

# Employment in the Northern Ireland Civil Service - Quarterly Report

1 April 2020



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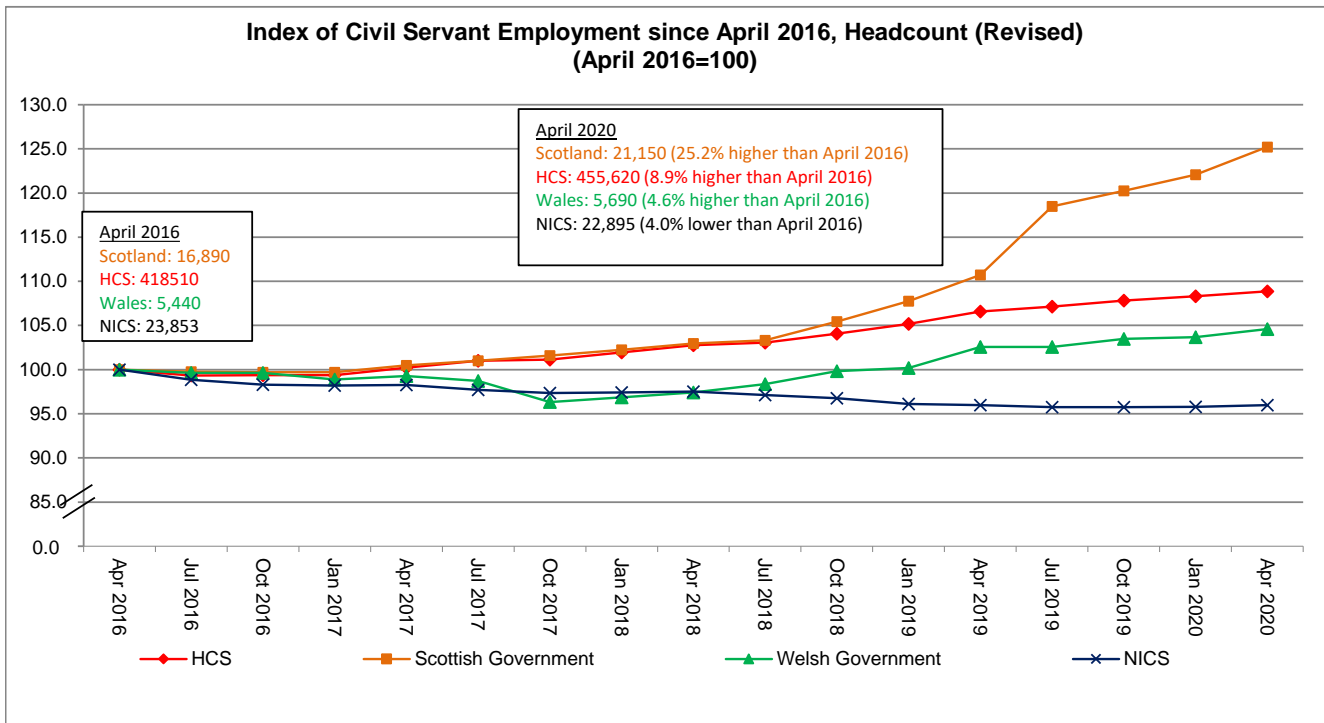
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## Introduction

This report provides details on staff numbers\* in the Northern Ireland Civil Service (NICS) at 1st April 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 April 2020 was 22,895, of whom 22,852 were permanent staff and 43 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,223.
- The headcount number of staff in the NICS represents an increase of 51 (0.2%) from the position at 1st January 2020. Full-time equivalent numbers increased by 24 (0.1%) over the same period.
- Over the quarter, the staff headcount increased by 2,330 (0.5%) in the Home Civil Service, by 530 (2.6%) in the Scottish Government and by 50 (0.9%) in the Welsh Government. In the Northern Ireland Public Sector staff numbers decreased by 167 (0.1%).
- Over the twelve months to April 2020 staff headcount in the NICS increased by 1 (<0.005%). By way of comparison, there were increases of 9,620 (2.2%) in the Home Civil Service, 2,450 (13.1%) in the Scottish Government and 110 (2.0%) in the Welsh Government. An increase was also seen in the Northern Ireland Public Sector numbers of 2,323 (1.1%).



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 April 2020, the number of Agency staff working in the NICS was 2,581. This figure includes 1,076 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	1st Jan 2020			1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,723	1,401	3,124	1,760	1,415	3,175	51	1.6%	253	8.7%
DfC	2,806	4,226	7,032	2,759	4,182	6,941	-91	-1.3%	-403	-5.5%
DfE	482	660	1,142	491	674	1,165	23	2.0%	71	6.5%
DE	208	324	532	214	327	541	9	1.7%	8	1.5%
DoF	1,784	1,748	3,532	1,758	1,751	3,509	-23	-0.7%	-19	-0.5%
DoH	184	261	445	192	272	464	19	4.3%	35	8.2%
DfI	2,257	722	2,979	2,261	729	2,990	11	0.4%	-17	-0.6%
DoJ	1,518	1,668	3,186	1,547	1,680	3,227	41	1.3%	67	2.1%
TEO	128	176	304	133	182	315	11	3.6%	19	6.4%
PPS	158	292	450	158	290	448	-2	-0.4%	-13	-2.8%
Other <sup>2</sup>	59	59	118	59	61	120	2	1.7%	0	0.0%
<b>Total</b>	<b>11,307</b>	<b>11,537</b>	<b>22,844</b>	<b>11,332</b>	<b>11,563</b>	<b>22,895</b>	<b>51</b>	<b>0.2%</b>	<b>1</b>	<b>0.0%</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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 Jan 2020			1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,718	1,401	3,119	1,755	1,415	3,170	51	1.6%	253	8.7%
DfC	2,804	4,225	7,029	2,757	4,181	6,938	-91	-1.3%	-401	-5.5%
DfE	479	660	1,139	488	674	1,162	23	2.0%	70	6.4%
DE	207	324	531	213	327	540	9	1.7%	7	1.3%
DoF	1,767	1,738	3,505	1,741	1,741	3,482	-23	-0.7%	-31	-0.9%
DoH	184	261	445	192	272	464	19	4.3%	35	8.2%
DfI	2,253	722	2,975	2,257	729	2,986	11	0.4%	-16	-0.5%
DoJ	1,518	1,668	3,186	1,547	1,680	3,227	41	1.3%	70	2.2%
TEO	128	176	304	133	182	315	11	3.6%	19	6.4%
PPS	158	292	450	158	290	448	-2	-0.4%	-11	-2.4%
Other <sup>2</sup>	59	59	118	59	61	120	2	1.7%	0	0.0%
<b>Total</b>	<b>11,275</b>	<b>11,526</b>	<b>22,801</b>	<b>11,300</b>	<b>11,552</b>	<b>22,852</b>	<b>51</b>	<b>0.2%</b>	<b>-5</b>	<b>0.0%</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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 Jan 2020			1st Apr 2020			Change on last Quarter	Change on last Year <sup>1</sup>
	Male	Female	Total	Male	Female	Total	Value	Value
DAERA	5	0	5	5	0	5	0	0
DfC	2	1	3	2	1	3	0	-2
DfE	3	0	3	3	0	3	0	1
DE	1	0	1	1	0	1	0	1
DoF	17	10	27	17	10	27	0	12
DoH	0	0	0	0	0	0	0	0
DfI	4	0	4	4	0	4	0	-1
DoJ	0	0	0	0	0	0	0	-3
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	-2
Other <sup>2</sup>	0	0	0	0	0	0	0	0
<b>Total</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>0</b>	<b>6</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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.

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)**

Department	1st Jan 2020			1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,666	1,278	2,944	1,702	1,290	2,992	48	1.6%	248	9.0%
DfC	2,699	3,595	6,294	2,651	3,544	6,195	-99	-1.6%	-409	-6.2%
DfE	469	585	1,054	477	598	1,075	21	2.0%	65	6.4%
DE	204	297	501	210	300	510	9	1.8%	9	1.8%
DoF	1,726	1,566	3,292	1,698	1,564	3,262	-30	-0.9%	-32	-1.0%
DoH	176	236	412	185	248	433	21	5.1%	34	8.5%
DfI	2,213	649	2,862	2,214	655	2,869	7	0.2%	-24	-0.8%
DoJ	1,495	1,528	3,023	1,523	1,539	3,062	39	1.3%	61	2.0%
TEO	126	162	288	131	166	297	9	3.1%	18	6.5%
PPS	155	265	420	154	263	417	-3	-0.7%	-12	-2.8%
Other <sup>2</sup>	56	53	109	56	55	111	2	1.8%	2	1.8%
<b>Total</b>	<b>10,985</b>	<b>10,214</b>	<b>21,199</b>	<b>11,001</b>	<b>10,222</b>	<b>21,223</b>	<b>24</b>	<b>0.1%</b>	<b>-40</b>	<b>-0.2%</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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 Jan 2020			1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,661	1,278	2,939	1,697	1,290	2,987	48	1.6%	248	9.1%
DfC	2,697	3,594	6,291	2,649	3,543	6,192	-99	-1.6%	-407	-6.2%
DfE	466	585	1,051	474	598	1,072	21	2.0%	64	6.3%
DE	203	297	500	209	300	509	9	1.8%	8	1.6%
DoF	1,709	1,556	3,265	1,681	1,554	3,235	-30	-0.9%	-44	-1.3%
DoH	176	236	412	185	248	433	21	5.1%	34	8.5%
DfI	2,209	649	2,858	2,210	655	2,865	7	0.2%	-23	-0.8%
DoJ	1,495	1,528	3,023	1,523	1,539	3,062	39	1.3%	64	2.1%
TEO	126	162	288	131	166	297	9	3.1%	18	6.5%
PPS	155	265	420	154	263	417	-3	-0.7%	-10	-2.3%
Other <sup>2</sup>	56	53	109	56	55	111	2	1.8%	2	1.8%
<b>Total</b>	<b>10,953</b>	<b>10,203</b>	<b>21,156</b>	<b>10,969</b>	<b>10,211</b>	<b>21,180</b>	<b>24</b>	<b>0.1%</b>	<b>-46</b>	<b>-0.2%</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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 Jan 2020			1st Apr 2020			Change on last Quarter	Change on last Year <sup>1</sup>
	Male	Female	Total	Male	Female	Total	Value	Value
DAERA	5	0	5	5	0	5	0	0
DfC	2	1	3	2	1	3	0	-2
DfE	3	0	3	3	0	3	0	1
DE	1	0	1	1	0	1	0	1
DoF	17	10	27	17	10	27	0	12
DoH	0	0	0	0	0	0	0	0
DfI	4	0	4	4	0	4	0	-1
DoJ	0	0	0	0	0	0	0	-3
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	-2
Other <sup>2</sup>	0	0	0	0	0	0	0	0
<b>Total</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>0</b>	<b>6</b>

<sup>1</sup> As at 1st April 2019.

<sup>2</sup> 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.

Due to small numbers, percentages are not presented in Table 2 (c).

## Employees by Analogous Grade Level

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

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	302	456	733	977	427	57	193	0	3,170
DfC	25	145	325	579	3,142	2,567	131	24	0	6,938
DfE	21	121	226	214	376	174	30	0	0	1,162
DE	18	106	84	84	127	97	24	0	0	540
DoF	40	385	618	656	957	764	52	10	0	3,482
DoH	25	68	110	115	88	45	13	0	0	464
DfI	20	114	300	364	709	837	80	562	0	2,986
DoJ	18	141	245	255	617	605	49	20	1,277	3,227
TEO	26	44	72	63	67	38	5	0	0	315
PPS	8	76	106	20	80	129	29	0	0	448
Other <sup>1</sup>	4	20	42	11	25	14	4	0	0	120
<b>Total</b>	<b>230</b>	<b>1,522</b>	<b>2,584</b>	<b>3,094</b>	<b>7,165</b>	<b>5,697</b>	<b>474</b>	<b>809</b>	<b>1,277</b>	<b>22,852</b>

<sup>1</sup> 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 Jan 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 <sup>1</sup>	4	20	42	9	25	14	4	0	0	118
<b>Total</b>	<b>224</b>	<b>1,498</b>	<b>2,523</b>	<b>3,001</b>	<b>7,115</b>	<b>5,858</b>	<b>505</b>	<b>815</b>	<b>1,262</b>	<b>22,801</b>

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

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 Jan 2020		1st Apr 2020		Change on last Quarter				Change on last Year <sup>1</sup>			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	10,247	1,028	10,241	1,059	-6	-0.1%	31	3.0%	-78	-0.8%	82	8.4%
Female	7,028	4,498	6,958	4,594	-70	-1.0%	96	2.1%	-54	-0.8%	45	1.0%
Total	17,275	5,526	17,199	5,653	-76	-0.4%	127	2.3%	-132	-0.8%	127	2.3%

<sup>1</sup> As at 1st April 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.

## Comparisons with GB and with NI Public Sector

**Table 5**  
**Comparison with Great Britain, Headcount of Civil Servants**

Organisation	1st Jan 2020 (Revised)	1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,844	11,332	11,563	22,895	51	0.2%	1	0.0%
Home Civil Service, GB	453,290	210,120	245,500	455,620	2,330	0.5%	9,620	2.2%
Scottish Government	20,620	10,310	10,830	21,150	530	2.6%	2,450	13.1%
Welsh Government	5,640	2,330	3,360	5,690	50	0.9%	110	2.0%

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 Jan 2020 (Revised)	1st Apr 2020			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	22,844	11,332	11,563	22,895	51	0.2%	1	0.0%
NI Public Sector	212,170	67,742	144,261	212,003	-167	-0.1%	2,323	1.1%

<sup>1</sup> As at 1st April 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 December 2019 and March 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.

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/publications/qes-statistical-bulletin-q1-2020>. Tables sourced from <https://www.nisra.gov.uk/publications/quarterly-employment-survey-supplementary-tables-march-2020>

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\* 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. 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><b>Years 2002-04</b></p> <p>Size of Reduction: 400</p> <p>Industrial Development Board (creation of Invest NI)</p>	<p><b>Year 2010</b></p> <p>Size of Increase: 1,000</p> <p>NI Court Service &amp; Youth Justice Agency (Devolution of Policing and Justice)</p>
<p><b>Year 2006</b></p> <p>Size of Reduction: 700</p> <p>Department of Agriculture and Rural Development Science Service (became part of Agri-Food &amp; Biosciences Institute)</p>	<p><b>Year 2012</b></p> <p>Size of Increase: 1,700</p> <p>Inclusion of Prison Grade staff</p>
<p><b>Year 2007</b></p> <p>Size of Reduction: 1,700</p> <p>Water Service (became NI Water)</p>	<p><b>Year 2015</b></p> <p>Size of Increase: 130</p> <p>Legal Services Agency became part of the NICS</p>
<p><b>Year 2008</b></p> <p>Size of Reduction: 1,200</p> <p>Civilian staff seconded to PSNI (became PSNI staff)</p>	
<p><b>Year 2015</b></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.

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:** September 2020

## 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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NISRA Human Resource Consultancy Services,  
Colby House,  
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