

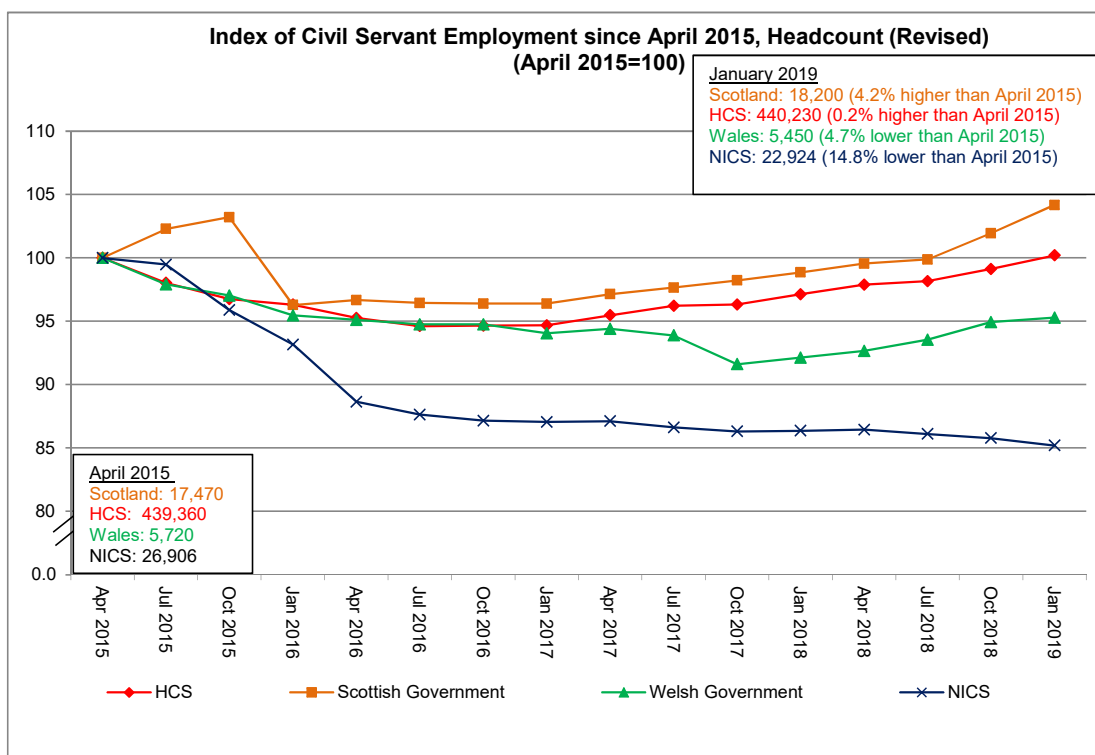
STATISTICAL BULLETIN:
EMPLOYMENT IN THE NORTHERN
IRELAND CIVIL SERVICE
1st January 2019



This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st January 2019, 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 January 2019 was 22,924, of whom 22,885 were permanent staff and 39 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,334.
- The headcount number of staff in the NICS represents a decrease of 156 (0.7%) from the position at 1st October 2018. Full-time equivalent numbers decreased by 155 (0.7%) over the same period.
- Over the quarter, the staff headcount increased by 4,710 (1.1%) in the Home Civil Service, by 390 (2.2%) in the Scottish Government and by 20 (0.4%) in the Welsh Government. In the Northern Ireland Public Sector staff numbers also increased by 2,889 (1.4%).
- Over the twelve months to January 2019 staff headcount in the NICS decreased by 312 (1.3%). By way of comparison, there were increases of 13,520 (3.2%) in the Home Civil Service, 930 (5.4%) in the Scottish Government and 180 (3.4%) in the Welsh Government. In the Northern Ireland Public Sector numbers increased by 1,269 (0.6%).



*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st January 2019 the number of Agency staff working in the NICS was 2,019. This figure includes 945 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Table 1 (a)
All Employees, Headcount

Department	1st October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,628	1,277	2,905	1,621	1,286	2,907	2	0.1%	-1	0.0%
DfC	3,049	4,579	7,628	2,997	4,487	7,484	-144	-1.9%	-323	-4.1%
DfE	418	634	1,052	437	632	1,069	17	1.6%	30	2.9%
DE	203	324	527	208	324	532	5	0.9%	-1	-0.2%
DoF	1,781	1,698	3,479	1,780	1,709	3,489	10	0.3%	40	1.2%
DoH	174	243	417	170	242	412	-5	-1.2%	6	1.5%
DfI	2,284	748	3,032	2,281	744	3,025	-7	-0.2%	-54	-1.8%
DoJ	1,537	1,620	3,157	1,511	1,621	3,132	-25	-0.8%	16	0.5%
TEO	125	165	290	123	167	290	0	0.0%	-7	-2.4%
PPS	164	312	476	161	307	468	-8	-1.7%	-12	-2.5%
Other ²	57	60	117	57	59	116	-1	-0.9%	-6	-4.9%
Total	11,420	11,660	23,080	11,346	11,578	22,924	-156	-0.7%	-312	-1.3%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) the Historical Institutional Abuse Inquiry Team.

Table 1 (b)
Permanent Employees, Headcount

Department	1st October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,623	1,277	2,900	1,616	1,286	2,902	2	0.1%	-1	0.0%
DfC	3,044	4,574	7,618	2,995	4,483	7,478	-140	-1.8%	-296	-3.8%
DfE	416	633	1,049	435	632	1,067	18	1.7%	30	2.9%
DE	203	324	527	208	324	532	5	0.9%	-1	-0.2%
DoF	1,770	1,694	3,464	1,769	1,705	3,474	10	0.3%	39	1.1%
DoH	174	243	417	170	242	412	-5	-1.2%	6	1.5%
DfI	2,280	747	3,027	2,277	743	3,020	-7	-0.2%	-57	-1.9%
DoJ	1,535	1,617	3,152	1,509	1,619	3,128	-24	-0.8%	13	0.4%
TEO	125	165	290	123	167	290	0	0.0%	-7	-2.4%
PPS	162	311	473	160	306	466	-7	-1.5%	-12	-2.5%
Other ²	57	60	117	57	59	116	-1	-0.9%	-6	-4.9%
Total	11,389	11,645	23,034	11,319	11,566	22,885	-149	-0.6%	-292	-1.3%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) the Historical Institutional Abuse Inquiry Team.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	1st October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	5	5	10	2	4	6	-4	-40.0%	-27	-81.8%
DfE	2	1	3	2	0	2	-1	-33.3%	0	0.0%
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	11	4	15	11	4	15	0	0.0%	1	7.1%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	1	5	4	1	5	0	0.0%	3	150.0%
DoJ	2	3	5	2	2	4	-1	-20.0%	3	300.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	2	1	3	1	1	2	-1	-33.3%	0	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	31	15	46	27	12	39	-7	-15.2%	-20	-33.9%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) 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 October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,576	1,152	2,728	1,568	1,162	2,730	2	0.1%	-8	-0.3%
DfC	2,952	3,950	6,902	2,899	3,865	6,764	-138	-2.0%	-311	-4.4%
DfE	408	564	972	426	561	987	15	1.5%	23	2.4%
DE	199	295	494	204	296	500	6	1.2%	-4	-0.8%
DoF	1,736	1,522	3,258	1,733	1,530	3,263	5	0.2%	35	1.1%
DoH	170	220	390	165	219	384	-6	-1.5%	2	0.5%
DfI	2,248	673	2,921	2,243	670	2,913	-8	-0.3%	-59	-2.0%
DoJ	1,516	1,483	2,999	1,489	1,487	2,976	-23	-0.8%	20	0.7%
TEO	123	151	274	122	153	275	1	0.4%	-6	-2.1%
PPS	162	283	445	159	278	437	-8	-1.8%	-14	-3.1%
Other ²	54	52	106	54	51	105	-1	-0.9%	-7	-6.3%
Total	11,144	10,345	21,489	11,062	10,272	21,334	-155	-0.7%	-329	-1.5%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) the Historical Institutional Abuse Inquiry Team.

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

Department	1st October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,571	1,152	2,723	1,563	1,162	2,725	2	0.1%	-8	-0.3%
DfC	2,947	3,945	6,892	2,897	3,861	6,758	-134	-1.9%	-284	-4.0%
DfE	406	563	969	424	561	985	16	1.7%	23	2.4%
DE	199	295	494	204	296	500	6	1.2%	-4	-0.8%
DoF	1,725	1,518	3,243	1,722	1,526	3,248	5	0.2%	34	1.1%
DoH	170	220	390	165	219	384	-6	-1.5%	2	0.5%
DfI	2,244	672	2,916	2,239	669	2,908	-8	-0.3%	-62	-2.1%
DoJ	1,514	1,481	2,995	1,487	1,485	2,972	-23	-0.8%	17	0.6%
TEO	123	151	274	122	153	275	1	0.4%	-6	-2.1%
PPS	160	282	442	158	277	435	-7	-1.6%	-14	-3.1%
Other ²	54	52	106	54	51	105	-1	-0.9%	-7	-6.3%
Total	11,113	10,331	21,444	11,035	10,260	21,295	-149	-0.7%	-309	-1.4%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) the Historical Institutional Abuse Inquiry Team.

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

Department	1st October 2018			1st January 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	0	0.0%
DfC	5	5	10	2	4	6	-4	-40.0%	-27	-81.8%
DfE	2	1	3	2	0	2	-1	-33.3%	0	0.0%
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	11	4	15	11	4	15	0	0.0%	1	7.1%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	1	5	4	1	5	0	0.0%	3	150.0%
DoJ	2	3	5	2	2	4	-1	-20.0%	3	300.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	2	1	3	1	1	2	-1	-33.3%	0	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	31	15	46	27	12	39	-7	-15.2%	-20	-33.9%

¹ As at 1st January 2018.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and (for figures prior to 1st January 2018) 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 January 2019

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	26	281	354	646	873	416	115	191	0	2,902
DfC	23	132	309	568	3,188	2,927	305	26	0	7,478
DfE	21	77	209	193	362	174	31	0	0	1,067
DE	20	89	86	77	119	110	31	0	0	532
DoF	39	344	589	648	959	822	63	10	0	3,474
DoH	20	57	103	99	75	43	15	0	0	412
DfI	17	116	279	377	662	891	102	576	0	3,020
DoJ	17	112	216	248	605	628	57	18	1,227	3,128
TEO	24	40	64	61	59	37	5	0	0	290
PPS	7	71	98	23	83	135	49	0	0	466
Other ¹	3	18	42	9	23	17	4	0	0	116
Total	217	1,337	2,349	2,949	7,008	6,200	777	821	1,227	22,885

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 October 2018

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	27	283	340	646	872	404	135	193	0	2,900
DfC	22	129	317	576	3,249	2,972	326	27	0	7,618
DfE	21	74	200	191	353	179	31	0	0	1,049
DE	21	91	85	73	117	111	29	0	0	527
DoF	38	337	591	642	922	857	67	10	0	3,464
DoH	21	56	104	101	76	38	21	0	0	417
DfI	17	115	279	378	665	900	107	566	0	3,027
DoJ	18	110	215	251	606	616	65	18	1,253	3,152
TEO	23	37	66	62	58	38	6	0	0	290
PPS	6	72	98	23	85	135	54	0	0	473
Other ¹	3	18	42	9	24	15	6	0	0	117
Total	217	1,322	2,337	2,952	7,027	6,265	847	814	1,253	23,034

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

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 October 2018		1st January 2019		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	10,471	918	10,383	936	-88	-0.8%	18	2.0%	-206	-1.9%	57	6.5%
Female	7,163	4,482	7,100	4,466	-63	-0.9%	-16	-0.4%	-133	-1.8%	-10	-0.2%
Total	17,634	5,400	17,483	5,402	-151	-0.9%	2	0.0%	-339	-1.9%	47	0.9%

¹ As at 1st January 2018.

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 October 2018 (Revised)	1st January 2019			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,080	11,346	11,578	22,924	-156	-0.7%	-312	-1.3%
Home Civil Service, GB	435,520	203,010	237,220	440,230	4,710	1.1%	13,520	3.2%
Scottish Government	17,810	9,030	9,170	18,200	390	2.2%	930	5.4%
Welsh Government	5,430	2,210	3,250	5,450	20	0.4%	180	3.4%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st October 2018 (Revised)	1st January 2019			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,080	11,346	11,578	22,924	-156	-0.7%	-312	-1.3%
NI Public Sector	205,530	66,904	141,515	208,419	2,889	1.4%	1,269	0.6%

¹ As at 1st January 2018.

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 September 2018 and December 2018.

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
2018	11,509	11,727	23,236
2019	11,346	11,578	22,924

* 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*

-	+
Years 2002-04	Year 2010
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)
Year 2006	Year 2012
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
Year 2007	Year 2015
Size of Reduction: 1,700	Size of Increase: 130
Water Service (became NI Water)	Legal Services Agency became part of the NICS
Year 2008	
Size of Reduction: 1,200	
Civilian staff seconded to PSNI (became PSNI staff)	
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 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. For figures prior to 1st January 2018 the Historical Institutional Abuse Inquiry Team is 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.

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

Background Quality Report

9. The Background Quality Report is available at:

<https://www.nisra.gov.uk/statistics/ni-civil-service-human-resource-statistics/employment-statistics>

Next Publication: June 2019

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

Data Supplied by:

