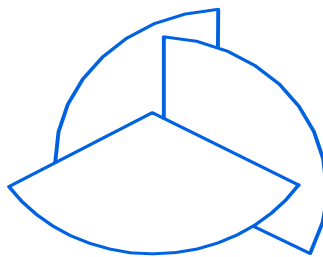


**STATISTICAL BULLETIN:  
EMPLOYMENT IN THE NORTHERN  
IRELAND CIVIL SERVICE  
1st July, 2012**



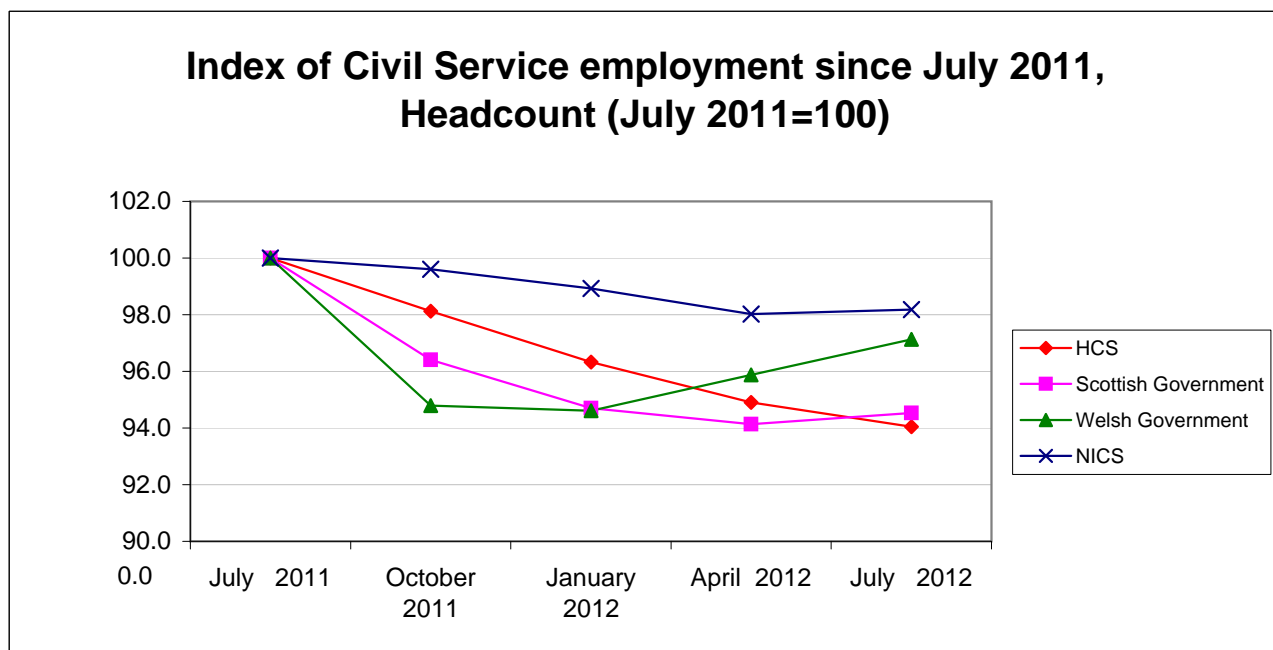
*Northern Ireland*  
**Statistics &  
Research**  
Agency

This bulletin provides details on NICS staff numbers at 1st July 2012 and comparisons with the previous quarter and the wider public sector. This bulletin is provided as a resource to users requiring data on NICS staff numbers and is published on a quarterly basis.

**Please note this bulletin includes revised figures from those published in the April Bulletin. The April figures should now be considered final.**

**Key Points**

- The headcount number of staff in the Northern Ireland Civil Service (NICS) at 1st July 2012 was 27,782, of whom 27,530 were permanent staff and 252 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 26,206.
- The headcount number of staff in the NICS represents an increase of 43 (0.2%) from the position at 1st April 2012. Full-time equivalent numbers increased by 19 (0.1%) over the same period.
- In the Home Civil Service in Great Britain there was a decrease in the headcount number of staff of 0.9% (4,200) from the previous quarter. In the public sector in Northern Ireland there was a decrease of 0.7% (1,470) from the previous quarter.





