

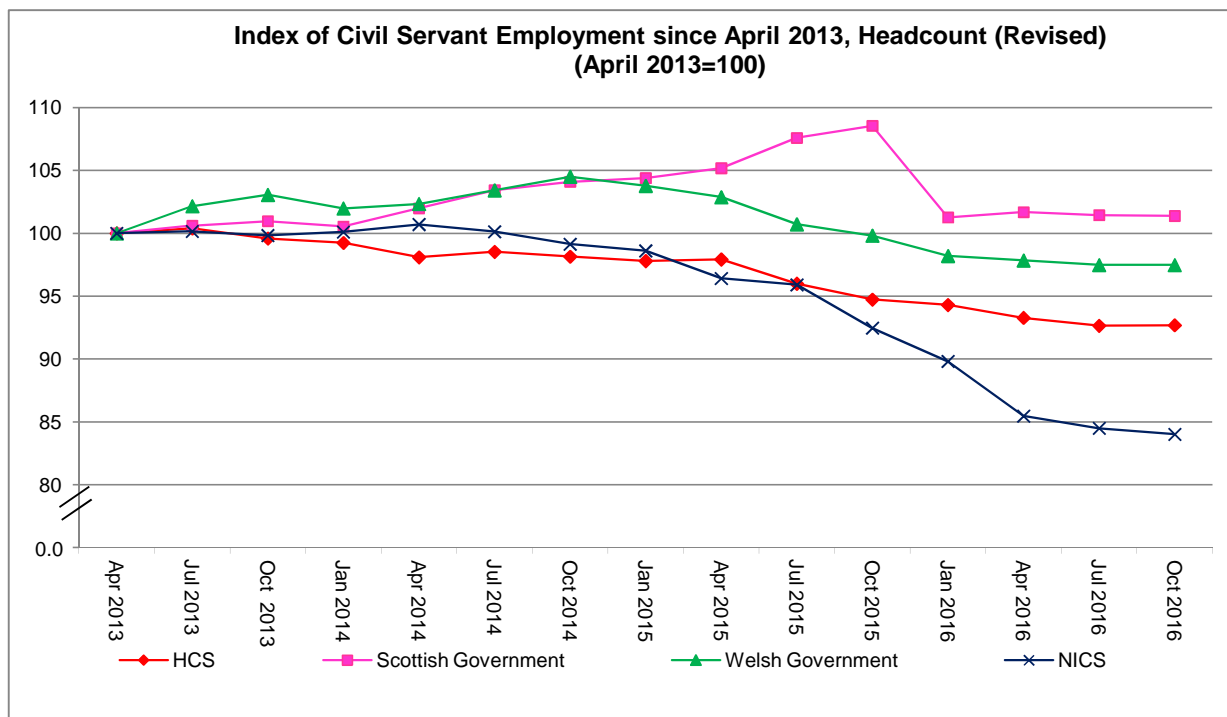
STATISTICAL BULLETIN:
EMPLOYMENT IN THE NORTHERN
IRELAND CIVIL SERVICE
1st October, 2016



This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st October 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 October 2016 was 23,448, of whom 23,350 were permanent staff and 98 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,959.
- The headcount number of staff in the NICS represents a decrease of 130 (0.6%) from the position at 1st July 2016. Full-time equivalent numbers decreased by 140 (0.6%) over the same period.
- Over the quarter, the headcount number of staff in the Home Civil Service in Great Britain, Scottish Government and Welsh Government all remained relatively stable. Numbers in the Home Civil Service increased by 190 (0.0%), in the Scottish Government decreased by 10 (0.1%) and in the Welsh Government remained unchanged (0.0%). The NI Public Sector had a decrease in staff numbers, of 3,741 (1.8%).
- Over the twelve months to October 2016 staff headcount in the NICS decreased by 2,354 (9.1%). By way of comparison, there were decreases of 9,170 (2.2%) in the Home Civil Service, 1,190 (6.6%) in the Scottish Government, 130 (2.3%) in the Welsh Government and 5,161 (2.5%) 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 871.

Table 1 (a)
All Employees, Headcount

Department	1st July 2016 (Revised)			1st October 2016			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,689	1,301	2,990	1,669	1,303	2,972	-18	-0.6%	-331	-10.0%
DfC	3,258	4,900	8,158	3,219	4,858	8,077	-81	-1.0%	-610	-7.0%
DfE	433	634	1,067	429	621	1,050	-17	-1.6%	-127	-10.8%
DE	204	350	554	203	344	547	-7	-1.3%	-82	-13.0%
DoF	1,642	1,411	3,053	1,644	1,415	3,059	6	0.2%	-356	-10.4%
DoH	175	246	421	172	244	416	-5	-1.2%	-48	-10.3%
DfI	2,387	829	3,216	2,359	817	3,176	-40	-1.2%	-402	-11.2%
DoJ	1,549	1,677	3,226	1,567	1,679	3,246	20	0.6%	-319	-8.9%
TEO	119	164	283	123	165	288	5	1.8%	-13	-4.3%
PPS	157	320	477	161	324	485	8	1.7%	-36	-6.9%
Other ²	58	75	133	59	73	132	-1	-0.8%	-30	-18.5%
Total	11,671	11,907	23,578	11,605	11,843	23,448	-130	-0.6%	-2,354	-9.1%

¹ As at 1st October 2015. Departmental figures are indicative only.

² 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	1st July 2016 (Revised)			1st October 2016			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,685	1,301	2,986	1,664	1,303	2,967	-19	-0.6%	-334	-10.1%
DfC	3,192	4,873	8,065	3,161	4,837	7,998	-67	-0.8%	-584	-6.8%
DfE	433	634	1,067	429	621	1,050	-17	-1.6%	-127	-10.8%
DE	204	350	554	203	344	547	-7	-1.3%	-82	-13.0%
DoF	1,637	1,408	3,045	1,635	1,412	3,047	2	0.1%	-354	-10.4%
DoH	175	246	421	172	244	416	-5	-1.2%	-48	-10.3%
DfI	2,387	828	3,215	2,358	817	3,175	-40	-1.2%	-402	-11.2%
DoJ	1,549	1,675	3,224	1,567	1,678	3,245	21	0.7%	-317	-8.9%
TEO	119	164	283	123	165	288	5	1.8%	-13	-4.3%
PPS	157	320	477	161	324	485	8	1.7%	-36	-6.9%
Other ²	58	75	133	59	73	132	-1	-0.8%	-30	-18.5%
Total	11,596	11,874	23,470	11,532	11,818	23,350	-120	-0.5%	-2,327	-9.1%

¹ As at 1st October 2015. Departmental figures are indicative only.

² 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	1st July 2016 (Revised)			1st October 2016			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%	3	150.0%
DfC	66	27	93	58	21	79	-14	-15.1%	-26	-24.8%
DfE	0	0	0	0	0	0	0	N/A	0	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	5	3	8	9	3	12	4	50.0%	-2	-14.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	0	1	1	1	0	1	0	N/A	0	0.0%
DoJ	0	2	2	0	1	1	-1	-50.0%	-2	-66.7%
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 ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	75	33	108	73	25	98	-10	-9.3%	-27	-21.6%

¹ As at 1st October 2015. Departmental figures are indicative only.

² 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	1st July 2016 (Revised)			1st October 2016			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,651	1,173	2,824	1,630	1,173	2,803	-21	-0.7%	-307	-9.9%
DfC	3,179	4,269	7,448	3,138	4,229	7,367	-81	-1.1%	-574	-7.2%
DfE	425	578	1,003	420	564	984	-19	-1.9%	-119	-10.8%
DE	202	324	526	200	318	518	-8	-1.5%	-76	-12.8%
DoF	1,612	1,273	2,885	1,612	1,275	2,887	2	0.1%	-328	-10.2%
DoH	171	227	398	168	225	393	-5	-1.3%	-43	-9.9%
DfI	2,354	749	3,103	2,326	740	3,066	-37	-1.2%	-371	-10.8%
DoJ	1,531	1,540	3,071	1,549	1,542	3,091	20	0.7%	-300	-8.8%
TEO	117	152	269	121	151	272	3	1.1%	-13	-4.6%
PPS	155	294	449	159	298	457	8	1.8%	-35	-7.1%
Other ²	54	69	123	55	66	121	-2	-1.6%	-32	-20.9%
Total	11,451	10,648	22,099	11,378	10,581	21,959	-140	-0.6%	-2,198	-9.1%

¹ As at 1st October 2015. Departmental figures are indicative only.

² October 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	1st July 2016 (Revised)			1st October 2016			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,647	1,173	2,820	1,625	1,173	2,798	-22	-0.8%	-310	-10.0%
DfC	3,113	4,242	7,355	3,080	4,208	7,288	-67	-0.9%	-548	-7.0%
DfE	425	578	1,003	420	564	984	-19	-1.9%	-119	-10.8%
DE	202	324	526	200	318	518	-8	-1.5%	-76	-12.8%
DoF	1,607	1,270	2,877	1,603	1,272	2,875	-2	-0.1%	-326	-10.2%
DoH	171	227	398	168	225	393	-5	-1.3%	-43	-9.9%
DfI	2,354	748	3,102	2,325	740	3,065	-37	-1.2%	-371	-10.8%
DoJ	1,531	1,538	3,069	1,549	1,541	3,090	21	0.7%	-299	-8.8%
TEO	117	152	269	121	151	272	3	1.1%	-13	-4.6%
PPS	155	294	449	159	298	457	8	1.8%	-35	-7.1%
Other ²	54	69	123	55	66	121	-2	-1.6%	-32	-20.9%
Total	11,376	10,615	21,991	11,305	10,556	21,861	-130	-0.6%	-2,172	-9.0%

¹ As at 1st October 2015. Departmental figures are indicative only.

² October 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	1st July 2016 (Revised)			1st October 2016			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%	3	150.0%
DfC	66	27	93	58	21	79	-14	-15.1%	-26	-24.8%
DfE	0	0	0	0	0	0	0	N/A	0	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	5	3	8	9	3	12	4	50.0%	-2	-14.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	0	1	1	1	0	1	0	N/A	0	0.0%
DoJ	0	2	2	0	1	1	-1	-50.0%	-1	-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 ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	75	33	108	73	25	98	-10	-9.3%	-26	-21.0%

¹ As at 1st October 2015. Departmental figures are indicative only.

² October 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 October 2016

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	23	272	332	643	898	420	174	205	0	2,967
DfC	25	147	299	584	3,017	3,453	444	29	0	7,998
DfE	16	72	177	193	366	181	45	0	0	1,050
DE	20	89	80	75	132	116	35	0	0	547
DoF	41	292	453	538	806	781	126	10	0	3,047
DoH	16	57	96	99	85	41	22	0	0	416
DfI	17	116	282	400	708	941	127	584	0	3,175
DoJ	20	113	208	300	550	704	88	15	1,247	3,245
TEO	25	40	60	56	58	39	10	0	0	288
PPS	8	59	104	28	91	127	68	0	0	485
Other ¹	4	22	46	9	26	13	11	1	0	132
Total	215	1,279	2,137	2,925	6,737	6,816	1,150	844	1,247	23,350

¹ 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 July 2016 (Revised)

Department	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	23	147	303	587	3,034	3,492	450	29	0	8,065
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 ¹	4	21	46	10	27	13	11	1	0	133
Total	208	1,280	2,163	2,944	6,782	6,853	1,159	856	1,225	23,470

¹ 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 July 2016 (Revised)		1st October 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	10,810	786	10,742	790	-68	-0.6%	4	0.5%	-1,030	-8.7%	-45	-5.4%
Female	7,519	4,355	7,465	4,353	-54	-0.7%	-2	0.0%	-914	-10.9%	-338	-7.2%
Total	18,329	5,141	18,207	5,143	-122	-0.7%	2	0.0%	-1,944	-9.6%	-383	-6.9%

¹ As at 1st October 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 July 2016 (Revised)	1st October 2016			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,578	11,605	11,843	23,448	-130	-0.6%	-2,354	-9.1%
Home Civil Service, GB	415,700	191,160	224,730	415,890	190	0.0%	-9,170	-2.2%
Scottish Government	16,850	8,650	8,190	16,840	-10	-0.1%	-1,190	-6.6%
Welsh Government	5,420	2,250	3,180	5,420	0	0.0%	-130	-2.3%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st July 2016 (Revised)	1st October 2016			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,578	11,605	11,843	23,448	-130	-0.6%	-2,354	-9.1%
NI Public Sector	203,390	64,763	134,886	199,649	-3,741	-1.8%	-5,161	-2.5%

¹ As at 1st October 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 June 2016 and September 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: March 2017

Further Information

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