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National Statistics Status

National Statistics status means that our statistics meet the highest standards of trustworthiness, quality and public value, and it is our responsibility to maintain compliance with these standards. These statistics were designated as National Statistics in December 2021 following a full [assessment](#) against the [Code of Practice](#) which was carried out by the Office for Statistics Regulation.

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Main Points

Key Points	Commentary
5.2% increase in average Pay	The average ¹ (median full-time equivalent) pay of NICS staff is £28,422, which is a 5.2% increase on the equivalent figure for 2020. The overall pay award for the NICS for 2020 was 1%.
Top decile Pay: £42,217 Bottom decile Pay: £23,007	Pay of £23,007 would put someone in the bottom 10% of NICS staff, whereas pay of £42,217 would put someone in the top 10% of NICS staff.
99% of NICS staff received a pay increase between 2020 and 2021	The extent of the increase varied between grades: 98% of Industrial 1 staff, and 100% of AA staff, received a pay increase between 2.0% and 3.9%. Over 70% of Industrial 2 staff received a pay increase between 4.0% and 5.9%.
Gender Pay gap is 7.4% ²	There continues to be a gap between male and female pay in the NICS – the median pay for females is 7.4% lower than the median pay for males.
Pay in NICS broadly comparable with GB departments	The median pay of staff at SCS and EO1/EO11 levels in Northern Ireland was lower than that of civil servants at the equivalent level in the rest of the UK. The median pay of AO staff in Northern Ireland was higher than the median pay of their counterparts in the rest of the UK.

Key Definitions³

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

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. There is a video to explain the median on the [NISRA website](#).

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

³ See page 24 for a full list of concepts and definitions.

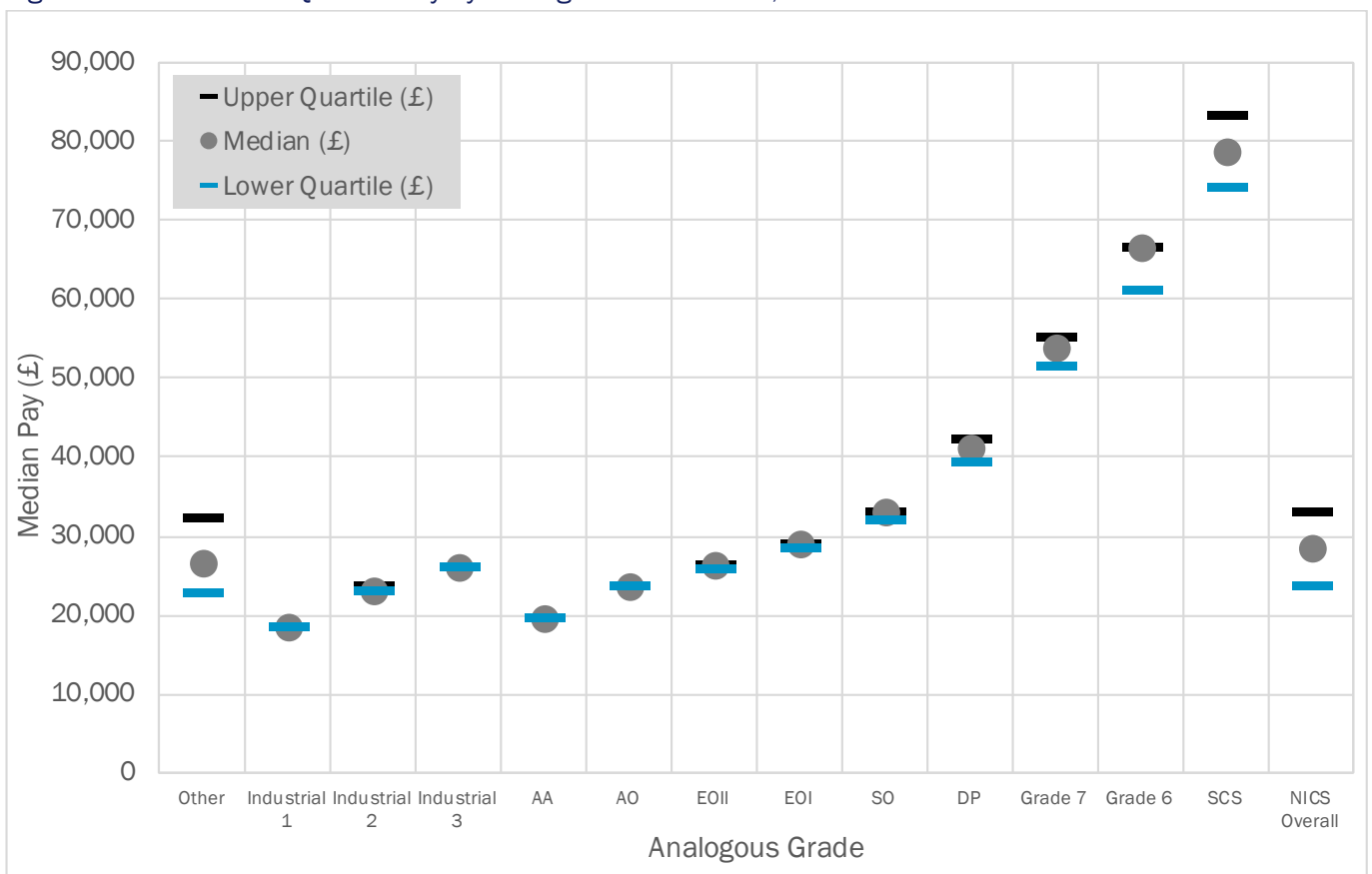
Background

This bulletin contains an overview of NICS pay statistics as at March 2021. The statistics relate to annual pay, and the emphasis is on 2021, though some trend information from 2011 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 2020 pay award⁴ and the Northern Ireland Prison Service (NIPS) April 2020 pay award. This is the eleventh annual publication in respect of NICS pay.

Analysis of Pay - Year Ending March 2021

At March 2021, the median pay of NICS staff was £28,422⁵, which represents a 5.2% rise on the equivalent figure for 2020. The overall pay award for the NICS for 2020 was 1%.

Figure 1: Median and Quartile Pay by Analogous Grade Level, March 2021^{5,6}



In Figure 1, the grey circle identifies the median pay for each grade, the black bar shows the upper quartile, and the blue bar the lower quartile. For staff in Industrial 1, Industrial 3, AA and AO grades, the median, lower quartile, and upper quartiles are equal.

For staff at EOII, EOI, SO and G6 grades 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 2020 and 2021⁷. Basic pay of £23,718 would put someone in the bottom 25% of NICS staff, whereas basic pay of £33,128 would put someone in the top 25% of NICS staff.

⁴ See Annex 2 for details of the 2020 NICS Pay Award.

⁵ See Table 1.

⁶ 'Other' Staff are staff not on NICS Pay Scales.

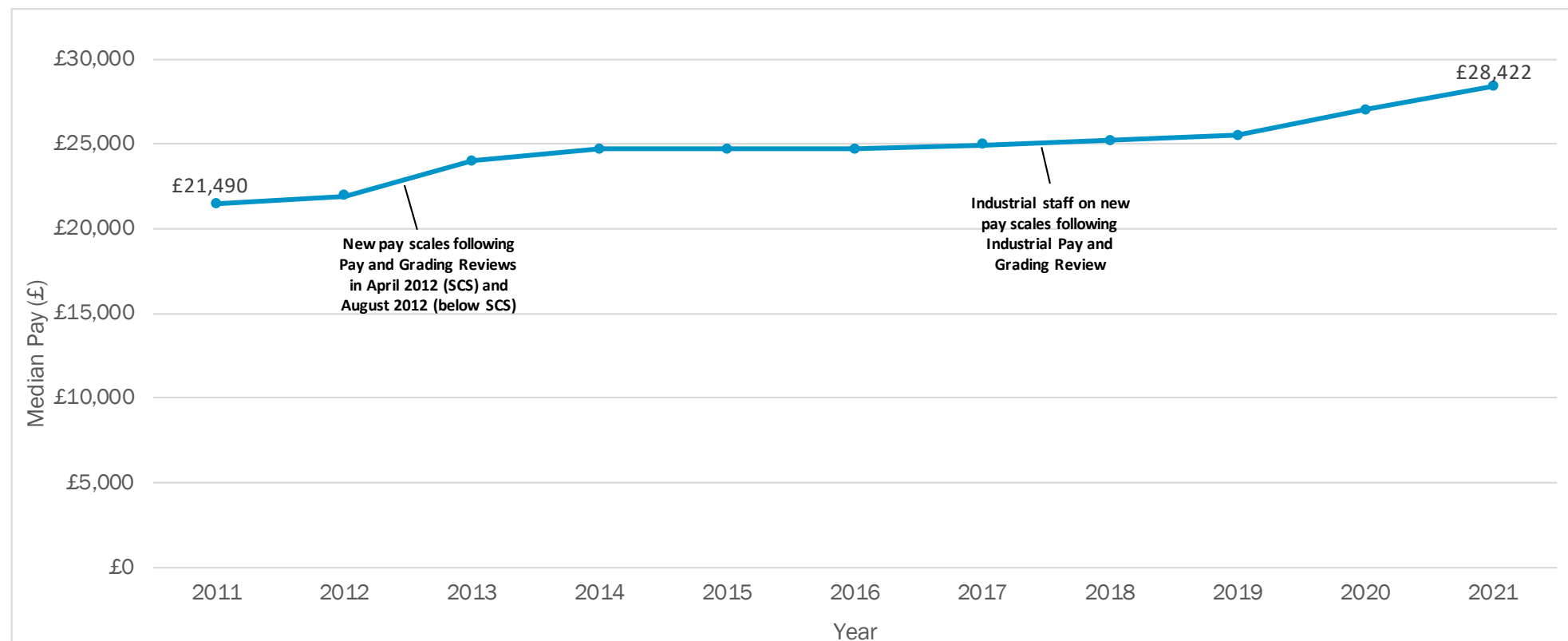
⁷ See Table 9.

Among staff at G6 level, and from AO to SO level, median pay increased by 1.0% between 2020 and 2021. There was a 3.9% increase in the median pay of staff at AA grade, and a 3.0% increase in the median pay of SCS staff, over the same period.

99.4% of staff received a pay rise, the majority of which received an increase in pay between 0.1% and 1.9%. At SCS level, over 90% received pay increases between 2.0% and 3.9%, and at AA level 100% received pay increases between 2.0% and 3.9%. The majority of Industrial 3 staff received pay increases between 2% and 3.9%, and almost half of Other staff (i.e. those not on NICS pay scales) received an increase in pay of between 4.0% and 5.9%.

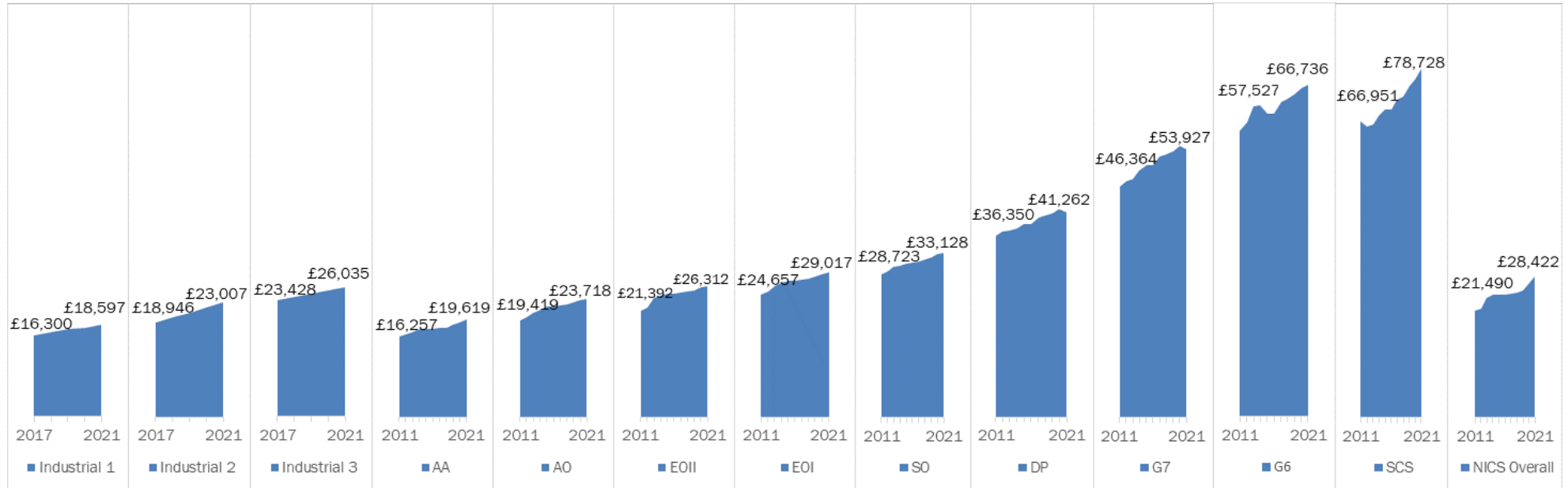
Analysis of Pay - 2011 to 2021

Figure 2: NICS Median Pay Trend, 2011-2021



Median pay in the NICS increased by 32% between 2011 and 2021, from £21,490 to £28,422 (Figure 2). Over this period, a number of factors affected median pay, including Pay and Grading reviews.

Figure 3: NICS Median Pay by Analogous Grade, 2011-2021⁸

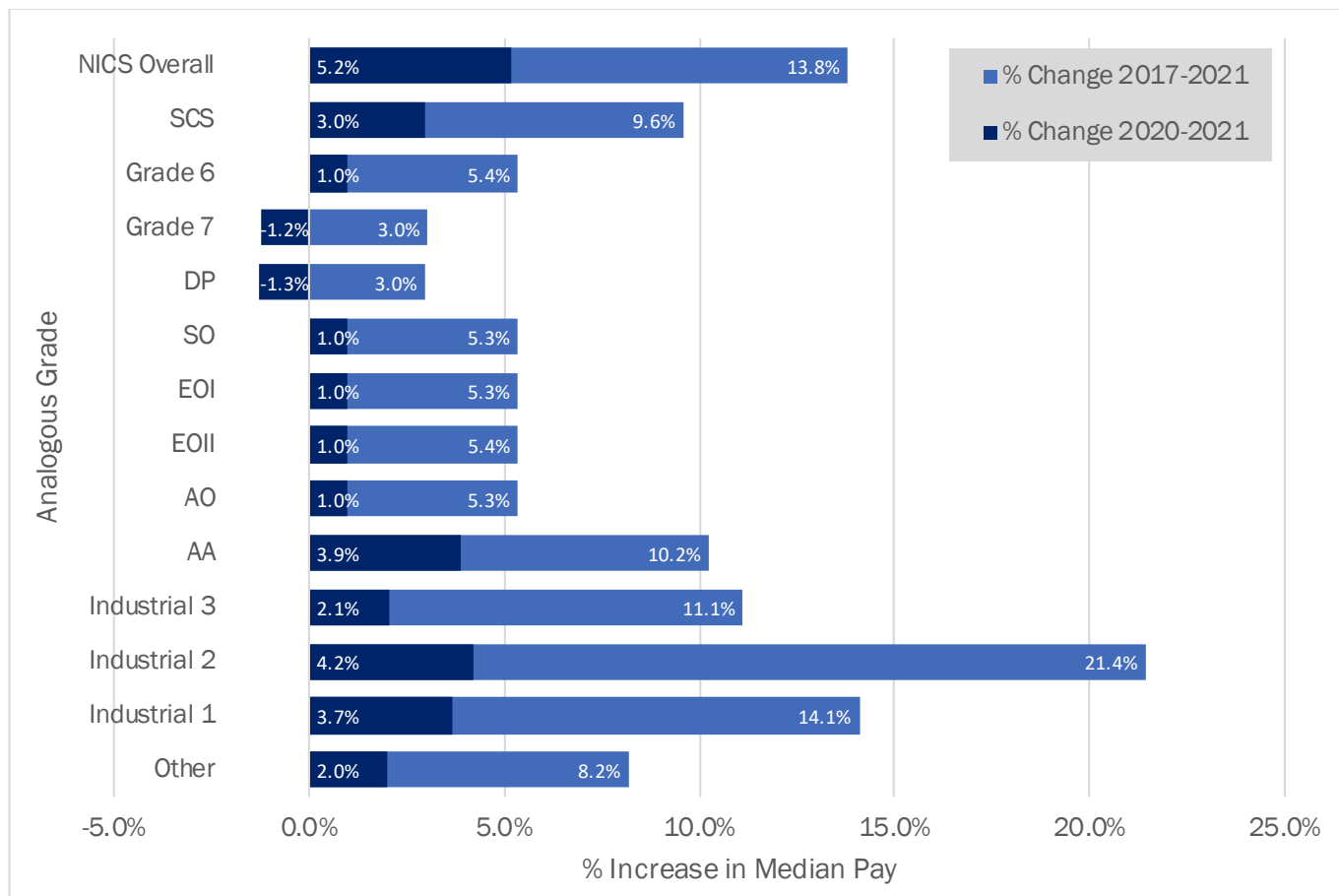


Between 2011 and 2021, median pay for staff at AO and EOII levels have had the highest increase over time, with increases of 22% and 23% respectively, largely due to alignment to new pay scales following Pay and Grading reviews in 2012. In comparison, median pay for staff at SO and DP levels have had the lowest increase over time, with increases of 15% and 14% respectively.

⁸ Data for Industrial 1, 2, and 3 staff are only available from 2017 onwards.

4 Year Trend⁹

Figure 4: % Change in NICS Median Pay by Analogous Grade, 2017-2021^{10,11}



Industrial 2 staff have seen a 21.4% increase in median pay over the period 2017-2021 (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 2017¹².

While there has been an upward trend in median pay at all NICS grade levels between 2017 and 2021, increases in median pay of staff at Industrial 1, Industrial 3, AA and SCS levels have been particularly marked (14.1%, 11.1%, 10.2% and 9.6% respectively). A range of factors contributed to these increases, including staff advancing up their pay scales, and revised pay scales.

The median pay of staff at DP and G7 levels decreased between 2020 and 2021, by 1.3% and 1.2% respectively. This is likely due to promotions into these grades leading to a higher number of staff being on lower points on the pay scales for those grades.

Other staff (i.e. those who were not on NICS pay scales, the majority of whom were Prison Grade Staff) have seen median pay increase by 8.2% since 2017.

⁹ 4 year trend rather than previously reported 5 year trend has been presented because data for Industrial 1/2/3 staff are only available from March 2017 onwards.

¹⁰ See Table 8.

¹¹ 'Other' Staff are staff not on NICS Pay Scales.

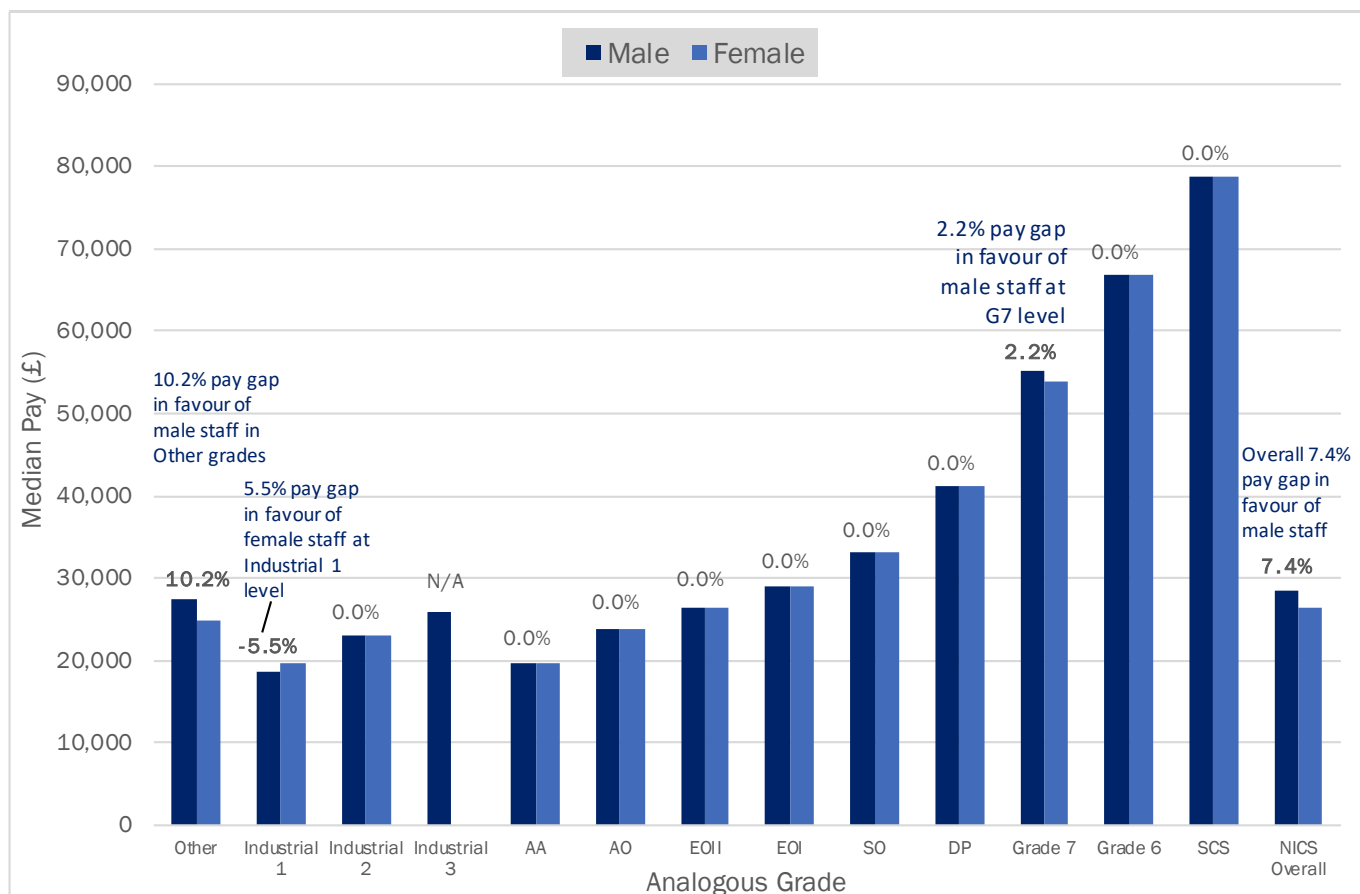
¹² See Paragraph 19 of the Background Notes on page 27 for details.

Pay Differences within the NICS

Gender

Within the NICS the median pay of female staff is 7.4% lower than the median pay for male staff (£28,422 for males compared with £26,312 for females)¹³.

Figure 5: Pay Gap by Analogous Grade Level and Gender, March 2021^{14,15}



The primary reason for the gender pay gap is the differing proportions of males and females across the grades. The majority of females are in lower paid grades EOII or below (55.0%), compared with the majority of males are in higher paid grades EOI and above (52.1%). Therefore, the median pay for female staff remains within the EOII pay scale, whereas the median pay for male staff lies within the EOI pay scale.¹⁶

Among Industrial staff, the median pay of female staff at Industrial 1 level was 5.5% higher than their male counterparts whereas the median pay of female and male staff at Industrial 2 level was the same. Among Other staff (those not on NICS pay scales), female median pay was 10.2% below male median pay.

For the General Service grades from AA to DP, and for G6 to SCS, the median pay of males and females was equal. However, for the General Service grade G7, the median pay of females was lower than their male equivalents, by 2.2%.

Differences of this kind can arise from a range of factors, including the length of time that staff have been in their grade, differing proportions of males and females across grades, and the overall staff profile of the NICS.

¹³ See Table 2.

¹⁴ See Table 3.

¹⁵ 'Other' staff includes staff not on NICS Pay Scales.

¹⁶ For further information on gender/community background in the NICS, see [Equality Statistics for the Northern Ireland Civil Service 2021 \(opens a new window\)](#)

To illustrate the constantly changing staff profile of the NICS, it is worth noting that between April 2020 and April 2021, the number of female staff at AA level decreased by almost 14%, whereas the number of male staff at AA level decreased by only 2% over the same period. The number of female staff at Grade 7 level increased by 9% compared with 7% for males, and the number of female staff at Grade 6 level increased by 1.5% while the number of male staff at that level decreased by 12%.¹⁷

Data on leavers and joiners indicates that in 2020/21, 55% of leavers from the NICS were male. However of the NICS leavers who were female, a higher proportion (60%) were at EOII grade and below.

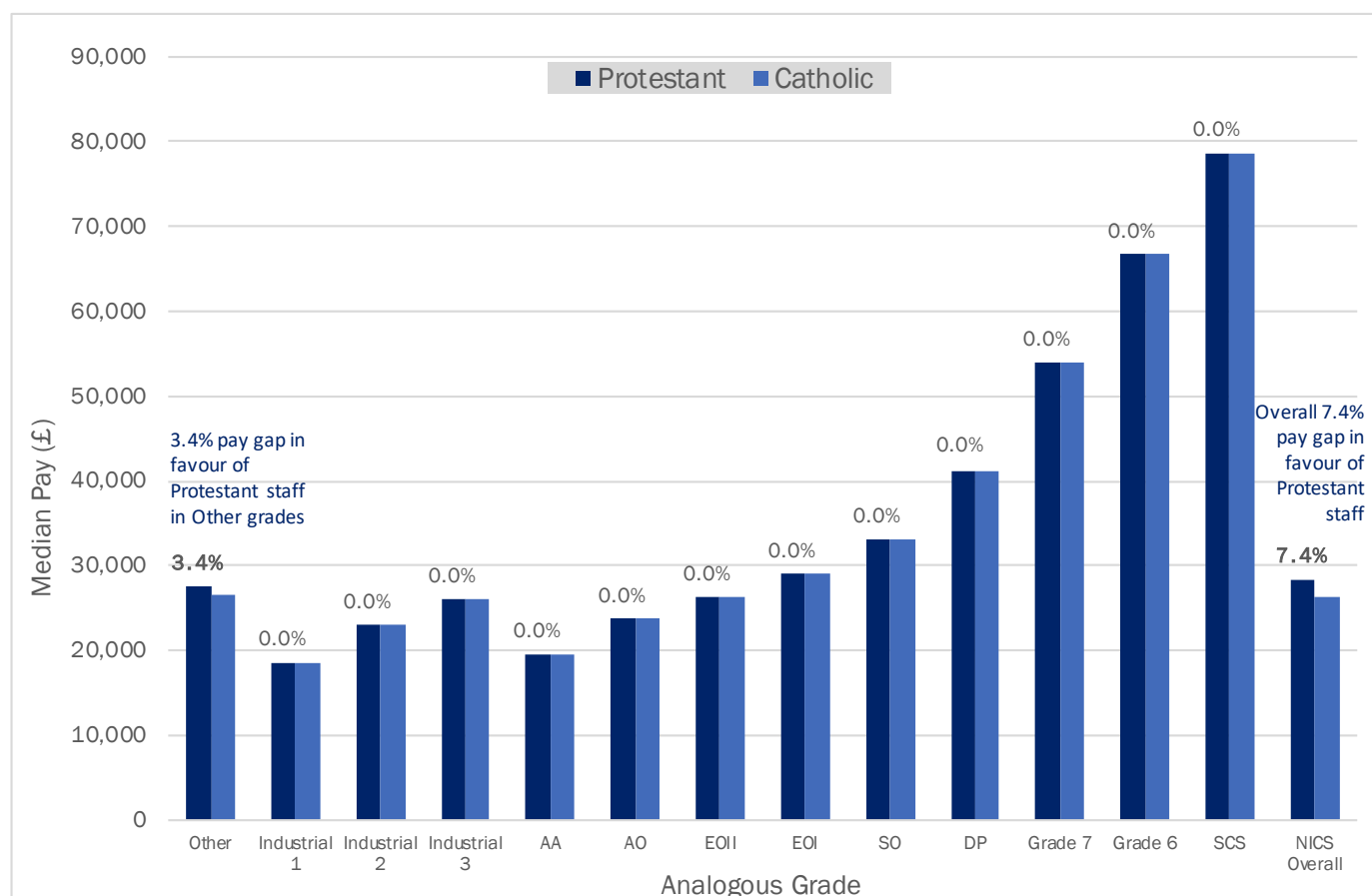
Although males made up a higher proportion (57%) of all joiners to the NICS in 2020/21, more males than females joined at EOII or below, but a slightly higher proportion of females joined at EOI and above.

Data on promotions within the NICS indicates that in in the financial year 2020/21, the number of males and females promoted into higher grades was about the same (c. 600). However, there were gender differences in the proportions of females and males promoted at individual grade level. For example the majority of promotees to SCS (57%), EOI (65%) and AO (63%) were male, whereas the majority of promotes at G6 (76%) and EOII (63%) were female.

Community Background

In the NICS Overall, the median pay of Catholic staff is 7.4% lower than that of Protestant staff (Figure 6). The median pay for Protestant staff lies within the EOI pay scale, whereas the median pay for Catholic staff remains within the EOII pay scale.

Figure 6: Pay Gap by Analogous Grade Level and Community Background, March 2021^{18,19}



¹⁷ For further information on employment in the NICS, see [Employment in the Northern Ireland Civil Service 1st April 2021 \(opens a new window\)](#).

¹⁸ See Table 4.

¹⁹ 'Other' staff are staff not on NICS Pay Scales.

With regard to community background, at all General Service grade levels there is no difference between the median pay of Protestants and Catholics. However, among Other staff (those not on NICS pay scales) Catholic median pay is 3.4% lower than Protestant median pay.

An overall NICS Community Background median pay gap can arise, even when individual grades do not have a median pay gap, due to the overall staff profile of the NICS, and differing proportions of staff in lower paid grades among Catholics and Protestants.

For example, whilst the majority of both Protestant and Catholic staff remain in the EOII and below grade, there is a higher proportion of Catholic staff (53%) in that group compared with the proportion of Protestant staff (51%). As a result of this, the median pay for Protestant staff is within the EOI pay scale, whereas the median pay for Catholic staff is within the EOII pay scale. However, there are differences at individual grade level particularly in lower paid grades. For example, there are higher proportions of Catholic staff at AO and EOII levels, whereas the majority of staff (52%) at SCS level are Protestant.

In addition, although Protestants made up a higher proportion (52%) of all joiners to the NICS in 2020/21, a higher proportion of Catholics than Protestants joined at EOII or below (75% compared to 69%). Therefore the proportion of Protestants joining at EOI and above was higher than that of Catholics (31% compared to 25%).

In relation to promotions, data indicates differing proportions of Protestants and Catholics promoted to different grades. For example, more people from a Catholic community background (54%) were promoted to a higher grade than those from a Protestant community background (46%). Looking at individual grades, the majority of promotees to SCS (60%) and AO (58%) levels were from a Protestant community background, whereas the majority of promotees to G6 (59%) and EOII (60%) levels were from a Catholic community background.

Disability²⁰

In the NICS overall, the median pay of staff with a disability declared is 7.4% lower than staff without a disability declared. There are differences at some grade levels with regard to disability. For example, at G7 level, the median pay of those with a disability declared is 1.1% higher than the median pay of those without a disability declared. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors. It should be noted that information on disability is missing for a high proportion of NICS staff and that any staff for whom this information is missing have been allocated to the 'No disability declared' category. The true proportion of disabled staff is therefore likely to be higher than recorded on HR Connect²¹.

Age²¹

There are no gaps in median pay among staff at AA, AO, or Industrial grades when analysed by age. However, at 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.

²⁰ See Table 5.

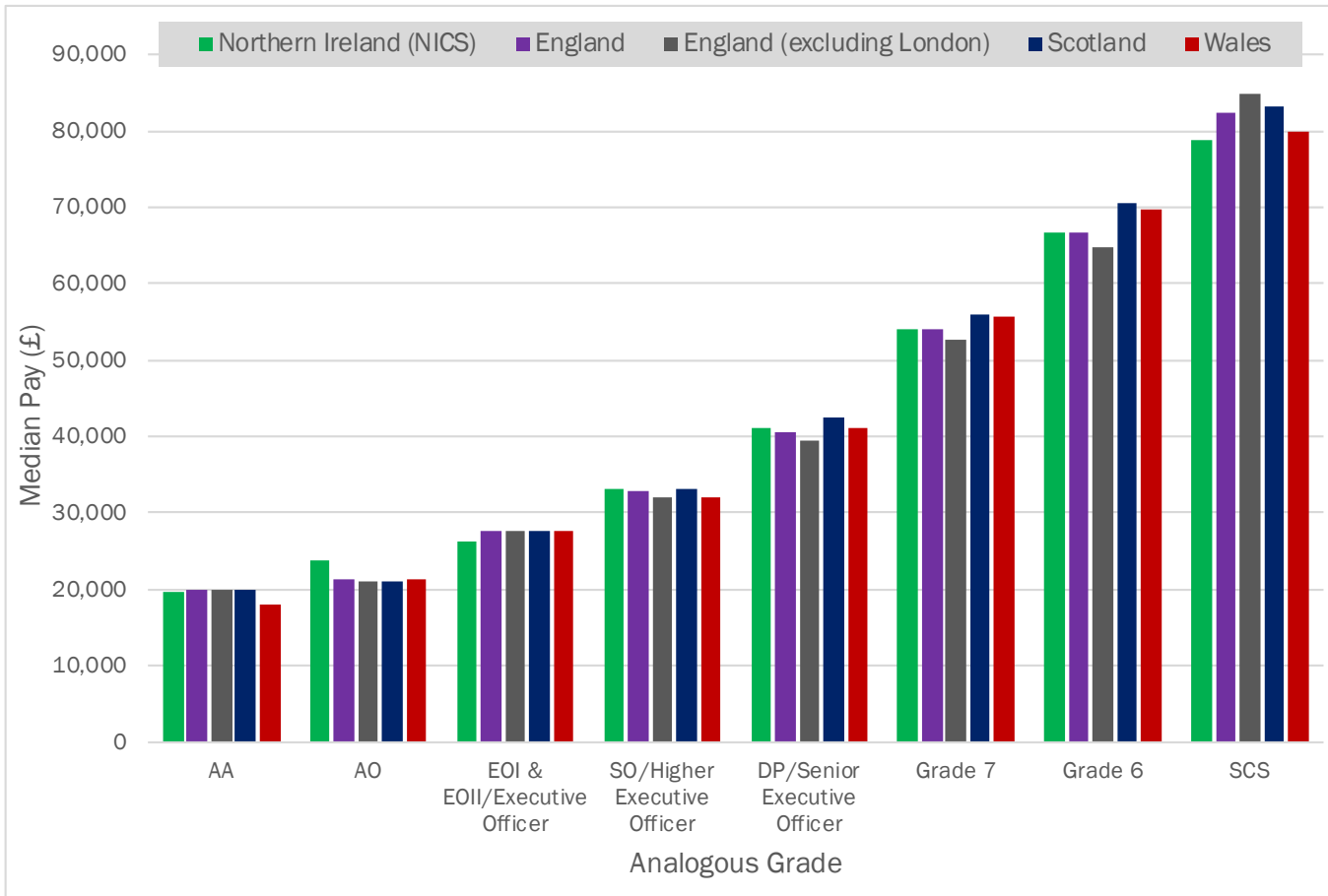
²¹ See Table 6.

²¹ See [Equality Statistics for the Northern Ireland Civil Service \(opens a new window\)](#)

Comparison with the rest of UK

The median pay of NICS staff at SCS and EOI/EOII levels was lower than the median pay of their counterparts elsewhere in UK. At AO grade level, median pay of NICS staff was higher than their counterparts across the rest of the UK. At DP and SO levels, median pay of NICS staff was higher than their counterparts across the rest of the UK with the exception of Scotland²².

Figure 7: Median Pay of Civil Servants across the UK, by Analogous Grade Level, March 2021^{22,23}



Median pay of NICS staff at G6 level was lower than their counterparts in both Scotland and Wales.

At G7 level, median pay of NICS staff was higher than their counterparts in England (excluding London), but lower than their counterparts in England, Scotland, and Wales.

The median pay of NICS staff at AA grade level was lower than the median pay of civil servants at the equivalent level across the rest of the UK with the exception of 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.)

²² See Table 11.

²³ 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 Sectors²⁴

NICS median weekly pay²⁵ for full-time staff (£544) is lower than that in the overall Northern Ireland public sector (£601), but is higher than in the private sector (£464).

For part-time staff, NICS median weekly pay (£363) is higher than both the overall Northern Ireland public sector (£266) and the private sector (£165).

NICS mean weekly pay for full-time staff (£616) is lower than that in the overall Northern Ireland public sector (£660), but is higher than in the private sector (£562).

For part-time staff, NICS mean weekly pay (£396) is higher than both the overall Northern Ireland public sector (£279) and the private sector (£187).

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.

²⁴ For more information visit the Annual Survey of Hours and Earnings section of the [NISRA website \(opens a new window\)](#)

²⁵ See Table 12.

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To download the tables in Open Document Spreadsheet (ODS) format go to the [Pay Statistics \(opens a new window\)](#) section of the NISRA website. If you require this publication in a machine-readable format, the tables supplied in ODS format can be saved as .csv files by Microsoft Excel or by the free Apache OpenOffice suite.

Table 1

Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2021^{1,2,3,4,5}

Pay band	Ind 1 No.	Ind 1 %	Ind 2 No.	Ind 2 %	Ind 3 No.	Ind 3 %	AA No.	AA %	AO No.	AO %	EOII No.	EOII %	EOI No.	EOI %	SO No.	SO %	DP No.	DP %	G7 No.	G7 %	G6 No.	G6 %	SCS No.	SCS %	Other ⁶ No.	Other ⁶ %	Total No.	Total %
£15,001-£20,000	445	100.0%					429	100.0%																			874	3.8%
£20,001-£25,000			330	100.0%					5,301	100.0%															610	46.2%	6,241	26.9%
£25,001-£35,000					20	100.0%					4,243	100.0%	3,060	99.1%	2,762	91.2%									417	31.6%	10,502	45.3%
£35,001-£40,000													29	0.9%	263	8.7%	1,076	37.0%							188	14.2%	1,556	6.7%
£40,001-£45,000															4	0.1%	1,826	62.7%							63	4.8%	1,893	8.2%
£45,001-£55,000																	10	0.3%	777	52.6%					29	2.2%	816	3.5%
£55,001-£65,000																			700	47.4%	147	45.5%			7	0.5%	854	3.7%
£65,001-£70,000																					176	54.5%					176	0.8%
£70,001-£85,000																							231	80.2%	6	0.5%	237	1.0%
£85,001-£90,000																									1	0.1%	1	0.0%
£90,001-£95,000																												
£95,001-£100,000																							21	7.3%			21	0.1%
£100,000+																							36	12.5%			36	0.2%
Total	445	100.0%	330	100.0%	20	100.0%	429	100.0%	5,301	100.0%	4,243	100.0%	3,089	100.0%	3,029	100.0%	2,912	100.0%	1,477	100.0%	323	100.0%	288	100.0%	1,321	100.0%	23,207	100.0%
Lower Quartile (£)		18,597		23,007		26,035		19,619		23,718		25,759		28,422		32,008		39,354		51,511		61,131		74,170		22,869		23,718
Median (£)		18,597		23,007		26,035		19,619		23,718		26,312		29,017		33,128		41,262		53,927		66,736		78,728		26,622		28,422
Upper Quartile (£)		18,597		23,718		26,035		19,619		23,718		26,312		29,017		33,128		42,217		55,134		66,736		83,289		32,305		33,128
Mean (£)		18,808		23,173		26,035		19,619		23,500		26,152		28,960		33,053		40,952		53,504		64,561		82,874		29,375		31,536

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 Some pay bands have been combined to avoid potential disclosure of pay.

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 2021^{1,2,3}

Pay Band	Full-time Male	Full-time Female	Full-time Total	Part-time Male	Part-time Female	Part-time Total	Total Male	Total Female	Total
£15,001-£20,000	593	109	702	52	120	172	645	229	874
£20,001-£25,000	2,560	1,771	4,331	255	1,655	1,910	2,815	3,426	6,241
£25,001-£30,000	3,247	2,482	5,729	366	1,458	1,824	3,613	3,940	7,553
£30,001-£35,000	1,371	1,033	2,404	178	367	545	1,549	1,400	2,949
£35,001-£40,000	788	608	1,396	23	137	160	811	745	1,556
£40,001-£45,000	862	593	1,455	139	299	438	1,001	892	1,893
£45,001-£55,000	389	345	734	4	78	82	393	423	816
£55,001-£65,000	405	278	683	50	121	171	455	399	854
£65,001-£70,000	68	70	138	13	25	38	81	95	176
£70,001-£85,000	139	80	219	7	11	18	146	91	237
£85,001-£90,000	1	0	1	0	0	0	1	0	1
£90,001-£95,000	0	0	0	0	0	0	0	0	0
£95,001-£100,000	9	12	21	0	0	0	9	12	21
£100,000+	23	12	35	0	1	1	23	13	36
Total	10,455	7,393	17,848	1,087	4,272	5,359	11,542	11,665	23,207
Bottom Decile (£)	22,296	23,718	23,007	23,007	23,718	23,718	22,491	23,718	23,007
Lower Quartile (£)	23,718	23,965	23,718	23,718	23,718	23,718	23,718	23,718	23,718
Median (£)	28,422	28,422	28,422	29,017	26,312	26,312	28,422	26,312	28,422
Upper Quartile (£)	36,915	39,354	36,992	33,128	29,017	32,567	35,662	33,128	33,128
Top Decile (£)	43,632	51,511	51,511	42,217	42,217	42,217	43,343	42,217	42,217
Mean (£)	31,894	32,471	32,133	31,386	29,084	29,551	31,846	31,230	31,536

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 Some pay bands have been combined to avoid potential disclosure of pay.

Table 3

Median Pay (£) by Analogous Grade Level and Gender: March 2021^{1,2,3}

Analogous Grade	Male Full-time	Male Part-time	Male Total	Female Full-time	Female Part-time	Female Total	Full-time Gender Pay Gap ⁴	Part-time Gender Pay Gap ⁴	Total Gender Pay Gap ⁴
SCS	78,728	81,768	78,728	78,728	81,471	78,728	0.0%	0.4%	0.0%
Grade 6	64,867	66,736	66,736	66,736	66,736	66,736	-2.9%	0.0%	0.0%
Grade 7	53,927	55,134	55,134	52,718	55,134	53,927	2.2%	0.0%	2.2%
DP	41,262	42,217	41,262	40,308	42,217	41,262	2.3%	0.0%	0.0%
SO	33,128	33,128	33,128	33,128	33,128	33,128	0.0%	0.0%	0.0%
EOI	29,017	29,017	29,017	28,720	29,017	29,017	1.0%	0.0%	0.0%
EOII	26,312	26,312	26,312	26,312	26,312	26,312	0.0%	0.0%	0.0%
AO	23,718	23,718	23,718	23,718	23,718	23,718	0.0%	0.0%	0.0%
AA	19,619	19,619	19,619	19,619	19,619	19,619	0.0%	0.0%	0.0%
Industrial 3 ⁵	26,035	26,174	26,035	N/A	N/A	N/A	N/A	N/A	N/A
Industrial 2	23,007	23,007	23,007	23,007	23,007	23,007	0.0%	0.0%	0.0%
Industrial 1	18,597	19,108	18,597	19,619	19,619	19,619	-5.5%	-2.7%	-5.5%
Other ⁶	27,561	22,491	27,561	25,684	22,492	24,746	6.8%	0.0%	10.2%
Total	28,422	29,017	28,422	28,422	26,312	26,312	0.0%	9.3%	7.4%

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 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 A cell showing N/A means that no staff fall into that category, so it is not possible to determine if there is a gap.

6 Staff not on NICS Pay Scales.

Table 4

Median Pay (£) by Analogous Grade Level and Community Background: March 2021^{1,2,3,4}

Analogous Grade	Protestant Full-time	Protestant Part-time	Protestant Total	Catholic Full-time	Catholic Part-time	Catholic Total	Not-Determined Full-time	Not-Determined Part-time	Not-Determined Total	Full-time Community Background Pay Gap ⁵	Part-time Community Background Pay Gap ⁵	Total Community Background Pay Gap ⁵
SCS	78,728	81,768	78,728	78,728	81,768	78,728	78,728	N/A	78,728	0.0%	0.0%	0.0%
Grade 6	64,867	66,736	66,736	66,736	66,736	66,736	62,999	63,934	62,999	-2.9%	0.0%	0.0%
Grade 7	53,927	55,134	53,927	53,927	55,134	53,927	52,718	55,134	53,927	0.0%	0.0%	0.0%
DP	41,262	42,217	41,262	40,308	42,217	41,262	39,354	42,217	39,354	2.3%	0.0%	0.0%
SO	33,128	33,128	33,128	33,128	33,128	33,128	33,128	33,128	33,128	0.0%	0.0%	0.0%
EOI	29,017	29,017	29,017	29,017	29,017	29,017	29,017	29,017	29,017	0.0%	0.0%	0.0%
EOII	26,312	26,312	26,312	26,312	26,312	26,312	26,174	26,312	26,312	0.0%	0.0%	0.0%
AO	23,718	23,718	23,718	23,718	23,718	23,718	22,296	23,718	23,718	0.0%	0.0%	0.0%
AA	19,619	19,619	19,619	19,619	19,619	19,619	19,619	19,619	19,619	0.0%	0.0%	0.0%
Industrial 3 ⁶	26,035	26,312	26,035	26,035	26,035	26,035	26,035	N/A	26,035	0.0%	1.1%	0.0%
Industrial 2	23,007	23,007	23,007	23,007	23,007	23,007	23,007	23,007	23,007	0.0%	0.0%	0.0%
Industrial 1 ⁶	18,597	18,597	18,597	18,597	19,619	18,597	18,597	N/A	18,597	0.0%	-5.5%	0.0%
Other ⁷	27,561	22,491	27,561	27,561	22,491	26,622	23,428	22,491	22,869	0.0%	0.0%	3.4%
Total	28,422	26,312	28,422	28,422	26,312	26,312	28,720	28,720	28,720	0.0%	0.0%	7.4%

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 Staff missing Community Background information are excluded from this table (n=6).

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 A cell showing N/A means that no staff fall into that category.

7 Staff not on NICS Pay Scales.

Table 5

Median Pay (£) by Analogous Grade Level and Disability: March 2021^{1,2,3}

Analogous Grade	No Disability Declared Full-time	No Disability Declared Part-time	No Disability Declared Total	Disability Declared Full-time	Disability Declared Part-time	Disability Declared Total	Full-time Disability Pay Gap ⁴	Part-time Disability Pay Gap ⁴	Total Disability Pay Gap ⁴
SCS ⁵	78,728	81,768	78,728	83,289	N/A	83,289	-5.8%	N/A	-5.8%
Grade 6	66,736	66,736	66,736	62,999	66,736	66,736	5.6%	0.0%	0.0%
Grade 7	53,927	55,134	53,927	53,927	55,134	54,531	0.0%	0.0%	-1.1%
DP	40,308	42,217	41,262	40,308	42,217	41,262	0.0%	0.0%	0.0%
SO	33,128	33,128	33,128	32,567	33,128	33,128	1.7%	0.0%	0.0%
EOI	29,017	29,017	29,017	29,017	29,017	29,017	0.0%	0.0%	0.0%
EOII	26,312	26,312	26,312	26,312	26,312	26,312	0.0%	0.0%	0.0%
AO	23,718	23,718	23,718	23,718	23,718	23,718	0.0%	0.0%	0.0%
AA	19,619	19,619	19,619	19,619	19,619	19,619	0.0%	0.0%	0.0%
Industrial 3 ⁵	26,035	26,174	26,035	26,035	N/A	26,035	0.0%	N/A	0.0%
Industrial 2 ⁵	23,007	23,007	23,007	23,007	N/A	23,007	0.0%	N/A	0.0%
Industrial 1 ⁵	18,597	19,619	18,597	18,597	N/A	18,597	0.0%	N/A	0.0%
Other ⁶	27,561	22,491	26,622	32,828	22,492	25,684	-19.1%	0.0%	3.5%
Total	28,422	26,312	28,422	26,312	26,312	26,312	7.4%	0.0%	7.4%

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 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 A cell showing N/A means that no staff fall into that category, so it is not possible to determine if there is a gap.

6 Staff not on NICS Pay Scales.

Table 6

Median Pay (£) by Analogous Grade Level and Age-Group: March 2021^{1,2,3}

Analogous Grade	16-49 Full-time	16-49 Part-time	16-49 Total	50+ Full-time	50+ Part-time	50+ Total	Full-time Age Pay Gap ⁴	Part-time Age Pay Gap ⁴	Total Age Pay Gap ⁴
SCS	75,688	77,969	75,688	80,250	81,768	80,250	-6.0%	-4.9%	-6.0%
Grade 6	62,999	66,736	62,999	66,736	66,736	66,736	-5.9%	0.0%	-5.9%
Grade 7	51,511	53,927	52,718	55,134	55,134	55,134	-7.0%	-2.2%	-4.6%
DP	39,354	42,217	39,354	42,217	42,217	42,217	-7.3%	0.0%	-7.3%
SO	32,008	33,128	32,567	33,128	33,128	33,128	-3.5%	0.0%	-1.7%
EOI	28,720	29,017	28,720	29,017	29,017	29,017	-1.0%	0.0%	-1.0%
EOII	26,035	26,312	26,035	26,312	26,312	26,312	-1.1%	0.0%	-1.1%
AO	23,718	23,718	23,718	23,718	23,718	23,718	0.0%	0.0%	0.0%
AA	19,619	19,619	19,619	19,619	19,619	19,619	0.0%	0.0%	0.0%
Industrial 3 ⁵	26,035	N/A	26,035	26,035	26,174	26,035	0.0%	N/A	0.0%
Industrial 2	23,007	23,007	23,007	23,007	23,007	23,007	0.0%	0.0%	0.0%
Industrial 1 ⁵	18,597	N/A	18,597	18,597	19,619	18,597	0.0%	N/A	0.0%
Other ⁶	24,742	22,491	24,742	39,972	22,491	32,305	-61.6%	0.0%	-30.6%
Total	26,312	25,759	26,312	29,017	26,312	29,017	-10.3%	-2.1%	-10.3%

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 A cell showing N/A means that no staff fall into that category, so it is not possible to determine if there is a gap.

6 Staff not on NICS Pay Scales.

Table 7

Median Pay (£) 2017-2021, by Gender^{1,2,3,4}

Gender	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Male	24,975	25,225	27,299	27,845	28,422
Female	24,975	25,225	25,540	26,051	26,312
Total	24,975	25,225	25,540	27,020	28,422

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).

4 A 4 year trend rather than previously reported 5 year trend has been presented because data for Industrial 1/2/3 staff are only available from March 2017 onwards.

Table 8

Median Pay (£) 2017-2021, by Analogous Grade Level^{1,2,3,4,5}

Analogous Grade	March 2017	March 2018	March 2019	March 2020	March 2021	% Change 2017 - 2021	% Change 2020 - 2021
SCS	71,845	72,563	74,946	76,445	78,728	9.6%	3.0%
Grade 6	63,346	63,979	64,779	66,075	66,736	5.4%	1.0%
Grade 7	52,334	52,857	53,518	54,588	53,927	3.0%	-1.2%
DP	40,072	40,473	40,979	41,799	41,262	3.0%	-1.3%
SO	31,446	31,760	32,157	32,800	33,128	5.3%	1.0%
EOI	27,544	27,819	28,167	28,730	29,017	5.3%	1.0%
EOII	24,975	25,225	25,540	26,051	26,312	5.4%	1.0%
AO	22,514	22,739	23,023	23,483	23,718	5.3%	1.0%
AA	17,796	17,974	18,513	18,883	19,619	10.2%	3.9%
Industrial 3	23,428	24,164	24,734	25,504	26,035	11.1%	2.1%
Industrial 2	18,946	20,009	20,951	22,075	23,007	21.4%	4.2%
Industrial 1	16,300	17,076	17,588	17,940	18,597	14.1%	3.7%
Other ⁶	24,610	24,610	24,680	26,100	26,622	8.2%	2.0%
Total	24,975	25,225	25,540	27,020	28,422	13.8%	5.2%

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 Data for Industrial 1, 2, and 3 staff are only available from 2017 onwards.

6 Staff not on NICS Pay Scales.

Table 9
Increase in pay, March 2020 to March 2021, by Analogous Grade Level ^{1,2}

Analogous Grade	Headcount 0% increase in pay	Proportion 0% increase in pay	Headcount 0.1% - 1.9% increase in pay	Proportion 0.1% - 1.9% increase in pay	Headcount 2% - 3.9% increase in pay	Proportion 2% - 3.9% increase in pay	Headcount 4% - 5.9% increase in pay	Proportion 4% - 5.9% increase in pay	Headcount 6% or more increase in pay	Proportion 6% or more increase in pay	Total Headcount	Total Proportion
SCS	*	*	18-21	7.7%-9.0%	211	90.6%	0	0.0%	0	0.0%	233	100.0%
Grade 6	0	0.0%	155	58.5%	20-23	7.5%-8.7%	86	32.5%	*	*	265	100.0%
Grade 7	*	*	611	50.9%	585-588	48.8%-49.0%	0	0.0%	0	0.0%	1,200	100.0%
DP	5-8	0.2%-0.3%	1,172	50.7%	1,130	48.9%	0	0.0%	*	*	2,310	100.0%
SO	7	0.3%	1,295	51.7%	1,171	46.7%	34	1.4%	0	0.0%	2,507	100.0%
EOI	65	2.5%	1,444	56.3%	1,056	41.2%	0	0.0%	0	0.0%	2,565	100.0%
EOII	38	1.0%	2,149	59.3%	1,436	39.6%	0	0.0%	0	0.0%	3,623	100.0%
AO	*	*	3,934-3,937	83.8%-83.9%	0	0.0%	754	16.1%	0	0.0%	4,692	100.0%
AA	0	0.0%	0	0.0%	342	100.0%	0	0.0%	0	0.0%	342	100.0%
Industrial 3	0	0.0%	*	*	15-18	78.9%-94.7%	0	0.0%	0	0.0%	19	100.0%
Industrial 2	0	0.0%	65	21.2%	0	0.0%	221	72.2%	20	6.5%	306	100.0%
Industrial 1	0	0.0%	5-8	1.2%-1.7%	411	98.1%	0	0.0%	*	*	419	100.0%
Other ³	0	0.0%	0	0.0%	393	33.2%	578	48.9%	211	17.9%	1,182	100.0%
Total	121	0.6%	10,855	55.2%	6,777	34.5%	1,673	8.5%	237	1.2%	19,663	100.0%

¹ This table compares the salaries from March 2020 to March 2021 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 4).

³ Staff not on NICS pay scales.

* The number of cases is below 4.

Table 10
Median Pay (£) by Age: March 2021^{1,2}

Age	Median Pay	No. of staff
Under 21	22,296	32
21	21,930	37
22	22,296	56
23	22,296	53
24	22,869	91
25	22,296	109
26	23,807	133
27	23,807	155
28	25,759	160
29	25,759	195
30	26,035	227
31	26,035	297
32	26,035	343
33	26,035	410
34	26,035	515
35	26,312	591
36	26,035	658
37	26,312	649
38	26,312	720
39	26,312	753
40	26,312	766
41	26,312	779
42	28,422	719
43	28,422	729
44	28,422	679
45	28,720	589
46	28,601	595
47	29,017	651
48	28,720	696
49	28,601	681
50	28,869	680
51	28,720	724
52	29,017	783
53	29,017	801
54	29,017	823
55	29,017	794
56	29,017	788
57	29,017	800
58	29,017	738
59	29,017	730
60	29,017	600
61	29,017	459
62	29,017	401
63	29,017	323
64	27,808	202
65	27,194	201
Over 65	26,312	292

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 2021^{1,2,3,4,5,6,7,8}

Analogous Grade	Northern Ireland Median Pay	England Median Pay	England (Excluding London) Median Pay	Scotland Median Pay	Wales Median Pay
SCS	78,730	82,350	84,760	83,230	79,870
Grade 6	66,740	66,680	64,670	70,500	69,630
Grade 7	53,930	54,110	52,580	55,930	55,610
DP/Senior Executive Officer	41,260	40,580	39,510	42,420	41,090
SO/Higher Executive Officer	33,130	33,000	31,990	33,270	32,180
EOI & EOII/Executive Officer	26,310	27,570	27,570	27,570	27,570
AO	23,720	21,430	21,050	21,010	21,440
AA	19,620	20,070	19,850	20,070	18,060
All Employees	28,420	29,540	27,570	27,570	27,570

Sources: DoF (HR Connect 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 2021^{1,2}**

Sector	Full-time Median Pay	Part-time Median Pay	Total Median Pay	Full-time Mean Pay	Part-time Mean Pay	Total Mean Pay
NICS	544.5	363.5	504.1	615.6	396.4	565.0
Public Sector	601.1	266.3	507.5	660.3	279.4	550.5
Private Sector	463.6	164.7	400.0	562.3	186.6	454.6

Sources: DoF (HR Connect 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 14- 17. 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 1, 2, and 3 staff, and Other staff (those not on NICS pay scales), as analogous grades are not available for some of these staff.

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 refer to median pay. The *median* is one of several different ways of determining the average of a group of numbers, and it is defined as the middle number in a list of numbers which has been sorted from lowest to highest. For example, the median of the following group of numbers is 3000.

1000, 2000, 3000, 30000, 80000

Another commonly used method of calculating the average is the mean, which is simply the sum of the numbers divided by how many numbers there are. In the case of the numbers above for example, the mean is 23200 (i.e. $1000+2000+3000+30000+80000=116000/5=23200$)

In deciding whether to use the mean or the median as the measure of average of a set of data, a lot depends on the nature of the data. Sets of numbers which include a few very high or very low numbers (outliers) can artificially make the mean very high or low. In the case of the numbers presented above, the mean is a misleading indicator of the average, because 1 of the 5 numbers is significantly higher than the other 4.

In such cases, the median is a more accurate way to describe the average, particularly when discussing salary data because these often have relatively few very high values.

6. Table 2 refers to bottom and top decile pay. The bottom decile is the 10 per cent of staff with the lowest pay. The top decile is the 10 per cent of staff with the highest pay.

7. Table 1 and Table 2 refer to lower and upper quartile pay. The lower quartile is the 25 per cent of staff with the lowest pay. The upper quartile is the 25 per cent of staff with the highest pay.

Data Sources, Quality and Validation

8. Pay data for NIPS Prison Grade staff and a small number of non-Prison Grade staff have come from the data system (Compass) of this Agency. Pay data for all other NICS staff²⁶ 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.

9. 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.

10. 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.

11. 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.

12. With reference to Tables 1 and 2, please note that some pay bands have been combined to avoid potential disclosure of pay information. This has resulted in some pay bands in these tables being unequal. However, this means that no data have been removed or suppressed and that coverage in these tables is therefore 100%.

²⁶ 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

13. 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 NICS²⁷

Non-Industrial Staff

14. 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

15. 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.

NIPS Learning and Skills Staff

16. 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.

²⁷ Sources: NICS HR, Department of Finance (DoF), NIPS & YJA.

Industrial Staff

17. 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.

Industrial staff in the NICS are now classified as Industrial 1, 2, or 3 and are analogous to the non-industrial AA, AO and EOII grades. Industrial 1 grades are, in the main, unskilled or semi-skilled roles. Industrial 2 grades mainly carry out skilled trades, crafts and supervisory roles, and Industrial 3 grades hold distinct management responsibilities.

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

Non-Industrial Pay and Grading Review

18. 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

19. 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 [NICS Pay and Grading Review for Industrial Staff \(opens a new window\)](#).

Voluntary Exit Scheme

20. 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

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

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

Annex 1 - General Service Pay Ranges²⁸, 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. The GB Departments in this list are different from that provided in previous years due to a request from users that we present a broader range of GB Departments.

AA

Organisation	Minimum	Maximum
NICS	£18,597	£19,619
Department for Education	£21,000	£21,000
Department for Environment, Food and Rural Affairs	£18,533	£18,533
Ministry of Defence	£19,559	£19,559
Department of Health and Social Care	N/A	N/A
Department for International Trade	N/A	N/A
Department for Work and Pensions	£20,476	£20,476
Home Office	£17,994	£17,994
Foreign and Commonwealth Development Office	£20,200	£20,200
Her Majesty's Customs and Revenue	£20,074	£20,074
Scottish Government ²⁹	£20,064	£22,232

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

AO

Organisation	Minimum	Maximum
NICS	£22,296	£23,718
Department for Education	£21,000	£21,000
Department for Environment, Food and Rural Affairs	£21,048	£21,048
Ministry of Defence	£20,919	£21,581
Department of Health and Social Care	£19,090	£20,670
Department for International Trade	£21,373	£21,373
Department for Work and Pensions	£21,262	£21,262
Home Office	£21,431	£21,431
Foreign and Commonwealth Development Office	£21,493	£21,493
Her Majesty's Customs and Revenue	£20,137	£21,441
Scottish Government ³⁰	£23,344	£24,909

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

²⁸ In effect at March 2021. The Non Industrial Pay Scales 1 August 2020 – 31 July 2022 are published on the [DoF website](#).

²⁹ A3 grade, equivalent to AA/AO.

³⁰ A4 grade.

EOI/EOII/Executive Officer

Organisation	Minimum	Maximum
NICS	£25,759	£29,017
Department for Education	£25,000	£26,000
Department for Environment, Food and Rural Affairs	£24,918	£26,584
Ministry of Defence	£26,350	£29,196
Department of Health and Social Care	£23,440	£26,909
Department for International Trade	£22,511	£26,367
Department for Work and Pensions	£27,565	£27,565
Home Office	£24,883	£27,372
Foreign and Commonwealth Development Office	£26,120	£26,120
Her Majesty's Customs and Revenue	£25,563	£28,130
Scottish Government	£26,155	£29,192

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

SO/Higher Executive Officer

Organisation	Minimum	Maximum
NICS	£32,008	£33,128
Department for Education	£29,393	£32,304
Department for Environment, Food and Rural Affairs	£29,179	£32,160
Ministry of Defence	£33,000	£36,463
Department of Health and Social Care	£28,966	£33,985
Department for International Trade	£28,070	£31,824
Department for Work and Pensions	£31,989	£34,285
Home Office	£30,817	£33,899
Foreign and Commonwealth Development Office	£33,929	£33,929
Her Majesty's Customs and Revenue	£31,807	£34,997
Scottish Government	£30,652	£35,110

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

DP/Senior Executive Officer

Organisation	Minimum	Maximum
NICS	£39,354	£42,217
Department for Education	£36,498	£40,297
Department for Environment, Food and Rural Affairs	£35,895	£40,613
Ministry of Defence	£40,000	£44,428
Department of Health and Social Care	£36,819	£42,480
Department for International Trade	£34,425	£40,300
Department for Work and Pensions	£35,310	£40,666
Home Office	£37,450	£41,193
Foreign and Commonwealth Development Office	£38,500	£43,500
Her Majesty's Customs and Revenue	£38,629	£42,517
Scottish Government	£38,541	£46,599

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

Grade 7

Organisation	Minimum	Maximum
NICS	£51,511	£55,134
Department for Education	£49,861	£57,603
Department for Environment, Food and Rural Affairs	£47,549	£54,728
Ministry of Defence	£53,500	£59,749
Department of Health and Social Care	£49,529	£58,768
Department for International Trade	£47,981	£56,396
Department for Work and Pensions	£49,171	£59,589
Home Office	£52,051	£57,254
Foreign and Commonwealth Development Office	£48,500	£55,000
Her Majesty's Customs and Revenue	£51,561	£58,126
Scottish Government	£48,930	£61,006

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

Grade 6

Organisation	Minimum	Maximum
NICS	£61,131	£66,736
Department for Education	£61,014	£68,717
Department for Environment, Food and Rural Affairs	£57,114	£65,740
Ministry of Defence	£63,500	£72,445
Department of Health and Social Care	£62,404	£71,893
Department for International Trade	£58,130	£68,493
Department for Work and Pensions	£60,740	£72,933
Home Office	£63,256	£69,578
Foreign and Commonwealth Development Office	£59,500	£68,500
Her Majesty's Customs and Revenue	£63,417	£71,487
Scottish Government ³¹	£64,057	£76,574

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

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

Organisation	Minimum	Maximum ³²
NICS	£74,170	£83,289
Department for Education	£71,000	£117,800
Department for Environment, Food and Rural Affairs	£71,000	£117,800
Ministry of Defence	£71,000	£117,800
Department of Health and Social Care	£71,000	£117,800
Department for International Trade	£71,000	£117,800
Department for Work and Pensions	£71,000	£117,800
Home Office	£71,000	£117,800
Foreign and Commonwealth Development Office	£71,000	£117,800
Her Majesty's Customs and Revenue	£71,000	£117,800
Scottish Government	£77,340	£83,233

Sources: DoF (NICS HR), Scottish Government, and Cabinet Office.

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

Organisation	Minimum	Maximum ³²
NICS	£95,218	£106,501
Department for Education	£93,000	£162,500
Department for Environment, Food and Rural Affairs	£93,000	£162,500
Ministry of Defence	£93,000	£162,500
Department of Health and Social Care	£93,000	£162,500
Department for International Trade	£93,000	£162,500
Department for Work and Pensions	£93,000	£162,500
Home Office	£93,000	£162,500
Foreign and Commonwealth Development Office	£93,000	£162,500
Her Majesty's Customs and Revenue	£93,000	£162,500
Scottish Government	£95,930	£103,495

Sources: DoF (NICS HR), Scottish Government, and Cabinet Office.

SCS Pay Band 3/NICS Permanent Secretary

Organisation	Minimum	Maximum ³²
NICS	£123,051	£140,461
Department for Education	£120,000	£208,100
Department for Environment, Food and Rural Affairs	£120,000	£208,100
Ministry of Defence	£120,000	£208,100
Department of Health and Social Care	£120,000	£208,100
Department for International Trade	£120,000	£208,100
Department for Work and Pensions	£120,000	£208,100
Home Office	£120,000	£208,100
Foreign and Commonwealth Development Office	£120,000	£208,100
Her Majesty's Customs and Revenue	£120,000	£208,100
Scottish Government	£122,605	£132,330

Sources: DoF (NICS HR), Scottish Government, and Cabinet Office.

³¹ Minimum of C2 grade and maximum of C3 grade.

³² 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. The SCS Pay Scales 1 August 2020 – 31 July 2022 are published on the [DoF website](#).

SCS Pay Band 4/NI Head of Civil Service

Organisation	Minimum	Maximum ³³
NICS	£166,167	£190,155
The staff on Pay Band 4 in all other Departments are paid in three tiers:	Minimum	Maximum
Tier 1	£180,000	£200,000
Tier 2	£162,500	£180,000
Tier 3	£150,000	£160,000

Sources: DoF (NICS HR), Scottish Government, and Cabinet Office.

³³ 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.

Annex 2 - NICS Non-Industrial and Industrial Pay Awards 2020

2020 Non-Industrial Pay Award

The 2020 pay award remunerates staff for the reporting year 1 April 2019 to 31 March 2020 and applies from 1 August 2020.

All elements of entitlement in this award detailed at (a) to (h) are in respect of a one year period with effect from 1 August 2020 and do not establish any future contractual entitlements. The elements are as follows:

(a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2020;

(b) all points on all pay scales, excluding non-civil service retained pay scales, from minimum to maximum to be revalorised by 1%;

(c) any staff receiving less than a 1% consolidated increase to receive an additional non-consolidated, non-pensionable payment to bring them up to the equivalent value of 1% of their salary (for those in civil service grades in receipt of a salary in excess of the maximum, the 1% would be based on the scale maximum. For those on non-civil-service pay scales the 1% would be limited to 1% of the equivalent civil service general service scale maximum);

(d) AA and analogous pay scale to be extended to two pay points through the introduction of a new scale minimum point below the pre-existing revalorised scale point;

(e) all other pay scales (AO and analogous to SCS inclusive, excepting non-civil service pay scales) will be shortened by the removal of the minimum pay point;

(f) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at AA and analogous;

(g) a 1% non-consolidated, non-pensionable payment to staff eligible for the pay award at all other grades; and

(h) a 1% increase to apply to all fixed-rate pay leads as well as percentage based pay leads with effect from 1 August 2020.

2020 Industrial Pay Award

The 2020 pay award remunerates staff for the reporting year 1 April 2019 to 31 March 2020 and applies from 1 August 2020.

All elements of entitlement in this award detailed at (a) to (i) are in respect of a one year period with effect from 1 August 2020 and do not establish any future contractual entitlements. The elements are as follows:

(a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2020;

(b) all points on all industrial scales, from minimum to maximum to be revalorised by 1%;

(c) any staff receiving less than a 1% consolidated increase to receive an additional non-consolidated, non-pensionable payment to bring them up to the equivalent value of 1% of their salary;

(d) Industrial 1 pay scale will be shortened by the removal of the bottom pay point to make a two-point pay scale fully aligned with proposed new non-industrial AA grade pay scale and those Industrial 1 staff on the PU scheme would move to the new minimum of the Industrial 1 scale;

(e) Industrial 2 pay scale will be shortened by the removal of the bottom two pay points to make a three-point pay scale fully aligned with the non-industrial AO grade;

(f) Industrial 3 pay scale will be shortened by the removal of the bottom two pay points to make a three-point pay scale fully aligned with the non-industrial EO2 grade;

(g) In order to maintain the operation of the PU scheme, the threshold of the PU scheme will be increased from 12.0 PUs per qualifying hour over the normal weekly accounting period to 12.3 PUs per qualifying hour (the value of the PU remains unchanged at £0.55p) for work completed from Thursday 3 June 2021 onwards;

(h) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 1; and

(i) a 1% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 2 and Industrial 3.

Implementation of NICS Pay Awards

The operative date for implementation of the annual NICS pay award is in August of each calendar year. Because of this, there is a discrepancy between the date of the annual pay award, and the reporting year on which the bulletin is based – the reporting year is normally a year in advance of the pay award year. Prior to 2017, the pay award was always implemented before the March cut-off – therefore the data was ready immediately on 1st April and we did not have to wait for the correct pay data.

Since then, the pay award has always been implemented after March, so it is necessary to wait for the pay award to be implemented to get the correct up-to-date pay data.

In the case of this bulletin for example, the 2020 NICS pay award was implemented in August 2021, but the reporting year on which the bulletin is based is April 2020 to March 2021. Therefore, in order to produce the dataset on which the bulletin is based, information on salaries for staff in post at March 2021 are retrospectively updated with their new salaries after implementation of the 2020 pay award.

The development of a 2-year pay award for the NICS resulted in the 2021 NICS pay award being implemented in October 2021. Therefore the next bulletin will report on salaries of NICS staff in post at March 2022 who have had their salaries updated according to the 2021 pay award.