

STATISTICAL BULLETIN: PAY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE – MARCH 2016



Headline Figures

- The average basic salary¹ of Northern Ireland Civil Service staff is £24,728, which remains unchanged since 2014. A basic salary of £19,615 would put someone in the bottom 10% of Northern Ireland Civil Service staff, whereas a basic salary of £39,675 would put someone in the top 10% of Northern Ireland Civil Service staff.
- The majority of Northern Ireland Civil Service staff (53%) received an increase² in salary between 2015 and 2016³. This varied across the grades: for example, all Industrial staff received a pay increase. By contrast some 75% of staff at Administrative Assistant level received no pay increase.
- At Senior Civil Service grade level⁴, 92% of staff received pay increases²; with 80% receiving pay increases of between 2% and 3.9%.
- 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 (excluding London), 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 Northern Ireland Civil Service – the median basic full-time equivalent salaries of male and female staff are equal. This was also the case in 2015, when no gap was reported.

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 2016. The statistics relate to basic salary, and the emphasis is on 2016, though some trend information covering the period 2011-2016 is also presented. This is the sixth annual publication in respect of the NICS. The statistical information in this report covers Northern Ireland Civil Servants working in the 13 NICS Departments⁵ as well as NICS staff working in the Health & Safety Executive Northern Ireland, 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 JNC⁶ 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 £24,728⁷, which remains unchanged since 2014. A basic salary of £19,615 would put someone in the bottom 10% of NICS staff in terms of earnings⁸, whereas a basic salary of £39,675 would put someone in the top 10% of NICS staff.

Salary Increases 2015 - 2016

The majority (53%) of NICS staff members received an increase in salary between 2015 and 2016⁹. All Industrial staff, 92% of Senior Civil Service (SCS) staff and 91% 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 level; 55% of staff at Grade 6, Deputy Principal (DP) and Staff Officer (SO) levels; 45% of staff at Executive Officer I (EOI), Executive Officer II (EOII) and Administrative Officer (AO) levels; and 25% 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 and the majority of those not on NICS pay scales and those at SO, EOI and EOII levels whose salaries increased received an increase of between 0.1% and 1.9%.

⁵ On 8 May 2016 the number of NICS departments was reduced from 13 to 10. The pay statistics in this report reflect the position as at March 2016, so are prior to this change.

⁶ National Joint Council (NJC), Joint Negotiating Committee (JNC).

⁷ See Table 2.

⁸ In this bulletin, 'earnings' refers to gross full-time equivalent basic salary only; overtime, allowances and non-consolidated payments are excluded.

⁹ See Table 9.

Among the General Service and analogous grades below SCS, there was no change in median salaries between 2015 and 2016 at all grades apart from SO level, where the median salary increased by 0.8%¹⁰. The median salary of staff at SCS level remained unchanged from 2015. There was a 5.5% decrease in the median salary of staff not on NICS pay scales (the majority of whom were Prison Grade staff). This is mainly due to the fact that staff who left these grades between March 2015 and March 2016 were on higher salaries on average than those who remained in post. There was a 4.1% increase in the median salary of Industrial staff between 2015 and 2016. The main explanation for this increase was the fact that those who left the Industrial grades between March 2015 and March 2016, the majority of whom left under the NICS Voluntary Exit Scheme¹¹, were on lower salaries on average. A further factor was the 2015 Industrial Pay Award which increased Industrial basic salaries by 1%.

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 (excluding London), Scotland and Wales¹². 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, but broadly similar to their counterparts in England (excluding London) and Scotland. At DP level, NICS staff had median earnings that were higher than their counterparts in England (excluding London) but lower than those in Scotland and Wales. At SO and Executive Officer¹³ 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 scales for each grade in the NICS, the Scottish Government, and various GB Departments.)

Comparison with the Northern Ireland Public and Private Sectors

NICS median earnings¹⁴ for full-time staff are lower than those in the overall Northern Ireland public sector, but are 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.

¹⁰ See Table 8a.

¹¹ See Paragraph 14 of the Background Notes on page 9 for details.

¹² See Table 11.

¹³ 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.

¹⁴ See Table 12.

Analysis of Pay Differences in the NICS

Within the NICS the median earnings of male and female staff are equal (£24,728)¹⁵. This was also the case in 2015, when no gap was reported.

Analysis of pay differences within grades presents a more complex picture¹⁶. Among the General Service and analogous grades, the largest gender pay gap is at SCS level where male median earnings are 4.0% above female 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. There are no gender pay gaps in six out of the nine General Service and analogous grades.

Among staff not on NICS pay scales, female median earnings are 22.5% below male median earnings. However, it should be noted that this covers all grade 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, gaps also exist at grade level. 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 DP level where Catholic median earnings are 2.3% below Protestant median earnings.

Among staff not on NICS pay scales, Protestant median earnings are 2.9% below Catholic median earnings. As mentioned above, this covers all grade 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.

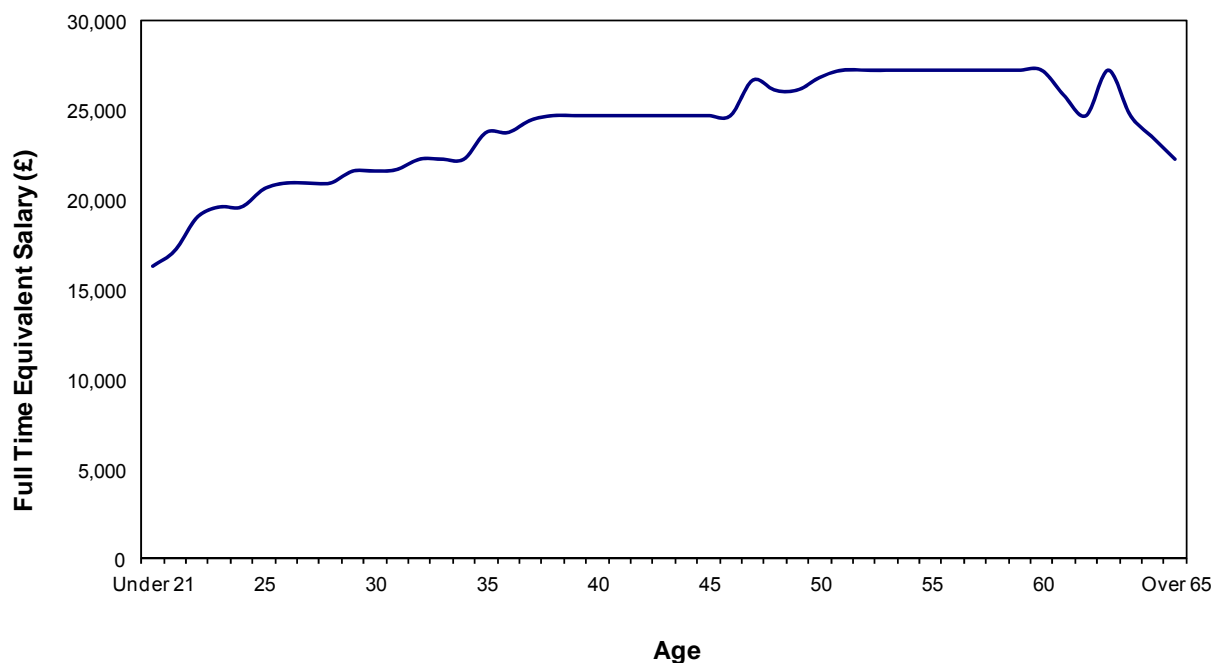
There are also differences at some grade levels with regard to disability. For example, at Grade 6 level the median earnings of those without a declared disability are 8.4% higher than the median earnings of those with a declared disability. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

At each grade level, apart from EOII, AO and 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.

¹⁵ See Table 2.

¹⁶ See Tables 3-6.

Figure 1: Median Earnings by Age as at March 2016¹⁷



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Trends 2011 - 2016

Whilst there has been an upward trend in median earnings at all grade levels over the period 2011-2016¹⁸, the increases in median earnings of staff at EOII and AO levels have been particularly marked (15.6% and 14.8% 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 Review¹⁹.

¹⁷ See Table 10.

¹⁸ See Table 8.

¹⁹ 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 Departments²⁰. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland, 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 staff²¹ have come from HRConnect, the Human Resource Service of the NICS.

²⁰ On 8 May 2016 the number of NICS departments was reduced from 13 to 10. The pay statistics in this report reflect the position as at March 2016, so are prior to this change.

²¹ 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 NICS²²

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 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 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 and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for an incremental progression increase.

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.

²² Sources: Corporate HR, Department of Finance and Personnel (DFP), NIPS & YJA.

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.

Voluntary Exit Scheme

14. On 2 March 2015 the NICS-wide Voluntary Exit Scheme was launched. The Scheme involved the voluntary early departure of staff in 5 tranches with the following leaving dates; 30 September 2015, 30 November 2015, 31 January 2016, 30 March 2016 and 31 May 2016. In total 2,996 staff members left the NICS under this scheme. This report includes staff who left under the final 2 tranches.

General Service Pay Ranges²³, by grade level, NICS and Departments in GB

15. 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 GB 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	£15,671	£16,098
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	£18,520	£18,520
Home Office	£16,403	£16,403
HM Revenue and Customs	£15,785	£16,309
Ofsted	N/A	N/A
Department for Transport	£17,275	£17,275
Department for Work and Pensions	£15,785	£15,860
Scottish Government ²⁴	£16,842	£19,182

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

AO

	Minimum	Maximum
NICS	£18,946	£22,291
Charity Commission	£17,062	£19,333
Department of Energy and Climate Change	£18,604	£19,888
Department for Environment, Food and Rural Affairs	£19,060	£20,010
Foreign and Commonwealth Office	£19,805	£22,119
Home Office	£20,190	£20,190
HM Revenue and Customs	£18,415	£20,074
Ofsted	£18,754	£18,942
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£16,760	£19,485
Scottish Government ²⁵	£19,606	£22,034

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

²³ In effect at March 2016.

²⁴ A3 grade, equivalent to AA/AO.

²⁵ A4 grade.

EOI/EOII/Executive Officer

	Minimum	Maximum
NICS	£23,428	£27,271
Charity Commission	£22,108	£25,155
Department of Energy and Climate Change	£21,895	£25,911
Department for Environment, Food and Rural Affairs	£22,820	£26,040
Foreign and Commonwealth Office	£21,889	£27,902
Home Office	£23,145	£26,618
HM Revenue and Customs	£23,367	£26,359
Ofsted	£23,177	£23,409
Department for Transport	£24,876	£26,120
Department for Work and Pensions	£22,200	£25,230
Scottish Government	£23,383	£26,057

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

SO/Higher Executive Officer

	Minimum	Maximum
NICS	£28,500	£31,135
Charity Commission	£26,379	£30,727
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	£33,108
Home Office	£27,937	£32,965
HM Revenue and Customs	£29,068	£32,786
Ofsted	£29,261	£29,554
Department for Transport	£29,832	£32,367
Department for Work and Pensions	£25,675	£31,030
Scottish Government	£27,755	£31,340

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

DP/Senior Executive Officer

	Minimum	Maximum
NICS	£35,190	£39,675
Charity Commission	£34,293	£40,331
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	£41,258
Home Office	£34,835	£40,060
HM Revenue and Customs	£35,409	£39,842
Ofsted ²⁶	£36,051	£36,412
Department for Transport	£37,428	£41,173
Department for Work and Pensions	£31,735	£38,000
Scottish Government	£34,919	£41,596

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

Grade 7

	Minimum	Maximum
NICS	£46,141	£51,816
Charity Commission	£46,196	£55,440
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	£56,786
Home Office	£47,422	£55,957
HM Revenue and Customs	£47,903	£55,015
Ofsted ²⁶	£55,686	£56,243
Department for Transport	£46,696	£53,700
Department for Work and Pensions	£44,980	£55,675
Scottish Government	£44,424	£54,458

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

²⁶ Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

Grade 6

	Minimum	Maximum
NICS	£53,939	£62,719
Charity Commission	£56,517	£67,827
Department of Energy and Climate Change	£54,324	£67,325
Department for Environment, Food and Rural Affairs	£54,650	£65,080
Foreign and Commonwealth Office	£55,434	£69,093
Home Office	£57,603	£68,547
HM Revenue and Customs	£58,935	£67,662
Ofsted ²⁷	£69,245	£69,938
Department for Transport	£57,855	£66,533
Department for Work and Pensions	£55,540	£68,115
Scottish Government ²⁸	£55,928	£68,693

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

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

	Minimum	Maximum²⁹
NICS	£66,850	£78,275
Charity Commission	£63,000	£117,800
Department of Energy and Climate Change	£63,000	£117,800
Department for Environment, Food and Rural Affairs	£63,000	£117,800
Foreign and Commonwealth Office	£63,000	£117,800
Home Office	£63,000	£117,800
HM Revenue and Customs	£63,000	£117,800
Ofsted	£63,000	£117,800
Department for Transport	£63,000	£117,800
Department for Work and Pensions	£63,000	£117,800
Scottish Government	£63,000	£117,800

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

²⁷ Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

²⁸ Minimum of C2 grade and maximum of C3 grade.

²⁹ 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 ³⁰
NICS	£85,951	£100,091
Charity Commission	£86,000	£162,500
Department of Energy and Climate Change	£86,000	£162,500
Department for Environment, Food and Rural Affairs	£86,000	£162,500
Foreign and Commonwealth Office	£86,000	£162,500
Home Office	£86,000	£162,500
HM Revenue and Customs	£86,000	£162,500
Ofsted	£86,000	£162,500
Department for Transport	£86,000	£162,500
Department for Work and Pensions	£86,000	£162,500
Scottish Government	£86,000	£162,500

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

SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum ³⁰
NICS	£110,191	£132,007
Charity Commission	£105,000	£208,100
Department of Energy and Climate Change	£105,000	£208,100
Department for Environment, Food and Rural Affairs	£105,000	£208,100
Foreign and Commonwealth Office	£105,000	£208,100
Home Office	£105,000	£208,100
HM Revenue and Customs	£105,000	£208,100
Ofsted	£105,000	£208,100
Department for Transport	£105,000	£208,100
Department for Work and Pensions	£105,000	£208,100
Scottish Government	£105,000	£208,100

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

³⁰ 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 ³¹
NICS	£148,652	£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 GB Department.

³¹ 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

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

Accuracy

17. 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

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

Accessibility and clarity

19. The bulletin is available to download on the Northern Ireland Statistics and Research Agency (NISRA) website³². It contains a description of the staff covered, and the definition of 'earnings' that is being used.

Coherence and Comparability

20. 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

21. 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

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

³² www.nisra.gov.uk/publications/Pay_Statistics_NICS.html

Confidentiality, Transparency and Security

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

Further Information

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

Telephone 028 9081 6724, 028 9081 6895 or Pager 07623 974 383.

Further statistical information can be obtained from
Shauna Dunlop
NISRA Human Resource Consultancy Services,
Level 7A,
Royston House,
34 Upper Queen Street,
BELFAST.
BT1 6FD

Telephone: 028 9057 2367
E-mail: Shauna.Dunlop@finance-ni.gov.uk

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List of tables

Table 1: Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2016

Download: [XLS format](#) (118Kb); [CSV format](#) (3Kb)

Table 2: Staff numbers (headcount) by Salary Band and Gender: March 2016

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Table 3: Median Earnings (£) by Analogous Grade Level and Gender: March 2016

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Table 4: Median Earnings (£) by Analogous Grade Level and Community Background: March 2016

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Table 5: Median Earnings (£) by Analogous Grade Level and Disability: March 2016

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Table 6: Median Earnings (£) by Analogous Grade Level and Age-Group: March 2016

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Table 7: Median Earnings (£) 2011-2016 of Permanent Non-Industrial Staff, by Gender

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Table 8: Median Earnings (£) 2011-2016 of Permanent Non-Industrial Staff, by Analogous Grade Level

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Table 8a: Median Earnings (£) 2015-2016, by Analogous Grade Level

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Table 9: Increase in Salary, March 2015 to March 2016, by Analogous Grade Level

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Table 10: Median Earnings (£) by Age: March 2016

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Table 11: Median Earnings (£) of Civil Servants across the UK, by Analogous Grade Level: March 2016

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Table 12: Mean and Median Basic Weekly Earnings (£), Northern Ireland: March/April 2016

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Table 1

Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2016^{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	243	27.6%																					243	1.0%
£15,001 - 20,000	600	68.1%	1,171	100.0%	335	4.9%															175	12.2%	2,281	9.4%
£20,001 - 25,000	38	4.3%			6,478	95.1%	4,028	99.3%													530	36.9%	11,074	45.8%
£25,001 - 30,000							27	0.7%	2,943	99.2%	842	28.5%									42	2.9%	3,854	15.9%
£30,001 - 35,000									24	0.8%	2,103	71.2%									249	17.3%	2,376	9.8%
£35,001 - 40,000											8	0.3%	2,199	96.6%							298	20.7%	2,505	10.4%
£40,001 - 45,000													77	3.4%							103	7.2%	180	0.7%
£45,001 - 50,000															499	45.6%					14	1.0%	513	2.1%
£50,001 - 55,000															596	54.4%	40	13.5%			22	1.5%	658	2.7%
£55,001 - 60,000																	81	27.4%			5	0.3%	86	0.4%
£60,001 - 65,000																	175	59.1%					175	0.7%
£65,001 - 70,000																					127	54.3%	127	0.5%
£70,001 - 75,000																					35	15.0%	35	0.1%
£75,001 - 80,000																					10	4.3%	10	0.0%
£80,001 - 85,000																					7	3.0%	7	0.0%
£85,001 - 90,000																					26	11.1%	26	0.1%
£90,001 - 95,000																					5	2.1%	5	0.0%
£95,001 - 100,000																					3	1.3%	3	0.0%
More than £100,000																					21	9.0%	21	0.1%
Total	881	100.0%	1,171	100.0%	6,813	100.0%	4,055	100.0%	2,967	100.0%	2,953	100.0%	2,276	100.0%	1,095	100.0%	296	100.0%	234	100.0%	1,438	100.0%	24,179	100.0%
Lower Quartile (£)	14,994		17,620		21,622		24,468		26,711		29,554		36,984		48,411		57,451		66,850		21,715		22,291	
Median (£)	16,297		17,620		22,291		24,728		27,271		31,135		38,778		50,681		60,963		69,706		27,924		24,728	
Upper Quartile (£)	18,074		17,620		22,291		24,728		27,271		31,135		39,675		51,816		62,719		80,408		38,116		31,135	
Mean (£)	16,759		17,570		21,756		24,518		26,998		30,748		38,454		50,075		59,857		76,411		29,294		27,888	

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 2016^{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	230	9	239	4	0	4	234	9	243
£15,001 - 20,000	1,288	581	1,869	107	305	412	1,395	886	2,281
£20,001 - 25,000	4,211	3,793	8,004	306	2,764	3,070	4,517	6,557	11,074
£25,001 - 30,000	1,877	1,307	3,184	128	542	670	2,005	1,849	3,854
£30,001 - 35,000	1,206	761	1,967	110	299	409	1,316	1,060	2,376
£35,001 - 40,000	1,303	822	2,125	72	308	380	1,375	1,130	2,505
£40,001 - 45,000	130	32	162	4	14	18	134	46	180
£45,001 - 50,000	288	183	471	0	42	42	288	225	513
£50,001 - 55,000	342	186	528	30	100	130	372	286	658
£55,001 - 60,000	49	34	83	0	3	3	49	37	86
£60,001 - 65,000	90	54	144	5	26	31	95	80	175
£65,001 - 70,000	65	54	119	0	8	8	65	62	127
£70,001 - 75,000	23	9	32	0	3	3	23	12	35
£75,001 - 80,000	10	0	10	0	0	0	10	0	10
£80,001 - 85,000	4	3	7	0	0	0	4	3	7
£85,001 - 90,000	18	8	26	0	0	0	18	8	26
£90,001 - 95,000	3	2	5	0	0	0	3	2	5
£95,001 - 100,000	2	1	3	0	0	0	2	1	3
More than £100,000	18	3	21	0	0	0	18	3	21
Total	11,157	7,842	18,999	766	4,414	5,180	11,923	12,256	24,179
Bottom Decile (£)	18,074	20,953	19,615	18,648	20,953	20,953	18,113	20,953	19,615
Lower Quartile (£)	22,291	22,291	22,291	22,291	22,291	22,291	22,291	22,291	22,291
Median (£)	24,728	24,728	24,728	24,728	24,468	24,728	24,728	24,728	24,728
Upper Quartile (£)	31,135	30,710	31,135	31,135	27,271	27,271	31,135	29,554	31,135
Top Decile (£)	39,675	39,675	39,675	39,675	36,984	38,778	39,675	38,778	39,675
Mean (£)	28,546	27,964	28,306	27,533	26,154	26,359	28,480	27,312	27,888

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 2016 ^{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+	71,134	71,134	71,134	68,278	68,992	68,278	4.0%	3.0%	4.0%
Grade 6	61,841	62,719	62,719	60,963	62,719	60,963	1.4%	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	39,675	39,675	39,675	38,778	39,675	38,778	2.3%	0.0%	2.3%
SO	31,135	31,135	31,135	30,608	31,135	31,135	1.7%	0.0%	0.0%
EOI	27,271	27,271	27,271	26,991	27,271	27,271	1.0%	0.0%	0.0%
EOII	24,728	24,728	24,728	24,728	24,728	24,728	0.0%	0.0%	0.0%
AO	22,291	22,291	22,291	22,291	22,291	22,291	0.0%	0.0%	0.0%
AA	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	17,008	17,643	17,008	16,066	15,199	16,066	5.5%	13.9%	5.5%
Other ⁵	30,710	18,648	30,710	23,785	18,648	23,785	22.5%	0.0%	22.5%

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 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 2016^{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	69,706	69,706	69,706	73,991	-	73,991	0.0%	0.0%	0.0%
Grade 6	60,963	62,719	60,963	60,963	62,719	61,841	60,963	62,719	62,719	0.0%	0.0%	-1.4%
Grade 7	50,681	51,816	51,816	50,114	51,816	50,681	51,816	51,816	51,816	1.1%	0.0%	2.2%
DP	38,778	39,675	39,675	38,778	39,675	38,778	38,778	39,675	39,243	0.0%	0.0%	2.3%
SO	31,135	31,135	31,135	31,135	31,135	31,135	31,135	30,081	31,135	0.0%	0.0%	0.0%
EOI	27,271	27,271	27,271	27,271	27,271	27,271	27,271	27,271	27,271	0.0%	0.0%	0.0%
EOII	24,728	24,728	24,728	24,728	24,728	24,728	24,338	24,728	24,468	0.0%	0.0%	0.0%
AO	22,291	22,291	22,291	22,291	22,291	22,291	21,622	22,291	21,622	0.0%	0.0%	0.0%
AA	17,620	17,620	17,620	17,620	17,620	17,620	17,620	16,300	17,620	0.0%	0.0%	0.0%
Industrial	16,143	16,653	16,143	17,008	17,643	17,008	16,182	16,170	16,182	-5.4%	-5.9%	-5.4%
Other ⁶	30,710	18,648	27,924	30,710	18,648	28,746	30,710	18,648	29,558	0.0%	0.0%	-2.9%

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 2016 ^{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	71,848	73,991	71,848	-3.1%	-6.1%	-3.1%
Grade 6	60,963	62,719	62,719	57,451	62,719	57,451	5.8%	0.0%	8.4%
Grade 7	50,681	51,816	50,681	51,249	51,816	51,816	-1.1%	0.0%	-2.2%
DP	38,778	39,675	38,778	39,675	39,675	39,675	-2.3%	0.0%	-2.3%
SO	31,135	31,135	31,135	31,135	31,135	31,135	0.0%	0.0%	0.0%
EOI	27,271	27,271	27,271	27,271	27,271	27,271	0.0%	0.0%	0.0%
EOII	24,728	24,728	24,728	24,728	24,728	24,728	0.0%	0.0%	0.0%
AO	22,291	22,291	22,291	22,291	22,291	22,291	0.0%	0.0%	0.0%
AA	17,620	17,620	17,620	17,620	17,620	17,620	0.0%	0.0%	0.0%
Industrial	16,228	17,643	16,297	17,643	16,001	17,008	-8.7%	9.3%	-4.4%
Other ⁵	30,710	18,648	27,924	38,116	18,648	37,653	-24.1%	0.0%	-34.8%

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 2016 ^{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+	68,278	68,278	68,278	72,562	71,848	72,562	-6.3%	-5.2%	-6.3%
Grade 6	57,451	62,719	57,451	62,719	62,719	62,719	-9.2%	0.0%	-9.2%
Grade 7	49,546	51,816	49,546	51,816	51,816	51,816	-4.6%	0.0%	-4.6%
DP	37,881	38,778	37,881	39,675	39,675	39,675	-4.7%	-2.3%	-4.7%
SO	30,608	30,608	30,608	31,135	31,135	31,135	-1.7%	-1.7%	-1.7%
EOI	26,991	27,271	26,991	27,271	27,271	27,271	-1.0%	0.0%	-1.0%
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	16,105	16,297	16,143	17,008	17,643	17,008	-5.6%	-8.3%	-5.4%
Other ⁵	23,785	18,648	23,785	38,116	18,648	38,116	-60.3%	0.0%	-60.3%

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 (£) 2011-2016, by Gender ^{1 2 3 4 5}

Gender	Year (March)					
	2011	2012	2013	2014	2015	2016
Male	22,581	23,336	23,999	24,728	24,728	24,728
Female	21,490	21,835	23,474	24,468	24,728	24,728
Total	21,490	21,924	23,999	24,728	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 staff not on NICS pay scales as they were excluded from the 2011 publication.

5 In previous years Table 7 excluded 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 (£) 2011-2016, by Analogous Grade Level ^{1 2 3 4 5 6}

Analogous Grade	Year (March)						% Change 2011 - 2016
	2011	2012	2013	2014	2015	2016	
Grade 5+	66,951	65,695	66,188	68,278	69,706	69,706	4.1%
Grade 6	57,527	59,327	62,407	62,719	60,963	60,963	6.0%
Grade 7	46,364	47,539	47,938	49,546	50,681	50,681	9.3%
DP	36,350	37,288	37,508	37,881	38,778	38,778	6.7%
SO	28,723	29,412	30,227	30,608	30,882	31,135	8.4%
EOI	24,657	25,223	26,398	26,991	27,271	27,271	10.6%
EOII	21,392	21,924	23,824	24,468	24,728	24,728	15.6%
AO	19,419	20,109	20,886	21,622	22,291	22,291	14.8%
AA	16,257	16,682	17,112	17,620	17,620	17,620	8.4%
Industrial	14,848	15,147	15,311	15,482	15,660	16,297	9.8%

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 staff not on NICS pay scales as they were excluded from the 2011 publication.

6 In previous years Table 7 excluded 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 (£) 2015-2016, by Analogous Grade Level ^{1 2 3}

Analogous Grade	Year (March)		% Change 2015 - 2016
	2015	2016	
Grade 5+	69,706	69,706	0.0%
Grade 6	60,963	60,963	0.0%
Grade 7	50,681	50,681	0.0%
DP	38,778	38,778	0.0%
SO	30,882	31,135	0.8%
EOI	27,271	27,271	0.0%
EOII	24,728	24,728	0.0%
AO	22,291	22,291	0.0%
AA	17,620	17,620	0.0%
Industrial	15,660	16,297	4.1%
Other ⁴	29,558	27,924	-5.5%
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 2015 to March 2016, by Analogous Grade Level¹

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+	17	8.3%	25	12.1%	164	79.6%	0	0.0%	0	0.0%	206	100.0%
Grade 6	120	47.4%	0	0.0%	133	52.6%	0	0.0%	0	0.0%	253	100.0%
Grade 7	410	42.1%	*	*	563	57.7-57.8%	0	0.0%	0	0.0%	974-975	100.0%
DP	907	44.7%	0	0.0%	1,120	55.3%	0	0.0%	0	0.0%	2,027	100.0%
SO	1,216	45.4%	1,396	52.1%	65	2.4%	0	0.0%	0	0.0%	2,677	100.0%
EOI	1,433	53.1%	1,264	46.9%	0	0.0%	0	0.0%	0	0.0%	2,697	100.0%
EOII	2,059	55.4%	1,649	44.4%	9	0.2%	0	0.0%	0	0.0%	3,717	100.0%
AO	3,371	52.7%	0	0.0%	3,021	47.3%	0	0.0%	0	0.0%	6,392	100.0%
AA	820	75.4%	0	0.0%	267	24.6%	0	0.0%	0	0.0%	1,087	100.0%
Industrial	0	0.0%	848	100.0%	0	0.0%	0	0.0%	0	0.0%	848	100.0%
Other ²	120	8.8%	809	59.7%	322	23.7%	47	3.5%	58	4.3%	1,356	100.0%
Total	10,473	47.1%	5,992-5,993	26.9-27.0%	5,664	25.5%	47	0.2%	58	0.3%	22,234-22,235	100.0%

¹ This table compares the salaries from March 2015 to March 2016 for Permanent and Casual staff who have not changed grade.

² Staff not on NICS Pay Scales.

* The number of cases is below 5.

Table 10
Median Earnings (£) by Age: March 2016^{1 2}

Age	Median Earnings	No. of staff
Under 21	16,300	6
21	17,180	17
22	19,036	10
23	19,615	29
24	19,615	47
25	20,619	100
26	20,953	186
27	20,953	261
28	20,953	338
29	21,622	425
30	21,622	546
31	21,715	607
32	22,291	633
33	22,291	678
34	22,291	743
35	23,785	752
36	23,785	768
37	24,468	719
38	24,728	711
39	24,728	679
40	24,728	596
41	24,728	590
42	24,728	620
43	24,728	698
44	24,728	681
45	24,728	701
46	24,728	767
47	26,711	796
48	26,151	843
49	26,151	871
50	26,851	856
51	27,271	881
52	27,271	924
53	27,271	895
54	27,271	910
55	27,271	858
56	27,271	741
57	27,271	657
58	27,271	591
59	27,271	402
60	27,271	328
61	25,871	231
62	24,728	166
63	27,271	117
64	24,728	95
65	23,510	44
Over 65	22,291	82

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 2016** ^{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	82,300	85,540	74,570	77,040
Grade 6	60,960	64,380	61,790	66,000	66,650
Grade 7	50,680	51,690	49,840	51,710	54,150
DP/Senior Executive Officer	38,780	38,920	37,510	40,750	39,750
SO/Higher Executive Officer	31,140	31,020	30,420	30,950	30,740
EOI & EOII/Executive Officer	24,730	25,230	24,680	25,230	24,600
AO	22,290	20,010	19,490	19,170	19,870
AA	17,620	17,390	16,700	16,900	16,870

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 2016 ^{1 2}**

Sector	Median Earnings			Mean Earnings		
	Full Time	Part Time	All	Full Time	Part Time	All
NICS	473.7	339.7	463.8	542.3	359.5	503.1
Public Sector	557.6	211.0	456.3	606.9	225.4	499.6
Private Sector	394.4	148.0	320.0	484.1	156.2	384.2

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.