

Employment in the Northern Ireland Civil Service - Quarterly Report

1 January 2020



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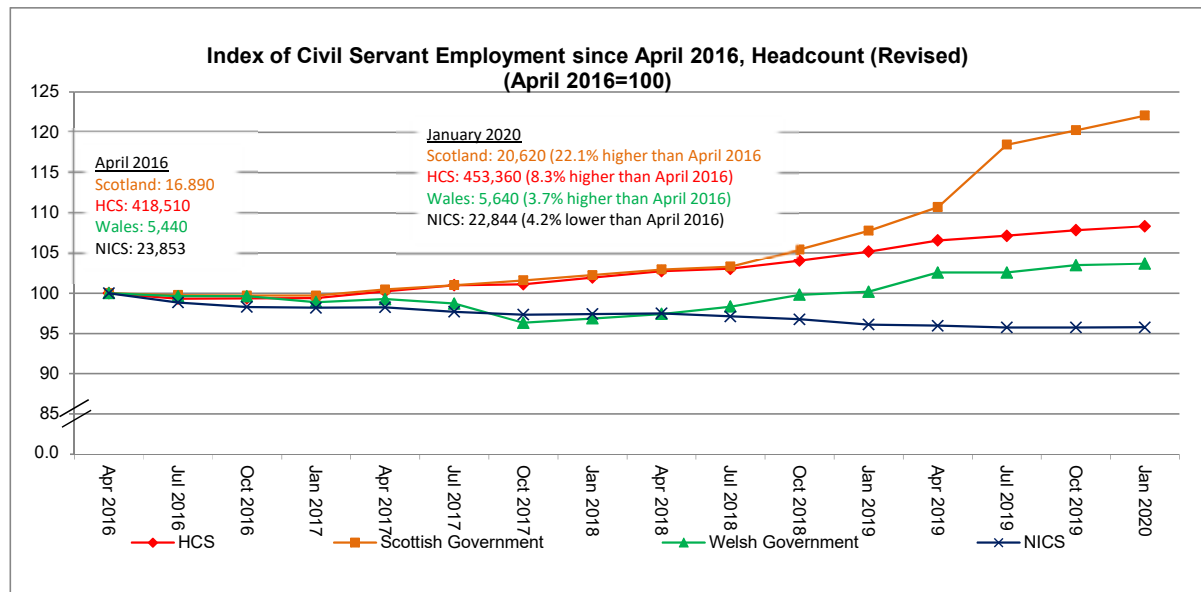
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Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st January 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 January 2020 was 22,844, of whom 22,801 were permanent staff and 43 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,199.
- The headcount number of staff in the NICS represents a increase of 5 (<0.05%) from the position at 1st October 2019. Full-time equivalent numbers increased by 3 (<0.05%) over the same period.
- Over the quarter, the staff headcount increased by 2,060 (0.5%) in the Home Civil Service, by 310 (1.5%) in the Scottish Government and by 10 (0.2%) in the Welsh Government. In the Northern Ireland Public Sector staff numbers increased by 3,722 (1.8%).
- Over the twelve months to January 2020 staff headcount in the NICS decreased by 80 (0.3%). By way of comparison, there were increases of 13,130 (3.0%) in the Home Civil Service, 2,420 (13.3%) in the Scottish Government and 190 (3.5%) in the Welsh Government. An increase was also seen in the Northern Ireland Public Sector numbers of 3,712 (1.8%).



Headcount in Scotland was affected by the formation of two new executive agencies on 1 April 2019: Forestry & Land Scotland and Scottish Forestry.

*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st January 2020, the number of Agency staff working in the NICS was 2,478. This figure includes 1,206 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Table 1 (a)**All Employees, Headcount**

Department	1st Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,701	1,380	3,081	1,723	1,401	3,124	43	1.4%	217	7.5%
DfC	2,842	4,296	7,138	2,806	4,226	7,032	-106	-1.5%	-452	-6.0%
DfE	478	657	1,135	482	660	1,142	7	0.6%	73	6.8%
DE	211	326	537	208	324	532	-5	-0.9%	0	0.0%
DoF	1,764	1,726	3,490	1,784	1,748	3,532	42	1.2%	43	1.2%
DoH	182	260	442	184	261	445	3	0.7%	33	8.0%
DfI	2,249	719	2,968	2,257	722	2,979	11	0.4%	-46	-1.5%
DoJ	1,512	1,649	3,161	1,518	1,668	3,186	25	0.8%	54	1.7%
TEO	132	167	299	128	176	304	5	1.7%	14	4.8%
PPS	164	303	467	158	292	450	-17	-3.6%	-18	-3.8%
Other ²	58	63	121	59	59	118	-3	-2.5%	2	1.7%
Total	11,293	11,546	22,839	11,307	11,537	22,844	5	0.0%	-80	-0.3%

¹ As at 1st January 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	1st Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,697	1,380	3,077	1,718	1,401	3,119	42	1.4%	217	7.5%
DfC	2,840	4,295	7,135	2,804	4,225	7,029	-106	-1.5%	-449	-6.0%
DfE	475	657	1,132	479	660	1,139	7	0.6%	72	6.7%
DE	210	326	536	207	324	531	-5	-0.9%	-1	-0.2%
DoF	1,748	1,716	3,464	1,767	1,738	3,505	41	1.2%	31	0.9%
DoH	182	260	442	184	261	445	3	0.7%	33	8.0%
DfI	2,246	719	2,965	2,253	722	2,975	10	0.3%	-45	-1.5%
DoJ	1,511	1,648	3,159	1,518	1,668	3,186	27	0.9%	58	1.9%
TEO	132	167	299	128	176	304	5	1.7%	14	4.8%
PPS	164	303	467	158	292	450	-17	-3.6%	-16	-3.4%
Other ²	58	63	121	59	59	118	-3	-2.5%	2	1.7%
Total	11,263	11,534	22,797	11,275	11,526	22,801	4	0.0%	-84	-0.4%

¹ As at 1st January 2019.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	1st Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	4	0	4	5	0	5	1	25.0%	0	0.0%
DfC	2	1	3	2	1	3	0	0.0%	-3	-50.0%
DfE	3	0	3	3	0	3	0	0.0%	1	50.0%
DE	1	0	1	1	0	1	0	0.0%	1	N/A
DoF	16	10	26	17	10	27	1	3.8%	12	80.0%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	3	0	3	4	0	4	1	33.3%	-1	-20.0%
DoJ	1	1	2	0	0	0	-2	-100.0%	-4	-100.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	-2	-100.0%
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	30	12	42	32	11	43	1	2.4%	4	10.3%

¹ As at 1st January 2019.

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 Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,644	1,257	2,901	1,666	1,278	2,944	43	1.5%	214	7.8%
DfC	2,735	3,656	6,391	2,699	3,595	6,294	-97	-1.5%	-470	-6.9%
DfE	466	582	1,048	469	585	1,054	6	0.6%	67	6.8%
DE	206	301	507	204	297	501	-6	-1.2%	1	0.2%
DoF	1,713	1,543	3,256	1,726	1,566	3,292	36	1.1%	29	0.9%
DoH	176	236	412	176	236	412	0	0.0%	28	7.3%
Dfl	2,205	647	2,852	2,213	649	2,862	10	0.4%	-51	-1.8%
DoJ	1,489	1,511	3,000	1,495	1,528	3,023	23	0.8%	47	1.6%
TEO	129	153	282	126	162	288	6	2.1%	13	4.7%
PPS	161	275	436	155	265	420	-16	-3.7%	-17	-3.9%
Other ²	55	56	111	56	53	109	-2	-1.8%	4	3.8%
Total	10,979	10,217	21,196	10,985	10,214	21,199	3	0.0%	-135	-0.6%

¹ As at 1st January 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	1st Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,640	1,257	2,897	1,661	1,278	2,939	42	1.4%	214	7.9%
DfC	2,733	3,655	6,388	2,697	3,594	6,291	-97	-1.5%	-467	-6.9%
DfE	463	582	1,045	466	585	1,051	6	0.6%	66	6.7%
DE	205	301	506	203	297	500	-6	-1.2%	0	0.0%
DoF	1,697	1,533	3,230	1,709	1,556	3,265	35	1.1%	17	0.5%
DoH	176	236	412	176	236	412	0	0.0%	28	7.3%
Dfl	2,202	647	2,849	2,209	649	2,858	9	0.3%	-50	-1.7%
DoJ	1,488	1,510	2,998	1,495	1,528	3,023	25	0.8%	51	1.7%
TEO	129	153	282	126	162	288	6	2.1%	13	4.7%
PPS	161	275	436	155	265	420	-16	-3.7%	-15	-3.4%
Other ²	55	56	111	56	53	109	-2	-1.8%	4	3.8%
Total	10,949	10,205	21,154	10,953	10,203	21,156	2	0.0%	-139	-0.7%

¹ As at 1st January 2019.

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

Department	1st Oct 2019			1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	4	0	4	5	0	5	1	25.0%	0	0.0%
DfC	2	1	3	2	1	3	0	0.0%	-3	-50.0%
DfE	3	0	3	3	0	3	0	0.0%	1	50.0%
DE	1	0	1	1	0	1	0	0.0%	1	N/A
DoF	16	10	26	17	10	27	1	3.8%	12	80.0%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	3	0	3	4	0	4	1	33.3%	-1	-20.0%
DoJ	1	1	2	0	0	0	-2	-100.0%	-4	-100.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	-2	-100.0%
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	30	12	42	32	11	43	1	2.4%	4	10.3%

¹ As at 1st January 2019.

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 January 2020

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	300	440	716	942	435	71	190	0	3,119
DfC	23	146	314	568	3,123	2,685	144	26	0	7,029
DfE	21	106	230	204	376	172	30	0	0	1,139
DE	18	106	79	81	125	101	21	0	0	531
DoF	41	375	621	632	976	793	57	10	0	3,505
DoH	24	68	104	108	85	43	13	0	0	445
Dfi	19	116	288	355	703	844	81	569	0	2,975
DoJ	16	140	228	250	615	605	50	20	1,262	3,186
TEO	25	45	72	58	64	35	5	0	0	304
PPS	8	76	105	20	81	131	29	0	0	450
Other ¹	4	20	42	9	25	14	4	0	0	118
Total	224	1,498	2,523	3,001	7,115	5,858	505	815	1,262	22,801

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 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
DfC	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.

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 Oct 2019		1st Jan 2020		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	10,249	1,014	10,247	1,028	-2	0.0%	14	1.4%	-136	-1.3%	92	9.8%
Female	7,011	4,523	7,028	4,498	17	0.2%	-25	-0.6%	-72	-1.0%	32	0.7%
Total	17,260	5,537	17,275	5,526	15	0.1%	-11	-0.2%	-208	-1.2%	124	2.3%

¹ As at 1st January 2019.

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 Oct 2019	1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,839	11,307	11,537	22,844	5	0.0%	-80	-0.3%
Home Civil Service, GB	451,300	209,650	243,710	453,360	2,060	0.5%	13,130	3.0%
Scottish Government	20,310	10,110	10,510	20,620	310	1.5%	2,420	13.3%
Welsh Government	5,630	2,300	3,340	5,640	10	0.2%	190	3.5%

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 Oct 2019 (Revised)	1st Jan 2020			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,839	11,307	11,537	22,844	5	0.0%	-80	-0.3%
NI Public Sector	208,430	67,726	144,426	212,152	3,722	1.8%	3,712	1.8%

¹ As at 1st January 2019.

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 2019 and December 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>. Tables sourced from <https://www.nisra.gov.uk/publications/quarterly-employment-survey-supplementary-tables-december-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	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

* 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.

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 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 2020

Further Information

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