Department of Finance and Personnel
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EQUALITY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE

Based on staff in post at 1 January 2013

Northern Ireland Statistics & Research Agency

HR Consultancy Services

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Executive Summary

The overall composition of the Northern Ireland Civil Service (NICS) in terms of community background – 52% Protestant, 48% Catholic – was broadly in line with the appropriate labour market comparator. There were, nonetheless, considerable imbalances in a number of occupational groups. The largest imbalance was amongst the 18,600 General Service staff, with some 950 fewer Protestants/more Catholics employed than would be the case if this occupational group matched the comparator population. The next biggest imbalance was amongst the 1,600 staff in Prison Grades, with a shortfall of around 500 Catholics.

The community background composition of senior grades was broadly reflective of the labour market comparator for these grades.

The gender composition of the NICS was 50% male, 50% female. Labour market comparisons suggest that this represents an imbalance of around four percentage points, which equates to about 1,100 fewer males/more females. The largest mismatch with the labour market comparator was amongst the General Service staff, with some 1,600 fewer males/more females employed than a labour market comparison would suggest.

In senior grades, female representation – despite a substantial rise over the past decade – was still well below the labour market comparator.

The Service had an older age-profile than the economically active population, with some 29% of NICS staff aged 50 or more, compared with 20% in the labour market comparator population. The largest mismatches were for the 16-34 age group, where there were some 4,300 fewer people employed than would be the case if the NICS mirrored its comparator population. The biggest imbalance was in the General Service, with a shortfall of around 2,600 16-34 year olds.

There were 55 staff (0.2% of the workforce) from ethnic minority groups. This was around 450 below what it would have been if the NICS had reflected the minority ethnic proportion in the economically active population.

The proportion of NICS staff with a declared disability (5.3%) was broadly in line with the estimated proportion of the economically active population[1] with a disability (4.7%).

Analysis of recruitment competitions which had a closing date in 2012 indicates that more Protestants were successful than would have been expected if within each competition there had been equality of outcome in terms of community background.

There were two high volume recruitment competitions in 2012: one for Custody Officers in the NI Prison Service and the other for the NICS Fast Stream. In the Custody Officer competition, Protestants were substantially more successful than Catholics in being appointed, and candidates under 40 were substantially more successful than those aged 40 and over. There were no significant differences in outcomes in the Fast Stream competition.

Analysis of promotion competitions which had a closing date in 2012 indicates that women were more successful than men.

1. With at least one GCSE A*-C.

1. Introduction

Purpose

1.1 This report provides an overview of diversity and equality in the Northern Ireland Civil Service (NICS). It provides an analysis of the composition of the Service and how that composition has changed over time. Where appropriate, this information is put in context by comparisons with the wider labour market and the Civil Service in Great Britain.

1.2 More importantly, the report provides analysis of the flows into, and out of, the NICS. It is these flows that are the main drivers of change in the composition of the Service.

1.3 The data contained in the report will be considered by the Equality and Diversity Branch in the Department of Finance and Personnel to identify possible areas for further action.

Background

1.4 The NICS is one of Northern Ireland's largest employers, with approximately 28,000 staff, representing 3.2% of the economically active population. The NICS has a crucial role to play, both in policy work in support of Ministers and collective decision making, and in the delivery of a wide range of public services.

1.5 Community background and gender data are held to enable the NICS to fulfil its statutory obligations under the Fair Employment and Treatment (NI) Order 1998 − to complete an annual monitoring return to the Equality Commission for Northern Ireland (ECNI), and carry out triennial Article 55 Reviews. Community background data, along with other equality data, are also used to measure the effectiveness of NICS equality policies and to assess if any equality groups are being adversely affected by any HR policies or practices.

Coverage

1.6 The statistical information in this report is based on all permanent and casual staff but excludes those on career breaks and on secondment outside the NICS. Unless otherwise stated, figures include both industrial and non-industrial staff. The primary source of the data is HRConnect, the Human Resource (HR) service for the NICS. Additional data was supplied by the Department of Justice.

1.7 It should be noted that the statistics in this report are not identical to those contained in the annual Fair Employment monitoring return to the Equality Commission. An explanation of the differences is given in Annex 5.

1.8 The equality categories reported on are: gender, community background, age-group, ethnicity, and disability.

Presentation of data

1.9 Unless otherwise stated, NICS statistics in this report are on a headcount basis.

1.10 Throughout the report, data are often presented in graphical form. The actual numbers underlying each graph are given in tabular form in Annex 3.

1.11 The NICS consists of a wide range of occupations – see Annex 2. Some two thirds of staff were in the general administrative grades (General Service).

2. Composition

2.1 At 1 January 2013 there were 27,969 staff in the NICS; of these 218 (0.78%) were in the most senior grades (Grade 5 and above) – this is lower than the proportion in senior grades in the Civil Service in Great Britain (0.97%). Throughout this section, contextual figures are provided, using data on the economically active population. Contextual statistics for Grade 5 and above are given in Annex 7.

2.2 The contextual figures incorporate an educational qualifications threshold. For details, see notes at the end of this chapter.

2.3 The contextual figures for gender, community background and age-group also take account of the occupational profile of the NICS. See Annexes 2 and 8 for details.

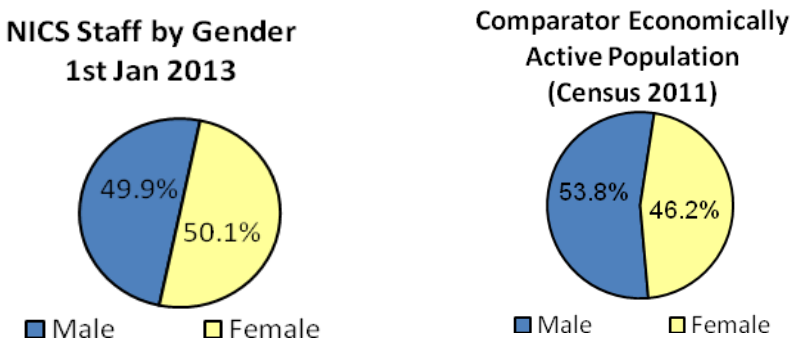
2.4 Tables showing the composition of staff overall and in the General Service by the five equality categories covered in this report are given in Annex 1. (The tables in Annex 1 show the composition by analogous grade[a]).

[a] Each grade in each occupational group has an associated analogous grade (General Service grade equivalent - see Annex 6). The Job Evaluation and Grading system (JEGs) is the grading methodology used to determine the General Service grade equivalent.

Gender

2.5 Overall the proportion of NICS staff who are male is 3.9 percentage points lower than the proportion of the comparator economically active population who are male - see Figure 1. The NICS workforce is 50.1% female.

Figure 1
Comparison of NICS and economically active population[1] (gender)



* For underlying data, see Annex 3, Table A3.1.

How does the composition of occupations in the NICS compare with the labour market?

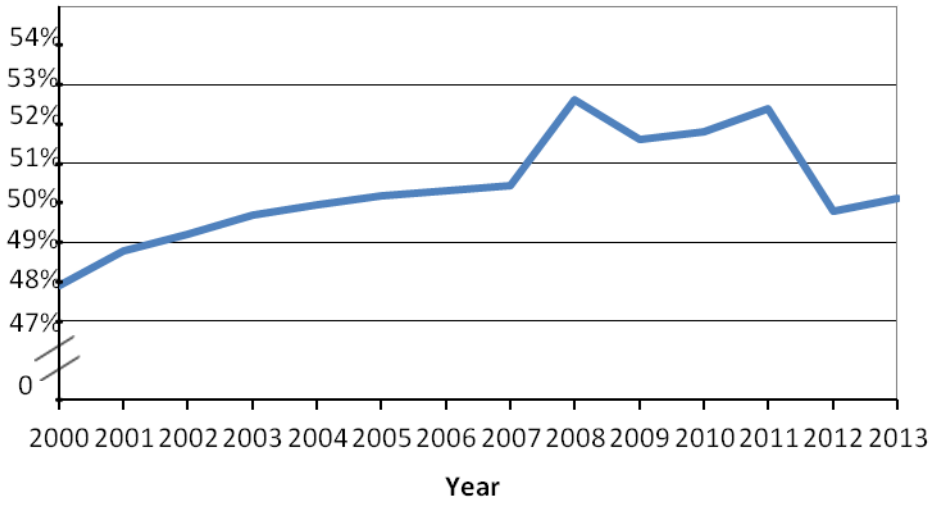
2.6 Overall, the gender percentage composition of the NICS quite closely matches that of its comparator population, though the difference (3.9 percentage points - see Table A2.1) equates to some 1,100 fewer males/more females employed than would be the case if the NICS exactly reflected its comparator population. Most occupations within the NICS also match their comparator population quite closely, though there are some marked exceptions.

For example, the male proportion among General Service staff is 8.8 percentage points less than in the comparator population, which translates into around 1,600 fewer males employed in these grades. Solicitors are another occupation where there is a shortfall in the number of males employed (a gap of 18.2 percentage points, equating to around 50 staff). Meanwhile, the female proportion among staff in Prison Grades is some 29.7 percentage points below the female proportion of the economically active population, equating to around 450 fewer females employed in these Grades than would be the case if the composition of the Prison Grades reflected that of the economically active population. In Support Grades, there is also a shortfall in the number of females employed (a gap of 30.7 percentage points, equating to around 70 staff).

How has the composition of the NICS changed over time?

2.7 Over the period 2000-2013, female representation has increased by 2.2 percentage points, from 47.9% to 50.1% - see Figure 2. It should be noted that a decrease of 2.6 percentage points between 2011 and 2012 is due in large part to the inclusion of around 1,750 NICS Prison Grades staff (of whom the great majority were males). It should also be noted that the fall of 1 percentage point between 2008 and 2009 is due to the transfer of around 1,200 NICS staff (of whom most were females) to the Police Service of Northern Ireland (PSNI). In addition the rise of 2 percentage points between 2007 and 2008 is due to the transfer of around 1,700 NICS staff (of whom the great majority were males) to NI Water.

Figure 2: Female Representation in the NICS 2000-2013



* For underlying data, see Annex 3, Table A3.2.

Female representation in analogous grades over time

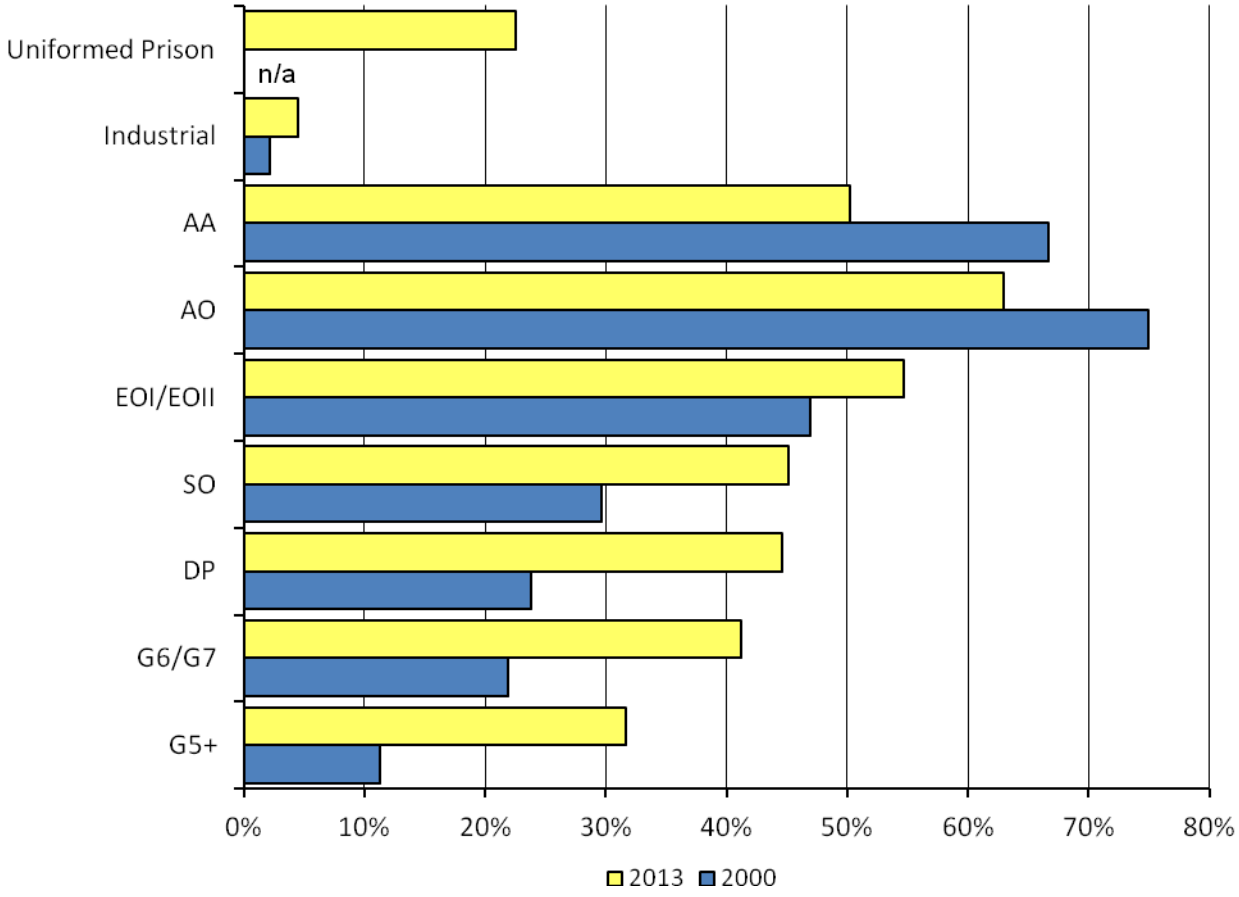
2.8 Over the period 2000-2013, female representation has changed at all analogous grade[b] levels – see Figure 3. The greatest proportional increase in female representation was at analogous G5+ (20.4 percentage points) and DP (20.7 percentage points), with the largest decrease at analogous AA (16.4 percentage points). During the year 2012-2013 there were marginal increases in female representation, ranging from Grade 6/7, (1.3 percentage points) to 0.1 percentage points at

[b] See footnote a on page 3. Staff at analogous grade levels above AA may have been internally promoted or externally recruited to their current grade level.

SO grade. There were also marginal decreases in female representation at Grade 5+ (-0.8 percentage points) and EOII/EOI (-0.7 percentage points).

2.9 Despite the substantial increases over the last decade, female representation at Deputy Principal analogous grade level and above is below female representation in the economically active population. This is particularly true at the most senior grades, where female staff make up 31.7% of staff at Grade 5 and above in the NICS. Female representation is also lower when compared with the Senior Civil Servants who are female in the GB Civil Service (36.2%)[c]. This compares with a Northern Ireland labour market estimate of 50.8% female.

Figure 3: Female Representation in the NICS by Analogous Grade, 2000 and 2013



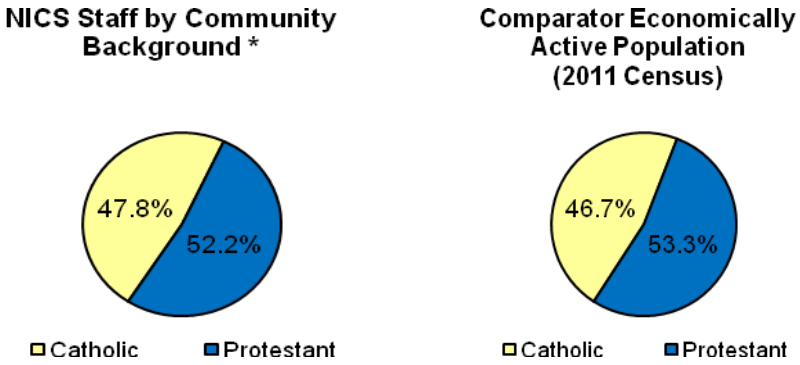
* For underlying data, see Annex 3, Table A3.3.