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

Department	1st April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	1,823	1,173	2,996	1,834	1,181	3,015	19	0.6%
DCAL	166	128	294	164	129	293	-1	-0.3%
DE	223	381	604	224	378	602	-2	-0.3%
DETI	209	245	454	213	250	463	9	2.0%
DFP	1,820	1,613	3,433	1,800	1,591	3,391	-42	-1.2%
DEL	684	1,408	2,092	694	1,416	2,110	18	0.9%
DHSSPS	293	327	620	292	327	619	-1	-0.2%
DOE	1,410	1,251	2,661	1,423	1,263	2,686	25	0.9%
DRD	1,775	561	2,336	1,777	563	2,340	4	0.2%
DSD	2,971	4,345	7,316	3,006	4,368	7,374	58	0.8%
OFMDFM	151	185	336	154	185	339	3	0.9%
DOJ	2,053	1,814	3,867	2,014	1,809	3,823	-44	-1.1%
PPS	210	359	569	209	356	565	-4	-0.7%
Total of 13 Departments	13,788	13,790	27,578	13,804	13,816	27,620	42	0.2%
Other <sup>1</sup>	76	85	161	76	86	162	1	0.6%
Total	13,864	13,875	27,739	13,880	13,902	27,782	43	0.2%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**Table 1 (b)**  
**Permanent Employees, Headcount**

Department	1st April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	1,806	1,162	2,968	1,813	1,166	2,979	11	0.4%
DCAL	160	127	287	158	128	286	-1	-0.3%
DE	219	380	599	220	378	598	-1	-0.2%
DETI	207	244	451	211	250	461	10	2.2%
DFP	1,789	1,602	3,391	1,771	1,582	3,353	-38	-1.1%
DEL	681	1,405	2,086	691	1,411	2,102	16	0.8%
DHSSPS	289	326	615	288	326	614	-1	-0.2%
DOE	1,405	1,249	2,654	1,418	1,260	2,678	24	0.9%
DRD	1,768	561	2,329	1,762	562	2,324	-5	-0.2%
DSD	2,916	4,318	7,234	2,960	4,336	7,296	62	0.9%
OFMDFM	151	185	336	154	185	339	3	0.9%
DOJ	2,039	1,805	3,844	1,993	1,799	3,792	-52	-1.4%
PPS	205	348	553	200	347	547	-6	-1.1%
Total of 13 Departments	13,635	13,712	27,347	13,639	13,730	27,369	22	0.1%
Other <sup>1</sup>	75	85	160	75	86	161	1	0.6%
Total	13,710	13,797	27,507	13,714	13,816	27,530	23	0.1%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**Table 1 (c )****Temporary/Casual Employees, Headcount**

Department	1st April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	17	11	28	21	15	36	8	28.6%
DCAL	6	1	7	6	1	7	0	0.0%
DE	4	1	5	4	0	4	-1	-20.0%
DETI	2	1	3	2	0	2	-1	-33.3%
DFP	31	11	42	29	9	38	-4	-9.5%
DEL	3	3	6	3	5	8	2	33.3%
DHSSPS	4	1	5	4	1	5	0	0.0%
DOE	5	2	7	5	3	8	1	14.3%
DRD	7	0	7	15	1	16	9	128.6%
DSD	55	27	82	46	32	78	-4	-4.9%
OFMDFM	0	0	0	0	0	0	0	0.0%
DOJ	14	9	23	21	10	31	8	34.8%
PPS	5	11	16	9	9	18	2	12.5%
Total of 13 Departments	153	78	231	165	86	251	20	8.7%
Other <sup>1</sup>	1	0	1	1	0	1	0	0.0%
Total	154	78	232	166	86	252	20	8.6%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**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 April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	1,789	1,049	2,838	1,797	1,056	2,853	15	0.5%
DCAL	165	114	279	163	115	278	-1	-0.4%
DE	221	347	568	221	343	564	-4	-0.7%
DETI	204	222	426	209	227	436	10	2.3%
DFP	1,784	1,468	3,252	1,760	1,447	3,207	-45	-1.4%
DEL	668	1,252	1,920	677	1,261	1,938	18	0.9%
DHSSPS	286	302	588	285	302	587	-1	-0.2%
DOE	1,394	1,148	2,542	1,405	1,158	2,563	21	0.8%
DRD	1,756	508	2,264	1,753	508	2,261	-3	-0.1%
DSD	2,915	3,863	6,778	2,946	3,881	6,827	49	0.7%
OFMDFM	150	173	323	153	174	327	4	1.2%
DOJ	2,028	1,683	3,711	1,992	1,677	3,669	-42	-1.1%
PPS	209	337	546	208	335	543	-3	-0.5%
Total of 13 Departments	13,569	12,466	26,035	13,569	12,484	26,053	18	0.1%
Other <sup>1</sup>	73	79	152	73	80	153	1	0.7%
Total	13,642	12,545	26,187	13,642	12,564	26,206	19	0.1%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

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

Department	1st April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	1,772	1,038	2,810	1,776	1,041	2,817	7	0.2%
DCAL	159	113	272	157	114	271	-1	-0.4%
DE	217	346	563	217	343	560	-3	-0.5%
DETI	202	221	423	207	227	434	11	2.6%
DFP	1,754	1,457	3,211	1,731	1,438	3,169	-42	-1.3%
DEL	665	1,249	1,914	674	1,256	1,930	16	0.8%
DHSSPS	282	301	583	281	301	582	-1	-0.2%
DOE	1,389	1,146	2,535	1,400	1,155	2,555	20	0.8%
DRD	1,749	508	2,257	1,738	507	2,245	-12	-0.5%
DSD	2,860	3,836	6,696	2,900	3,849	6,749	53	0.8%
OFMDFM	150	173	323	153	174	327	4	1.2%
DOJ	2,015	1,676	3,691	1,972	1,670	3,642	-49	-1.3%
PPS	204	326	530	199	326	525	-5	-0.9%
Total of 13 Departments	13,418	12,390	25,808	13,405	12,401	25,806	-2	0.0%
Other <sup>1</sup>	72	79	151	72	80	152	1	0.7%
Total	13,490	12,469	25,959	13,477	12,481	25,958	-1	0.0%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

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

Department	1st April 2012 (Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
DARD	17	11	28	21	15	36	8	28.6%
DCAL	6	1	7	6	1	7	0	0.0%
DE	4	1	5	4	0	4	-1	-20.0%
DETI	2	1	3	2	0	2	-1	-33.3%
DFP	30	11	41	29	9	38	-3	-7.3%
DEL	3	3	6	3	5	8	2	33.3%
DHSSPS	4	1	5	4	1	5	0	0.0%
DOE	5	2	7	5	3	8	1	14.3%
DRD	7	0	7	15	1	16	9	128.6%
DSD	55	27	82	46	32	78	-4	-4.9%
OFMDFM	0	0	0	0	0	0	0	0.0%
DOJ	14	7	21	21	8	29	8	38.1%
PPS	5	11	16	9	9	18	2	12.5%
Total of 13 Departments	152	76	228	165	84	249	21	9.2%
Other <sup>1</sup>	1	0	1	1	0	1	0	0.0%
Total	153	76	229	166	84	250	21	9.2%

