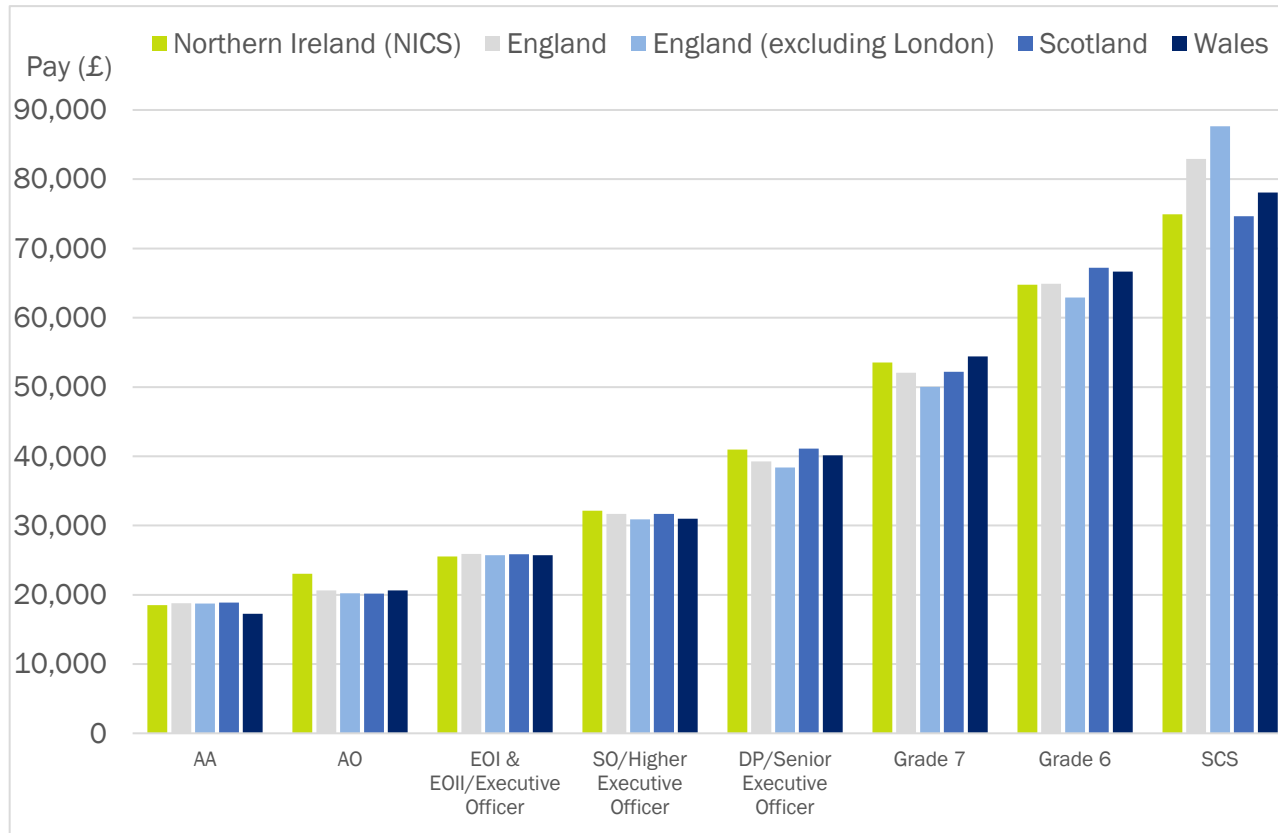
¹⁵ See [Table 5](#).

¹⁶ See [Table 6](#).

Comparison with the rest of UK

The median pay of NICS staff at SCS level was lower than the median pay of their counterparts elsewhere in UK with the exception of Scotland. At AO and SO grade level, median pay of NICS staff was higher than their counterparts across the rest of the UK. Conversely at EOI/EOII level, median pay of NICS staff was lower than their counterparts across the rest of the UK¹⁷.

Figure 7: Median Pay of Civil Servants across the UK, by Analogous Grade Level, March 2019^{17,18}



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

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

At DP and Senior Executive Officer level, NICS staff had median pay that was higher than their counterparts in England (overall and excluding London) and Wales but lower than those in Scotland.

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

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

¹⁷ See [Table 11](#).

¹⁸ For purposes of comparison with the rest of UK in [Table 11](#), the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

Comparison with the Northern Ireland Public and Private Sectors

NICS median weekly pay¹⁹ for full-time staff (£508) is lower than that in the overall Northern Ireland public sector (£562), but is higher than in the private sector (£434).

For part-time staff, NICS median weekly pay (£353) is higher than both the overall Northern Ireland public sector (£246) and the private sector (£162).

NICS mean weekly pay for full-time staff (£580) is lower than that in the overall Northern Ireland public sector (£623), but is higher than in the private sector (£530).

For part-time staff, NICS mean weekly pay (£385) is higher than both the overall Northern Ireland public sector (£256) and the private sector (£181).

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

¹⁹ See [Table 12](#).

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To download the tables in ODS format click [here](#)

Table 1

Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2019^{1,2,3,4,5}

Pay band	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		SCS		Other ⁶		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
£15,001-£20,000	468	56.7%	555	100.0%																	26	2.1%	1049	4.6%
£20,001-£25,000	357	43.3%			5,832	100.0%	725	17.4%													632	50.4%	7,546	33.0%
£25,001-£30,000							3,441	82.6%	2,932	96.4%											146	11.6%	6,519	28.5%
£30,001-£35,000									77	2.5%	2,731	93.5%									155	12.4%	2,963	13.0%
£35,001-£40,000									32	1.1%	189	6.5%	897	36.2%							199	15.9%	1,317	5.8%
£40,001-£45,000													1,582	63.8%							62	4.9%	1,644	7.2%
£45,001-£50,000															267	21.4%					8	0.6%	275	1.2%
£50,001-£55,000															983	78.6%					22	1.8%	1,005	4.4%
£55,001-£60,000																	83	27.9%			5	0.4%	88	0.4%
£60,001-£65,000																	215	72.1%					215	0.9%
£65,001-£70,000																								0.0%
£70,001-£75,000																					147	60.0%	147	0.6%
£75,001-£80,000																					26	10.6%	26	0.1%
£80,001-£85,000																					16	6.5%	16	0.1%
£85,001-£90,000																								0.0%
£90,001-£95,000																					26	10.6%	26	0.1%
£95,001-£100,000																					9	3.7%	9	0.0%
More than £100,000																					21	8.6%	21	0.1%
Total	825	100.0%	555	100.0%	5,832	100.0%	4,166	100.0%	3,041	100.0%	2,920	100.0%	2,479	100.0%	1,250	100.0%	298	100.0%	245	100.0%	1,255	100.0%	22,866	100.0%
Lower Quartile (£)	17,588		18,513		23,023		25,004		27,589		31,070		38,200		50,001		59,339		71,996		21,920		23,023	
Median (£)	18,513		18,513		23,023		25,540		28,167		32,157		40,979		53,518		64,779		74,946		24,680		25,540	
Upper Quartile (£)	20,951		18,513		23,023		25,540		28,167		32,157		40,979		53,518		64,779		80,847		34,730		32,157	
Mean (£)	19,464		18,484		22,775		25,342		28,100		31,988		39,856		51,963		62,454		80,660		28,360		29,820	

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

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

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

4 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=32).

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

6 Staff not on NICS Pay Scales.

Table 2

Staff numbers (headcount) by Pay Band and Gender: March 2019^{1,2,3}

Pay Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£15,001 - 20,000	657	175	832	48	169	217	705	344	1,049
£20,001 - 25,000	3,078	2,311	5,389	266	1,891	2,157	3,344	4,202	7,546
£25,001 - 30,000	2,823	2,025	4,848	302	1,369	1,671	3,125	3,394	6,519
£30,001 - 35,000	1,392	1,026	2,418	151	394	545	1,543	1,420	2,963
£35,001 - 40,000	685	469	1,154	22	141	163	707	610	1,317
£40,001 - 45,000	778	489	1,267	101	276	377	879	765	1,644
£45,001 - 50,000	140	111	251	0	24	24	140	135	275
£50,001 - 55,000	498	300	798	53	154	207	551	454	1,005
£55,001 - 60,000	47	33	80	0	8	8	47	41	88
£60,001 - 65,000	101	75	176	6	33	39	107	108	215
£65,001 - 70,000	0	0	0	0	0	0	0	0	0
£70,001 - 75,000	86	55	141	0	6	6	86	61	147
£75,001 - 80,000	17	9	26	0	0	0	17	9	26
£80,001 - 85,000	10	0	10	0	6	6	10	6	16
£85,001 - 90,000	0	0	0	0	0	0	0	0	0
£90,001 - 95,000	15	9	24	0	2	2	15	11	26
£95,001 - 100,000	6	2	8	0	1	1	6	3	9
More than £100,000	14	6	20	1	0	1	15	6	21
Total	10,347	7,095	17,442	950	4,474	5,424	11,297	11,569	22,866

Bottom Decile (£)	20,951	23,023	21,642	20,951	23,023	23,023	20,951	23,023	21,642
Lower Quartile (£)	23,023	23,023	23,023	23,023	23,023	23,023	23,023	23,023	23,023
Median (£)	27,299	25,540	26,520	27,878	25,540	25,540	27,299	25,540	25,540
Upper Quartile (£)	32,157	32,157	32,157	32,157	28,167	30,526	32,157	32,157	32,157
Top Decile (£)	42,073	40,979	40,979	40,979	40,979	40,979	40,979	40,979	40,979
Mean (£)	30,329	30,228	30,288	29,901	27,980	28,318	30,293	29,358	29,820

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

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

3 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=32).

Table 3

Median Pay (£) by Analogous Grade Level and Gender: March 2019^{1,2,3}

Analogous Grade	Male			Female			Pay Gap (Female/Male) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	74,946	80,847	74,946	73,470	80,109	74,946	2.0%	0.9%	0.0%
Grade 6	64,779	64,779	64,779	64,779	64,779	64,779	0.0%	0.0%	0.0%
Grade 7	53,518	53,518	53,518	52,346	53,518	53,518	2.2%	0.0%	0.0%
DP	40,979	40,979	40,979	40,979	40,979	40,979	0.0%	0.0%	0.0%
SO	32,157	32,157	32,157	32,157	32,157	32,157	0.0%	0.0%	0.0%
EOI	28,167	28,167	28,167	28,167	28,167	28,167	0.0%	0.0%	0.0%
EOII	25,540	25,540	25,540	25,540	25,540	25,540	0.0%	0.0%	0.0%
AO	23,023	23,023	23,023	23,023	23,023	23,023	0.0%	0.0%	0.0%
AA	18,513	18,513	18,513	18,513	18,513	18,513	0.0%	0.0%	0.0%
Industrial	18,513	20,951	18,513	20,951	20,951	20,951	-13.2%	0.0%	-13.2%
Other ⁵	26,520	20,190	26,520	24,680	20,190	24,680	6.9%	0.0%	6.9%

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

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

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

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

5 Staff not on NICS Pay Scales.

Table 4

Median Pay (£) by Analogous Grade Level and Community Background: March 2019^{1,2,3,4}

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) ⁵		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	74,946	80,847	74,946	74,946	76,421	74,946	74,946	80,847	74,946	0.0%	5.5%	0.0%
Grade 6	64,779	63,873	64,779	64,779	64,779	64,779	62,966	64,779	64,779	0.0%	-1.4%	0.0%
Grade 7	53,518	53,518	53,518	53,518	53,518	53,518	53,518	53,518	53,518	0.0%	0.0%	0.0%
DP	40,979	40,979	40,979	40,979	40,979	40,979	40,979	40,979	40,979	0.0%	0.0%	0.0%
SO	32,157	32,157	32,157	32,157	32,157	32,157	32,157	32,157	32,157	0.0%	0.0%	0.0%
EOI	28,167	28,167	28,167	28,167	28,167	28,167	28,167	28,167	28,167	0.0%	0.0%	0.0%
EOII	25,540	25,540	25,540	25,540	25,540	25,540	25,272	25,540	25,540	0.0%	0.0%	0.0%
AO	23,023	23,023	23,023	23,023	23,023	23,023	23,023	23,023	23,023	0.0%	0.0%	0.0%
AA	18,513	18,513	18,513	18,513	18,513	18,513	18,513	18,513	18,513	0.0%	0.0%	0.0%
Industrial	18,513	20,951	18,513	17,820	20,951	18,052	20,951	20,951	20,951	3.7%	0.0%	2.5%
Other ⁶	26,520	20,190	25,600	24,680	20,190	24,680	24,680	20,190	22,840	6.9%	0.0%	3.6%

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

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

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

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

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

6 Staff not on NICS Pay Scales.

Table 5

Median Pay (£) by Analogous Grade Level and Disability: March 2019^{1,2,3}

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	74,946	80,847	74,946	77,159	80,847	77,897	-3.0%	0.0%	-3.9%
Grade 6	64,779	64,779	64,779	57,525	64,779	61,152	11.2%	0.0%	5.6%
Grade 7	53,518	53,518	53,518	53,518	53,518	53,518	0.0%	0.0%	0.0%
DP	40,979	40,979	40,979	40,979	40,979	40,979	0.0%	0.0%	0.0%
SO	32,157	32,157	32,157	32,157	32,157	32,157	0.0%	0.0%	0.0%
EOI	28,167	28,167	28,167	28,167	28,167	28,167	0.0%	0.0%	0.0%
EOII	25,540	25,540	25,540	25,540	25,540	25,540	0.0%	0.0%	0.0%
AO	23,023	23,023	23,023	23,023	23,023	23,023	0.0%	0.0%	0.0%
AA	18,513	18,513	18,513	18,513	18,513	18,513	0.0%	0.0%	0.0%
Industrial	18,513	20,951	18,513	19,732	n/a	19,732	-6.6%	n/a	-6.6%
Other ⁵	26,520	20,190	24,680	38,688	20,190	30,764	-45.9%	0.0%	-24.7%

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

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

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

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

5 Staff not on NICS Pay Scales.

Table 6

Median Pay (£) by Analogous Grade Level and Age-Group: March 2019^{1,2,3}

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	73,470	76,421	73,470	74,946	80,847	76,421	-2.0%	-5.8%	-4.0%
Grade 6	61,152	64,779	62,966	64,779	64,779	64,779	-5.9%	0.0%	-2.9%
Grade 7	51,173	53,518	51,173	53,518	53,518	53,518	-4.6%	0.0%	-4.6%
DP	39,126	40,979	40,052	40,979	40,979	40,979	-4.7%	0.0%	-2.3%
SO	31,613	32,157	32,157	32,157	32,157	32,157	-1.7%	0.0%	0.0%
EOI	27,589	28,167	27,589	28,167	28,167	28,167	-2.1%	0.0%	-2.1%
EOII	25,272	25,540	25,540	25,540	25,540	25,540	-1.1%	0.0%	0.0%
AO	23,023	23,023	23,023	23,023	23,023	23,023	0.0%	0.0%	0.0%
AA	18,513	18,513	18,513	18,513	18,513	18,513	0.0%	0.0%	0.0%
Industrial	17,588	20,951	17,588	18,513	20,951	20,951	-5.3%	0.0%	-19.1%
Other ⁵	23,760	20,190	22,840	38,688	20,190	38,688	-62.8%	0.0%	-69.4%

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

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

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

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

5 Staff not on NICS Pay Scales.

Table 7

Median Pay (£) 2014-2019, by Gender^{1,2,3}

Gender	Year (March)					
	2014	2015	2016	2017	2018	2019
Male	24,728	24,728	24,728	24,975	25,225	27,299
Female	24,468	24,728	24,728	24,975	25,225	25,540
Total	24,728	24,728	24,728	24,975	25,225	25,540

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

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

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

Table 8

Median Pay (£) 2014-2019, by Analogous Grade Level^{1,2,3,4}

Analogous Grade	Year (March)						% Change 2014 - 2019	% Change 2018 - 2019
	2014	2015	2016	2017	2018	2019		
SCS	68,278	69,706	69,706	71,845	72,563	74,946	9.8%	3.3%
Grade 6	62,719	60,963	60,963	63,346	63,979	64,779	3.3%	1.3%
Grade 7	49,546	50,681	50,681	52,334	52,857	53,518	8.0%	1.3%
DP	37,881	38,778	38,778	40,072	40,473	40,979	8.2%	1.3%
SO	30,608	30,882	31,135	31,446	31,760	32,157	5.1%	1.3%
EOI	26,991	27,271	27,271	27,544	27,819	28,167	4.4%	1.3%
EOII	24,468	24,728	24,728	24,975	25,225	25,540	4.4%	1.2%
AO	21,622	22,291	22,291	22,514	22,739	23,023	6.5%	1.2%
AA	17,620	17,620	17,620	17,796	17,974	18,513	5.1%	3.0%
Industrial	15,482	15,660	16,297	17,620	17,974	18,513	19.6%	3.0%
Other ⁵	27,323	29,558	27,924	24,610	24,610	24,680	-9.7%	0.3%

