

STATISTICAL BULLETIN: PAY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE – 2015



Headline Figures

- The average basic salary¹ of Northern Ireland Civil Service staff is £24,728, which remains unchanged from 2014. A basic salary of £18,946 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.
- The majority of NICS staff (55%) received an increase² in salary between 2014 and 2015³. This varied across the grades: for example, all Industrial staff received a pay increase. By contrast some 60% of staff at Administrative Assistant level received no pay increase.
- At Senior Civil Service grade level⁴, 81% of staff received pay increases² between 2% and 3.9%. Between 2014 and 2015 the average salary of Senior Civil Service staff increased by 2.1%.
- 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 was no gap between male and female pay in the NICS – the median basic full-time equivalent salaries of male and female staff are equal, compared with the 1.1% gap reported in 2014, when male pay was higher than female pay.

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

² 'Increase' does not imply any change in pay scales: it can be due to normal progression up a pay scale.

³ See Table 9.

⁴ Grade 5 and above.

Introduction

This bulletin contains an overview of Northern Ireland Civil Service (NICS) pay statistics as at March 2015. The statistics relate to basic salary, and the emphasis is on 2015, though some trend information covering the period 2010-2015 is also presented. This is the fifth 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 JNC⁵ 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, which remains unchanged from 2014. A basic salary of £18,946 would put someone in the bottom 10% of NICS staff in terms of earnings⁶, whereas a basic salary above £39,675 would put someone in the top 10% of NICS staff.

Salary Increases 2014 - 2015

More than half (55%) of NICS staff members received an increase in salary between 2014 and 2015⁷. All Industrial staff, 91% of Senior Civil Service (SCS) staff and over 85% of staff who were not on NICS pay scales (the majority of whom were Prison Grade staff) received an increase in salary. This compares with approximately 60% of staff at Grade 7 and Deputy Principal (DP) levels; 50% of staff at Grade 6, Staff Officer (SO), Executive Officer I (EOI), Executive Officer II (EOII) and Administrative Officer (AO) levels; and 40% of staff at Administrative Assistant (AA) level.

Of those staff at SCS, Grade 6, Grade 7, DP, AO and AA levels whose salaries did increase, the majority received an increase between 2% and 3.9%. All Industrial staff received an increase between 0.1% and 1.9%, as did the majority of those not on NICS pay scales and those at SO, EOI and EOII levels whose salaries increased.

⁵ National Joint Council (NJC), Joint Negotiating Committee (JNC).

⁶ In this bulletin, 'earnings' refers to gross full-time equivalent basic salary only; overtime, allowances and non-consolidated payments are excluded.

⁷ See Table 9.

Among the General Service and analogous grades below SCS, the change in median salaries between 2014 and 2015 ranged from a decrease of 2.8% at Grade 6 level to an increase of 3.1% at AO level⁸. The median salary of staff at SCS level increased by 2.1%. There was an 8.2% increase in the median salary of staff not on NICS pay scales (the majority of whom were Prison Grade staff).

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 Wales⁹. 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 level were broadly similar to their counterparts in England (excluding London) but lower than their counterparts in Scotland and Wales. At Grade 7 level, the median earnings of NICS staff were lower than their counterparts in Wales, broadly similar to their counterparts in Scotland and higher than their counterparts in England (excluding London). At DP level, NICS staff had median earnings that were broadly similar to their counterparts in England (excluding London) and Wales but lower than those in Scotland. At SO level, NICS staff had median earnings that were broadly similar to their counterparts in Scotland and Wales but higher than those in England (excluding London). At Executive Officer¹⁰ level the median earnings of NICS staff were broadly similar to the median earnings of civil servants at the equivalent levels in England (excluding London) and Scotland, but higher than those in Wales. (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 median earnings¹¹ for full-time staff are lower than those in the overall Northern Ireland public sector, but are considerably higher than the median 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 and female staff are equal (£24,728)¹². This compares with a difference of 1.1% reported in the 2014 publication, when male pay was higher than female pay.

Analysis of pay differences within grades presents a more complex picture¹³. Among the General Service and analogous grades, the largest gender pay

⁸ See Table 8a.

⁹ See Table 11.

¹⁰ 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.

¹¹ See Table 12.

¹² See Table 2.

¹³ See Tables 3-6.

gap is at DP level where male median earnings are 4.5% above female median earnings. By contrast, at AO level men's median earnings are 3.1% below 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 23.6% 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.

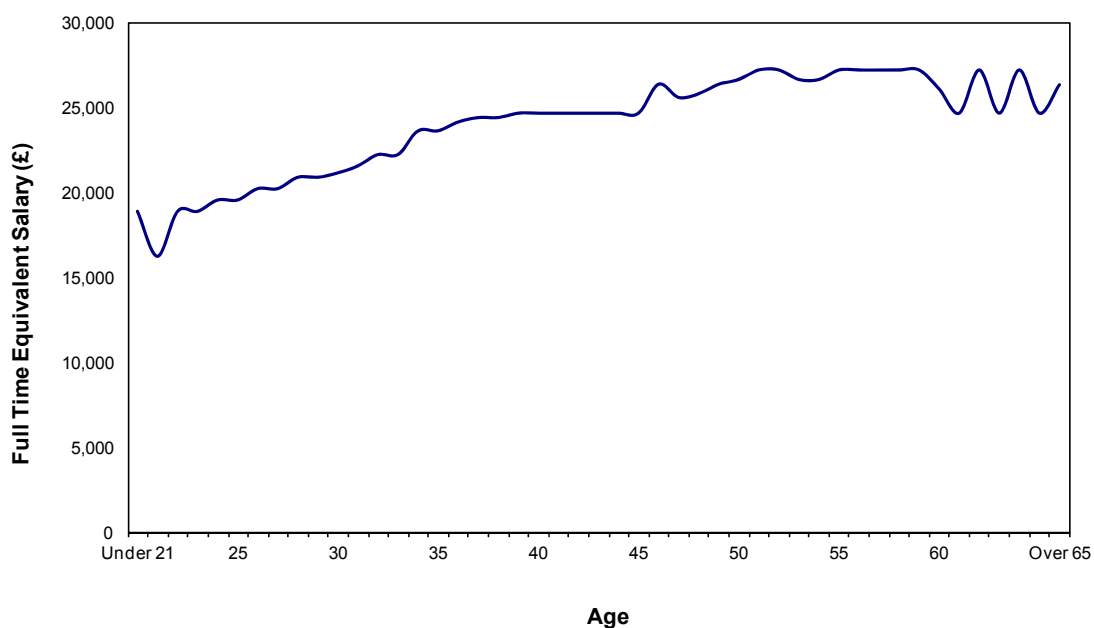
Among the General Service and analogous grades, the largest gap is at Grade 6 level where Catholic median earnings are 2.8% below Protestant median earnings.

Among staff not on NICS pay scales, Protestant median earnings are 8.9% 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 7.2% 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, apart from AA, staff aged 50+ have higher median earnings than staff aged 16-49. This might be expected given that in each grade it takes several years to reach the top of the pay scale, so the age of someone on the highest point will be greater than when they were on the lower points. Median earnings by age are shown in Figure 1.

Figure 1: Median Earnings by Age as at March 2015¹⁴



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

Trends 2010 - 2015

Whilst there has been an upward trend in median earnings at all grade levels over the period 2010-2015¹⁵, the increases in median earnings of staff at AO and EOII levels have been particularly marked (19.0% and 18.5% respectively). The main reason for this was progression up the pay scales, and for EOII staff a further factor was an alignment to a new pay scale following the 2011/12 Pay and Grading Review¹⁶.

¹⁴ See Table 10.

¹⁵ See Table 8.

¹⁶ 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) have come from the data systems of these Agencies. Pay data for all other NICS staff¹⁷ have come from HRConnect, the Human Resource Service of the NICS.

¹⁷ Northern Ireland Courts and Tribunals Service (NICTS) staff moved onto HRConnect for pay purposes in October 2013. NICTS Pay data from March 2014 onwards were obtained from HRConnect, while historic pay data were obtained from the NICTS data system.

Analogous grades

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

Grade Level
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.

Grade Level	Abbreviation
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 NICS¹⁸

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.

¹⁸ Sources: Corporate HR, Department of Finance and Personnel (DFP), NIPS & YJA.

YJA Staff (NJC/JNC Terms & Conditions)

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 Ranges¹⁹, 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
NICS	£16,300	£17,620
Charity Commission	£15,439	£15,939
Department of Energy and Climate Change	£15,010	£16,029
Department for Environment, Food and Rural Affairs	£15,980	£16,450
Foreign and Commonwealth Office	£18,337	£18,337
Home Office	£16,272	£16,272
HM Revenue and Customs	£14,903	£16,227
Ofsted	N/A	N/A
Department for Transport	£17,275	£17,275
Department for Work and Pensions	£15,150	£15,700
Scottish Government ²⁰	£16,442	£18,782

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

AO

	Minimum	Maximum
NICS	£18,946	£22,291
Charity Commission	£16,810	£19,142
Department of Energy and Climate Change	£18,604	£19,613
Department for Environment, Food and Rural Affairs	£19,060	£20,010
Foreign and Commonwealth Office	£19,805	£21,912
Home Office	£20,029	£20,029
HM Revenue and Customs	£18,009	£19,974
Ofsted	£18,394	£18,562
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£16,590	£19,290
Scottish Government ²¹	£19,206	£21,734

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

¹⁹ In effect at March 2015.

²⁰ A3 grade, equivalent to AA/AO.

²¹ A4 grade.

EOI/EOII/Executive Officer

	Minimum	Maximum
NICS	£23,428	£27,271
Charity Commission	£21,781	£24,906
Department of Energy and Climate Change	£21,895	£25,611
Department for Environment, Food and Rural Affairs	£22,820	£26,040
Foreign and Commonwealth Office	£21,889	£27,658
Home Office	£22,961	£26,406
HM Revenue and Customs	£23,010	£26,227
Ofsted	£22,771	£23,029
Department for Transport	£24,876	£26,120
Department for Work and Pensions	£21,980	£24,980
Scottish Government	£22,395	£25,799

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

SO/Higher Executive Officer

	Minimum	Maximum
NICS	£28,500	£31,135
Charity Commission	£25,989	£30,423
Department of Energy and Climate Change	£26,028	£31,054
Department for Environment, Food and Rural Affairs	£27,400	£31,680
Foreign and Commonwealth Office	£26,640	£32,834
Home Office	£27,482	£32,703
HM Revenue and Customs	£28,780	£32,622
Ofsted	£28,866	£29,144
Department for Transport	£29,832	£32,367
Department for Work and Pensions	£25,420	£30,720
Scottish Government	£25,799	£31,029

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

DP/Senior Executive Officer

	Minimum	Maximum
NICS	£35,190	£39,675
Charity Commission	£33,786	£39,932
Department of Energy and Climate Change	£31,646	£39,643
Department for Environment, Food and Rural Affairs	£33,900	£40,000
Foreign and Commonwealth Office	£33,428	£40,905
Home Office	£34,558	£39,742
HM Revenue and Customs	£35,232	£39,643
Ofsted ²²	£35,655	£36,002
Department for Transport	£37,428	£41,173
Department for Work and Pensions	£31,420	£37,620
Scottish Government	£32,572	£41,184

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

Grade 7

	Minimum	Maximum
NICS	£46,141	£51,816
Charity Commission	£45,513	£54,891
Department of Energy and Climate Change	£44,279	£54,570
Department for Environment, Food and Rural Affairs	£44,970	£53,910
Foreign and Commonwealth Office	£43,967	£56,339
Home Office	£47,022	£55,957
HM Revenue and Customs	£47,218	£54,741
Ofsted ²²	£55,317	£55,863
Department for Transport	£46,695	£53,700
Department for Work and Pensions	£44,530	£55,120
Scottish Government	£44,174	£53,918

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

²² Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

Grade 6

	Minimum	Maximum
NICS	£53,939	£62,719
Charity Commission	£55,682	£67,155
Department of Energy and Climate Change	£54,324	£67,325
Department for Environment, Food and Rural Affairs	£54,310	£65,080
Foreign and Commonwealth Office	£55,434	£68,539
Home Office	£57,603	£68,547
HM Revenue and Customs	£58,149	£67,325
Ofsted ²³	£68,875	£69,558
Department for Transport	£57,855	£66,533
Department for Work and Pensions	£54,990	£67,440
Scottish Government ²⁴	£53,918	£68,012

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

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

	Minimum	Maximum²⁵
NICS	£65,422	£78,275
Charity Commission	£62,000	£117,800
Department of Energy and Climate Change	£62,000	£117,800
Department for Environment, Food and Rural Affairs	£62,000	£117,800
Foreign and Commonwealth Office	£62,000	£117,800
Home Office	£62,000	£117,800
HM Revenue and Customs	£62,000	£117,800
Ofsted	£62,000	£117,800
Department for Transport	£62,000	£117,800
Department for Work and Pensions	£62,000	£117,800
Scottish Government	£62,000	£117,800

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

²³ Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

²⁴ Minimum of C2 grade and maximum of C3 grade.

²⁵ 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 ²⁶
NICS	£84,184	£100,091
Charity Commission	£85,000	£162,500
Department of Energy and Climate Change	£85,000	£162,500
Department for Environment, Food and Rural Affairs	£85,000	£162,500
Foreign and Commonwealth Office	£85,000	£162,500
Home Office	£85,000	£162,500
HM Revenue and Customs	£85,000	£162,500
Ofsted	£85,000	£162,500
Department for Transport	£85,000	£162,500
Department for Work and Pensions	£85,000	£162,500
Scottish Government	£85,000	£162,500

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

SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum ²⁶
NICS	£107,464	£132,007
Charity Commission	£104,000	£208,100
Department of Energy and Climate Change	£104,000	£208,100
Department for Environment, Food and Rural Affairs	£104,000	£208,100
Foreign and Commonwealth Office	£104,000	£208,100
Home Office	£104,000	£208,100
HM Revenue and Customs	£104,000	£208,100
Ofsted	£104,000	£208,100
Department for Transport	£104,000	£208,100
Department for Work and Pensions	£104,000	£208,100
Scottish Government	£104,000	£208,100

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

²⁶ 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 ²⁷
NICS	£144,895	£178,709
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.

²⁷ 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 ten 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) website²⁸. 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.

²⁸ 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.

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Table 1

Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2015 ^{1 2 3 4 5}

Salary band	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		Grade 5+		Other ⁶		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
£10,001 - 15,000	309	30.2%																					309	1.1%
£15,001 - 20,000	669	65.5%	1,452	100.0%	683	8.9%															221	13.7%	3,025	11.1%
£20,001 - 25,000	44	4.3%			6,960	91.1%	4,388	99.3%													542	33.7%	11,934	43.7%
£25,001 - 30,000							30	0.7%	3,362	99.3%	968	28.5%									54	3.4%	4,414	16.2%
£30,001 - 35,000									24	0.7%	2,419	71.2%									265	16.5%	2,708	9.9%
£35,001 - 40,000											9	0.3%	2,490	96.4%							355	22.1%	2,854	10.5%
£40,001 - 45,000													92	3.6%							132	8.2%	224	0.8%
£45,001 - 50,000															569	46.7%					6	0.4%	575	2.1%
£50,001 - 55,000															649	53.3%	35	10.9%			23	1.4%	707	2.6%
£55,001 - 60,000																	99	30.7%			7	0.4%	106	0.4%
£60,001 - 65,000																	188	58.4%					188	0.7%
£65,001 - 70,000																			141	58.8%			141	0.5%
£70,001 - 75,000																			25	10.4%	4	0.2%	29	0.1%
£75,001 - 80,000																			10	4.2%			10	0.0%
£80,001 - 85,000																			23	9.6%			23	0.1%
£85,001 - 90,000																			11	4.6%			11	0.0%
£90,001 - 95,000																			6	2.5%			6	0.0%
£95,001 - 100,000																			3	1.3%			3	0.0%
More than £100,000																			21	8.8%			21	0.1%
Total	1,022	100.0%	1,452	100.0%	7,643	100.0%	4,418	100.0%	3,386	100.0%	3,396	100.0%	2,582	100.0%	1,218	100.0%	322	100.0%	240	100.0%	1,609	100.0%	27,288	100.0%
Lower Quartile (£)	14,846		17,180		20,953		24,208		26,431		29,554		36,087		47,276		55,695		66,850		21,210		22,291	
Median (£)	15,660		17,620		22,291		24,728		27,271		30,882		38,778		50,681		60,963		69,706		29,558		24,728	
Upper Quartile (£)	17,895		17,620		22,291		24,728		27,271		31,135		39,675		51,816		62,719		80,891		37,739		30,608	
Mean (£)	16,506		17,466		21,470		24,423		26,914		30,549		38,169		49,755		59,845		75,579		29,099		27,581	

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 Headcounts exclude 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 2015**^{1 2 3}

Salary Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£10,001 - 15,000	291	11	302	4	3	7	295	14	309
£15,001 - 20,000	1,658	844	2,502	136	387	523	1,794	1,231	3,025
£20,001 - 25,000	4,397	4,226	8,623	334	2,977	3,311	4,731	7,203	11,934
£25,001 - 30,000	2,112	1,528	3,640	179	595	774	2,291	2,123	4,414
£30,001 - 35,000	1,368	848	2,216	150	342	492	1,518	1,190	2,708
£35,001 - 40,000	1,470	953	2,423	108	323	431	1,578	1,276	2,854
£40,001 - 45,000	160	44	204	5	15	20	165	59	224
£45,001 - 50,000	314	215	529	4	42	46	318	257	575
£50,001 - 55,000	368	192	560	45	102	147	413	294	707
£55,001 - 60,000	55	41	96	0	10	10	55	51	106
£60,001 - 65,000	101	50	151	12	25	37	113	75	188
£65,001 - 70,000	81	50	131	4	6	10	85	56	141
£70,001 - 75,000	18	9	27	0	2	2	18	11	29
£75,001 - 80,000	8	0	8	2	0	2	10	0	10
£80,001 - 85,000	13	10	23	0	0	0	13	10	23
£85,001 - 90,000	9	2	11	0	0	0	9	2	11
£90,001 - 95,000	3	2	5	1	0	1	4	2	6
£95,001 - 100,000	3	0	3	0	0	0	3	0	3
More than £100,000	17	4	21	0	0	0	17	4	21
Total	12,446	9,029	21,475	984	4,829	5,813	13,430	13,858	27,288
Bottom Decile (£)	17,620	20,284	18,946	18,465	20,284	20,284	17,620	20,284	18,946
Lower Quartile (£)	21,622	22,291	22,078	22,291	22,291	22,291	21,622	22,291	22,291
Median (£)	24,728	24,728	24,728	26,711	24,208	24,468	24,728	24,728	24,728
Upper Quartile (£)	31,135	30,406	31,135	31,135	27,271	27,271	31,135	29,027	30,608
Top Decile (£)	39,675	38,778	39,675	39,675	36,087	37,881	39,675	37,881	39,675
Mean (£)	28,224	27,520	27,928	28,502	25,850	26,299	28,244	26,938	27,581

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 Headcounts exclude a small number of cases to avoid potential disclosure of salary.

Table 3
Median Earnings (£) by Analogous Grade Level and Gender: March 2015 ^{1 2 3}

Analogous Grade	Male			Female			Pay Gap (Female/Male) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	69,706	71,849	69,706	68,278	68,278	68,278	2.0%	5.0%	2.0%
Grade 6	61,841	62,719	62,719	59,207	62,719	60,963	4.3%	0.0%	2.8%
Grade 7	50,681	51,816	50,681	49,546	51,816	50,681	2.2%	0.0%	0.0%
DP	38,778	39,675	39,675	37,881	38,778	37,881	2.3%	2.3%	4.5%
SO	31,135	31,135	31,135	30,608	31,135	30,608	1.7%	0.0%	1.7%
EOI	27,271	27,271	27,271	26,991	27,271	26,991	1.0%	0.0%	1.0%
EOII	24,468	24,728	24,468	24,728	24,728	24,728	-1.1%	0.0%	-1.1%
AO	21,622	22,291	21,622	22,291	22,291	22,291	-3.1%	0.0%	-3.1%
AA	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	15,660	17,262	15,705	15,783	14,494	15,660	-0.8%	16.0%	0.3%
Other ⁵	30,406	18,465	30,406	24,472	18,465	23,230	19.5%	0.0%	23.6%

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 2015 ^{1 2 3 4}

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) ⁵		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	69,706	69,706	69,706	68,278	70,420	68,278	72,562	-	72,562	2.0%	-1.0%	2.0%
Grade 6	60,963	62,719	62,719	60,963	62,719	60,963	62,719	62,719	62,719	0.0%	0.0%	2.8%
Grade 7	50,681	51,816	50,681	49,546	51,816	50,681	51,816	51,816	51,816	2.2%	0.0%	0.0%
DP	38,778	39,675	38,778	37,881	39,675	38,778	38,778	38,778	38,778	2.3%	0.0%	0.0%
SO	30,608	31,135	31,135	30,608	31,135	30,608	30,608	30,081	30,608	0.0%	0.0%	1.7%
EOI	27,271	27,271	27,271	26,991	27,271	27,271	26,991	26,991	26,991	1.0%	0.0%	0.0%
EOII	24,468	24,728	24,728	24,468	24,728	24,728	24,208	24,468	24,208	0.0%	0.0%	0.0%
AO	21,622	22,291	22,291	21,622	22,291	22,291	20,953	22,291	20,953	0.0%	0.0%	0.0%
AA	17,620	17,620	17,620	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	15,660	15,660	15,660	15,983	17,468	15,983	15,907	16,010	15,907	-2.1%	-11.5%	-2.1%
Other ⁶	30,406	18,465	27,924	30,406	18,465	30,406	30,406	18,465	30,406	0.0%	0.0%	-8.9%

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 2015 ^{1 2 3}

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	69,706	69,706	69,706	69,706	-	69,706	0.0%	-	0.0%
Grade 6	60,963	62,719	60,963	56,573	59,207	56,573	7.2%	5.6%	7.2%
Grade 7	49,546	51,816	50,681	49,546	49,546	49,546	0.0%	4.4%	2.2%
DP	37,881	39,675	38,778	39,675	39,675	39,675	-4.7%	0.0%	-2.3%
SO	30,608	31,135	30,882	31,135	31,135	31,135	-1.7%	0.0%	-0.8%
EOI	26,991	27,271	27,271	27,271	27,271	27,271	-1.0%	0.0%	0.0%
EOII	24,468	24,728	24,728	24,728	24,728	24,728	-1.1%	0.0%	0.0%
AO	21,622	22,291	22,291	22,291	22,291	22,291	-3.1%	0.0%	0.0%
AA	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	15,660	16,135	15,660	17,112	14,846	16,976	-9.3%	8.0%	-8.4%
Other ⁵	30,406	18,465	28,746	37,739	30,406	37,618	-24.1%	-64.7%	-30.9%

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 2015 ^{1 2 3}

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	66,850	68,278	66,850	71,134	73,991	71,134	-6.4%	-8.4%	-6.4%
Grade 6	57,451	60,963	57,451	62,719	62,719	62,719	-9.2%	-2.9%	-9.2%
Grade 7	48,411	50,681	48,411	51,816	51,816	51,816	-7.0%	-2.2%	-7.0%
DP	36,984	38,778	37,847	39,675	39,675	39,675	-7.3%	-2.3%	-4.8%
SO	30,081	30,608	30,081	31,135	31,135	31,135	-3.5%	-1.7%	-3.5%
EOI	26,711	27,271	26,711	27,271	27,271	27,271	-2.1%	0.0%	-2.1%
EOII	24,468	24,728	24,468	24,728	24,728	24,728	-1.1%	0.0%	-1.1%
AO	20,953	22,291	21,622	22,291	22,291	22,291	-6.4%	0.0%	-3.1%
AA	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	15,660	14,436	15,660	15,863	17,055	15,863	-1.3%	-18.1%	-1.3%
Other ⁵	23,230	18,465	23,230	37,739	18,465	37,739	-62.5%	0.0%	-62.5%

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 (£) 2010-2015 of Permanent Non-Industrial Staff, by Gender ^{1 2 3 4}

Gender	Year (March)					
	2010	2011	2012	2013	2014	2015
Male	22,988	23,250	23,336	25,438	26,151	26,151
Female	20,799	21,490	21,835	23,474	24,468	24,728
Total	21,392	21,924	21,924	23,999	24,728	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 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 (£) 2010-2015 of Permanent Non-Industrial Staff, by Analogous Grade Level**^{1 2 3 4 5}

Analogous Grade	Year (March)						% Change 2010 - 2015
	2010	2011	2012	2013	2014	2015	
Grade 5+	68,005	67,185	66,322	66,188	68,278	69,706	2.5%
Grade 6	55,727	57,527	59,327	59,407	60,963	60,963	9.4%
Grade 7	44,796	46,364	47,539	47,938	49,546	50,681	13.1%
DP	36,350	37,288	37,913	38,395	37,881	38,778	6.7%
SO	28,034	28,723	29,412	30,227	30,608	30,882	10.2%
EOI	24,091	24,657	25,223	26,398	26,991	27,271	13.2%
EOII	20,860	21,392	21,924	23,824	24,468	24,728	18.5%
AO	18,728	19,419	20,109	20,886	21,622	22,291	19.0%
AA	16,682	16,892	17,108	17,533	17,620	17,620	5.6%

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 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 (£) 2014-2015, by Analogous Grade Level ^{1 2 3}

Analogous Grade	Year (March)		% Change 2014 - 2015
	2014	2015	
Grade 5+	68,278	69,706	2.1%
Grade 6	62,719	60,963	-2.8%
Grade 7	49,546	50,681	2.3%
DP	37,881	38,778	2.4%
SO	30,608	30,882	0.9%
EOI	26,991	27,271	1.0%
EOII	24,468	24,728	1.1%
AO	21,622	22,291	3.1%
AA	17,620	17,620	0.0%
Industrial	15,482	15,660	1.1%
Other ⁴	27,323	29,558	8.2%
Total	24,728	24,728	0.0%

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 2014 to March 2015, by Analogous Grade Level ¹

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+	18	8.7%	#	#	169	81.3%	0	0.0%	*	*	208	100.0%
Grade 6	124	53.7%	0	0.0%	107	46.3%	0	0.0%	0	0.0%	231	100.0%
Grade 7	#	#	*	*	630	58.2%	0	0.0%	0	0.0%	1,082	100.0%
DP	1,018	44.6%	0	0.0%	1,267	55.4%	0	0.0%	0	0.0%	2,285	100.0%
SO	1,456	49.5%	1,409	47.9%	78	2.7%	0	0.0%	0	0.0%	2,943	100.0%
EOI	1,559	51.2%	1,483	48.8%	0	0.0%	0	0.0%	0	0.0%	3,042	100.0%
EOII	2,108	52.5%	1,897	47.2%	12	0.3%	0	0.0%	0	0.0%	4,017	100.0%
AO	3,574	49.8%	0	0.0%	3,597	50.2%	0	0.0%	0	0.0%	7,171	100.0%
AA	778	59.7%	0	0.0%	526	40.3%	0	0.0%	0	0.0%	1,304	100.0%
Industrial	0	0.0%	943	100.0%	0	0.0%	0	0.0%	0	0.0%	943	100.0%
Other ²	#	#	900	58.7%	241	15.7%	188	12.3%	#	#	1,533	100.0%
Total	11,101	44.8%	6,654	26.9%	6,627	26.8%	188	0.8%	189	0.8%	24,759	100.0%

¹ This table compares the salaries from March 2014 to March 2015 for Permanent and Casual staff who have not changed grade.

² Staff not on NICS Pay Scales.

* The number of cases is below 5.

Number and proportion not released, to avoid disclosing another number (below 5).

Table 10
Median Earnings (£) by Age: March 2015^{1 2}

Age	Median Earnings	No. of staff
Under 21	18,946	18
21	16,300	21
22	18,946	32
23	18,946	51
24	19,615	109
25	19,615	206
26	20,284	278
27	20,284	365
28	20,953	455
29	20,953	592
30	21,210	655
31	21,622	683
32	22,291	735
33	22,291	807
34	23,688	822
35	23,688	828
36	24,208	771
37	24,468	768
38	24,468	727
39	24,728	640
40	24,728	633
41	24,728	662
42	24,728	728
43	24,728	715
44	24,728	746
45	24,728	803
46	26,431	837
47	25,656	870
48	25,871	925
49	26,431	919
50	26,711	928
51	27,271	982
52	27,271	972
53	26,711	1,002
54	26,711	958
55	27,271	853
56	27,271	781
57	27,271	746
58	27,271	557
59	27,271	519
60	26,151	367
61	24,728	305
62	27,271	233
63	24,728	226
64	27,271	156
65	24,728	100
Over 65	26,399	208

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 2015** ^{1 2 3 4 5 6 7 8}

Analogous Grade	Median Earnings				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
Grade 5+	69,710	82,500	85,000	73,830	75,680
Grade 6	60,960	64,350	62,320	64,150	65,140
Grade 7	50,680	51,620	49,160	51,330	52,930
DP/Senior Executive Officer	38,780	38,960	37,920	40,860	39,200
SO/Higher Executive Officer	30,880	30,740	30,010	30,720	30,330
EOI & EOII/Executive Officer	24,730	24,980	24,620	24,980	24,090
AO	22,290	19,550	19,290	18,850	19,160
AA	17,620	16,420	16,230	16,500	16,260

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 and Median Basic Weekly Earnings (£), Northern Ireland: March/April 2015 ^{1 2}**

Sector	Median Earnings			Mean Earnings		
	Full Time	Part Time	All	Full Time	Part Time	All
NICS	473.7	326.6	456.0	535.0	351.8	496.0
Public Sector	535.0	198.2	435.3	586.6	221.7	474.3
Private Sector	387.4	141.8	317.1	467.0	151.8	375.0

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.