[c] See Table 1 of Civil Service Statistics, 2013 - Statistical Bulletin Tables (Excel sheet 1256Kb) .

Community background

2.10 The composition of the NICS is 52.2% Protestant, 47.8% Catholic[2] – see Figure 4. The comparator economically active population has marginally more Protestant representation than the NICS (1.1 percentage points).

Figure 4
Comparison of NICS and economically active population[1] (community background)



* For underlying data, see Annex 3, Table A3.4.

How does the composition of occupations in the NICS compare with the labour market?

2.11 Overall, the community background percentage composition of the NICS closely matches that of its comparator population, though the difference (1.1 percentage points - see Table A 2.2) equates to about 300 fewer Protestants/more Catholics employed than would be the case if the NICS exactly reflected its comparator population. Most occupations within the NICS also match their comparator population quite closely, though there are some marked exceptions.

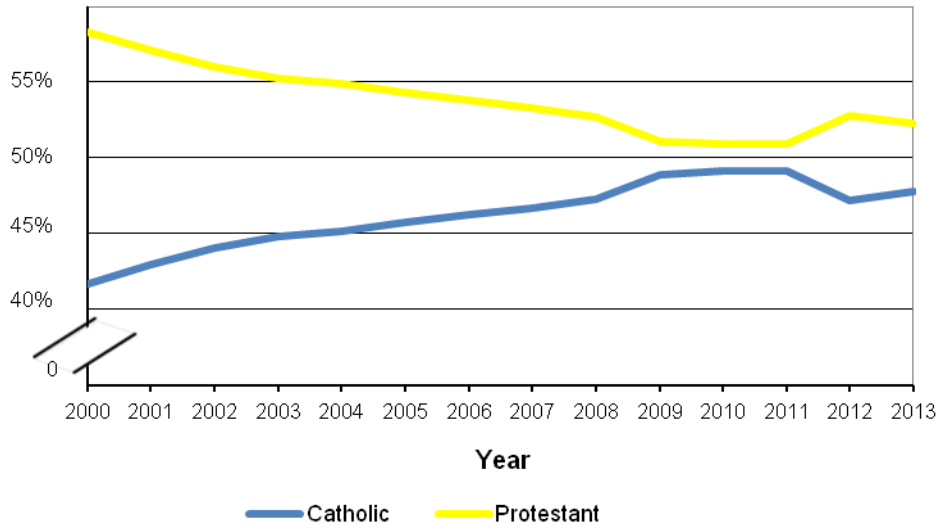
For example, the Protestant proportion among General Service staff, the largest occupational group in the NICS, is 5.3 percentage points less than in the comparator population. This translates into some 950 fewer Protestants employed in these grades. Meanwhile, the Catholic proportion among staff in Prison Grades is some 35.6 percentage points below the Catholic proportion of the economically active population, equating to around 500 fewer Catholics employed in these Grades than labour market comparisons would suggest. Civil Engineers, Industrial staff and Support Grades were other occupations where the mismatch with the comparator population represents a shortfall of 25 or more in the number of Catholics employed.

How has the composition changed over time?

2.12 Over the period 2000-2013, Catholic representation has increased by a little over 6 percentage points, from 41.7% to 47.8% – see Figure 5. It should be noted that the increase of 1.9 percentage points in Protestant representation between 2011 and 2012 is due in large part to the inclusion of around 1,750 NICS Prison Grades staff (of whom the great majority were Protestant). It should also be noted that the fall of 1.6 percentage points between 2008 and 2009 in Protestant representation is due in large part to the transfer of around 1,200 NICS staff (of whom the majority were Protestant) to the Police Service of Northern Ireland (PSNI).

Catholic representation in the economically active workforce in NI has risen from 42.4% in 2001 to 47.6% in 2011, an increase of 5.2 percentage points. With an increase of over 6 percentage points, the NICS has seen a larger increase in its Catholic representation than in the NI economically active population over a similar time period.

Figure 5: Protestant and Catholic Representation in the NICS 2000-2013, All Staff*



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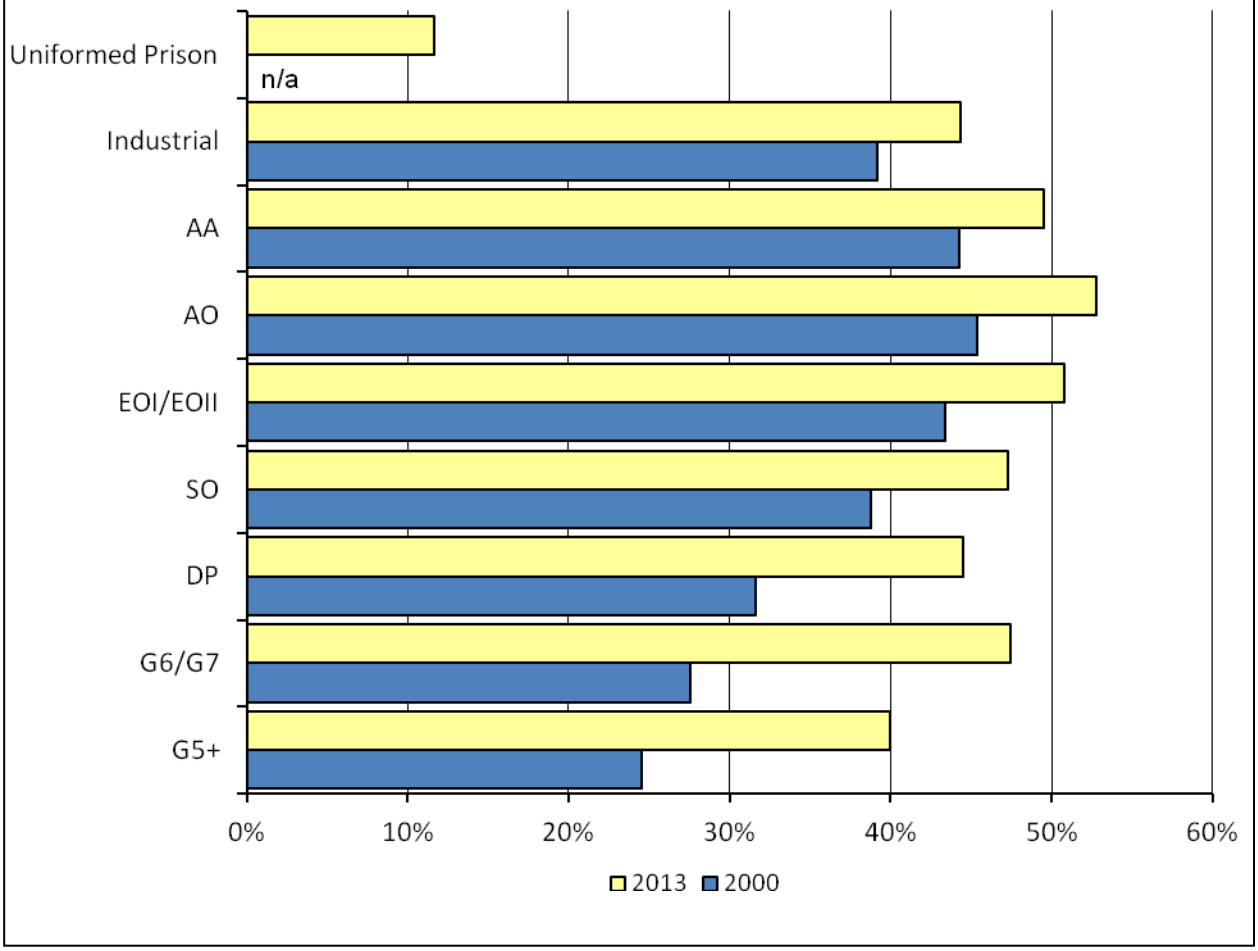
* For underlying data, see Annex 3, Table A3.5.

Catholic representation in analogous grades over time

2.13 Catholic representation has increased at all grade levels over the 13 year period to 2013 – see Figure 6. The largest increase was at Grade 6/7 (19.8 percentage points) and Grade 5+ (15.5 percentage points).

2.14 In the past year, there were marginal changes in Catholic representation in the NICS, up by 0.6 percentage points, representing an increase of 159 Catholic staff – see Table A3.5. There were increases at individual grades - AA, SO and G6/7 of 1.9, 1.8, and 1.6 percentage points. There were also decreases at DP (-0.3 percentage points) and executive grades (-0.2 percentage points) – see Table A3.6.

Figure 6: Catholic Representation in the NICS by Analogous Grade 2000 and 2013

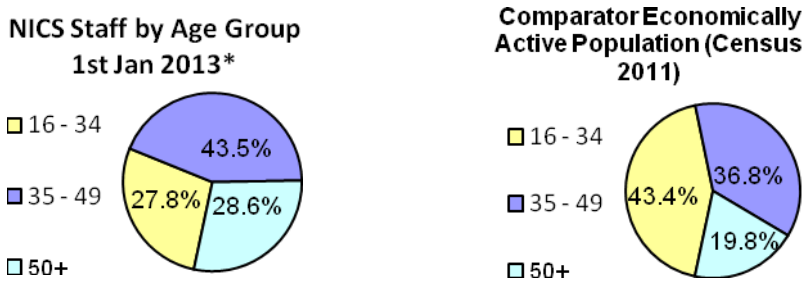


* For underlying data, see Annex 3, Table A3.6.

Age-group

2.15 The NICS has an older age profile than the comparator economically active population aged 16-69 – see Figure 7.

Figure 7
Comparison of NICS and economically active population[3] (age-group)



* For underlying data, see Annex 3, Table A3.7.

How does the composition of occupations in the NICS compare with the labour market?

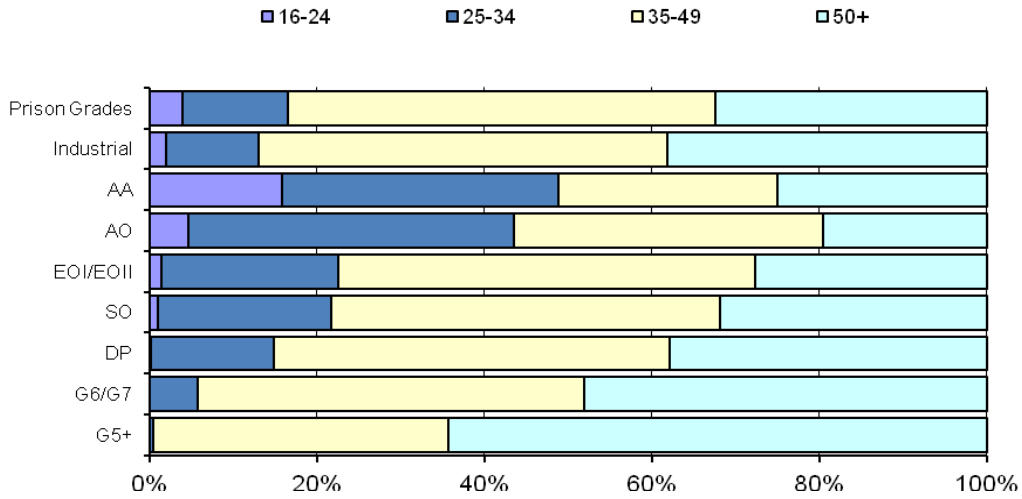
2.16 Overall, there is a major mismatch between the proportion of staff in the 16-34 age-group and the proportion of the comparator population in this age group: the difference (15.5 percentage points – see Table A2.3) equates to about 4,300 fewer people being employed in this age-group than would be the case if the NICS reflected its comparator population.

For example, the proportion of staff aged 16-34 in the General Service is 14.2 percentage points less than in the comparator population, which translates into around 2,600 fewer people employed in these grades. Other occupational groups where there is a large shortfall of 16-34 year olds are Prison Grades (a gap of 28.3 percentage points, equating to around 450 staff), Industrial staff (a gap of 27.2 percentage points, equating to almost 300 people), and Civil Engineers (a gap of 26.3 percentage points, equating to around 200 staff).

What is the position for the various grade levels?

2.17 The age-group composition of the various grade levels varies considerably – see Figure 8. Those aged 16 – 24 are in a minority at each grade level, ranging from 0 at Grade 5 + to 15.9% at AA Grade. The proportion aged 50+ ranges from 19.5% at grade AO to 63.8% at grade 5+. The largest proportion of AO grades were aged 25 – 34 and the majority of prison grade staff were aged 35 to 49.

Figure 8: Age-Group Composition of the NICS by Analogous Grade Level at 1st January 2013*



* For underlying data, see Annex 3, Table A3.8.

How has the age profile changed over time?

2.18 The median age of staff has increased from 39 in 2000 to 43 in 2013. This is reflected in an increase in the proportion of staff aged 50+ at all analogous grades and a decrease in the proportion of staff aged 16-24.

Ethnicity[d]

2.19 The proportion of the NICS who were from ethnic minority groups was 0.2% (55 staff), with the largest groups being Indian (12) and Chinese (11). The ethnic minority proportion of the NICS (0.2%) is 1.6 percentage points smaller than the economically active population (1.8%).

What is the position for the various grade levels?

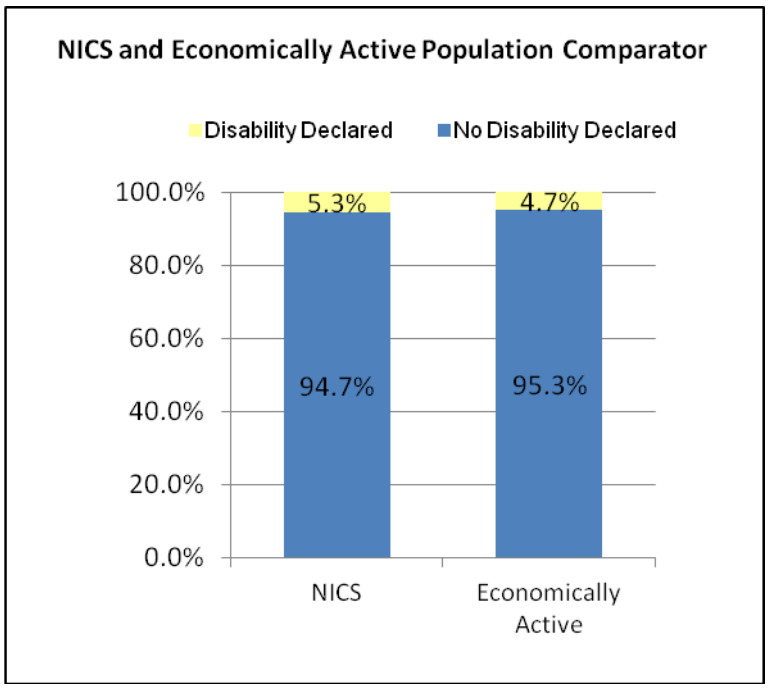
2.20 Minority ethnic representation is higher at analogous grade levels DP and above than in the other analogous grade levels. As the number of staff from an ethnic minority background is small, no further analysis of this group is presented in this report.

[d] Analysis excludes those staff who have not provided monitoring information. See Annex 4 for details.

Disability[e]

2.21 The proportion of NICS staff who declared a disability (5.3%) is broadly in line with the estimated proportion of the economically active population who have a disability[f] (4.7%) – see Figure 9.