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

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

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

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

5 Staff not on NICS Pay Scales.

Table 9

Increase in Pay, March 2018 to March 2019, by Analogous Grade Level¹

Analogous Grade	0% increase in pay		0.1% - 1.9% increase in pay		2% - 3.9% increase in pay		4% - 5.9% increase in pay		6% or more increase in pay		Total ²	
	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion
SCS	7	3.6%	21	10.8%	167	85.6%	0	0.0%	0	0.0%	195	100.0%
Grade 6	0	0.0%	136	58.4%	0	0.0%	97	41.6%	0	0.0%	233	100.0%
Grade 7	6	0.6%	576	58.1%	410	41.3%	0	0.0%	0	0.0%	992	100.0%
DP	7	0.4%	1,178	59.9%	783	39.8%	0	0.0%	0	0.0%	1,968	100.0%
SO	8	0.3%	1,349	58.8%	902	39.3%	36	1.6%	0	0.0%	2,295	100.0%
EOI	62	2.6%	1,649	68.0%	715	29.5%	0	0.0%	0	0.0%	2,426	100.0%
EOII	40	1.2%	2,600	76.5%	757	22.3%	0	0.0%	0	0.0%	3,397	100.0%
AO	*	*	4,684	88.9%	0	0.0%	581-584	11.0%-11.1%	0	0.0%	5,266-5,272	100.0%
AA	0	0.0%	0	0.0%	473	98.1%	9	1.9%	0	0.0%	482	100.0%
Industrial	0	0.0%	52	7.0%	405	54.3%	271	36.3%	18	2.4%	746	100.0%
Other ³	*	*	355	32.9%	171	15.9%	229-232	21.2%-21.6%	319	29.6%	1,075-1,081	100.0%
Total ²	132-138	0.7%	12,600	66.0%	4,783	25.1%	1,223-1,229	6.4%	337	1.8%	19,075-19,087	100.0%

1 This table compares the pay from March 2018 to March 2019 for Permanent and Casual staff who have not changed grade.

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

3 Staff not on NICS Pay Scales.

* The number of cases is below 5.

Table 10
Median Pay (£) by Age: March 2019^{1,2}

Age	Median Pay	No. of staff
Under 21	20,951	23
21	18,052	17
22	21,000	22
23	21,000	30
24	21,000	44
25	22,380	48
26	23,760	101
27	22,840	127
28	24,734	154
29	24,734	231
30	24,734	304
31	23,392	370
32	24,734	458
33	24,734	564
34	24,734	610
35	24,734	621
36	24,734	695
37	25,004	733
38	25,540	736
39	25,540	758
40	25,540	701
41	25,540	704
42	25,540	669
43	27,299	589
44	26,520	586
45	27,299	631
46	27,299	691
47	25,540	672
48	27,299	677
49	27,299	735
50	28,167	777
51	27,589	809
52	28,167	831
53	28,167	821
54	28,167	813
55	28,167	837
56	28,167	798
57	28,167	804
58	28,167	723
59	28,167	598
60	28,167	465
61	28,167	376
62	28,167	241
63	26,520	244
64	25,540	175
65	25,540	102
Over 65	27,299	183

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

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

Table 11**Median Pay (£) of Civil Servants across the UK, by Analogous Grade Level: March 2019^{1,2,3,4,5,6,7,8}**

Analogous Grade	Median Pay				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
SCS	74,950	82,940	87,640	74,640	78,080
Grade 6	64,780	64,930	62,910	67,240	66,680
Grade 7	53,520	52,060	50,010	52,180	54,400
DP/Senior Executive Officer	40,980	39,240	38,400	41,100	40,140
SO/Higher Executive Officer	32,160	31,700	30,890	31,700	31,000
EOI & EOII/Executive Officer	25,540	25,890	25,700	25,850	25,700
AO	23,020	20,640	20,230	20,150	20,640
AA	18,510	18,790	18,730	18,870	17,280
All Employees	25,540	27,710	25,700	25,700	25,510

Sources: DoF (NICS figures) and Cabinet Office

1 Numbers are rounded to the nearest ten.

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

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

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

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

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

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

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

Table 12**Mean and Median Basic Weekly Pay (£), Northern Ireland: March/April 2019^{1,2}**

Sector	Median Pay			Mean Pay		
	Full Time	Part Time	All	Full Time	Part Time	All
NICS	508.0	352.8	489.3	580.2	385.2	533.9
Public Sector	562.2	245.9	460.2	622.8	256.0	514.5
Private Sector	434.4	161.5	365.0	530.2	181.1	428.5

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

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

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

BACKGROUND NOTES

Concepts and Definitions

The Northern Ireland Civil Service

1. The NICS is the civil service of the devolved administration consisting of 10 Departments. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland and in the Attorney General’s Office.
2. In the NICS, there are two separate collective bargaining units for pay: one for Non-Industrial staff and one for Industrial staff. There are separate arrangements for the pay of the Northern Ireland Prison Service (NIPS) Prison Grades, and Learning and Skills staff in NIPS. Each of the pay systems differ in their pay progression arrangements – see [Paragraphs 11 - 14](#). Approximately 91% of NICS personnel are Non-Industrial staff on NICS pay scales.

Coverage of NICS Staff

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

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

Pay

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

Data Sources, Quality and Validation

6. Pay data for NIPS uniformed staff and a small number of non-uniformed staff have come from the data system (Compass) of this Agency. Pay data for all other NICS staff²⁰ have come from HRConnect, the Human Resource Service of the NICS. Figures take account of backdated pay awards (either using calculations or actual data on backdated pay). While every care has been taken in collating these data, they are subject to the limitations inherent in any large-scale recording system and to variation in recording practice over time.

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

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

9. Given the importance of pay to employees, and the fact that employees are very likely to quickly flag up problems with the data (for example, if they don't receive their pay, or if they don't receive their correct level of pay), the pay data are considered to be as complete and accurate as possible. Following guidance provided by the Office for National Statistics on the Quality Assessment of Administrative Data, information pertaining to data quality and validation is continually being assessed.

²⁰ Northern Ireland Courts and Tribunals Service (NICTS) staff moved onto HRConnect for pay purposes in October 2013. NICTS Pay data from March 2014 onwards were obtained from HRConnect, while historic pay data were obtained from the NICTS data system.

Youth Justice Agency (YJA) staff moved onto HRConnect for pay purposes starting in December 2016. All YJA Pay data has been obtained from HRConnect for 2018 data, while historic pay data were obtained from the YJA data system.

Most non-uniformed Northern Ireland Prison Service (NIPS) staff have moved onto HRConnect for pay purposes with effect from November 2018.

Analogous grades

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

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

Pay Progression arrangements of the pay systems in the NICS²¹

Non-Industrial Staff

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

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

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

NIPS Prison Grades

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

²¹ Sources: NICS HR, Department of Finance (DoF), NIPS & YJA.

NIPS Learning and Skills Staff

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

Industrial Staff

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

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

Non-Industrial Pay and Grading Review

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

Industrial Pay and Grading Review

16. Over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the Industrial pay system and align it with Non-Industrial pay. This resulted in an increase in pay for some Industrial staff in this year, necessary to ensure equity of treatment of those staff. Further details of the NICS Industrial Pay and Grading Review can be found at: <https://www.finance-ni.gov.uk/publications/nics-comprehensive-pay-and-grading-review-industrial-staff>

Voluntary Exit Scheme

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

Further Information

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

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

Further statistical information can be obtained from

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Annex 1 - General Service Pay Ranges²², by Analogous Grade level, NICS and Departments in GB

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

AA

	Minimum	Maximum
NICS	£18,052	£18,513
Charity Commission	N/A	N/A
Department for Environment, Food and Rural Affairs	£17,469	£17,550
Foreign and Commonwealth Office	£19,384	£19,384
Home Office	£17,211	£17,211
Department for Transport	£17,275	£17,275
Department for Work and Pensions	£18,745	£18,745
Scottish Government ²³	£18,392	£20,732

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

AO

	Minimum	Maximum
NICS	£20,951	£23,023
Charity Commission	£17,815	£20,017
Department for Environment, Food and Rural Affairs	£20,033	£20,330
Foreign and Commonwealth Office	£20,962	£22,119
Home Office	£20,721	£20,721
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£19,402	£20,232
Scottish Government ²⁴	£21,769	£23,409

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

²² In effect at March 2019.

