

Employment in the Northern Ireland Civil Service - Quarterly Report

1st October 2020



Table of Contents

Introduction	Page 1
Key Points	Page 1
Employees by Department, Headcount	Page 2
Employees by Department, Full – time Equivalent	Page 4
Employees by Analogous Grade Level	Page 6
Employees by Work Pattern	Page 7
Comparisons with GB and with NI Public Sector	Page 8
Yearly Comparison of NICS Employees (Headcount)	Page 9
Background Notes	Page 10

Table of Contents

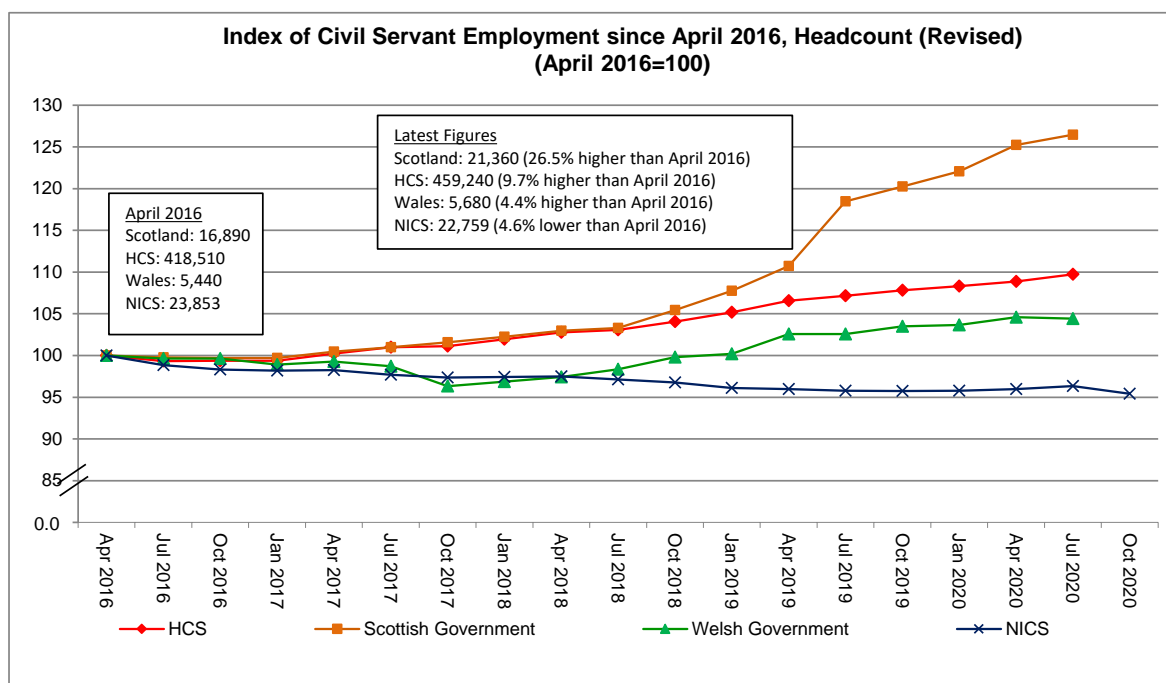
Introduction	Page 1
Key Points	Page 1
Employees by Department, Headcount	Page 2
Employees by Department, Full – time Equivalent	Page 4
Employees by Analogous Grade Level	Page 6
Employees by Work Pattern	Page 7
Comparisons with GB and with NI Public Sector	Page 8
Yearly Comparison of NICS Employees (Headcount)	Page 9
Background Notes	Page 10

Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st October 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 October 2020 was 22,759 of whom 22,730 were permanent staff and 29 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,103.
- The headcount number of staff in the NICS represents a decrease of 137 (0.6%) from the position at 1st July 2020. Full-time equivalent numbers decreased by 129 (0.6%) over the same period.
- The latest available quarterly figures show 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 October 2020 staff headcount in the NICS decreased by 80 (0.4%). The latest 12 month rolling figures show 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 October 2020 are 4.6% lower. The latest available figures for Great Britain, Wales and Scotland relate to June 2020. 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 October 2020, the number of Agency staff working in the NICS was 2,332. This figure includes 992 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 Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ - %
DAERA	1,763	1,423	3,186	1,768	1,428	3,196	10	0.3%	115	3.7%
DfC	2,743	4,153	6,896	2,711	4,102	6,813	-83	-1.2%	-325	-4.6%
DfE	494	666	1,160	499	663	1,162	2	0.2%	27	2.4%
DE	212	327	539	211	325	536	-3	-0.6%	-1	-0.2%
DoF	1,752	1,740	3,492	1,745	1,715	3,460	-32	-0.9%	-30	-0.9%
DoH	195	273	468	194	272	466	-2	-0.4%	24	5.4%
DfI	2,256	732	2,988	2,236	736	2,972	-16	-0.5%	4	0.1%
DoJ	1,581	1,709	3,290	1,567	1,714	3,281	-9	-0.3%	120	3.8%
TEO	133	180	313	130	184	314	1	0.3%	15	5.0%
PPS	156	289	445	155	287	442	-3	-0.7%	-25	-5.4%
Other ²	59	60	119	58	59	117	-2	-1.7%	-4	-3.3%
Total	11,344	11,552	22,896	11,274	11,485	22,759	-137	-0.6%	-80	-0.4%

¹ As at 1st October 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

Department	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ - %
DAERA	1,758	1,423	3,181	1,763	1,428	3,191	10	0.3%	114	3.7%
DfC	2,741	4,153	6,894	2,711	4,102	6,813	-81	-1.2%	-322	-4.5%
DfE	491	666	1,157	498	663	1,161	4	0.3%	29	2.6%
DE	211	327	538	210	325	535	-3	-0.6%	-1	-0.2%
DoF	1,735	1,731	3,466	1,733	1,710	3,443	-23	-0.7%	-21	-0.6%
DoH	195	273	468	194	272	466	-2	-0.4%	24	5.4%
DfI	2,251	732	2,983	2,231	736	2,967	-16	-0.5%	2	0.1%
DoJ	1,581	1,709	3,290	1,567	1,714	3,281	-9	-0.3%	122	3.9%
TEO	133	180	313	130	184	314	1	0.3%	15	5.0%
PPS	156	289	445	155	287	442	-3	-0.7%	-25	-5.4%
Other ²	59	60	119	58	59	117	-2	-1.7%	-4	-3.3%
Total	11,311	11,543	22,854	11,250	11,480	22,730	-124	-0.5%	-67	-0.3%

¹ As at 1st October 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 Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter - Value	Change on last Year ¹ Value
DAERA	5	0	5	5	0	5	0	1
DfC	2	0	2	0	0	0	-2	-3
DfE	3	0	3	1	0	1	-2	-2
DE	1	0	1	1	0	1	0	0
DoF	17	9	26	12	5	17	-9	-9
DoH	0	0	0	0	0	0	0	0
DfI	5	0	5	5	0	5	0	2
DoJ	0	0	0	0	0	0	0	-2
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	33	9	42	24	5	29	-13	-13

¹ As at 1st October 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 decreased by 137 (0.6%), made up of reductions of 124 permanent staff and 13 temporary staff. The largest decrease was in DfC, which had 83 fewer staff than in the previous quarter. Table 1 also shows that NICS headcount figures are 80 (0.4%) fewer than a year ago, with a reduction of 322 in DfC offset by increases of 114 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 1 (c).

Employees by Department, Full – time Equivalent

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

Permanent Employees	Male 1st Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
DAERA	1,704	1,303	3,007	1,711	1,309	3,020	13	0.4%	119	4.1%
DfC	2,633	3,518	6,151	2,600	3,471	6,071	-80	-1.3%	-320	-5.0%
DfE	480	591	1,071	485	588	1,073	2	0.2%	25	2.4%
DE	208	301	509	206	299	505	-4	-0.8%	-2	-0.4%
DoF	1,690	1,555	3,245	1,682	1,533	3,215	-30	-0.9%	-41	-1.3%
DoH	188	250	438	187	250	437	-1	-0.2%	25	6.1%
DfI	2,207	658	2,865	2,185	661	2,846	-19	-0.7%	-6	-0.2%
DoJ	1,557	1,569	3,126	1,542	1,577	3,119	-7	-0.2%	119	4.0%
TEO	130	164	294	128	168	296	2	0.7%	14	5.0%
PPS	152	263	415	151	262	413	-2	-0.5%	-23	-5.3%
Other ²	56	55	111	55	53	108	-3	-2.7%	-3	-2.7%
Total	11,005	10,227	21,232	10,932	10,171	21,103	-129	-0.6%	-93	-0.4%

¹ As at 1st October 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 Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
DAERA	1,699	1,303	3,002	1,706	1,309	3,015	13	0.4%	118	4.1%
DfC	2,631	3,518	6,149	2,600	3,471	6,071	-78	-1.3%	-317	-5.0%
DfE	477	591	1,068	484	588	1,072	4	0.4%	27	2.6%
DE	207	301	508	205	299	504	-4	-0.8%	-2	-0.4%
DoF	1,673	1,546	3,219	1,670	1,528	3,198	-21	-0.7%	-32	-1.0%
DoH	188	250	438	187	250	437	-1	-0.2%	25	6.1%
DfI	2,202	658	2,860	2,180	661	2,841	-19	-0.7%	-8	-0.3%
DoJ	1,557	1,569	3,126	1,542	1,577	3,119	-7	-0.2%	121	4.0%
TEO	130	164	294	128	168	296	2	0.7%	14	5.0%
PPS	152	263	415	151	262	413	-2	-0.5%	-23	-5.3%
Other ²	56	55	111	55	53	108	-3	-2.7%	-3	-2.7%
Total	10,972	10,218	21,190	10,908	10,166	21,074	-116	-0.5%	-80	-0.4%

¹ As at 1st October 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 Jul 2020	Female 1st Jul 2020	Total 1st Jul 2020	Male 1st Oct 2020	Female 1st Oct 2020	Total 1st Oct 2020	Change on last Quarter - Value	Change on last Year ¹ Value
DAERA	5	0	5	5	0	5	0	1
DfC	2	0	2	0	0	0	-2	-3
DfE	3	0	3	1	0	1	-2	-2
DE	1	0	1	1	0	1	0	0
DoF	17	9	26	12	5	17	-9	-9
DoH	0	0	0	0	0	0	0	0
DfI	5	0	5	5	0	5	0	2
DoJ	0	0	0	0	0	0	0	-2
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	33	9	42	24	5	29	-13	-13

¹ As at 1st October 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 decreased by 129 (0.6%), made up of reductions of 116 permanent fte staff and 13 temporary fte staff. The largest decrease was in DfC, which had 80 fewer fte staff than in the previous quarter. Table 2 also shows that NICS fte figures are 93 (0.4%) lower than a year ago, with a reduction of 320 in DfC offset by increases of 119 in DAERA and 119 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).

Employees by Analogous Grade Level

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

Department	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	Total
DAERA	25	303	459	744	993	432	48	187	0	3,191
DfC	25	155	313	567	3,105	2,494	128	26	0	6,813
DfE	22	133	221	211	372	171	31	0	0	1,161
DE	19	104	85	81	125	98	23	0	0	535
DoF	43	380	605	647	963	744	51	10	0	3,443
DoH	23	86	98	113	88	45	13	0	0	466
DfI	17	114	295	363	728	832	82	536	0	2,967
DoJ	20	145	245	261	630	599	48	20	1,313	3,281
TEO	25	48	65	66	69	36	5	0	0	314
PPS	8	77	105	19	80	126	27	0	0	442
Other ¹	4	19	42	9	26	14	3	0	0	117
Total	231	1,564	2,533	3,081	7,179	5,591	459	779	1,313	22,730

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 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.

Commentary: Table 3 provides a breakdown of permanent NICS headcount by grade level for the current and previous quarters. All grades except Grade 5 and above show a reduction, with the most noticeable difference in the number of AO staff, which has decreased by 52 over the quarter.

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 Oct 2020

	1st Jul 2020 F/T	1st Jul 2020 P/T	1st Oct 2020 F/T	1st Oct 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	10,273	1,038	10,204	1,046	-69	-0.7%	8	0.8%	-45	-0.4%	32	3.2%
Female	7,096	4,447	7,090	4,390	-6	-0.1%	-57	-1.3%	79	1.1%	-133	-2.9%
Total	17,369	5,485	17,294	5,436	-75	-0.4%	-49	-0.9%	34	0.2%	-101	-1.8%

¹ As at 1st October 2019.

Commentary: Table 4 shows that over the last quarter, for both males and females, the number of full-time staff has decreased. The number of part-time staff has increased for males and decreased for females. The table also shows that over the last year the number of full-time staff has decreased for males and increased for females. While male part-time staff numbers have increased over the year, 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 July 2020 Total	1st Oct 2020 Male	1st Oct 2020 Female	1st Oct 2020 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ %
NICS	22,896	11,274	11,485	22,759	-137	-0.6%	-80	-0.4%
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 July 2020 Total	1st Oct 2020 Male	1st Oct 2020 Female	1st Oct 2020 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ Value	Change on last Year ¹ Value
NICS	22,896	11,274	11,485	22,759	-137	-0.6%	-80	-0.4%
NI Public Sector	212,090	68,130	145,411	213,541	1,451	0.7%	3,041	1.4%

¹ As at 1st October 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 latest available quarter, the 0.6% decrease 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 latest 12 months, the NICS staff headcount decreased by 0.4%, while all the other comparators presented in the tables increased. The largest increase was 6.7% in the Scottish Government.

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 the latest available figures; 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 which can be found [here](#).

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: February 2021

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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