

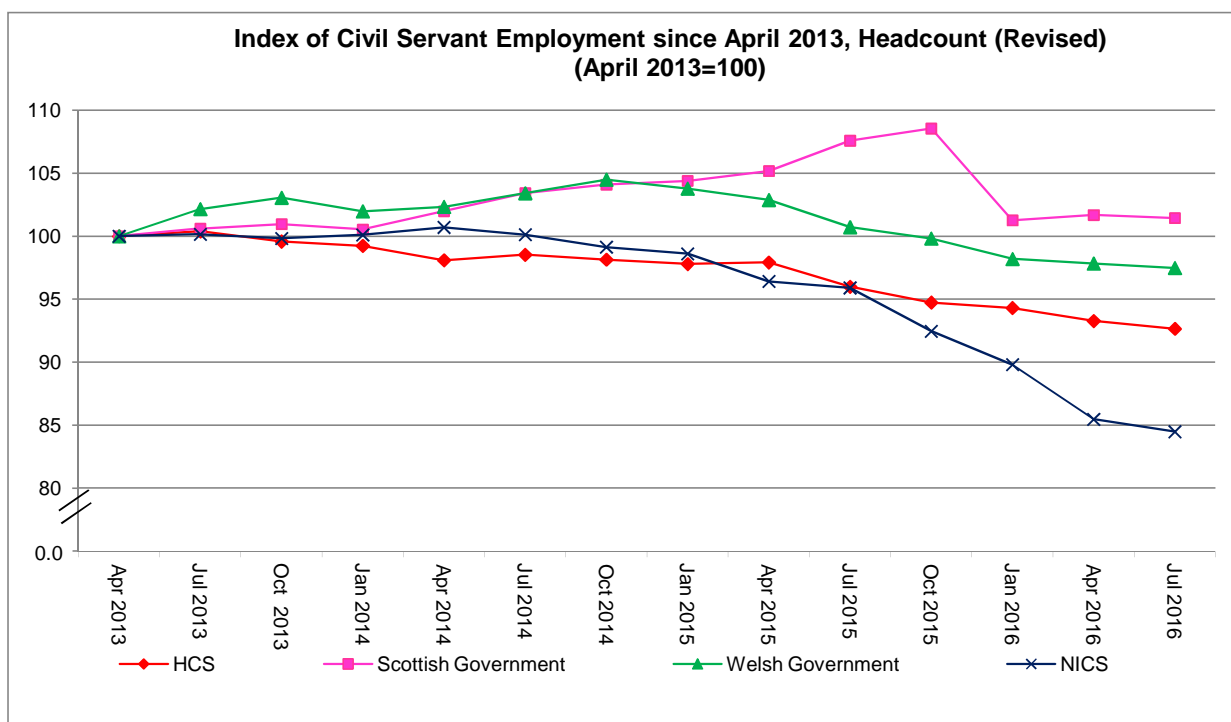
STATISTICAL BULLETIN:
EMPLOYMENT IN THE NORTHERN
IRELAND CIVIL SERVICE
1st July, 2016



This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st July 2016, 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 July 2016 was 23,579, of whom 23,471 were permanent staff and 108 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 22,099.
- The headcount number of staff in the NICS represents a decrease of 274 (1.1%) from the position at 1st April 2016. Over half of this decrease is accounted for by staff who left through the final tranche of the NICS Voluntary Exit Scheme. Full-time equivalent numbers decreased by 268 (1.2%) over the same period.
- Over the quarter, the headcount number of staff in the Home Civil Service in Great Britain decreased by 2,780 (0.7%), the Scottish Government by 40 (0.2%) and the Welsh Government by 20 (0.4%). The NI Public Sector also had a decrease in staff numbers, of 2,117 (1.0%).
- Over the twelve months to July 2016 staff headcount in the NICS decreased by 3,184 (11.9%). By way of comparison, there were decreases of 14,970 (3.5%) in the Home Civil Service, 1,020 (5.7%) in the Scottish Government, 180 (3.2%) in the Welsh Government and 5,507 (2.6%) in the NI Public Sector.



*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 534.

Table 1 (a)
All Employees, Headcount

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,688	1,311	2,999	1,689	1,301	2,990	-9	-0.3%	-491	-14.1%
DfC	3,295	4,931	8,226	3,259	4,900	8,159	-67	-0.8%	-759	-8.5%
DfE	445	645	1,090	433	634	1,067	-23	-2.1%	-148	-12.2%
DE	212	366	578	204	350	554	-24	-4.2%	-102	-15.5%
DoF	1,669	1,470	3,139	1,642	1,411	3,053	-86	-2.7%	-504	-14.2%
DoH	179	244	423	175	246	421	-2	-0.5%	-65	-13.4%
DfI	2,402	839	3,241	2,387	829	3,216	-25	-0.8%	-519	-13.9%
DoJ	1,555	1,689	3,244	1,549	1,677	3,226	-18	-0.6%	-455	-12.4%
TEO	126	173	299	119	164	283	-16	-5.4%	-29	-9.3%
PPS	159	322	481	157	320	477	-4	-0.8%	-76	-13.7%
Other ³	57	76	133	58	75	133	0	0.0%	-36	-21.3%
Total	11,787	12,066	23,853	11,672	11,907	23,579	-274	-1.1%	-3,184	-11.9%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 1 (b)
Permanent Employees, Headcount

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,687	1,311	2,998	1,685	1,301	2,986	-12	-0.4%	-493	-14.2%
DfC	3,229	4,904	8,133	3,193	4,873	8,066	-67	-0.8%	-738	-8.4%
DfE	445	645	1,090	433	634	1,067	-23	-2.1%	-146	-12.0%
DE	212	366	578	204	350	554	-24	-4.2%	-102	-15.5%
DoF	1,665	1,468	3,133	1,637	1,408	3,045	-88	-2.8%	-495	-14.0%
DoH	179	244	423	175	246	421	-2	-0.5%	-65	-13.4%
DfI	2,402	839	3,241	2,387	828	3,215	-26	-0.8%	-519	-13.9%
DoJ	1,555	1,688	3,243	1,549	1,675	3,224	-19	-0.6%	-453	-12.3%
TEO	126	173	299	119	164	283	-16	-5.4%	-29	-9.3%
PPS	159	322	481	157	320	477	-4	-0.8%	-76	-13.7%
Other ³	57	76	133	58	75	133	0	0.0%	-36	-21.3%
Total	11,716	12,036	23,752	11,597	11,874	23,471	-281	-1.2%	-3,152	-11.8%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1	0	1	4	0	4	3	300.0%	2	100.0%
DfC	66	27	93	66	27	93	0	0.0%	-21	-18.4%
DfE	0	0	0	0	0	0	0	N/A	-2	-100.0%
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	4	2	6	5	3	8	2	33.3%	-9	-52.9%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	0	0	0	0	1	1	1	N/A	0	0.0%
DoJ	0	1	1	0	2	2	1	100.0%	-2	-50.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other ³	0	0	0	0	0	0	0	N/A	0	N/A
Total	71	30	101	75	33	108	7	6.9%	-32	-22.9%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:

Data sourced from HRConnect and additional DOJ databases.

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

Excludes staff on a Career Break.

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

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,651	1,182	2,833	1,651	1,173	2,824	-9	-0.3%	-439	-13.5%
DfC	3,217	4,300	7,517	3,179	4,269	7,448	-69	-0.9%	-690	-8.5%
DfE	437	588	1,025	425	578	1,003	-22	-2.1%	-129	-11.4%
DE	208	338	546	202	324	526	-20	-3.7%	-89	-14.5%
DoF	1,640	1,326	2,966	1,612	1,273	2,885	-81	-2.7%	-449	-13.5%
DoH	176	226	402	171	227	398	-4	-1.0%	-54	-11.9%
DfI	2,370	756	3,126	2,354	749	3,103	-23	-0.7%	-465	-13.0%
DoJ	1,537	1,553	3,090	1,531	1,540	3,071	-19	-0.6%	-425	-12.2%
TEO	123	160	283	117	152	269	-14	-4.9%	-26	-8.8%
PPS	157	297	454	155	294	449	-5	-1.1%	-72	-13.8%
Other ³	55	70	125	54	69	123	-2	-1.6%	-35	-22.2%
Total	11,571	10,796	22,367	11,451	10,648	22,099	-268	-1.2%	-2,873	-11.5%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

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

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,650	1,182	2,832	1,647	1,173	2,820	-12	-0.4%	-441	-13.5%
DfC	3,151	4,273	7,424	3,113	4,242	7,355	-69	-0.9%	-669	-8.3%
DfE	437	588	1,025	425	578	1,003	-22	-2.1%	-127	-11.2%
DE	208	338	546	202	324	526	-20	-3.7%	-89	-14.5%
DoF	1,636	1,324	2,960	1,607	1,270	2,877	-83	-2.8%	-440	-13.3%
DoH	176	226	402	171	227	398	-4	-1.0%	-54	-11.9%
DfI	2,370	756	3,126	2,354	748	3,102	-24	-0.8%	-465	-13.0%
DoJ	1,537	1,552	3,089	1,531	1,538	3,069	-20	-0.6%	-425	-12.2%
TEO	123	160	283	117	152	269	-14	-4.9%	-26	-8.8%
PPS	157	297	454	155	294	449	-5	-1.1%	-72	-13.8%
Other ³	55	70	125	54	69	123	-2	-1.6%	-35	-22.2%
Total	11,500	10,766	22,266	11,376	10,615	21,991	-275	-1.2%	-2,843	-11.4%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

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

Department ¹	1st April 2016			1st July 2016			Change on last Quarter		Change on last Year ²	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1	0	1	4	0	4	3	300.0%	2	100.0%
DfC	66	27	93	66	27	93	0	0.0%	-21	-18.4%
DfE	0	0	0	0	0	0	0	N/A	-2	-100.0%
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	4	2	6	5	3	8	2	33.3%	-9	-52.9%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	0	0	0	0	1	1	1	N/A	0	0.0%
DoJ	0	1	1	0	2	2	1	100.0%	0	0.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other ³	0	0	0	0	0	0	0	N/A	0	N/A
Total	71	30	101	75	33	108	7	6.9%	-30	-21.7%

¹ Indicative only for figures prior to 09/05/2016.

² As at 1st July 2015.

³ July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:

Data sourced from HRConnect and additional DOJ databases.

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

Excludes staff on a Career Break.

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

Table 3 (a)
Permanent Employees, Headcount, 1st July 2016

Department ¹	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	274	334	651	898	420	176	208	0	2,986
DfC	24	147	303	587	3,034	3,492	450	29	0	8,066
DfE	16	77	175	197	375	182	45	0	0	1,067
DE	20	89	82	77	135	117	34	0	0	554
DoF	38	277	458	543	811	780	128	10	0	3,045
DoH	17	59	98	98	85	42	22	0	0	421
DfI	17	119	290	405	720	945	126	593	0	3,215
DoJ	20	115	213	296	551	700	89	15	1,225	3,224
TEO	20	44	58	54	58	40	9	0	0	283
PPS	8	58	106	26	88	122	69	0	0	477
Other ²	4	21	46	10	27	13	11	1	0	133
Total	209	1,280	2,163	2,944	6,782	6,853	1,159	856	1,225	23,471

¹ Indicative only for figures prior to 09/05/2016.

² July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 3 (b)
Permanent Employees, Headcount, 1st April 2016 (Revised)

Department ¹	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	24	278	331	648	903	428	176	210	0	2,998
DfC	23	139	298	590	3,068	3,509	477	29	0	8,133
DfE	17	82	173	200	389	186	43	0	0	1,090
DE	19	95	86	78	145	120	35	0	0	578
DoF	38	286	478	545	831	808	136	11	0	3,133
DoH	19	57	99	100	84	42	22	0	0	423
DfI	17	122	295	406	731	928	136	606	0	3,241
DoJ	21	113	215	308	570	700	81	15	1,220	3,243
TEO	20	43	66	57	63	41	9	0	0	299
PPS	10	58	106	26	89	123	69	0	0	481
Other ²	4	21	45	12	26	13	11	1	0	133
Total	212	1,294	2,192	2,970	6,899	6,898	1,195	872	1,220	23,752

¹ Indicative only for figures prior to 09/05/2016.

² July 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:
 Data sourced from HRConnect and additional DOJ databases.
 In the table, abbreviations are used. The names of Departments, analogous grade levels and corresponding abbreviations are given in the Background Notes.
 Excludes staff on a Career Break.

Table 4**Permanent Employees, Headcount**

	1st April 2016		1st July 2016		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	10,941	775	10,810	787	-131	-1.2%	12	1.5%	-1,316	-10.9%	-223	-22.1%
Female	7,662	4,374	7,519	4,355	-143	-1.9%	-19	-0.4%	-1,125	-13.0%	-488	-10.1%
Total	18,603	5,149	18,329	5,142	-274	-1.5%	-7	-0.1%	-2,441	-11.8%	-711	-12.1%

¹ As at 1st July 2015.

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 April 2016 (Revised)	1st July 2016			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,853	11,672	11,907	23,579	-274	-1.1%	-3,184	-11.9%
Home Civil Service, GB	418,510	190,360	225,360	415,730	-2,780	-0.7%	-14,970	-3.5%
Scottish Government	16,890	8,680	8,170	16,850	-40	-0.2%	-1,020	-5.7%
Welsh Government	5,440	2,240	3,170	5,420	-20	-0.4%	-180	-3.2%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st April 2016 (Revised)	1st July 2016			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,853	11,672	11,907	23,579	-274	-1.1%	-3,184	-11.9%
NI Public Sector	205,380	65,609	137,654	203,263	-2,117	-1.0%	-5,507	-2.6%

¹ As at 1st July 2015.

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 March 2016 and June 2016.

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.economy-ni.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.

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
2016	12,325	12,739	25,064

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*

-	+
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, the Office of the Attorney General for Northern Ireland and the Historical Institutional Abuse Inquiry Team are also shown.
2. In May 2016 the number of Northern Ireland ministerial departments was reduced from twelve to nine. This was achieved by reallocating and transferring some departmental functions. To enable comparison with previous quarters, for figures prior to 9 May 2016, each member of staff has been reallocated to one of the new departments. While every effort has been made to reassign each member of staff's department accurately, the complexity of the restructuring is such that figures for previous quarters (based on the new departments) should be considered indicative only.

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
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

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 with subsequent tranches leaving at the end of November 2015, January 2016 and March 2016. The final tranche left at the end of May 2016. Details on the VES may be found at <https://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/nics-voluntary-exit-scheme>.

Information on Quality

Relevance to users

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: December 2016

Further Information

16. All media enquiries should be directed to DoF Communications Office:-
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