²³ A3 grade, equivalent to AA/AO.

²⁴ A4 grade.

EOI/EOII/Executive Officer

	Minimum	Maximum
NICS	£24,734	£28,167
Charity Commission	£23,083	£26,046
Department for Environment, Food and Rural Affairs	£23,950	£26,320
Foreign and Commonwealth Office	£22,402	£27,902
Home Office	£23,447	£26,966
Department for Transport	£25,259	£26,120
Department for Work and Pensions	£25,699	£26,477
Scottish Government	£24,580	£27,515

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

SO/Higher Executive Officer

	Minimum	Maximum
NICS	£30,526	£32,157
Charity Commission	£27,543	£31,814
Department for Environment, Food and Rural Affairs	£28,604	£31,920
Foreign and Commonwealth Office	£29,053	£33,765
Home Office	£29,040	£33,396
Department for Transport	£29,832	£32,367
Department for Work and Pensions	£29,722	£32,844
Scottish Government	£28,891	£33,094

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

DP/Senior Executive Officer

	Minimum	Maximum
NICS	£37,272	£40,979
Charity Commission	£35,807	£41,758
Department for Environment, Food and Rural Affairs	£35,188	£40,310
Foreign and Commonwealth Office	£36,247	£42,330
Home Office	£35,290	£40,582
Department for Transport	£37,428	£41,173
Department for Work and Pensions	£33,283	£39,087
Scottish Government	£36,328	£43,923

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

Grade 7

	Minimum	Maximum
NICS	£48,829	£53,518
Charity Commission	£48,235	£57,402
Department for Environment, Food and Rural Affairs	£46,612	£54,320
Foreign and Commonwealth Office	£47,044	£58,135
Home Office	£49,048	£56,405
Department for Transport	£46,696	£53,700
Department for Work and Pensions	£46,915	£57,275
Scottish Government	£46,889	£57,503

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

Grade 6

	Minimum	Maximum
NICS	£57,525	£64,779
Charity Commission	£59,011	£70,228
Department for Environment, Food and Rural Affairs	£55,989	£65,250
Foreign and Commonwealth Office	£58,452	£69,093
Home Office	£59,607	£68,547
Department for Transport	£57,855	£66,533
Department for Work and Pensions	£57,954	£70,102
Scottish Government ²⁵	£60,379	£72,177

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

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

	Minimum	Maximum ²⁷
NICS	£90,601	£103,379
Charity Commission	£90,500	£162,500
Department for Environment, Food and Rural Affairs	£90,500	£162,500
Foreign and Commonwealth Office	£90,500	£162,500
Home Office	£90,500	£162,500
Department for Transport	£90,500	£162,500
Department for Work and Pensions	£90,500	£162,500
Scottish Government	£93,000	£162,500

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

²⁵ Minimum of C2 grade and maximum of C3 grade.

²⁶ Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced

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

	Minimum	Maximum ²⁶
NICS	£70,522	£80,847
Charity Commission	£68,000	£117,800
Department for Environment, Food and Rural Affairs	£68,000	£117,800
Foreign and Commonwealth Office	£68,000	£117,800
Home Office	£68,000	£117,800
Department for Transport	£68,000	£117,800
Department for Work and Pensions	£68,000	£117,800
Scottish Government	£74,200	£117,800

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

SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum ²⁷
NICS	£116,627	£136,343
Charity Commission	£111,500	£208,100
Department for Environment, Food and Rural Affairs	£111,500	£208,100
Foreign and Commonwealth Office	£111,500	£208,100
Home Office	£111,500	£208,100
Department for Transport	£111,500	£208,100
Department for Work and Pensions	£111,500	£208,100
Scottish Government	£115,000	£208,100

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

shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

SCS Pay Band 4/NI Head of Civil Service

	Minimum	Maximum ²⁷
NICS	£157,415	£184,580
The staff on Pay Band 4 in all other Departments are paid in three tiers:		
Tier 1	£180,000	£200,000
Tier 2	£162,500	£180,000
Tier 3	£150,000	£160,000

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

²⁷ Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.