

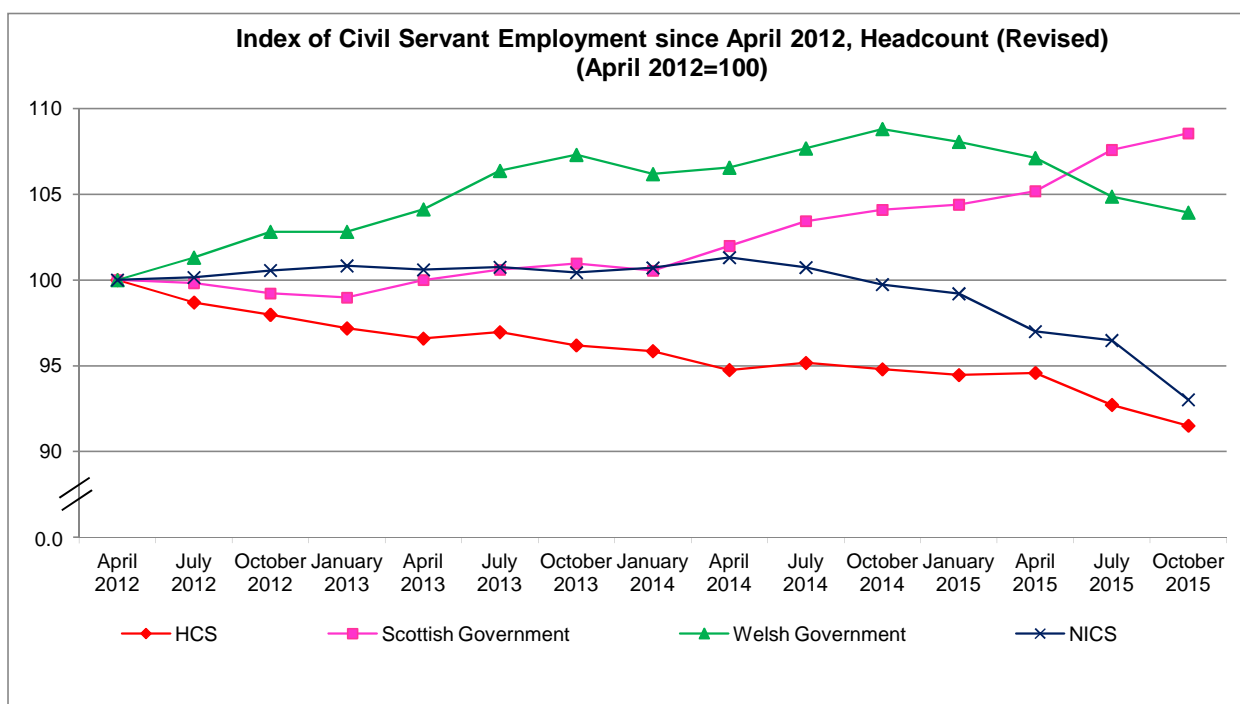
**STATISTICAL BULLETIN:
EMPLOYMENT IN THE NORTHERN
IRELAND CIVIL SERVICE
1st October, 2015**



This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st October 2015, 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 2015 was 25,802 of whom 25,677 were permanent staff and 125 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 24,156.
- The headcount number of staff in the NICS represents a decrease of 961 (-3.6%) from the position at 1st July 2015. Around 84% of this decrease is accounted for by staff who left through the first tranche of the NICS Voluntary Exit Scheme. Full-time equivalent numbers decreased by 817 (-3.3%) over the same period.
- Quarter on quarter, there was a reduction in the headcount number of staff in the Home Civil Service in Great Britain of 5,640 (-1.3%) and in the Welsh Government of 50 (-0.9%). This contrasts with an increase of 160 (0.9%) in the number of civil servants in the Scottish Government.
- Over the twelve months to October 2015 staff numbers in the NICS decreased by 1,864 (-6.7%). By way of comparison, there were decreases of 3.5% (-15,290) in the Home Civil Service and 4.5% (-260) in the Welsh Government. Conversely, the Scottish Government saw an increase in staff numbers of 4.3% (740).



*Please note Recruitment Agency staff numbers are not included in these NICS figures. The latest available total number of such staff working in the NICS is some 440.

Table 1 (a)
All Employees, Headcount

| Department | 1st July 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|--------|------------------|--------|--------|------------------------|-------|----------------------------------|--------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1,844 | 1,161 | 3,005 | 1,767 | 1,123 | 2,890 | -115 | -3.8% | -171 | -5.6% |
| DCAL | 167 | 131 | 298 | 165 | 131 | 296 | -2 | -0.7% | 3 | 1.0% |
| DE | 234 | 412 | 646 | 223 | 397 | 620 | -26 | -4.0% | -36 | -5.5% |
| DETI | 210 | 261 | 471 | 200 | 255 | 455 | -16 | -3.4% | -16 | -3.4% |
| DFP | 1,866 | 1,671 | 3,537 | 1,776 | 1,621 | 3,397 | -140 | -4.0% | -159 | -4.5% |
| DEL | 713 | 1,493 | 2,206 | 673 | 1,443 | 2,116 | -90 | -4.1% | -116 | -5.2% |
| DHSSPS | 212 | 278 | 490 | 200 | 268 | 468 | -22 | -4.5% | -32 | -6.4% |
| DOE | 1,211 | 898 | 2,109 | 1,165 | 850 | 2,015 | -94 | -4.5% | -677 | -25.1% |
| DRD | 1,657 | 547 | 2,204 | 1,564 | 527 | 2,091 | -113 | -5.1% | -150 | -6.7% |
| DSD | 2,928 | 4,121 | 7,049 | 2,855 | 4,019 | 6,874 | -175 | -2.5% | -305 | -4.2% |
| OFMDFM | 148 | 211 | 359 | 142 | 203 | 345 | -14 | -3.9% | -24 | -6.5% |
| DOJ | 1,769 | 1,898 | 3,667 | 1,714 | 1,838 | 3,552 | -115 | -3.1% | -140 | -3.8% |
| PPS | 197 | 356 | 553 | 178 | 343 | 521 | -32 | -5.8% | -27 | -4.9% |
| Total of 13 Depts | 13,156 | 13,438 | 26,594 | 12,622 | 13,018 | 25,640 | -954 | -3.6% | -1,850 | -6.7% |
| Other ² | 73 | 96 | 169 | 71 | 91 | 162 | -7 | -4.1% | -14 | -8.0% |
| Total | 13,229 | 13,534 | 26,763 | 12,693 | 13,109 | 25,802 | -961 | -3.6% | -1,864 | -6.7% |

¹ As at 1st October 2014.

² Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

Table 1 (b)
Permanent Employees, Headcount

| Department | 1st July 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|--------|------------------|--------|--------|------------------------|-------|----------------------------------|--------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1,843 | 1,160 | 3,003 | 1,766 | 1,122 | 2,888 | -115 | -3.8% | -162 | -5.3% |
| DCAL | 167 | 131 | 298 | 164 | 131 | 295 | -3 | -1.0% | 2 | 0.7% |
| DE | 234 | 412 | 646 | 223 | 397 | 620 | -26 | -4.0% | -34 | -5.2% |
| DETI | 210 | 261 | 471 | 200 | 255 | 455 | -16 | -3.4% | -15 | -3.2% |
| DFP | 1,858 | 1,662 | 3,520 | 1,767 | 1,616 | 3,383 | -137 | -3.9% | -143 | -4.1% |
| DEL | 712 | 1,492 | 2,204 | 673 | 1,443 | 2,116 | -88 | -4.0% | -106 | -4.8% |
| DHSSPS | 212 | 278 | 490 | 200 | 268 | 468 | -22 | -4.5% | -32 | -6.4% |
| DOE | 1,211 | 898 | 2,109 | 1,165 | 850 | 2,015 | -94 | -4.5% | -674 | -25.1% |
| DRD | 1,656 | 547 | 2,203 | 1,563 | 527 | 2,090 | -113 | -5.1% | -144 | -6.4% |
| DSD | 2,849 | 4,086 | 6,935 | 2,783 | 3,987 | 6,770 | -165 | -2.4% | -288 | -4.1% |
| OFMDFM | 148 | 211 | 359 | 142 | 203 | 345 | -14 | -3.9% | -24 | -6.5% |
| DOJ | 1,766 | 1,897 | 3,663 | 1,712 | 1,837 | 3,549 | -114 | -3.1% | -135 | -3.7% |
| PPS | 197 | 356 | 553 | 178 | 343 | 521 | -32 | -5.8% | -27 | -4.9% |
| Total of 13 Depts | 13,063 | 13,391 | 26,454 | 12,536 | 12,979 | 25,515 | -939 | -3.5% | -1,782 | -6.5% |
| Other ² | 73 | 96 | 169 | 71 | 91 | 162 | -7 | -4.1% | -13 | -7.4% |
| Total | 13,136 | 13,487 | 26,623 | 12,607 | 13,070 | 25,677 | -946 | -3.6% | -1,795 | -6.5% |

¹ As at 1st October 2014.

² Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

Table 1 (c)
Temporary/Casual Employees, Headcount

| Department | 1st July 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|-------|------------------|--------|-------|------------------------|---------|----------------------------------|---------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1 | 1 | 2 | 1 | 1 | 2 | 0 | 0.0% | -9 | -81.8% |
| DCAL | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0.0% | 0 | 0.0% |
| DE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | N/A | -2 | -100.0% |
| DETI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | -1 | -100.0% |
| DFP | 8 | 9 | 17 | 9 | 5 | 14 | -3 | -17.6% | -16 | -53.3% |
| DEL | 1 | 1 | 2 | 0 | 0 | 0 | -2 | -100.0% | -10 | -100.0% |
| DHSSPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| DOE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | N/A | -3 | -100.0% |
| DRD | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0.0% | -6 | -85.7% |
| DSD | 79 | 35 | 114 | 72 | 32 | 104 | -10 | -8.8% | -17 | -14.0% |
| OFMDFM | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| DOJ | 3 | 1 | 4 | 2 | 1 | 3 | -1 | -25.0% | -5 | -62.5% |
| PPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| Total of 13 Depts | 93 | 47 | 140 | 86 | 39 | 125 | -15 | -10.7% | -68 | -35.2% |
| Other ² | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | -1 | 0.0% |
| Total | 93 | 47 | 140 | 86 | 39 | 125 | -15 | -10.7% | -69 | -35.6% |

¹ As at 1st October 2014.

² Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|--------|------------------|--------|--------|------------------------|-------|----------------------------------|--------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1,789 | 1,032 | 2,821 | 1,726 | 1,000 | 2,726 | -95 | -3.4% | -155 | -5.4% |
| DCAL | 164 | 115 | 279 | 164 | 115 | 279 | 0 | 0.0% | 4 | 1.5% |
| DE | 228 | 377 | 605 | 219 | 366 | 585 | -20 | -3.3% | -29 | -4.7% |
| DETI | 204 | 236 | 440 | 196 | 230 | 426 | -14 | -3.2% | -16 | -3.6% |
| DFP | 1,815 | 1,503 | 3,318 | 1,741 | 1,459 | 3,200 | -118 | -3.6% | -145 | -4.3% |
| DEL | 686 | 1,306 | 1,992 | 654 | 1,265 | 1,919 | -73 | -3.7% | -119 | -5.8% |
| DHSSPS | 203 | 253 | 456 | 194 | 245 | 439 | -17 | -3.7% | -28 | -6.0% |
| DOE | 1,187 | 814 | 2,001 | 1,149 | 772 | 1,921 | -80 | -4.0% | -628 | -24.6% |
| DRD | 1,621 | 482 | 2,103 | 1,541 | 469 | 2,010 | -93 | -4.4% | -137 | -6.4% |
| DSD | 2,858 | 3,599 | 6,457 | 2,789 | 3,512 | 6,301 | -156 | -2.4% | -320 | -4.8% |
| OFMDFM | 145 | 195 | 340 | 139 | 188 | 327 | -13 | -3.8% | -25 | -7.1% |
| DOJ | 1,742 | 1,740 | 3,482 | 1,692 | 1,686 | 3,378 | -104 | -3.0% | -145 | -4.1% |
| PPS | 194 | 327 | 521 | 176 | 316 | 492 | -29 | -5.6% | -25 | -4.8% |
| Total of 13 Depts | 12,836 | 11,979 | 24,815 | 12,380 | 11,623 | 24,003 | -812 | -3.3% | -1,768 | -6.9% |
| Other ² | 70 | 88 | 158 | 69 | 84 | 153 | -5 | -3.2% | -13 | -7.8% |
| Total | 12,906 | 12,067 | 24,973 | 12,449 | 11,707 | 24,156 | -817 | -3.3% | -1,781 | -6.9% |

¹As at 1st October 2014.

²Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

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

| Department | 1st July 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|--------|------------------|--------|--------|------------------------|-------|----------------------------------|--------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1,788 | 1,031 | 2,819 | 1,725 | 999 | 2,724 | -95 | -3.4% | -146 | -5.1% |
| DCAL | 164 | 115 | 279 | 163 | 115 | 278 | -1 | -0.4% | 3 | 1.1% |
| DE | 228 | 377 | 605 | 219 | 366 | 585 | -20 | -3.3% | -27 | -4.4% |
| DETI | 204 | 236 | 440 | 196 | 230 | 426 | -14 | -3.2% | -15 | -3.4% |
| DFP | 1,807 | 1,494 | 3,301 | 1,732 | 1,454 | 3,186 | -115 | -3.5% | -129 | -3.9% |
| DEL | 685 | 1,305 | 1,990 | 654 | 1,265 | 1,919 | -71 | -3.6% | -109 | -5.4% |
| DHSSPS | 203 | 253 | 456 | 194 | 245 | 439 | -17 | -3.7% | -28 | -6.0% |
| DOE | 1,187 | 814 | 2,001 | 1,149 | 772 | 1,921 | -80 | -4.0% | -625 | -24.5% |
| DRD | 1,620 | 482 | 2,102 | 1,540 | 469 | 2,009 | -93 | -4.4% | -131 | -6.1% |
| DSD | 2,779 | 3,564 | 6,343 | 2,717 | 3,480 | 6,197 | -146 | -2.3% | -303 | -4.7% |
| OFMDFM | 145 | 195 | 340 | 139 | 188 | 327 | -13 | -3.8% | -25 | -7.1% |
| DOJ | 1,740 | 1,740 | 3,480 | 1,690 | 1,686 | 3,376 | -104 | -3.0% | -142 | -4.0% |
| PPS | 194 | 327 | 521 | 176 | 316 | 492 | -29 | -5.6% | -25 | -4.8% |
| Total of 13 Depts | 12,744 | 11,933 | 24,677 | 12,294 | 11,585 | 23,879 | -798 | -3.2% | -1,702 | -6.7% |
| Other ² | 70 | 88 | 158 | 69 | 84 | 153 | -5 | -3.2% | -12 | -7.3% |
| Total | 12,814 | 12,021 | 24,835 | 12,363 | 11,669 | 24,032 | -803 | -3.2% | -1,714 | -6.7% |

¹As at 1st October 2014.

²Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

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

| Department | 1st July 2015 | | | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|--------------------|---------------|--------|-------|------------------|--------|-------|------------------------|---------|----------------------------------|---------|
| | Male | Female | Total | Male | Female | Total | Value | % | Value | % |
| DARD | 1 | 1 | 2 | 1 | 1 | 2 | 0 | 0.0% | -9 | -81.8% |
| DCAL | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0.0% | 1 | 0.0% |
| DE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | N/A | -2 | -100.0% |
| DETI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | -1 | -100.0% |
| DFP | 8 | 9 | 17 | 9 | 5 | 14 | -3 | -17.6% | -16 | -53.3% |
| DEL | 1 | 1 | 2 | 0 | 0 | 0 | -2 | -100.0% | -10 | -100.0% |
| DHSSPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| DOE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | N/A | -3 | -100.0% |
| DRD | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0.0% | -6 | -85.7% |
| DSD | 79 | 35 | 114 | 72 | 32 | 104 | -10 | -8.8% | -17 | -14.0% |
| OFMDFM | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| DOJ | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0.0% | -3 | -60.0% |
| PPS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | N/A |
| Total of 13 Depts | 92 | 46 | 138 | 86 | 38 | 124 | -14 | -10.1% | -66 | -34.7% |
| Other ² | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | -1 | 0.0% |
| Total | 92 | 46 | 138 | 86 | 38 | 124 | -14 | -10.1% | -67 | -35.1% |

¹ As at 1st October 2014.

² Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 2015

| Department | Analogous Grade Levels | | | | | | | | | Total |
|--------------------------|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|------------|---------------|---------------|
| | G5+ | G6/7 | DP | SO | EOI/EOII | AO | AA | Industrial | Prison Grades | |
| DARD | 21 | 261 | 263 | 531 | 824 | 401 | 188 | 399 | 0 | 2,888 |
| DCAL | 8 | 21 | 42 | 57 | 68 | 55 | 21 | 23 | 0 | 295 |
| DE | 20 | 103 | 95 | 79 | 158 | 125 | 40 | 0 | 0 | 620 |
| DETI | 9 | 37 | 80 | 89 | 144 | 76 | 20 | 0 | 0 | 455 |
| DFP | 41 | 303 | 506 | 585 | 883 | 884 | 169 | 12 | 0 | 3,383 |
| DEL | 10 | 54 | 138 | 207 | 1,004 | 637 | 66 | 0 | 0 | 2,116 |
| DHSSPS | 19 | 60 | 109 | 108 | 96 | 45 | 31 | 0 | 0 | 468 |
| DOE | 13 | 94 | 250 | 372 | 459 | 691 | 80 | 56 | 0 | 2,015 |
| DRD | 12 | 75 | 205 | 285 | 527 | 432 | 95 | 459 | 0 | 2,090 |
| DSD | 15 | 109 | 230 | 459 | 2,376 | 3,089 | 492 | 0 | 0 | 6,770 |
| OFMDFM | 22 | 49 | 75 | 65 | 72 | 52 | 10 | 0 | 0 | 345 |
| DOJ | 22 | 124 | 242 | 350 | 626 | 758 | 101 | 22 | 1,304 | 3,549 |
| PPS | 9 | 67 | 112 | 29 | 101 | 128 | 75 | 0 | 0 | 521 |
| Total of 13 Depts | 221 | 1,357 | 2,347 | 3,216 | 7,338 | 7,373 | 1,388 | 971 | 1,304 | 25,515 |
| Other ¹ | 5 | 26 | 42 | 19 | 38 | 19 | 12 | 1 | 0 | 162 |
| Total | 226 | 1,383 | 2,389 | 3,235 | 7,376 | 7,392 | 1,400 | 972 | 1,304 | 25,677 |

¹ Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

Table 3 (b)
Permanent Employees, Headcount, 1st July 2015

| Department | Analogous Grade Levels | | | | | | | | | Total |
|--------------------------|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|
| | G5+ | G6/7 | DP | SO | EOI/EOII | AO | AA | Industrial | Prison Grades | |
| DARD | 22 | 269 | 279 | 546 | 860 | 419 | 204 | 404 | 0 | 3,003 |
| DCAL | 6 | 23 | 42 | 59 | 69 | 56 | 20 | 23 | 0 | 298 |
| DE | 20 | 103 | 101 | 86 | 165 | 128 | 43 | 0 | 0 | 646 |
| DETI | 9 | 37 | 83 | 91 | 150 | 80 | 21 | 0 | 0 | 471 |
| DFP | 44 | 325 | 531 | 608 | 914 | 905 | 181 | 12 | 0 | 3,520 |
| DEL | 10 | 59 | 145 | 216 | 1,036 | 670 | 68 | 0 | 0 | 2,204 |
| DHSSPS | 20 | 62 | 112 | 112 | 100 | 48 | 36 | 0 | 0 | 490 |
| DOE | 15 | 109 | 265 | 389 | 476 | 713 | 80 | 62 | 0 | 2,109 |
| DRD | 12 | 79 | 211 | 298 | 562 | 452 | 105 | 484 | 0 | 2,203 |
| DSD | 16 | 116 | 242 | 477 | 2,422 | 3,163 | 499 | 0 | 0 | 6,935 |
| OFMDFM | 22 | 50 | 79 | 69 | 74 | 55 | 10 | 0 | 0 | 359 |
| DOJ | 22 | 128 | 250 | 372 | 646 | 780 | 106 | 23 | 1,336 | 3,663 |
| PPS | 10 | 73 | 114 | 30 | 108 | 136 | 82 | 0 | 0 | 553 |
| Total of 13 Depts | 228 | 1,433 | 2,454 | 3,353 | 7,582 | 7,605 | 1,455 | 1,008 | 1,336 | 26,454 |
| Other ¹ | 5 | 27 | 43 | 22 | 38 | 21 | 12 | 1 | 0 | 169 |
| Total | 233 | 1,460 | 2,497 | 3,375 | 7,620 | 7,626 | 1,467 | 1,009 | 1,336 | 26,623 |

¹ Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 2015 | | 1st October 2015 | | Change on last Quarter | | | | Change on last Year ¹ | | | |
|--------|---------------|-------|------------------|-------|------------------------|-------|------|--------|----------------------------------|-------|------|--------|
| | F/T | P/T | F/T | P/T | F/T | % | P/T | % | F/T | % | P/T | % |
| Male | 12,126 | 1,010 | 11,772 | 835 | -354 | -2.9% | -175 | -17.3% | -781 | -6.2% | -104 | -11.1% |
| Female | 8,644 | 4,843 | 8,379 | 4,691 | -265 | -3.1% | -152 | -3.1% | -878 | -9.5% | -32 | -0.7% |
| Total | 20,770 | 5,853 | 20,151 | 5,526 | -619 | -3.0% | -327 | -5.6% | -1,659 | -7.6% | -136 | -2.4% |

¹ As at 1st October 2014.

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 2015 (Revised) | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|------------------------|----------------------------|------------------|---------|---------|---------------------------|-------|-------------------------------------|-------|
| | Total | Male | Female | Total | Value | % | Value | % |
| NICS | 26,763 | 12,693 | 13,109 | 25,802 | -961 | -3.6% | -1,864 | -6.7% |
| Home Civil Service, GB | 430,700 | 195,980 | 229,080 | 425,060 | -5,640 | -1.3% | -15,290 | -3.5% |
| Scottish Government | 17,870 | 9,380 | 8,640 | 18,030 | 160 | 0.9% | 740 | 4.3% |
| Welsh Government | 5,600 | 2,320 | 3,240 | 5,550 | -50 | -0.9% | -260 | -4.5% |

Table 6
Comparison with Northern Ireland Public Sector, Headcount

| | 1st July 2015 (Revised) | 1st October 2015 | | | Change on last Quarter | | Change on last Year ¹ | |
|------------------|----------------------------|------------------|---------|---------|---------------------------|-------|-------------------------------------|-------|
| | Total | Male | Female | Total | Value | % | Value | % |
| NICS | 26,763 | 12,693 | 13,109 | 25,802 | -961 | -3.6% | -1,864 | -6.7% |
| NI Public Sector | 208,620 | 67,420 | 137,140 | 204,560 | -4,060 | -1.9% | -3,860 | -1.9% |

¹ As at 1st October 2014.

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 2015 and September 2015.

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.detini.gov.uk/articles/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 and rounded to the nearest ten.

Please note these figures are not seasonally adjusted.

Table 7
Yearly Comparison* of NICS Employees, Headcount

| Year ¹ | 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 |

¹ Figures as at 1st January (revised).

* 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*

| - | + | | | | | | |
|---|---------------|--------------------------|--|--|-----------|-------------------------|--|
| <table border="1"> <thead> <tr><th>Years 2002-04</th></tr> </thead> <tbody> <tr><td>Size of Reduction: 400</td></tr> <tr><td>Industrial Development Board (creation of Invest NI)</td></tr> </tbody> </table> | Years 2002-04 | Size of Reduction: 400 | Industrial Development Board (creation of Invest NI) | <table border="1"> <thead> <tr><th>Year 2010</th></tr> </thead> <tbody> <tr><td>Size of Increase: 1,000</td></tr> <tr><td>NI Court Service & Youth Justice Agency (Devolution of Policing and Justice)</td></tr> </tbody> </table> | Year 2010 | Size of Increase: 1,000 | NI Court Service & Youth Justice Agency (Devolution of Policing and Justice) |
| Years 2002-04 | | | | | | | |
| Size of Reduction: 400 | | | | | | | |
| Industrial Development Board (creation of Invest NI) | | | | | | | |
| Year 2010 | | | | | | | |
| Size of Increase: 1,000 | | | | | | | |
| NI Court Service & Youth Justice Agency (Devolution of Policing and Justice) | | | | | | | |
| <table border="1"> <thead> <tr><th>Year 2006</th></tr> </thead> <tbody> <tr><td>Size of Reduction: 700</td></tr> <tr><td>Department of Agriculture and Rural Development Science Service (became part of Agri-Food & Biosciences Institute)</td></tr> </tbody> </table> | Year 2006 | Size of Reduction: 700 | Department of Agriculture and Rural Development Science Service (became part of Agri-Food & Biosciences Institute) | <table border="1"> <thead> <tr><th>Year 2012</th></tr> </thead> <tbody> <tr><td>Size of Increase: 1,700</td></tr> <tr><td>Inclusion of Prison Grade staff</td></tr> </tbody> </table> | Year 2012 | Size of Increase: 1,700 | Inclusion of Prison Grade staff |
| Year 2006 | | | | | | | |
| Size of Reduction: 700 | | | | | | | |
| Department of Agriculture and Rural Development Science Service (became part of Agri-Food & Biosciences Institute) | | | | | | | |
| Year 2012 | | | | | | | |
| Size of Increase: 1,700 | | | | | | | |
| Inclusion of Prison Grade staff | | | | | | | |
| <table border="1"> <thead> <tr><th>Year 2007</th></tr> </thead> <tbody> <tr><td>Size of Reduction: 1,700</td></tr> <tr><td>Water Service (became NI Water)</td></tr> </tbody> </table> | Year 2007 | Size of Reduction: 1,700 | Water Service (became NI Water) | <table border="1"> <thead> <tr><th>Year 2015</th></tr> </thead> <tbody> <tr><td>Size of Increase: 130</td></tr> <tr><td>Legal Services Agency became part of the NICS</td></tr> </tbody> </table> | Year 2015 | Size of Increase: 130 | Legal Services Agency became part of the NICS |
| Year 2007 | | | | | | | |
| Size of Reduction: 1,700 | | | | | | | |
| Water Service (became NI Water) | | | | | | | |
| Year 2015 | | | | | | | |
| Size of Increase: 130 | | | | | | | |
| Legal Services Agency became part of the NICS | | | | | | | |
| <table border="1"> <thead> <tr><th>Year 2008</th></tr> </thead> <tbody> <tr><td>Size of Reduction: 1,200</td></tr> <tr><td>Civilian staff seconded to PSNI (became PSNI staff)</td></tr> </tbody> </table> | Year 2008 | Size of Reduction: 1,200 | Civilian staff seconded to PSNI (became PSNI staff) | | | | |
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| Year 2015 | | | | | | | |
| 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 12 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, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints and the Historical Institutional Abuse Inquiry Team are also shown.

2. Since the devolution of policing and justice in 2010, the NICS includes staff who were formerly in the Northern Ireland Court Service, the Youth Justice Agency, and the Northern Ireland Prison Service.

Coverage of NICS Staff

3. 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

4. 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

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

Full-time Equivalent (FTE) Figures

6. 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

7. 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.

8. Names and abbreviations of Departments

| Name | Abbreviation |
|---|--------------|
| Office of the First Minister and deputy First Minister | OFMDFM |
| Department of Agriculture and Rural Development | DARD |
| Department of Culture, Arts and Leisure | DCAL |
| Department of Enterprise, Trade and Investment | DETI |
| Department of Education | DE |
| Department of the Environment | DOE |
| Department of Finance and Personnel | DFP |
| Department for Employment and Learning | DEL |
| Department for Regional Development | DRD |
| Department for Social Development | DSD |
| Department of Health, Social Services and Public Safety | DHSSPS |
| Department of Justice | DOJ |
| 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

9. 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 and the second tranche left at the end of November. Exits in tranches 3 and 4 are scheduled for the end of January 2016 and the end of March 2016. Exits in the fifth and final tranche are to occur no later than the end of June 2016. Details on the VES may be found at <https://www.dfpni.gov.uk/topics/working-northern-ireland-civil-service/nics-voluntary-exit-scheme>.

Information on Quality

Relevance to users

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

Accuracy

11. Coverage of staff is 100%. The main computer system¹ from which the data are extracted is also used to pay staff.

Accessibility and Clarity

12. 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

13. 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

14. 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

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

¹ Run by HRConnect, the Human Resource Service for the NICS. There are separate systems covering the Northern Ireland Prison Service, and part of the Youth Justice Agency.

Next Publication: March 2016

Further Information

16. All media enquiries should be directed to DFP Communications Office:-
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Data Supplied by:

