

## STATISTICAL BULLETIN: PAY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE – 2014



### Headline Figures

- The average basic salary<sup>1</sup> of Northern Ireland Civil Service staff is £24,728, an increase of 3.0% from 2013. A basic salary of £18,180 would put someone in the bottom 10% of Northern Ireland Civil Service staff, whereas a basic salary above £39,675 would put someone in the top 10% of Northern Ireland Civil Service staff.
- While 97% of staff received an increase in salary between 2013 and 2014<sup>2</sup>, there was a large variation across the grades in the level of salary increases. For example, 51% of staff who were not on Northern Ireland Civil Service pay scales (the majority of whom were Prison Grade staff) received no pay increase. By contrast at the Executive Officer levels over 95% of staff received pay increases between 2% and 3.9%, as did over 70% of staff at Administrative Officer level.
- At Senior Civil Service grade level<sup>3</sup>, 90% of staff received pay increases between 2% and 3.9%. Between 2013 and 2014 the average salary of Senior Civil Service staff increased by 3.2%.
- The median basic salary of Northern Ireland Civil Service staff at Administrative Assistant and Administrative Officer grade levels was higher than that of civil servants at the equivalent levels in England, Scotland and Wales. By contrast, the median earnings of Northern Ireland Civil Service staff at Senior Civil Service grade level were lower than the median earnings of their counterparts elsewhere in the UK.
- There has been a narrowing of the gap between male and female pay since 2013. The median basic full-time equivalent salary of female staff is 1.1% lower than that of male staff, down from the 2.2% gap reported in 2013.

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<sup>1</sup> Median full-time equivalent. For an explanation of 'median', see Paragraph 4 of the Background Notes on page 6.

<sup>2</sup> See Table 9.

<sup>3</sup> Grade 5 and above.

## Introduction

This bulletin contains an overview of Northern Ireland Civil Service (NICS) pay statistics as at March 2014. The statistics relate to basic salary, and the emphasis is on 2014, though some trend information covering the period 2009-2014 is also presented. This is the fourth annual publication in respect of the NICS. The statistical information in this report covers Northern Ireland Civil Servants working in the 13 NICS Departments as well as NICS staff working in the Health & Safety Executive Northern Ireland, for the Assembly Ombudsman and Commissioner for Complaints, in the Attorney General's Office and in the Historical Institutional Abuse Inquiry Team.

For staff within the NICS pay remit, there are two distinct pay systems: one for non-industrial staff and one for industrial staff. There are separate arrangements for the pay of the Northern Ireland Prison Service (NIPS) Prison Grades, Learning and Skills staff in NIPS and Youth Justice Agency (YJA) staff on NJC and JNC<sup>4</sup> pay scales. Each of the pay systems differ in their pay progression arrangements – see pages 8 and 9 for details. Approximately 90% of NICS personnel are non-industrial staff on NICS pay scales.

## Commentary

The average basic salary of NICS staff is £24,728, an increase of 3.0% from 2013. A basic salary of £18,180 would put someone in the bottom 10% of NICS staff in terms of earnings<sup>5</sup>, whereas a basic salary above £39,675 would put someone in the top 10% of NICS staff.

### **Salary Increases 2013 - 2014**

While 97% of staff received an increase in salary between 2013 and 2014<sup>6</sup>, there was a large variation across the grades in the levels of salary increases. All Industrial staff and the majority of staff at Grade 6, Grade 7, Deputy Principal (DP) and Staff Officer (SO) grade levels received an increase of between 0.1% and 1.9%. 24% of staff at Grade 6 level, 23% of staff at Grade 7 level, 16% of staff at SO level and 8% of staff at DP level received increases of 4% or more. These increases are attributable to the new pay scales introduced following the 2011/12 Pay and Grading Review<sup>7</sup>. At Senior Civil Service (SCS), Executive Officer I (EOI), Executive Officer II (EOII) and Administrative Officer (AO) levels the majority of staff received an increase of between 2% and 3.9%. Approximately half of staff at Administrative Assistant (AA) level received an increase of between 0.1% and 1.9%, while the other half received an increase of between 2% and 3.9%. 51% of staff who were not on NICS pay scales (the majority of whom were Prison Grade staff)

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<sup>4</sup> National Joint Council (NJC), Joint Negotiating Committee (JNC).

<sup>5</sup> In this bulletin, 'earnings' refers to gross full-time equivalent basic salary only; overtime, allowances and non-consolidated payments are excluded.

<sup>6</sup> See Table 9.

<sup>7</sup> See Paragraph 13 of the Background Notes on page 9 for details.

received no pay increase, while 44% of this group received an increase of between 0.1% and 1.9%.

Among the General Service and analogous grades below SCS, the increase in median salaries between 2013 and 2014 ranged from 0.5% at Grade 6 level to 3.5% at AO level<sup>8</sup>. The median salary of staff at SCS level increased by 3.2%. There was a 9.2% decrease in the median salary of staff not on NICS pay scales (the majority of whom were Prison Grade staff). The decrease is explained by the fact that some 13% of Prison Grade staff in 2013 had left by 2014, and the newer staff who had replaced them were on lower salaries, on average.

### ***Comparison with the rest of the UK***

The median earnings of NICS staff at AA and AO grade levels were higher than the median earnings of civil servants at the equivalent levels in England, Scotland and Wales<sup>9</sup>. By contrast, the median earnings of NICS staff at SCS level were lower than the median earnings of their counterparts elsewhere in the UK. The median earnings of NICS staff at Grade 6 and Grade 7 levels were broadly similar to their counterparts in England (excluding London) and Scotland but lower than their counterparts in Wales. At DP level, NICS staff had median earnings that were broadly similar to their counterparts in England (excluding London) but lower than those in Scotland and Wales. At SO and Executive Officer<sup>10</sup> levels the median earnings of NICS staff were broadly similar to the median earnings of civil servants at the equivalent levels elsewhere in the UK. (See pages 10-15 for the maximum and minimum points of the pay scale for each grade in the NICS, the Scottish Government, and various UK Departments.)

### ***Comparison with the Northern Ireland Public and Private Sectors***

NICS average (mean) earnings<sup>11</sup> for full-time staff are lower than those in the overall Northern Ireland public sector, but are considerably higher than the mean earnings in the Northern Ireland private sector. In considering these differences it must be borne in mind that the occupational compositions of the NICS, the wider public sector and the private sector are very different. Accordingly, comparisons of this type must necessarily be of a 'broad brush' nature.

### ***Analysis of Pay Differences in the NICS***

Within the NICS the median earnings of male staff are £24,728 and the median earnings of female staff are £24,468, i.e. 1.1% lower<sup>12</sup>. This compares with a difference of 2.2% reported in the 2013 publication.

Analysis of pay differences within grades presents a more complex picture<sup>13</sup>. Among the General Service and analogous grades, the largest gender pay

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<sup>8</sup> See Table 8a.

<sup>9</sup> See Table 11.

<sup>10</sup> For purposes of comparison with the rest of the UK in Table 11, the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

<sup>11</sup> See Table 12.

<sup>12</sup> See Table 2.

<sup>13</sup> See Tables 3-6.

gap is at AO level where male median earnings are 6.4% below female median earnings. By contrast, at DP level men's median earnings are 4.6% above women's median earnings. Differences of this kind can arise from a complex range of factors, of which typically the most influential is the length of time that staff have been in their grade.

Among staff not on NICS pay scales, female median earnings are 26.7% below male median earnings. However, it should be noted that this covers all levels as NICS analogous grades are not available for these staff, and one reason for this gap is there is a larger proportion of women than men in lower paid jobs.

With regard to community background, there are fewer gaps at grade level in median earnings than is the case for gender. Just as for gender, so for community background, differences of this kind can arise from a complex range of factors, with typically the most influential being the length of time that staff have been in their grade.

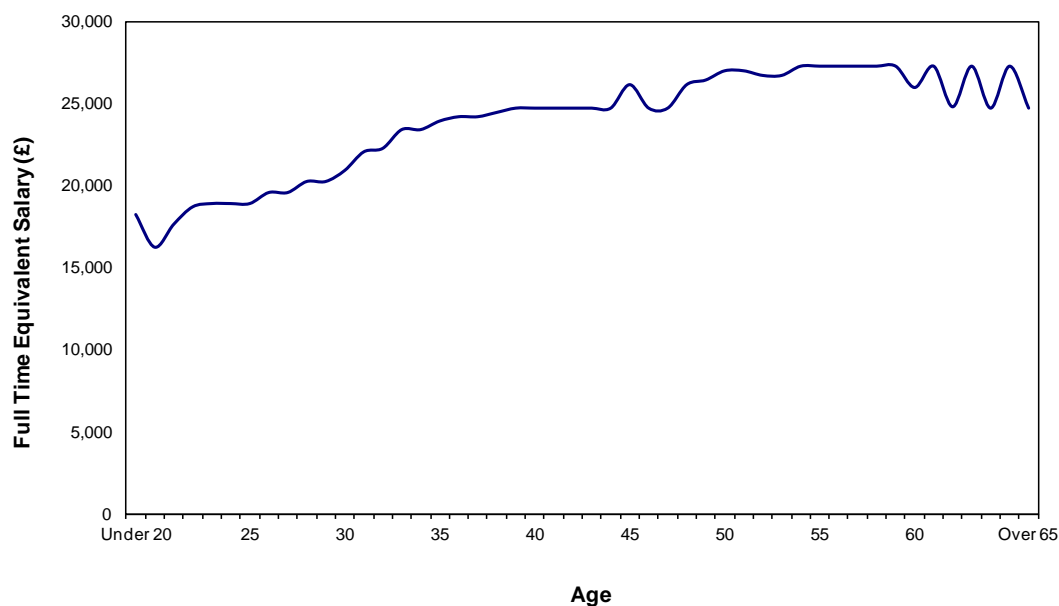
Among the General Service and analogous grades, the largest gap is at Grade 6 level where Catholic median earnings are 2.8% below Protestant median earnings.

Among staff not on NICS pay scales, Protestant median earnings are 12.2% below Catholic median earnings. As mentioned above, this covers all levels as NICS analogous grades are not available for these staff, and one reason for this gap is there is a larger proportion of Protestants than Catholics in lower paid jobs.

There are also differences at some grade levels with regard to disability. For example, at Grade 6 level the median earnings of those without a declared disability are 12.6% higher than the median earnings of those with a declared disability. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

At each grade level, staff aged 50+ have higher median earnings than staff aged 16-49. This might be expected given that the majority of staff were eligible to move up their pay scale, and those at the top of the pay scale tend to be older than those lower down the pay scale. Median earnings by age are shown in Figure 1.

**Figure 1: Median Earnings by Age as at March 2014<sup>14</sup>**



[Download Chart](#) (XLS format – 159Kb)

### ***Trends 2009 - 2014***

Whilst there has been an upward trend in median earnings at all grade levels over the period 2009-2014<sup>15</sup>, the increases in median earnings of staff at AO, AA and EOII levels have been particularly marked (39.1%, 34.2% and 27.8% respectively). At AA and AO levels, these increases are largely due to alignment to new pay scales as a result of a settlement of equal pay claims<sup>16</sup>. This reason also partly explains the increase at EOII level; the other main factor was a further realignment following the 2011/12 Pay and Grading Review<sup>17</sup>.

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<sup>14</sup> See Table 10.

<sup>15</sup> See Table 8.

<sup>16</sup> See various Equal Pay circulars in [www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay).

<sup>17</sup> See Paragraph 13 of the Background Notes on page 9 for details.

## **BACKGROUND NOTES**

### **Concepts and Definitions**

#### *The Northern Ireland Civil Service*

1. The NICS is the civil service of the devolved administration consisting of 13 Departments. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland, for the Assembly Ombudsman & Commissioner for Complaints, in the Attorney General’s Office and in the Historical Institutional Abuse Inquiry Team.

#### *Coverage of NICS Staff*

2. Unless otherwise stated, figures relate to industrial and non-industrial staff, both permanent and casual. When analyses are broken down by analogous grade, a separate row/column is presented for Industrial staff and Other staff (Department of Justice staff not on NICS pay scales), as analogous grades are not available for these staff.

Agency staff and a small number of other staff, in various Departments, who are not on NICS pay scales are excluded.

#### *Earnings*

3. ‘Earnings’ and ‘salary band’ refer to gross basic salary only; overtime, allowances and non-consolidated payments are excluded.

4. Many of the tables relate to median salary. The median is the value below which 50 per cent of employees fall. Some of the tables also include the upper quartile (which is the value below which 75 per cent of employees fall), the lower quartile (which is the value below which 25 per cent of employees fall), the top decile (which is the value below which 90 per cent of employees fall) and the bottom decile (which is the value below which 10 per cent of employees fall).

### **Data Sources**

5. Pay data for NIPS and YJA (NJC/JNC scales) has come from the data systems of these Agencies. Pay data for all other NICS staff<sup>18</sup> has come from HRConnect, the Human Resource Service of the NICS.

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<sup>18</sup> Northern Ireland Courts and Tribunals Service (NICTS) staff moved onto HRConnect for pay purposes in October 2013. March 2013 pay data for NICTS was obtained from their own data system, while their March 2014 pay data was obtained from HRConnect.

### Analogous grades

6. Each grade in each occupational group has an associated grade level. The table below lists the grade levels in descending order.

<b>Grade Level</b>
Grade 5 (Assistant Secretary) and above
Grade 6 (Senior Principal)
Grade 7 (Principal)
Deputy Principal
Staff Officer
Executive Officer I
Executive Officer II
Administrative Officer
Administrative Assistant

7. The table below lists the abbreviations used for the grades.

<b>Grade Level</b>	<b>Abbreviation</b>
Deputy Principal	DP
Staff Officer	SO
Executive Officer I	EOI
Executive Officer II	EOII
Administrative Officer	AO
Administrative Assistant	AA

## **Pay Progression arrangements of the pay systems in the NICS<sup>19</sup>**

### **Non-Industrial Staff**

8. Each non-industrial grade has a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. Individuals may be paid on any pay point within the pay scale.

The operative date of the annual pay award is 1 August. The reporting year, upon which the pay award is based, is 1 April to 31 March.

Individuals whose performance is deemed as satisfactory or above and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for the annual pay award.

### **NIPS Prison Grades**

9. Prison grades either have pay scales consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between or single point rates.

The Prison Service Pay Review Body provides independent advice on the remuneration of prison governors, prison officers and operational support grades in NIPS. Their reports and recommendations are submitted to the Minister of Justice. The operative date of the annual pay award is 1 April. Progression arrangements are dependent on grade and pay structure.

### **NIPS Learning and Skills Staff**

10. Teachers within NIPS are paid on a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. The operative date of the annual pay award is 1 September. Pay scales are increased in reference to Further Education pay scales as determined by the College Employers Forum. Individuals whose performance is deemed as satisfactory or above and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for an incremental progression increase.

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<sup>19</sup> Sources: Corporate HR, Department of Finance and Personnel (DFP), NIPS & YJA.



## **YJA Staff (NJC/JNC T&C)**

11. Each non-NICS grade employed within the YJA structure under NJC/JNC terms has a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. Individuals may be paid on any pay point within the pay scale. The operative date of the annual pay award is 1 April. Provision exists within these terms and conditions for annual incremental progression for staff until they reach the maximum point on their respective pay scales.

## **Industrial Staff**

12. The industrial pay system is very different from that of the non-industrial staff in that industrial staff are on spot rates of pay rather than pay scales. The annual pay award normally consists of an increase to hourly rates of pay but other elements are subject to negotiation as part of the pay settlement.

As with the non-industrial staff, the operative date of the annual pay award is 1 August.

## **Pay and Grading Review**

13. In 2011 the NICS commenced a Comprehensive Pay and Grading Review. As a result of this, in August 2012 all pay scales below SCS level were shortened to a maximum of 6 points between the minima and maxima and the EOII and EOI maxima and minima were increased to a greater extent than that for other grade levels. For staff at EOII and EOI levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. Revised pay scales for all grades were introduced in August 2013. For staff at SO, DP, Grade 7 and Grade 6 levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. In cases where the assimilation terms resulted in staff being assimilated to a salary less than their current salary, staff were assimilated to a point on the pay scale that was of the next highest monetary value, or the maximum if appropriate.

## General Service Pay Ranges<sup>20</sup>, by grade level, NICS and Departments in GB

14. The tables below show the minimum and maximum of the pay range for each general service grade in the NICS, the Scottish Government, and various UK Departments. Departments which have amalgamated grades (e.g. AA and AO) are not included in this set of tables; the Welsh Government is excluded for this reason.

### AA

	Minimum	Maximum
<b>NICS</b>	<b>£16,300</b>	<b>£17,620</b>
Charity Commission	£15,211	£15,781
Department of Energy and Climate Change	£14,861	£15,870
Department for Environment, Food and Rural Affairs	£15,529	£16,368
Foreign and Commonwealth Office	£18,156	£18,156
Home Office	£15,753	£15,753
HM Revenue and Customs	£14,755	£16,227
Ofsted	N/A	N/A
Department for Transport	£16,970	£16,970
Department for Work and Pensions	£14,700	£15,540
Scottish Government <sup>21</sup>	£16,042	£18,382

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

### AO

	Minimum	Maximum
<b>NICS</b>	<b>£18,946</b>	<b>£22,291</b>
Charity Commission	£16,562	£18,952
Department of Energy and Climate Change	£18,419	£19,338
Department for Environment, Food and Rural Affairs	£18,398	£19,907
Foreign and Commonwealth Office	£19,437	£21,912
Home Office	£18,956	£18,956
HM Revenue and Customs	£17,830	£19,974
Ofsted	£17,760	£17,928
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£16,420	£19,090
Scottish Government <sup>22</sup>	£18,806	£21,412

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

<sup>20</sup> In effect at March 2014.

<sup>21</sup> A3 grade, equivalent to AA/AO.

<sup>22</sup> A4 grade.

**EOI/EOII/Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£23,428</b>	<b>£27,271</b>
Charity Commission	£21,459	£24,659
Department of Energy and Climate Change	£21,678	£25,311
Department for Environment, Food and Rural Affairs	£22,698	£25,903
Foreign and Commonwealth Office	£21,646	£27,658
Home Office	£22,770	£26,209
HM Revenue and Customs	£22,669	£26,227
Ofsted	£22,237	£22,495
Department for Transport	£24,876	£26,051
Department for Work and Pensions	£21,760	£24,730
Scottish Government	£22,395	£25,417

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

**SO/Higher Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£28,500</b>	<b>£31,135</b>
Charity Commission	£25,605	£30,122
Department of Energy and Climate Change	£25,770	£30,729
Department for Environment, Food and Rural Affairs	£27,013	£31,233
Foreign and Commonwealth Office	£26,363	£32,834
Home Office	£27,150	£32,460
HM Revenue and Customs	£28,636	£32,622
Ofsted	£28,432	£28,710
Department for Transport	£29,672	£32,367
Department for Work and Pensions	£25,160	£30,410
Scottish Government	£25,417	£30,570

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

**DP/Senior Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£35,190</b>	<b>£39,675</b>
Charity Commission	£33,287	£39,537
Department of Energy and Climate Change	£31,332	£38,230
Department for Environment, Food and Rural Affairs	£33,321	£39,799
Foreign and Commonwealth Office	£33,075	£40,905
Home Office	£34,108	£39,446
HM Revenue and Customs	£35,232	£39,643
Ofsted <sup>23</sup>	£35,246	£35,593
Department for Transport	£36,687	£40,765
Department for Work and Pensions	£31,100	£37,240
Scottish Government	£32,572	£40,575

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

**Grade 7**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£46,141</b>	<b>£51,816</b>
Charity Commission	£44,840	£54,348
Department of Energy and Climate Change	£43,840	£53,123
Department for Environment, Food and Rural Affairs	£43,654	£52,333
Foreign and Commonwealth Office	£43,514	£56,339
Home Office	£45,626	£55,540
HM Revenue and Customs	£46,983	£54,741
Ofsted <sup>23</sup>	£55,083	£55,629
Department for Transport	£45,910	£52,796
Department for Work and Pensions	£44,080	£54,570
Scottish Government	£44,174	£53,121

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

<sup>23</sup> Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

## Grade 6

	Minimum	Maximum
<b>NICS</b>	<b>£53,939</b>	<b>£62,719</b>
Charity Commission	£54,859	£66,490
Department of Energy and Climate Change	£53,786	£64,966
Department for Environment, Food and Rural Affairs	£53,236	£63,802
Foreign and Commonwealth Office	£54,883	£68,539
Home Office	£55,904	£68,037
HM Revenue and Customs	£57,573	£67,325
Ofsted <sup>24</sup>	£68,641	£69,324
Department for Transport	£56,422	£64,883
Department for Work and Pensions	£54,440	£66,770
Scottish Government <sup>25</sup>	£53,121	£67,338

Sources: DFP (NICS figures), Scottish Government, and each UK Department.

## SCS Pay Band 1/NICS Assistant Secretary (Grade 5)

	Minimum	Maximum <sup>26</sup>
<b>NICS</b>	<b>£63,994</b>	<b>£78,275</b>
Charity Commission	£60,000	£117,800
Department of Energy and Climate Change	£60,000	£117,800
Department for Environment, Food and Rural Affairs	£60,000	£117,800
Foreign and Commonwealth Office	£60,000	£117,800
Home Office	£60,000	£117,800
HM Revenue and Customs	£60,000	£117,800
Ofsted	£60,000	£117,800
Department for Transport	£60,000	£117,800
Department for Work and Pensions	£60,000	£117,800
Scottish Government	£60,000	£117,800

Sources: DFP (NICS figures), Scottish Government, Cabinet Office and each UK Department.

<sup>24</sup> Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

<sup>25</sup> Minimum of C2 grade and maximum of C3 grade.

<sup>26</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the salary maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

### SCS Pay Band 2/NICS Deputy Secretary (Grade 3)

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£82,416</b>	<b>£100,091</b>
Charity Commission	£84,000	£162,500
Department of Energy and Climate Change	£84,000	£162,500
Department for Environment, Food and Rural Affairs	£84,000	£162,500
Foreign and Commonwealth Office	£84,000	£162,500
Home Office	£84,000	£162,500
HM Revenue and Customs	£84,000	£162,500
Ofsted	£84,000	£162,500
Department for Transport	£84,000	£162,500
Department for Work and Pensions	£84,000	£162,500
Scottish Government	£84,000	£162,500

Sources: DFP (NICS figures), Scottish Government, Cabinet Office and each UK Department.

### SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£104,737</b>	<b>£132,007</b>
Charity Commission	£103,000	£208,100
Department of Energy and Climate Change	£103,000	£208,100
Department for Environment, Food and Rural Affairs	£103,000	£208,100
Foreign and Commonwealth Office	£103,000	£208,100
Home Office	£103,000	£208,100
HM Revenue and Customs	£103,000	£208,100
Ofsted	£103,000	£208,100
Department for Transport	£103,000	£208,100
Department for Work and Pensions	£103,000	£208,100
Scottish Government	£103,000	£208,100

Sources: DFP (NICS figures), Scottish Government, Cabinet Office and each UK Department.

<sup>27</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the salary maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

### SCS Pay Band 4/NI Head of Civil Service

	Minimum	Maximum <sup>28</sup>
<b>NICS</b>	<b>£141,137</b>	<b>£178,709</b>
The staff on Pay Band 4 in all other Departments are paid in three bands:		
Tier 1	£180,000	£200,000
Tier 2	£160,000	£180,000
Tier 3	£142,000	£160,000

Sources: DFP (NICS figures), Scottish Government, Cabinet Office and each UK Department.

<sup>28</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the salary maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

## Information on Quality

### *Relevance to users*

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

### *Accuracy*

16. HRConnect, the Human Resource Service of the NICS, from which most of the data are extracted, is also used to pay staff.

### *Timeliness and Punctuality*

17. This bulletin is being published around nine months after the date to which most of the statistics relate.

### *Accessibility and clarity*

18. The bulletin is available to download on the Northern Ireland Statistics and Research Agency (NISRA) website<sup>29</sup>. It contains a description of the staff covered, and the definition of 'earnings' that is being used.

### *Coherence and Comparability*

19. These statistics are on the same basis as those published by the Office for National Statistics (ONS) – though it should be noted that ONS assigns a 'responsibility level' (analogous grade) to industrial staff. In the table making comparison with data from the Annual Survey of Hours and Earnings (ASHE), the same definitions as ASHE have been used, though the reference week for ASHE is several weeks later than our NICS data.

### *Assessment of user needs and perceptions*

20. When this publication was first being developed, we conducted a consultation with key stakeholders, including Corporate HR, the Economic and Labour Market Statistics User Group, the Statistics Advisory Committee and the Equality Commission. Responses to the proposed content of the publication were generally favourable; specific suggestions were taken on board where feasible.

### *Respondent Burden*

21. There is no respondent burden, since the data are held on an administrative system.

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<sup>29</sup> [www.nisra.gov.uk/publications/Pay\\_Statistics\\_NICS.html](http://www.nisra.gov.uk/publications/Pay_Statistics_NICS.html)



*Confidentiality, Transparency and Security*

22. The data are held on a network that is only accessible to the few statisticians who need access.

**Further Information**

23. All media enquiries should be directed to the DFP Communications Office:-

Telephone 028 9081 6724, 028 9081 6895 or Pager 07699 715 440.

Further statistical information can be obtained from  
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## List of tables

Table 1: Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2014

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Table 2: Staff numbers (headcount) by Salary Band and Gender: March 2014

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Table 3: Median Earnings (£) by Analogous Grade Level and Gender: March 2014

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Table 4: Median Earnings (£) by Analogous Grade Level and Community Background: March 2014

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Table 5: Median Earnings (£) by Analogous Grade Level and Disability: March 2014

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Table 6: Median Earnings (£) by Analogous Grade Level and Age-Group: March 2014

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Table 7: Median Earnings (£) 2009-2014 of Permanent Non-Industrial Staff, by Gender

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Table 8: Median Earnings (£) 2009-2014 of Permanent Non-Industrial Staff, by Analogous Grade Level

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Table 8a: Median Earnings (£) 2013-2014, by Analogous Grade Level

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Table 9: Increase in Salary, March 2013 to March 2014, by Analogous Grade Level

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Table 10: Median Earnings (£) by Age: March 2014

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Table 11: Median Earnings (£) of Civil Servants across the UK, by Analogous Grade Level: March 2014

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Table 12: Mean Basic Weekly Earnings (£), Northern Ireland: March/April 2014

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**Table 1**

**Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2014** <sup>1 2 3 4 5</sup>

Salary band	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		Grade 5+		Other <sup>6</sup>		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
£10,001 - 15,000	330	31.5%																					330	1.2%
£15,001 - 20,000	677	64.7%	1,624	100.0%	1,873	24.0%															454	26.2%	4,628	16.5%
£20,001 - 25,000	39	3.7%			5,946	76.0%	4,449	99.3%													391	22.5%	10,825	38.7%
£25,001 - 30,000							30	0.7%	3,537	99.3%	1,255	37.4%									45	2.6%	4,867	17.4%
£30,001 - 35,000									24	0.7%	2,091	62.3%									312	18.0%	2,427	8.7%
£35,001 - 40,000										9	0.3%			2,495	96.6%						322	18.6%	2,826	10.1%
£40,001 - 45,000													89	3.4%							152	8.8%	241	0.9%
£45,001 - 50,000															722	55.8%					32	1.8%	754	2.7%
£50,001 - 55,000															571	44.2%	53	20.0%			10	0.6%	634	2.3%
£55,001 - 60,000																	60	22.6%			13	0.7%	73	0.3%
£60,001 - 65,000																	152	57.4%	31	12.6%			183	0.7%
£65,001 - 70,000																			123	50.0%			123	0.4%
£70,001 - 75,000																			20	8.1%	3	0.2%	23	0.1%
£75,001 - 80,000																			7	2.8%			7	0.0%
£80,001 - 85,000																			18	7.3%			18	0.1%
£85,001 - 90,000																			11	4.5%			11	0.0%
£90,001 - 95,000																			8	3.3%			8	0.0%
£95,001 - 100,000																			5	2.0%			5	0.0%
More than £100,000																			23	9.3%			23	0.1%
<b>Total</b>	<b>1,046</b>	<b>100.0%</b>	<b>1,624</b>	<b>100.0%</b>	<b>7,819</b>	<b>100.0%</b>	<b>4,479</b>	<b>100.0%</b>	<b>3,561</b>	<b>100.0%</b>	<b>3,355</b>	<b>100.0%</b>	<b>2,584</b>	<b>100.0%</b>	<b>1,293</b>	<b>100.0%</b>	<b>265</b>	<b>100.0%</b>	<b>246</b>	<b>100.0%</b>	<b>1,734</b>	<b>100.0%</b>	<b>28,006</b>	<b>100.0%</b>
Lower Quartile (£)	14,677		16,740		20,284		23,948		26,151		29,554		36,087		47,276		57,451		65,422		18,750		21,622	
Median (£)	15,482		17,620		21,622		24,468		26,991		30,608		37,881		49,546		62,719		68,278		27,323		24,728	
Upper Quartile (£)	17,692		17,620		22,291		24,728		27,271		31,135		39,675		51,816		62,719		80,891		37,364		30,105	
Mean (£)	16,279		17,194		21,134		24,320		26,805		30,383		37,829		49,322		59,711		74,749		28,373		27,192	

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Salaries represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 Table excludes a small number of cases to avoid potential disclosure of salary.

5 Where Analogous Grade is not available for Grade C/Executive Officer staff in DOJ it is assumed to be EOII.

6 Staff not on NICS Pay Scales.

**Table 2****Staff numbers (headcount) by Salary Band and Gender: March 2014**<sup>1 2 3</sup>

Salary Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£10,001 - 15,000	311	12	323	4	3	7	315	15	330
£15,001 - 20,000	2,526	1,459	3,985	137	506	643	2,663	1,965	4,628
£20,001 - 25,000	3,838	3,994	7,832	274	2,719	2,993	4,112	6,713	10,825
£25,001 - 30,000	2,333	1,744	4,077	160	630	790	2,493	2,374	4,867
£30,001 - 35,000	1,279	740	2,019	136	272	408	1,415	1,012	2,427
£35,001 - 40,000	1,485	947	2,432	96	298	394	1,581	1,245	2,826
£40,001 - 45,000	181	42	223	3	15	18	184	57	241
£45,001 - 50,000	389	294	683	2	69	71	391	363	754
£50,001 - 55,000	352	157	509	42	83	125	394	240	634
£55,001 - 60,000	47	23	70	0	3	3	47	26	73
£60,001 - 65,000	105	53	158	9	16	25	114	69	183
£65,001 - 70,000	72	41	113	3	7	10	75	48	123
£70,001 - 75,000	17	6	23	0	0	0	17	6	23
£75,001 - 80,000	5	2	7	0	0	0	5	2	7
£80,001 - 85,000	9	8	17	0	1	1	9	9	18
£85,001 - 90,000	8	3	11	0	0	0	8	3	11
£90,001 - 95,000	5	2	7	1	0	1	6	2	8
£95,001 - 100,000	3	2	5	0	0	0	3	2	5
More than £100,000	21	2	23	0	0	0	21	2	23
<b>Total</b>	<b>12,986</b>	<b>9,531</b>	<b>22,517</b>	<b>867</b>	<b>4,622</b>	<b>5,489</b>	<b>13,853</b>	<b>14,153</b>	<b>28,006</b>
Bottom Decile (£)	17,620	18,946	18,180	18,281	19,615	19,615	17,620	19,615	18,180
Lower Quartile (£)	20,284	21,622	20,953	22,291	22,291	22,291	20,567	22,078	21,622
Median (£)	24,728	24,728	24,728	26,711	23,948	24,208	24,728	24,468	24,728
Upper Quartile (£)	31,135	29,554	31,135	31,135	27,271	27,271	31,135	28,500	30,105
Top Decile (£)	39,675	37,881	39,675	39,675	35,190	36,984	39,675	37,364	39,675
<b>Mean (£)</b>	<b>27,833</b>	<b>26,984</b>	<b>27,474</b>	<b>28,263</b>	<b>25,620</b>	<b>26,038</b>	<b>27,860</b>	<b>26,539</b>	<b>27,192</b>

1 Salaries represent actual annual gross salaries and include Basic Salary only.

2 Salaries represent the full-time equivalent earnings of part-time employees.

3 Table excludes a small number of cases to avoid potential disclosure of salary.

**Table 3**  
**Median Earnings (£) by Analogous Grade Level and Gender: March 2014** <sup>1 2 3</sup>

Analogous Grade	Male			Female			Pay Gap (Female/Male) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	68,278	68,278	68,278	66,850	66,850	66,850	2.1%	2.1%	2.1%
Grade 6	60,963	62,719	62,719	59,207	62,719	60,963	2.9%	0.0%	2.8%
Grade 7	49,546	51,816	49,546	48,411	50,681	49,546	2.3%	2.2%	0.0%
DP	38,778	39,675	38,778	36,984	37,881	36,984	4.6%	4.5%	4.6%
SO	31,135	31,135	31,135	30,081	30,631	30,081	3.4%	1.6%	3.4%
EOI	26,991	27,271	26,991	26,711	27,271	26,991	1.0%	0.0%	0.0%
EOII	24,208	24,728	24,208	24,468	24,728	24,728	-1.1%	0.0%	-2.1%
AO	20,953	22,291	20,953	20,953	22,291	22,291	0.0%	0.0%	-6.4%
AA	17,180	17,620	17,180	17,620	17,620	17,620	-2.6%	0.0%	-2.6%
Industrial	15,482	15,482	15,482	15,726	14,329	15,482	-1.6%	7.4%	0.0%
Other <sup>5</sup>	30,105	18,281	30,105	22,078	22,078	22,078	26.7%	-20.8%	26.7%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 This is the percentage by which female median earnings are below or above male median earnings. A minus sign before the percentage denotes that female median earnings are above male median earnings.

5 Staff not on NICS Pay Scales.

**Table 4**  
**Median Earnings (£) by Analogous Grade Level and Community Background: March 2014** <sup>1 2 3 4</sup>

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) <sup>5</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	68,278	65,422	68,278	66,850	76,061	66,850	71,134	68,278	71,134	2.1%	-16.3%	2.1%
Grade 6	62,719	62,719	62,719	59,207	62,719	60,963	62,719	62,719	62,719	5.6%	0.0%	2.8%
Grade 7	49,546	51,816	49,546	48,411	50,681	49,546	51,816	51,816	51,816	2.3%	2.2%	0.0%
DP	37,881	39,675	38,778	37,847	38,778	37,881	37,881	37,881	37,881	0.1%	2.3%	2.3%
SO	30,608	31,135	31,135	30,081	31,135	30,608	30,081	31,135	30,081	1.7%	0.0%	1.7%
EOI	26,991	27,271	26,991	26,711	27,271	26,991	26,711	26,991	26,711	1.0%	0.0%	0.0%
EOII	24,208	24,728	24,468	24,468	24,728	24,728	23,948	24,338	23,948	-1.1%	0.0%	-1.1%
AO	20,953	22,291	21,622	20,953	22,291	21,622	20,284	21,622	20,284	0.0%	0.0%	0.0%
AA	17,180	17,620	17,620	17,180	17,620	17,620	16,740	17,620	16,740	0.0%	0.0%	0.0%
Industrial	15,482	15,482	15,482	15,862	14,880	15,862	15,726	14,386	15,604	-2.5%	3.9%	-2.5%
Other <sup>6</sup>	28,922	18,281	26,843	30,105	26,966	30,105	30,105	18,281	30,105	-4.1%	-47.5%	-12.2%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 Staff missing Community Background information are excluded from this table.

5 This is the percentage by which Catholic median earnings are below or above Protestant median earnings. A minus sign before the percentage denotes that Catholic median earnings are above Protestant median earnings.

6 Staff not on NICS Pay Scales.

**Table 5**  
**Median Earnings (£) by Analogous Grade Level and Disability: March 2014** <sup>1 2 3</sup>

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	68,278	68,278	68,278	68,278	-	68,278	0.0%	-	0.0%
Grade 6	60,963	62,719	62,719	53,939	62,719	54,817	11.5%	0.0%	12.6%
Grade 7	49,546	51,816	49,546	48,411	51,816	48,979	2.3%	0.0%	1.1%
DP	37,881	39,675	37,881	38,778	39,675	39,675	-2.4%	0.0%	-4.7%
SO	30,081	31,135	30,608	31,135	31,135	31,135	-3.5%	0.0%	-1.7%
EOI	26,711	27,271	26,991	27,271	27,271	27,271	-2.1%	0.0%	-1.0%
EOII	24,208	24,728	24,468	24,728	24,728	24,728	-2.1%	0.0%	-1.1%
AO	20,953	22,291	21,622	21,622	22,291	22,291	-3.2%	0.0%	-3.1%
AA	17,180	17,620	17,620	17,620	17,620	17,620	-2.6%	0.0%	0.0%
Industrial	15,482	15,282	15,482	17,094	14,677	16,918	-10.4%	4.0%	-9.3%
Other <sup>5</sup>	28,922	18,281	27,323	37,364	24,193	37,364	-29.2%	-32.3%	-36.7%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 This is the percentage by which the median earnings of staff who have declared a disability are below or above the median earnings of staff who have not declared a disability. A minus sign before the percentage denotes that the median earnings of staff who have declared a disability are above the median earnings of staff who have not declared a disability.

5 Staff not on NICS Pay Scales.

**Table 6**  
**Median Earnings (£) by Analogous Grade Level and Age-Group: March 2014** <sup>1 2 3</sup>

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	65,422	65,422	65,422	69,706	78,275	69,706	-6.5%	-19.6%	-6.5%
Grade 6	56,573	61,841	57,451	62,719	62,719	62,719	-10.9%	-1.4%	-9.2%
Grade 7	47,276	49,546	47,276	51,816	51,816	51,816	-9.6%	-4.6%	-9.6%
DP	36,984	37,881	36,984	39,675	39,675	39,675	-7.3%	-4.7%	-7.3%
SO	29,911	30,081	29,911	31,135	31,135	31,135	-4.1%	-3.5%	-4.1%
EOI	26,431	26,991	26,431	27,271	27,271	27,271	-3.2%	-1.0%	-3.2%
EOII	24,208	24,728	24,208	24,728	24,728	24,728	-2.1%	0.0%	-2.1%
AO	20,284	22,291	20,953	22,291	22,291	22,291	-9.9%	0.0%	-6.4%
AA	17,180	17,620	17,180	17,620	17,620	17,620	-2.6%	0.0%	-2.6%
Industrial	15,390	14,877	15,390	15,801	15,082	15,726	-2.7%	-1.4%	-2.2%
Other <sup>5</sup>	22,078	18,281	22,078	37,364	18,281	37,364	-69.2%	0.0%	-69.2%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 This is the percentage by which the median earnings of those aged 50+ are below or above the median earnings of those aged 16-49. A minus sign before the percentage denotes that the median earnings of those aged 50+ are above the median earnings of those aged 16-49.

5 Staff not on NICS Pay Scales.



**Table 7**  
**Median Earnings (£) 2009-2014 of Permanent Non-Industrial Staff, by Gender** <sup>1 2 3 4 5</sup>

Gender	Year (March)					
	2009	2010	2011	2012	2013	2014
Male	21,132	22,988	23,250	23,336	25,438	26,151
Female	18,163	20,799	21,490	21,835	23,474	24,468
Total	19,647	21,392	21,924	21,924	23,999	24,728

1 Earnings represent actual annual gross salaries and include Basic Salary only.

2 Salaries represent the full-time equivalent earnings of part-time employees.

3 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

4 Alignment to pay scales for AA to EOII staff, as a result of a settlement of equal pay claims, while effective from 1 February 2009, is not seen in the data until 2010.

5 Excludes DOJ, which was created in April 2010 and PPS, which was designated as a non-ministerial government department in April 2010.

**Table 8**  
**Median Earnings (£) 2009-2014 of Permanent Non-Industrial Staff, by Analogous Grade Level** <sup>1 2 3 4 5 6</sup>

Analogous Grade	Year (March)						% Change 2009 - 2014
	2009	2010	2011	2012	2013	2014	
Grade 5+	67,805	68,005	67,185	66,322	66,188	68,278	0.7%
Grade 6	53,657	55,727	57,527	59,327	59,407	60,963	13.6%
Grade 7	42,958	44,796	46,364	47,539	47,938	49,546	15.3%
DP	35,143	36,350	37,288	37,913	38,395	37,881	7.8%
SO	26,845	28,034	28,723	29,412	30,227	30,608	14.0%
EOI	23,066	24,091	24,657	25,223	26,398	26,991	17.0%
EOII	19,152	20,860	21,392	21,924	23,824	24,468	27.8%
AO	15,539	18,728	19,419	20,109	20,886	21,622	39.1%
AA	13,130	16,682	16,892	17,108	17,533	17,620	34.2%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

5 Alignment to pay scales for AA to EOII staff, as a result of a settlement of equal pay claims, while effective from 1 February 2009, is not seen in the data until 2010.

6 Excludes DOJ, which was created in April 2010 and PPS, which was designated as a non-ministerial government department in April 2010.

**Table 8a**  
**Median Earnings (£) 2013-2014, by Analogous Grade Level** <sup>1 2 3</sup>

Analogous Grade	Year (March)		% Change 2013 - 2014
	2013	2014	
Grade 5+	66,188	68,278	3.2%
Grade 6	62,407	62,719	0.5%
Grade 7	47,938	49,546	3.4%
DP	37,508	37,881	1.0%
SO	30,227	30,608	1.3%
EOI	26,398	26,991	2.2%
EOII	23,824	24,468	2.7%
AO	20,886	21,622	3.5%
AA	17,112	17,620	3.0%
Industrial	15,311	15,482	1.1%
Other <sup>4</sup>	30,105	27,323	-9.2%
Total	23,999	24,728	3.0%

1 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent earnings of part-time employees.

4 Staff not on NICS Pay Scales.

**Table 9**  
**Increase in Salary, March 2013 to March 2014, by Analogous Grade Level <sup>1</sup>**

Analogous Grade	0% increase in salary		0.1% - 1.9% increase in salary		2% - 3.9% increase in salary		4% - 5.9% increase in salary		6% or more increase in salary		Total	
	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion
Grade 5+	12	6.3%	8	4.2%	171	89.5%	0	0.0%	0	0.0%	191	100.0%
Grade 6	0	0.0%	142	65.4%	22	10.1%	33	15.2%	20	9.2%	217	100.0%
Grade 7	6	0.6%	642	60.5%	170	16.0%	189	17.8%	55	5.2%	1,062	100.0%
DP	0	0.0%	1,495	71.8%	421	20.2%	34	1.6%	132	6.3%	2,082	100.0%
SO	1	0.0%	1,598	59.1%	680	25.2%	226	8.4%	197	7.3%	2,702	100.0%
EOI	0	0.0%	59	2.0%	2,846	98.0%	0	0.0%	0	0.0%	2,905	100.0%
EOII	17	0.4%	89	2.3%	3,842	97.3%	0	0.0%	0	0.0%	3,948	100.0%
AO	1	0.0%	2,083	29.1%	5,074	70.9%	0	0.0%	0	0.0%	7,158	100.0%
AA	0	0.0%	665	51.6%	624	48.4%	0	0.0%	0	0.0%	1,289	100.0%
Industrial	0	0.0%	949	100.0%	0	0.0%	0	0.0%	0	0.0%	949	100.0%
Other <sup>2</sup>	709	50.7%	614	43.9%	42	3.0%	31	2.2%	2	0.1%	1,398	100.0%
Total	746	3.1%	8,344	34.9%	13,892	58.1%	513	2.1%	406	1.7%	23,901	100.0%

<sup>1</sup> This table compares the salaries from March 2013 to March 2014 for Permanent and Casual staff who have not changed grade.

<sup>2</sup> Staff not on NICS Pay Scales.

**Table 10**  
**Median Earnings (£) by Age: March 2014**<sup>1 2</sup>

Age	Median Earnings	No. of staff
Under 20	18,281	11
20	16,300	14
21	17,692	39
22	18,750	57
23	18,946	124
24	18,946	216
25	18,946	299
26	19,615	374
27	19,615	461
28	20,284	604
29	20,284	666
30	20,953	686
31	22,078	743
32	22,291	818
33	23,428	826
34	23,428	831
35	23,948	775
36	24,208	771
37	24,208	740
38	24,468	654
39	24,728	645
40	24,728	666
41	24,728	732
42	24,728	723
43	24,728	751
44	24,728	814
45	26,151	843
46	24,728	878
47	24,728	937
48	26,151	934
49	26,431	939
50	26,991	993
51	26,991	972
52	26,711	1,031
53	26,711	972
54	27,271	882
55	27,271	799
56	27,271	773
57	27,271	578
58	27,271	551
59	27,271	435
60	25,979	334
61	27,271	270
62	24,810	264
63	27,271	190
64	24,728	132
65	27,271	87
Over 65	24,728	177

1 Earnings represent actual annual gross salaries and include Basic Salary only.

2 Salaries represent the full-time equivalent earnings of part-time employees.

**Table 11****Median Earnings (£) of Civil Servants across the UK, by Analogous Grade Level: March 2014** <sup>1 2 3 4 5 6 7 8</sup>

Analogous Grade	Median Earnings				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
Grade 5+	68,280	81,620	84,670	71,560	76,420
Grade 6	62,720	64,250	62,410	63,540	66,380
Grade 7	49,550	51,140	49,340	49,870	52,760
DP/Senior Executive Officer	37,880	39,130	38,150	39,640	39,040
SO/Higher Executive Officer	30,610	30,850	30,180	30,440	30,180
EOI & EOII/Executive Officer	24,730	24,730	24,730	24,730	24,210
AO	21,620	19,550	19,090	18,710	18,870
AA	17,620	16,740	16,250	16,230	16,020

Sources: DFP (NICS figures) and ONS

1 Numbers are rounded to the nearest ten.

2 Earnings represent actual annual gross salaries and include Basic Salary only.

3 Salaries represent the full-time equivalent gross salaries of part-time employees rounded to the nearest ten.

4 For GB, with the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level.

5 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher grade level.

6 For GB, workplace postcode data are used to derive geographical information.

7 The Northern Ireland (NICS) data excludes industrial staff and other staff not on NICS pay scales.

8 For purposes of comparison, the NICS EOI and EOII grades are amalgamated.

**Table 12**  
**Mean Basic Weekly Earnings (£), Northern Ireland: March/April 2014 <sup>1 2</sup>**

Sector	Mean Earnings		
	Full Time	Part Time	All
NICS	526.3	349.5	491.7
Public Sector	569.8	228.1	463.1
Private Sector	440.6	147.5	348.6

Sources: DFP (NICS figures) and Annual Survey of Hours and Earnings, NISRA

1 Earnings represent actual annual gross salaries and include Basic Salary only.

2 Salaries represent the actual earnings of part-time employees i.e. they are not full-time equivalent values. The earnings of part-time employees are therefore dependent on the number of hours worked.