

Pay in the Northern Ireland Civil Service Statistical Bulletin Year Ending March 2022 (Updated with 2022 ONS and ASHE data)

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¹ This release was originally published on 9 June 2022 with 2021 ONS and ASHE data. It has now been updated with 2022 ONS data (published on 13 October 2022) and ASHE data (published on 26 October 2022).



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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.

Further statistical information can be obtained from:

Christopher Baird
NISRA Human Resource Consultancy Services
Floor 2
Colby House
Stranmillis Court
Stranmillis Road
BELFAST
BT9 5RR

Telephone: 028 9038 8443

E-mail: Christopher.Baird@nisra.gov.uk

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Main Points

| Key Points | Commentary |
|---|--|
| Median Pay has increased by 1.0% | The average ¹ (median full-time equivalent) pay of NICS staff is £28,706, which is an increase of 1.0% on the equivalent figure for 2021. The overall pay award for the NICS for 2021 was 1%. |
| Top decile Pay: £42,639 Bottom decile Pay: £23,955 | Pay of £23,955 would put someone in the bottom 10% of NICS staff, whereas pay of £42,639 would put someone in the top 10% of NICS staff. |
| 98.6% of NICS staff received a pay increase between 2021 and 2022 | The extent of the increase varied between grades: 100% of AA staff received a pay increase between 0.1% and 1.9%. 63.6% 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. |

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 Grade 5 and above.

¹ Median is the measure used for the average of pay data. The median is preferred over other ways of calculating the average as it is less likely to be influenced by a few very high or low values, which can often be the case with 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.

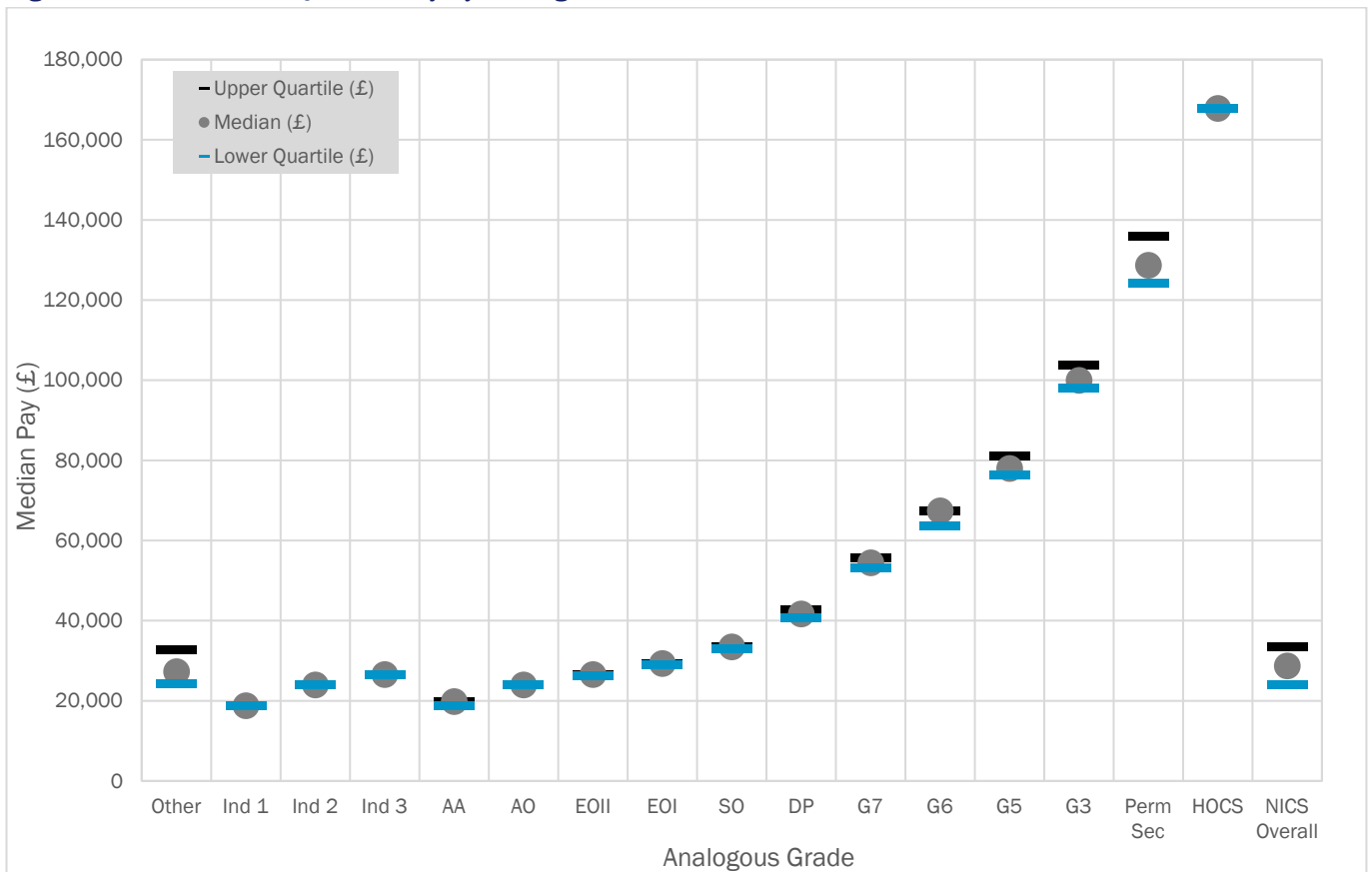
Background

This bulletin contains an overview of NICS pay statistics as at March 2022. The statistics relate to annual pay, and the emphasis is on 2022, though some trend information from 2012 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 NICS August 2021 pay award and the Northern Ireland Prison Service (NIPS) April 2021 pay award⁴.

Analysis of Pay - Year Ending March 2022

At March 2022, the median pay of NICS staff was £28,706⁵, which represents a 1.0% increase on the equivalent figure for 2021. The overall pay award for the NICS for 2021 was 1%.

Figure 1: Median and Quartile Pay by Analogous Grade Level, March 2022^{5,6,7}



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 2, Industrial 3, and AO grades, the median, lower quartile, and upper quartiles are equal.

For staff at AA, EOII, EOI, SO and Grade 6 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 (98.6%) of NICS staff members received an increase in pay between 2021 and 2022⁸. Basic pay of £23,955 would put someone in the bottom 25% of NICS staff, whereas basic pay of £33,459 would put someone in the top 25% of NICS staff.

⁴ See Annex 2 for details of the [2021 NICS Pay Award \(opens a new window\)](#) and [2021 NIPS Pay Award \(opens a new window\)](#).

⁵ See Table 1.

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

⁷ For further details on breakdown of job titles within Industrial grades, see [DoF Industrial Pay Scales \(opens a new window\)](#).

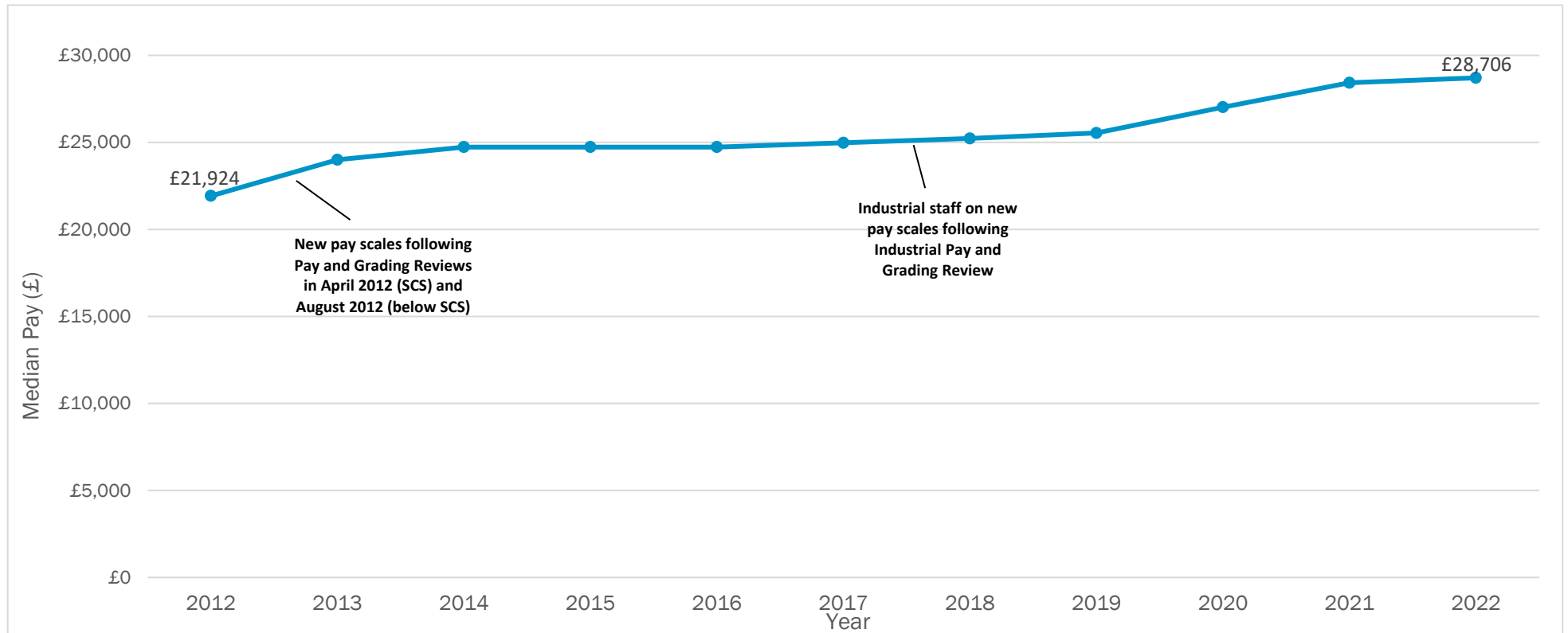
⁸ See Table 9.

Among staff at Industrial 1 level, and from AA to Grade 5 level, median pay increased by 1.0% between 2021 and 2022. There was a 4.1% increase in the median pay of staff at Industrial 2 grade, and a 2.1% increase in the median pay of Industrial 3 staff, over the same period.

98.6% of staff received a pay rise, the majority of which received an increase in pay between 0.1% and 1.9%. Almost 64% of Industrial 2 staff and 31.5% of Grade 6 staff received pay increases between 4.0% and 5.9%, and at Industrial 3 level the majority received pay increases between 2.0% and 3.9%. More than 36% of Other staff (i.e. those not on NICS pay scales) received an increase in pay of 6.0% or more.

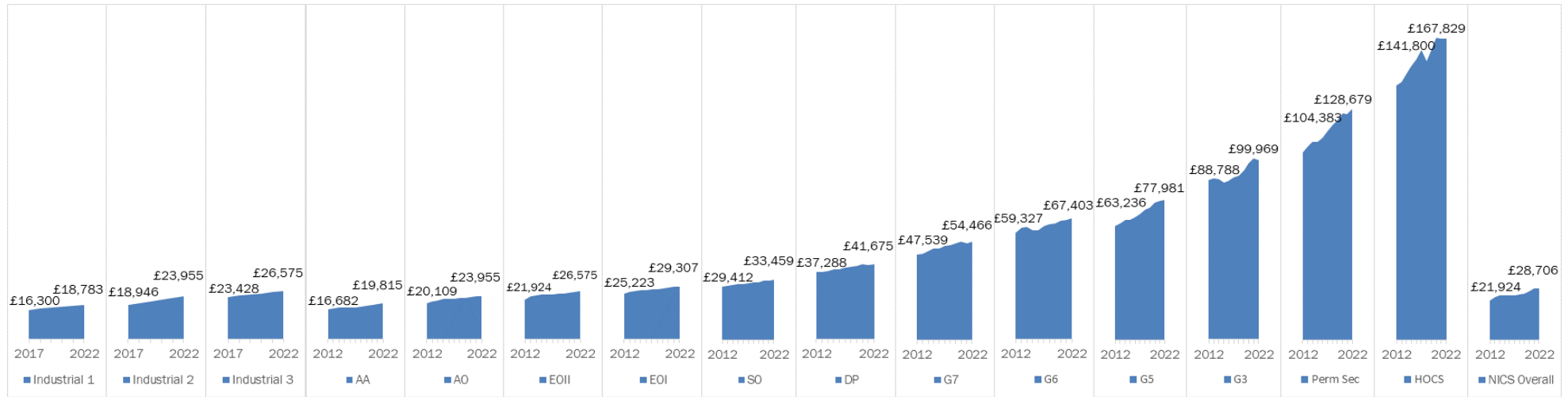
Analysis of Pay - 2012 to 2022

Figure 2: NICS Median Pay Trend, 2012-2022



The overall median pay in the NICS increased by 31% between 2012 and 2022, from £21,924 to £28,706 (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, 2012-2022^{9,10}



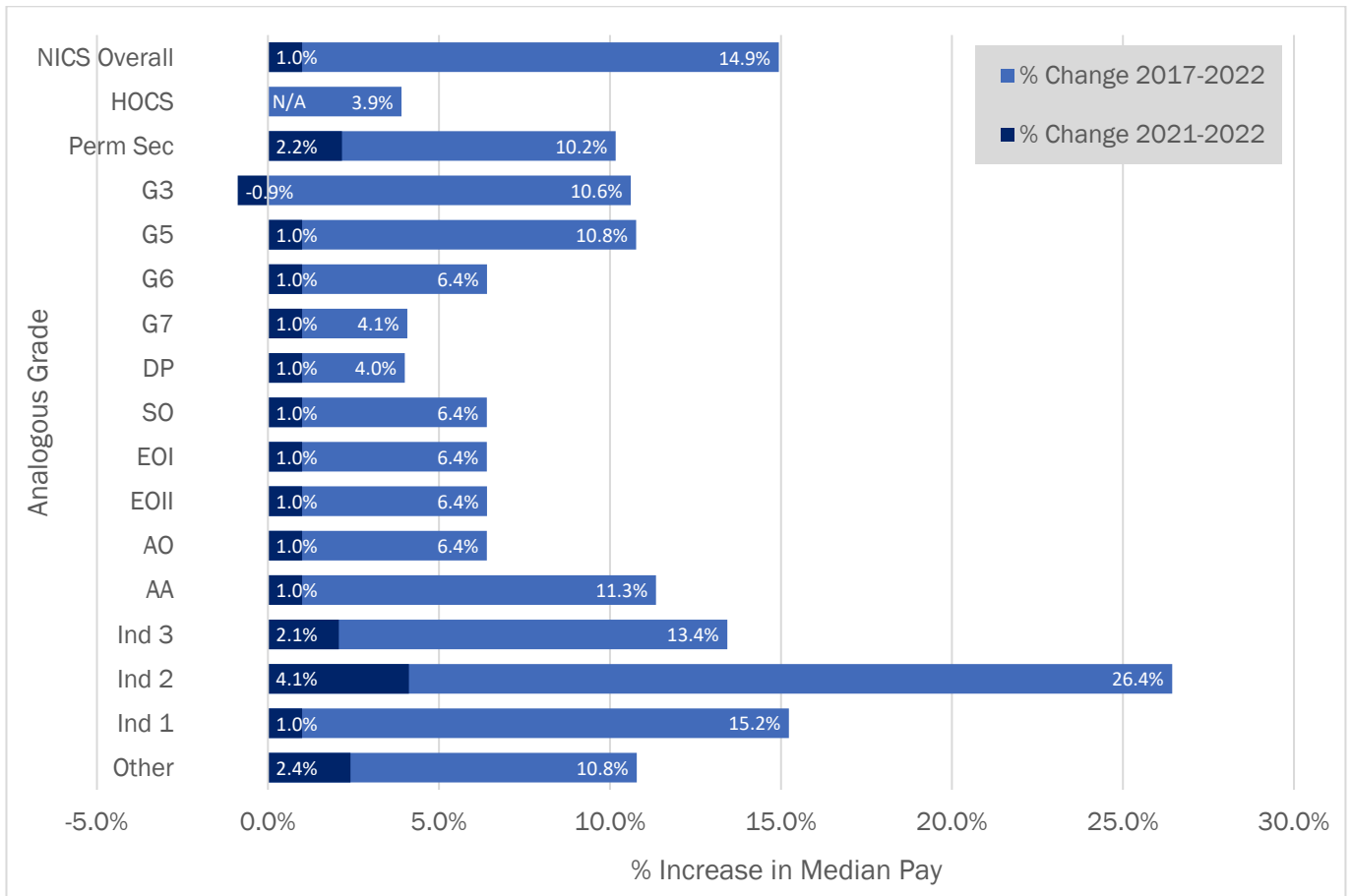
Between 2012 and 2022, median pay for staff at E0II, Grade 5, and Permanent Secretary levels have had the highest increase over time, between 21% and 23%, largely due to alignment to new pay scales following Pay and Grading reviews in 2012. In comparison, median pay for staff at SO, DP and Grade 3 levels has had the lowest increases over time, between 12% to 14%.

⁹ Data for Industrial 1, 2, and 3 staff are only available from 2017 onwards.

¹⁰ 'Other' staff have not been included in this chart as the grades and pay scales classified as 'Other' have varied extensively over the time period of this chart.

5 Year Trend

Figure 4: % Change in NICS Median Pay by Analogous Grade, 2017-2022^{11,12}



Industrial 2 staff have seen a 26.4% increase in their median pay over the period 2017-2022 (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 2017¹³.

While there has been an upward trend in median pay at all NICS grade levels between 2017 and 2022, changes to the median pay of staff at Industrial 1, Industrial 3, and AA levels have been particularly marked with increases of 15.2%, 13.4%, and 11.3% respectively. A range of factors contributed to these changes, including staff advancing up their pay scales, and revised pay scales.

The median pay of staff at Grade 3 level decreased by 0.9% between 2021 and 2022. This is likely due to promotions into this grade during the preceding year, because staff who are promoted usually start on the lowest point of the pay scale for that grade. An increase in the number of staff on the lowest pay point for a grade has the overall effect of lowering the median salary for that grade. It does not mean that staff in this grade have had a reduction in their pay.

The median pay of Other staff (i.e. those who were not on NICS pay scales, the majority of whom were Prison Grade Staff) has increased by 10.8% since 2017.

¹¹ See Table 8.

¹² 'Other' Staff are staff not on NICS Pay Scales.

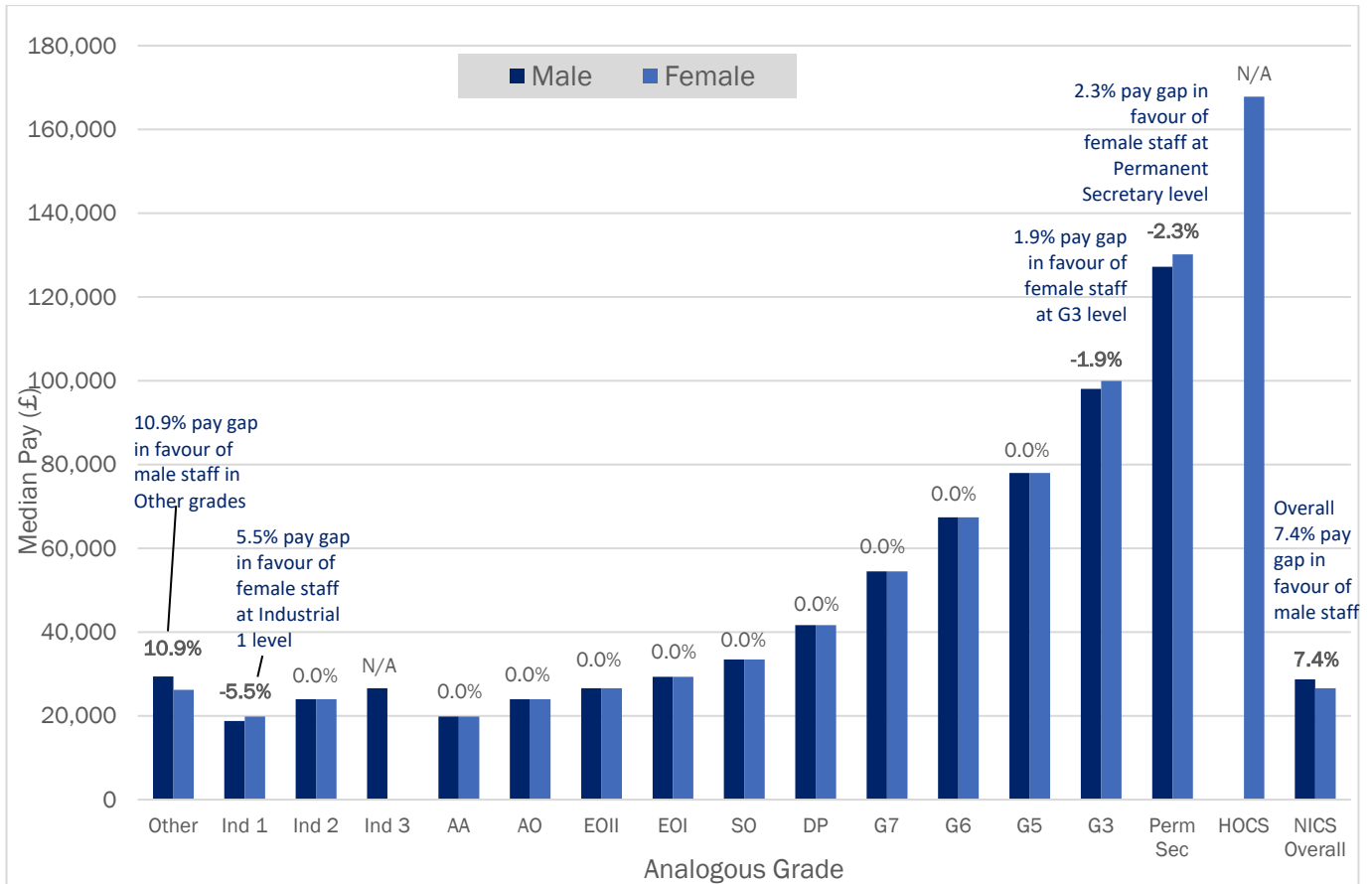
¹³ See Paragraph 19 of the Background Notes on page 27 for details.

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 (£28,706 for males compared with £26,575 for females)¹⁴.

Figure 5: Pay Gap by Analogous Grade Level and Gender, March 2022^{15,16}



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 (51.7%), compared with the majority of males who are in higher paid grades EOI and above (53.1%). 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.

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 10.9% below male median pay.

For the General Service grades from AA to Grade 5, the median pay of males and females was equal. However, for the General Service grades Grade 3 and Permanent Secretary, the median pay of females was higher than their male equivalents, by 1.9% and 2.3% respectively.

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.

¹⁴ See Table 2.

¹⁵ See Table 3.

¹⁶ 'Other' staff includes staff not on NICS Pay Scales.

To illustrate the constantly changing staff profile of the NICS, it is worth noting that between April 2021 and April 2022, the number of female staff at SO level increased by 4.7%, whereas the number of male staff at SO level decreased by 0.4% over the same period. The number of female staff at SCS level increased by 16.4% compared with 2.3% for males, and the number of female staff at Grade 6 level increased by 6.4% while the number of male staff at that level increased by only 2.6%.¹⁷

Data on leavers and joiners indicates that in 2021/22, 52.0% of leavers from the NICS were male. However of the NICS leavers who were female, a higher proportion (60.4%) were at EOII grade and below.

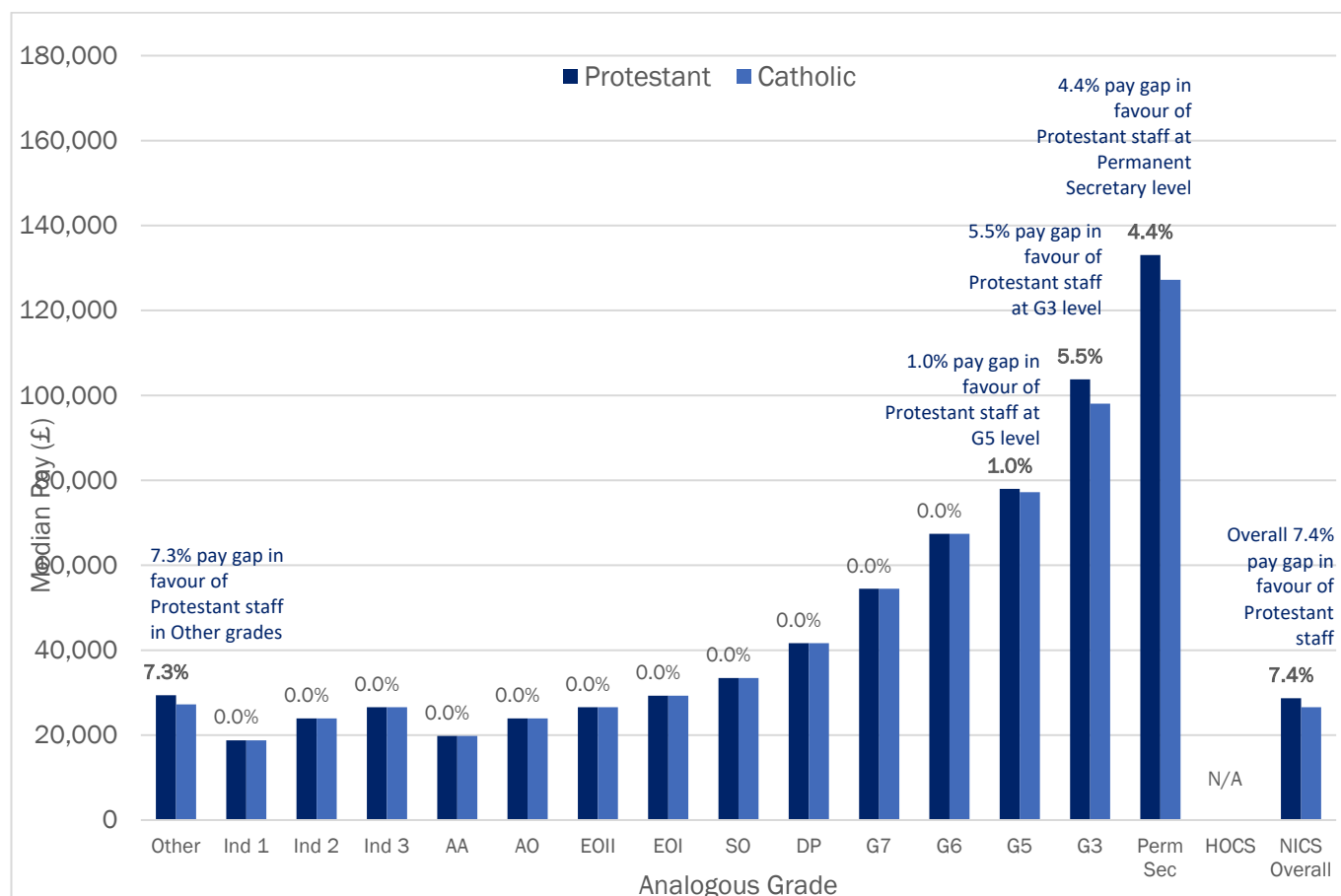
Although males made up a higher proportion (52.9%) of all joiners to the NICS in 2021/22, more males than females joined at EOII or below, but a slightly higher proportion of females joined at EOI and above.

Data on promotions within the NICS indicates that in in the financial year 2021/22, the number of males and females promoted into higher grades was about the same (c. 650). 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 (63.3%), and AO (53.8%) were male, whereas the majority of promotees at Grade 7 (50.5%) and EOII (58.5%) 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 2022^{18,19}



¹⁷ For further information on employment in the NICS, see [Employment in the Northern Ireland Civil Service 1st April 2022 \(opens a new window\)](#).

¹⁸ See Table 4.

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

With regard to community background, at all Industrial grade levels and from AA to Grade 6 inclusive, 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 7.3% lower than Protestant median pay. At Grade 5, Grade 3, and Permanent Secretary levels, Catholic median pay is lower than Protestant median pay by 1.0%, 5.5% and 4.4% respectively.

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.

Currently the majority of Protestant staff (52.0%) are at EOI grade and above, whereas the majority of Catholic staff (50.9%) are at EOII grade and below. 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 (54.6%) at SCS level are Protestant.

In addition, although Catholics made up a higher proportion (52.9%) of all joiners to the NICS in 2021/22, a higher proportion of Protestants than Catholics joined at EOII or below (73.9% compared to 71.7%). Therefore the proportion of Catholics joining at EOI and above was higher than that of Protestants (28.3% compared to 26.1%).

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 (51.4%) were promoted to a higher grade than those from a Protestant community background (48.6%). Looking at individual grades, the majority of promotees to SCS (58.6%) and EOI (51.9%) levels were from a Protestant community background, whereas the majority of promotees to G6 (56.4%) and AO (58.6%) levels were from a Catholic community background.

Disability^{20,21}

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 Grade 6, Grade 5 and Permanent Secretary levels, the median pay of those with no disability declared is 5.6%, 3.9% and 3.8% respectively higher than the median pay of those with a disability declared. Again, it should 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. 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 Connect.

Age²²

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.

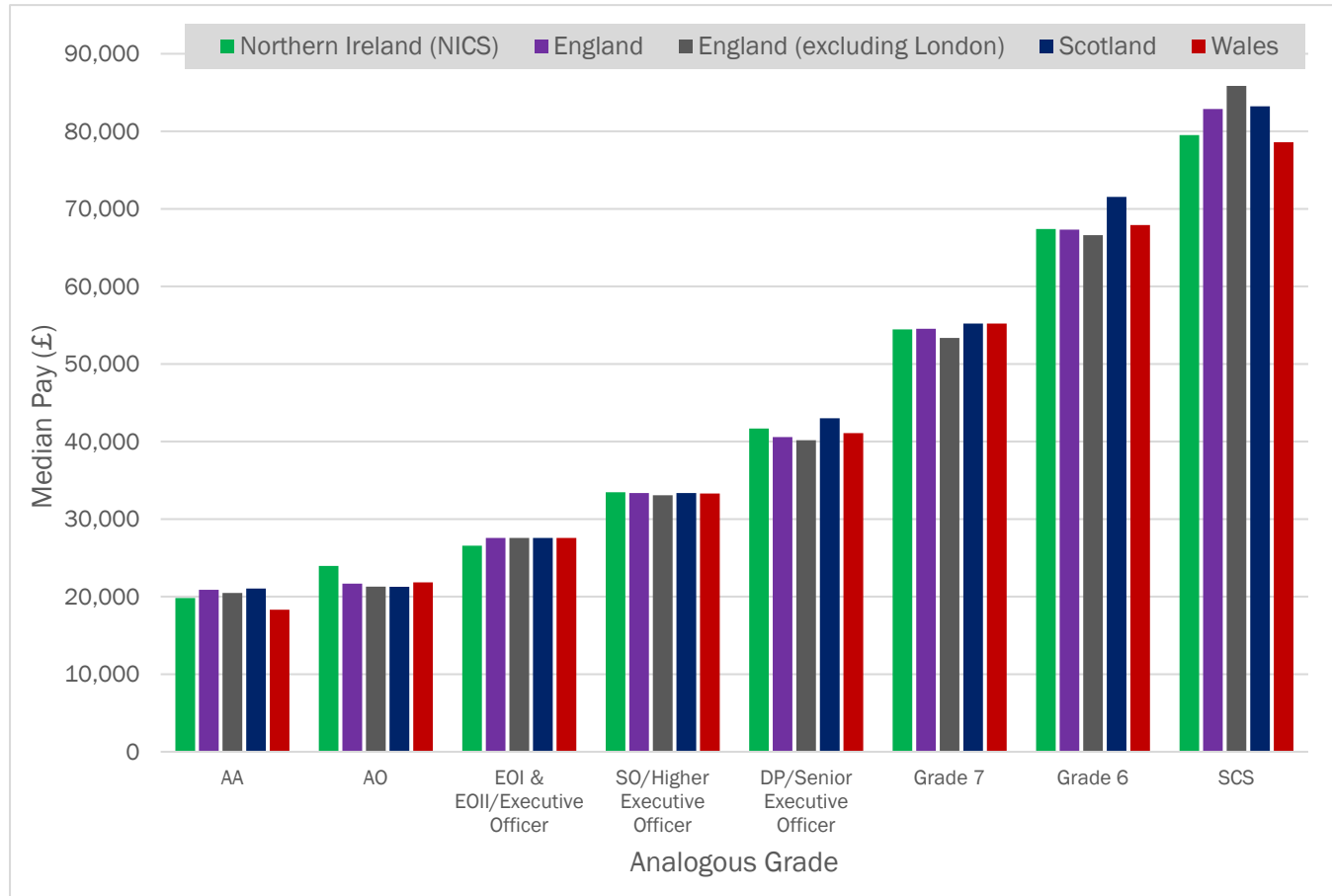
²¹ Disability data are missing for 54.6% of staff, and the true proportion of disabled staff could be higher. Some staff whose disability information is missing may have a disability, and some others who are recorded as not having a disability may have developed a disability since the information was provided. Both of these scenarios would mean a larger proportion of all staff having a disability. For further information, please see the latest [NICS Equality Statistics report \(opens in a window\)](#).

²² See Table 6.

Comparison with the rest of UK

The median pay of NICS staff at EO1/EOII level was lower than the median pay of their counterparts elsewhere in UK. At SO and AO grade levels, median pay of NICS staff was higher than their counterparts across the rest of the UK.²³

Figure 7: Median Pay of Civil Servants across the UK, by Analogous Grade Level, March 2022^{23,24}



At SCS and AA grade levels, median pay of NICS staff was lower than their counterparts across the rest of the UK with the exception of Wales.

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.

At DP grade level, median pay of NICS staff was higher than their counterparts across the rest of the UK with the exception of Scotland.

(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.)

²³ See Table 11.

²⁴ 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 Sectors²⁵

NICS median weekly pay²⁶ for full-time staff (£550) is lower than that in the overall Northern Ireland public sector (£619), but is higher than in the private sector (£500).

For part-time staff, NICS median weekly pay (£367) is higher than both the overall Northern Ireland public sector (£255) and the private sector (£182).

NICS mean weekly pay for full-time staff (£621) is lower than that in the overall Northern Ireland public sector (£674), but is higher than in the private sector (£613).

For part-time staff, NICS mean weekly pay (£401) is higher than both the overall Northern Ireland public sector (£271) and the private sector (£213).

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.

²⁵ For more information visit the Annual Survey of Hours and Earnings section of the [NISRA website \(opens a new window\)](#)

²⁶ 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 2022^{1,2,3,4,5}

| Pay band | Other ³ No. | Other ⁶ % | 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 % | G5 No. | G5 % | G3 No. | G3 % | Perm Sec No. | Perm Sec % | HOCS No. | HOCS % | Total No. | Total % |
|--------------------|---------------------------|-------------------------|--------------|---------------|--------------|---------------|--------------|---------------|------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|------------|---------------|------------|---------------|-----------|---------------|--------------------|------------------|-------------|---------------|---------------|---------------|
| £15,001-£20,000 | 0 | 0.0% | 420 | 100.0% | 0 | 0.0% | 0 | 0.0% | 492 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 912 | 3.8% |
| £20,001-£25,000 | 373 | 29.4% | 0 | 0.0% | 328 | 100.0% | 0 | 0.0% | 0 | 0.0% | 5,510 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 6,211 | 25.7% |
| £25,001-£35,000 | 621 | 48.9% | 0 | 0.0% | 0 | 0.0% | 20 | 100.0% | 0 | 0.0% | 0 | 0.0% | 4,472 | 100.0% | 3,331 | 99.2% | 2,767 | 89.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 11,211 | 46.4% |
| £35,001-£40,000 | 167 | 13.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 27 | 0.8% | 320 | 10.4% | 695 | 23.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1,209 | 5.0% |
| £40,001-£45,000 | 66 | 5.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 4 | 0.1% | 2,307 | 76.7% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2,377 | 9.8% |
| £45,001-£55,000 | 13 | 1.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 5 | 0.2% | 827 | 54.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 845 | 3.5% |
| £55,001-£65,000 | 23 | 1.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 704 | 46.0% | 141 | 41.7% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 868 | 3.6% |
| £65,001-£70,000 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 197 | 58.3% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 197 | 0.8% |
| £70,001-£80,000 | 5 | 0.4% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 159 | 63.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 164 | 0.7% |
| £80,001-£85,000 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 90 | 36.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 90 | 0.4% |
| £85,001-£90,000 | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.0% |
| £90,001-£95,000 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| £95,001-£100,000 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 29 | 56.9% | 0 | 0.0% | 0 | 0.0% | 29 | 0.1% |
| £100,001+ | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 22 | 43.1% | 10 | 100.0% | 1 | 100.0% | 33 | 0.1% |
| Total | 1,269 | 100.0% | 420 | 100.0% | 328 | 100.0% | 20 | 100.0% | 492 | 100.0% | 5,510 | 100.0% | 4,472 | 100.0% | 3,358 | 100.0% | 3,091 | 100.0% | 3,007 | 100.0% | 1,531 | 100.0% | 338 | 100.0% | 249 | 100.0% | 51 | 100.0% | 10 | 100.0% | 1 | 100.0% | 24,147 | 100.0% |
| Lower Quartile (£) | 24,154 | | 18,783 | | 23,955 | | 26,575 | | 18,783 | | 23,955 | | 26,295 | | 29,007 | | 32,893 | | 40,711 | | 53,245 | | 63,629 | | 76,445 | | 98,070 | | 124,282 | | 167,829 | | 23,955 | |
| Median (£) | 27,264 | | 18,783 | | 23,955 | | 26,575 | | 19,815 | | 23,955 | | 26,575 | | 29,307 | | 33,459 | | 41,675 | | 54,466 | | 67,403 | | 77,981 | | 99,969 | | 128,679 | | 167,829 | | 28,706 | |
| Upper Quartile (£) | 32,629 | | 18,783 | | 23,955 | | 26,575 | | 19,815 | | 23,955 | | 26,575 | | 29,307 | | 33,459 | | 42,639 | | 55,685 | | 67,403 | | 81,053 | | 103,767 | | 136,005 | | 167,829 | | 33,459 | |
| Mean (£) | 30,321 | | 18,994 | | 23,725 | | 26,533 | | 19,498 | | 23,663 | | 26,420 | | 29,231 | | 33,442 | | 41,492 | | 54,244 | | 65,304 | | 78,592 | | 101,012 | | 129,851 | | 167,829 | | 31,908 | |

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 2022^{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 | 617 | 150 | 767 | 45 | 100 | 145 | 662 | 250 | 912 |
| £20,001-£25,000 | 2,580 | 1,816 | 4,396 | 246 | 1,569 | 1,815 | 2,826 | 3,385 | 6,211 |
| £25,001-£30,000 | 3,692 | 2,792 | 6,484 | 364 | 1,417 | 1,781 | 4,056 | 4,209 | 8,265 |
| £30,001-£35,000 | 1,362 | 1,063 | 2,425 | 168 | 353 | 521 | 1,530 | 1,416 | 2,946 |
| £35,001-£40,000 | 609 | 494 | 1,103 | 18 | 88 | 106 | 627 | 582 | 1,209 |
| £40,001-£45,000 | 1,085 | 806 | 1,891 | 154 | 332 | 486 | 1,239 | 1,138 | 2,377 |
| £45,001-£55,000 | 393 | 369 | 762 | 5 | 78 | 83 | 398 | 447 | 845 |
| £55,001-£60,000 | 335 | 226 | 561 | 52 | 111 | 163 | 387 | 337 | 724 |
| £60,001-£65,000 | 69 | 62 | 131 | 0 | 13 | 13 | 69 | 75 | 144 |
| £65,001-£80,000 | 171 | 151 | 322 | 12 | 27 | 39 | 183 | 178 | 361 |
| £80,001+ | 84 | 52 | 136 | 5 | 12 | 17 | 89 | 64 | 153 |
| Total | 10,997 | 7,981 | 18,978 | 1,069 | 4,100 | 5,169 | 12,066 | 12,081 | 24,147 |
| Bottom Decile (£) | 22,519 | 23,955 | 23,237 | 23,955 | 23,955 | 23,955 | 22,519 | 23,955 | 23,955 |
| Lower Quartile (£) | 23,955 | 25,118 | 23,955 | 24,154 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 |
| Median (£) | 28,706 | 29,007 | 28,706 | 29,307 | 26,575 | 26,575 | 28,706 | 26,575 | 28,706 |
| Upper Quartile (£) | 34,746 | 39,748 | 36,581 | 33,459 | 29,410 | 33,459 | 34,437 | 33,459 | 33,459 |
| Top Decile (£) | 43,632 | 52,026 | 52,026 | 42,639 | 42,639 | 42,639 | 43,632 | 42,639 | 42,639 |
| Mean (£) | 32,098 | 32,816 | 32,400 | 31,951 | 29,622 | 30,103 | 32,085 | 31,732 | 31,908 |

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 2022^{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 |
|------------------------------------|----------------|----------------|------------|------------------|------------------|--------------|---------------------------------------|---------------------------------------|-----------------------------------|
| Head of Civil Service ⁵ | N/A | N/A | N/A | 167,829 | N/A | 167,829 | N/A | N/A | N/A |
| Permanent Secretary ⁵ | 127,213 | N/A | 127,213 | 130,144 | N/A | 130,144 | -2.3% | N/A | -2.3% |
| Grade 3 ⁵ | 98,070 | N/A | 98,070 | 98,070 | 103,767 | 99,969 | 0.0% | N/A | -1.9% |
| Grade 5 | 77,981 | 84,122 | 77,981 | 76,445 | 84,122 | 77,981 | 2.0% | 0.0% | 0.0% |
| Grade 6 | 65,516 | 67,403 | 67,403 | 67,403 | 67,403 | 67,403 | -2.9% | 0.0% | 0.0% |
| Grade 7 | 54,466 | 55,685 | 54,466 | 53,245 | 55,685 | 54,466 | 2.2% | 0.0% | 0.0% |
| DP | 41,675 | 42,639 | 41,675 | 40,711 | 42,639 | 41,675 | 2.3% | 0.0% | 0.0% |
| SO | 33,459 | 33,459 | 33,459 | 32,893 | 33,459 | 33,459 | 1.7% | 0.0% | 0.0% |
| EOI | 29,307 | 29,307 | 29,307 | 29,007 | 29,307 | 29,307 | 1.0% | 0.0% | 0.0% |
| EOII | 26,575 | 26,575 | 26,575 | 26,295 | 26,575 | 26,575 | 1.1% | 0.0% | 0.0% |
| AO | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 0.0% | 0.0% | 0.0% |
| AA | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 0.0% | 0.0% | 0.0% |
| Industrial 3 ⁵ | 26,575 | 26,575 | 26,575 | N/A | N/A | N/A | N/A | N/A | N/A |
| Industrial 2 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 0.0% | 0.0% | 0.0% |
| Industrial 1 | 18,783 | 19,815 | 18,783 | 19,815 | 19,815 | 19,815 | -5.5% | 0.0% | -5.5% |
| Other ⁶ | 29,410 | 24,154 | 29,410 | 26,569 | 24,154 | 26,191 | 9.7% | 0.0% | 10.9% |
| NICS Overall | 28,706 | 29,307 | 28,706 | 29,007 | 26,575 | 26,575 | -1.0% | 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 2022^{1,2,3}

| 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 ⁴ | Part-time Community Background Pay Gap ⁴ | Total Community Background Pay Gap ⁴ |
|------------------------------------|----------------------|----------------------|------------------|--------------------|--------------------|----------------|--------------------------|--------------------------|----------------------|---|---|---|
| Head of Civil Service ⁵ | - | - | - | - | - | - | - | - | - | - | - | - |
| Permanent Secretary ⁶ | 133,075 | N/A | 133,075 | 127,213 | N/A | 127,213 | 136,005 | N/A | 136,005 | 4.4% | N/A | 4.4% |
| Grade 3 ⁶ | 102,818 | 107,566 | 103,767 | 98,070 | 101,868 | 98,070 | 103,767 | N/A | 103,767 | 4.6% | 5.3% | 5.5% |
| Grade 5 ⁶ | 77,981 | 84,122 | 77,981 | 76,445 | 84,122 | 77,213 | 77,981 | N/A | 77,981 | 2.0% | 0.0% | 1.0% |
| Grade 6 | 65,516 | 67,403 | 67,403 | 65,516 | 67,403 | 67,403 | 67,403 | 67,403 | 67,403 | 0.0% | 0.0% | 0.0% |
| Grade 7 | 54,466 | 55,685 | 54,466 | 53,856 | 55,685 | 54,466 | 53,245 | 55,685 | 54,466 | 1.1% | 0.0% | 0.0% |
| DP | 41,675 | 42,639 | 41,675 | 40,711 | 42,639 | 41,675 | 40,711 | 42,639 | 40,711 | 2.3% | 0.0% | 0.0% |
| SO | 33,459 | 33,459 | 33,459 | 32,893 | 33,459 | 33,459 | 32,893 | 33,459 | 33,459 | 1.7% | 0.0% | 0.0% |
| EOI | 29,007 | 29,307 | 29,307 | 29,007 | 29,307 | 29,307 | 29,007 | 29,307 | 29,007 | 0.0% | 0.0% | 0.0% |
| EOII | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 26,017 | 26,575 | 26,017 | 0.0% | 0.0% | 0.0% |
| AO | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 22,519 | 23,955 | 22,519 | 0.0% | 0.0% | 0.0% |
| AA | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 18,783 | 19,815 | 18,783 | 0.0% | 0.0% | 0.0% |
| Industrial 3 ⁶ | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | N/A | 26,575 | 0.0% | 0.0% | 0.0% |
| Industrial 2 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 0.0% | 0.0% | 0.0% |
| Industrial 1 ⁶ | 18,783 | N/A | 18,783 | 18,783 | 19,815 | 18,783 | 18,783 | N/A | 18,783 | 0.0% | N/A | 0.0% |
| Other ⁷ | 29,410 | 24,154 | 29,410 | 28,874 | 24,154 | 27,264 | 24,620 | 24,154 | 24,154 | 1.8% | 0.0% | 7.3% |
| NICS Overall | 29,007 | 26,575 | 28,706 | 28,706 | 26,575 | 26,575 | 28,706 | 26,575 | 28,706 | 1.0% | 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 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.

5 Details for HOCS have been excluded to avoid disclosing Community Background (-).

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 2022^{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 |
|------------------------------------|----------------------------------|----------------------------------|------------------------------|-------------------------------|-------------------------------|---------------------------|---|---|---------------------------------------|
| Head of Civil Service ⁵ | - | - | - | - | - | - | - | - | - |
| Permanent Secretary ⁶ | 128,679 | N/A | 128,679 | N/A | N/A | N/A | N/A | N/A | N/A |
| Grade 3 ⁶ | 99,969 | 103,767 | 99,969 | 96,170 | N/A | 96,170 | 3.8% | N/A | 3.8% |
| Grade 5 ⁶ | 77,981 | 84,122 | 77,981 | 74,912 | N/A | 74,912 | 3.9% | N/A | 3.9% |
| Grade 6 | 67,403 | 67,403 | 67,403 | 61,742 | 67,403 | 63,629 | 8.4% | 0.0% | 5.6% |
| Grade 7 | 54,466 | 55,685 | 54,466 | 53,245 | 55,685 | 54,466 | 2.2% | 0.0% | 0.0% |
| DP | 40,711 | 42,639 | 41,675 | 40,711 | 42,639 | 41,675 | 0.0% | 0.0% | 0.0% |
| SO | 33,459 | 33,459 | 33,459 | 33,459 | 33,459 | 33,459 | 0.0% | 0.0% | 0.0% |
| EOI | 29,007 | 29,307 | 29,307 | 29,007 | 29,307 | 29,307 | 0.0% | 0.0% | 0.0% |
| EOII | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 26,575 | 0.0% | 0.0% | 0.0% |
| AO | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 0.0% | 0.0% | 0.0% |
| AA | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | 0.0% | 0.0% | 0.0% |
| Industrial 3 ⁶ | 26,575 | 26,575 | 26,575 | 26,575 | N/A | 26,575 | 0.0% | N/A | 0.0% |
| Industrial 2 ⁶ | 23,955 | 23,955 | 23,955 | 23,955 | N/A | 23,955 | 0.0% | N/A | 0.0% |
| Industrial 1 ⁶ | 18,783 | 19,815 | 18,783 | 18,783 | N/A | 18,783 | 0.0% | N/A | 0.0% |
| Other ^{6,7} | 29,410 | 24,154 | 27,264 | 33,618 | N/A | 33,618 | -14.3% | N/A | -23.3% |
| NICS Overall | 29,007 | 26,575 | 28,706 | 26,575 | 26,575 | 26,575 | 8.4% | 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 Details for HOCS have been excluded to avoid disclosing Disability (-).

6 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.

7 Staff not on NICS Pay Scales.

Table 6

Median Pay (£) by Analogous Grade Level and Age-Group: March 2022^{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 |
|------------------------------------|--------------------|--------------------|----------------|------------------|------------------|--------------|--|--|--------------------------------------|
| Head of Civil Service ⁵ | 167,829 | N/A | 167,829 | N/A | N/A | N/A | N/A | N/A | N/A |
| Permanent Secretary ⁵ | N/A | N/A | N/A | 128,679 | N/A | 128,679 | N/A | N/A | N/A |
| Grade 3 ⁵ | 96,170 | N/A | 96,170 | 99,969 | 103,767 | 99,969 | -4.0% | N/A | -4.0% |
| Grade 5 | 76,445 | 79,517 | 76,445 | 79,515 | 84,122 | 79,515 | -4.0% | -5.8% | -4.0% |
| Grade 6 | 63,629 | 67,403 | 63,629 | 67,403 | 67,403 | 67,403 | -5.9% | 0.0% | -5.9% |
| Grade 7 | 53,245 | 54,466 | 53,245 | 55,685 | 55,685 | 55,685 | -4.6% | -2.2% | -4.6% |
| DP | 40,711 | 42,639 | 40,711 | 42,639 | 42,639 | 42,639 | -4.7% | 0.0% | -4.7% |
| SO | 32,893 | 33,459 | 32,893 | 33,459 | 33,459 | 33,459 | -1.7% | 0.0% | -1.7% |
| EOI | 29,007 | 29,307 | 29,007 | 29,307 | 29,307 | 29,307 | -1.0% | 0.0% | -1.0% |
| EOII | 26,295 | 26,575 | 26,295 | 26,575 | 26,575 | 26,575 | -1.1% | 0.0% | -1.1% |
| AO | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | 0.0% | 0.0% | 0.0% |
| AA | 18,783 | 19,815 | 19,815 | 19,815 | 19,815 | 19,815 | -5.5% | 0.0% | 0.0% |
| Industrial 3 ⁵ | 26,575 | N/A | 26,575 | 26,575 | 26,575 | 26,575 | 0.0% | N/A | 0.0% |
| Industrial 2 | 23,237 | 23,955 | 23,955 | 23,955 | 23,955 | 23,955 | -3.1% | 0.0% | 0.0% |
| Industrial 1 ⁵ | 18,783 | N/A | 18,783 | 18,783 | 19,815 | 18,783 | 0.0% | N/A | 0.0% |
| Other ⁶ | 26,191 | 24,154 | 25,779 | 32,629 | 24,154 | 32,629 | -24.6% | 0.0% | -26.6% |
| NICS Overall | 26,575 | 26,295 | 26,575 | 29,307 | 26,575 | 29,307 | -10.3% | -1.1% | -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 (£) 2017-2022, by Gender^{1,2,3}

| Gender | March 2017 | March 2018 | March 2019 | March 2020 | March 2021 | March 2022 |
|---------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Male | 24,975 | 25,225 | 27,299 | 27,845 | 28,422 | 28,706 |
| Female | 24,975 | 25,225 | 25,540 | 26,051 | 26,312 | 26,575 |
| NICS Overall | 24,975 | 25,225 | 25,540 | 27,020 | 28,422 | 28,706 |

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 (£) 2017-2022, by Analogous Grade Level^{1,2,3,4}

| Analogous Grade | March 2017 | March 2018 | March 2019 | March 2020 | March 2021 | March 2022 | % Change 2017 - 2022 | % Change 2021 - 2022 |
|------------------------------------|------------|------------|------------|------------|------------|------------|----------------------|----------------------|
| Head of Civil Service ⁵ | 161,522 | 155,472 | 161,296 | 168,480 | N/A | 167,829 | 3.9% | N/A |
| Permanent Secretary | 116,801 | 119,361 | 122,261 | 126,143 | 125,953 | 128,679 | 10.2% | 2.2% |
| Grade 3 | 90,381 | 91,285 | 94,253 | 97,999 | 100,860 | 99,969 | 10.6% | -0.9% |
| Grade 5 | 70,403 | 72,563 | 73,470 | 76,445 | 77,209 | 77,981 | 10.8% | 1.0% |
| Grade 6 | 63,346 | 63,979 | 64,779 | 66,075 | 66,736 | 67,403 | 6.4% | 1.0% |
| Grade 7 | 52,334 | 52,857 | 53,518 | 54,588 | 53,927 | 54,466 | 4.1% | 1.0% |
| DP | 40,072 | 40,473 | 40,979 | 41,799 | 41,262 | 41,675 | 4.0% | 1.0% |
| SO | 31,446 | 31,760 | 32,157 | 32,800 | 33,128 | 33,459 | 6.4% | 1.0% |
| EOI | 27,544 | 27,819 | 28,167 | 28,730 | 29,017 | 29,307 | 6.4% | 1.0% |
| EOII | 24,975 | 25,225 | 25,540 | 26,051 | 26,312 | 26,575 | 6.4% | 1.0% |
| AO | 22,514 | 22,739 | 23,023 | 23,483 | 23,718 | 23,955 | 6.4% | 1.0% |
| AA | 17,796 | 17,974 | 18,513 | 18,883 | 19,619 | 19,815 | 11.3% | 1.0% |
| Industrial 3 | 23,428 | 24,164 | 24,734 | 25,504 | 26,035 | 26,575 | 13.4% | 2.1% |
| Industrial 2 | 18,946 | 20,009 | 20,951 | 22,075 | 23,007 | 23,955 | 26.4% | 4.1% |
| Industrial 1 | 16,300 | 17,076 | 17,588 | 17,940 | 18,597 | 18,783 | 15.2% | 1.0% |
| Other ⁶ | 24,610 | 24,610 | 24,680 | 26,100 | 26,622 | 27,264 | 10.8% | 2.4% |
| NICS Overall | 24,975 | 25,225 | 25,540 | 27,020 | 28,422 | 28,706 | 14.9% | 1.0% |

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 for 'Other' staff in 2018, or actual data on backdated pay).

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

6 Staff not on NICS Pay Scales.

Table 9
Increase in pay, March 2021 to March 2022, 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 |
|-----------------------|---------------------------------------|--|--|---|--|---|--|---|---|--|--------------------|---------------------|
| Head of Civil Service | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Permanent Secretary | 0 | 0.0% | * | * | 5-7 | 62.5%-87.5% | 0 | 0.0% | 0 | 0.0% | 8 | 100.0% |
| Grade 3 | 0 | 0.0% | 6 | 15.4% | 33 | 84.6% | 0 | 0.0% | 0 | 0.0% | 39 | 100.0% |
| Grade 5 | 0 | 0.0% | 27 | 14.1% | 164 | 85.9% | 0 | 0.0% | 0 | 0.0% | 191 | 100.0% |
| Grade 6 | 0 | 0.0% | 167 | 62.5% | 13-15 | 4.9%-5.6% | 84 | 31.5% | * | * | 267 | 100.0% |
| Grade 7 | * | * | 664 | 52.0% | 609-611 | 47.7%-47.9% | 0 | 0.0% | 0 | 0.0% | 1,276 | 100.0% |
| DP | 7 | 0.3% | 1,389 | 56.0% | 1,084 | 43.7% | 0 | 0.0% | 0 | 0.0% | 2,480 | 100.0% |
| SO | 7 | 0.3% | 1,494 | 61.8% | 916 | 37.9% | 0 | 0.0% | 0 | 0.0% | 2,417 | 100.0% |
| EOI | 65 | 2.6% | 1,587 | 62.8% | 874 | 34.6% | 0 | 0.0% | 0 | 0.0% | 2,526 | 100.0% |
| EOII | 25-29 | 0.7%-0.8% | 2,389 | 67.9% | 1,098-1,102 | 31.2%-31.3% | 0 | 0.0% | 0 | 0.0% | 3,516 | 100.0% |
| AO | * | * | 4,053-4,055 | 88.5%-88.6% | 0 | 0.0% | 523 | 11.4% | 0 | 0.0% | 4,579 | 100.0% |
| AA | 0 | 0.0% | 329 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 329 | 100.0% |
| Industrial 3 | 0 | 0.0% | * | * | 16-18 | 84.2%-94.7% | 0 | 0.0% | 0 | 0.0% | 19 | 100.0% |
| Industrial 2 | 0 | 0.0% | 106 | 36.4% | 0 | 0.0% | 185 | 63.6% | 0 | 0.0% | 291 | 100.0% |
| Industrial 1 | 0 | 0.0% | 374-376 | 97.4%-97.9% | 0 | 0.0% | 0 | 0.0% | 8-10 | 2.1%-2.6% | 384 | 100.0% |
| Other ³ | 154 | 12.8% | 156 | 12.9% | 241 | 20.0% | 219 | 18.2% | 436 | 36.2% | 1,206 | 100.0% |
| NICS Overall | 264 | 1.4% | 12,746 | 65.3% | 5,060 | 25.9% | 1,011 | 5.2% | 447 | 2.3% | 19,528 | 100.0% |

¹ This table compares the salaries from March 2021 to March 2022 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 2022^{1,2}

| Age | Median Pay | No. of staff |
|----------|------------|--------------|
| Under 21 | 19,815 | 36 |
| 21 | 18,783 | 87 |
| 22 | 22,519 | 88 |
| 23 | 23,337 | 92 |
| 24 | 23,237 | 129 |
| 25 | 25,118 | 173 |
| 26 | 24,211 | 195 |
| 27 | 26,017 | 239 |
| 28 | 26,017 | 255 |
| 29 | 26,017 | 234 |
| 30 | 26,017 | 265 |
| 31 | 26,295 | 295 |
| 32 | 26,295 | 369 |
| 33 | 26,575 | 407 |
| 34 | 26,575 | 467 |
| 35 | 26,575 | 567 |
| 36 | 26,575 | 629 |
| 37 | 26,575 | 702 |
| 38 | 26,575 | 685 |
| 39 | 26,575 | 759 |
| 40 | 26,575 | 792 |
| 41 | 26,575 | 796 |
| 42 | 26,575 | 796 |
| 43 | 28,706 | 759 |
| 44 | 29,007 | 739 |
| 45 | 29,007 | 708 |
| 46 | 29,307 | 620 |
| 47 | 29,307 | 603 |
| 48 | 29,307 | 669 |
| 49 | 29,307 | 702 |
| 50 | 29,307 | 687 |
| 51 | 29,307 | 680 |
| 52 | 29,307 | 730 |
| 53 | 29,307 | 791 |
| 54 | 29,307 | 800 |
| 55 | 29,307 | 824 |
| 56 | 29,307 | 789 |
| 57 | 29,307 | 771 |
| 58 | 29,307 | 766 |
| 59 | 29,307 | 694 |
| 60 | 29,307 | 623 |
| 61 | 29,307 | 545 |
| 62 | 29,307 | 431 |
| 63 | 29,307 | 360 |
| 64 | 29,007 | 277 |
| 65 | 29,157 | 166 |
| Over 65 | 26,575 | 356 |

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 2022** ^{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 | 79,520 | 82,870 | 85,850 | 83,230 | 78,600 |
| Grade 6 | 67,400 | 67,320 | 66,610 | 71,550 | 67,910 |
| Grade 7 | 54,470 | 54,540 | 53,360 | 55,210 | 55,210 |
| DP/Senior Executive Officer | 41,680 | 40,580 | 40,180 | 43,000 | 41,090 |
| SO/Higher Executive Officer | 33,460 | 33,370 | 33,080 | 33,370 | 33,300 |
| EOI & EOII/Executive Officer | 26,580 | 27,570 | 27,570 | 27,570 | 27,570 |
| AO | 23,960 | 21,680 | 21,300 | 21,280 | 21,840 |
| AA | 19,820 | 20,890 | 20,480 | 21,050 | 18,310 |
| All Employees | 28,710 | 30,450 | 27,570 | 27,940 | 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 2022 ^{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 | 549.9 | 367.1 | 509.1 | 620.7 | 400.8 | 573.6 |
| Public Sector | 619.3 | 254.6 | 509.3 | 674.4 | 271.2 | 569.0 |
| Private Sector | 500.0 | 182.4 | 440.0 | 613.3 | 212.8 | 504.2 |

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 92% 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. Permanent employees are employees with a contract with no agreed expiry date or a fixed-term contract of more than 12 months. Temporary/casual employees are those with a fixed term contract of twelve months or less, or employed on a casual basis.

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 staff²⁷ 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%.

²⁷ 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 |
|----------------------------|--------------|
| Head of the Civil Service | HOCS |
| Permanent Secretary | Perm Sec |
| Grade 3 | G3 |
| Grade 5 | G5 |
| Grade 5 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 NICS²⁸

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.

²⁸ 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. Further details of the NICS Non-Industrial Pay and Grading Review can be found at [NICS Pay and Grading Review for Non-Industrial Staff \(opens a new window\)](#).

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. Media enquiries should be directed to the Department of Finance Press Office on Tel: 028 9081 6724 or email dof.pressoffice@finance-ni.gov.uk.

Annex 1 - General Service Pay Ranges²⁹, 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 | £18,783 | £19,815 |
| Department for Education | £21,250 | £21,250 |
| Department for Environment, Food and Rural Affairs | £18,783 | £18,783 |
| Ministry of Defence | £19,809 | £19,809 |
| 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 | £18,244 | £18,244 |
| Foreign and Commonwealth Development Office | £20,450 | £20,450 |
| Her Majesty's Revenue and Customs | £21,249 | £21,249 |
| Cabinet Office | N/A | N/A |
| Department for Transport | £18,312 | £18,312 |
| Department for Culture, Media and Sport | £21,216 | £21,216 |
| Ministry for Housing, Communities and Local Government | N/A | N/A |
| Scottish Government ³⁰ | £21,045 | £23,233 |

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

AO

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £22,519 | £23,955 |
| Department for Education | £21,250 | £21,250 |
| Department for Environment, Food and Rural Affairs | £21,298 | £21,298 |
| Ministry of Defence | £21,169 | £21,831 |
| Department of Health and Social Care | £19,090 | £20,670 |
| Department for International Trade | £21,623 | £21,623 |
| Department for Work and Pensions | £21,262 | £21,262 |
| Home Office | £21,681 | £21,681 |
| Foreign and Commonwealth Development Office | £21,743 | £21,743 |
| Her Majesty's Revenue and Customs | £21,249 | £22,084 |
| Cabinet Office | £21,046 | £21,046 |
| Department for Transport | £21,841 | £21,841 |
| Department for Culture, Media and Sport | £21,216 | £21,216 |
| Ministry for Housing, Communities and Local Government | £23,324 | £23,324 |
| Scottish Government ³¹ | £24,395 | £25,934 |

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

²⁹ In effect at March 2022. The Non Industrial Pay Scales 1 August 2020 – 31 July 2022 are published on the [DoF website](#).

³⁰ A3 grade, equivalent to AA/AO.

³¹ A4 grade.

EOI/EOII/Executive Officer

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £26,017 | £29,307 |
| 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 Revenue and Customs | £26,586 | £28,918 |
| Cabinet Office | £23,850 | £26,570 |
| Department for Transport | £26,126 | £26,778 |
| Department for Culture, Media and Sport | £23,826 | £24,931 |
| Ministry for Housing, Communities and Local Government | £24,827 | £29,045 |
| Scottish Government | £27,231 | £30,039 |

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

SO/Higher Executive Officer

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £32,328 | £33,459 |
| 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 Revenue and Customs | £33,080 | £35,977 |
| Cabinet Office | £32,000 | £35,794 |
| Department for Transport | £30,734 | £33,345 |
| Department for Culture, Media and Sport | £30,955 | £35,318 |
| Ministry for Housing, Communities and Local Government | £30,188 | £34,826 |
| Scottish Government | £31,542 | £36,129 |

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

DP/Senior Executive Officer

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £39,748 | £42,639 |
| 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 Revenue and Customs | £40,175 | £43,708 |
| Cabinet Office | £37,300 | £40,248 |
| Department for Transport | £38,654 | £42,521 |
| Department for Culture, Media and Sport | £36,377 | £38,953 |
| Ministry for Housing, Communities and Local Government | £36,337 | £42,899 |
| Scottish Government | £39,659 | £47,485 |

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

Grade 7

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £52,026 | £55,685 |
| 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 Revenue and Customs | £52,077 | £58,707 |
| Cabinet Office | £49,700 | £56,524 |
| Department for Transport | £48,774 | £55,322 |
| Department for Culture, Media and Sport | £47,073 | £52,968 |
| Ministry for Housing, Communities and Local Government | £48,197 | £57,362 |
| Scottish Government | £49,861 | £62,167 |

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

Grade 6

| Organisation | Minimum | Maximum |
|--|----------------|----------------|
| NICS | £61,742 | £67,403 |
| 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 Revenue and Customs | £64,052 | £72,202 |
| Cabinet Office | £60,500 | £65,308 |
| Department for Transport | £60,135 | £67,939 |
| Department for Culture, Media and Sport | £53,328 | £62,162 |
| Ministry for Housing, Communities and Local Government | £57,446 | £68,460 |
| Scottish Government ³² | £65,275 | £77,340 |

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

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

| Organisation | Minimum | Maximum ³³ |
|--|----------------|-----------------------|
| NICS | £74,912 | £84,122 |
| 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 Revenue and Customs | £71,000 | £117,800 |
| Cabinet Office | £71,000 | £117,800 |
| Department for Transport | £71,000 | £117,800 |
| Department for Culture, Media and Sport | £71,000 | £117,800 |
| Ministry for Housing, Communities and Local Government | £71,000 | £117,800 |
| Scottish Government | £77,340 | £83,233 |

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

³² Minimum of C2 grade and maximum of C3 grade.

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

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

| Organisation | Minimum | Maximum ³⁴ |
|--|----------------|-----------------------|
| 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 Revenue and Customs | £93,000 | £162,500 |
| Cabinet Office | £93,000 | £162,500 |
| Department for Transport | £93,000 | £162,500 |
| Department for Culture, Media and Sport | £93,000 | £162,500 |
| Ministry for Housing, Communities and Local Government | £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 ³⁴ |
|--|-----------------|-----------------------|
| 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 Revenue and Customs | £120,000 | £208,100 |
| Cabinet Office | £120,000 | £208,100 |
| Department for Transport | £120,000 | £208,100 |
| Department for Culture, Media and Sport | £120,000 | £208,100 |
| Ministry for Housing, Communities and Local Government | £120,000 | £208,100 |
| Scottish Government | £122,605 | £132,330 |

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

SCS Pay Band 4/NI Head of Civil Service

| Organisation | Minimum | Maximum ³⁴ |
|---|-----------------|-----------------------|
| 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.

³⁴ 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 2021, and NIPS Pay Award 2021

2021 NICS Non-Industrial Pay Award

The 2021 pay award applied from 1 August 2021.

All elements of entitlement in this award detailed at (a) to (e) are in respect of a one year period with effect from 1 August 2021 and do not establish any future contractual entitlements.

The elements being proposed are as follows:

- (a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2021;
- (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 who are 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) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at AA and analogous; and
- (e) a 1% increase to apply to all fixed rate pay leads as well as percentage based pay leads with effect from 1 August 2021.

2021 NICS Industrial Pay Award

The 2021 pay award applied from 1 August 2021.

All elements of entitlement in this award detailed at (a) to (e) are in respect of a one year period with effect from 1 August 2021 and do not establish any future contractual entitlements.

The elements being proposed are as follows:

- (a) all eligible satisfactory performers to receive one step progression, subject to band maximum, with effect from 1 August 2021;
- (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) In order to maintain the operation of the PU scheme, the threshold of the PU scheme would remain at 12.3 PUs per qualifying hour (the value of the PU remains unchanged at £0.55p); and
- (e) a 3% non-consolidated, non-pensionable payment to staff eligible for the pay award at Industrial 1.

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.

From 2017 to 2021, the pay award was always implemented after March, so it was necessary to wait for the pay award to be implemented to get the correct up-to-date pay data.

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

2021 NIPS Pay Award

Staff must have been in post on 1 April and have at least 90 days satisfactory performance in the grade to be eligible for the pay award and receive progression and revalorisation. Staff who do not meet these criteria only receive revalorisation. Custody Prison Officers must have attained their Certificate prior to the settlement date to receive progression.