Figure 9: Comparison of NICS and economically active population[4] (disability)



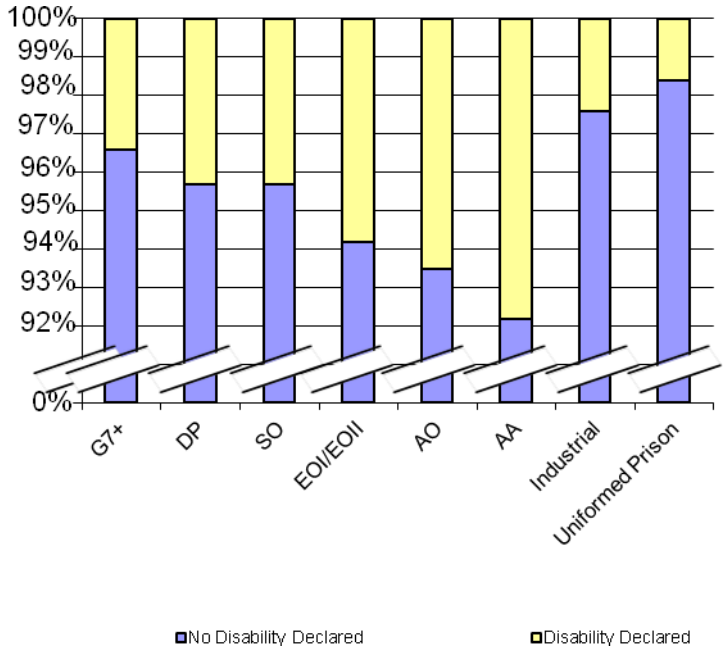
* For underlying data, see Annex 3, Table A3.9.

What is the position for the various grade levels?

2.22 The proportion of NICS staff who declared a disability is highest in the lower analogous grades: it ranges from 7.8% at analogous AA level to 3.4% at analogous Grades 7 and above. Prison Grades staff have the lowest proportion of staff declaring a disability at 1.6% – see Figure 10.

[e] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category. For an assessment of the effect of the missing data, see Annex 4.
[f] See Annex 7.

Figure 10: Disability Composition of the NICS by Analogous Grade Level at 1st January 2013



* For underlying data, see Annex 3, Table A3.10.

NOTES

[1] See Annex 2.
[2] In this report, 'Catholic' is used to describe those who indicated on the monitoring form that they are a member of the Roman Catholic community, and those whose background has been attributed to the Roman Catholic community.
[3] See Annex 2.
[4] Economically active population aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications). See Annex 7 for details.

3. Recruitment

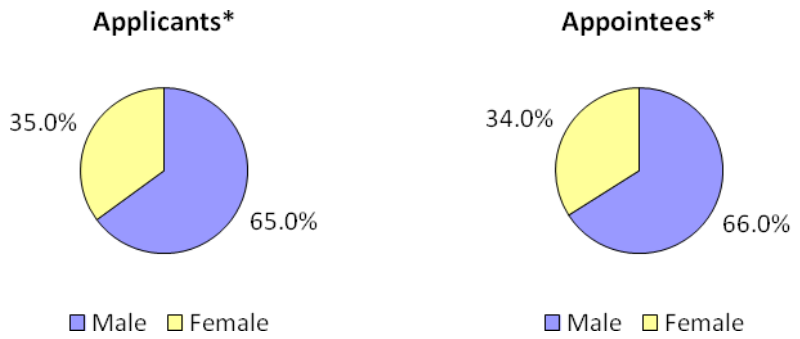
3.1 This section relates to posts advertised externally. (Applicants for such posts may, of course, include existing members of the NICS). In any given year these posts can cover the full range of analogous grade levels and occupational groups.

3.2 Over the period 1 January 2012 to 31 December 2012, 110 recruitment competitions were held for jobs in the NICS which had a closing date for applications in 2012. A total of 16,795 applications were received, with the number of applications for individual competitions ranging from 4 to 6,175. By 20 May 2014, there were 783 appointments from these competitions – see Table 1. In Figure 11, the composition of applicants and appointees in terms of gender, community background and age-group is provided.

3.3 The composition of applicants is influenced by the nature of the specific recruitment competitions e.g. applicants for the Basic Labourer competition were almost exclusively male and those for the Pharmaceutical Officer competition were predominately female.

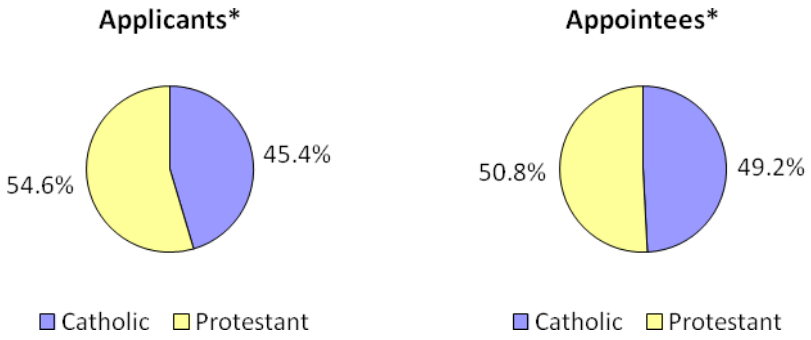
Figure 11
NICS recruitment competitions with an application closing date in 2012 from which appointments had been made by 20 May 2014: comparison of NICS applicants and appointees

(a) Gender



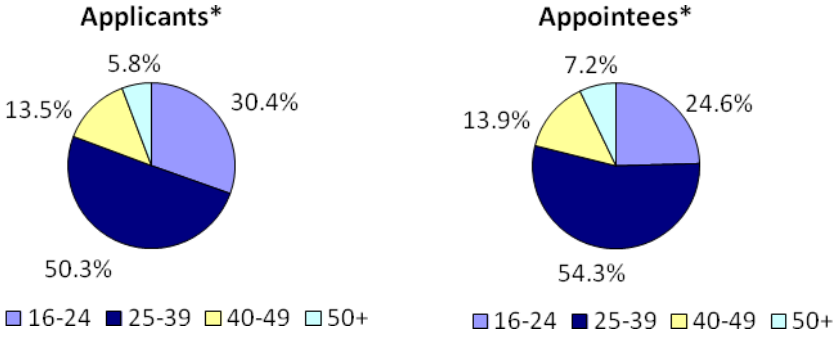
* For underlying data, see Annex 3, Table A3.11(a).

(b) Community Background



* For underlying data, see Annex 3, Table A3.11(b).

(c) Age-Group



* For underlying data, see Annex 3, Table A3.11(c).

Was there equality of outcome in recruitment competitions?

3.4 For NICS recruitment competitions positions with an application closing date in 2012 from which appointments had been made by 20 May 2014, we have taken the profile of applicants and calculated the composition of appointees[g] that would have been expected if the groups within the equality categories (e.g. males and females) had been equal in merit. These results were then added together to obtain the 'expected' compositions reported in Table 1[h]. It is worth noting that further appointments may be made from some of these competitions, which could change the profile of appointees.

3.5 Table 1 shows that the gender and disability profile of appointees was broadly in line with the 'expected' numbers. The number of Protestant appointees was somewhat higher than might be expected (21; 6.0%). The number of appointees aged 25-39 was higher than the 'expected' number (42; 11.0%), while the number of appointees in the other age categories was lower than expected.

3.6 Further information on the various stages of NICS recruitment competitions can be found in the publication 'Analysis of NICS recruitment competitions 1 January 2012 – 31 December 2012'[i].

[g] Up to 20 May 2014. Further appointments may be made from these competitions, which could change the profile of appointees.

[h] Unlike an individual competition, it is not appropriate to calculate an overall success rate for a set of competitions.

[i] http://www.nisra.gov.uk/publications/Analysis_of_NICS_Recruitment_Competitions_2012.pdf

Table 1
NICS recruitment competitions with an application closing date in 2012: comparison of actual and 'expected'[5] appointees

Equality Category	Description	Applicants	'Expected' appointees under equality of outcome	Actual appointees[j]	Difference (Actual minus 'Expected')
Overall	Total	16,795	783	783	0
Gender[^]	Male	10,907	523	517	-6
	Female	5,881	260	266	+6
Community Background	Protestant	8,440	348	369	21
	Catholic	7,013	368	357	-11
	Not Determined	1,342	67	57	-10
Ethnicity[k]	White	16,541	771	#	#
	Minority Ethnic Groups	213	11	*	#
Disability	With a declared disability	377	18	18	0
	Without a declared disability[l]	16,418	765	765	0
Age-group[$]	16-24	5,109	209	192	-17
	25-39	8,440	383	425	42
	40-49	2,269	124	109	-15
	50+	972	67	56	-11

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).
[^] Note that gender is missing for 7 applicants.
[$] Note that date of birth is missing or invalid for 5 applicants.

[j] Up to 20 May 2014. Further appointments may be made from these competitions, which could change the profile of appointees.
[k] Analysis excludes those applicants who have not provided monitoring information.
[l] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

What happened in high volume competitions?

3.7 During 2012, high volume competitions were held for the Custody Officer and Staff Officer (Fast Stream) grades.

CUSTODY OFFICER Competition 2012

3.8 The Custody Officer competition was the largest NICS recruitment competition, attracting 4,889 valid applications. Eligible applicants were invited to a test session. The top performing candidates were then invited to Assessment Centre. Candidates who were successful at Assessment Centre were ranked in merit order and offered positions. Success rates at the key stages of the competition are presented in Tables 2-4.

3.9 A total of 3,118 candidates completed the test session. Overall 885 candidates (or 28.4%) were invited to the Assessment Centre stage of the competition. Success rates at the written test stage across various equality categories are presented in Table 2. In terms of gender, the success rates of males (28.1%) and females (28.8%) were similar. In terms of community background, Protestants (29.7%) had a higher success rate in the online test than Catholics (25.4%). Candidates aged 50 or over had a lower success rate in the online test than candidates in any of the younger age categories.

3.10 Of the 885 candidates invited to Assessment Centre, 748 attended and 557 (74.5%) were successful. Success rates at the Assessment Centre stage across the various equality categories are presented in Table 3. The success rate of males at Assessment Centre (73.2%) was similar to that of females (78.7%). In terms of community background, Protestants (77.4%) had a higher success rate at Assessment Centre than Catholics (66.7%). Candidates aged 40-49 years had the highest success rate at Assessment Centre.

Table 2
Custody Officer competition 2012: success rates at the test stage

Equality Category	Description	Success rate
Overall	Total	28.4%
Gender	Male	28.1%
	Female	28.8%
Community Background	Protestant	29.7%
	Catholic	25.4%
	Not Determined	25.1%
Ethnicity^	White	28.4%
	Minority Ethnic Groups	17.9%
Disability	With a declared disability	#
	Without a declared disability	28.3%
Age-group	16-24	27.6%
	25-39	33.1%
	40-49	18.0%
	50+	11.4%

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).
^ Note that ethnicity is unknown for 4 applicants.

Table 3
Custody Officer competition 2012: success rates at Assessment Centre stage

Equality Category	Description	Success rate
Overall	Total	74.5%
Gender	Male	73.2%
	Female	78.7%
Community Background	Protestant	77.4%
	Catholic	66.7%
	Not Determined	73.8%
Ethnicity	White	74.7%
	Minority Ethnic Groups	100.0%
Disability	With a declared disability	#
	Without a declared disability	75.0%
Age-group[$]	16-24	72.0%
	25-39	76.8%
	40-49	77.5%
	50+	62.5%

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).

3.11 Of the 557 candidates who were successful at Assessment Centre, 140 were appointed. Among those who were successful at Assessment Centre there were no statistically significant differences in appointment rates in terms of gender, community background or age-group.

3.12 Even when the outcomes of the individual stages of a competition (including stages where candidates withdraw) show only minor differences between groups, there can be a cumulative effect on the overall outcome of the competition. So, for example, in overall terms Protestants were substantially more successful in being appointed (3.8%) than Catholics (2.0%) and candidates aged under 40 were substantially more successful in being appointed (3.7%) than those aged 40 or over (1.3%).

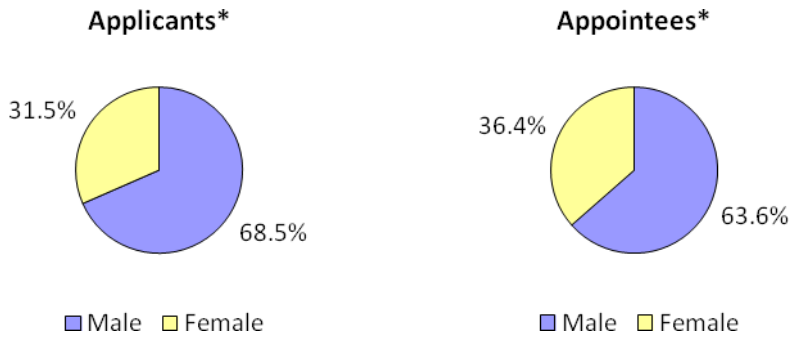
Table 4
Custody Officer competition: success rates at appointment stage

Equality Category	Description	Success rate
Overall	Total	25.1%
Gender	Male	23.8%
	Female	28.2%
Community Background	Protestant	26.1%
	Catholic	21.0%
	Not Determined	26.7%
Ethnicity	White	25.5%
	Minority Ethnic Groups	0.0%
Disability	With a declared disability	0.0%
	Without a declared disability	#
Age-group	16-24	26.1%
	25-39	26.4%
	40+	16.7%

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).

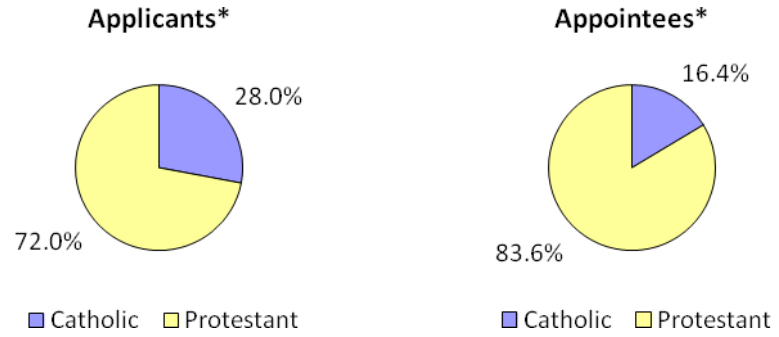
Figure 12
Custody Officer 2012: comparison of applicants and appointees

(a) Gender



* For underlying data, see Annex 3, Table A3.12(a).

(b) Community Background



* For underlying data, see Annex 3, Table A3.12(b).

STAFF OFFICER (Fast Stream) Competition 2012

3.13 The competition to recruit a relatively small number of Staff Officers (15 from this competition), who have the potential to become senior managers within the NICS, attracted interest from 3,255 candidates who self-selected for the scheme. The competition involved candidates sitting online tests, completing an application form, passing an e-tray exercise and passing an assessment centre. Information relating to key stages of the competition is in Tables 5 and 6.

Table 5
Staff Officer (Fast Stream) competition 2012: success rates at the invitation to e-tray stage (i.e. completed an application form)

Equality Category	Description	Self-selected	Completed Application Form	Success rate
Overall	Total	3,255	150	4.6%
Gender[^]	Male	1,536	80	5.2%
	Female	1,715	70	4.1%
Community Background	Protestant	1,454	68	4.7%
	Catholic	1,682	75	4.5%
	Not Determined	119	7	5.9%
Ethnicity[m]	White	3,206	150	4.7%
	Minority Ethnic Groups	39	0	0.0%
Disability	With a declared disability	108	29	26.9%
	Without a declared disability	3,147	121	3.8%
Age-group[$]	16-24	1,304	46	3.5%
	25-39	1,776	94	5.3%
	40-49	155	10	6.5%
	50+	20	0	0.0%

[^] Note that no gender is recorded for 4 applicants.
[$] Note that invalid date of birth is recorded for 5 applicants.

[m] Ethnicity information missing for 10 applicants.

Table 6
Staff Officer (Fast Stream) competition 2012: success rates at the invitation to Assessment Centre stage

Equality Category	Description	Completed Application Form	Invited to Assessment Centre	Success rate
Overall	Total	150	43	28.7%
Gender	Male	80	25	31.3%
	Female	70	18	25.7%
Community Background	Protestant/ Not Determined	75	21	28.0%
	Catholic	75	22	29.3%
Ethnicity	White	150	43	28.7%
	Minority Ethnic Groups	0	0	-
Disability	With a declared disability	29	5	17.2%
	Without a declared disability	121	38	31.4%
Age-group	16-24	46	15	32.6%
	25-39	94	28	29.8%
	40-49	10	0	0.0%
	50+	0	0	0.0%

3.14 Candidates who passed the online test, or who were not required to sit the online test (e.g. if they had certain types of disability) were invited to submit an application form for the competition. Table 5 compares the 150 candidates who completed the application form with the 3,255 who expressed an interest in the competition across a range of equality categories. The success rate at application form stage for males was 5.2%, which compares with 4.1% for females. In terms of community background, the success rate of candidates from a Catholic community background (4.5%) was similar to that of candidates from a Protestant community background (4.7%). While the success rate of candidates who declared a disability (26.9%) was 7 times that of other candidates (3.8%), this can be explained by candidates with a disability not being required to pass the online test. Candidates in the 40-49 age group had the highest success rate (6.5%).

3.15 Of the 150 candidates who completed the application form, 43 (or 28.7%) were invited to Assessment Centre. In terms of gender, 31.3% of male candidates were invited to Assessment Centre, while 25.7% of females were invited. The proportion of Catholics invited to Assessment Centre was 29.3%, while those from a Protestant/Not Determined community background had a success rate of 28.0%.

3.16 A total of 15 appointments were made from the competition. In terms of overall success rates for the competition, 0.6% of males who applied were appointed while 0.3% of females were appointed. In terms of community background, 0.5% of Protestants and 0.4% of Catholics were appointed. The apparent differences between the groups were not statistically significant.

NOTES

[5] For each competition, the composition of appointees was compared with what would be expected if each group of eligible applicants (e.g. males and females) was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.

4. Promotion

4.1 In any given year promotion competitions advertised internally[n] can cover posts in a wide range of analogous grade levels and occupational groups.

4.2 A total of 86 NICS promotion competitions were held with an closing date for applications between 1 January 2012 and 31 December 2012. A total of 4,662 applications were made for promotion within the NICS, with the number of applications for individual competitions ranging from 1 to 1,838. By 20 May 2014, a total of 772 staff had been promoted from 85 of these competitions, while no staff had been promoted from the other competition.

4.3 We have taken the profile of applicants for these competitions and calculated the composition of promotees that would have been expected if the groups within each of the various equality categories (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions reported in Table 7.

4.4 The most marked differences between the actual and 'expected' promotees were in terms of age, with 70 (or 18.7%) more candidates aged 25-39 promoted than would be expected, and gender, with 39 (or 12.4%) more females promoted than would be expected.

[n] Including 'Trawl Notices' for specific vacancies where the post in question required specialist skills or aptitudes.

Table 7
NICS promotion competitions (including trawls) with a closing date for applications during 2012. Appointments as at 20 May 2014

Equality Category	Descript-ion	Applicants	'Expected' promotees under equality of outcome	Actual promotees[o]	Difference (Actual minus 'Expected')
Overall	Total	4,662	772	772	0
Gender	Male	2,728	457	418	-39
	Female	1,934	315	354	39
Community Background	Protestant	2,349	388	361	-27
	Catholic	2,172	358	381	23
	Not Determined	141	26	30	4
Ethnicity[p]	White	4,199	695	706	11
	Minority Ethnic Groups	15	3	*	#
Disability	With a declared disability	217	35	25	-10
	Without a declared disability[q]	4,445	737	747	10
Age-group[$]	16-24	101	10	6	-4
	25-39	2,220	374	444	70
	40-49	1,486	246	244	-2
	50+	850	142	78	-64

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).
[$] Age information is missing for 5 applicants.

[o] Up to 20 May 2014.
[p] Analysis excludes those staff who have not provided monitoring information.
[q] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

What happened in high volume promotion competitions?

4.5 During 2012, a high volume promotion competition was held across the NI Departments for the General Service Deputy Principal grade.

4.6 The competition attracted applications from 1,838 members of staff. Candidates who met a minimum standard in a Line Manager's Assessment were invited to interview. A total of 1,502 applicants attended interview and of these 908 were successful . Table 8 compares the success rates of candidates across a range of equality categories.

Table 8
General Service Deputy Principal Competition 2012: success rates at the interview stage

Equality Category	Description	Attended interview	Passed interview	Success rate
Overall	Total	1,502	908	60.5%
Gender	Male	740	410	55.4%
	Female	762	498	65.4%
Community Background	Protestant	732	455	62.2%
	Catholic	726	425	58.5%
	Not Determined	44	28	63.6%
Ethnicity	White	1334	815	61.1%
	Minority Ethnic Groups	*	*	#
Disability	With a declared disability	71	39	54.9%
	Without a declared disability	1,431	869	60.7%
Age-group[$]	16-24	0	0	-
	25-39	490	332	67.8%
	40-49	616	405	65.7%
	50+	394	170	43.1%

Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).
[$] Note that invalid age is recorded for 2 candidates interviewed.

4.7 The analysis shows that females had a higher success rate than males (65.4% compared with 55.4%).The analysis also shows that the success rate of Protestants (62.2%) was broadly comparable to that of Catholics (58.5%). In terms of age, candidates aged 50 or over had the lowest success rate (43.1%).

4.8 The best-performing candidates at interview were listed as suitable for appointment. By 20 May 2014, 319 candidates were listed (see Table 9). The success rates of males and females at listing stage were broadly similar. In terms of community background there was no significant difference between the proportion of Protestants who were listed and the equivalent proportion of Catholics. Candidates aged 50 or over were least likely to be listed.

Table 9
General Service Deputy Principal Competition 2012: success rates at listing stage

Equality Category	Description	Passed interview	Listed	Success rate
Overall	Total	908	319	35.1%
Gender	Male	410	131	32.0%
	Female	498	188	37.8%
Community Background	Protestant	455	153	33.6%
	Catholic	425	157	36.9%
	Not Determined	28	9	32.1%
Ethnicity	White	815	285	35.0%
	Minority Ethnic Groups	*	*	#
Disability	With a declared disability	39	11	28.2%
	Without a declared disability	869	308	35.4%
Age-group[$]	16-24	0	0	-
	25-39	332	147	44.3%
	40-49	405	134	33.1%
	50+	170	38	22.4%

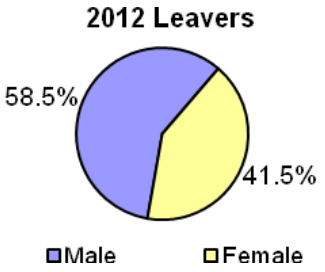
Number has been suppressed, to avoid disclosing another number that is too small to publish.
* Number of cases too small to publish (i.e. below 5).
[$] Note that invalid age is recorded for 1 candidate who passed the interview.

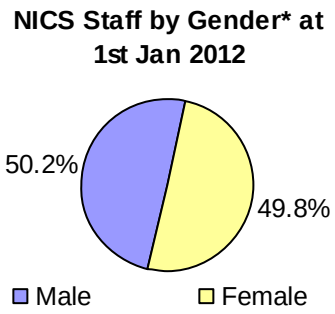
5. Leavers

Profile of leavers

5.1 There were 829 leavers in 2012. Males constituted a greater proportion of leavers (58.5%) than of staff in post (50.2%) – see Figure 13(a). Protestants constituted a greater proportion of leavers (57.7%) than of staff in post (52.8%) – see Figure 13(b). Staff aged 50 or more comprised the largest group of leavers (47.8%). The proportion of leavers who were in the youngest age category (11.8%) was larger than the proportion who were staff in post (2.6%). A greater proportion of leavers had declared a disability (7.7%) compared to staff in post (5.3%).

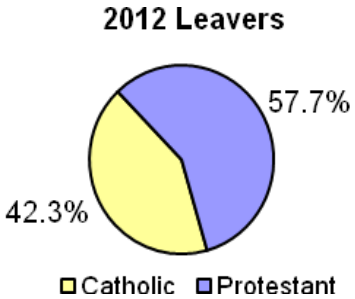
Figure 13: Comparison of 2012 leavers and NICS (a) Gender

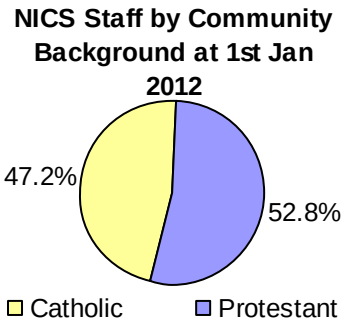




* For underlying data, see Annex 3, Table A3.13(a).

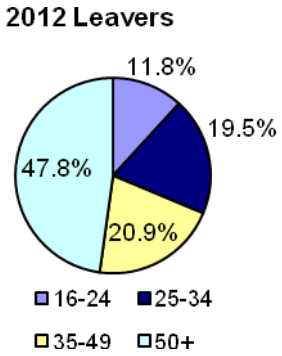
(b) Community Background

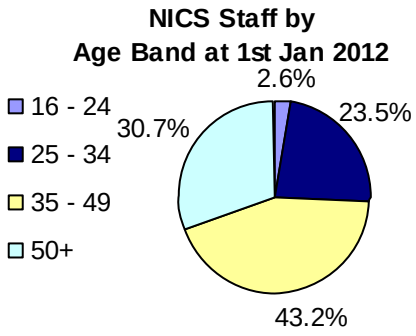




* For underlying data, see Annex 3, Table A3.13(b).

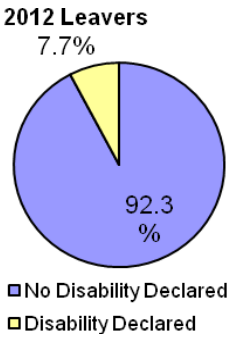
(c) Age-group

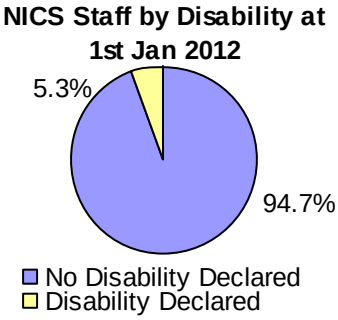




* For underlying data, see Annex 3, Table A3.13(c).

(d) Disability[r]





* For underlying data, see Annex 3, Table A3.13(d).

[r] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Reasons for leaving

5.2 To explore in more detail the similarities and differences between the equality groups[s], leaving rates[t] for the three most common reasons for leaving were calculated - resignation, retirement[u] and on the grounds of ill health. (Between them, these account for almost two thirds of all leavers).

5.3 Males had a similar resignation and health leaving rate to females, but a noticeably higher retirement rate than females – see Figure 14(a).

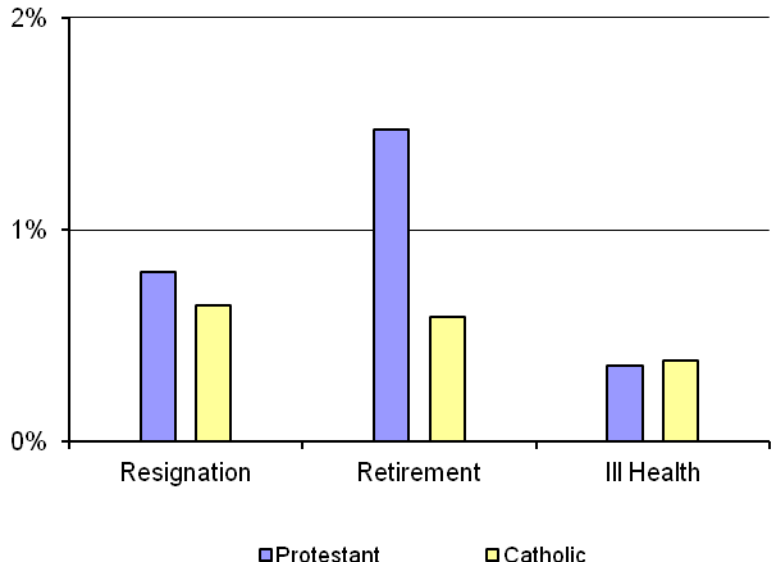
Figure 14(a): Resignation, Retirement and Ill Health Rates, 2012, by Gender*

* For underlying data, see Annex 3, Table A3.14(a).

[s] Apart from the disability and ethnicity groups, because the number of disabled and ethnic minority leavers is too small to present reasons for leaving.
[t] The resignation rate is the number (of males, say) who resigned in 2012 divided by the number of (male) staff in post at 1 January 2012. The retirement rate is calculated similarly.
[u] Including early retirement.

5.4 Protestants had a similar resignation and health leaving rate to Catholics, but a noticeably higher retirement rate than Catholics – see Figure 15(b).

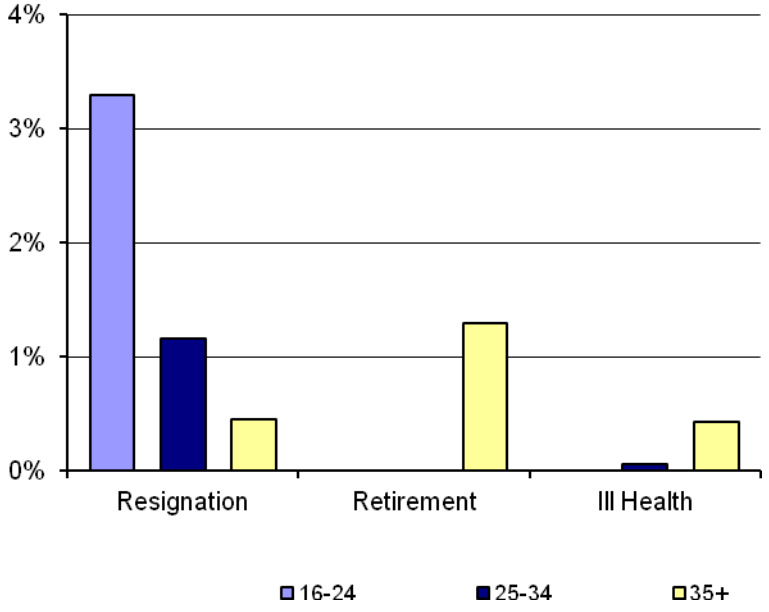
Figure 14(b): Resignation, Retirement and Ill Health Rates, 2012, by Community Background*



* For underlying data, see Annex 3, Table A3.14(b).

5.5 Resignation rates decreased with age, falling from 3.3% in the 16-24 age-group to 0.4% in the 35+ age-group. The opposite was true of health leaving rates with most staff being in the 35+ age-group – see Figure 14(c).

Figure 14(c): Resignation, Retirement and Ill health Rates, 2012, by Age-group*



* For underlying data, see Annex 3, Table A3.14(c).

6. Further Information

6.1 All media inquiries should be directed to DFP Communications Office;-
Telephone: 028 9016 3389
028 9016 3390

Further statistical information can be obtained from

Deborah Brown,
NISRA Human Resource Consultancy Services,
Level 7A,
Royston House,
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BELFAST,
BT1 6FD

Telephone: 028 90542081
E-mail: deborah.brown1@dfpni.gov.uk

Annexes

ANNEX 1

COMPOSITION OF NICS OVERALL AND GENERAL SERVICE

Table A1.1(a)
NICS: gender composition of each analogous grade level

Analogous Grade Level	Female		Male		Total	
	No.	%	No.	%	No.	%
G5+	69	31.7%	149	68.3%	218	100.0%
G6	100	40.2%	149	59.8%	249	100.0%
G7	498	41.4%	704	58.6%	1202	100.0%
DP	1105	44.6%	1373	55.4%	2478	100.0%
SO	1483	45.2%	1799	54.8%	3282	100.0%
EOI	1667	47.2%	1866	52.8%	3533	100.0%
EOII	2698	60.8%	1743	39.2%	4441	100.0%
AO	4942	63.1%	2893	36.9%	7835	100.0%
AA	1035	50.3%	1022	49.7%	2057	100.0%
Industrial	55	5.0%	1038	95.0%	1093	100.0%
Prison Grades	356	22.5%	1225	77.5%	1581	100.0%
Total	**14008**	**50.1%**	**13961**	**49.9%**	**27969**	**100.0%**

Table A1.1(b)
NICS: community background composition of each analogous grade level

Analogous Grade Level	Protestant		Catholic		Not Determined		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	121	55.5%	81	37.2%	16	7.3%	218	100.0%
G6	113	45.4%	126	50.6%	10	4.0%	249	100.0%
G7	610	50.9%	524	43.7%	65	5.4%	1199	100.0%
DP	1330	53.8%	1066	43.1%	77	3.1%	2473	100.0%
SO	1673	51.3%	1506	46.1%	85	2.6%	3264	100.0%
EOI	1752	49.6%	1676	47.5%	102	2.9%	3530	100.0%
EOII	2082	46.9%	2282	51.4%	75	1.7%	4439	100.0%
AO	3639	46.5%	4078	52.1%	106	1.4%	7823	100.0%
AA	1016	49.5%	998	48.6%	40	1.9%	2054	100.0%
Industrial	584	53.5%	458	42.0%	49	4.5%	1091	100.0%
Prison Grades	1247	80.0%	164	10.5%	148	9.5%	1559	100.0%
Total*	**14167**	**50.8%**	**12959**	**46.4%**	**773**	**2.8%**	**27899**	**100.0%**

***Please note there were 70 staff whose community background information was missing.**

Table A1.1(c)
NICS: age-group composition of each analogous grade level

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	1	.5%	78	35.8%	139	63.8%	218	100.0%
G6	0	0.0%	80	32.1%	169	67.9%	249	100.0%
G7	84	7.0%	589	49.0%	529	44.0%	1202	100.0%
DP	367	14.8%	1171	47.3%	940	37.9%	2478	100.0%
SO	713	21.7%	1521	46.3%	1048	31.9%	3282	100.0%
EOI	636	18.0%	1761	49.8%	1136	32.2%	3533	100.0%
EOII	1152	25.9%	2217	49.9%	1072	24.1%	4441	100.0%
AO	3418	43.6%	2891	36.9%	1526	19.5%	7835	100.0%
AA	1007	49.0%	535	26.0%	515	25.0%	2057	100.0%
Industrial	145	13.3%	524	47.9%	424	38.8%	1093	100.0%
Prison Grades	261	16.5%	807	51.0%	513	32.4%	1581	100.0%
Total	**7784**	**27.8%**	**12174**	**43.5%**	**8011**	**28.6%**	**27969**	**100.0%**

Table A1.1(d)
NICS: disability[a] composition of each analogous grade level

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
G5+	208	95.4%	10	4.6%	218	100.0%
G6	245	98.4%	4	1.6%	249	100.0%
G7	1159	96.4%	43	3.6%	1202	100.0%
DP	2371	95.7%	107	4.3%	2478	100.0%
SO	3140	95.7%	142	4.3%	3282	100.0%
EOI	3311	93.7%	222	6.3%	3533	100.0%
EOII	4202	94.6%	239	5.4%	4441	100.0%
AO	7327	93.5%	508	6.5%	7835	100.0%
AA	1897	92.2%	160	7.8%	2057	100.0%
Industrial	1065	97.4%	28	2.6%	1093	100.0%
Prison Grades	1555	98.4%	26	1.6%	1581	100.0%
Total	**26480**	**94.7%**	**1489**	**5.3%**	**27969**	**100.0%**

Table A1.1(e)
NICS: ethnicity[b] composition by analogous grade level

Analogous Grade Level	White		Other		Total	
	No.	%	No.	%	No.	%
G7+	1664	99.7%	5	0.3%	1669	100.0%
DP	2467	99.6%	11	0.4%	2478	100.0%
SO	3274	99.8%	8	0.2%	3282	100.0%
EOI/EOII	7965	99.9%	9	0.1%	7974	100.0%
AO	7827	99.9%	8	0.1%	7835	100.0%
AA	2049	99.6%	8	0.4%	2057	100.0%
Industrial/Prison Grades	2668	99.8%	6	0.2%	2674	100.0%
Total	**27914**	**99.8%**	**55**	**0.2%**	**27969**	**100.0%**

[a] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.
[b] Analysis excludes those staff who have not provided monitoring information.

Table A1.2(a)
General Service: gender composition of each grade level

Analogous Grade Level	Female		Male		Total	
	No.	%	No.	%	No.	%
G5+	48	28.6%	120	71.4%	168	100.0%
G6	25	39.1%	39	60.9%	64	100.0%
G7	277	44.5%	345	55.5%	622	100.0%
DP	742	51.3%	705	48.7%	1,447	100.0%
SO	1,047	56.6%	802	43.4%	1,849	100.0%
EOI	1,227	64.4%	677	35.6%	1,904	100.0%
EOII	2,401	62.8%	1,421	37.2%	3,822	100.0%
AO	4,871	66.5%	2,456	33.5%	7,327	100.0%
AA	842	58.6%	595	41.4%	1,437	100.0%
Total	**11,480**	**61.6%**	**7,160**	**38.4%**	**18,640**	**100.0%**

Table A1.2(b)
General Service: community background composition of each grade level

Analogous Grade Level	Protestant		Catholic		Not Determined		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	92	54.8%	66	39.3%	10	6.0%	168	100.00%
G6	28	43.8%	35	54.7%	1	1.6%	64	100.00%
G7	319	51.5%	279	45.0%	22	3.5%	620	100.00%
DP	772	53.5%	645	44.7%	25	1.7%	1442	100.00%
SO	917	50.1%	867	47.4%	47	2.6%	1831	100.00%
EOI	932	49.0%	942	49.6%	27	1.4%	1901	100.00%
EOII	1752	45.9%	2008	52.6%	61	1.6%	3821	100.00%
AO	3352	45.8%	3876	53.0%	87	1.2%	7315	100.00%
AA	680	47.4%	729	50.8%	25	1.7%	1434	100.00%
Total*	**8844**	**47.6%**	**9447**	**50.8%**	**305**	**1.6%**	**18596**	**100.00%**

***Please note there were 44 staff whose community background information was missing.**

Table A1.2(c)
General Service: age-group composition of each analogous grade level

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	0	0	64	38.1%	104	61.9%	168	100.0%
G6	0	0	24	37.5%	40	62.5%	64	100.0%
G7	32	5.1%	290	46.6%	300	48.2%	622	100.0%
DP	159	11.0%	702	48.5%	586	40.5%	1,447	100.0%
SO	288	15.6%	938	50.7%	623	33.7%	1,849	100.0%
EOI	211	11.1%	1,113	58.5%	580	30.5%	1,904	100.0%
EOII	995	26.0%	1,958	51.2%	869	22.7%	3,822	100.0%
AO	3,211	43.8%	2,707	36.9%	1,409	19.2%	7,327	100.0%
AA	816	56.8%	356	24.8%	265	18.4%	1,437	100.0%
Total	**5,712**	**30.6%**	**8,152**	**43.7%**	**4,776**	**25.6%**	**18,640**	**100.0%**

Table A1.2(d)
General Service: disability[a] composition of each grade level

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
G6+	224	96.6%	8	3.4%	232	100.00%
G7	596	95.8%	26	4.2%	622	100.00%
DP	1,365	94.3%	82	5.7%	1,447	100.00%
SO	1,758	95.1%	91	4.9%	1,849	100.00%
EOI	1,758	92.3%	146	7.7%	1,904	100.00%
EOII	3,607	94.4%	215	5.6%	3,822	100.00%
AO	6,829	93.2%	498	6.8%	7,327	100.00%
AA	1,309	91.1%	128	8.9%	1,437	100.00%
Total	**17,446**	**93.6%**	**1,194**	**6.4%**	**18,640**	**100.00%**

[a] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

ANNEX 2
Occupational groups and comparator population

Table A2.1
Occupational groups and comparator population: gender

Occupational Group[1]	Composition of NICS			Composition of Comparator Population		Difference[3] between Composition of NICS and Comparator Population[4]	
	Male	Female	No.[2]	Male	Female	Percent-age points	No.[5]
Agricultural Inspector (Grade)	61.5%	38.5%	291	57.9%	42.1%	-3.6	-10
Agricultural Inspector (Group)	88.2%	11.8%	416	80.8%	19.2%	-7.4	-31
Architects	84.5%	15.5%	116	79.6%	20.4%	-4.9	-6
Careers Officers	20.7%	79.3%	121	26.9%	73.1%	6.2	8
Civil Engineers	92.1%	7.9%	832	89.9%	10.1%	-2.1	-18
Computing	75.2%	24.8%	588	78.9%	21.1%	3.7	22
Curatorial Grades	50.0%	50.0%	38	42.7%	57.3%	-7.3	-3
Drawing Office Staff	90.5%	9.5%	220	84.9%	15.1%	-5.6	-12
Economists	58.7%	41.3%	75	53.6%	46.4%	-5.1	-4
Education & Training Inspectorate	43.9%	56.1%	57	38.9%	61.1%	-5.0	-3
Fisheries	89.2%	10.8%	37	86.1%	13.9%	-3.1	-1
Foremen	100.0%	0.0%	22	91.0%	9.0%	-9.0	-2
Forestry	93.8%	6.3%	48	63.4%	36.6%	-30.3	-15
General Service	38.4%	61.6%	18,640	47.3%	52.7%	8.8	1,649
Health and Safety Inspectors	66.7%	33.3%	45	72.2%	27.8%	5.5	2
Industrial	95.5%	4.5%	1,051	97.4%	2.6%	1.9	20

Continued....

Occupational Group[1]	Composition of NICS			Composition of Comparator Population		Difference[3] between Composition of NICS and Comparator Population[4]	
	Male	Female	No.[2]	Male	Female	Percentage points	No.[5]
Information Officers	34.2%	65.8%	73	45.8%	54.2%	11.6	8
Legal Grades (Solicitors)	35.7%	64.3%	283	53.9%	46.1%	18.2	52
M&E Engineering	97.5%	2.5%	121	94.1%	5.9%	-3.4	-4
Mapping and Charting	82.5%	17.5%	137	85.6%	14.4%	3.1	4
Meat Inspectors	81.9%	18.1%	116	79.6%	20.4%	-2.3	-3
Planning Office Staff	50.8%	49.2%	398	53.9%	46.1%	3.1	13
Prison Grades	77.5%	22.5%	1,581	47.8%	52.2%	-29.7	-469
Quantity Surveyors	92.1%	7.9%	38	90.4%	9.6%	-1.7	-1
Science Grades	54.0%	46.0%	513	53.9%	46.1%	-0.1	0
Statisticians	50.4%	49.6%	252	53.2%	46.8%	2.8	7
Structural Engineers	100.0%	0.0%	20	91.6%	8.4%	-8.4	-2
Support Grades	76.2%	23.8%	235	45.5%	54.5%	-30.7	-72
Trading Standards	63.6%	36.4%	33	75.0%	25.0%	11.3	4
Typing	0.0%	100.0%	308	7.0%	93.0%	7.0	21
Valuation	69.8%	30.2%	169	73.2%	26.8%	3.3	6
Vehicle & Driving Examiners	97.4%	2.6%	429	92.6%	7.4%	-4.8	-21
Veterinary Officers	54.7%	45.3%	150	58.5%	41.5%	3.8	6
ALL[6]	**49.9%**	**50.1%**	**27,969**	**53.8%**	**46.2%**	3.9	1,081

Table A2.1 Notes:

1. Occupational groups with fewer than 20 staff have been omitted from the table.
2. The total number of staff.
3. A minus sign denotes that the proportion of males in the NICS is above, and the number of females in the NICS is below, the proportion in the comparator population. The converse is true for numbers without a minus sign. Differences with a minus sign are shown in **purple**, denoting that the female proportion in the NICS is less than in the comparator population; differences without a minus sign are shown in **blue**, denoting that the male proportion in the NICS is less than in the comparator population.
4. Using data on the economically active population from the 2011 Census. See Annex 9 for details of the occupational codes and the qualification thresholds used. For the General Service, a comparator population was derived for each grade level, and then aggregated to reflect the actual grade profile of the General Service.
5. This is the difference between the actual number of male (or female) staff and what the number would be if the NICS composition was in line with the comparator population.
6. This is based on what the total number of males and the total number of females would be if each occupational group had the same composition as its comparator population.

Table A2.2
Occupational groups and comparator population: community background

Occupational Group[1]	Composition of NICS			Composition of Comparator Population		Difference[3] between Composition of NICS and Comparator Population[4]	
	Protestant	Catholic	No.[2]	Protestant	Catholic	Percentage points	No.[5]
Agricultural Inspector (Grade)	64.7%	35.3%	283	60.0%	40.0%	-4.7	-13
Agricultural Inspector (Group)	52.9%	47.1%	399	56.3%	43.7%	3.4	14
Architects[6]	67%	33%	116	55.2%	44.8%	-11.8	-14
Careers Officers	37.7%	62.3%	114	43.0%	57.0%	5.3	6
Civil Engineers	57.3%	42.7%	812	52.7%	47.3%	-4.5	-37
Computing	52.4%	47.6%	573	51.0%	49.0%	-1.3	-8
Curatorial Grades[6]	60%	40%	38	64.4%	35.6%	4.4	1
Drawing Office Staff	59.3%	40.7%	214	60.9%	39.1%	1.5	3
Economists[6]	59%	41%	75	55.2%	44.8%	-3.8	-3
Education & Training Inspectorate	43.9%	56.1%	57	46.8%	53.2%	3.0	2
Fisheries[6]	64%	36%	37	58.4%	41.6%	-5.6	-2
Foreman	54.5%	45.5%	22	56.1%	43.9%	1.6	0
Forestry	51.4%	48.6%	37	59.6%	40.4%	8.2	3
General Service	48.4%	51.6%	18,291	53.7%	46.3%	5.3	974
Health and Safety Inspectors[6]	63%	37%	45	54.8%	45.2%	-8.2	3

Continued....

Occupational Group[1]	Composition of NICS			Composition of Comparator Population		Difference[3] between Composition of NICS and Comparator Population[4]	
	Protestant	Catholic	No.[2]	Protestant	Catholic	Percentage points	No.[5]
Industrial	55.6%	44.4%	1,001	46.3%	53.7%	-9.3	-94
Information Officers[6]	53%	47%	73	52.0%	48.0%	-0.8	-1
Legal Grades (Solicitors)	37.7%	62.3%	265	40.2%	59.8%	2.5	7
M&E Engineering[6]	64%	36%	121	60.3%	39.7%	-4.1	-5
Mapping and Charting[6]	65%	35%	137	58.9%	41.1%	-6.0	-8
Meat Inspectors	39.6%	60.4%	111	55.9%	44.1%	16.3	18
Planning Office Staff	37.7%	62.3%	385	37.0%	63.0%	-0.7	-3
Prison Grades	88.4%	11.6%	1,411	52.8%	47.2%	-35.6	-502
Quantity Surveyors	57.9%	42.1%	38	40.0%	60.0%	-17.9	-7
Science Grades	60.0%	40.0%	473	61.8%	38.2%	1.8	8
Statisticians	55.8%	44.2%	242	53.8%	46.2%	-1.9	-5
Structural Engineers	75.0%	25.0%	20	50.0%	50.0%	-25.0	-5
Support Grades	67.4%	32.6%	230	56.0%	44.0%	-11.4	-26
Trading Standards[6]	53%	47%	33	54.8%	45.2%	1.7	0
Typing[6]	62%	38%	308	57.2%	42.8%	-4.3	-13
Valuation[6]	53%	47%	169	59.8%	40.2%	6.4	11
Vehicle & Driving Examiners	55.8%	44.2%	414	56.1%	43.9%	0.4	1
Veterinary Officers	56.2%	43.8%	121	53.3%	46.7%	-2.9	-4
ALL[7]	**52.2%**	**47.8%**	**27,126**	**53.3%**	**46.7%**	1.1	304

Table A2.2 Notes:

1. Occupational groups with fewer than 20 staff have been omitted from the table.
2. The total number of Protestant and Catholic staff. (See also footnote 6).
3. A minus sign denotes that the proportion of Protestants in the NICS is above, and the number of Catholics in the NICS is below, the proportion in the comparator population. The converse is true for numbers without a minus sign. Differences with a minus sign are shown in **purple**, denoting that the Catholic proportion in the NICS is less than in the comparator population; differences without a minus sign are shown in **blue**, denoting that the Protestant proportion in the NICS is less than in the comparator population.
4. Using data on the economically active population from the 2011 Census. See Annex 9 for details of the occupational codes and the qualification thresholds used. For the General Service, a comparator population was derived for each grade level, and then aggregated to reflect the actual grade profile of the General Service.
5. This is the difference between the actual number of Protestant (or Catholic) staff and what the number would be if the NICS composition was in line with the comparator population.
6. The number of staff whose community background was 'Not Determined' was 4 or fewer, and therefore too small to disclose. For this occupational group, the figure in the column headed 'No.' includes these staff; and the compositional percentages have been rounded to the nearest whole number.
7. This is based on what the total number of Protestants and the total number of Catholics would be if each occupational group had the same composition as its comparator population.

Table A2.3
Occupational groups and comparator population: age-group

Occupational Group[1]	Composition of NICS				Composition of Comparator Population			Difference[3] between Composition of NICS and Comparator Population[4]					
								Percentages			Numbers[5]		
	16-34	35-49	50+	No[2].	16-34	35-49	50+	16-34	35-49	50+	16-34	35-49	50+
Agricultural Inspector (Grade)	18.2%	56.7%	25.1%	291	32.5%	39.4%	28.1%	-14.3%	17.3%	-3.0%	-42	50	-9
Agricultural Inspector (Group)	24.3%	38.5%	37.3%	416	21.4%	42.4%	36.2%	2.9%	-4.0%	1.1%	12	-17	5
Architects	10.3%	25.9%	63.8%	116	40.8%	37.1%	22.1%	-30.5%	-11.2%	41.7%	-35	-13	48
Careers Officers	22.3%	43.0%	34.7%	121	37.0%	40.2%	22.8%	-14.7%	2.8%	11.9%	-18	3	14
Civil Engineers	17.1%	38.1%	44.8%	832	43.3%	34.1%	22.5%	-26.3%	4.0%	22.3%	-219	33	185
Computing	31.3%	46.9%	21.8%	588	46.9%	42.4%	10.8%	-15.6%	4.6%	11.0%	-92	27	65
Curatorial Grades	28.9%	44.7%	26.3%	38	26.9%	38.9%	34.1%	2.0%	5.8%	-7.8%	1	2	-3
Drawing Office Staff	9.1%	37.7%	53.2%	220	51.4%	29.7%	18.8%	-42.4%	8.0%	34.3%	-93	18	76
Economists	68.0%	25.3%	6.7%	75	54.7%	36.4%	9.0%	13.3%	-11.0%	-2.3%	10	-8	-2
Education & Training Inspectorate	0.0%	31.6%	68.4%	57	11.9%	33.0%	55.1%	-11.9%	-1.4%	13.3%	-7	-1	8

Continued....

Occupational Group[1]	Composition of NICS				Composition of Comparator Population			Difference[3] between Composition of NICS and Comparator Population[4]					
								Percentages			Numbers[5]		
	16-34	35-49	50+	No[2].	16-34	35-49	50+	16-34	35-49	50+	16-34	35-49	50+
Fisheries	18.9%	45.9%	35.1%	37	37.8%	40.7%	21.5%	-18.9%	5.2%	13.6%	-7	2	5
Foremen	4.5%	45.5%	50.0%	22	28.7%	44.8%	26.5%	-24.1%	0.6%	23.5%	-5	0	5
Forestry	0.0%	68.8%	31.3%	48	40.1%	40.4%	19.5%	-40.1%	28.4%	11.8%	-19	14	6
General Service	30.6%	43.7%	25.6%	18,640	44.8%	36.6%	18.5%	-14.2%	7.1%	7.1%	-2,646	1,324	1,323
Health and Safety Inspectors	17.8%	48.9%	33.3%	45	23.2%	47.0%	29.9%	-5.4%	1.9%	3.5%	-2	1	2
Industrial	13.0%	48.7%	38.2%	1,051	40.3%	35.3%	24.4%	-27.2%	13.4%	13.8%	-286	141	145
Information Officers	26.0%	60.3%	13.7%	73	48.9%	36.2%	14.9%	-22.9%	24.0%	-1.2%	-17	18	-1
Legal Grades (Solicitors)	31.1%	45.9%	23.0%	283	40.5%	35.0%	24.5%	-9.4%	10.9%	-1.5%	-27	31	-4
M&E Engineering	16.5%	24.0%	59.5%	121	41.7%	38.7%	19.7%	-25.1%	-14.7%	39.8%	-30	-18	48
Mapping and Charting	16.8%	32.1%	51.1%	137	42.1%	34.5%	23.4%	-25.3%	-2.4%	27.7%	-35	-3	38
Meat Inspectors	≤3.4%	≥46.6%	50.0%	116	20.1%	46.2%	33.7%	≤-16.7%	≥0.4%	16.3%	≤-19	≥0	19
Planning Office Staff	49.7%	33.4%	16.8%	398	50.2%	35.1%	14.7%	-0.5%	-1.7%	2.1%	-2	-7	8

Continued....

Occupational Group[1]	Composition of NICS				Composition of Comparator Population			Difference[3] between Composition of NICS and Comparator Population[4]					
								Percentages			Numbers[5]		
	16-34	35-49	50+	No[2].	16-34	35-49	50+	16-34	35-49	50+	16-34	35-49	50+
Prison Grades	16.5%	51.0%	32.4%	1,581	44.8%	36.7%	18.5%	-28.3%	14.4%	13.9%	-447	227	220
Quantity Surveyors	≤10.5%	≥26.3%	63.2%	38	45.5%	34.2%	20.3%	≤-35.0%	≥-7.9%	42.9%	≤-13	≥-3	16
Science Grades	27.3%	50.5%	22.2%	513	38.1%	35.5%	26.4%	-10.8%	15.0%	-4.2%	-55	77	-21
Statisticians	48.4%	42.5%	9.1%	252	53.0%	35.8%	11.3%	-4.6%	6.7%	-2.1%	-12	17	-5
Structural Engineers	≤20.0%		≥80.0%	20	44.5%	31.4%	24.1%	≤-55.9%		≥55.9%	≤-11		≥11
Support Grades	9.4%	31.9%	58.7%	235	31.1%	35.7%	33.2%	-21.8%	-3.8%	25.6%	-51	-9	60
Trading Standards	39.4%	27.3%	33.3%	33	23.4%	49.2%	27.4%	16.0%	-21.9%	5.9%	5	-7	2
Typing	2.3%	42.5%	55.2%	308	23.6%	44.6%	31.9%	-21.3%	-2.0%	23.3%	-66	-6	72
Valuation	33.7%	23.7%	42.6%	169	37.2%	39.4%	23.4%	-3.4%	-15.8%	19.2%	-6	-27	32
Vehicle & Driving Examiners	31.9%	42.2%	25.9%	429	47.4%	33.8%	18.9%	-15.4%	8.4%	7.0%	-66	36	30
Veterinary Officers	10.0%	50.0%	40.0%	150	36.2%	43.5%	20.3%	-26.2%	6.5%	19.7%	-39	10	30
ALL[6]	**27.8%**	**43.5%**	**28.6%**	**27,969**	**43.4%**	**36.8%**	**19.8%**	-15.5%	6.7%	8.8%	-4,346	1,873	2,472

Table A2.2 Notes:

1. Occupational groups with fewer than 20 staff have been omitted from the table.
2. The total number of staff.
3. A minus sign denotes that the staff in the age group in the NICS is below the proportion in the comparator population. The converse is true for numbers without a minus sign. Differences with a minus sign are shown in **purple**; differences without a minus sign are shown in **blue**.
4. Using data on the economically active population from the 2011 Census. See Annex 9 for details of the occupational codes and the qualification thresholds used. For the General Service, a comparator population was derived for each grade level, and then aggregated to reflect the actual grade profile of the General Service.
5. This is the difference between the actual number of staff in each age group and what the number would be if the NICS composition was in line with the comparator population.
6. This is based on what the total number of staff in each age-group would be if each occupational group had the same age composition as its comparator population.

ANNEX 3

UNDERLYING DATA FOR GRAPHS

Table A3.1
NICS staff by Gender at 1st January 2013 (see Figure 1)

Gender	Number	Column Percentage
Female	14,008	50.1%
Male	13,961	49.9%
Total	27,969	100.0%

Table A3.2
Female Representation in the NICS 2000-2013 (see Figure 2)

Year	Female staff	Male staff	Total staff	Female staff as proportion of all staff
2000	13,198	14,351	27,549	47.9%
2001	13,865	14,564	28,429	48.8%
2002	14,507	14,973	29,480	49.2%
2003	15,198	15,392	30,590	49.7%
2004	15,597	15,635	31,232	49.9%
2005	15,933	15,821	31,754	50.2%
2006	15,923	15,727	31,650	50.3%
2007	15,319	15,047	30,366	50.4%
2008	14,864	13,393	28,257	52.6%
2009	14,197	13,152	27,349	51.9%
2010	14,192	13,207	27,399	51.8%
2011	14,528	13,173	27,701	52.4%
2012	13,944	14,051	27,995	49.8%
2013	14,008	13,961	27,969	50.1%

Table A3.3
Female and Male Representation in the NICS by Analogous Grade Level, 2000 and 2013 (see Figure 3)

Analogous Grade	2000		2013	
	Female (%)	Male (%)	Female (%)	Male (%)
Uniformed Prison			22.5	77.5
Industrial	2.2	97.8	4.5	95.5
AA	66.6	33.4	50.2	49.8
AO	74.9	25.1	62.9	37.1
EOI/EOII	46.9	53.1	54.7	45.3
SO	29.7	70.3	45.2	54.8
DP	23.9	77.1	44.6	55.4
G6/G7	21.9	78.1	41.2	58.8
G5+	11.3	88.8	31.7	68.3

Note: Data not collected for Prison Grades prior to 2012.

Table A3.4
NICS staff by community background at 1st January 2013 (see Figure 4)

Community Background	Number	Column Percentage
Catholic	12,959	47.8%
Protestant	14,167	52.2%
Total (excluding Not Determined)	27,126	100.0%
Not Determined	773	

Table A3.5
Catholic Representation in the NICS 2000-2013 (see Figure 5)

Year	Catholic staff	Protestant staff	Total staff (excluding 'Not Determined')	'Not Determined' staff	Catholic staff as proportion of total staff (excluding 'Not Determined')
2000	10,948	15,292	26,240	1,309	41.7%
2001	11,687	15,571	27,258	1,171	42.9%
2002	12,517	15,928	28,445	1,035	44.0%
2003	13,307	16,400	29,707	883	44.8%
2004	13,705	16,650	30,355	877	45.1%
2005	14,139	16,772	30,911	843	45.7%
2006	14,234	16,564	30,798	852	46.2%
2007	13,840	15,772	29,612	754	46.7%
2008	13,037	14,532	27,569	688	47.3%
2009	13,068	13,651	26,719	630	48.9%
2010	13,139	13,599	26,738	661	49.1%
2011	13,270	13,738	27,008	693	49.1%
2012	12,800	14,332	27,132	863	47.2%
2013	12,959	14,167	27,126	773	47.8%

Table A3.6
Catholic and Protestant Representation (excluding 'Not Determined') in the NICS by Analogous Grade Level, 2000-2013 (see Figure 6)

Analogous Grade	2000		2013	
	Protestant [%]	Catholic [%]	Protestant [%]	Catholic [%]
Uniformed Prison			88.4	11.6
Industrial	60.8	39.2	55.6	44.4
AA	55.7	44.3	50.5	49.5
AO	54.6	45.4	47.2	52.8
EOI/EOII	56.6	43.4	49.2	50.8
SO	61.2	38.8	52.7	47.3
DP	68.4	31.6	55.5	44.5
G6/G7	72.4	27.6	52.6	47.4
G5+	75.5	24.5	60.0	40.0

Note: Data not collected for Prison Grades prior to 2012.

Table A3.7
NICS staff by age-group at 1st January 2013 (see Figure 7)

Age-group	Number	Column Percentage
16-34	7,784	27.8%
35-49	12,174	43.5%
50+	8,011	28.6%
Total	27,969	100.0%

Table A3.8
Age-group Composition of the NICS by Analogous Grade Level at 1st January 2013 (see Figure 8)

Analogous Grade Level	16-24		25-34		35-49		50+		All	
	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.	Row %
G5+	0	0.0%	1	0.5%	78	35.8%	139	63.8%	218	100.0%
G6/G7	0	0.0%	84	5.8%	669	46.1%	698	48.1%	1,451	100.0%
DP	2	0.1%	365	14.7%	1,171	47.3%	940	37.9%	2,478	100.0%
SO	34	1.0%	679	20.7%	1,521	46.3%	1,048	31.9%	3,282	100.0%
EOI/EOII	111	1.4%	1,679	21.0%	3,979	49.9%	2,208	27.7%	7,977	100.0%
AO	359	4.6%	3,059	39.0%	2,891	36.9%	1,526	19.5%	7,835	100.0%
AA	327	15.9%	680	33.1%	535	26.0%	515	25.0%	2,057	100.0%
Industrial	22	2.0%	121	11.1%	523	48.0%	424	38.9%	1,090	100.0%
Prison Grades	61	3.9%	200	12.7%	807	51.0%	513	32.4%	1,581	100.0%

Table A3.9
NICS staff by disability at 1st January 2013 (see Figure 9)

Disability	Number	Column Percentage
No disability declared[a]	26,480	94.7%
Disability declared	1,489	5.3%
Total	27,969	100.0%

Table A3.10
Disability Composition of the NICS by Analogous Grade Level at 1st January 2013 (see Figure 10)

Analogous Grade Level	No disability declared[b]		Disability declared		All	
	No.	Row %	No.	Row %	No.	Row %
G6+	453	97.0%	14	3.0%	467	100.0%
G7	1,159	96.4%	43	3.6%	1,202	100.0%
DP	2,371	95.7%	107	4.3%	2,478	100.0%
SO	3,140	95.7%	142	4.3%	3,282	100.0%
EOI	3,311	93.7%	222	6.3%	3,533	100.0%
EOII	4,202	94.6%	239	5.4%	4,441	100.0%
AO	7,327	93.5%	508	6.5%	7,835	100.0%
AA	1,897	92.2%	160	7.8%	2,057	100.0%
Industrial	1,065	97.4%	28	2.6%	1,093	100.0%
Prison Grades	1,555	98.4%	26	1.6%	1,581	100.0%

Table A3.11(a)
NICS recruitment competitions with application closing date in 2012 from which appointments had been made by 20 May 2014: (see Figure 11(a))

	Applicants		Appointees	
Gender	Number	Column Percentage	Number	Column Percentage
Male	10,907	65.0%	517	66.0%
Female	5,881	35.0%	266	34.0%
Total	16,788	100.0%	783	100.0%

Note that gender information is missing for 7 applicants.

[a] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Table A3.11(b)
NICS recruitment competitions with application closing date in 2012 from which appointments had been made by 20 May 2014: (see Figure 11(b))

Community Background	Applicants Number	Applicants Column Percentage	Appointees Number	Appointees Column Percentage
Catholic	7,013	45.4%	357	49.2%
Protestant	8,440	54.6%	369	50.8%
Total (excluding Not Determined)	15,453	100.0%	726	100.0%

Table A3.11(c)
NICS recruitment competitions with application closing date in 2012 from which appointments had been made by 20 May 2014: (see Figure 11(c))

Age-Group	Applicants Number	Applicants Column Percentage	Appointees Number	Appointees Column Percentage
16-24	5,109	30.4%	192	24.6%
25-39	8,440	50.3%	425	54.3%
40-49	2,269	13.5%	109	13.9%
50+	972	5.8%	56	7.2%
Total	16,790	100.0%	782	100.0%

Note that date of birth is missing or invalid for 5 applicants and 1 appointee.

Table A3.12(a)
Custody Officer competition 2012: (see Figure 12(a))

Gender	Applicants Number	Applicants Column Percentage	Appointees Number	Appointees Column Percentage
Male	3,347	68.5%	89	63.6%
Female	1,542	31.5%	51	36.4%
Total	4,889	100.0%	140	100.0%

Table A3.12(b)
Custody Officer competition 2012: (see Figure 12(b))

Community Background	Applicants Number	Applicants Column Percentage	Appointees Number	Appointees Column Percentage
Catholic	1,244	28.0%	21	16.4%
Protestant	3,205	72.0%	107	83.6%
Total (excluding Not Determined)	4,449	100.0%	128	

Table A3.13(a)
2012 leavers (see Figure 13(a))

Gender	Number	Column Percentage
Male	485	58.5
Female	344	41.5
Total	829	100.0

Table A3.13(b)
2012 leavers (see Figure 13(b))

Community Background	Number	Column Percentage
Catholic	331	42.3
Protestant	451	57.7
Total (excluding Not Determined)	782	100.0
Not Determined	47	

Table A3.13(c)
2012 leavers (see Figure 13(c))

Age-group	Number	Column Percentage
16-24	98	11.8
25-34	162	19.5
35-49	173	20.9
50+	396	47.8
Total	829	100.0

Table A3.13(d)
2012 leavers (see Figure 13(d))

Disability	Number	Column Percentage
No disability declared[a]	765	92.3
Disability declared	64	7.7
Total	829	100.0

[a] For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Table A3.14(a)
Reasons for Leaving (see Figure 14(a))

Gender	Resig-nations in 2012	Retire-ments in 2012	Ill Health in 2012	Staff in post at 1 January 2012	Resig-nation rate 2012	Retire-ment rate 2012	Ill Health Rate 2012
Male	99	167	55	14,051	0.7%	1.2%	0.4%
Female	94	100	37	13,944	0.7%	0.7%	0.3%

Table A3.14(b)
Reasons for Leaving (see Figure 14(b))

Community Background	Resig-nations in 2012	Retire-ments in 2012	Ill Health in 2012	Staff in post at 1 January 2012	Resig-nation rate 2012	Retire-ment rate 2012	Ill Health Rate 2012
Catholic	79	72	46	12,800	0.6%	0.6%	0.4%
Protestant	99	181	44	14,332	0.7%	1.3%	0.3%

Table A3.14 (c)
Reasons for Leaving (see Figure 14(c))

Age-group	Resig-nations in 2012	Retire-ments in 2012	Ill Health in 2012	Staff in post at 1 January 2012	Resig-nation rate 2012	Retire-ment rate 2012	Ill Health Rate 2012
16-24	24	0	0	728	3.3%	0.0%	0.0%
25-34	76	0	4	6,573	1.2%	0.0%	0.1%
35+	93	267	88	20,694	0.4%	1.3%	0.4%

ANNEX 4

4.1 Data Sources

With the exception of data relating, in part, to the Youth Justice Agency, the source of data for this report is HRConnect, the Human Resource Service for the NICS (2013 figures[a]). Data on staff in the Youth Justice Agency who are not already on HR Connect were obtained from the personnel data systems of this organisation. The data obtained from all data sources related to 1 January 2013.

4.2 Discontinuities

Over the period 2001-2013, several parts of the NICS changed their status and ceased to be part of the civil service. NICS staff on secondment to the Police Service of Northern Ireland (PSNI) ceased to be civil servants and became PSNI employees − whereas the NI Court Service and the Youth Justice Agency became part of the NICS. The table below lists the years in which these changes occurred, and the approximate number of people who ceased to be, or who became NICS staff as a result.

Year of change	Staff ceasing to be, or becoming, included in NICS figures	Size of Change (Headcount) in NICS figures
2002-04	Industrial Development Board (creation of Invest NI)	- 400
2006	Department of Agriculture and Rural Development Science Service (became part of Agri-Food and Biosciences Institute)	-700
2007	Water Service (became NI Water)	-1,700
2008	Civilian staff seconded to PSNI (became PSNI staff)	-1,200
2010	NI Court Service and Youth Justice Agency (devolution of policing and justice)	+1,000
2012	Prison Grades Staff (availability of sufficiently detailed data for inclusion in Equality Report)	+1,750

[a] Pre-2009 is based on extracts taken from the Human Resource Management System (HRMS).

4.3 Missing data

4.3(a) Community Background

Data on community background was missing for 70 staff. The table below shows, for each analogous grade level, the proportion of staff for whom community background data was missing. Overall, there was missing community background data for 0.3% of staff, ranging from none at analogous Grade 6 and above, to 1.4% of Prison Grade staff.

Analogous Grade Level	Staff whose community background was missing, as a proportion of all staff
G5+	None missing
G6	None missing
G7	0.2%
DP	0.2%
SO	0.5%
EO1	0.1%
EOII	0.0%
AO	0.2%
AA	0.1%
Industrial	0.2%
Prison Grades	1.4%
Total	**0.3%**

4.3 (b) Ethnicity

Ethnicity is based on the answers of each member of staff (or applicant) to the monitoring questions:

Are you:

White	*Of Black African origin*
Of Black Caribbean origin	*Of Bangladeshi origin*
Of Chinese origin	*Of Indian origin*
Of Pakistani origin	*Other (please specify)*

Are you a member of a mixed ethnic group?

Yes *No*

Are you a member of the Irish Travelling Community?

Yes *No*

Data on ethnicity were missing for 3,641 staff. The table below shows, for each analogous grade level, the proportion of staff for whom ethnicity data was missing. For industrial staff, this was 26.3%; for non-industrial staff it ranged from 7.7% at the Grade 7 analogous grade level to 36.7% at the Prison Grades level.

Analogous Grade Level	Staff whose ethnicity was missing, as a proportion of all staff
G5+	7.8%
G6	8.8%
G7	7.7%
DP	9.2%
SO	10.6%
EO1	15.7%
EOII	9.8%
AO	10.7%
AA	11.3%
Industrial	26.3%
Prison Grades	36.7%
Total	**13.0%**

4.3 (c) Disability

Disability is based on the answers of each member of staff (or applicant) to the monitoring question:-

'Do you consider yourself to have a disability?'

On the former Human Resource Management System (HRMS) at October 2008, just before it was superseded by HRConnect, the proportion who had a disability was 5.6% of those staff who had answered the disability question. It should be noted that data were missing for 10.8% of staff (those who had not answered the disability question). On the HRConnect system it is not possible to identify all the staff who were asked the disability question but answered 'no'; accordingly the number of staff who have answered that they have a disability needs to be expressed as a proportion of all staff. From HRMS we know that at October 2008 the proportion of all staff who said they had a disability was 5.0%. The table below shows how the two proportions compare for each analogous grade. The largest difference is 1.4 percentage points (industrial staff).

Analogous Grade Level	Staff who said they had a disability, as a proportion of staff who answered the disability question (October 2008 data)	Staff who said they had a disability, as a proportion of all staff (October 2008 data)
G5+	3.5%	3.3%
G6/G7	3.5%	3.3%
DP	4.4%	4.1%
SO	4.6%	4.2%
EOI/EOII	5.8%	5.1%
AO	5.8%	5.3%
AA	8.5%	7.5%
Industrial	4.7%	3.3%
Total	5.6%	5.0%

ANNEX 5

DIFFERENCES BETWEEN STAFF COVERAGE IN THIS REPORT AND IN THE NICS FAIR EMPLOYMENT MONITORING RETURN

Under fair employment legislation all registered employers including the NICS are required to complete an annual monitoring return detailing the community background, full/part-time status, occupational group and gender profile of their workforce. The 2013 NICS Monitoring return, which details the compositional profile of the service at 1st January 2013, recorded 28,559 staff, whereas this report relates to **27,969** staff.

The statistics in this report differ somewhat from those contained in the Fair Employment Monitoring Return (FEMR) due to the inclusion of additional employee groupings in the FEMR e.g. Employment Support Staff, Fee Paid Interviewers etc.

The monitoring return also provides data on 'Appointees', 'Promotees' & 'Leavers' which for the above reasons will also not be identical to the statistics provided in this report.

A copy of the 2013 Equality Commission Fair Employment monitoring report can be found at the following link:

FETO monitoring report No 23 - 2013

ANNEX 6

ANALOGOUS GRADE LEVELS (GENERAL SERVICE GRADE)

Abbreviation	NI Departments
G5	Grade 5 (Assistant Secretary)
G6/G7	Grade 6 (Senior Principal) & Grade 7 (Principal)
DP	Deputy Principal
SO	Staff Officer
EOI/EOII	Executive Officer I & Executive Officer II
AO	Administrative Officer
AA	Administrative Assistant

ANNEX 7

7.1 DISABILITY: DERIVATION OF CONTEXTUAL FIGURES

Economically Active Aged 16-64 With A Disability[a]

Fieldwork for the Northern Ireland Survey of Activity Limitation and Disability (NISALD) – adults and children in private households – was conducted throughout 2006 and was completed in early 2007. Accordingly, to provide an estimated number of persons from the survey findings, it is best to use mid-2006 population estimates. The mid-year estimate of the number of persons aged 16-64 at mid-2006 was 1,122,131.

Economically active aged 16-64, irrespective of qualifications

The estimated proportion of 16-64 year olds who had a disability[a] and were economically active was 3.9% [Source: NISALD]. The estimated number was therefore 43,800.

The estimated number (2006) of economically active people aged 16-64 was 782,000 [Source: Labour Force Survey (LFS)].

Of economically active people aged 16-64, the estimated proportion with a disability [a] is therefore 5.6%.

Economically active aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications)

The estimated proportion of 16-64 year olds who had a disability[a] , were economically active and possessed one or more GCSEs A*-C (or equivalent or higher qualifications) was 2.5%. [Source: NISALD]. The estimated number was therefore 28,100.

The estimated number (2006) of economically active people aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications) was 592,000. [Source: LFS].

Of economically active people aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications), the estimated proportion with a disability[a] is therefore 4.7%.

Economically active aged 16-64 with one or more A-Levels (or equivalent or higher qualifications)

The estimated proportion of 16-64 year olds who had a disability[a], were economically active and possessed one or more one or more A-levels (or equivalent or higher qualifications) was 1.4% [Source: NISALD]. The estimated number was therefore 15,700.

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[a] Disability or long-standing activity limitation. For definition see Section 1.3 of *The Prevalence of Disability and Activity Limitations amongst adults and children living in private households in Northern Ireland*, NISRA, July 2007, available at http://www.csu.nisra.gov.uk/survey.asp12.htm

The estimated number (2006) of economically active people aged 16-64 with one or more A-levels (or equivalent or higher qualifications) was 424,000. [Source: LFS].

Of economically active people aged 16-64 with one or more A-levels (or equivalent or higher qualifications), the estimated proportion with a disability[a] is therefore 3.7%.

Economically active aged 16-64 with degree-level qualifications

The estimated proportion of 16-64 year olds who had a disability[a], were economically active and possessed a degree or equivalent was 0.6%. [Source: NISALD]. The estimated number was therefore 6,700.

The estimated number (2006) of economically active people aged 16-64 with a degree or equivalent was 153,000. [Source: LFS].

Of economically active people aged 16-64 with degree or equivalent, the estimated proportion with a disability[a] is therefore 4.4%.

7.2 GRADE 5 AND ABOVE: DERIVATION OF CONTEXTUAL STATISTICS

Economically active population aged 16-64 with at least 2[a]A levels

Equality Category	Description	Proportion
Gender[b]	Male	49.2%
	Female	50.8%
Community Background[b]	Catholic	44.0%
	Protestant	56.0%
Age-group	16-24	20.2%
	25-34	33.6%
	35-49	34.0%
	50-59	10.8%
	60+	1.5%
Ethnicity	White	98.2%
	Minority Ethnic Groups	1.8%
Disability	With a disability	3.7%
	Without a disability	96.3%

Sources: 2011 Census of Population (all equality categories except disability). Disability data: Northern Ireland Survey of Activity Limitation and Disability; Labour Force Survey (for denominator).

[a] Except for the disability data, where the threshold is one or more A-levels (or equivalent or higher qualifications).
[b] Adjusted for age profile of staff at Grade 5 and above. See details on the next page.

ADJUSTING FOR AGE OF STAFF AT GRADE 5 AND ABOVE STAFF – DETAILED CALCULATION

In producing a comparator based on the economically active population for the composition of NICS staff at Grade 5 and above in terms of community background or gender, it is appropriate to take account of the age structure of these staff. As the representation of the various groups in the wider population is different for each age-band, the various age-bands are considered separately before aggregating to obtain the overall representation. This table shows the methodology used to derive the Community Background figures shown in Annex 7.2. (The gender figures have been derived in a similar way).

Age-band	Number of senior staff	Economically active population with 2+ A Levels		'Expected' number of senior staff, to mirror economically active population with 2+ A Levels	
		Protestant [%]	Catholic [%]	Protestant No.	Catholic No.
16-19	0			0	0
20-24	0			0	0
25-29	0			0	0
30-34	1	47.6	52.4	0	1
35-39	9	50.5	49.5	5	4
40-44	27	52.5	47.5	14	13
45-49	42	54.1	45.9	23	19
50-54	68	56.5	43.5	38	30
55-59	53	59.4	40.6	31	22
60-64	18	63.6	36.4	11	7
Total	218			122 [56.0%]	96 [44.0%]

For each age-band, 'expected' numbers were calculated for each group, based on the total actual number of senior staff in the age-band and the proportions of each group from the wider population. These are the numbers from each group that would be expected if the profile of senior staff in the age band was representative of the wider population. In the table above, there were 27 senior staff aged 40-44. The wider economically active population with 2+ A Levels in this age group was 52.5% Protestant and 47.5% Catholic, so, if the composition of senior staff in this age-band was representative, the expected profile would be 14 Protestant and 13 Catholic. This was repeated for each age-band. The total 'expected' number of senior staff for each group was then calculated by adding together the numbers expected for the group in each age-band. From these total 'expected' numbers (122 Protestant, 96 Catholic), the overall 'expected' percentages were calculated (56.0% Protestant, 44.0% Catholic).

7.3 CONTEXTUAL FIGURES FOR NICS APPLICANTS OVERALL AND FOR NICS STAFF

Economically active population aged 16-64 with at least 1 GCSE[a]

Equality Category	Description	Proportion
Gender	Male	47.8%
	Female	52.2%
Community Background	Catholic	47.2%
	Protestant	52.8%
Age-group	16-24	17.7%
	25-34	26.9%
	35-49	36.6%
	50-59	14.7%
	60+	4.1%
Ethnicity	White	99.2%
	Minority Ethnic Groups	0.8%
Disability	With a disability	4.7%
	Without a disability	95.3%

Sources: 2011 Census of Population (all equality categories except disability). Disability data: Northern Ireland Survey of Activity Limitation and Disability; Labour Force Survey (for denominator).

[a] In the case of Disability, one or more GCSEs A*-C (or equivalent or higher qualifications).

ANNEX 8

COMPARATOR POPULATIONS FOR EACH OCCUPATION, BASED ON 2011 CENSUS

Occupation	Comparator Population: economically active persons	
	Standard Occupational Classification (SOC) 2010 unit groups	**Minimum Qualifications[a]**
Agricultural Inspector (Grade)	2112 Biological scientists and biochemists, 3550 Conservation and environmental associate professionals, 3565 Inspectors of standards and regulations	Level 4
Agricultural Inspector (Group)	3550 Conservation and environmental associate professionals, 3565 Inspectors of standards and regulations	No Qualifications
Architects	2431 Architects	Level 4
	2435 Chartered architectural technologists, 3121 Architectural and town planning technicians, 3122 Draughtspersons	Level 1
Careers Officers	3564 Careers advisers and vocational guidance specialists	Level 1
Civil Engineers	2121 Civil engineers	Level 4
	3113 Engineering technicians, 3114 Building and civil engineering technicians	Level 1
Computing	1136 Information technology and telecommunications directors, 2133 IT specialist managers, 2134 IT project and programme managers, 2135 IT business analysts, architects and systems designers, 2136 Programmers and software development professionals, 2137 Web design and development professionals, 2139 Information technology and telecommunications professionals not elsewhere classified (n.e.c.), 3131 IT operations technicians, 3132 IT user support technicians	Level 1

[a] Level 1: GCSE (grades D-G), CSE (grades 2-5), 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents
Level 2: 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), 5+ 'O' level passes, Senior Certificate, 1 'A' level, 1-3 AS levels, Advanced Senior Certificate, NVQ level 2, GNVQ Intermediate or equivalent
Level 3: 2+ 'A' levels, 4+ AS levels, NVQ level 3, GNVQ Advanced or equivalents
Level 4: First Degree, NVQ Level 4, HNC, HND or equivalents

COMPARATOR POPULATIONS FOR EACH OCCUPATION, BASED ON 2011 CENSUS, continued

Occupation	Comparator Population: economically active persons	
	Standard Occupational Classification (SOC) 2010 unit groups	**Minimum Qualifications[a]**
Curatorial Grades	2452 Archivists and curators	Level 1
Drawing Office Staff	3122 Draughtspersons	Level 1
Economists	2425 Actuaries, economists and statisticians	Level 4
Education & Training Inspectorate	2318 Education advisers and school inspectors	Level 4
Fisheries	3550 Conservation and environmental associate professionals	Level 1
Foremen	5250 Skilled metal, electrical and electronic trades supervisors, 5330 Construction and building trades supervisors	Level 2
Forestry	1213 Managers and proprietors in forestry, fishing and related services, 2141 Conservation professionals, 2142 Environment professionals, 3550 Conservation and environmental associate professionals	Level 2
General Service	All[b]	AA Level 1 AO Level 1 EOII Level 1 EOI Level 1 SO Level 1 DP Level 1 G7 Level 2 G6 Level 2 G5+ Level 3
Health and Safety Inspectors	3565 Inspectors of standards and regulations, 3567 Health and safety officers	Level 4

[a] Level 1: GCSE (grades D-G), CSE (grades 2-5), 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents
Level 2: 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), 5+ 'O' level passes, Senior Certificate, 1 'A' level, 1-3 AS levels, Advanced Senior Certificate, NVQ level 2, GNVQ Intermediate or equivalent
Level 3: 2+ 'A' levels, 4+ AS levels, NVQ level 3, GNVQ Advanced or equivalents
Level 4: First Degree, NVQ Level 4, HNC, HND or equivalents

[b] The economically active population was weighted to reflect the age-profile of each grade level.

COMPARATOR POPULATIONS FOR EACH OCCUPATION, BASED ON 2011 CENSUS, continued

Occupation	Comparator Population: economically active persons	
	Standard Occupational Classification (SOC) 2010 unit groups	**Minimum Qualifications[a]**
Industrial	5112 Horticultural trades, 5113 Gardeners and landscape gardeners, 5114 Groundsmen and greenkeepers, 5119 Agricultural and fishing trades n.e.c., 5211 Smiths and forge workers, 5212 Moulders, core makers and die casters, 5213 Sheet metal workers, 5214 Metal plate workers, and riveters, 5215 Welding trades, 5216 Pipe fitters 5223 Metal working production and maintenance fitters, 5241 Electricians and electrical fitters, 5249 Electrical and electronic trades n.e.c., 5312 Bricklayers and Masons, 5314 Plumbers and heating and ventilating engineers, 5315 Carpenters and joiners, 5316 Glaziers, window fabricators and fitters, 5319 Construction and building trades n.e.c., 5321 Plasterers, 5322 Floorers and wall tilers, 5323 Painters and decorators, 5442 Furniture makers and other craft woodworkers, 8119 Process operatives n.e.c., 8121 Paper and wood machine operatives, 8123 Quarry workers and related operatives, 8124 Energy plant operatives, 8125 Metal working machine operatives, 8126 Water and sewerage plant operatives, 8129 Plant and machine operatives n.e.c., 8139 Assemblers and routine operatives n.e.c., 8142 Road construction operatives, 8149 Construction operatives n.e.c., 8222 Fork-lift truck drivers, 8223 Agricultural machinery drivers, 8229 Mobile machine drivers and operatives n.e.c., 9112 Forestry workers, 9119 Fishing and other elementary agriculture occupations n.e.c., 9120 Elementary construction occupations, 9139 Elementary process plant occupations n.e.c.	No Qualifications
Information Officers	1134 Advertising and public relations directors, 2471 Journalists, newspaper and periodical editors, 2472 Public relations professionals, 2473 Advertising accounts managers and creative directors, 3543 Marketing associate professionals	Level 1

COMPARATOR POPULATIONS FOR EACH OCCUPATION,

[a] Level 1: GCSE (grades D-G), CSE (grades 2-5), 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents
Level 2: 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), 5+ 'O' level passes, Senior Certificate, 1 'A' level, 1-3 AS levels, Advanced Senior Certificate, NVQ level 2, GNVQ Intermediate or equivalent
Level 3: 2+ 'A' levels, 4+ AS levels, NVQ level 3, GNVQ Advanced or equivalents
Level 4: First Degree, NVQ Level 4, HNC, HND or equivalents

BASED ON 2011 CENSUS, continued

Occupation	Comparator Population: economically active persons	
	Standard Occupational Classification (SOC) 2010 unit groups	**Minimum Qualifications[a]**
Legal Grades (Solicitors)	2412 Barristers and judges, 2413 Solicitors, 2419 Legal professionals n.e.c.	Level 4
M&E Engineering	2122 Mechanical engineers, 2123 Electrical engineers, 2124 Electronics engineers	Level 4
	3112 Electrical and electronics technicians, 3113 Engineering technicians, 5249 Electrical and electronic trades n.e.c.	Level 1
Mapping and Charting	2434 Chartered surveyors, 3122 Draughtspersons	Level 2
Meat Inspectors	3565 Inspectors of standards and regulations	Level 1
Planning Office Staff	2432 Town planning officers	Level 4
Prison Grades	All	Level 1
Quantity Surveyors	2433 Quantity surveyors	Level 4
Science Grades	2111 Chemical scientists, 2112 Biological scientists and biochemists, 2113 Physical scientists	Level 1
Statisticians	2114 Social and humanities scientists, 2425 Actuaries, economists and statisticians	Level 4
Structural Engineers	2121 Civil engineers	Level 4

[a] Level 1: GCSE (grades D-G), CSE (grades 2-5), 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents
Level 2: 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), 5+ 'O' level passes, Senior Certificate, 1 'A' level, 1-3 AS levels, Advanced Senior Certificate, NVQ level 2, GNVQ Intermediate or equivalent
Level 3: 2+ 'A' levels, 4+ AS levels, NVQ level 3, GNVQ Advanced or equivalents
Level 4: First Degree, NVQ Level 4, HNC, HND or equivalents

COMPARATOR POPULATIONS FOR EACH OCCUPATION, BASED ON 2011 CENSUS, continued

Occupation	Comparator Population: economically active persons	
	Standard Occupational Classification (SOC) 2010 unit groups	**Minimum Qualifications[a]**
Support Grades	4131 Records clerks and assistants, 7213 Telephonists, 7214 Communication operators, 8133 Routine inspectors and testers, 9211 Postal workers, mail sorters, messengers and couriers, 9219 Elementary administration occupations n.e.c., 9233 Cleaners and domestics, 9239 Elementary cleaning occupations n.e.c., 9241 Security guards and related occupations	No Qualifications
Trading Standards	3565 Inspectors of standards and regulations	Level 4
Typing	4215 Personal assistants and other secretaries, 4217 Typists and related keyboard occupations	No Qualifications
Valuation	3531 Estimators, valuers and assessors	Level 3
Vehicle & Driving Examiners	3565 Inspectors of standards and regulations, 5231 Vehicle technicians, mechanics and electricians, 8215 Driving instructors	Level 1
Veterinary Officers	2216 Veterinarians	Level 4

[a] Level 1: GCSE (grades D-G), CSE (grades 2-5), 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents
Level 2: 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), 5+ 'O' level passes, Senior Certificate, 1 'A' level, 1-3 AS levels, Advanced Senior Certificate, NVQ level 2, GNVQ Intermediate or equivalent
Level 3: 2+ 'A' levels, 4+ AS levels, NVQ level 3, GNVQ Advanced or equivalents
Level 4: First Degree, NVQ Level 4, HNC, HND or equivalents

ANNEX 9

QUALITY ASSESSMENT

The purpose of this Annex is to inform users of the statistics about the quality of the data used to produce the publication, and any statistics derived from these data.

Dimension	Assessment by the Author
Relevance	***The degree to which the statistical product meets user needs in both coverage and content.*** Covers composition of Northern Ireland Civil Service (NICS) staff at 1 January by gender, community background, age-group, ethnicity and disability. Some historical comparisons with the NICS's workforce composition since 2000 are also given. The report includes analysis of leavers for the previous year, and of success in recruitment and promotion competitions. Community Background data is missing for 0.3% of staff; ethnicity data are missing for 13% of staff, and disability data are missing for an estimated two thirds of staff.
Accuracy	***The proximity between an estimate and the unknown true value.*** Coverage of staff is 100%, but two equality categories are affected by missing data: ethnicity and disability. Ethnicity data are missing for 13% of staff. Of staff for whom ethnicity is available, 0.2% were from ethnic minorities. Potentially, therefore, the true proportion of ethnic minority staff could be as high as 13.2% (on the most extreme scenario where all missing data related to minority ethnic staff). However, even if ethnic minority staff were as much as six times as likely to have their ethnicity unrecorded as white staff, the true proportion of ethnic minority staff would still be less than 1%. Disability data are missing for an estimated 66.4% of staff. Some 5.3% of all staff were recorded as disabled. Potentially, therefore, the true proportion of disabled staff could be as high as 71.7% (on the most extreme scenario where all missing data related to disabled staff). If disabled staff were as likely to have their information unrecorded as non-disabled staff, the true proportion of disabled staff would be approximately 16%.

Dimension	Assessment by the Author
Timeliness and Punctuality	***Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.*** Report relates to 1st January 2013, and is published on 10th December 2014. The lengthy gap between the reference date and the publication date is due to the time it took to resolve various data quality issues.
Accessibility and Clarity	***Accessibility is the ease with which users are able to access the data, also reflecting the format in which the data are available and the availability of supporting information. Clarity refers to the quality and sufficiency of the metadata, illustrations and accompanying advice.*** The report is available on the NISRA website. The report contains contact details for further information. Numerous footnotes and annexes cover a range of explanatory information, including sources/ discontinuities/ missing data, age adjustment, the derivation of the contextual statistics relating to the labour market, and the limitations of comparisons between the composition of the NICS and the labour market. Stakeholder consultation on an illustrative draft of the report was generally very positive in respect of clarity and accessibility.

Dimension	Assessment by the Author
Coherence and Comparability	***Coherence is the degree to which data that are derived from different sources or methods, but refer to the same topic, are similar. Comparability is the degree to which data can be compared over time and domain.*** Counts of staff depend on the reference date, whether the figure is a headcount or full-time equivalent, whether staff are permanent or casual, whether those on a career break are included, and whether secondees are included. There are two alternative sources of information on the equality composition of the NICS: the Quarterly Employment Survey Supplement (gender), and the annual Monitoring Report published by the Equality Commission for Northern Ireland (community background). The Quarterly Employment Survey differs from this report in that staff numbers are rounded to the nearest 10 and relate to data captured at a different point in time. The annual Monitoring Report differs from our report in that it includes additional employee groupings. There have been various changes in the scope of the NICS over the past decade as a result of the transfer of functions (and the associated staff) to new bodies outside the NICS, or from outside bodies to the NICS.
Dimension	**Assessment by the Author**
Assessment of User Needs and Perceptions	***The processes for finding out about users and uses, and their views on the statistical products.*** When this publication was first being developed, we conducted a consultation with key stakeholders − NICS Corporate HR, the Equality Commission, Civil Service Commissioners, Departments, the trade union NIPSA, and the Statistics Advisory Committee. The consultation letter offered a meeting, and several of the bodies consulted took up this offer. Responses to the illustrative draft in the consultation were very favourable; specific suggestions were taken on board where feasible. Specific uses identified are the measurement of the effectiveness of NICS equality policies, identifying possible areas for further action; and contextual data, for other employers, on applicant pools.

Performance, Cost and Respondent Burden	***The effectiveness, efficiency and economy of the statistical output.*** The annual operational cost (staff time) of producing the report is approximately £11,500. There is no respondent burden, since the data are held on an administrative system, and data on new recruits are collected as part of the job application process.
Confidentiality, Transparency and Security	***The procedures and policy used to ensure sound confidentiality, security and transparent practices.*** Suppression is applied where the number of cases in a cell is less than 5; this is described in table footnotes. If appropriate, cells are merged. Data are held on a network that is only accessible to the few statisticians who need access. Printouts containing individual records or small cell sizes are locked away, and shredded as soon as possible.