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**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 2012**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DARD	18	250	252	501	881	423	233	421	0	2,979
DCAL	6	22	37	56	67	59	16	23	0	286
DE	17	99	76	75	154	131	46	0	0	598
DETI	7	38	74	85	152	75	30	0	0	461
DFP	38	297	472	523	944	874	189	16	0	3,353
DEL	10	56	121	185	1,016	645	69	0	0	2,102
DHSSPS	23	95	136	124	132	61	43	0	0	614
DOE	15	125	334	520	568	904	157	55	0	2,678
DRD	14	77	204	329	611	310	271	508	0	2,324
DSD	17	106	205	416	2,574	3,405	573	0	0	7,296
OFMDFM	22	43	69	62	73	55	15	0	0	339
DOJ	22	114	232	372	604	818	116	23	1,491	3,792
PPS	9	64	114	26	100	135	99	0	0	547
<b>Total of 13 Depts</b>	<b>218</b>	<b>1,386</b>	<b>2,326</b>	<b>3,274</b>	<b>7,876</b>	<b>7,895</b>	<b>1,857</b>	<b>1,046</b>	<b>1,491</b>	<b>27,369</b>
Other <sup>1</sup>	5	21	48	24	32	19	12	0	0	161
<b>Total</b>	<b>223</b>	<b>1,407</b>	<b>2,374</b>	<b>3,298</b>	<b>7,908</b>	<b>7,914</b>	<b>1,869</b>	<b>1,046</b>	<b>1,491</b>	<b>27,530</b>

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**Table 3 (b)****Permanent Employees, Headcount, 1st April 2012 (Revised)**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DARD	19	243	253	500	878	421	236	418	0	2,968
DCAL	6	21	35	59	69	59	15	23	0	287
DE	17	99	76	74	155	133	45	0	0	599
DETI	10	35	79	83	145	70	29	0	0	451
DFP	38	292	476	534	970	875	190	16	0	3,391
DEL	10	56	121	182	1,002	645	70	0	0	2,086
DHSSPS	23	95	135	128	132	60	42	0	0	615
DOE	16	124	330	508	563	900	158	55	0	2,654
DRD	15	78	203	326	619	311	267	510	0	2,329
DSD	17	103	200	398	2,485	3,455	576	0	0	7,234
OFMDFM	22	41	69	61	73	55	15	0	0	336
DOJ	27	119	231	377	605	832	116	24	1,513	3,844
PPS	9	63	115	27	101	138	100	0	0	553
<b>Total of 13 Depts</b>	<b>229</b>	<b>1,369</b>	<b>2,323</b>	<b>3,257</b>	<b>7,797</b>	<b>7,954</b>	<b>1,859</b>	<b>1,046</b>	<b>1,513</b>	<b>27,347</b>
Other <sup>1</sup>	6	21	48	25	31	19	10	0	0	160
<b>Total</b>	<b>235</b>	<b>1,390</b>	<b>2,371</b>	<b>3,282</b>	<b>7,828</b>	<b>7,973</b>	<b>1,869</b>	<b>1,046</b>	<b>1,513</b>	<b>27,507</b>

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints.

**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 4****Permanent, Headcount**

	1st April 2012 (Revised)		1st July 2012		Change on last Quarter			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%
Male	13,002	708	12,969	745	-33	-0.3%	37	5.2%
Female	9,429	4,368	9,423	4,393	-6	-0.1%	25	0.6%
Total	22,431	5,076	22,392	5,138	-39	-0.2%	62	1.2%

**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**

Organisation	1st April 2012 (NICS figure Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
NICS	13,864	13,875	27,739	13,880	13,902	27,782	43	0.2%
Home Civil Service, GB	217,470	246,200	463,680	215,270	244,210	459,480	-4,200	-0.9%
Scottish Government	8,860	7,660	16,520	8,830	7,760	16,590	70	0.4%
Welsh Government	2,250	3,090	5,340	2,270	3,140	5,410	70	1.3%

**Table 6****Comparison with Northern Ireland Public Sector, Headcount**

	1st April 2012 (NICS figure Revised)			1st July 2012			Change on last Quarter	
	Male	Female	Total	Male	Female	Total	Value	%
NICS	13,864	13,875	27,739	13,880	13,902	27,782	43	0.2%
NI Public Sector	73,500	142,280	215,790	73,400	140,920	214,320	-1,470	-0.7%

**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 2012 and June 2012

Data for Home Civil Service, GB, sourced from Statistical Bulletin 'Public Sector Employment', published by the Office for National Statistics.

NI Public Sector figures are always provisional and their final figures can be found in their publication of the next Quarterly Employment Supplement.

Data for Northern Ireland Public Sector sourced from NISRA Quarterly Employment Survey. The public sector comprises central government (including bodies under the aegis of central government), local government and public corporations. Further details are given in the Quarterly Employment Supplement - see <http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-qes.htm> .

**Table 7****Yearly Comparison\* of NICS Employees, Headcount**

Year <sup>1</sup>	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	13,935	27,018
2012	14,051	13,944	27,995

1. Figures as at 1st January.

\* Over the period 2000-2012 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. The table to the right lists the years in which these changes occurred, and the approximate increase/decrease in NICS staff as a result.

**Discontinuity\*****Years 2002-04**

Industrial Development Board (creation of Invest NI)

Size of Reduction: 400

**Year 2006**

Department of Agriculture and Rural Development Science Service (became part of Agri-Food & Biosciences Institute)

Size of Reduction: 700

**Year 2007**

Water Service (became NI Water)

Size of Reduction: 1,700

**Year 2008**

Civilian staff seconded to PSNI (became PSNI staff)

Size of Reduction: 1,200

**Year 2010**

NI Court Service & Youth Justice Agency  
(Devolution of Policing and Justice)

Size of Increase: 1000

**Year 2012**

Inclusion of Prison Grade staff

Size of Increase: 1,700

# 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 12 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 staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints are also shown.

2. Since the devolution of policing and justice in 2010, the NICS includes staff who were formerly in the Northern Ireland Court Service, the Youth Justice Agency, and the Northern Ireland Prison Service.

### *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 works 37 hours per week.

## 7. Names and abbreviations of Departments

Name	Abbreviation
Office of the First Minister and Deputy First Minister	OFMDFM
Department of Agriculture and Rural Development	DARD
Department of Culture, Arts and Leisure	DCAL
Department of Enterprise, Trade and Investment	DETI
Department of Education	DE
Department of the Environment	DOE
Department of Finance and Personnel	DFP
Department for Employment and Learning	DEL
Department for Regional Development	DRD
Department for Social Development	DSD
Department of Health, Social Services and Public Safety	DHSSPS
Department of Justice	DOJ
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.

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

## Information on Quality

### *Relevance to users*

8. The consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users.

### *Accuracy*

9. Coverage of staff is 100%. The main computer system<sup>1</sup> from which the data are extracted is also used to pay staff.

### *Accessibility and Clarity*

10. 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.

### *Coherence and Comparability*

11. The headcount estimates are identical to those published by DETI in its Quarterly Employment Supplement. They are also on the same basis as those published in the annual report on Personnel Statistics, but differ from the figures published in Equality Statistics for Northern Ireland Civil Service (which includes staff on a career break, but excludes temporary/casual staff).

### *Assessment of User Needs and Perceptions*

12. 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*

13. The annual 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*

14. Data are held on a network that is only accessible to the few statisticians who need access.

<sup>1</sup> Run by HRConnect, the Human Resource Service for the NICS. There are separate systems covering the Northern Ireland Courts and Tribunals Service, the Northern Ireland Prison Service, and the Youth Justice Agency.

**Next Publication:** December 2012

## Further Information

15. All media enquiries should be directed to DFP Communications Office:-  
Telephone: 028 9016 3388 or 028 9016 3389.

Further statistical information can be obtained from  
Louise Walker  
NISRA Human Resource Consultancy Service,  
Level 7A,  
Royston House,  
34 Upper Queen Street,  
Belfast,  
BT1 6FD

Telephone: 028 9054 2084  
Fax: 028 9054 2048  
E-mail: [louise.walker@dfpni.gov.uk](mailto:louise.walker@dfpni.gov.uk)

Data Supplied by:

