

Employment in the Northern Ireland Civil Service - Quarterly Report

1 October 2019

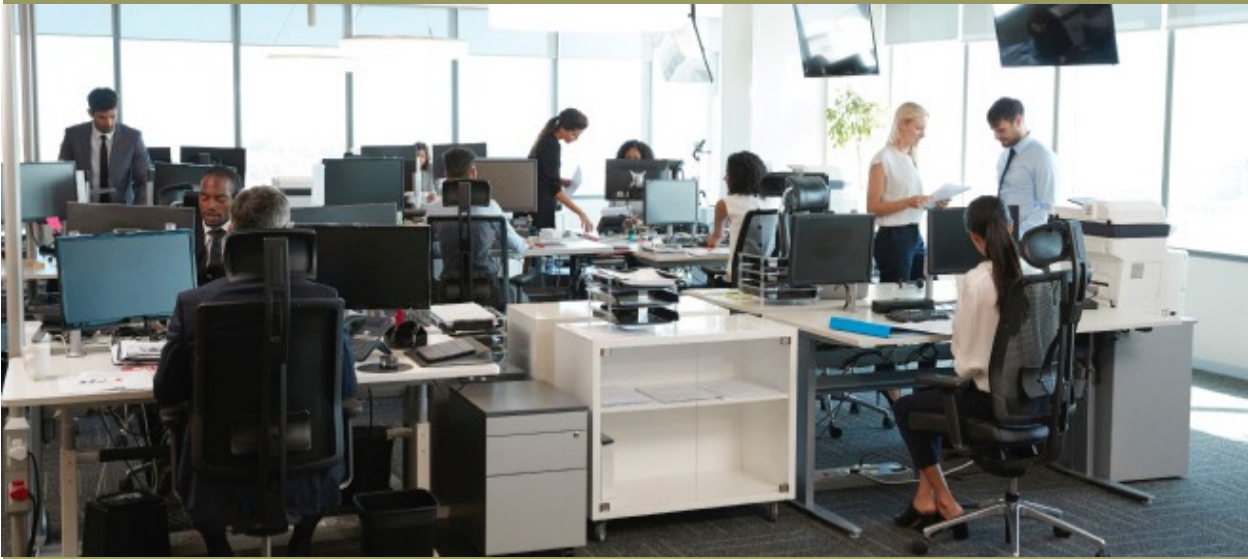


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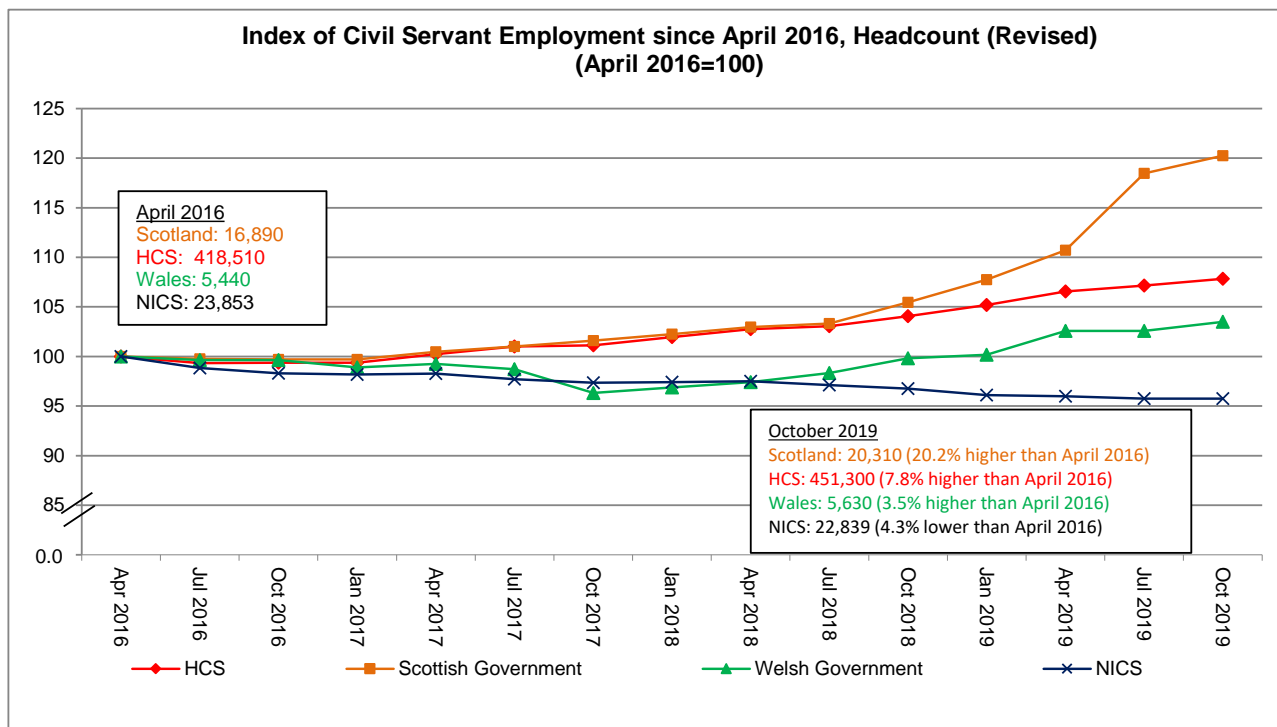
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Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st October 2019, 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 2019 was 22,839, of whom 22,797 were permanent staff and 42 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,196.
- The headcount number of staff in the NICS represents a decrease of 3 (<0.05%) from the position at 1st July 2019. Full-time equivalent numbers decreased by 6 (<0.05%) over the same period.
- Over the quarter, the staff headcount increased by 2,870 (0.6%) in the Home Civil Service and by 300 (1.5%) in the Scottish Government while staff headcount in the Welsh Government increased by 50 (0.9%). In the Northern Ireland Public Sector staff numbers decreased by 2,056 (-1.0%).
- Over the twelve months to October 2019 staff headcount in the NICS decreased by 241 (1.0%). By way of comparison, there were increases of 15,780 (3.6%) in the Home Civil Service, 2,500 (14.0%) in the Scottish Government and 200 (3.7%) in the Welsh Government. An increase was also seen in the Northern Ireland Public Sector numbers of 2,924 (1.4%).



Headcount in Scotland increased largely due to the formation of two new executive agencies on 1 April 2019: Forestry & Land Scotland and Scottish Forestry. (They weren't included in the original June release but were revised into the June numbers in the September release.)

*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st October 2019 the number of Agency staff working in the NICS was 2,459. This figure includes 989 Agency staff working in NI on contracts for the Department for Work and Pensions in Great Britain.

Table 1 (a)
All Employees, Headcount

Department	1st July 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,647	1,337	2,984	1,701	1,380	3,081	97	3.3%	176	6.1%
DfC	2,880	4,368	7,248	2,842	4,296	7,138	-110	-1.5%	-490	-6.4%
DfE	460	646	1,106	478	657	1,135	29	2.6%	83	7.9%
DE	209	326	535	211	326	537	2	0.4%	10	1.9%
DoF	1,788	1,735	3,523	1,764	1,726	3,490	-33	-0.9%	11	0.3%
DoH	177	255	432	182	260	442	10	2.3%	25	6.0%
DfI	2,249	729	2,978	2,249	719	2,968	-10	-0.3%	-64	-2.1%
DoJ	1,519	1,645	3,164	1,512	1,649	3,161	-3	-0.1%	4	0.1%
TEO	128	165	293	132	167	299	6	2.0%	9	3.1%
PPS	160	302	462	164	303	467	5	1.1%	-9	-1.9%
Other ²	57	60	117	58	63	121	4	3.4%	4	3.4%
Total	11,274	11,568	22,842	11,293	11,546	22,839	-3	0.0%	-241	-1.0%

¹ As at 1st October 2018.

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	1st July 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,642	1,337	2,979	1,697	1,380	3,077	98	3.3%	177	6.1%
DfC	2,879	4,366	7,245	2,840	4,295	7,135	-110	-1.5%	-483	-6.3%
DfE	458	646	1,104	475	657	1,132	28	2.5%	83	7.9%
DE	209	326	535	210	326	536	1	0.2%	9	1.7%
DoF	1,779	1,731	3,510	1,748	1,716	3,464	-46	-1.3%	0	0.0%
DoH	177	255	432	182	260	442	10	2.3%	25	6.0%
DfI	2,245	728	2,973	2,246	719	2,965	-8	-0.3%	-62	-2.0%
DoJ	1,516	1,644	3,160	1,511	1,648	3,159	-1	0.0%	7	0.2%
TEO	128	165	293	132	167	299	6	2.0%	9	3.1%
PPS	160	302	462	164	303	467	5	1.1%	-6	-1.3%
Other ²	57	60	117	58	63	121	4	3.4%	4	3.4%
Total	11,250	11,560	22,810	11,263	11,534	22,797	-13	-0.1%	-237	-1.0%

¹ As at 1st October 2018.

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	1st July 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	4	0	4	-1	-20.0%	-1	-20.0%
DfC	1	2	3	2	1	3	0	0.0%	-7	-70.0%
DfE	2	0	2	3	0	3	1	50.0%	0	0.0%
DE	0	0	0	1	0	1	1	N/A	1	N/A
DoF	9	4	13	16	10	26	13	100.0%	11	73.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	1	5	3	0	3	-2	-40.0%	-2	-40.0%
DoJ	3	1	4	1	1	2	-2	-50.0%	-3	-60.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	-3	-100.0%
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	24	8	32	30	12	42	10	31.3%	-4	-8.7%

¹ As at 1st October 2018.

² 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 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 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,592	1,216	2,808	1,644	1,257	2,901	93	3.3%	173	6.3%
DfC	2,773	3,725	6,498	2,735	3,656	6,391	-107	-1.6%	-511	-7.4%
DfE	448	574	1,022	466	582	1,048	26	2.5%	76	7.8%
DE	204	299	503	206	301	507	4	0.8%	13	2.6%
DoF	1,741	1,549	3,290	1,713	1,543	3,256	-34	-1.0%	-2	-0.1%
DoH	171	231	402	176	236	412	10	2.5%	22	5.6%
DfI	2,207	655	2,862	2,205	647	2,852	-10	-0.3%	-69	-2.4%
DoJ	1,495	1,509	3,004	1,489	1,511	3,000	-4	-0.1%	1	0.0%
TEO	125	150	275	129	153	282	7	2.5%	8	2.9%
PPS	158	273	431	161	275	436	5	1.2%	-9	-2.0%
Other ²	54	53	107	55	56	111	4	3.7%	5	4.7%
Total	10,968	10,234	21,202	10,979	10,217	21,196	-6	0.0%	-293	-1.4%

¹ As at 1st October 2018.

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	1st July 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,587	1,216	2,803	1,640	1,257	2,897	94	3.4%	174	6.4%
DfC	2,772	3,723	6,495	2,733	3,655	6,388	-107	-1.6%	-504	-7.3%
DfE	446	574	1,020	463	582	1,045	25	2.5%	76	7.8%
DE	204	299	503	205	301	506	3	0.6%	12	2.4%
DoF	1,732	1,545	3,277	1,697	1,533	3,230	-47	-1.4%	-13	-0.4%
DoH	171	231	402	176	236	412	10	2.5%	22	5.6%
DfI	2,203	654	2,857	2,202	647	2,849	-8	-0.3%	-67	-2.3%
DoJ	1,492	1,508	3,000	1,488	1,510	2,998	-2	-0.1%	3	0.1%
TEO	125	150	275	129	153	282	7	2.5%	8	2.9%
PPS	158	273	431	161	275	436	5	1.2%	-6	-1.4%
Other ²	54	53	107	55	56	111	4	3.7%	5	4.7%
Total	10,944	10,226	21,170	10,949	10,205	21,154	-16	-0.1%	-290	-1.4%

¹ As at 1st October 2018.

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	1st July 2019			1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	4	0	4	-1	-20.0%	-1	-20.0%
DfC	1	2	3	2	1	3	0	0.0%	-7	-70.0%
DfE	2	0	2	3	0	3	1	50.0%	0	0.0%
DE	0	0	0	1	0	1	1	N/A	1	N/A
DoF	9	4	13	16	10	26	13	100.0%	11	73.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	4	1	5	3	0	3	-2	-40.0%	-2	-40.0%
DoJ	3	1	4	1	1	2	-2	-50.0%	-3	-60.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	-3	-100.0%
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	24	8	32	30	12	42	10	31.3%	-4	-8.7%

¹ As at 1st October 2018.

² 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 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 2019

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	26	299	415	714	922	439	74	188	0	3,077
DfC	21	146	300	585	3,096	2,790	171	26	0	7,135
DfE	21	102	224	206	367	181	31	0	0	1,132
DE	19	100	86	84	121	104	22	0	0	536
DoF	42	376	605	607	970	802	52	10	0	3,464
DoH	23	67	102	110	83	43	14	0	0	442
DfI	19	116	284	364	676	849	82	575	0	2,965
DoJ	15	126	224	245	604	605	52	20	1,268	3,159
TEO	26	45	68	56	60	39	5	0	0	299
PPS	8	77	107	22	82	136	35	0	0	467
Other ¹	4	17	44	8	29	15	4	0	0	121
Total	224	1,471	2,459	3,001	7,010	6,003	542	819	1,268	22,797

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 2019

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	28	295	382	675	903	430	81	185	0	2,979
DfC	24	147	287	569	3,132	2,829	231	26	0	7,245
DfE	22	102	193	205	372	179	31	0	0	1,104
DE	19	100	82	79	121	108	26	0	0	535
DoF	43	364	591	642	984	826	50	10	0	3,510
DoH	22	65	100	103	82	46	14	0	0	432
DfI	15	119	284	373	660	853	89	580	0	2,973
DoJ	16	122	219	248	602	627	53	20	1,253	3,160
TEO	24	41	67	60	58	38	5	0	0	293
PPS	8	75	102	23	81	132	41	0	0	462
Other ¹	4	17	40	7	29	16	4	0	0	117
Total	225	1,447	2,347	2,984	7,024	6,084	625	821	1,253	22,810

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 July 2019		1st Oct 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	10,253	997	10,249	1,014	-4	0.0%	17	1.7%	-222	-2.1%	96	10.5%
Female	7,018	4,542	7,011	4,523	-7	-0.1%	-19	-0.4%	-152	-2.1%	41	0.9%
Total	17,271	5,539	17,260	5,537	-11	-0.1%	-2	0.0%	-374	-2.1%	137	2.5%

¹ As at 1st October 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 July 2019 (Revised)	1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,842	11,293	11,546	22,839	-3	0.0%	-241	-1.0%
Home Civil Service, GB	448,430	208,870	242,430	451,300	2,870	0.6%	15,780	3.6%
Scottish Government	20,010	10,010	10,300	20,310	300	1.5%	2,500	14.0%
Welsh Government	5,580	2,290	3,340	5,630	50	0.9%	200	3.7%

Headcount in Scotland was affected by the formation of two new executive agencies on 1 April 2019: Forestry & Land Scotland and Scottish Forestry. They weren't included in the original June release but were revised into the June numbers in the September release.

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st July 2019 (Revised)	1st Oct 2019			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,842	11,293	11,546	22,839	-3	0.0%	-241	-1.0%
NI Public Sector	210,510	67,055	141,399	208,454	-2,056	-1.0%	2,924	1.4%

¹ As at 1st October 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 30th June 2019 and 30th September 2019.

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>. Figures sourced from <https://www.nisra.gov.uk/publications/quarterly-employment-survey-supplementary-tables-september-2019>

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*

-	+
<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

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.

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.

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

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

The Background Quality Report is available at:

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

Next Publication: March 2020

Further Information

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