

Employment in the Northern Ireland Civil Service - Quarterly Report

1st July 2020

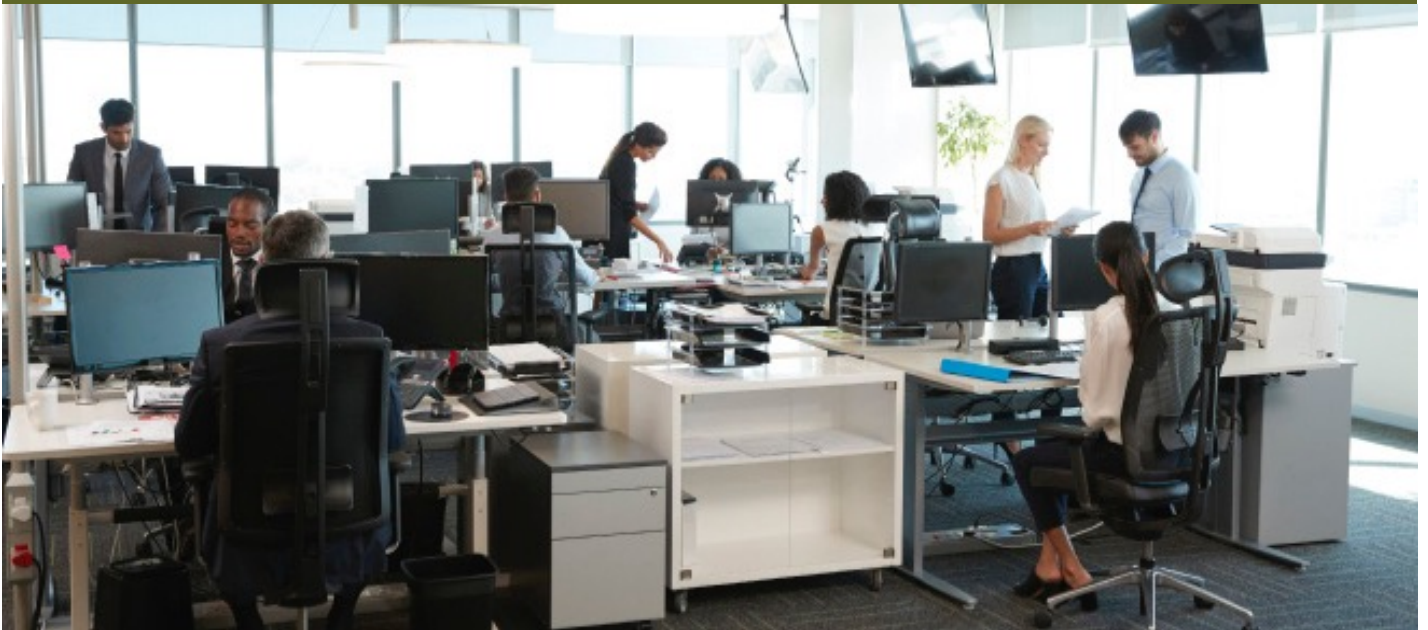


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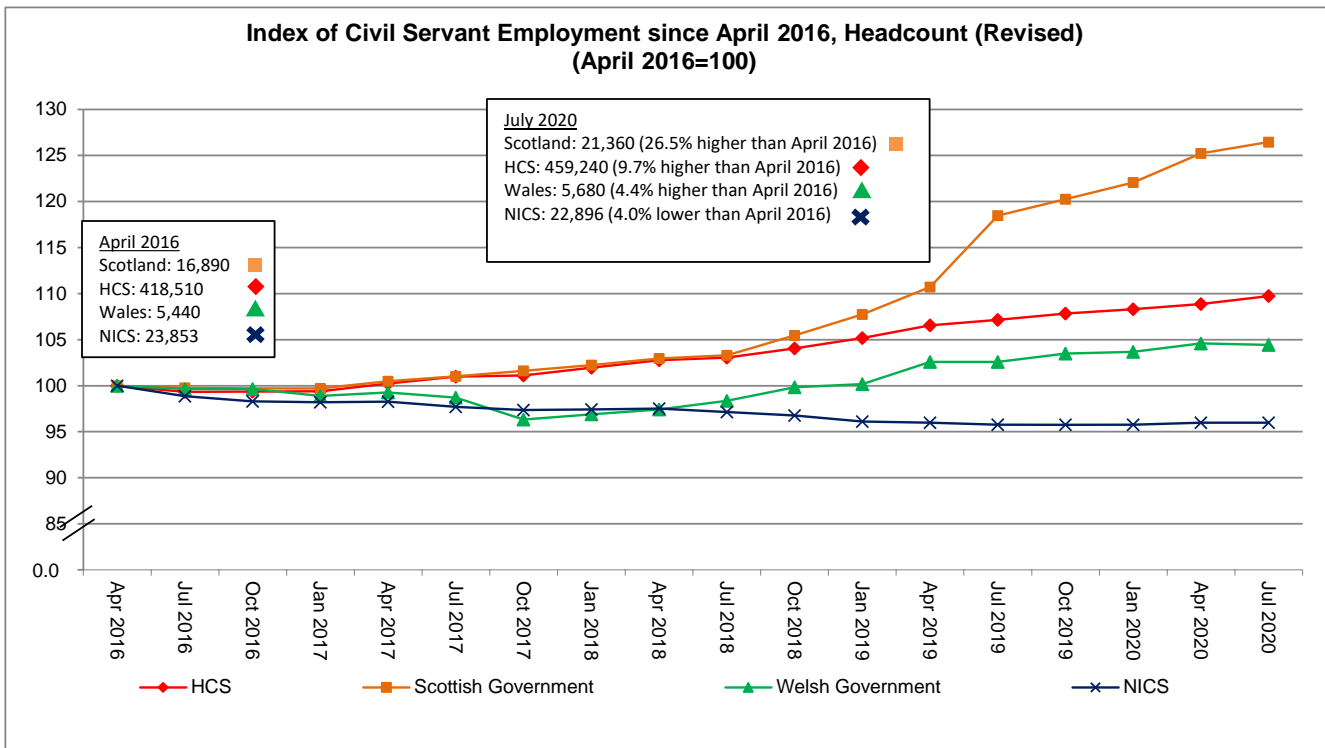
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Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st July 2020, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This report 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 July 2020 was 22,896 of whom 22,854 were permanent staff and 42 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,232.
- The headcount number of staff in the NICS represents an increase of one (<0.05%) from the position at 1st April 2020. Full-time equivalent numbers increased by nine (<0.05%) over the same period.
- Over the quarter, the staff headcount increased by 3,600 (0.8%) in the Home Civil Service, by 210 (1.0%) in the Scottish Government and by 1,451 (0.7%) in the Northern Ireland Public Sector. In the Welsh Government staff numbers decreased by 10 (0.2%).
- Over the twelve months to July 2020 staff headcount in the NICS increased by 54 (0.2%). By way of comparison, there were increases of 10,810 (2.4%) in the Home Civil Service, 1,350 (6.7%) in the Scottish Government and 100 (1.8%) in the Welsh Government. An increase was also seen in the Northern Ireland Public Sector numbers of 3,041 (1.4%).



Commentary: The chart shows that NICS staff numbers have fallen gradually since April 2016 and for July 2020 are 4.0% lower. For Wales, staff numbers fell to a low in October 2017, before gradually increasing to their current level, which is 4.4% higher than the position in April 2016. For Scotland, staff numbers have increased steadily since April 2016 and are now 26.5% higher than in April 2016. For Great Britain as a whole, staff numbers have increased gradually and are currently 9.7% higher than in April 2016.

*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st July 2020, the number of Agency staff working in the NICS was 2,519. This figure includes 1,063 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Employees by Department, Headcount

Table 1(a)
All Employees, Headcount

Department	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ - %
DAERA	1,760	1,415	3,175	1,763	1,423	3,186	11	0.3%	202	6.8%
DfC	2,759	4,182	6,941	2,743	4,153	6,896	-45	-0.6%	-352	-4.9%
DfE	491	674	1,165	494	666	1,160	-5	-0.4%	54	4.9%
DE	214	327	541	212	327	539	-2	-0.4%	4	0.7%
DoF	1,758	1,751	3,509	1,752	1,740	3,492	-17	-0.5%	-31	-0.9%
DoH	192	272	464	195	273	468	4	0.9%	36	8.3%
DfI	2,261	729	2,990	2,256	732	2,988	-2	-0.1%	10	0.3%
DoJ	1,547	1,680	3,227	1,581	1,709	3,290	63	2.0%	126	4.0%
TEO	133	182	315	133	180	313	-2	-0.6%	20	6.8%
PPS	158	290	448	156	289	445	-3	-0.7%	-17	-3.7%
Other ²	59	61	120	59	60	119	-1	-0.8%	2	1.7%
Total	11,332	11,563	22,895	11,344	11,552	22,896	1	0.0%	54	0.2%

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (b)
Permanent Employees, Headcount, 1st April 2020

Department	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ - %
DAERA	1,755	1,415	3,170	1,758	1,423	3,181	11	0.3%	202	6.8%
DfC	2,757	4,181	6,938	2,741	4,153	6,894	-44	-0.6%	-351	-4.8%
DfE	488	674	1,162	491	666	1,157	-5	-0.4%	53	4.8%
DE	213	327	540	211	327	538	-2	-0.4%	3	0.6%
DoF	1,741	1,741	3,482	1,735	1,731	3,466	-16	-0.5%	-44	-1.3%
DoH	192	272	464	195	273	468	4	0.9%	36	8.3%
DfI	2,257	729	2,986	2,251	732	2,983	-3	-0.1%	10	0.3%
DoJ	1,547	1,680	3,227	1,581	1,709	3,290	63	2.0%	130	4.1%
TEO	133	182	315	133	180	313	-2	-0.6%	20	6.8%
PPS	158	290	448	156	289	445	-3	-0.7%	-17	-3.7%
Other ²	59	61	120	59	60	119	-1	-0.8%	2	1.7%
Total	11,300	11,552	22,852	11,311	11,543	22,854	2	0.0%	44	0.2%

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter - Value	Change on last Year ¹ Value
DAERA	5	0	5	5	0	5	0	0
DfC	2	1	3	2	0	2	-1	-1
DfE	3	0	3	3	0	3	0	1
DE	1	0	1	1	0	1	0	1
DoF	17	10	27	17	9	26	-1	13
DoH	0	0	0	0	0	0	0	0
DfI	4	0	4	5	0	5	1	0
DoJ	0	0	0	0	0	0	0	-4
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	0
Other ²	0	0	0	0	0	0	0	0
Total	32	11	43	33	9	42	-1	10

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 1 shows that over the last quarter, NICS headcount has increased by one (<0.05%). The largest increase was in DoJ, which had 63 more staff than in the previous quarter, while the largest decrease was in DfC (down 45). The headcount number of temporary staff in each Department was similar to the number last quarter. Table 1 also shows that NICS headcount figures are 54 (0.2%) higher than a year ago, with a reduction of 352 in DfC offset by increases of 202 in DAERA, 126 in DoJ and 54 in DfE, together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 1 (c).

Employees by Department, Full – time Equivalent

Table 2(a)

All Employees, Full Time Equivalent (FTE)

Permanent Employees	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
DAERA	1,702	1,290	2,992	1,704	1,303	3,007	15	0.5%	199	7.1%
DfC	2,651	3,544	6,195	2,633	3,518	6,151	-44	-0.7%	-347	-5.3%
DfE	477	598	1,075	480	591	1,071	-4	-0.4%	49	4.8%
DE	210	300	510	208	301	509	-1	-0.2%	6	1.2%
DoF	1,698	1,564	3,262	1,690	1,555	3,245	-17	-0.5%	-45	-1.4%
DoH	185	248	433	188	250	438	5	1.2%	36	9.0%
DfI	2,214	655	2,869	2,207	658	2,865	-4	-0.1%	3	0.1%
DoJ	1,523	1,539	3,062	1,557	1,569	3,126	64	2.1%	122	4.1%
TEO	131	166	297	130	164	294	-3	-1.0%	19	6.9%
PPS	154	263	417	152	263	415	-2	-0.5%	-16	-3.7%
Other ²	56	55	111	56	55	111	0	0.0%	4	3.7%
Total	11,001	10,222	21,223	11,005	10,227	21,232	9	0.0%	30	0.1%

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 2(b)

Permanent Employees, Full Time Equivalent (FTE)

Department	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
DAERA	1,697	1,290	2,987	1,699	1,303	3,002	15	0.5%	199	7.1%
DfC	2,649	3,543	6,192	2,631	3,518	6,149	-43	-0.7%	-346	-5.3%
DfE	474	598	1,072	477	591	1,068	-4	-0.4%	48	4.7%
DE	209	300	509	207	301	508	-1	-0.2%	5	1.0%
DoF	1,681	1,554	3,235	1,673	1,546	3,219	-16	-0.5%	-58	-1.8%
DoH	185	248	433	188	250	438	5	1.2%	36	9.0%
DfI	2,210	655	2,865	2,202	658	2,860	-5	-0.2%	3	0.1%
DoJ	1,523	1,539	3,062	1,557	1,569	3,126	64	2.1%	126	4.2%
TEO	131	166	297	130	164	294	-3	-1.0%	19	6.9%
PPS	154	263	417	152	263	415	-2	-0.5%	-16	-3.7%
Other ²	56	55	111	56	55	111	0	0.0%	4	3.7%
Total	10,969	10,211	21,180	10,972	10,218	21,190	10	0.0%	20	0.1%

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

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

Department	Male 1st Apr 2020	Female 1st Apr 2020	Total 1st Apr 2020	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Change on last Quarter - Value	Change on last Year ¹ Value
DAERA	5	0	5	5	0	5	0	0
DfC	2	1	3	2	0	2	-1	-1
DfE	3	0	3	3	0	3	0	1
DE	1	0	1	1	0	1	0	1
DoF	17	10	27	17	9	26	-1	13
DoH	0	0	0	0	0	0	0	0
DfI	4	0	4	5	0	5	1	0
DoJ	0	0	0	0	0	0	0	-4
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	0
Other ²	0	0	0	0	0	0	0	0
Total	32	11	43	33	9	42	-1	10

¹ As at 1st July 2019.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 2 shows that over the last quarter, NICS full-time equivalent (fte) staff numbers have increased by nine (<0.05%). The largest increase was in DoJ, which had 64 more fte staff than in the previous quarter, while the largest decrease was in DfC (down 44). Table 2 also shows that NICS fte figures are 30 (0.1%) higher than a year ago, with a reduction of 347 in DfC offset by increases of 199 in DAERA and 122 in DoJ, together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 2 (c).

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.

Employees by Analogous Grade Level

Table 3(a)
Permanent Employees, Headcount, 1st July 2020

Department	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	Total
DAERA	25	302	465	738	978	430	51	192	0	3,181
DfC	25	151	315	577	3,139	2,532	129	26	0	6,894
DfE	21	126	222	213	373	172	30	0	0	1,157
DE	18	104	86	82	128	98	22	0	0	538
DoF	41	382	617	656	961	747	52	10	0	3,466
DoH	23	84	102	115	87	44	13	0	0	468
DfI	18	114	300	369	725	835	81	541	0	2,983
DoJ	19	145	242	260	625	604	48	20	1,327	3,290
TEO	26	43	70	64	68	37	5	0	0	313
PPS	8	77	105	19	79	130	27	0	0	445
Other ¹	4	20	42	10	26	14	3	0	0	119
Total	228	1,548	2,566	3,103	7,189	5,643	461	789	1,327	22,854

¹ Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 3 (b)
Permanent Employees, Headcount, 1st April 2020

Department	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	Total
DAERA	25	302	456	733	977	427	57	193	0	3,170
DfC	25	145	325	579	3,142	2,567	131	24	0	6,938
DfE	21	121	226	214	376	174	30	0	0	1,162
DE	18	106	84	84	127	97	24	0	0	540
DoF	40	385	618	656	957	764	52	10	0	3,482
DoH	25	68	110	115	88	45	13	0	0	464
DfI	20	114	300	364	709	837	80	562	0	2,986
DoJ	18	141	245	255	617	605	49	20	1,277	3,227
TEO	26	44	72	63	67	38	5	0	0	315
PPS	8	76	106	20	80	129	29	0	0	448
Other ¹	4	20	42	11	25	14	4	0	0	120
Total	230	1,522	2,584	3,094	7,165	5,697	474	809	1,277	22,852

¹ Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 3 provides a breakdown of permanent NICS headcount by grade level for the current and previous quarters. The current overall grade profile is similar to that in the previous quarter, with the largest difference over the quarter being in the numbers at AO level (decrease of 54) and in Prison Grade staff (increase of 50).

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.

Employees by Work Pattern

Table 4

Permanent Employees, Headcount, 1st July 2020

	1st Apr 2020 F/T	1st Apr 2020 P/T	1st Jul 2020 F/T	1st Jul 2020 P/T	Change on last Quarter F/T - Value	Change on last Quarter F/T - %	Change on last Quarter P/T - Value	Change on last Quarter P/T - %	Change on last Year ¹ F/T - Value	Change on last Year ¹ F/T - %	Change on last Year ¹ P/T - Value	Change on last Year ¹ P/T - %
Male	10,241	1,059	10,273	1,038	32	0.3%	-21	-2.0%	20	0.2%	41	4.1%
Female	6,958	4,594	7,096	4,447	138	2.0%	-147	-3.2%	78	1.1%	-95	-2.1%
Total	17,199	5,653	17,369	5,485	170	1.0%	-168	-3.0%	98	0.6%	-54	-1.0%

¹ As at 1st July 2019.

Commentary: Table 4 shows that over the last quarter, for both males and females, the number of full-time staff has increased while the number of part-time staff has decreased. The table also shows that over the last year the number of full-time staff has increased for both males and females and that while male part-time staff numbers have increased, female part-time numbers have decreased.

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.

Comparisons with GB and with NI Public Sector

Table 5
Comparison with Great Britain, Headcount of Civil Servants

Organisation	1st April 2020 (Revised) Total	1st July 2020 Male	1st July 2020 Female	1st July 2020 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
NICS	22,895	11,344	11,552	22,896	1	0.0%	54	0.2%
Home Civil Service, GB	455,640	211,590	247,650	459,240	3,600	0.8%	10,810	2.4%
Scottish Government	21,150	10,380	10,980	21,360	210	1.0%	1,350	6.7%
Welsh Government	5,690	2,330	3,350	5,680	-10	-0.2%	100	1.8%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st April 2020 (Revised) Total	1st July 2020 Male	1st July 2020 Female	1st July 2020 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ Value
NICS	22,895	11,344	11,552	22,896	1	0.0%	54	0.2%
NI Public Sector	212,090	68,130	145,411	213,541	1,451	0.7%	3,041	1.4%

¹ As at 1st July 2019.

Commentary: Tables 5 and 6 compare NICS staff headcount with civil service headcount for Scotland, Wales and Great Britain as a whole, and with the Northern Ireland Public Sector. Over the last quarter, the <0.05% increase in NICS headcount compares with increases of 0.8%, 1.0% and 0.7% in Great Britain, Scotland and the NI Public Sector, respectively, and a decrease of 0.2% in Wales. Over the past year, the 0.2% increase in NICS staff headcount was lower than for the other comparators presented in the tables.

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 2019, March 2020 and June 2020.

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

Data for the Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. For further information about this survey, please [click here](#).

The tables are sourced [here](#).

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.

Yearly Comparison of NICS Employees (Headcount)

Table 7

Yearly Comparison (January) of NICS Employees, Headcount

Year	Male	Female	Total
2000	14784	13507	28291
2001	14830	13988	28818
2002	15211	14688	29899
2003	15582	15287	30869
2004	15951	15745	31696
2005	15921	15799	31720
2006	15762	15662	31424
2007	15178	15091	30269
2008	13389	14485	27874
2009	13303	13828	27131
2010	13265	13669	26934
2011	13083	13934	27017
2012	14050	13944	27994
2013	13961	14008	27969
2014	13832	14104	27936
2015	13557	13962	27519
2016	12325	12739	25064
2017	11580	11842	23422
2018	11509	11727	23236
2019	11346	11578	22924
2020	11307	11537	22844

* Figures as at 1st January.

Commentary: The number of civil servants rose from 28,891 in 2000 to a peak of 31,720 in 2005 before generally decreasing to 22,844 in 2020. Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service, while other staff were included in civil service figures as a result of changes related to policing and justice.

Discontinuity*

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

Background Notes

Permanent Employees, Headcount,

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 and the Office of the Attorney General for Northern Ireland are also included.

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.

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 [here](#).

Information on Quality

Background Quality Report

9. The Background Quality Report is available [here](#)

Next Publication: November 2020

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:

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Telephone: 028 9038 8438
E-mail: nigel.wilson@nisra.gov.uk

Data Supplied by:

