



Northern Ireland  
Statistics and Research Agency  
Gníomhaireacht Thuaisceart Éireann  
um Staitisticí agus Taighde

# Pay Statistics for the Northern Ireland Civil Service

## March 2017



Department of  
**Finance**

An Roinn

**Airgeadais**

[www.finance-ni.gov.uk](http://www.finance-ni.gov.uk)

**Published 14th December 2017**

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## Headline Figures

- The average (median full-time equivalent) basic salary of Northern Ireland Civil Service staff is £24,975, which is a 1% increase on the equivalent figure for 2016. A basic salary of £20,487 would put someone in the bottom 10% of Northern Ireland Civil Service staff, whereas a basic salary of £40,072 would put someone in the top 10% of Northern Ireland Civil Service staff.
- The majority (96%) of staff received an increase in salary between 2016 and 2017. The extent of the increase varied across the grades: for example, 52% of Industrial staff received a pay increase of 6% or more, as a result of a Pay and Grading review.
- At Senior Civil Service grade level, 96% of staff received pay increases, with 93% receiving pay increases of between 2% and 3.9%.
- The median basic salary (full-time equivalent) 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 basic salary of Northern Ireland Civil Service staff at Senior Civil Service grade level was lower than the median basic salary 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. This has been the case for the last 3 years.

## Introduction

This bulletin contains an overview of Northern Ireland Civil Service (NICS) pay statistics as at March 2017. The statistics relate to basic salary, and the emphasis is on 2017, though some trend information covering the period 2012-2017 is also presented. This is the seventh annual publication in respect of the NICS. The statistical information in this report covers Northern Ireland Civil Servants working in the 10 NICS Departments<sup>1</sup> 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.

In the NICS, there are two separate collective bargaining units for pay: 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, and Learning and Skills staff in NIPS. Each of the pay systems differ in their pay progression arrangements – see Annex 1 for details. Approximately 91% of NICS personnel are non-industrial staff on NICS pay scales.

## Commentary

The median basic salary of NICS staff is £24,975<sup>2</sup>, which represents a 1% rise on the equivalent figure for 2016. A basic salary of £20,487 would put someone in the bottom 10% of NICS staff in terms of earnings<sup>3</sup>, whereas a basic salary of £40,072 would put someone in the top 10% of NICS staff.

### **Salary Increases 2016 - 2017**

The majority (96%) of NICS staff members received an increase in salary between 2016 and 2017<sup>4</sup>.

The majority of staff from AA to G6 levels (inclusive) received an increase between 0.1% and 1.9%. At Senior Civil Service (SCS) grade level, 96% of staff received pay increases, with 93% receiving pay increases of between 2% and 3.9%. The majority (52%) of Industrial staff received an increase of 6% or more.

Among the General Service and analogous grades below SCS, median salaries for grades from AA to SO (inclusive) increased by 1.0%<sup>5</sup> between 2016 and 2017. The median salary for both DP and G7 staff increased by 3.3%. There was a 3.9% increase in the median salary of G6 staff, and an increase of 3.1% for SCS staff. The median salary of Industrial staff increased

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<sup>1</sup> 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 2017, so are after this change.

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

<sup>3</sup> In this bulletin, 'earnings' refers to gross full-time equivalent basic salary only; overtime, allowances and non-consolidated payments are excluded.

<sup>4</sup> See Table 9.

<sup>5</sup> See Table 8.

by 8.1% between 2016 and 2017. This is due to the NICS implementing the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the industrial pay system and align it with non-industrial pay. This resulted in an increase in pay for some industrial staff in this year, necessary to ensure equity of treatment of those staff. Further details of the NICS Industrial Pay and Grading Review can be found at: <https://www.finance-ni.gov.uk/publications/nics-comprehensive-pay-and-grading-review-industrial-staff>

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

The median earnings of NICS staff at AA and AO grade levels were higher than the median earnings of civil servants at the equivalent levels in England, Scotland and Wales<sup>6</sup>. By contrast, the median earnings of NICS staff at SCS level were lower than the median earnings of their counterparts elsewhere in UK. The median earnings of NICS staff at Grade 6 level were slightly higher than 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 Officer<sup>7</sup> levels the median earnings of NICS staff were broadly similar to the median earnings of civil servants at the equivalent levels elsewhere in UK. (See Annex 1 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 earnings<sup>8</sup> 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.

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<sup>6</sup> See Table 11.

<sup>7</sup> For purposes of comparison with the rest of UK in Table 11, the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

<sup>8</sup> See Table 12.

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

Within the NICS the median earnings of male and female staff are equal (£24,975)<sup>9</sup>, and have been for the last 3 years.

Analysis of pay differences within grades presents a more complex picture<sup>10</sup>. Among the General Service and analogous grades, the only gender pay gap is at SCS level where female median earnings are 3.9% below male median earnings. There are no gender pay gaps in the other General Service and analogous grades.

Among Industrial staff, female median earnings are 7.5% higher than their male equivalents. Differences of this kind can arise from a 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 3.4% below male median earnings. However, it should be noted that this covers all grade levels since NICS analogous grades are not available for these staff, and one reason for this gap is that 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 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 G6 level where Catholic median earnings are 2.9% higher than Protestant median earnings.

Among staff not on NICS pay scales, Catholic median earnings are 5.6% below Protestant 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 that there is a larger proportion of Catholics than Protestants 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 with a declared disability are 5.6% lower than the median earnings of those with no disability declared. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

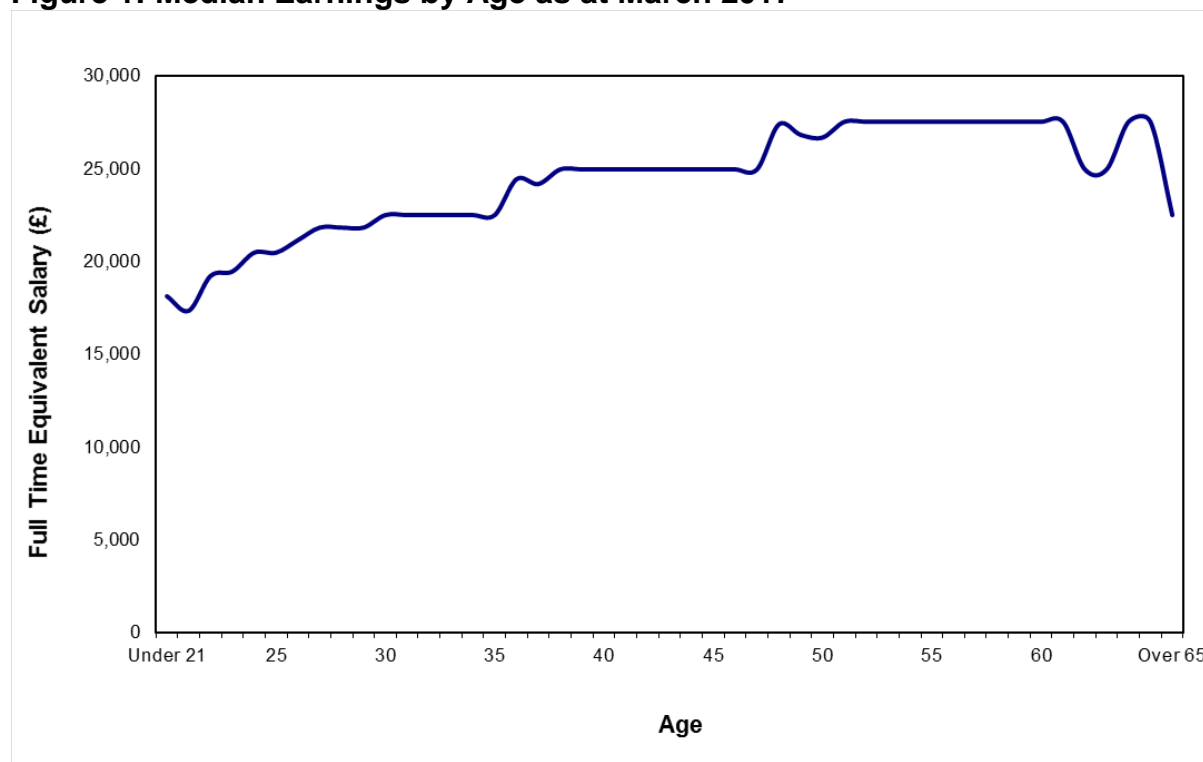
At grades from DP to G5 inclusive, and among staff not on NICS pay scales, staff aged 50+ have higher median earnings than staff aged 16-49. This might be expected given that in each grade it takes several years to reach the top of the pay scale, so the age of someone on the highest point will tend to be greater than when they were on the lower points. Median earnings by age are shown in Figure 1.

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

<sup>10</sup> See Tables 3-6.

**Figure 1: Median Earnings by Age as at March 2017<sup>11</sup>**



### ***Trends 2012 - 2017***

Whilst there has been an upward trend in median earnings at all NICS grade levels over the period 2012-2017<sup>12</sup>, the increases in median earnings of staff at G7, EOII and AO levels have been particularly marked (10.1%, 13.9% and 12.0% respectively). There are a range of complex factors contributing to these increases.

Industrial staff have seen a 16.3% increase in median earnings over the period 2012-2017, with the most recent year contributing substantially. The main reason for this increase was the NICS implementing the outcome of an Industrial Pay and Grading review over the course of 2016 and 2017<sup>13</sup>.

Staff who were not on NICS pay scales (the majority of whom were Prison Grade Staff) have seen a decrease in median earnings by 33.1%. A range of factors can be attributed to this, including new pay scales for Prison Grades, a Voluntary Early Retirement Scheme, and a Voluntary Exit Scheme. In addition, the make-up of staff in this category has changed significantly since 2012, resulting in a larger proportion of staff in lower paid jobs.

<sup>11</sup> See Table 10.

<sup>12</sup> See Table 8.

<sup>13</sup> See Paragraph 12 of the Background Notes on page 8 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 10 Departments<sup>14</sup>. 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. For earnings data, this measure is preferred over the mean because it is less influenced by extreme values and because of the skewed distribution of earnings data. 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 a small number of YJA (JNC scales) have come from the data systems of these Agencies. Pay data for all other NICS staff<sup>15</sup> have come from HRConnect, the Human Resource Service of the NICS.

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<sup>14</sup> 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 2017, so are after this change.

<sup>15</sup> 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. The majority of Youth Justice Agency (YJA) staff moved onto HRConnect for pay purposes in December 2016. Therefore, the majority of YJA Pay data has been obtained from HRConnect for 2016 data, while historic pay data were obtained from the YJA 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, along with the abbreviation used for each grade.

<b>Grade Level</b>	<b>Abbreviation</b>
Grade 5 (Assistant Secretary) and above	G5+
Grade 6 (Senior Principal)	G6
Grade 7 (Principal)	G7
Deputy Principal	DP
Staff Officer	SO
Executive Officer I	EOI
Executive Officer II	EOII
Administrative Officer	AO
Administrative Assistant	AA

## Pay Progression arrangements of the pay systems in the NICS<sup>16</sup>

### Non-Industrial Staff

7. 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

8. 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

9. 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

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<sup>16</sup> Sources: NICS HR, Department of Finance (DoF), NIPS & YJA.

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.

### **Industrial Staff**

10. Prior to 2016, the industrial pay system was very different from that of non-industrial staff in that industrial staff were on spot rates of pay rather than pay scales. However over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the industrial pay system and align it with non-industrial pay<sup>17</sup>.

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

### **Non-Industrial Pay and Grading Review**

11. 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.

### **Industrial Pay and Grading Review**

12. Over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the industrial pay system and align it with non-industrial pay. This resulted in an increase in pay for some industrial staff in this year, necessary to ensure equity of treatment of those staff. Further details of the NICS Industrial Pay and Grading Review can be found at: <https://www.finance-ni.gov.uk/publications/nics-comprehensive-pay-and-grading-review-industrial-staff>

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<sup>17</sup> See Paragraph 12 of the Background Notes on page 8 for details.

## **Voluntary Exit Scheme**

13. 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.

## **Information on Quality**

### *Relevance to users*

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

### *Accuracy*

15. 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*

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

### *Accessibility and clarity*

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

### *Coherence and Comparability*

18. 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 Table 12 which makes 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*

19. When this publication was first being developed, we conducted a consultation with key stakeholders, including NICS HR, the Economic and Labour Market Statistics User Group, the Statistics Advisory Committee and the Equality Commission. Responses to the proposed content of the

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<sup>18</sup> <https://www.nisra.gov.uk/statistics/ni-civil-service-human-resource-statistics/pay-statistics.html>

publication were generally favourable. Specific suggestions were taken on board where feasible.

#### *Respondent Burden*

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

#### *Confidentiality, Transparency and Security*

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

### **Further Information**

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To download the tables in ODS format click [here](#)

**Table 1**

**Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2017<sup>1 2 3 4 5</sup>**

Salary band	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		Grade 5+		Other <sup>6</sup>		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
£15,001-£20,000	732	88.3%	1,017	100.0%	234	3.6%															244	19.7%	2,227	9.5%
£20,001-£25,000	97	11.7%			6,329	96.4%	3,998	98.7%													478	38.7%	10,902	46.6%
£25,001-£30,000							53	1.3%	2,897	96.5%	479	16.9%											3,429	14.7%
£30,001-£35,000									70	2.3%	2,207	77.8%									199	16.1%	2,476	10.6%
£35,001-£40,000									34	1.1%	147	5.2%	975	43.3%							209	16.9%	1,365	5.8%
£40,001-£45,000										4	0.1%	1,275	56.7%								74	6.0%	1,353	5.8%
£45,001-£50,000														229	21.0%						14	1.1%	243	1.0%
£50,001-£55,000														863	79.0%						18	1.5%	881	3.8%
£55,001-£60,000																118	40.7%						118	0.5%
£60,001-£65,000																172	59.3%						172	0.7%
£65,001-£70,000																		66	29.1%				66	0.3%
£70,001-£75,000																		86	37.9%				86	0.4%
£75,001-£80,000																		18	7.9%				18	0.1%
£80,001-£85,000																		5	2.2%				5	0.0%
£85,001-£90,000																		19	8.4%				19	0.1%
£90,001-£95,000																		11	4.8%				11	0.0%
£95,001-£100,000																		4	1.8%				4	0.0%
More than £100,000																		18	7.9%				18	0.1%
<b>Total</b>	<b>829</b>	<b>100.0%</b>	<b>1,017</b>	<b>100.0%</b>	<b>6,563</b>	<b>100.0%</b>	<b>4,051</b>	<b>100.0%</b>	<b>3,001</b>	<b>100.0%</b>	<b>2,837</b>	<b>100.0%</b>	<b>2,250</b>	<b>100.0%</b>	<b>1,092</b>	<b>100.0%</b>	<b>290</b>	<b>100.0%</b>	<b>227</b>	<b>100.0%</b>	<b>1,236</b>	<b>100.0%</b>	<b>23,393</b>	<b>100.0%</b>
Lower Quartile (£)	16,300		17,796		21,838		24,713		26,978		30,382		38,260		50,041		58,026		68,961		22,220		22,514	
Median (£)	17,620		17,796		22,514		24,975		27,544		31,446		40,072		52,334		63,346		71,845		24,610		24,975	
Upper Quartile (£)	18,946		17,796		22,514		24,975		27,544		31,446		40,072		52,334		63,346		80,207		37,190		31,446	
Mean (£)	18,023		17,775		22,198		24,823		27,520		31,278		39,097		50,941		61,048		77,989		28,167		28,418	

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 2017<sup>1 2 3</sup>**

Salary Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£15,001 - 20,000	1,324	506	1,830	110	287	397	1,434	793	2,227
£20,001 - 25,000	4,215	3,592	7,807	335	2,760	3,095	4,550	6,352	10,902
£25,001 - 30,000	1,648	1,129	2,777	138	514	652	1,786	1,643	3,429
£30,001 - 35,000	1,228	805	2,033	115	328	443	1,343	1,133	2,476
£35,001 - 40,000	732	484	1,216	22	127	149	754	611	1,365
£40,001 - 45,000	689	376	1,065	71	217	288	760	593	1,353
£45,001 - 50,000	141	86	227	0	16	16	141	102	243
£50,001 - 55,000	460	261	721	36	124	160	496	385	881
£55,001 - 60,000	62	48	110	0	8	8	62	56	118
£60,001 - 65,000	84	60	144	4	24	28	88	84	172
£65,001 - 70,000	32	34	66	0	0	0	32	34	66
£70,001 - 75,000	51	27	78	0	8	8	51	35	86
£75,001 - 80,000	11	4	15	0	3	3	11	7	18
£80,001 - 85,000	4	1	5	0	0	0	4	1	5
£85,001 - 90,000	13	6	19	0	0	0	13	6	19
£90,001 - 95,000	8	3	11	0	0	0	8	3	11
£95,001 - 100,000	3	1	4	0	0	0	3	1	4
More than £100,000	16	2	18	0	0	0	16	2	18
<b>Total</b>	<b>10,721</b>	<b>7,425</b>	<b>18,146</b>	<b>831</b>	<b>4,416</b>	<b>5,247</b>	<b>11,552</b>	<b>11,841</b>	<b>23,393</b>
Bottom Decile (£)	19,126	21,838	19,811	18,648	21,838	21,838	18,946	21,838	20,487
Lower Quartile (£)	22,514	22,514	22,514	22,514	22,514	22,514	22,514	22,514	22,514
Median (£)	24,975	24,975	24,975	24,975	24,975	24,975	24,975	24,975	24,975
Upper Quartile (£)	31,446	31,446	31,446	31,446	27,544	27,544	31,446	30,382	31,446
Top Decile (£)	40,072	40,072	40,072	40,072	38,260	39,166	40,072	40,072	40,072
<b>Mean (£)</b>	<b>29,059</b>	<b>28,390</b>	<b>28,877</b>	<b>28,022</b>	<b>26,607</b>	<b>26,832</b>	<b>28,984</b>	<b>27,865</b>	<b>28,418</b>

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

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

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

**Table 3**  
**Median Earnings (£) by Analogous Grade Level and Gender: March 2017** <sup>1 2 3</sup>

Analogous Grade	Male			Female			Pay Gap (Female/Male) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	73,288	75,452	73,288	70,403	71,845	70,403	3.9%	4.8%	3.9%
Grade 6	63,346	63,346	63,346	61,573	63,346	63,346	2.8%	0.0%	0.0%
Grade 7	51,188	52,334	52,334	51,188	52,334	52,334	0.0%	0.0%	0.0%
DP	40,072	40,072	40,072	39,166	40,072	40,072	2.3%	0.0%	0.0%
SO	31,446	31,446	31,446	31,446	31,446	31,446	0.0%	0.0%	0.0%
EOI	27,544	27,544	27,544	27,544	27,544	27,544	0.0%	0.0%	0.0%
EOII	24,975	24,975	24,975	24,975	24,975	24,975	0.0%	0.0%	0.0%
AO	22,514	22,514	22,514	22,514	22,514	22,514	0.0%	0.0%	0.0%
AA	17,796	17,796	17,796	17,796	17,796	17,796	0.0%	0.0%	0.0%
Industrial	17,620	18,946	17,620	18,946	17,623	18,946	-7.5%	7.0%	-7.5%
Other <sup>5</sup>	24,610	18,648	24,610	24,610	18,648	23,785	0.0%	0.0%	3.4%

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 2017<sup>1 2 3 4</sup>**

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) <sup>5</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	70,403	72,567	71,845	70,403	71,845	70,403	71,845	79,058	72,567	0.0%	1.0%	2.0%
Grade 6	59,799	63,346	61,573	63,346	63,346	63,346	63,346	63,346	63,346	-5.9%	0.0%	-2.9%
Grade 7	51,188	52,334	52,334	51,188	52,334	52,334	52,334	52,334	52,334	0.0%	0.0%	0.0%
DP	40,072	40,072	40,072	40,072	40,072	40,072	40,072	40,072	40,072	0.0%	0.0%	0.0%
SO	31,446	31,446	31,446	31,446	31,446	31,446	31,446	30,914	31,446	0.0%	0.0%	0.0%
EOI	27,544	27,544	27,544	27,544	27,544	27,544	27,544	27,544	27,544	0.0%	0.0%	0.0%
EOII	24,975	24,975	24,975	24,975	24,975	24,975	24,975	24,975	24,975	0.0%	0.0%	0.0%
AO	22,514	22,514	22,514	22,514	22,514	22,514	21,838	22,514	22,514	0.0%	0.0%	0.0%
AA	17,796	17,796	17,796	17,796	17,796	17,796	17,796	17,574	17,796	0.0%	0.0%	0.0%
Industrial	17,620	18,946	17,620	17,620	18,946	17,620	18,946	17,705	18,946	0.0%	0.0%	0.0%
Other <sup>6</sup>	24,610	18,648	24,610	23,785	18,648	23,230	24,610	18,648	24,610	3.4%	0.0%	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 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 2017** <sup>1 2 3</sup>

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	70,403	71,845	70,403	73,288	75,452	73,288	-4.1%	-5.0%	-4.1%
Grade 6	63,346	63,346	63,346	59,799	63,346	59,799	5.6%	0.0%	5.6%
Grade 7	51,188	52,334	52,334	51,188	52,334	52,334	0.0%	0.0%	0.0%
DP	40,072	40,072	40,072	40,072	40,072	40,072	0.0%	0.0%	0.0%
SO	31,446	31,446	31,446	31,446	31,446	31,446	0.0%	0.0%	0.0%
EOI	27,544	27,544	27,544	27,544	27,544	27,544	0.0%	0.0%	0.0%
EOII	24,975	24,975	24,975	24,975	24,975	24,975	0.0%	0.0%	0.0%
AO	22,514	22,514	22,514	22,514	22,514	22,514	0.0%	0.0%	0.0%
AA	17,796	17,796	17,796	17,796	17,796	17,796	0.0%	0.0%	0.0%
Industrial	17,620	18,946	17,620	17,620	16,300	16,960	0.0%	14.0%	3.7%
Other <sup>5</sup>	24,610	18,648	24,610	37,653	18,648	33,950	-53.0%	0.0%	-38.0%

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 2017** <sup>1 2 3</sup>

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	70,403	71,845	70,403	73,288	75,452	73,288	-4.1%	-5.0%	-4.1%
Grade 6	59,799	63,346	59,799	63,346	63,346	63,346	-5.9%	0.0%	-5.9%
Grade 7	50,041	52,334	50,041	52,334	52,334	52,334	-4.6%	0.0%	-4.6%
DP	38,260	40,072	38,260	40,072	40,072	40,072	-4.7%	0.0%	-4.7%
SO	31,446	31,446	31,446	31,446	31,446	31,446	0.0%	0.0%	0.0%
EOI	27,544	27,544	27,544	27,544	27,544	27,544	0.0%	0.0%	0.0%
EOII	24,975	24,975	24,975	24,975	24,975	24,975	0.0%	0.0%	0.0%
AO	22,514	22,514	22,514	22,514	22,514	22,514	0.0%	0.0%	0.0%
AA	17,796	17,796	17,796	17,796	17,796	17,796	0.0%	0.0%	0.0%
Industrial	17,620	16,972	17,620	17,620	18,946	17,620	0.0%	-11.6%	0.0%
Other <sup>5</sup>	22,765	18,648	22,299	38,116	18,648	38,116	-67.4%	0.0%	-70.9%

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 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 (£) 2012-2017, by Gender** <sup>1 2 3</sup>

Gender	Year (March)					
	2012	2013	2014	2015	2016	2017
Male	23,336	23,999	24,728	24,728	24,728	24,975
Female	21,835	23,474	24,468	24,728	24,728	24,975
Total	21,924	23,999	24,728	24,728	24,728	24,975

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).

**Table 8**  
**Median Earnings (£) 2012-2017, by Analogous Grade Level** <sup>1 2 3 4</sup>

Analogous Grade	Year (March)						% Change 2012 - 2017	% Change 2016 - 2017
	2012	2013	2014	2015	2016	2017		
Grade 5+	65,695	66,188	68,278	69,706	69,706	71,845	9.4%	3.1%
Grade 6	59,327	62,407	62,719	60,963	60,963	63,346	6.8%	3.9%
Grade 7	47,539	47,938	49,546	50,681	50,681	52,334	10.1%	3.3%
DP	37,288	37,508	37,881	38,778	38,778	40,072	7.5%	3.3%
SO	29,412	30,227	30,608	30,882	31,135	31,446	6.9%	1.0%
EOI	25,223	26,398	26,991	27,271	27,271	27,544	9.2%	1.0%
EOII	21,924	23,824	24,468	24,728	24,728	24,975	13.9%	1.0%
AO	20,109	20,886	21,622	22,291	22,291	22,514	12.0%	1.0%
AA	16,682	17,112	17,620	17,620	17,620	17,796	6.7%	1.0%
Industrial	15,147	15,311	15,482	15,660	16,297	17,620	16.3%	8.1%
Other <sup>5</sup>	36,809	30,105	27,323	29,558	27,924	24,610	-33.1%	-11.9%

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 Staff not on NICS Pay Scales.

**Table 9**  
**Increase in Salary, March 2016 to March 2017, by Analogous Grade Level<sup>1</sup>**

Analogous Grade	0% increase in salary		0.1% - 1.9% increase in salary		2% - 3.9% increase in salary		4% - 5.9% increase in salary		6% or more increase in salary		Total	
	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion
Grade 5+	9	4.5%	5	2.5%	184	92.9%	0	0.0%	0	0.0%	198	100.0%
Grade 6	0	0.0%	131	51.0%	24	9.3%	102	39.7%	0	0.0%	257	100.0%
Grade 7	8	0.9%	474	50.4%	459	48.8%	0	0.0%	0	0.0%	941	100.0%
DP	6	0.3%	961	49.7%	967	50.0%	0	0.0%	0	0.0%	1,934	100.0%
SO	10	0.4%	1,323	53.3%	1,112	44.8%	39	1.6%	0	0.0%	2,484	100.0%
EOI	69	2.6%	1,550	59.3%	993	38.0%	0	0.0%	*	*	2,613-2,616	100.0%
EOII	30	0.8%	2,413	68.1%	1,098	31.0%	0	0.0%	*	*	3,542-3,545	100.0%
AO	*	*	3,827	62.2%	0	0.0%	2,322	37.7%	*	*	6,156	100.0%
AA	0	0.0%	870	93.6%	44	4.7%	0	0.0%	15	1.6%	929	100.0%
Industrial	27	3.4%	88	11.0%	101	12.6%	166	20.7%	421	52.4%	803	100.0%
Other <sup>2</sup>	693	63.6%	49	4.5%	331	30.4%	8	0.7%	8	0.7%	1,089	100.0%
Total	853-856	4.0-4.1%	11,691	55.8%	5,313	25.4%	2,637	12.6%	450-453	2.1-2.2%	20,947	100.0%

<sup>1</sup> This table compares the salaries from March 2016 to March 2017 for Permanent and Casual staff who have not changed grade.

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

\* The number of cases is below 5.

**Table 10**  
**Median Earnings (£) by Age: March 2017<sup>1 2</sup>**

Age	Median Earnings	No. of staff
Under 21	18,139	6
21	17,352	8
22	19,230	16
23	19,469	22
24	20,487	48
25	20,487	62
26	21,163	110
27	21,838	197
28	21,838	280
29	21,838	347
30	22,514	437
31	22,514	553
32	22,514	603
33	22,514	634
34	22,514	682
35	22,514	740
36	24,450	744
37	24,187	760
38	24,975	707
39	24,975	703
40	24,975	673
41	24,975	593
42	24,975	585
43	24,975	623
44	24,975	693
45	24,975	677
46	24,975	682
47	24,975	746
48	27,403	782
49	26,837	822
50	26,695	841
51	27,544	838
52	27,544	848
53	27,544	878
54	27,544	855
55	27,544	863
56	27,544	792
57	27,544	677
58	27,544	580
59	27,544	469
60	27,544	294
61	27,544	293
62	24,975	214
63	24,975	152
64	27,544	101
65	27,544	76
Over 65	22,514	107

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 2017** <sup>1 2 3 4 5 6 7 8</sup>

Analogous Grade	Median Earnings				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
Grade 5+	71,850	83,130	86,390	74,130	76,890
Grade 6	63,350	64,280	62,390	65,890	66,650
Grade 7	52,330	51,070	49,840	51,200	54,150
DP/Senior Executive Officer	40,070	38,670	37,530	40,420	40,220
SO/Higher Executive Officer	31,450	30,940	30,800	30,940	31,000
EOI & EOII/Executive Officer	24,980	25,480	24,740	25,570	24,890
AO	22,510	20,010	19,730	19,530	20,010
AA	17,800	17,760	17,220	17,430	17,000

Sources: DoF (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 2017 <sup>1 2</sup>**

Sector	Median Earnings			Mean Earnings		
	Full Time	Part Time	All	Full Time	Part Time	All
NICS	478.4	345.0	468.4	553.2	366.4	511.3
Public Sector	561.1	220.7	464.1	610.7	243.7	508.5
Private Sector	402.5	149.5	340.0	491.1	165.1	398.5

Sources: DoF (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.

## Annex 1 - General Service Pay Ranges<sup>19</sup>, by grade level, NICS and Departments in GB

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
<b>NICS</b>	<b>£17,352</b>	<b>£17,796</b>
Charity Commission	N/A	N/A
Department for Environment, Food and Rural Affairs	£16,790	£17,280
Foreign and Commonwealth Office	£18,779	£18,779
Home Office	£16,641	£16,641
Ofsted	N/A	N/A
Department for Transport	£17,275	£17,275
Department for Work and Pensions	£16,772	£16,772
Scottish Government <sup>20</sup>	£17,242	£19,582

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

### AO

	Minimum	Maximum
<b>NICS</b>	<b>£19,811</b>	<b>£22,514</b>
Charity Commission	£17,284	£19,526
Department for Environment, Food and Rural Affairs	£19,430	£20,010
Foreign and Commonwealth Office	£19,805	£22,119
Home Office	£20,352	£20,352
Ofsted	£19,101	£19,292
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£17,598	£19,734
Scottish Government <sup>21</sup>	£20,006	£22,434

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

<sup>19</sup> In effect at March 2017.

<sup>20</sup> A3 grade, equivalent to AA/AO.

<sup>21</sup> A4 grade.

**EOI/EOII/Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£23,925</b>	<b>£27,544</b>
Charity Commission	£22,395	£25,407
Department for Environment, Food and Rural Affairs	£23,250	£26,040
Foreign and Commonwealth Office	£21,889	£27,902
Home Office	£23,330	£26,831
Ofsted	£23,555	£23,791
Department for Transport	£24,876	£26,120
Department for Work and Pensions	£23,310	£25,646
Scottish Government	£23,383	£26,448

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

**SO/Higher Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£29,317</b>	<b>£31,446</b>
Charity Commission	£26,722	£31,034
Department for Environment, Food and Rural Affairs	£28,040	£31,680
Foreign and Commonwealth Office	£26,640	£33,108
Home Office	£28,280	£33,229
Ofsted	£29,738	£30,036
Department for Transport	£29,832	£32,367
Department for Work and Pensions	£26,959	£31,635
Scottish Government	£27,755	£31,811

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

## DP/Senior Executive Officer

	Minimum	Maximum
<b>NICS</b>	<b>£36,448</b>	<b>£40,072</b>
Charity Commission	£34,739	£40,734
Department for Environment, Food and Rural Affairs	£34,490	£40,000
Foreign and Commonwealth Office	£33,428	£41,258
Home Office	£35,114	£40,380
Ofsted <sup>22</sup>	£36,639	£37,006
Department for Transport	£37,428	£41,173
Department for Work and Pensions	£32,053	£38,380
Scottish Government	£34,919	£42,220

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

## Grade 7

	Minimum	Maximum
<b>NICS</b>	<b>£47,749</b>	<b>£52,334</b>
Charity Commission	£46,797	£55,994
Department for Environment, Food and Rural Affairs	£45,690	£53,910
Foreign and Commonwealth Office	£43,967	£56,786
Home Office	£48,004	£56,405
Ofsted <sup>22</sup>	£55,793	£56,351
Department for Transport	£46,696	£53,700
Department for Work and Pensions	£45,430	£56,232
Scottish Government	£46,424	£55,275

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

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<sup>22</sup> Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

## Grade 6

	Minimum	Maximum
<b>NICS</b>	<b>£56,252</b>	<b>£63,346</b>
Charity Commission	£57,252	£68,505
Department for Environment, Food and Rural Affairs	£55,160	£65,080
Foreign and Commonwealth Office	£55,434	£69,093
Home Office	£58,103	£68,547
Ofsted <sup>23</sup>	£69,352	£70,046
Department for Transport	£57,855	£66,533
Department for Work and Pensions	£56,096	£68,797
Scottish Government <sup>24</sup>	£55,928	£69,380

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

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

	Minimum	Maximum <sup>25</sup>
<b>NICS</b>	<b>£68,961</b>	<b>£79,058</b>
Charity Commission	£64,000	£117,800
Department for Environment, Food and Rural Affairs	£64,000	£117,800
Foreign and Commonwealth Office	£64,000	£117,800
Home Office	£64,000	£117,800
Ofsted	£64,000	£117,800
Department for Transport	£64,000	£117,800
Department for Work and Pensions	£64,000	£117,800
Scottish Government	£64,000	£117,800

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

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

<sup>24</sup> Minimum of C2 grade and maximum of C3 grade.

<sup>25</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the salary maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

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

	Minimum	Maximum <sup>26</sup>
<b>NICS</b>	<b>£88,596</b>	<b>£101,092</b>
Charity Commission	£87,000	£162,500
Department for Environment, Food and Rural Affairs	£87,000	£162,500
Foreign and Commonwealth Office	£87,000	£162,500
Home Office	£87,000	£162,500
Ofsted	£87,000	£162,500
Department for Transport	£87,000	£162,500
Department for Work and Pensions	£87,000	£162,500
Scottish Government	£87,000	£162,500

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

### SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum <sup>26</sup>
<b>NICS</b>	<b>£114,047</b>	<b>£133,327</b>
Charity Commission	£106,000	£208,100
Department for Environment, Food and Rural Affairs	£106,000	£208,100
Foreign and Commonwealth Office	£106,000	£208,100
Home Office	£106,000	£208,100
Ofsted	£106,000	£208,100
Department for Transport	£106,000	£208,100
Department for Work and Pensions	£106,000	£208,100
Scottish Government	£106,000	£208,100

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

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

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

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£153,933</b>	<b>£180,496</b>
The staff on Pay Band 4 in all other Departments are paid in three tiers:		
Tier 1	£180,000	£200,000
Tier 2	£160,000	£180,000
Tier 3	£142,000	£160,000

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

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