

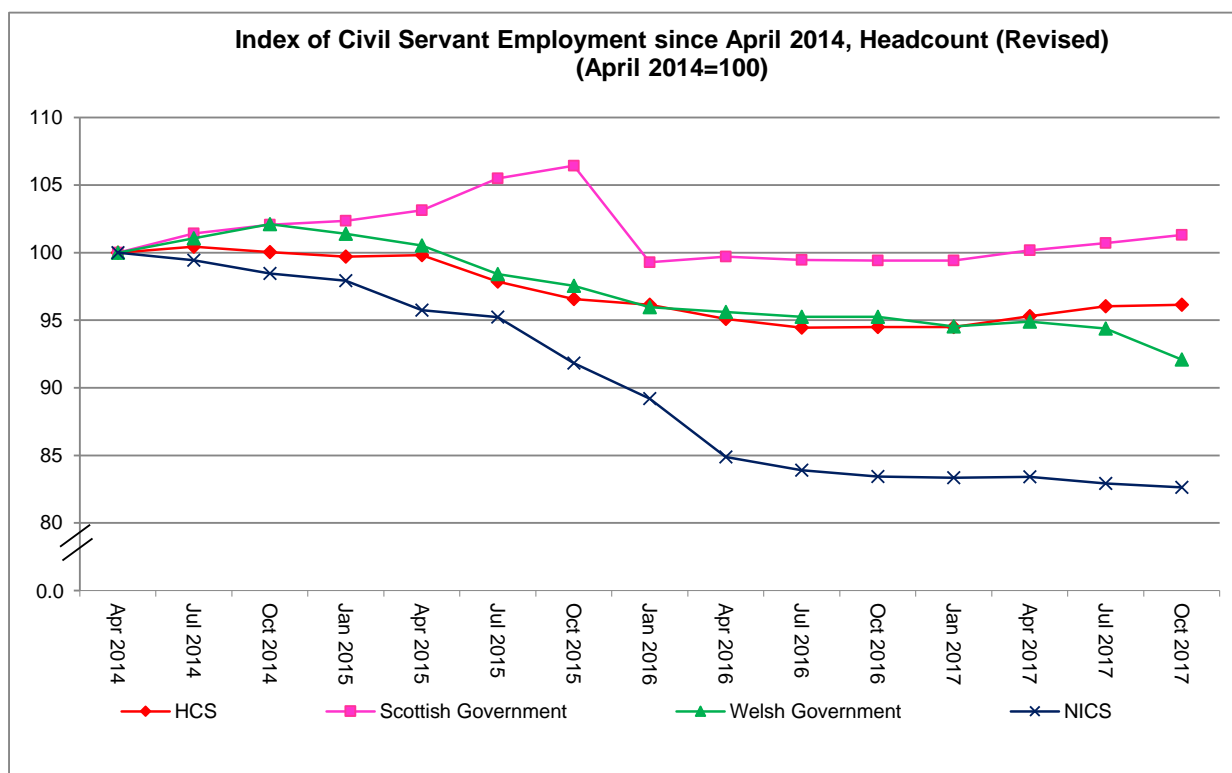
# STATISTICAL BULLETIN: EMPLOYMENT IN THE NORTHERN IRELAND CIVIL SERVICE

1st October, 2017

This bulletin provides details on staff numbers\* in the Northern Ireland Civil Service (NICS) at 1st October 2017, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This bulletin is provided as a resource to users requiring data on NICS staff numbers and is published on a quarterly basis.

## Key Points

- The headcount number of staff in the NICS at 1st October 2017 was 23,222, of whom 23,153 were permanent staff and 69 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,649.
- The headcount number of staff in the NICS represents a decrease of 84 (0.4%) from the position at 1st July 2017. Full-time equivalent numbers decreased by 104 (0.5%) over the same period.
- Over the quarter, the staff headcount increased by 500 (0.1%) in the Home Civil Service, and by 100 (0.6%) in the Scottish Government. In the Welsh Government numbers decreased by 130 (2.4%) while in the NI Public Sector staff numbers decreased by 2,855 (1.4%).
- Over the twelve months to October 2017 staff headcount in the NICS decreased by 226 (1.0%). By way of comparison, there were increases of 7,320 (1.8%) in the Home Civil Service and 320 (1.9%) in the Scottish Government. In the Welsh Government numbers decreased by 180 (3.3%). In the NI Public Sector numbers increased by 855 (0.4%).



\*Please note Recruitment Agency staff numbers are not included in these NICS figures. The latest available figure for these staff working in the NICS is 1,445.

**Table 1 (a)****All Employees, Headcount**

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,651	1,273	2,924	1,648	1,263	2,911	-13	-0.4%	-61	-2.1%
DfC	3,143	4,770	7,913	3,115	4,732	7,847	-66	-0.8%	-230	-2.8%
DfE	431	598	1,029	428	603	1,031	2	0.2%	-19	-1.8%
DE	213	334	547	214	332	546	-1	-0.2%	-1	-0.2%
DoF	1,726	1,626	3,352	1,734	1,629	3,363	11	0.3%	304	9.9%
DoH	171	236	407	172	241	413	6	1.5%	-3	-0.7%
DfI	2,335	780	3,115	2,317	782	3,099	-16	-0.5%	-77	-2.4%
DoJ	1,531	1,582	3,113	1,525	1,590	3,115	2	0.1%	-131	-4.0%
TEO	123	176	299	122	174	296	-3	-1.0%	8	2.8%
PPS	158	316	474	156	317	473	-1	-0.2%	-12	-2.5%
Other <sup>1</sup>	63	70	133	61	67	128	-5	-3.8%	-4	-3.0%
<b>Total</b>	<b>11,545</b>	<b>11,761</b>	<b>23,306</b>	<b>11,492</b>	<b>11,730</b>	<b>23,222</b>	<b>-84</b>	<b>-0.4%</b>	<b>-226</b>	<b>-1.0%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Table 1 (b)****Permanent Employees, Headcount**

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,646	1,273	2,919	1,643	1,263	2,906	-13	-0.4%	-61	-2.1%
DfC	3,102	4,755	7,857	3,088	4,717	7,805	-52	-0.7%	-193	-2.4%
DfE	431	598	1,029	427	602	1,029	0	0.0%	-21	-2.0%
DE	213	334	547	214	332	546	-1	-0.2%	-1	-0.2%
DoF	1,721	1,622	3,343	1,724	1,625	3,349	6	0.2%	302	9.9%
DoH	171	236	407	172	241	413	6	1.5%	-3	-0.7%
DfI	2,329	780	3,109	2,312	782	3,094	-15	-0.5%	-81	-2.6%
DoJ	1,529	1,582	3,111	1,524	1,590	3,114	3	0.1%	-131	-4.0%
TEO	123	176	299	122	174	296	-3	-1.0%	8	2.8%
PPS	158	316	474	156	317	473	-1	-0.2%	-12	-2.5%
Other <sup>1</sup>	63	70	133	61	67	128	-5	-3.8%	-4	-3.0%
<b>Total</b>	<b>11,486</b>	<b>11,742</b>	<b>23,228</b>	<b>11,443</b>	<b>11,710</b>	<b>23,153</b>	<b>-75</b>	<b>-0.3%</b>	<b>-197</b>	<b>-0.8%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Table 1 (c)**  
**Temporary/Casual Employees, Headcount**

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	41	15	56	27	15	42	-14	-25.0%	-37	-46.8%
DfE	0	0	0	1	1	2	2	N/A	2	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	5	4	9	10	4	14	5	55.6%	2	16.7%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	6	0	6	5	0	5	-1	-16.7%	4	400.0%
DoJ	2	0	2	1	0	1	-1	-50.0%	0	0.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other <sup>1</sup>	0	0	0	0	0	0	0	N/A	0	N/A
<b>Total</b>	<b>59</b>	<b>19</b>	<b>78</b>	<b>49</b>	<b>20</b>	<b>69</b>	<b>-9</b>	<b>-11.5%</b>	<b>-29</b>	<b>-29.6%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

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

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,608	1,145	2,753	1,603	1,136	2,739	-14	-0.5%	-64	-2.3%
DfC	3,054	4,121	7,175	3,023	4,084	7,107	-68	-0.9%	-260	-3.5%
DfE	419	538	957	416	541	957	0	0.0%	-27	-2.7%
DE	210	306	516	211	305	516	0	0.0%	-2	-0.4%
DoF	1,686	1,460	3,146	1,693	1,461	3,154	8	0.3%	267	9.2%
DoH	168	217	385	168	220	388	3	0.8%	-5	-1.3%
DfI	2,302	705	3,007	2,283	705	2,988	-19	-0.6%	-78	-2.5%
DoJ	1,511	1,450	2,961	1,503	1,454	2,957	-4	-0.1%	-134	-4.3%
TEO	121	162	283	120	161	281	-2	-0.7%	9	3.3%
PPS	157	290	447	155	290	445	-2	-0.4%	-12	-2.6%
Other <sup>1</sup>	60	63	123	58	59	117	-6	-4.9%	-4	-3.3%
<b>Total</b>	<b>11,296</b>	<b>10,457</b>	<b>21,753</b>	<b>11,233</b>	<b>10,416</b>	<b>21,649</b>	<b>-104</b>	<b>-0.5%</b>	<b>-310</b>	<b>-1.4%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

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

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,603	1,145	2,748	1,598	1,136	2,734	-14	-0.5%	-64	-2.3%
DfC	3,013	4,106	7,119	2,996	4,069	7,065	-54	-0.8%	-223	-3.1%
DfE	419	538	957	415	540	955	-2	-0.2%	-29	-2.9%
DE	210	306	516	211	305	516	0	0.0%	-2	-0.4%
DoF	1,681	1,456	3,137	1,683	1,457	3,140	3	0.1%	265	9.2%
DoH	168	217	385	168	220	388	3	0.8%	-5	-1.3%
DfI	2,296	705	3,001	2,278	705	2,983	-18	-0.6%	-82	-2.7%
DoJ	1,509	1,450	2,959	1,502	1,454	2,956	-3	-0.1%	-134	-4.3%
TEO	121	162	283	120	161	281	-2	-0.7%	9	3.3%
PPS	157	290	447	155	290	445	-2	-0.4%	-12	-2.6%
Other <sup>1</sup>	60	63	123	58	59	117	-6	-4.9%	-4	-3.3%
<b>Total</b>	<b>11,237</b>	<b>10,438</b>	<b>21,675</b>	<b>11,184</b>	<b>10,396</b>	<b>21,580</b>	<b>-95</b>	<b>-0.4%</b>	<b>-281</b>	<b>-1.3%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

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

Department	1st July 2017			1st October 2017			Change on last Quarter		Change on last Year	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	41	15	56	27	15	42	-14	-25.0%	-37	-46.8%
DfE	0	0	0	1	1	2	2	N/A	2	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	5	4	9	10	4	14	5	55.6%	2	16.7%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	6	0	6	5	0	5	-1	-16.7%	4	400.0%
DoJ	2	0	2	1	0	1	-1	-50.0%	0	0.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other <sup>1</sup>	0	0	0	0	0	0	0	N/A	0	N/A
<b>Total</b>	<b>59</b>	<b>19</b>	<b>78</b>	<b>49</b>	<b>20</b>	<b>69</b>	<b>-9</b>	<b>-11.5%</b>	<b>-29</b>	<b>-29.6%</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

Please note that data in Tables 2(a) 2(b) and 2(c) are displayed as whole numbers and as such, the user should note that the totals may not match due to rounding of figures.

**Table 3 (a)**

**Permanent Employees, Headcount, 1st October 2017**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	269	326	638	872	408	170	198	0	2,906
DfC	21	130	297	563	3,011	3,324	430	29	0	7,805
DfE	19	78	177	190	356	167	42	0	0	1,029
DE	20	92	86	75	125	115	33	0	0	546
DoF	38	307	505	624	865	871	129	10	0	3,349
DoH	17	51	101	105	78	39	22	0	0	413
DfI	18	119	281	368	685	943	118	562	0	3,094
DoJ	17	108	210	238	594	621	93	16	1,217	3,114
TEO	23	41	61	57	64	40	10	0	0	296
PPS	8	68	92	26	78	130	71	0	0	473
Other <sup>1</sup>	4	16	46	12	26	13	10	1	0	128
<b>Total</b>	<b>210</b>	<b>1,279</b>	<b>2,182</b>	<b>2,896</b>	<b>6,754</b>	<b>6,671</b>	<b>1,128</b>	<b>816</b>	<b>1,217</b>	<b>23,153</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Table 3 (b)**

**Permanent Employees, Headcount, 1st July 2017**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	26	267	325	641	875	414	171	200	0	2,919
DfC	21	133	294	565	2,974	3,402	439	29	0	7,857
DfE	18	75	174	186	359	173	44	0	0	1,029
DE	19	93	81	79	124	117	34	0	0	547
DoF	39	296	504	616	882	866	130	10	0	3,343
DoH	16	51	98	99	80	41	22	0	0	407
DfI	17	118	272	384	691	934	118	575	0	3,109
DoJ	17	111	210	237	579	621	96	15	1,225	3,111
TEO	24	43	59	58	65	40	10	0	0	299
PPS	9	68	94	23	79	131	70	0	0	474
Other <sup>1</sup>	5	19	46	10	28	13	11	1	0	133
<b>Total</b>	<b>211</b>	<b>1,274</b>	<b>2,157</b>	<b>2,898</b>	<b>6,736</b>	<b>6,752</b>	<b>1,145</b>	<b>830</b>	<b>1,225</b>	<b>23,228</b>

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. The names of Departments, analogous grade levels and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

**Table 4****Permanent Employees, Headcount**

	1st July 2017		1st October 2017		Change on last Quarter				Change on last Year <sup>1</sup>			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	10,621	865	10,567	876	-54	-0.5%	11	1.3%	-175	-1.6%	86	10.9%
Female	7,264	4,478	7,224	4,486	-40	-0.6%	8	0.2%	-241	-3.2%	133	3.1%
Total	17,885	5,343	17,791	5,362	-94	-0.5%	19	0.4%	-416	-2.3%	219	4.3%

<sup>1</sup> As at 1st Oct 2016.

**Notes:**

Data sourced from HRConnect and additional DoJ databases.

In the table, abbreviations are used. F/T relates to full-time staff and P/T relates to part-time staff.

Excludes staff on a Career Break.

**Table 5**  
**Comparison with Great Britain, Headcount of Civil Servants**

Organisation	1st July 2017	1st October 2017			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,306	11,492	11,730	23,222	-84	-0.4%	-226	-1.0%
Home Civil Service, GB	422,700	195,390	227,810	423,200	500	0.1%	7,320	1.8%
Scottish Government	17,060	8,710	8,450	17,160	100	0.6%	320	1.9%
Welsh Government	5,370	2,140	3,110	5,240	-130	-2.4%	-180	-3.3%

**Table 6**  
**Comparison with Northern Ireland Public Sector, Headcount**

	1st July 2017	1st October 2017			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,306	11,492	11,730	23,222	-84	-0.4%	-226	-1.0%
NI Public Sector	206,490	65,485	138,150	203,635	-2,855	-1.4%	855	0.4%

<sup>1</sup> As at 1st October 2016.

**Notes:**

Data for NICS sourced from HRConnect and additional DOJ databases.

Home Civil Service, Scottish Government and Welsh Government totals may not sum due to rounding.

Home Civil Service, Scottish Government, Welsh Government and NI Public Sector figures relate to June 2017 and September 2017.

Data and other relevant information for Home Civil Service, Scottish Government and Welsh Government, from Statistical Bulletin 'Public Sector Employment', published by the Office for National Statistics.

Data for Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. Further information about this survey is available at: <https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/quarterly-employment-survey>

The Northern Ireland Public Sector comprises central government (including bodies under the aegis of central government), local government and public corporations.

Latest Northern Ireland Public Sector figures are always provisional.

Please note these figures are not seasonally adjusted.



**Table 7**  
**Yearly Comparison\* of NICS Employees, Headcount**

Year	Male	Female	Total
2000	14,784	13,507	28,291
2001	14,830	13,988	28,818
2002	15,211	14,688	29,899
2003	15,582	15,287	30,869
2004	15,951	15,745	31,696
2005	15,921	15,799	31,720
2006	15,762	15,662	31,424
2007	15,178	15,091	30,269
2008	13,389	14,485	27,874
2009	13,303	13,828	27,131
2010	13,265	13,669	26,934
2011	13,083	13,934	27,017
2012	14,050	13,944	27,994
2013	13,961	14,008	27,969
2014	13,832	14,104	27,936
2015	13,557	13,962	27,519
2016	12,325	12,739	25,064
2017	11,580	11,842	23,422

\* Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service; in addition, NICS staff on secondment to the Police Service of Northern Ireland (PSNI) ceased to be civil servants and became PSNI employees. Increases in the latter years are due to the devolution of Policing and Justice and the subsequent inclusion of Prison Grade Staff. Legal Services Agency and the Planning Office staff previously of DOE also contribute to the fluctuation in numbers. The table to the right lists the years in which the main changes occurred, and the approximate increase/decrease in NICS staff as a result.

**Discontinuity\***

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

# Background Notes

## Concepts and Definitions

### *The Northern Ireland Civil Service (NICS)*

1. The NICS is the civil service of the devolved administration. It includes staff working in the 9 Northern Ireland ministerial departments and staff working in the Public Prosecution Service for Northern Ireland (which is a non-ministerial Government department). Civil servants in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland and the Historical Institutional Abuse Inquiry Team are also shown.

### *Coverage of NICS Staff*

2. Figures relate to employees with an employment contract who are being paid by the Organisation. Employees can be permanent, on a fixed-term contract or employed on a casual basis. Self-employed, contract workers and agency workers are excluded. Staff on career breaks or on secondment outside the NICS are also excluded.

### *Permanent and Temporary/Casual staff*

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

### *Headcount Figures*

4. Headcount figures count each employee as one member of staff, irrespective of whether they work full or part-time.

### *Full-time Equivalent (FTE) Figures*

5. FTE figures are calculated by expressing each part-time employee's hours as a proportion of a full time employee's hours. Thus, for example, someone working 18.5 hours per week counts as 0.5 staff, since a full-time employee is considered to work 37 hours per week.

### *Full-Time and Part-Time Staff*

6. Full-time staff are employees who are considered to work 37 hours per week and so have an FTE of 1.0. Part-time staff have an FTE of less than 1 and represent staff who over the course of a year work an average of less than 37 hours per week. As such, job share and term time staff are deemed to be part-time.

## 7. Names and abbreviations of Departments

Name	Abbreviation
Department of Agriculture, Environment and Rural Affairs	DAERA
Department for Communities	DfC
Department for the Economy	DfE
Department of Education	DE
Department of Finance	DoF
Department of Health	DoH
Department for Infrastructure	DfI
Department of Justice	DoJ
The Executive Office	TEO
Public Prosecution Service for Northern Ireland	PPS

## Analogous Grade Levels

Each grade in each occupational group has an associated grade level. The titles of the grade levels are actual grades in the General Service; in other occupational groups the grade names would be different. The table below lists the grade levels in descending order of seniority.

Grade Level	Abbreviation
Grade 5 (Assistant Secretary) and higher	G5+
Grade 6 (Senior Principal) & Grade 7 (Principal)	G6/G7
Deputy Principal	DP
Staff Officer	SO
Executive Officer I & Executive Officer II	EOI/EOII
Administrative Officer	AO
Administrative Assistant	AA

## Voluntary Exit Scheme

8. The NICS launched a Voluntary Exit Scheme (VES) in March 2015. The first tranche of staff to leave under the scheme did so at the end of September 2015 with subsequent tranches leaving at the end of November 2015, January 2016 and March 2016. The final tranche left at the end of May 2016. Details on the VES may be found at <https://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/nics-voluntary-exit-scheme>.

## Information on Quality

### *Relevance to users*

9. The consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users.

### *Accuracy*

10. Coverage of staff is 100%. The main computer system<sup>1</sup> from which the data are extracted is also used to pay staff.

### *Accessibility and Clarity*

11. The bulletin is available on the NISRA website. It contains a description of the staff covered, and definitions of the terms used. Stakeholder consultation on an illustrative draft of the report was generally very positive in respect of clarity and accessibility.

### *Assessment of User Needs and Perceptions*

12. When this publication was first being developed, we conducted a consultation with key stakeholders, including NICS Corporate HR, the Economic and Labour Market Statistics User Group, and the Statistics Advisory Committee. Responses to the illustrative draft in the consultation were generally favourable; specific suggestions have been taken on board where feasible.

### *Performance, Cost and Respondent Burden*

13. The operational cost (staff time) of producing each issue of the bulletin is approximately £1000. There is no respondent burden, since the data are held on an administrative system.

### *Confidentiality, Transparency and Security*

14. Data are held on a network that is only accessible to the few statisticians who need access.

<sup>1</sup> Run by HRConnect, the Human Resource Service for the NICS. There is a separate system covering the Northern Ireland Prison Service.

**Next Publication:** March 2018

## Further Information

15. All media enquiries should be directed to DoF Communications Office:-  
Telephone: 028 90816 724 or 028 90816 895.

Further statistical information can be obtained from:  
Nigel Wilson  
NISRA Human Resource Consultancy Services,  
Colby House,  
Stranmillis Court,  
Belfast,  
BT9 5RR

Telephone: 028 9038 8438  
E-mail: [nigel.wilson@nisra.gov.uk](mailto:nigel.wilson@nisra.gov.uk)

Data Supplied by:

