

Northern Ireland Statistics and Research Agency Annual Report and Accounts

for the year ended 31 March 2016



NISRA Annual Report and Accounts for the year ended 31 March 2016

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under section 11(3)(c) of the Government Resources
and Accounts Act (Northern Ireland) 2001
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PERFORMANCE REPORT

OVERVIEW

History and Statutory Background

The Northern Ireland Statistics and Research Agency (NISRA), an Executive Agency within the Department of Finance and Personnel (DFP), was established on 1 April 1996 under the Government's Next Steps Initiative. The Agency incorporates the General Register Office (GRO) for Northern Ireland.

The Business

The Agency's Mission is –

- to produce and disseminate high quality, trusted and meaningful statistics and research to inform decisions and improve understanding; and
- to provide a high quality and cost effective civil registration service to meet users' needs.

NISRA's statistics and research services are afforded to a wide range of government departments and agencies to assist the policy process and delivery of objectives and actions. Statistics are produced in accordance with the Code of Practice for Official Statistics published by the UK Statistics Authority in January 2009.

NISRA continues to address the needs of a wide range of users, producing high quality statistics and research, ensuring the quality of those statistics and disseminating information to its users efficiently and effectively. NISRA will continue to ensure statistical outputs are fit for purpose such that users have a high degree of confidence in them.

NISRA is the principal source of official information on Northern Ireland's population and socio-economic conditions. The statistics produced by the Agency not only inform the policy process within government, but also inform academic research and contribute to debate in the wider community.

The GRO, which is incorporated within NISRA, provides a civil registration service and produces summary statistics relating to life events.

Vision

NISRA's vision is -

Trusted statistics and research for a better society

In striving to deliver our vision we will build on our history and our reputation for quality and customer service and on advancements in information communication technologies.

Key Aims, Principal Functions and Targets

Aims

The corporate aims of NISRA are -

- (i) to provide a statistical and research service to support decision making by Northern Ireland ministers and departments;
- (ii) to inform elected representatives and the public through the dissemination of reliable official statistics; and
- (iii) to administer the marriage laws and provide a system for the civil registration of births, marriages, civil partnerships, adoptions and deaths in Northern Ireland.

Principal Functions

The principal functions of the Agency are -

- to provide and co-ordinate professional statistics and research services and to be the principal advisory body on statistics and social research for Northern Ireland departments, agencies and non-departmental bodies;
- to carry out the Census of Population and provide high quality demographic information to enable the number and the condition of the population to be monitored and changes over time to be identified;
- to collect, analyse and make available official statistics which describe Northern Ireland's society, economy and public services;
- to ensure that statistical and research standards are adhered to and that the best appropriate methodological practice is employed in official statistics, social research and policy evaluation;
- to provide Northern Ireland statistics required for the United Kingdom, European Union and international statistical series; and
- to administer the marriage laws and provide an efficient and effective system for the registration of births, marriages, civil partnerships, adoptions and deaths in Northern Ireland.

Risks and Uncertainties

Risk management has been incorporated into the business planning and decision-making processes of the Agency. The Agency maintains a Risk Register which defines the framework and describes the process for identifying and managing risks.

The Agency Audit and Risk Committee (ARC) support the Accounting Officer and the Agency Board on issues of risk, control and governance. In addition, ARC provides assurances and advice to the Accounting Officer on the adequacy of audit coverage both internal and external. ARC is chaired by one of the Non-Executive Board members and operates under the best practice guidance contained within the Audit and Risk Assurance Committee Handbook (NI) issued under DAO (DFP) 05/14 in March 2014.

The Committee met on 4 occasions during the course of 2015/16. The Corporate Risk Register was provided to all meetings and the Committee reviewed in detail Agency level risks in relation to:

- Census (2011 and Future Census)
- Customers
- Official Statistics
- General Register Office
- Finance/Resources
- Information Assurance
- Human Resources
- Sickness Absence
- Integrated Business Survey System
- Re-organisation of General Register Office District Registration Services

Chief Executive Overview

The Agency has faced a challenging but exciting period over the last twelve months. A number of key staff have left the Agency as part of the Civil Service wide Voluntary Exit Scheme (VES). The VES has had a significant impact on staffing numbers and capacity. That said the Agency has continued to maintain essential service delivery to the public. The Agency has achieved all four key headline Ministerial targets around the introduction of a new Civil Registration system, modernising statistical services, supporting the development of a new Programme for Government and initial plans for a 2021 Census. The Agency has also delivered the vast majority of its non-headline objectives for 2015/16 against this backdrop of change. Further detail on the performance of the Agency is included in this report.

Delivery on these targets in 2015/16 leaves the Agency well placed for the future. Future challenges of further pressure on resources, alongside the need for further modernisation of services and the ongoing data revolution, points towards more significant changes required in the future.

PERFORMANCE ANALYSIS

Targets

NISRA has used the balanced scorecard approach to provide a business focus for both the short-term and the long-term, putting meaningful performance measurements in place. The Agency has four key target areas.

These are -

- Business Results/Impact
- Users/Trust
- Internal Processes/Governance
- Organisation and People/Quality

The Department consults with the Agency on the development of key targets in these four areas. These key targets are supplemented by a suite of Chief Executive targets all of which are detailed in the Agency's Annual Business Plan.

Accounts

The Accounts at pages 111 to 133 of this report have been prepared in accordance with direction given by the Department of Finance and Personnel in accordance with Section 11(2) of the Government Resources and Accounts Act (Northern Ireland) 2001.

Accounting policies used in the preparation of these Accounts are set out in note 1 to the Accounts (page 115).

The net operating cost for the year was £13,068k (2014/15 £10,811k) (page 111).

Performance against Targets

The Agency had four key ministerial targets for the year 2015/16. All four targets were achieved. The results have been confirmed as accurate by DFP Internal Audit summarised below.

Chief Executive targets are set out in a balanced scorecard framework. Performance against targets is summarised in the Balanced Scorecard Section at pages 7 to 36.

Ministerial Targets

| Targets | Result |
|--|---|
| NIROS Project: Implement the new Civil Registration Operating System by 31st March 2016. | Achieved: The new Northern Ireland Civil Registration Operating System, Northern Ireland Office Registration System (NIROS) was successfully implemented on 22nd February 2016 in the Local District Registration Offices and on 24th February 2016 in the General Register Office for Northern Ireland (GRO). |
| Census of Population 2021: Produce detailed plans for the delivery of the 2021 Census by 31st March 2016. | Achieved: Census Office is liaising closely with its counterparts in the Office for National Statistics and National Records of Scotland (NRS) on planning for the 2021 Census, for example, by attending meetings and programme reviews, holding joint workshops on areas for collaboration (including procurement), and progressing topic consultations. The topic consultation for the 2021 Census in Northern Ireland was launched on 25th September 2015 and closed on 17th December 2015. A statement of agreement between the National Statistician and the Registrars General for Scotland and Northern Ireland on the conduct of the 2021 Census was published in October 2015. A Project Initiation Document (PID), plus a large number of supporting papers, has been produced for the 2021 Census. |

| Targets | Result |
|---|--|
| <p>Survey Modernisation: Further modernise business and household surveys including starting the development of channels for electronic/on-line data collection by March 2016.</p> | <p>Achieved: Modernisation work continues on track. The Business Case and funding for modernisation of social surveys was approved early in 2015/16. The upgrade of the social survey data collection computer system has been obtained and detailed pilot tests have been run across a number of different survey instruments. This includes an on-line household survey of standard demographic questions. The Project Board met in December and considered a work plan going forward – the project is on track for completion within the Business Case timetable/funding.</p> <p>On business surveys, an e-mail based Electronic Data Collection is now fully operational (from January 2016) across the main quarterly business surveys. Initial figures indicate a 30% uptake by businesses. The on-line collection will be rolled-out, where appropriate, across the more complex annual surveys in 2016/17. Statistical integration work has progressed with the roll-out of new standardised statistical processing methods across a number of quarterly and annual business surveys.</p> |
| <p>Programme for Government: Assist departments throughout 2015/16 in the development and subsequent measurement of outcomes identified in the next programme for government.</p> | <p>Achieved: Work is progressing well on all levels and will continue to be taken forward in conjunction with the Programme for Government (PfG) team in The Executive Office (formerly OFMDFM) and the NICS board as required. Public Sector Reform Division (PSRD) is liaising with OFMDFM and NISRA to contribute knowledge on outcomes based measures informed by ongoing work with Carnegie and the Organisation for Economic Co-operation and Development (OECD). Recommendations from the OECD report will be considered and liaison continued to help inform the PfG agenda. The NISRA Methodology group has developed guidance on target setting which has been rolled out across the Agency.</p> |

NISRA Balanced Scorecard 2015/16

| Business Results (Impact) | | | |
|--|--|---|---|
| Objective | Targets | Measures | Outcomes |
| BR1: To influence decision-making in government and the wider community. | (i) Implementation of the new Civil Registration Operating System by 31st March 2016. DFP (Ministerial) Target | System operational by 31st March 2016. | Achieved: The new Civil Registration Operating System (NIROS) was successfully implemented on 22nd February 2016 in the Local District Registration Offices and on 24th February 2016 in GRO. |
| | (ii) Produce detailed plans for the delivery of the 2021 Census by 31st March 2016. DFP (Ministerial) Target | Production of Project initiation Document. Strategic Outline Case completed. Development of Outline Business Case underway. | Achieved: Census Office is liaising closely with its counterparts in the Office for National Statistics and National Records of Scotland (NRS) on planning for the 2021 Census, for example, by attending meetings and programme reviews, holding joint workshops on areas for collaboration (including procurement), and progressing topic consultations. The topic consultation for the 2021 Census in Northern Ireland was launched on 25th September 2015 and closed on 17th December 2015. A statement of agreement between the National Statistician and the Registrars General for Scotland and Northern Ireland on the conduct of the 2021 Census was published in October 2015. A Project Initiation Document (PID), plus a large number of supporting papers, has been produced for the 2021 Census. |

| Business Results (Impact) | | | |
|---------------------------|--|---|--|
| Objective | Targets | Measures | Outcomes |
| | <p>(iii) To further modernise business and household surveys including starting the development of channels for electronic/on-line data collection by March 2016.</p> <p>DFP (Ministerial) Target</p> | <p>Business Case developed and sent to DFP Supply for approval.</p> <p>Pilot survey with an on-line element in development with Blaise 5 system by March 2016.</p> <p>Statistical integration element of Integrated Business Survey System finalised and implementation started across a number of business surveys by March 2016.</p> <p>The number of business surveys with Integrated Business Survey System Electronic Data Collection implemented by March 2016.</p> | <p>Achieved: Modernisation work continues on track. The Business Case and funding for modernisation of social surveys was approved early in 2015/16. The upgrade of the social survey data collection computer system has been obtained and detailed pilot tests have been run across a number of different survey instruments. This includes an on-line household survey of standard demographic questions. The Project Board met in December and considered a work plan going forward – the project is on track for completion within the Business Case timetable/funding.</p> <p>On business surveys, an e-mail based Electronic Data Collection is now fully operational (from January 2016) across the main quarterly business surveys. Initial figures indicate a 30% uptake by businesses. The on-line collection will be rolled-out, where appropriate, across the more complex annual surveys in 2016/17. Statistical integration work has progressed with the roll-out of new standardised statistical processing methods across a number of quarterly and annual business surveys.</p> |

| Business Results (Impact) | | | |
|---------------------------|--|---|---|
| Objective | Targets | Measures | Outcomes |
| | <p>(iv) To assist departments throughout 2015/16 in the development and subsequent measurement of outcomes identified in the next programme for government.</p> <p>DFP (Ministerial) Target</p> | <p>Target setting guidance developed.</p> <p>Senior Managers' Forum (SMF) and Statistics Advisory Committee (SAC) meetings held.</p> <p>NISRA lunchtime seminar held.</p> <p>NISRA measurement annexes of PfG outcomes/targets taken forward by March 2016.</p> | <p>Achieved: Work is progressing well on all levels and will continue to be taken forward in conjunction with the PfG team in OFMDFM and the NICS board as required. PSRD is liaising with OFMDFM and NISRA to contribute knowledge on outcomes based measures informed by ongoing work with Carnegie and OECD.</p> <p>Recommendations from the OECD report will be considered and liaison continued to help inform the PfG agenda. The NISRA Methodology group has developed guidance on target setting which has been rolled out across the Agency.</p> |
| | <p>(v) To manage and support the Delivering Social Change (DSC) Research Programme throughout 15/16.</p> | <p>Research programme outputs for 2015/16 delivered on time and within budget.</p> | <p>Achieved: All research programmes managed by OFMDFM statisticians are either complete or in their final stages. Releases during the year include, 'Growing Up On an Interface - Findings and Implications for the Social Needs, Mental Health and Lifetime Opportunities of Belfast Youth'; 'The Over-Representation of Disabled Children and Young People in Out-of-Home Care in Northern Ireland'; 'Delivering Social Change - Our Population: What Matters Most?' and 'An Investigation of Gender Equality issues at the Executive Level in the Northern Ireland Public Sector'.</p> |

| Business Results (Impact) | | | |
|---------------------------|---------|----------|--|
| Objective | Targets | Measures | Outcomes |
| | | | <p>Other NISRA statisticians (in DE, DEL, DHSSPS & DETI) supported the evaluation of Delivering Social Change 'signature projects' and statistical staff across all departments have input to the Child Poverty strategy as well as providing advice on indicators for the Active Ageing and Disability Strategies.</p> <p>NISRA was commissioned by the Statistics Co-ordinating Group in October 2015 to undertake an update of the 2010 Deprivation measures and subsequently put the necessary personnel in place to take the work forward. A cross-Departmental / Organisational Steering Group has been established to oversee the work, which is being led by NISRA's Director of Analysis. The aim of the work is to publish the updated deprivation measures in mid-2017.</p> |

| Business Results (Impact) | | | |
|---------------------------|--|---|---|
| Objective | Targets | Measures | Outcomes |
| | <p>(vi) To take forward the development of the key elements of a system of Economic Accounts in Northern Ireland during 2015/16.</p> <p>(Subject to Business Case approval and necessary funding being found).</p> | <p>Business Case developed and sent to DFP Supply for approval.</p> <p>NI element of Purchases Inquiry developed and fieldwork commenced by March 2016 (subject to confirmation of resources / ONS timetable).</p> <p>NI Supply Use Tables (2013) produced by March 2016.</p> | <p>Achieved: The Business Case for the further development of a system of Economic Accounts for Northern Ireland was approved by DFP Supply in August 2015.</p> <p>The sample size for the Purchases Inquiry has been agreed and fieldwork started in February 2016, with a second round of fieldwork taking place in May 2016.</p> <p>Engagement with external users and other experts continued throughout 2015/16 to inform development of the Economic accounts.</p> <p>The first output from the 2012 Supply and Use tables 'Structure of the NI Economy in 2012' was published on the 9th December 2015. This report provides for the first time a balanced estimate of Northern Ireland Gross Domestic Product (GDP) and its component parts for 2012 using an international standard approach.</p> <p>The draft Supply Use Tables (SUTs) for 2013 were produced internally and will be published later in 2016 after further quality assurance. In addition, draft 2012 Input/Output tables have been developed which are due for publication in May 2016 alongside revised 2012 SUTs.</p> |

| Business Results (Impact) | | | |
|---------------------------|---|--|---|
| Objective | Targets | Measures | Outcomes |
| | (vii) To promote the Open Data Agenda as agreed by Agency Board in adherence to the new public sector strategy. | <p>Percentage of NISRA products with a 3 star rating increased from 16% to 20%.</p> <p>NINIS 'button' on NICS desktops.</p> <p>Increase government attendees on NINIS workshops.</p> | <p>Achieved: NISRA is represented on the new NICS-wide open data implementation board. NISRA also has representation on its technical subgroup. The Open Data manager gave a NISRA lunchtime seminar to NISRA staff to update and encourage liaison. Census office has actively participated in NISRA (and NICS) events to promote Open Data. In 2015/16 the percentage of NISRA products with a 3 star rating increased to 24%.</p> <p>Datasets in Open Data format have been made available by NISRA statisticians through the NI Open data portal, the NI Neighbourhood Information Service (NINIS) website and Departmental / Organisational websites.</p> |

| Business Results (Impact) | | | |
|---------------------------|---------|----------|---|
| Objective | Targets | Measures | Outcomes |
| | | | <p>Datasets available through the NI Open data portal include GP prescribing data, crime data, earnings data, driver and vehicle testing outcomes, library locations, new dwelling starts and completions statistics and the 2011 Census microdata teaching file. In January 2016 all the MS Excel spreadsheets on NINIS were converted to 'Open Document Format' (3 stars on Open Data Scheme). NINIS datasets can also be accessed through the NI Open data portal. The NI Neighbourhood Information Service (NINIS) is one of the NICS digital action plan projects.</p> <p>During 2015/16 NINIS held a series of workshops and seminars to promote the use of NINIS. Attendees included statisticians and policy colleagues from within government, researchers and representatives from the community and voluntary sector. NINIS are working with IT Assist to release a NINIS button on DFP desktops – this is expected to be rolled out to staff in mid 2016.</p> |

| Business Results (Impact) | | | |
|---------------------------|---|--|--|
| Objective | Targets | Measures | Outcomes |
| | (viii) To ensure researchers have efficient access to micro-data. | <p>Safe-setting usage.</p> <p>Number of projects through approval process for the Northern Ireland Longitudinal Study (NILS), Northern Ireland Mortality Study (NIMS), Administrative Data Research Centre (in Northern Ireland) (ADRC) and Census.</p> <p>Hold 2 meetings of the Administrative Data Forum (ADF).</p> <p>Development and dissemination of ADRC-NI Data Prospectus, detailing the datasets that are available.</p> | <p>Achieved: Safe setting has been fully accessible during the year. From 1 April 2015 – 31 March 2016 there were 705 bookings in the secure environment. These were made by a total of 27 different researchers.</p> <p>Connection to the ONS Virtual Microdata Laboratory is online. A new organisational agreement between the ONS and NISRA was agreed and signed in December 2015.</p> <p>There were 9 NILS and 5 NIMS projects approved between 1 April 2015 and 31 March 2016.</p> <p>Through engagement a number of high profile data custodians have already given their agreement in principle for their administrative data to be utilised for research purposes. Agreement in principle has been obtained from Census, GRO, Department of Agriculture and Rural Development (DARD), Department for Employment and Learning (DEL), Electoral Office for Northern Ireland (EONI), Land and Property Services (LPS), Business Service Organisation (BSO), Department of Education (DE), Department for Social Development (DSD) and Department of the Environment (DOE).</p> <p>A data workshop took place in June 2015 and was well received by the research community.</p> |

| Users (Trust) | | | |
|---|---|---|--|
| Objective | Targets | Measures | Outcomes |
| C1: To be trusted as an impartial and independent body. | (i) To review the NISRA Customer Satisfaction survey and implement the recommendations by end March 2016. | Review carried out. Recommendations implemented in 2015/16. | Achieved: Review of the NISRA Customer survey completed in June 2015. Following an online user consultation and agreement by NISRA Agency Board, the recommendations were implemented for the 2015 Customer survey carried out in February 2016. |
| | (ii) To engage proactively with users throughout 2015/16. | Producers to report biannually to Corporate Services on user interaction engagement completed. Annual list of publications produced and made available on NISRA website. NISRA website hits. NISRA and NINIS tweets. Google searches for NISRA. Press coverage as detailed in Agency Brief. Senior Civil Service Masterclass held. Number of Committee appearances where policy officials were supported by NISRA. | Achieved: NISRA branches carried out a wide range of user engagement during 2015/16. This included: a meeting of the Agricultural Statistics User group in April 2015, a Transport Statistics User Group meeting in March 2016, a meeting with expert users in June 2015 on the development of Supply and Use tables for NI and a Population Statistics User Engagement Event in January 2016. A topic consultation on the 2021 Census was held between September and December 2015. User consultations have also taken place on a number of other publications including Waste Management Statistics, DSD's Housing Publications and Hospital Waiting Time Statistics. LPS held a user information session in March 2016 to explain impact of move to a single UK House Price Index methodology. |

| Users (Trust) | | | |
|---------------|---------|----------|---|
| Objective | Targets | Measures | Outcomes |
| | | | <p>BSO undertook a wide programme of user engagement with universities, DHSSPS, the wider research community and across the HSC sector to promote the use of administrative data for ethically approved research through the Honest Broker Service. DEL engaged with customers regarding the content of the Employment Service Support Programme. DETI published a new Official Statistic “Energy in Northern Ireland 2016” which was developed closely with stakeholders. HRCS met with the Office of the Civil Service Commissioners to discuss Recruitment statistics.</p> <p>During 2015/16 NISRA branches engaged proactively with policy colleagues both formally and informally. This included engagement on the development of new statistical outputs, data collection system design and management, monitoring and evaluation, supply and production of statistics, and advice and guidance on statistics, research and the interpretation of data. NISRA branches supported policy colleagues appearing at Committees and also provided briefing. OFMDFM Statisticians appeared at Committees in May, September and December 2015.</p> |

| Users (Trust) | | | |
|---------------|---------|----------|--|
| Objective | Targets | Measures | Outcomes |
| | | | <p>DRD Central Statistics Research Branch (CSRB) statisticians attended the Regional Development Committee in February 2016 to present the findings of surveys with a particular emphasis on walking and cycling. DEL Statisticians appeared before the Committee in March 2016 to present the DEL Performance and Quality Report. Tourism statisticians provided an oral briefing for the Enterprise, trade and Investment (ETI) Committee on Tourism Statistics in June 2015. Economic and Labour Market Statistics branch appeared at the DEL committee. DOJ and DHSSPS statisticians provided briefing for policy colleagues attending the Justice and Health Committees. NISRA statisticians attended the Agriculture and Rural development Committee to explain the NI Deprivation Measures.</p> <p>A Senior Civil Service Masterclass entitled 'Sound Evidence for Sound Policy' by Sir Andrew Dilnot, Chair of the UK Statistics Authority was held in September 2015. The ONS Good Practice Team held a train the trainers day for the 'Ten Things' sessions.</p> |

| Users (Trust) | | | |
|---------------|---------|----------|---|
| Objective | Targets | Measures | Outcomes |
| | | | <p>The 2015 NISRA Customer Satisfaction Survey was completed and findings were published in May 2016.</p> <p>A list of all NISRA publications for 2014/15 has been produced and is available on the internet. This will be updated for 2015/16 in due course.</p> <p>All National Statistics and some Official Statistics are currently released through the gov.uk Release Calendar. Further training on releasing outputs through the gov.uk Release Calendar was completed in June. Training for a further 13 NISRA staff was due to take place in February 2016 but was postponed by the training provider and will take place in April 2016. This should facilitate the release of all Official Statistics outputs on the gov.uk calendar.</p> <p>In 2015/16 the NISRA website received 173,547 hits. There were 38,871 Google searches for NISRA in the first half of 2015/16; information for the second half of 2015/16 is not available due to changes in Google.</p> <p>Over 800 tweets were issued in 2015/16 across the three twitter accounts (NINIS, NISRA and ELMS).</p> |

| Users (Trust) | | | |
|---------------|--|---|--|
| Objective | Targets | Measures | Outcomes |
| | (iii) To comply with Data Protection and ICO policy and legislation. | <p>Reported cases of unauthorised disclosure of personal/sensitive information.</p> <p>(NISRA DFP) Data Protection Branch Bi-annual checklists completed.</p> <p>Completed Stewardship statements by Agency Board members.</p> <p>(IT/Data/Physical).</p> | <p>Achieved: No reported cases of unauthorised disclosure of personal/sensitive information within DFP and non-DFP NISRA.</p> <p>NISRA Data Protection Branch Compliance Checklists completed by DFP Information Asset Owners (IAOs) in September 2015 and March 2016, with compliance report issued to DFP Information Management Branch (IMB).</p> <p>Stewardship Statements completed by Agency Board members.</p> |
| | (iv) To maintain confidence in Official Statistics. | <p>Reported breaches of the Code of Practice investigated and actions taken to prevent a reoccurrence.</p> <p>Confirmed breaches notified to Agency Board and ARC.</p> <p>PCOS Analysis published.</p> <p>Guidance Disseminated – seminars/ relevant training held.</p> | <p>Achieved: The five breaches of the Code of Practice, by DOE (Driver and Vehicle Agency), OFMDFM, DCAL, DRD and DEL, were reported to the National Statistician's Office. The breaches were fully investigated and actions taken to minimise the risk of a reoccurrence. Confirmed breaches were reported to Agency Board in January 2016 and to ARC in March 2016.</p> <p>Further findings from the Public Confidence in Official Statistics (PCOS) Survey were published in May 2015.</p> <p>A NISRA Senior Managers Forum focusing on quality issues, including the UK Statistics Authority's guidance on quality assurance of Administrative Data took place in October 2015.</p> |

| Users (Trust) | | | |
|---------------|---|--|--|
| Objective | Targets | Measures | Outcomes |
| | | | <p>Training on Quality Assurance of Administrative Data (QAAD) sources was delivered by staff from the UK Statistics Authority in March 2016. A number of NISRA staff supported a review of this guidance via bilaterals with UK Statistics Authority staff.</p> <p>DEL has implemented the QAAD in a pre-assessment review of the quality of further education data in NI (DEL). This work was supported by staff from the UK Statistics Authority paid for by QIF monies.</p> <p>The QAAD guidance and toolkit have also been used by PSNI and DFP Demography branch in preparation for, and as an on-going recommendation from, the assessment process.</p> |
| | (v) Implement the 2015-2018 Communications Strategy and take forward the actions specific to 2015/16. | <p>Action Plan developed.</p> <p>Increased number of videos made by NISRA staff.</p> <p>Total number on channel increased by 100%.</p> | <p>Substantially Achieved: A Communications Strategy for 2015-18 (and accompanying Communications Action Plan) were developed by Corporate Services and agreed at the May 2015 Agency Board meeting, subject to minor amendments.</p> |

| Users (Trust) | | | |
|---------------|---------|--|---|
| Objective | Targets | Measures | Outcomes |
| | | Number of followers on Facebook and the NISRA and NINIS Twitter sites. | <p>The 2015/16 actions have been implemented and are mostly complete. The production of a User Engagement Best Practice Guide and Style Guide have been carried forward to 2016/17. The new NISRA website is at the planning stage. An options paper has been prepared and is on the Agency Board agenda for May 2016.</p> <p>A progress update on the Communications Action Plan was provided to the Senior Managers Forum (SMF) in February 2016. The Communication strategy action plan for 2016/17 and for 2017/18 has been updated and expanded based on feedback from this group. The Number of Twitter and Facebook followers has increased. NISRA now has 683 likes on Facebook (up from 563) and between 400 and 2,800 followers on the three Twitter sites (NISRA 404; NINIS 2794; ELMS 2711). The number of YouTube videos made and uploaded has doubled; 5 have been added during the financial year, which brings the total produced by NISRA to 11.</p> |

| Internal Processes (Governance / Management) | | | |
|--|--|---|--|
| Objective | Targets | Measures | Outcomes |
| IP1: To ensure the Agency is well managed according to existing policies and procedures. | (i) To hold at least three Agency Board meetings, three Senior Management Forum (SMF) meetings, three ARC meetings and at least 1 Statistics Coordinating Group (SCG) meeting by end March 2017. | At least three Agency Board meetings held. Three Senior Management Forum meetings held. Three ARC meetings held. One SCG meeting held. | Achieved: Three Agency Board meetings were held in May 2015, September 2015 and January 2016. Four Senior Managers Forum meetings were held: in April, June and October 2015 and in February 2016. Five NISRA Audit and Risk Committee (ARC) meetings were held in April, May, June and November 2015 and in March 2016. Statistics Co-ordinating Group (SCG) meetings were held in May 2015, October 2015 and March 2016. |
| | (ii) To have draft 2016-2019 Corporate Plan prepared by end March 2016. | Draft prepared. | Achieved: The preparation of the draft Corporate Plan was dependant on the DFP timetable. Since it was unlikely that PfG 2016-2021 would be published in advance of the May elections, DFP decided to once again publish a 1-year DFP plan for 16/17. As a result, a draft NISRA Corporate Plan was not required in 2015/16. Target has been rolled over into 2016/17. |

| Internal Processes (Governance / Management) | | | |
|--|--|---|---|
| Objective | Targets | Measures | Outcomes |
| | (iii) To support the DFP Information Assurance Target ¹ . | DFP NISRA Information Assurance Work Programme. (NISRA DFP) Information Risk Register. | Achieved: DFP NISRA Information Risk Schedule for 2015/16 completed and signed off by Acting Chief Executive in January 2016. Work on completing and maintaining the NISRA DFP Information Assurance Work Programme ongoing throughout 2015/16. |
| | (iv) To provide support to the Statistics Advisory Committee (SAC). | SAC meetings held. SAC agenda and minutes. | Achieved: Four Statistics Advisory Committee (SAC) meetings were held in April, June and October 2015 and in February 2016. Secretariat support was provided by NISRA Corporate Services. |
| | (v) To have no overspend and an underspend not greater than 2.5% within baseline allocation. | Level of overspend and underspend. | Substantially achieved: The Agency has recorded a cash underspend for the year of less than 2.5%. Due to technical financial issues this resulted in a formal overspend recorded on the accruals basis. This accrued overspend has been approved by DFP. |

1 Maintain Level 3 compliance with the "HMG Information Assurance (IA) Maturity Model and Assessment Framework" during 2015/2016.

| Internal Processes (Governance / Management) | | | |
|--|---|--|---|
| Objective | Targets | Measures | Outcomes |
| | (vi) To secure a favourable audit report on risk management, and manage risk appropriately. | <p>Level of assurance provided.</p> <p>Completed Stewardship statements by Agency Board members.</p> | <p>Achieved: NIAO issued an unqualified audit opinion on the 2014/15 financial statements and did not report on any exceptions for the year. The NIAO made four priority 2 recommendations in the Report to those charged with Governance for 2014/15. NIAO have issued an unqualified audit opinion in their draft Report to Those Charged With Governance (RTTCWG) for 2015/16.</p> <p>Internal Audit Reports issued during the year have provided three satisfactory assurance opinions and one limited opinion for individual audits. Internal Audit has provided a satisfactory assurance opinion for the Agency for 2015/16.</p> |

| Internal Processes (Governance / Management) | | | |
|--|---|--|--|
| Objective | Targets | Measures | Outcomes |
| | (vii) To take forward during 2015/16 the process to secure alternative accommodation for NISRA DFP Staff ² | <p>Respond to Properties Division requests promptly.</p> <p>Obtain quarterly updates on progress of project.</p> <p>Consider internal staff workstreams to deliver decant.</p> <p>Reduce on site file volumes to match capacity in new building.</p> | <p>Achieved: Move to Colby House approved by Supply and given DFP Permanent Secretary agreement. Relocation Groups (Sponsor Group, Liaison Group, Project Team) appointed and Project branding developed.</p> <p>NISRA teams liaising with Properties Division and CPD as required in order to provide solutions and quick decisions. NISRA specific requirements taken account of as they arise. Staff from other branches involved as required in order to meet their needs from the outset (e.g. IT requirements).</p> <p>Staff regularly updated on progress through Agency Brief and Information events.</p> <p>Offsite storage contract signed. Branch staff trained on storing and accessing offsite material.</p> |

² Date of a move dependent on acceptance of a business case by DFP and thereafter a procurement exercise for any building work involved and completion of works.

| Internal Processes (Governance / Management) | | | |
|--|--|--|---|
| Objective | Targets | Measures | Outcomes |
| | (viii) NISRA sickness absence should not exceed target of 6.2 working days lost by 31 March 2016. | Monthly/annual absence reports. | <p>Not achieved: Sickness absence rates were above those in the corresponding period last year. NISRA is committed to the DFP procedures for managing sickness absence and instigates reviews of absences at defined points. Where absences are long-term (20+ days) line managers pursue regular contact with the employee and complete progress reports as required. Support facilities (e.g. Welfare, OHS) are deployed at the earliest possible opportunity and DFP DHR follow-up meetings are arranged. Steps are taken to facilitate return to work and local management follow up.</p> <p>At the end of March 2016 the provisional sickness absence figure was 8.3 working days lost.</p> |
| | (ix) 90% of staff to have completed on time Personal Performance Agreements (PPA) and Personal Development Plans (PDP) and have them assessed as 'Agreed' on HR Connect. | HR Connect Performance Management Reports. | Achieved |

| Internal Processes (Governance / Management) | | | |
|--|---|--|---|
| Objective | Targets | Measures | Outcomes |
| | (x) 90% of In-year performance reviews for 2015/16 to be completed on time and recorded on HR Connect. | HR Connect Performance Management Reports. | Achieved |
| | (xi) Senior management to support branches in the management of the impact of the Voluntary Exit Scheme and Departmental restructuring as it affects NISRA. | NISRA's imposed saving achieved. | Achieved: Forty losses to be effected as a result of Voluntary Exit Scheme (VES) tranches 1-5, meeting DFP pro-rata allocation of suppressions. NISRA strategically evaluating losses and post suppressions and recommending required way forward to meet business needs. NISRA working with new departments to effect transfer of staff associated with function. |

| Organisation and People (Quality) | | | |
|---|--|--|---|
| Objective | Targets | Measures | Outcomes |
| OP1: To develop and manage high quality people who take pride in their work and their organisation. | (i) To have at least 80% of NISRA staff survey respondents state that they have received the training (including in house and on-the-job training) necessary to deliver their business objectives. | <p>NISRA Staff Attitudes Survey.</p> <p>Number of working groups developed.</p> <p>Annual Report on Staff Development.</p> <p>Science, Technology, Engineering and Mathematics Network (STEM –NET) activity report.</p> <p>Minutes of STEM (NET) Ambassadors Meetings.</p> | <p>Substantially achieved: 75% of NISRA Staff Survey respondents stated in the 2015/16 survey that they received the training (including in house and on-the-job training) necessary to deliver their business objectives.</p> <p>The Staff Development group met twice during 2015/16. The staff training needs survey was conducted and work continues on the delivery of training within budget constraints. A number of training courses have been provided in-house including: Statistical Disclosure Control and Record Linkage and Outcomes Based Accountability. NISRA staff also supported the delivery of Statistical Foundation Course modules to Assistant Statisticians.</p> <p>The UK Statistics Authority's Good Practice Team supported the delivery of Peer Review training, Quality of Administrative Data training and Effective Graphs training. SPSS training and Adobe Illustrator were delivered by external providers.</p> <p>A program of lunchtime seminars was delivered covering topics such as the 'Code of Practice' and 'Open data'. This included NISRA Showcase events allowing staff to share expertise across the Agency.</p> |

| Organisation and People (Quality) | | | |
|-----------------------------------|---|--|---|
| Objective | Targets | Measures | Outcomes |
| | | | <p>The 2014/15 Annual Report on Staff Development was circulated to Agency Board in June 2015. An update on training and lunchtime seminars was provided in December 2015.</p> <p>Four issues of STARzine (an internal staff development magazine) were produced and disseminated in 2015/16.</p> <p>A STEM showcase event took place on 28th April 2015, and a number of initiatives were planned by STEM ambassadors to celebrate World Statistics Day in October 2015 which included departmental posters and a 'Back to the Future' school engagement event. STEM ambassadors participated in a further 15 events during 2015/16. The D3 Coding group continued throughout 2015/16.</p> |
| | (ii) To implement prioritised improvements identified by the NISRA Staff Attitudes Survey and the DFP Quality Programme. ³ | <p>NISRA Staff Attitudes Survey.</p> <p>DFP Quality Programme.³</p> <p>NISRA Training Report.</p> | <p>Achieved: The NISRA Human Resource Action Plan was updated following the 2014 Staff Attitudes Survey and has been placed on Intranet. NISRA HR continues, on an ongoing basis, to follow up on identified (prioritised) actions.</p> <p>The DFP Quality Programme is currently suspended.</p> |

³ Dependent on DFP decision on whether to continue with this Programme.

| Organisation and People (Quality) | | | |
|-----------------------------------|---|--|--|
| Objective | Targets | Measures | Outcomes |
| | (iii) To improve NISRA's employee engagement score. | NISRA Staff Attitudes Survey. HR Action Plan produced and progress against targets updated quarterly. | Not achieved: The 2015/16 NISRA Staff Survey was conducted in February 2016. This showed a fall in the overall NISRA Employee Engagement Score (EES) from 61 in 2014/15 to 54 in 2015/16. A similar fall in EES has been recorded in the NICS overall and other government departments. |
| | (iv) To have at least 85% of statisticians attending lunchtime seminars or participating in a working group. ⁴ | NISRA Staff Attitudes Survey. | Achieved: 89% of statisticians who responded to the staff survey stated that they had attended a lunchtime seminar or participated in a working group. There were 9 lunchtime seminars (including 4 NISRA showcases) held in 2015/16. There were also 2 WELL sessions held in this period: Breast Cancer Awareness and Bowel Cancer Awareness. The NICS Managing Money Well was also delivered in this period. A list of NISRA working groups was disseminated to all staff via the STARzine issued in May 2015. |

⁴ Staff Survey Questions – 'Within the last 12 months have you attended a lunch-time seminar' and 'Within the last 12 months have you participated in a NISRA working group (include STEM, peer review)'.

| Organisation and People (Quality) | | | |
|---|--|---|--|
| Objective | Targets | Measures | Outcomes |
| OP2: To ensure outputs are produced to the highest professional and methodological standards. | (v) To achieve National Statistics designation / redesignation for all products assessed by the UK Statistics Authority for compliance with the Code of Practice for Official Statistics, where an assessment outcome is declared within the year. | All assessed products obtain successful National Statistics designation / redesignation. | <p>Achieved: Designation letter issued in February 2016 for Police Recorded Crime in NI Statistics.</p> <p>A number of other National Statistics assessments are currently ongoing. No outputs have failed to achieve National Statistics designation/ redesignation in 2015/16.</p> |
| | (vi) To progress additional National Statistics assessments by the UK Statistics Authority of NISRA statistics during 15/16. | Number of new National Statistics assessments of NISRA statistics progressed by March 2016. | <p>Achieved: Assessment priorities for 2015/16 have been agreed with the Statistics Authority, relevant producers informed and work is ongoing.</p> <p>A paper on assessment priorities for 2016/17 and beyond was considered at September Agency Board.</p> <p>During 2015/16, the following statistics received re-designation as National Statistics:</p> <p>PSNI – Police Recorded Crime Statistics</p> |

| Organisation and People (Quality) | | | |
|-----------------------------------|---------|----------|--|
| Objective | Targets | Measures | Outcomes |
| | | | <p>The following assessments are currently on-going:</p> <p>DFP – Population Estimates and Projections</p> <p>DOE – Road Safety Statistics</p> <p>DFP – Tourism Statistics</p> <p>DOJ – Re-assessment of NI Crime and Justice Survey</p> <p>The following assessments are due to begin in 2016/17:</p> <p>DFP – NI Retail Property Price Index</p> <p>NIHE – House Conditions Survey</p> |

| Organisation and People (Quality) | | | |
|-----------------------------------|--|--|---|
| Objective | Targets | Measures | Outcomes |
| | (vii) Implement the recommendations of the UK Statistics Authority Monitoring Reports where appropriate. | Recommendations of the UK Statistics Authority Monitoring Reports implemented. | <p>Achieved: The recommendations from the UK Statistics Authority Monitoring Review on target setting '<i>Official statistics, performance measurement and targets</i>' have been incorporated into the NISRA guidance on Setting Target and Performance Measures (developed by NISRA's Methodology sub-group). The guidance was discussed at the February 2016 Senior Managers Forum (SMF) and was issued to all staff in the same month.</p> <p>The UK Statistics Authority issued new guidance and a toolkit for Quality Assurance of Administrative Data (QAAD)⁵ in early 2015. This guidance was issued to Head of Branches (HoBs). An SMF on quality was held in October 2016 supported by the UK Statistics Authority. Training on the implementation of the toolkit was provided for NISRA staff in March 2016.</p> |

5 <https://www.statisticsauthority.gov.uk/publication/quality-assurance-of-administrative-data-setting-the-standard/>
<https://www.statisticsauthority.gov.uk/publication/administrative-data-quality-assurance-toolkit/>

| Organisation and People (Quality) | | | |
|-----------------------------------|--|---|---|
| Objective | Targets | Measures | Outcomes |
| | | | Examples of statistical outputs where the UK Statistics Authority guidance on the Quality Assurance of Admin Data Sources (QAAD) has been implemented include DEL Further Education Statistics, DOE Driver, Vehicle, Operator and Enforcement Statistics, PSNI Recorded Crime Statistics and Crime Outcomes and Population Estimates and Projections. |
| | (viii)To refocus the balance of statistical activity with greater emphasis on explanation and dissemination of the information contained in statistics compared with the collection and management of official data. (Per priority 2 UK Stats Authority Strategy). | Paper on way forward for Peer Review to Agency Board by end May 2015. | Achieved: A paper on the progress (and way forward) for Peer Review of NISRA publications was presented at the May Agency Board. The third round of peer reviewers were trained in October. Peer review resources have been updated with the most recent guidance and supporting Good Practice Team documents. 10 NISRA publications have been reviewed by this cohort during 2015/16. |

| Organisation and People (Quality) | | | |
|-----------------------------------|---------|----------|--|
| Objective | Targets | Measures | Outcomes |
| | | | <p>NISRA also produced and published nine ‘magazine-style’ articles during January and February 2016. These used existing statistics and encouraged groups of NISRA staff to think differently about how they presented statistical information to a non-technical or general audience. Articles were made available on the NISRA website, the relevant departmental website, and also through the NISRA twitter feed.</p> <p>Effective Tables and Graphs training was provided to NISRA staff by the Good Practice Team in March 2016.</p> <p>A NISRA D3 (code used to produce data visualisations) group was established in April 2015. Infographics continue to be produced across the Agency.</p> <p>Infographics are now routinely released alongside key branch publications by several branches including Census, DARD, DE, DEL, DHSSPS, DOE, DOJ, DRD, Invest NI, ELMSB, OFMDFM and Tourism.</p> |

| Organisation and People (Quality) | | | |
|-----------------------------------|--|--|--|
| Objective | Targets | Measures | Outcomes |
| | (ix) To raise awareness of the quality agenda for statistical process and outputs. | <p>Guidance implemented.</p> <p>SMF on quality held.</p> <p>Quality training arranged.</p> | <p>Achieved: NISRA's quality champion took part in GSS quality champion's network meeting in June 2015 and January 2016.</p> <p>A NISRA Senior Managers Forum (SMF) focusing on quality issues, including the UK Statistics Authority's guidance on quality assurance of Administrative Data took place in October 2015.</p> <p>The May 2015 edition of STARzine (an internal staff development magazine) promoted 'Quality' as a topic for discussion at monthly branch meetings and included links to the relevant guidance.</p> <p>Training on (Quality Assurance of Administrative Data (QAAD) toolkit was provided by the UK Statistics Authority in March 2016. The QAAD guidance has been implemented by several branches across NISRA producing statistics from Administrative sources including Demographic Statistics, DOE, DEL and PSNI.</p> <p>Corporate branch continued to support the implementation of the NISRA quality guidance with a presentation delivered for NISRA staff working in DSD.</p> |

RESEARCH AND DEVELOPMENT / FUTURE DEVELOPMENTS

Details of research and statistical publications produced by NISRA during 2015/16 can be found in Annex 2.

Details of future developments are included in NISRA's Business Plan 2016/17.

Major areas of development for NISRA over the period 2016/17 to 2019/20 will include:

- continuing to produce a suite of official social and economic statistics relating to Northern Ireland (e.g. poverty, labour market, migration and house price statistics);
- supporting the measurement of the NI Executive Programme for Government by publishing high quality statistics and developing new statistics where appropriate;
- finalising planning and having the main systems in place for a predominantly online 2021 Census of all household and communal establishments;
- further developing and enhancing the on-line genealogy service by improving access to historical civil registration records for Northern Ireland;
- developing a new system of Economic Accounts to better measure the local economy. When complete this work will develop into a measure of Gross Domestic Product for Northern Ireland to provide greater understanding of the state of the local economy;
- transforming data collection by enabling a fully electronic means for collection of all business surveys and new approaches for the collection of social surveys;
- obtaining greater access to, use of and reliance upon administrative data in the production of official statistics;
- facilitating improved research access to data through the Administrative Data Research Centre and the NI Longitudinal Study. This will increase access to and use of data in support of socio-economic research and policy analysis;
- developing a new and improved web site which facilitates the use of mobile technology for dissemination of official statistics;
- significantly improve the presentation and dissemination of official statistics and social research - including greater use of social media, improving reporting, infographics etc...;
- consolidating Agency staff who work within the Department of Finance funded part of the Agency into a new Corporate Headquarters;
- continuing to take action on the issues raised through the annual staff survey and report findings to staff through the Human Resource Action Plan;
- continuing to implement the Communications Strategy with improved external marketing of the Agency and improvements in internal communications; and
- continuing to provide a high quality service to Government and other public sector bodies in a climate of increasing resource pressures and budget cuts.

Events occurring after the Reporting Period

There have been no significant events since the year-end that would affect the accounts.

Charitable Donations

The Agency aims to encourage and support the voluntary work of staff that will bring benefit to the community. During 2015/16, NISRA participated in 6 projects, details of which are set out on page 64.

Payments to Suppliers

The Agency is committed to the prompt payment of bills for goods and services received in accordance with the Better Payment Practice Code and British Standard BS7890 - *Achieving Good Payment Performance in Commercial Transactions*.

Unless otherwise stated in the contract, payment is due within 30 days of receipt of the goods or performance of the services, or presentation of a valid invoice or similar demand, whichever is later.

The prompt payment performance for the year was 98% (2014/15: 98%).

During this period NISRA did not make any interest payments under the Late Payment of Commercial Debts (Interest Act 1988).

In 2008/09, in response to the economic position, the Minister for Finance and Personnel announced the commitment of Northern Ireland departments to ensuring that invoices are paid within 10 working days. The average number of invoices paid within the 10 working days target was 93% (2014/15: 95%).

Persons with Disabilities

NISRA adheres to the Disability Action Plan, developed by the Department of Finance and Personnel, in recognition of the Disability Discrimination Act 1995 (and subsequent amendments) which states that in carrying out its functions DFP (and consequently NISRA, as an Agency of DFP) will have due regard to the need to :

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

The Department of Finance and Personnel also produces a disability action plan to illustrate how it proposes to fulfil these duties.

Health and Safety

The Agency is committed to adhering to all existing legislation with respect to health and safety at work to ensure that staff and customers enjoy the benefits of a safe environment.

A policy statement entitled "Health and Safety Policy Statement, Organisation and Other Arrangements" was circulated to all staff in 2010 and is also available on the intranet. This outlines the Department of Finance and Personnel's commitment towards Health and Safety and makes clear its obligations to staff. It also informs staff of their responsibilities under the Health and Safety legislation. This is currently being updated.

Health and Safety Advice is provided by the Departmental Health and Safety Advisor who provides support on all aspects of health and safety at work for staff in the Department.

Equal Opportunities in NISRA

NISRA staff are employees of the Department of Finance and Personnel which is an Equal Opportunity employer and is fully committed to the elimination of all forms of harassment and bullying, discrimination and victimisation. The Department recognises the legal obligations under which it operates and promotes working relationships that are based on mutual trust, respect and understanding. This allows the maximum potential to be made of the wide variety of skills, abilities and attributes available within the Department.

In addition, the Department continues to offer a range of work-life balance and family friendly policies including flexible working hours, career breaks, special leave and alternative working arrangements such as job sharing, part-time and term-time working.

Equality Agenda

The Department of Finance and Personnel remains committed to the promotion of equality of opportunity and human rights. We continue to ensure that all our policies comply with the Human Rights Act 1998 and that the Department continues to fulfill the duties required of it by Section 75 of the Northern Ireland Act 1998.

Sustainability and Environmental Impact

NISRA will continue to follow DFP guidance as set out in the Department's Sustainable Development Action Plan, which outlines the strategic objectives and targets including:

- installation of renewable technologies;
- conservation of fuel and power;

- streamlining of the office accommodation portfolio and the meeting of higher thermal standards;
- improved recycling of waste; and
- taking account of sustainable development principles when procuring works, supplies and services.

NISRA (McAuley House) continues to implement a Waste Management Action Plan which, in keeping with the DFP Action Plan, focuses on paper as the dominant waste stream. A number of measures have been implemented including: discouraging routine printing of e-mails; promoting full usage of TRIM; encouraging double sided photocopying / printing; and using recycled paper. Receptacles have also been made available to facilitate recycling of paper, tin cans, plastic containers, paper towels, envelopes, magazines and empty printer cartridges.

During 2015/16 83 x 50 litre bags of plastic cartons, 16 x 50 litre bags of tin cans, 67x 50 litre bags of magazines, 23 x 50 litre bags of envelopes, 178 x 50 litre bags of paper towels, 127 x 50 litre bags of pre-shredded paper and 155 x 50 litre bags of both confidential and general office paper were recycled. These figures represent significant reductions in waste from previous years.

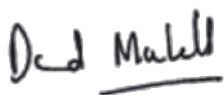
Employee Involvement

NISRA recognises the benefit of keeping its staff informed of changes in the Agency and professional developments which ultimately affect the Agency's performance. NISRA issues its Agency Brief on a monthly basis to all staff. This contains information on human resources, recruitment, promotion competitions, training, publications and other events of interest to staff. Briefs issued

during 2015/16 also contained updates on progress made against relocation plans to move all DFP NISRA branches from McAuley House, Oxford House, Royston House and Netherleigh to Colby House on the Stranmillis Road.

This Brief is also posted online on NISRAnet, the Agency intranet site, where staff can access up-to-date information on NISRA events, meetings, corporate documentation, publications, human resources and professional matters. Conference presentations are also available to view on NISRAnet.

This Performance Report is approved and signed.



D Marshall (Dr)

Acting Accounting Officer, Registrar General
and Chief Executive
24 June 2016

PROGRESS IN KEY BUSINESS AREAS

Official Statistics Work Programme 2015/16

The Northern Ireland Statistics and Research Agency is responsible for collecting, compiling, processing, analysing, interpreting and disseminating a wide range of Official Statistics. Some of NISRA's Official Statistics are designated as 'National Statistics' which means that they must be produced in accordance with the arrangements set out in the Code of Practice for Official Statistics produced by the UK Statistics Authority. For other Official Statistics the Code is adhered to as a matter of good practice but breaches of the Code must still be reported.

This section reports on the progress (by theme) against the Official Statistics Work Programme, which was set out in the 2015/16 NISRA Business Plan.

Agriculture and Environment

National Statistics

DARD staff:

- collected, collated, analysed and published statistical data on agriculture and related industries in Northern Ireland, as required to meet the needs of DARD, other Northern Ireland Departments, DEFRA and the EU; and
- initiated work on a three year research project, under the auspices of the Administrative Data Research Project, to investigate the socio-demographic characteristics, educational attainment and self-reported health status of farmers in Northern Ireland.

DOE staff:

- published the annual Northern Ireland Environmental Statistics Report (NIESR); and
- published the quarterly and annual NI Municipal Waste Management Statistics Reports incorporating the new council level format.

Other Official Statistics**DOE staff:**

- published the annual NI Greenhouse Gas Inventory Bulletin; and
- published an updated greenhouse gas emissions forecast based on the new 2013 emissions inventory.

Business and Energy**National Statistics****ELMS staff:**

- published, in line with the pre-announced timetable, the key annual business surveys including the Northern Ireland Annual Business Inquiry (NIABI) Reporting Unit report, Exports Survey and Research and Development; the NIABI Local Unit report was delayed from July to September 2016 due to staff resource issues;
- ensured a number of business surveys were captured by Electronic Data Collection (Agency Milestone);
- implemented Statistical Integration across three business surveys on the Integrated Business Survey System by March 2016 (Agency Milestone); and
- held one Business Survey User Group meeting by March 2016. Consulted with the Business Survey User Group on the

proposed change of methodology for production of manufacturing exports data; no Business Survey User Group meetings were held during 2015/16.

CSU staff:

- carried out the NI Quarterly Construction Enquiry and published the quarterly Index of Construction.

Other Official Statistics**DETI staff:**

- continued to provide a professional statistical and research analytical service in line with commitments in the Department's Analytical Services Unit Research Agenda and in support of existing and emerging Departmental priorities;
- published in June 2015 and March 2016 respectively, statistical reports on electricity consumption and renewable generation in Northern Ireland;
- developed and published a compendium-style Northern Ireland energy statistical publication;
- published an annual update on the incidence and type of High Growth Firms in Northern Ireland over the period 1998 to 2015; and
- published one High Growth Firm research update bulletin.

Children, Education and Skills**National Statistics****DE staff:**

- undertook the 2015/2016 School Census, the 2014/2015 School Leavers' Survey and compiled the 2014/2015 Teachers' database; and

- published statistical press bulletins on School Enrolment, School Leavers' Survey, Pupil Attendance, School workforce and the Year 12 and Year 14 Examination Performance 2014/2015.

DEL staff:

- published details of qualifications gained by NI domiciled students on Higher Education (HE) courses in the UK and details of all students gaining qualifications at HE Institutions in NI for the academic year 2014/15;
- published details of NI domiciled students enrolled on HE courses in the UK and details of students on HE courses in NI Institutions for the academic year 2014/15; and
- published details of the destinations of leavers from Higher Education who obtained qualifications in Northern Ireland HE institutions and NI domiciled leavers obtaining qualifications in UK HE institutions in the academic year 2013/14.

Other Official Statistics

DE staff:

- undertook the 2015/16 Schools Meals Census and published a statistical press release on the 2014/2015 School Meals Census;
- prepared statistics on Key Stage assessments; and
- conducted the 2015/16 School Omnibus survey which provides information on a variety of research topics not covered in other data collections and published outputs from the 2014/15 survey.

DEL staff:

- published details of Performance Indicators in Higher Education: Employment and Research Indicators Northern Ireland Analysis 2013/14 (Part 2);
- published details of Performance Indicators in Higher Education: Widening Participation 2015/15 (Part 1);
- published details of Performance Indicators in Higher Education: Student Retention 2014/15 (Part 2);
- completed the replication of the Higher Education Teaching Funding Model for Northern Ireland and assisted with development of potential, simplified, alternatives;
- assisted with the development and implementation of a Higher Education Outcomes Framework;
- managed and published output from the research project investigating the characteristics of those students that attend university, utilising the Administrative Data Research Centre in Northern Ireland (ADRC-NI);
- published details of analysis regarding enrolments and qualifications in the Northern Ireland Further Education Sector in 2014/15, including analysis of performance (retention, achievement and success rates);
- published details of the number of enrolments and qualifications within Essential Skills in 2014/15;
- published results from the first Further Education Leavers Survey establishing the destination of leavers 6 months after completing a Further Education course in Northern Ireland in 2013/14;

- published and disseminated the results from the pre-assessment review of the quality of further education administrative data in Northern Ireland funded through the UK Statistics Authority Quality Improvement Fund; and
- developed a forecasting model to assist with space utilisation across the Further Education sector and the demand for new buildings.

The Essentials Skills module within the Northern Ireland Omnibus Survey, which monitors individuals' perceptions of their literacy, numeracy and ICT abilities in everyday life did not proceed in 2015/16.

Crime and Justice

National Statistics

Department of Justice (ASG) Core staff:

- published Northern Ireland Prison Population 2014; and
- published Perceptions of Crime: Findings from the 2014/15 Northern Ireland Crime Survey and Experience of Crime: Findings from the 2014/15 Northern Ireland Crime Survey.

ASG Northern Ireland Court Service (NICTS) staff:

- published Judicial Statistics 2014; and
- published the quarterly Mortgage Press Release.

Police Service of Northern Ireland (PSNI) staff:

- published 2014/15 recorded crime statistics for Northern Ireland;
- published 2014/15 security situation statistics for Northern Ireland;

- published monthly updates of recorded crime statistics throughout 2015/16;
- published monthly updates of statistics on the security situation throughout 2015/16; and
- published an updated trend report on crime & outcomes to include 2014/15.

Other Official Statistics

Department of Justice (ASG) Core staff:

- measured, monitored and reported data relating to the Programme for Government and other Departmental indicators;
- continued work with colleagues across the criminal justice system to harmonise statistical categories relating to the Causeway data sharing mechanism;
- published findings from the Northern Ireland Crime Survey covering a range of topics such as confidence in policing and the wider criminal justice system and experiences of domestic violence;
- published a suite of bulletins relating to the 2012/13 Reoffending cohort;
- published 2014 Prosecutions, Convictions and Out of Court Disposals bulletin; and
- published 2013/14 First Time Entrants to the Criminal Justice System bulletin.

ASG Youth Justice Agency (YJA) staff:

- published YJA Annual Statistics 2014/15; and
- collected and analysed statistical information to monitor performance indicators and targets outlined in the YJA Business Plan.

Quarterly bulletins on YJA caseload activity were discontinued due to issues with data quality. In the absence of any further requirement for this publication, it has not been re-instated.

ASG Northern Ireland Courts Service (NICTS) staff:

- published quarterly bulletins: High Court Bulletin, County Court Bulletin, Crown Court Bulletin, Magistrates' Court Bulletin and Children's Order Bulletin;
- undertook quarterly reports for the Lord Chief Justice;
- provided quarterly business volume reports to NICTS Business Managers; and
- calculated quarterly figures in relation to published corporate targets and produced the NICTS Business Performance Assessment Report each quarter.

The customer exit survey for the NICTS has been discontinued.

Police Service for Northern Ireland (PSNI) staff:

- published updated trend reports on crimes & incidents with a domestic abuse motivation and crimes & incidents with a hate motivation to include 2014/15;
- published 2014/15 drug seizure statistics for Northern Ireland;
- published quarterly reports on police use of stop & search powers for Northern Ireland throughout 2015/16;
- published 2014/15 PACE detention statistics for Northern Ireland;
- published two six monthly reports on the use of force by the police;
- published quarterly updates of domestic and hate motivation statistics throughout 2015/16;
- published monthly updates on Anti-Social Behaviour (ASB) incidents reported to the police throughout 2015/16; and

- published monthly updates on drug seizure statistics throughout 2015/16.

Northern Ireland Policing Board (NIPB) staff:

- undertook internal and external survey work as detailed in the Policing Board's Statistical and Research Strategy;
- commissioned external research and survey work on public perceptions of the Policing Board, the Police Service of Northern Ireland (PSNI), Policing and Community Safety Partnerships (PCSPs) and other policing-related issues;
- collected and interpreted statistical information to monitor performance indicators and targets contained in the Annual Policing Plan;
- monitored and reported complaints against the PSNI (collected by OPONI), statistics on the Use of Force and PACE / JSA stops and searches (collected by the PSNI) and statistics on the Independent Custody Visiting Scheme (operated by the Policing Board);
- provided statistical and research support to PCSPs to enable them to monitor local policing performance and to carry out their public consultation exercises;
- conducted survey work and collected statistical information to assist the Policing Board to monitor the effectiveness of PCSPs;
- published quarterly reports on the Independent Custody Visiting Scheme; and
- published Custody Visiting Annual Statistics.

Probation Board for NI (PBNI) staff:

- published PBNI Annual Caseload Statistics 2014/15;

- published quarterly bulletins on PBNI caseload statistics;
- published an annual bulletin on the breach rates of PBNI supervised community sentences;
- provided statistical information relating to objectives set out in the PBNI Business Plan; and
- conducted and published PBNI stakeholder surveys as required.

Public Prosecution Service (PPS) staff:

- published quarterly statistical bulletins with key statistics on the activity of the PPS, including caseloads and prosecutorial decisions;
- published an annual statistical bulletin on cases involving hate crime; and
- published an annual report on the findings of the PPS module of the NI Omnibus Survey.

Office of the Police Ombudsman for Northern Ireland (OPONI) staff:

- published an annual statistical bulletin on five year trends in complaints and allegations received by the Police Ombudsman for Northern Ireland;
- published four quarterly statistical updates on the complaints and allegations received by the Police Ombudsman for Northern Ireland;
- reported on public awareness and confidence in the police complaints system across Northern Ireland;
- reported on satisfaction levels of police officers subjects of investigation; and
- reported on satisfaction levels of complainants with the service they received from the Office.

Central Survey Unit (CSU) staff:

- carried out the Northern Ireland Crime Survey.

Economy

National Statistics

Economic and Labour Market Statistics (ELMS) staff:

- published the quarterly Index of Production (IOP) publications and three of the four quarterly Index of Services (IOS) publications in line with the improved pre-announced timetable; the remaining IOS publication was delayed because of the need to undertake additional data quality checks;
- developed and initiated fieldwork with ONS for the NI element of a Purchases Inquiry'
- developed the collection and production systems for a Quarterly Business Survey to integrate existing surveys; and
- held three Economy User Group consultations in 2015/16.

Other Official Statistics

ELMS staff:

- improved the evidence base for economic decision making by developing key elements of a system of Economic Accounts for Northern Ireland, including producing initial draft Supply Use Tables for NI for 2013 and an enhanced measure of export activity (NI Economic Strategy target).

The target to produce a quarterly export series from the Index of Production by December 2015 was not met due to staff resource issues.

Central Survey Unit (CSU) staff:

- carried out the Family Resources Survey in NI; and
- carried out the Living Costs and Food Survey in NI.

Government

Other Official Statistics

Human Resources Consultancy Services (HRCS) staff:

- undertook paybill modelling for the NICS;
- undertook equal pay reviews for the NICS and another public sector body;
- monitored sickness absence in the NICS;
- undertook workforce planning for the NICS; and
- published Analysis of Sickness Absence in the Northern Ireland Civil Service 2014/15, Pay Statistics for the Northern Ireland Civil Service 2015, and Employment in the Northern Ireland Civil Service quarterly.

Personnel Statistics for the NICS were not published in 2015/16 due to the pressure of other work. It is planned to publish the next edition in the Autumn 2016.

Corporate Services staff:

- reviewed the NISRA Customer Satisfaction Survey;
- published a report on Statistical Surveys of Businesses carried out by Departments during 2014/15; a supplementary report on Statistical Surveys of Households and Individuals will be published in 2016/17; and
- published further detailed analysis from the 2014 Public Confidence in Official Statistics Surveys.

Regional Reporting and EU Programmes Branch (RREPB) staff:

- produced analysis on the Peace Attitudinal Survey for the Special EU Programmes Body (SEUPB);
- provided monitoring and evaluation advice and analysis to SEUPB for the closure of the Peace III and Interreg IVA Programmes;
- provided monitoring and evaluation advice and analysis to SEUPB for the Peace IV and Interreg VA Programmes;
- provided monitoring and evaluation advice and analysis to DARD for the closure of the Rural Development Programme 2007-2013;
- provided monitoring and evaluation advice and analysis to DARD for the Rural Development Programme 2014-2020; and
- produced an analysis of the research element of OFMDFM's Government Advertising Unit's advertising campaigns.

Health and Social Care

National Statistics

DHSSPS staff:

- published the 2014/15 Hospital Statistics: Outpatient Activity publication;
- published the 2014/15 Hospital Statistics: Inpatient & Day Case Activity publication;
- published the 2014/15 Hospital Statistics: Emergency Care publication;
- published the 2014/15 Hospital Statistics: Mental Health and Learning Disability publication;
- published the 2015 Firework Injuries Statistics Summary Report;
- published the quarterly Emergency Care Waiting Time Statistics Bulletin;

- published the quarterly Northern Ireland Waiting Time Statistics: Outpatient Waiting Times Bulletin;
- published the quarterly Northern Ireland Waiting Time Statistics: Inpatient Waiting Times Bulletin;
- published the quarterly Northern Ireland Waiting Time Statistics: Cancer Waiting Times Bulletin;
- published the Dental Earnings & Expenses 2013/14 Report;
- published Community Care for Adults in Northern Ireland 2014/15;
- published Northern Ireland Care Leavers 2014/15;
- published Children Adopted from Care in Northern Ireland Statistical Bulletin 2014/15;
- published Children in Care in Northern Ireland Statistical Bulletin 2013/14;
- published Children's Social Care Statistics for Northern Ireland 2014/15; and
- published Quarterly Child Protection Statistics for Northern Ireland.

Demographic Statistics staff:

- published finalised mortality statistics for Northern Ireland 2014;
- published finalised birth statistics for Northern Ireland 2014;
- published finalised statistics on the number of deaths registered with MRSA or Clostridium Difficile mentioned on the death certificate, 2014; and
- published detailed statistics and research on the number of drug and alcohol related deaths in Northern Ireland 2014.

DSD staff:

- produced the Benefit Statistics Summary publication on a quarterly basis.

Other Official Statistics

DHSSPS staff:

- published the quarterly Northern Ireland Waiting Time Statistics: Diagnostic Waiting Times Bulletin
- published 2014/15 Episode Based Acute Hospital Inpatient and Day Case Activity Statistics on the DHSSPS website;
- published statistics on Northern Ireland Terminations of Pregnancy 2014/15;
- published annual information on Complaints Received by Health and Social Care (HSC) Trusts, Board and Family Practitioner Services in Northern Ireland in 2014/15;
- published annual information on Clinical / Social Care Negligence Cases in Northern Ireland in 2014/15;
- disseminated Northern Ireland Reference Cost data for 2014/15;
- produced and analysed the 2013/14 Activity Based Funding Model;
- produced metadata for Patient Level datasets on the DHSSPS Honest Broker system;
- published Statistics for Smoking Cessation Services in NI: 2014/15;
- published Statistics from the NI Drug Misuse Database: 2014/15;
- published headline statistics from the Health Survey Northern Ireland: 2014/15;
- prepared a set of standard and non-standard tables for submission to the

European Monitoring Centre for Drugs and Drug Addiction;

- commissioned and managed a programme of Public Health related surveys e.g. Health Survey Northern Ireland;
- published headline statistics from the 2014 All-Ireland Drug Prevalence Survey;
- published NI Health and Social Care Inequalities Monitoring System report on life expectancy decomposition analyses;
- published the first monitoring bulletin of wider social determinants of health and wellbeing for Making Life Better strategy;
- published the first NI Health and Social Care Inequalities Monitoring System – Health Inequalities in NI: Key Facts 2015 strategy;
- continued to develop a dental patient charging system to be used in pilot evaluation sites for the new General Dental Services Contract;
- calculated 2016/17 Hospital, Community Health and Personal Social Services allocation for Local Commissioning Groups and progressed the 6th Review of the Regional Capitation Formula;
- continued to publish Health and Social Care workforce data including quarterly Key Facts Bulletin, biannual Vacancy Report and annual Workforce Census; the Vacancy report is currently suspended pending a source change;
- extracted and reported on latest GP quality and disease prevalence indicators, publishing data in line with UK publication timetable;
- calculated 2016/17 general practice community prescribing allocations for Local

Commissioning Groups, GP Practices and Primary / Integrated Care Partnerships;

- continued to address the recommendations of the GP Prescribing Formula Review;
- published Domiciliary Care Services for Adults in Northern Ireland 2015;
- published Quarterly Carers' Statistics for Northern Ireland;
- published quarterly information on Direct Payments;
- published Prevalence of Autism (including Aspergers syndrome) in school age Children in Northern Ireland 2015;
- published Patient Education / Self Management Programmes for People with Long Term Conditions (2014/15);
- published annual statistics on Audiology Assessments – after a review of the data it was decided to publish this information annually rather than quarterly; and
- provided information on DHSSPS Programme for Government and Commissioning Plan Direction (CPD) targets and indicators.

The planned review of the data sources used for diagnostics waiting times was not carried out due to staff shortages and resources being directed to other pieces of work.

The new quarterly Impact on Patients of Hospital Cancelled Outpatients Appointments Statistics Bulletin was put on hold due to a data quality issue which DHSSP are currently working on.

The pilot Patient Reported Outcomes Measures (PROMS) Survey for Hip Replacements was not carried out as funding was withdrawn.

BSO staff:

- continued to develop processes relating to the delivery of the Honest Broker Service (HBS), including governance and cost recovery, provided professional support to HBS projects and continued to promote awareness of the service across the research community;
- provided professional support and advice to BSO in relation to the new Family Practitioner Payment System and data quality associated with the payments of circa. £800m;
- worked closely with Senior Managers in the organisation to assist in the identification and delivery of efficiencies in relation to the replacement systems;
- developed reporting solutions and data outputs from the new Family Practitioner Payment System; and
- worked closely with the Information and Technology Services team to identify timelines and business requirements for the replacement of the patient registration index for NI.

BSO and Demographic Statistics staff together:

- worked to enable ethically approved health research using enhanced prescribing data through distinct linkage projects with the Northern Ireland Longitudinal Study. Work to establish inclusion of BSO data within the ADRC–NI framework.

DSD staff:

- disseminated Geographic information on benefit claimants through NINIS;
- provided statistical consultancy and volumetric forecasts for use in the

Integrated Complementing System for Social Security Agency workload forecasts;

- provided statistical consultancy and volumetric forecasts for the migration strategy of Universal Credit;
- provided statistical / research support to assist the completion of the Universal Credit research programme including development of an evaluation programme;
- modeled policy impacts by using the Policy Simulation Model;
- constructed a household income administrative database - which is currently in its final stages of development - to inform benefit uptake and the assessment of poverty levels;
- supported the delivery of Employment and Support Allowance (ESA) by providing detailed volumetrics for the ESA customer journey;
- provided statistical, research and consultancy support to the Agency's Benefit Entitlement Unit, helping them identify and target vulnerable people in NI that may not be receiving Social Security Benefits to which they are entitled;
- provided statistical information and analysis to support the implementation of Personal Independence Payment (PIP) including the development of an evaluation programme;
- provided statistical consultancy and volumetric forecasts to investigate the impact of introducing the time-limiting element to contribution based Employment and Support Allowance;
- provided statistical consultancy and analysis for the front office trial in

Knockbreda as part of the Universal Credit Estate strategy;

- provided statistical consultancy, analysis and research to support the implementation of Welfare Reform including any Northern Ireland specific mitigation packages;
- undertook a programme of research focusing on disability, awareness of Welfare Reform and customer attitudes;
- provided statistical consultancy and volumetric forecasts to support Pension reform; and
- produced annual estimates of Fraud and Error within the benefit system.

CSU staff:

- carried out the National Diet and Nutrition survey in NI; and
- carried out the NI Health Survey.

Northern Ireland Cancer Registry staff:

- undertook cancer registration in Northern Ireland and published statistics on cancer incidence, survival and prevalence.

Labour Market

National Statistics

ELMS staff:

- published the key monthly Labour Force Survey results, Claimant Count and Redundancy Statistics, the Quarterly Employee Jobs Survey, quarterly and special topic Labour Force Survey results, the Annual Survey of Hours and Earnings results and the Business Register and Employment Survey; the Business Register and Employment Survey results and Q2 2015 Quarterly Employee Jobs Survey

results were delayed from the pre-announced timetable for additional quality assurance;

- continued to work towards improving the coherence between the BRES / QES and ABI estimates of NI employee jobs with the development of a methodology to improve coherence between BRES / QES estimates; and
- held two Labour Market user Group meetings by March 2016.

Other Official Statistics

DEL staff:

- published annual detailed statistical bulletin on job vacancies notified to the DEL's Employment Service and three times per year a detailed statistical factsheet on job vacancies notified to the DEL's Employment Services;
- published biannual Steps to Work statistical bulletins and fuller biannual Steps to Work statistical factsheets;
- published a quarterly Steps 2 Success statistical factsheet / bulletin;
- published a quarterly Employment Service Support statistical factsheet;
- published a quarterly statistical bulletin on Training for Success / Programme-Led Apprenticeships; and
- published a quarterly statistical bulletin on Apprenticeships NI.

The annual Workforce Development Forum Labour Market Profiles will be published in late May / early June 2016.

CSU staff:

- carried out the Labour Force survey in NI.

People and Places

National Statistics

Demographic Statistics staff:

- produced one release of the Northern Ireland Central Postcode Directory.

Census Office staff:

- have developed a POINTER quality report which has been delivered to LPS through the POINTER Stakeholder Forum.

DSD staff:

- published the Northern Ireland Poverty Bulletin 2013-14;
- published the Family Resources Survey, Northern Ireland 2013-14;
- published the Households Below Average Income, Northern Ireland 2013-14;
- published the Pensioners' Income Series Bulletin 2013-14;
- published the Urban Rural Report for Northern Ireland 2013-14;
- published the Annual Housing Statistics 2014-15 report; and
- published the quarterly Housing Bulletins.

Other Official Statistics

LPS staff:

- published the Quarterly Northern Ireland Residential Property Price Index;
- published new quarterly dwelling statistics on starts and completions;
- participated in the UK-wide project group investigating the production of a UK House Price Index; and
- undertook further developments in executive management information

systems to produce statistics on the key performance indicators for LPS Revenues and Benefits Directorate.

DCAL staff:

- published statistical bulletins in respect of the Continuous Household Survey findings on the Arts, Museums, Libraries, Sport, Irish, Ulster-Scots as well as a series of statistical digests on the key business areas in DCAL; and
- planned and managed the DCAL Research Programme.

Libraries NI staff:

- published the annual statistical bulletin on participation in Core and Regular library activities;
- produced monthly management information reports on participation in Core and Regular library activities for Libraries NI managers; and
- produced quarterly statistical information to monitor progress against Key Performance Indicators for Libraries NI Board.

CSU staff:

- carried out the Survey of Living conditions in NI;
- carried out the Continuous Household Survey; and
- carried out a number of Omnibus Surveys.

DSD staff:

- carried out ad hoc analysis of the Family Resources survey in Northern Ireland;
- published the 2014 Child Maintenance Service Population Survey Report;

- developed and published a Quarterly Summary of Statistics for the Child Maintenance Service in Northern Ireland;
- published the Volunteering in Northern Ireland Research Report; and
- provided statistical and research support to Urban Regeneration and Community Development Group to monitor and evaluate their policies and strategies.

Tourism Statistics Unit staff:

- published occupancy statistics (monthly and annual) on Hotel, Guesthouse and Bed & Breakfast establishments;
- published monthly statistics on Northern Ireland air and sea port passenger numbers;
- published quarterly and annual tourism statistics reports bringing together overseas, domestic, Republic of Ireland visitors and occupancy statistics to provide an overview of tourism activity;
- published annual tourism statistics at District Council level to provide an insight into local level tourism;
- produced infographics / data visualisation on annual and District Council tourism statistics;
- published papers on sources for Republic of Ireland visitors to Northern Ireland; domestic outbound travel;
- produced required EU statistics on serviced accommodation occupancy and trips (day and overnight) taken by NI residents; and
- held one Tourism User Group Consultation by March 2016.

A paper on sources for day trips in Northern Ireland was not published in 2015/16, as the methodology needed further investigation and

resources were not available to commit to this Ilex Urban Regeneration Company (Ilex-urc) staff, working with Derry City Council and other partners:

- provided accurate and timely data to produce statistical information (reports, research, information request responses) to meet the monitoring and evaluation requirements of the 'One Plan', and inform the Community Plan for Derry City and Strabane District Council area;
- the new Community Plan for Derry City and Strabane District Council; and
- groups that have been created to help decide the content of the new Community Plan.

DOE staff:

- published the quarterly and annual NI Development Management Bulletins incorporating new council level format; the first Quarterly Bulletin following transfer of Planning powers to councils was published in November 2016, the second and third were delayed until allow for further investigation and resolution of various system classification issues highlighted during validation; and

The development of a suite of non-statutory performance indicators for inclusion in new Planning Performance Management Framework was deferred to 2016/17, to allow councils time to adapt to the new planning systems.

DRD staff:

- produced Housing Growth Indicators for NI based on the 11 new Local Government Districts (LGDs).

Population

National Statistics

Census Office staff:

- published Key Statistics for Settlements from the 2011 Census;
- published headcounts and households by new District Electoral Area from the 2011 Census;
- developed a Benefits Realisation report on the 2011 Census (to be published in 2016/2017);
- undertook a 2021 Census topic consultation;
- developed detailed plans for the 2021 Census; and
- prepared an Outline Business Case for the 2021 Census (to be deployed in 2016/2017).

Demographic Statistics staff:

- published the 2014 Annual Report of the Registrar General for Northern Ireland;
- published four quarterly updates of the Registrar General, Q1-Q4 2015;
- published monthly births and deaths statistics for Northern Ireland;
- published 2014 population estimates for Northern Ireland, Administrative Areas, Super Output Areas and related smaller areas;
- published detailed population estimates of those aged 85 and over, 2014;
- published 2013-14 migration statistics for Northern Ireland and areas within Northern Ireland; and
- published Annual Bulletin for names of babies born in 2015.

Other Official Statistics

Census Office staff:

- finalised and released the Northern Ireland Longitudinal Study-1981 Census link; and
- prepared two updates of the Northern Ireland Longitudinal Study database in June 2015 and January 2016.

Travel and Transport

National Statistics

DRD staff:

- published a headline and an in-depth report on the Travel Survey for Northern Ireland;
- published the Annual Transport Statistics and Quarterly Road and Rail Transport Statistics bulletins; the Quarterly Road and Rail Transport Statistics bulletins were discontinued after January to March 2015, following user consultation and the approval of the National Statistician.
- consulted key stakeholders on transport statistics issues; and
- developed the Travel Survey for Northern Ireland database to allow more complex analysis to meet users' needs.

PSNI staff:

- published the 2014/15 injury road traffic collision statistics for Northern Ireland;
- published the 2015 calendar year detailed injury road traffic collision statistics for Northern Ireland; and
- published in-year provisional injury road traffic statistics for 2015/16 at regular intervals throughout the year.

DOE staff:

- published the quarterly and annual DOE Driver, Vehicle, Operator and Enforcement Statistics Reports.

Other Official Statistics**DOE staff:**

- published the fourth update to the Northern Ireland Road Safety Strategy 2010-2020 Statistical Monitoring Report;
- complete development of new NI Speeding and Novice Driver Indicators;
- produced initial estimates of NI serious road injury casualties as per new EU MAIS3+ definition (subject to ongoing quality assurance with DHSSPS and PSNI).
- carried out an NI Bus Roadworthiness Compliance Survey; and
- supported the DVA transformation programme with revised MOT forecasts, new driver licensing and enforcement forecasts and additional manpower capacity modelling.

DRD staff:

- provided statistical and research support, including target monitoring, for the Active Travel Strategy;
- published a report on the Public Awareness of Travelwise NI Initiatives;
- updated NI Sustainable Transport Indicators;
- provided Quality Assurance function, professional advice and assistance to Transport NI to ensure the NI Vehicle Kilometres Travelled Survey 2014 is published as an Official Statistics Report;

- provided professional advice, data and quality assurance function for the Bike Life project;
- published a report on cycling to work and school and awareness of e-cars from the Continuous Household Survey;
- published a report on cycling from the Omnibus Survey; and
- published a report on travelling to school from the Young Persons' Behaviour and Attitude Survey.

NI and ROI road freight tables for 2011-2014 are due to be published in May 2016 and NI and ROI maritime, air and rail freight data tables for 2011-2014 will follow during Summer 2016.

CSU staff:

- carried out the NI Travel Survey;
- carried out the International Passenger Survey in Northern Ireland; and
- carried out the Northern Ireland Passenger Survey.

Cross cutting topics**Demographic Statistics and Census Office staff:**

- have initiated work to prepare a Tenth Anniversary Document and a Forward Looking Strategy Document for the Northern Ireland Longitudinal Study;
- supported Northern Ireland Longitudinal Study projects and enhanced awareness of the Study across the research community;
- supported the Administrative Data Research Centre Northern Ireland (ADRC – NI) projects;

- enhanced data availability within the ADRC – NI;
- supported the Administrative Data Service (ADS) in the development of UK wide ADRN projects that require access to UK wide data; and
- took forward the development of the Administrative Data Research Centre in Northern Ireland by working in collaboration with UU and QUB to enhance awareness across the research community.

Demographic Statistics staff:

- updated and enhanced the Northern Ireland Neighbourhood Information Service (NINIS) website with information from all data suppliers across all themes;
- developed a ‘Making Life Better’ section for the NINIS website; and
- delivered training on the NINIS website to a wide range of users.

RREPB staff:

- produced an updated Northern Ireland version of the ONS Wellbeing wheel of measures, in October 2015. The next publication has been postponed to June 2016 to allow sufficient time for quality assurance;
- produced analysis of the Northern Ireland data for three UK wellbeing indicators from the CHS dataset;
- produced an analysis of the personal wellbeing data for Northern Ireland; and
- Inputted to the development of cross-UK publications produced by ONS.

RREPB staff jointly with Demographic Statistics staff:

- provided input, for Northern Ireland, to the ONS-led review of the NUTS classification boundaries.

Equality and Diversity

National Statistics

OFMDFM staff:

- produced and publish the Labour Force Survey Religion Report 2014.

Other Official Statistics

OFMDFM staff:

- continued to support the targeting of resources, monitoring and evaluation of the Social Investment Fund using Outcomes Based Accountability;
- supported the development and evaluation of a number of programmes and strategies in OFMDFM using an outcomes based accountability approach;
- worked with other departments to incorporate common metrics in their evaluation plans for the Delivering Social Change Signature Programmes;
- published an update to the Gender Equality Strategy Statistics Report, the Lifetime Opportunities Monitoring Report, the Profile of Older People in Northern Ireland Report, and the Children and Young People’s indicators;
- published research on gender equality at executive level in NI public sector organisations;

- published research on tackling poverty and inequality at its root: developing evidence based policy to address labour market dynamics;
- published research on helping the most vulnerable out of the poverty trap – Policies, strategies and services for individuals with Autism Spectrum Disorder;
- published research on Recession, Resilience and Rebalancing Social Economies in NI's neighbourhoods; and
- continued to assist with the development of indicators for an outcomes based PfG.
- worked to implement the new Northern Ireland Registration Office System (NIROS) system.

Research by Queens on understanding differential educational achievement within and between areas of multiple deprivation in NI (iLiAd) is complete and a final report is being produced.

HRCS staff:

- undertook equality monitoring for the NICS.

Civil Registration

GRO staff:

- completed development and testing of the Northern Ireland Registration Office System (NIROS), deployed the system / infrastructure and had this successfully tested by CESG Check Consultants, provided users with training prior to go-live and completed all Registration & Certificate Modernisation System Exit Management activities.

Demographic Statistics and GRO staff in partnership:

- provided routine management information on the work of Registrars to the Registrar General and local councils; and

CUSTOMERS

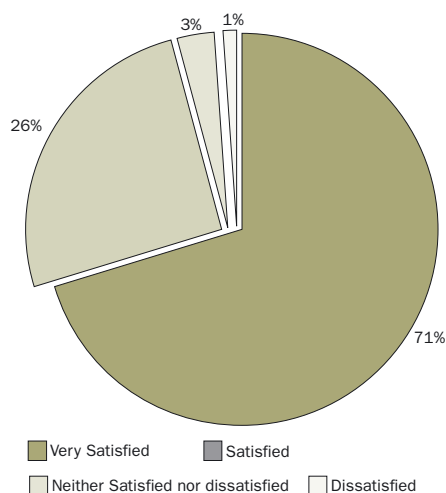
NISRA is committed to improving its service to customers, including other Northern Ireland departments. This is managed and monitored through a series of Service Level Agreements and Concordats.

Customer Satisfaction

NISRA Customer Satisfaction Survey questionnaires were administered to key customers to ascertain whether Agency staff had delivered the service required to a satisfactory standard. The results of the survey showed that 97% of customers were either satisfied or very satisfied with the service provided (71% reported they were 'very satisfied').

2015 NISRA Key Customer Satisfaction Levels

A 'key customer' is a customer with whom branch staff have regular contact about important information



MODERNISATION OF THE REGISTRATION SERVICE

The NI Registration Office System (NIROS) Project

The new system went live as planned in all the district registration offices and in the General Register Office in February 2016. The system will significantly enhance the delivery of registration services when fully implemented.

General Register Office Operations

In 2015 the General Register Office processed over 66,000 certificate applications of which over 99% were issued within the target of 5 working days set by the Registrar General. Additionally GRO processed over 4,200 registration related cases, including re-registrations, adoptions, name changes and corrections. The target of 97% within 15 working days was exceeded.

Over 10,000 new accounts were registered on the Family History website. Almost one and a half million searches were carried out – the most popular being the free index search which accounted for just over 1.3 million searches.

OFFICIAL STATISTICS ISSUES

The UK Statistics Authority which was established on 1 April 2008 is an independent body operating at arm's length from government with a statutory objective to promote and safeguard the production and publication of official statistics that serve the public good. In order to preserve and enhance the integrity and levels of public confidence in official statistics arrangements were made for the provisions of the Statistics, and Registration Service Act to extend to Northern Ireland to allow the UK Statistics Authority to operate here.

NISRA is committed to complying with the principles of the UK Statistics Authority's Code of Practice, published in 2009. Compliance with the Code is a statutory requirement on bodies that produce statistics that have been designated as National Statistics. For other Official Statistics the Code is adhered to as a matter of good practice. During 2015/16 the Agency continued to roll out guidance and advice to help support the implementation of the Code of Practice in Northern Ireland and reduce the likelihood of breaches occurring.

Throughout 2015/16 the UK Statistics Authority continued to monitor compliance with the Code of Practice as part of its Assessment Programme. A number of NISRA's National Statistics and some of its Official Statistics products were assessed for compliance with the Code of Practice, and all of those where an outcome was declared within the year were successfully accredited/reaccredited as National Statistics. A summary of the 2015/16 NISRA assessment programme is given below.

| | Department/ Body | Assessment | Status |
|----|---------------------|---|-----------------|
| 1. | PSNI | Re-assessment of Police Recorded Crime Statistics | Complete |
| 2. | DFP | Re-assessment of Demographic Statistics | Almost complete |
| 3. | DOE | Road Safety Statistics | On-going |
| 4. | DFP | Tourism Statistics | On-going |
| 5. | DOJ | Re-assessment of NI Crime and Justice Survey | On-going |

Assessment reports can be found on the [UK Statistics Authority's website](#).

Breaches of the Official Statistics Code of Practice

During 2015/16 there were five reported breaches of the Code of Practice as outlined below:

| | |
|--|---|
| 1. DOE – Driver, Vehicle, Operator and Enforcement Statistics Annual Report for 2014/15 | An official from the Driver and Vehicle Agency (DVA), in a reply to a NI Assembly Question provided a set of figures on vehicle theory test failure rates that could be easily used to derive the pass rate figures due to be published as part of National Statistics reporting. This information would not be considered to have a high public profile and there were no public leaks or comments internally during the period. |
| 2. OFMDFM – Gender Equality Statistics Update 2015 (August 2015) | The publication was not uploaded at 9:30am, as required by the code of practice, but at 9:55am. The breach was due to officials in the Executive Information Service not agreeing to the uploading of the publication until ministerial approval was obtained. Ministerial approval is not required for the publication of Official Statistics. |
| 3. DCAL – Experience of Sport and Physical Activity by Adults in NI 2014/15 and Experience of the Arts by Adults in NI | The reports were published 37 minutes late at 10:07. The delay was due to an issue with one of the servers having limited space and this was preventing any changes coming through to the DCAL website. |
| 4. DRD – Cycling and Walking to/from Work in NI 2014/15 | A member of the Private Office was acknowledging receipt of the pre-release access email and in doing so, forwarded the email with the ministerial submission, press release and the statistical report to an official within DFP with the same name as the DRD official that had issued the initial email. |
| 5. DEL – Labour Market Briefing | The wrong DEL official was sent an email containing the embargoed statistics during the pre-release period. The official had the same surname as the intended recipient. The official did not open the report and deleted it from their system. |

Full details of the breaches will be published on the Authority's website at the link below.

<http://www.statisticsauthority.gov.uk/assessment/code-of-practice/breach-reports/index.html>

All 5 breaches were investigated and actions taken, as far as possible, to minimise the possibility of a re-occurrence. There is no evidence that any of the breaches had a significant impact. Statistics Support and Methodology Branch continues to roll out advice and guidance on the Code and its implementation.

COMMUNICATION

The Agency has in place a Communication Strategy and associated Action Plan for the 3-year period 2015/16 – 2017/18.

NISRA aspires to be an organisation that will deliver professionally presented, meaningful, easily understood statistics, delivered in ways users find easy to access, use, understand and re-use. The Communication Strategy aims to improve public debate through full integration with social and multi-media, with well written narrative promulgated through channels that maximize audience reach. The Agency will work towards improving its websites with meaningful and interactive content and progressing the Open Data agenda with the release of datasets that under-pin the statistics.

During 2015/16 NISRA continued to upload relevant videos to its YouTube channel. The NISRA twitter account, which tweets statistical factual news including the announcement of statistical releases, grew from 105 followers in April 2015 to 404 in April 2016.

During 2015/16 the Agency has also been active in improving internal communications among all its staff, including those outposted to departmental branches. Staff were kept informed of work-related issues through the 'STARzine' internal magazine. This was issued 4 times over the year. The Agency has also started to explore new technologies to establish an internal discussion forum, with the piloting of the Sharepoint platform. Other platforms will also be examined.

NISRA produced and published a number of 'magazine-style' articles during 2015/16 with the assistance of external experts Paul Nolan and Kathryn Torney. The purpose of this was to encourage NISRA staff to think differently about how they present statistical information to a non-technical or general audience. These skills can then be taken back to the staff member's own branch and disseminated more widely.

Agency Publications

The Agency has continued to disseminate official statistics and research findings through the publication of reports and press releases in both hard copy and electronic formats. Details of the Agency's research and statistical publications are set out in Annex 2.

INFORMATION MANAGEMENT

NISRA is an information-based business. The service it delivers to customers, whether internal or external, depends on how well it can create and use information to aid decision-making and analysis, and thereby meet its business objectives. This information needs to be recorded and stored in a shared area that allows easy access, and published in an appropriate manner.

NISRA has used TRIM to store its corporate electronic information from implementation in 2007. However, as this software was no longer going to be supported, IT Assist completed the roll out of the Hewlett Packard Records Management 8.2 [HPRM8.2] system to all NICS Departments by March 2016. This electronic document records management system enables staff to apply access controls on individual documents and is being used by over 17,000 staff across the NICS. It makes up-to-date information instantly available and deals with the lifecycle of information from the point of creation or receipt, through to its maintenance, use, final disposal or indefinite retention.

NISRA is committed to increasing the amount of Data released in open and re-usable formats in the production of its statistical outputs. NISRA provided input to the Open Data Team who has produced an NICS Open Data Strategy which was agreed by the Executive. The NICS Open Data Portal was launched by the Minister on 26 November 2015, with NISRA contributing to the high value datasets published on this platform.

NISRA's DFP branches have contributed to the core Department attaining Level 3 compliance of the Information Assurance Maturity Model in 2015/16. NISRA's Information Asset Owners (IAOs) provide annual input to the Senior Information Risk Owner on the security

and use of their information asset and provide Information Assurance Stewardship Statements twice yearly, which are recorded in the NISRA Governance Statement. They have also assisted with the completion of a NISRA DFP Information Assurance Risk Schedule for 2015/16, using Census ratings as the baseline.

With the introduction of the new NICS Departments scheduled for 9th May 2016, the DFP Retention and Disposal Schedule will be replaced by a new Department of Finance Retention and Disposal Schedule. DFP NISRA has provided input into this schedule which identifies the disposal arrangements for all records created by DFP NISRA and the Department of Finance & Personnel. The Schedule complies with the requirements of the Public Records Act (NI) 1923 and the Disposal of Documents Order (S.R. & O. 1925 No.167).

The Business Area Information Manager (BAIM) together with the IAO's provided advice & guidance on data and record management, in line with the Data Protection (DP) Act 1998 & Freedom of Information Act 2000 legislative requirement, which ensured Information Assurance compliance remained a priority across NISRA. To facilitate compliance, DFP NISRA produced Data Protection Action Plans / Work Programme, completed DP checklists in September 2015 and March 2016, reviewed branch procedures for staff handling personal information, completed mandatory Data Protection on-line training as well as attending presentations on Freedom of Information/ Data Protection. Data Sharing Agreements are in place with details held on a departmental register. Guidance has also been issued to IAO's relating to Privacy Impact Assessments.

HUMAN RESOURCES

NISRA continues to meet its business needs through effective workforce planning (something which noticeably came to the fore during 2015/16 with the implementation of the Voluntary Exit Scheme (VES)), people selection and subsequent performance management. The Agency maintains a skilled and motivated workforce created through a culture of nurtured career development and well managed personal development plans. During 2015/16 NISRA Human Resources:

- managed vacancies;
- managed staff transfers;
- managed adjustments arising from branch reviews;
- managed adjustments arising from the Voluntary Exit Scheme;
- managed staff performance issues;
- monitored performance reporting;
- attended Local Whitley Meetings;
- participated in DFP wide HR projects;
- contributed to DFP workforce monitoring and reporting;
- commissioned a staff survey and updated the Human Resource Action Plan;
- implemented the actions required to meet the targets listed in the Human Resource Action Plan;
- maintained up-to-date HR information dissemination via NISRAnet; and
- produced and disseminated the Agency Brief (monthly).

TRAINING AND DEVELOPMENT

NISRA continues to meet the development needs of its staff through the delivery of their training requirements recorded in Personal Development Plans (PDPs), incorporating both generic courses, as supplied by the Centre for Applied Learning, and specific NISRA corporate development courses.

NISRA Training

During 2015/16 the NISRA Staff Development Group prioritised NISRA Corporate training according to the results of the NISRA staff statistical training survey. A full list of the courses delivered is given below.

NISRA has benefitted from the free provision of training by the Good Practice Team (GPT), specifically: Effective Graphs; 10 Things You Need to Know About Statistics; and Quality Assurance of Administrative Data. The GPT was established by the National Statistician's Office to support the implementation of the Code of Practice. NISRA has also increased the number of training courses provided in-house such as Outcomes Based Accountability and Record Linkage.

NISRA Courses provided in 2015/16

| Course | Delivered by |
|---|--------------------------|
| 10 Things You Need to Know About Statistics | GPT ¹ |
| Adobe Illustrator | Mullan Training, Belfast |
| Effective Tables and Graphs | GPT |
| Gov.uk Release Calendar | GDS ² |
| Outcomes Based Accountability | NISRA Staff |
| Peer Review | GPT |
| Quality Assurance of Administrative Data | GPT |
| Record Linkage | NISRA Staff |
| SPSS - intermediate | QUB ³ |
| Statistical Disclosure Control | NISRA Staff |
| Statistical Foundation Course | NISRA Staff |

1 Good Practice Team

2 Government Digital Service

3 Queen's University Belfast

Generic courses attended

NISRA staff attended a variety of departmental generic training courses during 2015/16 which included:

Personal Resilience
 Evaluating Policy
 TRIM Power User
 Leading through Engagement
 Leading to Deliver Results
 Presentation Skills
 Assembly Questions
 Adapting to Change
 Tender Evaluation
 Evaluating Policy
 Principles of Project Management

Lunchtime Seminars

During 2015/16 the following lunchtime seminars were held:

| Presentation | Speaker | Business Area |
|--|--|-------------------------|
| Olympic Gold!! | Kelly Gallagher | NISRA Staff |
| NISRA Showcase 1 | | |
| Tax Free Childcare Vs Childcare Vouchers | Adele McAuley | OFMDFM |
| Good Relations Outcome and Indicator Framework | Matthew McFarland | OFMDFM |
| What determines success on your driving test? | Michael McAnoy | DOE |
| Measuring Wellbeing in Northern Ireland | John Wood and Aideen McGinley | Carnegie Trust |
| NISRA Showcase 2 | | |
| Outcome Based Accountability | Paul Flynn, Donna Hollywood and Michael Thompson | OFMDFM |
| NISRA Showcase 3 | | |
| Pooled Household Sample | Iain Bryson | DFP |
| DEL Experience of Infographics | Andrew Bannon | DEL |
| Open Data Portal | Suzanne McLoughlin | DFP |
| Code of Practice & UK Statistics Authority | Ed Humpherson | UK Statistics Authority |
| Ageing Society : Changing Society | Dave Rogers | DFP |
| NISRA Showcase 4 | | |
| IBSS | Darren Hetherington | DFP - ELMSB |

EMPLOYER SUPPORTED VOLUNTEER SCHEME

NISRA continued to support the Employer Supported Volunteer (ESV) Scheme throughout 2015/16. ESV is organised by the Voluntary Service Bureau and aims to help organisations to contribute to their community by involving employees as volunteers to complete 'Challenges' for local voluntary and community organisations.

In 2015/16 NISRA staff participated in the following events:

- DMB and Census held a bake sale raising a total of £300 for Friends of the Cancer Centre;
- DMB and Census raised a total of £1,448 for Friends of the Cancer Centre by climbing Slieve Donard;
- Corporate Services organised the Jeans for Genes day in McAuley House which raised a total amount of £81;
- Corporate Services also arranged the Think Pink campaign where McAuley House staff wore pink for the day and raised £133.40;
- Corporate Services organised a collection for Action for Children NI which raised £821.28 which was used to buy childrens toys for the charity;
- A clothing box for Cancer Focus NI was requested by Corporate Services and donations are made by all staff.

During 2015/16 NISRA continued as a STEMnet organisation in conjunction with W5 and a network of STEMnet ambassadors attended events to publicise to school children the opportunities and varied careers available to those who study these relevant subjects.

HEALTH AND SAFETY

During 2015/16 two accidents were recorded and reported to DFP HR. DFP have not received any indication that a potential financial liability may arise because of these incidents.

Two planned practice fire evacuations of McAuley House took place during which evacuation of all staff was completed satisfactorily.

General Risk Assessments for McAuley House were conducted on a regular basis.

ACCOUNTABILITY REPORT

CHIEF EXECUTIVE'S REPORT

Introduction

The Northern Ireland Statistics and Research Agency (NISRA) presents its Annual Report and Accounts for the financial year ended 31 March 2016.

Management

Ministerial responsibility for the Agency for the 2015/16 financial year rested with the Department of Finance and Personnel (DFP). The Accounting Officer for the Agency for the 2015/16 financial year was the Chief Executive of NISRA. From April to October this was Dr Norman Caven and from November to March the role was shared between the Directors of Sources and Analysis, Dr David Marshall and Dr Tracy Power respectively.

Agency Board

During this reporting period Dr Norman Caven, Dr David Marshall and Dr Tracy Power (as detailed above) assumed the role of Registrar General and Chief Executive and were responsible to the Minister for the management of the Agency's performance and operations.

The Chief Executive was assisted in the management of the Agency by the NISRA Agency Board (AB) comprised of two Grade 5 Statisticians and ten (nine from September 2015) Senior Principal Statisticians. The Board advises the Chief Executive on strategy and major issues of Agency policy and is responsible for ensuring the effective operation and performance of NISRA.

The Agency Board members during the year were as follows:

| | |
|------------------|--|
| Dr TN Caven | Registrar General and Chief Executive (April – October 2015) |
| Dr T Power | Director of Analysis |
| Dr D Marshall | Director of Sources |
| Mr R Beatty | Head of Census |
| Dr S Donnelly | Head of Analytical Services Unit DEL |
| Dr J Mallon | Head of Human Resources Consultancy Services (April – August 2015) |
| Dr K Sweeney | Head of Central Survey Unit |
| Dr J Gillan | Head of Economic and Labour Market Statistics Branch |
| Dr E Mooney | Head of Information and Analysis Directorate DHSSPS |
| Mr D Rogers | Head of Equality Unit Research Branch OFMDFM |
| Mr B Green | Head of 2011 Census Statistical Development, Outputs and Dissemination |
| Mrs M Crawford | Head of Analytical Services DSD |
| Mr A Fitzpatrick | Head of Information and Registration Unit BSO |

A Senior Managers' Forum (SMF) comprised of Agency Board and Grade 7 statistical/administrative Heads of Branches supports and advises the Chief Executive in the formulation, implementation and review of Agency policies. The SMF is in turn supported by a series of working groups that deal with cross-Agency issues remitted to them by the Board. Annex 1 provides details of AB and SMF membership.

Register of Interests

A Register of Interests is maintained by the Agency and no significant interests are currently held by board members which may conflict with their management responsibilities.

Pension Liabilities

The treatment of pension costs and liabilities is disclosed in the Remuneration Report and in paragraph 1.9 of the Statement of Accounting Policies Note (Note 1 to the Accounts).

Personal Data

The Agency remains fully committed to complying with the Data Protection Act 1998. DFP NISRA acts in accordance with a number of DFP policies to ensure the safe handling of personal information - the DFP Data Protection Policy, the DFP Information Security Policy, the DFP E-mail Management Policy and the DFP Data Sharing Agreements.

No reportable data breaches were identified between 1 April 2015 and 31 March 2016.

Auditors

The financial statements are audited by the Comptroller and Auditor General (C&AG) in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001. He is head of the Northern Ireland Audit Office (NIAO); he and his staff are wholly independent of the Agency and he reports his findings to the Northern Ireland Assembly.

The audit of the financial statements for 2015/16 resulted in a notional audit fee of

£10,000 (2014/15 £10,000) and is included in the administration costs in the Statement of Comprehensive Net Expenditure.

During 2015/16 the Agency did not purchase any non-audit services from its auditor.



D Marshall (Dr)

Acting Accounting Officer, Registrar General
and Chief Executive
24 June 2016

STATEMENT OF AGENCY'S AND CHIEF EXECUTIVE'S RESPONSIBILITIES

Under Section 11(2) of the Government Resources and Accounts Act (Northern Ireland) 2001, the Department of Finance and Personnel have directed the Northern Ireland Statistics and Research Agency to prepare a statement of Accounts for each financial year in the form and on the basis set out in the Accounts Direction. The Accounts are prepared on an accruals basis and must give a true and fair view of the Agency's state of affairs, its income and expenditure, changes in taxpayers' equity and cash flows for the financial year.

In preparing the Accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

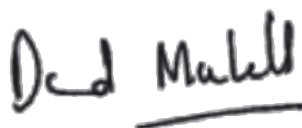
- observe the Accounts Direction issued by the Department of Finance and Personnel, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgments and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual (FReM) have been followed, and disclose and explain any material departures in the financial statements; and
- prepare the financial statements on the going concern basis.

The Department of Finance and Personnel has appointed the Chief Executive of the Northern Ireland Statistics and Research Agency as the Accounting Officer for the Agency. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which an Accounting Officer is answerable, for the keeping of proper records and for safeguarding NISRA's assets, are set out in Managing Public Money in Northern Ireland (MPMNI) published by the Department of Finance and Personnel.

So far as the Accounting Officer is aware, there is no relevant audit information of which the Agency's auditors are unaware.

The Accounting Officer has taken all the steps necessary to make him aware of any relevant audit information and to establish that the Agency's auditors are aware of that information.

The Accounting Office can confirm that the Annual Report and Accounts as a whole are fair, balanced and understandable and that he takes personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

A handwritten signature in dark ink, appearing to read 'D. Marshall', with a horizontal line underneath the name.

D Marshall (Dr)

Acting Accounting Officer, Registrar General
and Chief Executive

24 June 2016

GOVERNANCE STATEMENT

Scope of Responsibility

NISRA is an Executive Agency within the Department of Finance and Personnel (DFP). It was established on 1 April 1996 under the Government's Next Steps Initiative. The Agency incorporates the General Register Office (GRO) for Northern Ireland.

The Agency is governed under a model with the following responsibilities. The Accounting Officer is responsible to the Minister of DFP for the Agency's performance and operates in accordance with the NISRA Framework Document and its Business Plan:

- The Accounting Officer has responsibilities for the overall day-to-day leadership and management of the Agency. Making regular reports to the Minister on performance and progress, and
- The Agency Management Board is responsible for the strategic direction of the Agency by reviewing its strategic direction, monitoring performance at corporate level and ensuring that adequate governance controls are in place. The Management Board comprises the Chief Executive and the twelve Senior Principal Statisticians of the Agency. The Management Board members are detailed in the Chief executives' Report on page 66. The Management Board met three times during the year and was attended as follows:

| | 7 May 2015 | 29 Sept 2015 | 19 Jan 2016 |
|----------------|------------|--------------|-------------|
| Dr Caven | ✓ | ✓ | Retired |
| Mr Beatty | | ✓ | ✓ |
| Mrs Crawford | ✓ | ✓ | ✓ |
| Dr Donnelly | | | ✓ |
| Mr Fitzpatrick | ✓ | ✓ | ✓ |
| Dr Gillan | ✓ | ✓ | |
| Mr Green | ✓ | ✓ | ✓ |
| Dr Mallon | ✓ | ✓ | |
| Dr Marshall | ✓ | ✓ | ✓ |
| Dr Mooney | ✓ | ✓ | |
| Dr Power | | ✓ | ✓ |
| Mr Rogers | | ✓ | ✓ |
| Dr Sweeney | ✓ | | ✓ |

The Governance Statement, which has been agreed by the Agency Board, sets out how these responsibilities have been discharged throughout the year to 31 March 2016.

Context

The context is how NISRA governance arrangements are required to operate, as set out in the current Programme for Government 2011-15. These strategic priorities set the focus for all Northern Ireland Departments.

NISRA is part of DFP. The overall aim of DFP is 'to help the Executive secure the most appropriate and effective use of resources and services for the benefit of the community'.

The work we do makes a significant and positive difference to the everyday lives of all the citizens of Northern Ireland. We provide and support public services, by:

- Providing Government departments and agencies with statistics and research services which help inform the policy, process and delivery of their objectives and actions,
- Continuing to address the needs of a wide range of users, producing high quality statistics and research, ensuring the quality of those statistics and disseminating information to its users efficiently and effectively,
- Providing official information on Northern Ireland's population and socio-economic conditions. The statistics produced by the Agency not only inform the policy process within Government, but also inform academic research and contribute to debate in the wider community,
- Providing the 'General Register Office' (GRO) which offers a civil registration service to the public and produces summary statistics relating to life events.

Financial Management

The Agency Board plays a significant part in the effective monitoring and management of the Agency's financial performance. NISRA regularly reviews actual income and expenditure against budget to form the basis of collective Agency Board decisions regarding the allocation and use of resource to ensure that the NISRA financial management target of avoiding overspend and managing underspend within a tolerance of 2.5% is met.

Detailed monthly financial management reports are prepared for the agency budget holders and monthly summary financial reports are prepared for the departmental board. In addition a financial report is prepared for the regular meetings of the Agency Board.

This enables management to monitor the financial position of the Agency and to assess the extent to which any corrective action may be required to address the Agency's financial position.

Risk and Control Framework

Risk management within NISRA continues to be an integral part of our business planning process. This includes identification of risk, assignment of ownership, presentation of the risk, mitigation, management, evaluation and review.

The Corporate Risk Register is an integral part of NISRA Risk Management policy and approach. The Risk Register records the status of each high level risk and the actions being taken to address the risk.

The Corporate Risk Register is regularly reported to and monitored by the Agency Board and NISRA Audit and Risk Committee. The Audit and Risk Committee is chaired by one of its three independent members and functions in accordance with best practice contained in the HM Treasury Audit Committee Handbook.

The Agency Board ensures the risk management and internal control are regularly reviewed and reported on in the following manner:

- All business areas use pre-determined weightings and a standardised approach to risk assessment;

- Key risks identified at Agency level are documented on Risk Registers and are reviewed on a formal basis by the Agency Board at least three times during the course of a year;
- NISRA Audit and Risk Committee formally reviews risks and controls on a regular basis;
- The Audit and Risk Committee assess the continued appropriateness of the respective risks and the means through which they are managed. The need to add, delete, delegate or promote risks is also determined in order to reflect the current business environment;
- Heads of Branches complete stewardship statements at the end of each financial year. Mid-year reports are the vehicle for ensuring the continued maintenance of Risk Registers during the year;
- As Chief Executive, I provide the Committee with a mid-year and end-year Stewardship Statement;
- The Agency adheres to the department's 'Whistle Blowing' policy; and
- The Management Board receives periodic reports concerning internal control. The appropriate steps have been taken to manage risks in significant areas of responsibility and to monitor progress reports on key projects.

The main risks associated with NISRA are not achieving the Ministerial Targets noted on page 5 to this report and the targets outlined in the NISRA Balanced Scorecard on pages 7 to 36.

All Ministerial Targets for 2015/16 have been achieved and have been validated by DFP Internal Audit. The Agency performance against Balanced Scorecard targets are published on pages 7 to 36 of this report.

Agency Performance

The NISRA Business Plan 2015–16 sets out the targets and objectives for the year against which performance is reported and monitored. Progress is reported to the Agency Board as part of the Corporate Performance Report which gives details of actual results against the targets and a narrative on the actions taken to deliver the expected outcomes.

As part of the Corporate Performance Reports, the Management Board receive, thoroughly reviews and seeks improvement to information on key Agency statistics. These include NISRA performance in respect of Ministerial Targets, Chief Executive Targets, Risk Management, Human Resources and sickness absence levels, financial management and information management.

Accounting Officer

DFP has designated the Chief Executive as the Accounting Officer for NISRA. The responsibilities of an Accounting Officer, include responsibility for the propriety and regularity of the public finances for which an Accounting Officer is answerable, the keeping of proper records and for safeguarding NISRA assets as set out in the Accounting Officer's Memorandum issued by DFP and published in Managing Public Money in Northern Ireland (MPMNI).

The Accounting Officer has responsibility for maintaining a sound system of internal control that supports the achievement of Agency policies, aims and objectives set by the Minister of DFP, whilst safeguarding the public funds and Agency's assets for which he is responsible in accordance with the responsibilities assigned to him by MPMNI.

At the beginning of the financial year, the Accounting Officer delegated responsibility to each of his Heads of Branches for management of budgets within their respective business areas. He receives assurances twice yearly from each Director on risk management, governance, financial management and delegations within their respective areas of responsibility in the format of stewardship statements. Key issues emanating from these statements are reflected in this Governance Statement.

The Accounting Officer chairs the NISRA Agency Board which met on 3 occasions in 2015–16. The Agency Board operates in compliance with 'Corporate Governance in Central Government Departments: Code of Good Practice' and directs the strategic management of NISRA by reviewing its strategic options and setting its corporate direction. The Agency Board considered the information received to be satisfactory for purpose.

The Agency maintains a Register of significant interests held by Board members which may conflict with their management responsibilities. Board members are requested on an annual basis to confirm that they have no such interests, or make a declaration of interests that may be considered to create a potential conflict of interest with their management responsibilities. No such interests have been declared by members for the Agency Board for the year ended 31 March 2016.

In response to a request from the Departmental Permanent Secretary, the Agency has obtained declarations of interest from all DFP based Agency staff at DP to Grade 7. No interests have been declared which the Agency consider to represent a potential conflict of interest.

The Agency Board also considered and reviewed NISRA risks as detailed in the NISRA Corporate Risk Register.

NISRA Audit and Risk Committee supports the Accounting Officer and the Agency Board on issues of risk, control and governance. In addition the Audit and Risk Committee provides assurance and advice to the Accounting Officer on the adequacy of both internal and external audit coverage. The Audit and Risk Committee met on four occasions in 2015–16.

No Ministerial Directions were received by NISRA during 2015–16.

The role of Accounting Officer has been shared for the remainder of the year by Dr Marshall and Dr Power following the retirement of Dr Caven.

Level of Assurance

The Accounting Officer has responsibility for ensuring that a robust risk management system is in place, so that risks faced by NISRA are identified and managed accordingly. The Accounting Officer is also responsible for reviewing the effectiveness of the system of internal control. The review is informed by the work of DFP's Internal Audit and Departmental Board members who have responsibility for ensuring that the controls and actions recommended are implemented.

The Department's Internal Audit has carried out an extensive programme of work during 2015–16. These reports provide an objective and widespread assessment of the systems of internal control in operation across the Agency, together with prioritised recommendations to strengthen controls and implement further improvements.

Internal Audit completed seven of eight scheduled audits during the year. The follow up to the Corporate Services Finance audit was postponed to 2016/17 at the request of the Agency.

Further details on the Internal Audit output for the year are included in the following section, 'Significant Internal Control Problems'

In his Annual Assurance Report, the Head of Internal Audit provided NISRA with a satisfactory level of assurance.

The Agency maintains Information Risk Registers in each Business Area. which are linked into the Departmental Risk Register and provide the Departmental Board and the Senior Information Risk Owner (SIRO) with an oversight of corporate and operational information risks.

NISRA has achieved 'Level 2 compliance' within the HMG Information Assurance Maturity Model and Assessment Framework and Security Policy Framework.

As described on page 58 'Official Statistics Issues', NISRA is committed to complying with the principles of the UK Statistics Authority's Code of Practice and its statistical output is monitored and assessed by the UK Statistics Authority. During the year a number of NISRA's National Statistics and some of its Official Statistics products were assessed for compliance with the Code of Practice, and all of those where an outcome was declared were successfully accredited/reaccredited as National Statistics. No outputs have failed to achieve National Statistics designation.

Fraud Prevention and Assurance

NISRA takes a zero tolerance approach to fraud and will report instances of fraud to the PSNI. The Agency complies with the DFP Anti-Fraud Policy that sets out staff responsibilities with regard to the prevention of fraud.

Whistle blowing arrangements are in place and can be used to raise concerns about alleged impropriety, wrong-doing, corruption, fraud or malpractice.

The Agency has not recorded any instances of suspected or actual fraud during the year.

Significant Internal Control Problems

DFP Internal Audit completed the following audits during 2015/16:

- Validation exercise of the Ministerial Targets for 2014/15 – All targets achieved,
- Corporate Services Finance – Limited Assurance Opinion,
- Information Assurance/Information Assurance Maturity Model – Satisfactory Assurance Opinion,
- GRO (IA 49/15) – Satisfactory Assurance Opinion,
- Charging (IA 17/15) - Satisfactory Assurance Opinion, and
- Processing Environment – Advisory.

The Corporate Services Finance audit gave a Limited Assurance Opinion and made ten Priority One Recommendations, eighteen Priority Two Recommendations and two Priority Three Recommendations. As at 31 March 2016 the Agency has taken steps to implement twenty two of these recommendations. Progress is being made to implement the remainder and it is expected

that these will be complete by end August 2016.

In addition, Internal Audit completed two follow-up audits during the year, each reported a 'satisfactory' opinion.

Internal Audit were satisfied that management had made significant efforts towards implementation of all recommendations and issued a satisfactory opinion for 2015/16.

Management consider that there are no significant internal control issues within the Agency.

Review of Effectiveness

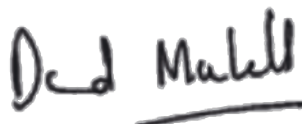
As Accounting Officer, I have responsibility for reviewing the effectiveness of the Governance procedures within the Agency. My review of the effectiveness of the Governance and of the system of internal control is informed by the work of the internal auditors and the executive managers within the Agency who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their 'Report to those charged with Governance' and other reports. I have been advised on the implications, of the result of this review of the effectiveness of the system of internal control by the Senior Management Group and the Audit and Risk Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

I consider the information presented to the Agency Board in the Corporate Performance report to be of a high quality, accurate and relevant to the internal control systems within the Agency and that the Agency has complied

with the Corporate Governance in Central Government Departments: Code of Good Practice (NI) 2013 in all respects.

Conclusion

Taking into account all of the arrangements set out in this Governance Statement, NISRA has an effective governance structure in place and has satisfactory systems of internal control which have operated effectively throughout 2015/16.



D Marshall (Dr)

Acting Accounting Officer, Registrar General
and Chief Executive
24 June 2016

REMUNERATION AND STAFF REPORT

Remuneration Policy

The Minister of Finance and Personnel approves the pay remit for Senior Civil Service (SCS) staff. The SCS remuneration arrangements are based on a system of pay scales for each SCS grade containing a number of pay points from minima to maxima, allowing progression towards the maxima based on performance. In 2012, upon creation, there were 11 points on each scale. This was subsequently reduced to 10 points in 2014 and 9 points in 2015 to allow progression through the pay scales within a reasonable period of time.

Service Contracts

Civil service appointments are made in accordance with the Civil Service Commissioners' Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made.

Unless otherwise stated below, the officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commissioners can be found at www.nicscommissioners.org

Salary and pension entitlements

The following sections provide details of the remuneration and pension interests of the Ministers and most senior management of the department.

Remuneration (including salary) and pension entitlements (Audited)

| | 2015/16 | | | | | 2014/15 | | | | |
|---|--------------------------|----------------|---|--|-----------------|--------------------------|----------------|---|--|-----------------|
| Officials | Salary £'000 | Bonus £'000 | Benefits in kind (to nearest £100) | Pension Benefits** to nearest £1,000) | Total (£000) | Salary £'000 | Bonus £'000 | Benefits in kind (to nearest £100) | Pension Benefits** to nearest £1,000) | Total (£000) |
| Norman Caven 1 April 2015 to 31 October 2015 | 55-60 (FYE 95-100) | Nil | Nil | -56 | 0-5 | 95-100 | Nil | Nil | 32 | 130- 135 |
| Robert Beatty | 60-65 | Nil | Nil | 25 | 90-95 | 60-65* | Nil | Nil | 43 | 100- 110 |
| Kevin Sweeney | 50-55 (FYE 60-65) | Nil | Nil | 10 | 60-65 | 50-55* (FYE 60-65) | Nil | Nil | 11 | 60-70 |
| James Gillan | 60-65 | Nil | Nil | 26 | 90-95 | 60-65* | Nil | Nil | 20 | 80-85 |
| Tracy Power 1 April 2015 to 2 January 2016 and from 28 March 2016 | 70-75 | Nil | Nil | 58 | 130- 135 | 60-65 | Nil | Nil | 21 | 80-90 |
| Stephen Donnelly | 60-65 | Nil | Nil | 5 | 70-75 | 60-65* | Nil | Nil | 15 | 75-80 |
| John Mallon 1 April 2015 to 30 Nov 2015 | 40-45 | Nil | Nil | Nil | 40-45 | 60-65* | Nil | Nil | 15 | 75-80 |
| Eugene Mooney | 60-65 | Nil | Nil | 18 | 80-85 | 60-65 | Nil | Nil | 20 | 80-85 |
| David Marshall 1 April 2015 to 31 October 2015 and 3 January to 27 March 2016 | 75-80 | Nil | Nil | 61 | 140- 145 | 60-65 | Nil | Nil | 43 | 100- 110 |
| David Rogers | 60-65 | Nil | Nil | 10 | 75-80 | 60-65* | Nil | Nil | 11 | 70-80 |
| Brian Green | 60-65 | Nil | Nil | 11 | 75-80 | 60-65* | Nil | Nil | 12 | 70-80 |
| Alexander Fitzpatrick | 60-65 | Nil | Nil | 8 | 70-75 | 60-65 | Nil | Nil | 17 | 75-85 |
| Michelle Crawford | 60-65 | Nil | Nil | 33 | 95-100 | 55-60 | Nil | Nil | 18 | 70-80 |
| Band of Highest paid Directors Total Remuneration | | | 75-80 | | | | 95-100 | | | |
| Median Total Workforce Remuneration | | | 31,135 | | | | 31,135 | | | |
| Remuneration Ratio | | | 2.5 | | | | 3.1 | | | |

(FYE – Full Year Equivalent)

* Non Consolidated Payment has been added to salary amount.

**The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid director in their organisation and the median remuneration of the organisation's workforce.

The median total is based on the full time equivalent remuneration of staff directly employed by NISRA at the reporting end date on an annualised basis.

The banded remuneration of the highest paid director in NISRA in the financial year was £75-80k (2014/15: £95k-£100k). This was 2.5 times (2014/15, 3.1) the median remuneration of the workforce, which was £31,135 (2014/15: £31,135).

In 2015/16 and 2014/15 no employees received remuneration in excess of the highest paid director.

Total remuneration includes salary, non consolidated performance-related pay and benefits in kind. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Salary

'Salary' includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any gratia payments.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument.

Bonuses

The Agency did not make any bonus payments to Board members during the year.

Pension Entitlements (Audited)

| Officials | Accrued pension at pension age as at 31 March 2016 (or date of leaving if earlier) and related lump sum | Real increase in pension and related lump sum at age 60 | CETV at 31/03/16 | CETV at 31/03/15 | Real increase in CETV | Employer contribution to partnership pension account (Nearest £100) |
|--|---|---|------------------|------------------|-----------------------|---|
| Dr TN Caven (Registrar General & Chief Executive) | 35-40 plus lump sum of 260-265 | (7.5)-(10.0) plus lump sum of 117.5-120.0 | 960 | 1,017 | -57 | N/A |
| Dr T Power (Director of Analysis) | 20-25 plus lump sum of 65-70 | 2.5-5.0 plus lump sum of 7.5-10 | 419 | 340 | 79 | N/A |
| Mr R Beatty (Head of Census) | 25-30 | 0-2.5 | 576 | 512 | 43 | N/A |
| Dr S Donnelly (Head of Analytical Services Unit DEL) | 20-25 plus lump sum of 70-75 | 0-2.5 plus lump sum of 0-2.5 | 550 | 508 | 42 | N/A |
| Dr J Mallon (Head of Human Resources Consultancy Services) | 25-30 plus lump sum of 75-80 | 0-2.5 plus lump sum of 0-2.5 | 558 | 570 | -12 | N/A |
| Dr K Sweeney (Head of Central Survey Unit) | 0-5 plus lump sum of 5-10 | 0-2.5 plus lump sum of 0-2.5 | 48 | 36 | 12 | N/A |
| Dr J Gillan (Head of Economic Labour Market Statistics Branch) | 30-35 plus lump sum of 45-50 | 0-2.5 plus lump sum of 0-2.5 | 659 | 591 | 68 | N/A |
| Dr E Mooney (Head of Information and Analysis Directorate DHSSPS) | 15-20 plus lump sum of 55-60 | 0-2.5 plus lump sum of 2.5-5 | 412 | 364 | 48 | N/A |
| Dr D Marshall (Director of Sources) | 15-20 plus lump sum of 50-55 | 0-2.5 plus lump sum of 2.5-5 | 299 | 235 | 64 | N/A |
| Mr D Rogers (Head of Equality Unit Research Branch OFMDFM) | 25-30 plus lump sum of 80-85 | 0-2.5 plus lump sum of 0-2.5 | 641 | 615 | 10 | N/A |
| Mr B Green (Head of 2011 Census Statistical Development, Outputs & Dissemination) | 20-25 plus lump sum of 60-65 | 0-2.5 plus lump sum of 0-2.5 | 409 | 367 | 42 | N/A |
| Mrs M Crawford (Head of Analytical Services DSD) | 10-15 plus lump sum of 40-45 | 0-2.5 plus lump sum of 0-2.5 | 213 | 177 | 36 | N/A |
| Mr A Fitzpatrick (Head of Information and Registration Unit BSO) | 15-20 plus lump sum of 50-55 | 0-2.5 plus lump sum of 0-2.5 | 320 | 274 | 46 | N/A |

Northern Ireland Civil Service (NICS) Pension arrangements

Pension benefits are provided through the Northern Ireland Civil Service pension arrangements which are administered by Civil Service Pensions (CSP). Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' defined benefit arrangements (classic, premium and classic plus). These arrangements are unfunded with the cost of benefits met by monies voted by the Assembly each year. From April 2011 pensions payable under classic, premium, and classic plus are increased annually in line with changes in the Consumer Prices Index (CPI). Prior to 2011, pensions were increased in line with changes in the Retail Prices Index (RPI). New entrants joining on or after 1 October 2002 and before 30 July 2007 could choose between membership of premium or joining a good quality 'money purchase' stakeholder arrangement with a significant employer contribution (partnership pension account). New entrants joining on or after 30 July 2007 were eligible for membership of the nuvos arrangement or they could have opted for a partnership pension account. Nuvos is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current rate is 2.3%. CARE pension benefits are increased annually in line with increases in the CPI.

A new pension scheme, alpha, was introduced for new entrants from 1 April 2015. The majority of existing members of the NICS pension arrangements have also moved to alpha from that date. Members who on 1 April 2012 were within 10 years of their normal pension age will not move to alpha and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to alpha on 1 April 2015 or at a later date determined by their age. alpha is also a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate will be 2.32%. CARE pension benefits are increased annually in line with increases in the CPI.

Increases to public service pensions are the responsibility of HM Treasury. Pensions are reviewed each year in line with the cost of living. Increases are applied from April and are determined by the CPI figure for the preceding September. The CPI in September 2015 was negative (-0.1%) and HM Treasury has announced that there will be no increase to public service pensions from April 2016. Therefore public service pensions will remain at their current level.

Employee contribution rates for all members for the period covering 1 April 2016 – 31 March 2017 are as follows:

Scheme Year 1 April 2016 to 31 March 2017

| Annualised Rate of Pensionable Earnings (Salary Bands) | | Contribution rates – Classic members or classic members who have moved to alpha | Contribution rates – All other members |
|---|-------------|--|---|
| From | To | From 01 April 2016 to 31 March 2017 | From 01 April 2016 to 31 March 2017 |
| £0 | £15,000.99 | 3.8% | 4.6% |
| £15,001.00 | £21,210.99 | 4.6% | 4.6% |
| £21,211.00 | £48,471.99 | 5.45% | 5.45% |
| £48,472.00 | £150,000.99 | 7.35% | 7.35% |
| £150,001.00 and above | | 8.05% | 8.05% |

Benefits in classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic plus is essentially a variation of premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per classic.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 14.7% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of

3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. Pension age is 60 for members of classic, premium, and classic plus and 65 for members of nuvos. The normal pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. Further details about the NICS pension arrangements can be found at the website <https://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/civil-service-pensions-ni>.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and

from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. The actuarial factors used to calculate CETVs changed during the 2015-16 year and, consequently, CETV figures increased even without any further pension accrual. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Compensation for loss of office

The Agency did not make any payments for loss of office during 2015/16.

STAFF REPORT

Staff costs

Staff costs comprise:

| | £000 | £000 | 2015/16 £000 | 2014/15 £000 |
|--|----------------------------------|--------------|-----------------|-----------------|
| | Permanently employed staff | Others | Total | Total |
| Wages and salaries | 14,738 | 1,632 | 16,370 | 16,002 |
| Social Security costs | 936 | 52 | 988 | 1,117 |
| Other pension costs | 2,998 | - | 2,998 | 2,774 |
| Sub Total | 18,672 | 1,684 | 20,356 | 19,893 |
| Less recoveries in respect of outward secondments | (8,770) | - | (8,770) | (9,147) |
| Total net costs | 9,902 | 1,684 | 11,586 | 10,746 |

Included in wages and salaries are costs associated with the Northern Ireland Civil Service Voluntary Exit Scheme (VES). These are referred to in the 'Reporting of Civil Service and other compensation schemes – exit packages' section below.

Staff Numbers

The number of staff in post at the end of March 2016 was 436* of which 243 were located in DFP [131** of which were statisticians], 153** were statisticians outposted to other government departments and 40** were statisticians seconded to other organisations. (*inc 1 student, 10 recruitment agency staff and 1 NICS casual member of staff). In addition, NISRA employs a field-force of approximately 250 fee-paid survey interviewers. A detailed breakdown by grade is included at Table 1.

The gender analysis of the Agency staff as at 31 March 2016 was:

| | Number of female staff | Number of male staff | Total |
|-----------------------|---------------------------|-------------------------|------------|
| Senior Civil Service | 1 | 1 | 2 |
| Agency Board | 1 | 8 | 9 |
| Other NISRA employees | 234 | 191 | 425 |
| | 236 | 200 | 436 |

** Includes Statistical Officers

Sickness Absence

The provisional figure for the average number of days lost per staff member (on a staff year equivalent basis⁷) during 2015/16 was 8.3 days (6.1 days in 2014/15). The Agency is actively working to decrease its sickness absence and now has a nominated 'Well Champion' who organises seminars and other events to highlight health and wellness issues.

Reporting of Civil Service and other compensation schemes – exit packages

Figures in brackets represent previous year 2014-15 comparative.

| Core Department and Agency | | | |
|--------------------------------------|-----------------------------------|-----------------------------------|--|
| Exit package cost band | Number of compulsory redundancies | Number of other departures agreed | Total number of exit packages by cost band |
| <£10,000 | 0 (0) | 0 (0) | 0 (0) |
| £10,000 - £25,000 | 0 (0) | 12 (0) | 12 (0) |
| £25,000 - £50,000 | 0 (0) | 23 (0) | 23 (0) |
| £50,000 - £100,000 | 0 (0) | 5 (0) | 5 (0) |
| £100,000 - £150,000 | 0 (0) | 0 (0) | 0 (0) |
| £150,000 - £200,000 | 0 (0) | 0 (0) | 0 (0) |
| Total number of exit packages | 0 (0) | 40 (0) | 40 (0) |
| Total resource cost/£k | 0 (0) | £1,350k (£0k) | £1,350k (£0k) |

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme (Northern Ireland), a statutory scheme made under the Superannuation (Northern Ireland) Order 1972. Exit costs are accounted for in full in the year departure is agreed. Where the Department has agreed early retirements, the additional costs are met by the Department and not by the Civil Service pension scheme. Ill-health retirement costs are met by the pension scheme and are not included in the table.

Included in the figures in the table above are 40 full-time equivalent staff leaving on the Voluntary Exit Scheme at a cost of £1,349,933.

7 One staff year equivalent (sy) equates to one member of staff having been available for the entire period being analysed.

Table 1: NISRA Staff at 31 March 2016

| Staff Grades | Recognised Grade | Headcount | Full Time Equivalent |
|---|------------------|------------|----------------------|
| PERMANENT STAFF: | | | |
| Senior Civil Service | | | |
| Grade 5 Statistician | G5 | 2 | 2 |
| Total | | 2 | 2 |
| General Service | | | |
| Grade 7 | G7 | 2 | 2.0 |
| Deputy Principal | DP | 8 | 7.6 |
| Staff Officer | SO | 5 | 4.7 |
| Executive Officer 1 | E01 | 5 | 4.8 |
| Executive Officer 2 | E02 | 22 | 20.1 |
| Administrative Officer | AO | 38 | 33.7 |
| Support Grade Band 2 | AO | 2 | 2.0 |
| Administrative Assistant | AA | 19 | 17.3 |
| Total | | 101 | 92.2 |
| Non General Service | | | |
| Senior Principal Statistician | G6 | 9 | 8.8 |
| Principal Statistician | G7 | 24 | 22.6 |
| DP Statistician | DP | 115 | 108.5 |
| Assistant Statistician | SO | 167 | 161.3 |
| Personal Secretary | E02 | 2 | 1.2 |
| ICT4 | E01 | 3 | 3.0 |
| ICT6 | DP | 1 | 1 |
| Total | | 321 | 306.4 |
|of which statisticians | | 315 | 301.2 |
| TOTAL OF PERMANENT STAFF | | 424 | 400.6 |
| TEMPORARY STAFF: | | | |
| ICT Placement Student | | 1 | 1 |
| Casual AO | | 1 | 1 |
| Recruitment Agency Staff (non NICS) | | | |
| Statistical Officer | | 9 | 9 |
| Nurse | | 1 | 1 |
| TOTAL OF TEMPORARY STAFF: | | 12 | 12 |
| TOTAL STAFF | | 436 | 412.6 |
| Staff on loan [included in total above] | | 193 | 186.2 |

OTHER ASSEMBLY ACCOUNTABILITY DISCLOSURES

Regularity of Expenditure

i. Losses and special payments

Losses statement

The Agency did not make any individual losses in excess of £250,000. Losses and special payments are detailed in Note 17 to the Financial Statements.

Special payments

The Agency did not make any special payments during 2015/16.

ii. Fees and Charges

General Register Office

In setting fees for certificates, the General Register Office (GRO) aims to recover 100% of costs directly attributable to the estimated volumes of produced certificates. In 2015/16, GRO estimated that it would recover £2,886k (2014/15: £2,929k) from the supply of certificates. The actual cost recovery for the year was £2,917k (2014/15: £2,951k).

Central Survey Unit

In 2015/16 the Central Survey Unit (CSU) estimated that it would recover £1,690 (2014/15: £2,760k) from carrying out surveys on behalf of government departments and non departmental public bodies. The actual cost recovery for the year was £1,690k (2014/15: £2,738k). The information provided in the table below is for fees and charges purposes, not for IFRS 8.

| | Income £000 | Full Cost £000 | 2015/16 Surplus/ (deficit) £000 | 2014/15 Surplus/ (deficit) £000 |
|---|----------------|-------------------|--|--|
| Recovery of staff costs for staff outside DFP | (8,770) | 8,476 | 294 | 224 |
| Statistics and Research work carried out by CSU | (1,690) | 1,665 | 25 | (89) |
| Registration Services | (2,917) | 2,859 | 58 | 270 |
| | (13,377) | 13,000 | 377 | 405 |

The above figures represent services where the full cost of the service is in excess of £1m. For Registration Services, the Statutory Provision is as noted in Article 7 to the Births and Deaths Registration (NI) Order 1976. For other services, NISRA's financial objective was to recover the total cost of those activities for which DFP funding was not provided. This objective was met.

iii. Remote Contingent Liabilities

Contingent Liabilities reporting disclosure under assembly reporting requirements and not under IAS 37

There were no contingent liabilities requiring disclosure under assembly reporting requirements.

iii. Long Term Expenditure Trend

| | 2015/16 Outturn £000 | 2014/15 Outturn £000 | 2013/14 Outturn £000 |
|------------------------------|----------------------------|----------------------------|----------------------------|
| Total Resource DEL | 28,049 | 27,396 | 25,750 |
| Of Which: | | | |
| Staff Costs | 20,356 | 19,893 | 18,715 |
| Other | 6,605 | 6,763 | 6,262 |
| Depreciation and Impairments | 1,088 | 740 | 773 |

NORTHERN IRELAND STATISTICS AND RESEARCH AGENCY

THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

I certify that I have audited the financial statements of the Northern Ireland Statistics and Research Agency (NISRA) for the year ended 31 March 2016 under the Government Resources and Accounts Act (Northern Ireland) 2001. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration and Staff Report and the Assembly Accountability Disclosures that is described in that report as having been audited.

Respective responsibilities of the Chief Executive and auditor

As explained more fully in the Statement of Agency 's and Chief Executive's Responsibilities, the Chief Executive as Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the NISRA's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the NISRA; and the overall presentation of the financial statements. In addition I read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Opinion on regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial

statements conform to the authorities which govern them.

Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view of the state of the NISRA's affairs as at 31 March 2016 and of the net operating cost, cash flows and changes in taxpayers equity for the year then ended; and
- the financial statements have been properly prepared in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001 and Department of Finance (formerly Department of Finance and Personnel) directions issued thereunder.

Opinion on other matters

In my opinion:

- the parts of the Remuneration and Staff Report and the Assembly Accountability Report to be audited have been properly prepared in accordance with Department of Finance directions made under the Government Resources and Accounts Act (Northern Ireland) 2001; and
- the information given in Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Remuneration and Staff Report and the Assembly Accountability Report to be audited are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with Department of Finance's guidance.

Report

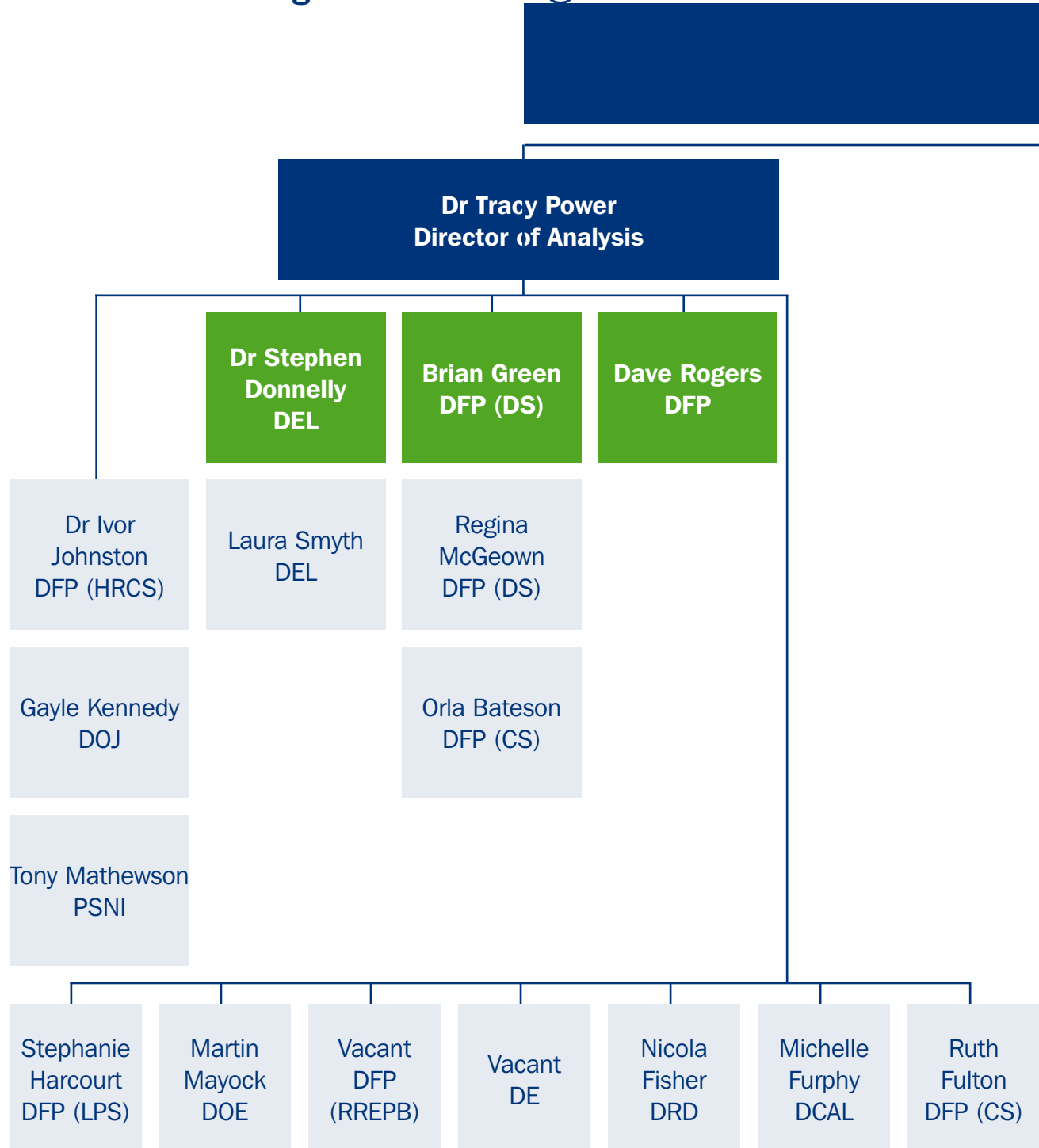
I have no observations to make on these financial statements.



KJ Donnelly

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU
30 June 2016

ANNEX 1: NISRA Organisation Chart @ March 2016



Agency Board



NISRA Senior Managers Forum



Dr Tracy Power
Registrar General for NI
Acting Chief Executive

Dr David Marshall
Director of Sources

Robert Beatty
DFP
(Census & DIAL)

Dr Eugene Mooney
DHSSPS

Dr Kevin Sweeney
DFP (CSU)

Dr James Gillan
DFP
(ELMSB)

Sandy Fitzpatrick
BSO

Michelle Crawford
DSD

Brian French
DFP (Census)

Pauline Donnan
OFMDFM

Bill Stewart
DHSSPS
(PHRB)

Andrew McCormick
DFP (CSU)

Gerard Colgan
DFP
(ELMSB)

Paul McKillen
DSD

Marie Brolly
DFP (DIAL)

Janis Scallan
OFMDFM

Vacant
DHSSPS (HB)

Deborah Lyness
DFP
(ELMSB)

Dr Erin Montgomery
DHSSPS
(PSAB)

Dr Malcolm Megaw
DHSSPS (CIB)

Cathryn Blair
DFP
(ELMSB)

Dr Alan McClelland
DETI

Jacquie Hyvart
DFP (CS)

Alison McQueen
DFP (GRO)

ANNEX 2: NISRA Research & Statistical Publications 2015/16

DARD

The Agricultural Census in Northern Ireland: Results for June 2015 (January 2016) (DARD)

DCAL

Engagement in culture, arts and leisure by adults in Northern Ireland (May 2015) (DCAL)

Engagement in culture, arts and leisure by adults in Northern Ireland's new council areas: pooled dataset Continuous Household Survey 2011/12-2013/14 (May 2015)

Creative Industries Economic Estimates for Northern Ireland 2015 (June 2015) (DCAL)

Experience of sport and physical activity by adults in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (October 2015) (DCAL)

Experience of the arts by adults in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (October 2015) (DCAL)

Experience of museums and science centres by adults in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (October 2015) (DCAL)

Experience of the public library service by adults in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (October 2015) (DCAL)

Digest of statistics for the Public Record Office of Northern Ireland 2014/15 (December 2015) (DCAL)

Experience of Irish culture and heritage in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (February 2016) (DCAL)

Experience of Ulster-Scots culture and heritage in Northern Ireland: Findings from the 2014/15 Continuous Household Survey (February 2016) (DCAL)

Digest of statistics for salmon and inland fisheries in the DCAL jurisdiction 2016 (March 2016) (DCAL)

DE

Qualifications and Destinations for Northern Ireland School Leavers 2013/14 (May 2015) (DE)

Teacher Workforce Statistics in Grant-Aided Schools in Northern Ireland 2014/15 (June 2015) (DE)

Teachers vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2014/15 (June 2015) (DE)

Enrolments at grant-aided schools 2015/16: Basic statistics (December 2015) (DE)

Enrolments at schools and in funded pre-school education in Northern Ireland, 2015/16 (March 2015) (DE)

Year 12 and Year 14 Examination Performance at Post-Primary Schools in Northern Ireland 2014/15 (December 2015) (DE)

Attendance at grant-aided primary, post-primary and special schools 2014/15: Summary statistics (February 2015) (DE)

Attendance at grant-aided primary, post-primary and special schools 2013/14: Detailed statistics (February 2016) (DE)

School Meals in Northern Ireland, 2014/15 (April 2015) (DE)

DOE

Northern Ireland Road Safety Strategy to 2020 - Annual Statistical Report 2015 (Sept 2015) (DOE)

NI Local Authority Collected Municipal Waste Management Statistics Quarters 3 & 4 2014/15 and 1 & 2 2015/16 (Apr 2015, Jul 2015, Oct 2016, Jan 2016) (DOE)

NI Municipal Waste Management Statistics Annual Report 2014/15 (Nov 2015) (DOE)

Northern Ireland Greenhouse Gas Inventory 1990-2013 (Jun 2015) (DOE)

Northern Ireland Environmental Statistics Report 2016 (Mar 2016) (DOE)

Northern Ireland Carbon Intensity Indicators 2016 (Mar 2016) (DOE)

Monthly Renewable Energy Applications – March 2015 (Apr 2015) (DOE)

Northern Ireland Planning Development Management Statistics 2014/15 (Jun 2015) (DOE)

Northern Ireland Planning Development Management Statistics Quarter 1 2015/16 (Nov 2015) (DOE)

DOE Driver, Vehicle, Operator and Enforcement Statistics 2014/15 (Jun 2015) (DOE)

DOE Driver, Vehicle, Operator and Enforcement Statistics Quarter 1-3 2015/16 Updates (Sept 2015, Dec 2015, Mar 2016) (DOE)

DEL

Apprenticeships NI Statistical Bulletin: (May, August, November 2015, February 2016) (DEL)

Destinations of Leavers from UK Higher Education Institutions: NI Analysis 2013/14: (August 2015) (DEL)

Employment Service Support Statistical Factsheet: (September, December 2015, March 2016) (DEL)

Enrolments at UK Higher Education Institutions: NI Analysis 2014/15: (February 2016) (DEL)

Essential Skills Enrolments and Outcomes in Northern Ireland from 2002/03 up to 2014/15: (December 2015) (DEL)

Further Education Activity in Northern Ireland 2010/11 – 2014/15: (December 2015) (DEL)

Further Education Leavers Survey 2015: (December 2015) (DEL)

Higher Education Age participation index for Northern Ireland – 1989/90 – 2013/14: (June 2015) (DEL)

Higher Education Fact Sheets – 2013/14: (June 2015) (DEL)

Higher Education Performance Indicators: Northern Ireland Analysis 2013/14 (second tranche): (July 2015) (DEL)

Performance Indicators in Higher Education: widening participation 2014-15: (February 2016) (DEL)

Performance indicators in Higher Education: Student retention 2014-15: (March 2016) (DEL)

Qualifications gained at UK Higher Education Institutions: Northern Ireland analysis 2014/15: (February 2016) (DEL)

Statistical First Release: Destinations of Leavers from NI HE Institutions: Longitudinal Survey of 2010/11 qualifiers: (August 2015) (DEL)

Statistical First Release: Enrolments at UK HE Institutions – Northern Ireland Analysis 2014/15: (February 2016) (DEL)

Statistical First Release: Qualifications gained at UK HE Institutions – Northern Ireland Analysis 2014/15: (February 2016) (DEL)

Steps 2 Success Statistical factsheet: (June, August, November 2015) (DEL)

Steps 2 Success Statistical Bulletin: (February 2016) V

Steps to Work Statistical Bulletin: (June 2015) (DEL)

Training for Success/Programme-Led Apprenticeships Statistical Bulletin: (May, August, November 2015, February 2016) (DEL)

Vacancy Statistical bulletin: (April 2015) (DEL)

Vacancy Statistical FactSheet: (July, October 2015, January 2016) (DEL)

Youth Employment Scheme Statistical FactSheet: (January 2016) (DEL)

DETI

Linking the IDBR High Growth Firms to Other Business Surveys. High Growth Firms: Update Bulletin 5 (June 2015) (DETI)

Electricity Consumption and Renewable Generation in Northern Ireland April 2014 to March 2015 (June 2015) (DETI)

Measuring Northern Ireland's High Growth Firms 1998 - 2015: Update Bulletin 6 (November 2015) (DETI)

Electricity Consumption and Renewable Generation in Northern Ireland January to December 2015 (March 2016) (DETI)

Energy in Northern Ireland 2016 (March 2016) (DETI)

DFP (CENSUS)

Census 2011: Population and Household Estimates for District Electoral Areas in Northern Ireland (July 2015) (Census)

Census 2011: Key Statistics for Settlements in Northern Ireland (July 2015) (Census)

Census 2011: Combined Grid Square Product for Northern Ireland (October 2015) (Census)

Census 2011: Key Statistics for District Electoral Areas in Northern Ireland (March 2016) (Census)

DFP (DS)

Population and Migration Estimates Northern Ireland 2014 (June 2015) (DS)

Long-term International Migration Statistics for Northern Ireland 2014 based (August 2015) (DS)

Estimates of the population aged 85 and over, Northern Ireland 2014 (and revised 2001-2013) (September 2015) (DS)

Population projections for Northern Ireland 2014 based (October 2015) (DS)

Population Estimates for Small Areas (2013-2014, revised 2012) (November 2015) (DS)

Central Postcode Directory November 2015 (December 2015) (DS)

Technical Guidance on production of official statistics for new administrative geographies (February 2016) (DS)

Registrar General Quarterly Update (June, Sept, Dec 2014, March 2015) (DS)

Annual Report of the Registrar General 2014 (July 2015) (DS)

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Deaths Registered in Northern Ireland with Methicillin Resistant Staphylococcus Aureus (MRSA) Mentioned on the Death Certificate (2004-2014) (September 2015) (DS)

Alcohol Related Deaths Registered in Northern Ireland (2004-2014) (September 2015) (DS)

Drug Related Deaths and Deaths due to Drug Misuse Registered in Northern Ireland (2004-2014) (September 2015)

Excess Winter Mortality in Northern Ireland 2014/2015 (Nov 2015) (DS)

Babies First Names Bulletin 2015 (February 2016) (DS)

DFP (HRCS)

Employment in the Northern Ireland Civil Service April 2015, July 2015, October 2015, January 2016 (June 2015, September 2015, January 2016, March 2016) (HRCS)

Sickness Absence in the Northern Ireland Civil Service 2014/2015 (September 2015) (HRCS)

Pay Statistics for the Northern Ireland Civil Service 2015 (January 2016) (HRCS)

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The Northern Ireland Construction Bulletin Q4 2014, Q1, Q2, Q3 2015 (published in April, July, October 2015, and January 2016) (CSU)

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Labour Market Report (LMR) (monthly April 2015 – March 2016) (ELMS)

The Northern Ireland Index of Production (IOP) (June 2015, September 2015, December 2015, March 2016) (ELMS)

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Northern Ireland Composite Economic Index (NICEI) (May 2015, July 2015, October 2015, January 2016) (ELMS)

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NI Ports Traffic 2014 (November 2015) (ELMS)

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DFP (RREP)

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Provisional information for emergency care waiting times – March 2015 (April 2015) (DHSSPS)

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Cancer Waiting Times Bulletin (June 2015) (DHSSPS)

Hospital Statistics – A & E Publication 2014/15 (June 2015) (DHSSPS)

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Statistics on Smoking Cessation Services in Northern Ireland (October 2015) (DHSSPS)

Children's Social Care Statistics for Northern Ireland 2014/15 (October 2015) (DHSSPS)

Episode Based Acute Hospital Inpatient and Day Case Activity Data 2014/15 (October 2015) (DHSSPS)

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Statistics on Community Care for Adults in Northern Ireland 2014/15 (October 2015) (DHSSPS)

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Health Survey Northern Ireland 2014/15 (November 2015) (DHSSPS)

Quarterly Child Protection Statistics for Northern Ireland (July - September 2015) (November 2015) (DHSSPS)

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Cancer Waiting Times Bulletin (January 2016) (DHSSPS)

Northern Ireland Care Leavers 2014/15 (January 2016) (DHSSPS)

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An insight into Food Banks in Northern Ireland (August 2015) (DSD)

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Insight in Non-UK Nationals access to benefits in Northern Ireland (July 2015) (DSD)

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NIPB

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OFMDFM

Gender Equality Statistics Update 2015 by OFMDFM Statistics and Research Branch (July 2015) (OFMDFM)

Evaluation of the effectiveness of the 'From Prison to Peace: learning from the experience of political ex-prisoners' educational programme, Lesley Emerson, QUB, (OFMDFM)

Good Relations Indicators 2015 Update, OFMDFM Statistics and Research Branch (July 2015) (OFMDFM)

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Offending Behaviour Among Young People, Kathy Higgins (QUB) (March 2016) (OFMDFM)

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Equality Monitoring Report: Results from the Survey of Complainants to the Police Ombudsman for Northern Ireland, 2014/15 (June 2015) (OPONI)

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PBNI

PBNI Caseload Statistics: 2014/15 (May 2015) (PBNI)

Analysis of Breach Rates: 2013/12 (Sep 2015) (PBNI)

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Perceptions of the PPS – Findings of the NI Omnibus Survey January 2015 (April 2015) (PPSNI)

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[Public Prosecution Service Statistical Bulletin Q1 2015/16 \(August 2015\) \(PPSNI\)](#)

[Public Prosecution Service Statistical Bulletin Q1-2 2015/16 \(November 2015\) \(PPSNI\)](#)

[Public Prosecution Service Statistical Bulletin Q1-3 2015/16 \(February 2016\) \(PPSNI\)](#)

PSNI

[Police Recorded Crime in Northern Ireland: Monthly update to 31 March 2015, providing final figures for 1st April 2014 to 31st March 2015 \(May 2015\) \(PSNI\)](#)

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[Anti-Social Behaviour Incidents Recorded by the Police in Northern Ireland: Monthly update to 31 March 2015, providing figures for 1st April 2014 to 31st March 2015 \(May 2015\) \(PSNI\)](#)

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[Trends in Domestic Abuse Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2014/15 \(August 2015\) \(PSNI\)](#)

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Police Stop & Search statistics: Quarterly update covering the 2014/15 financial year (May 2015) (PSNI)

Police Stop & Search statistics: Quarterly reports 2015/16 (August, November and February) (PSNI)

Police Use of Force Statistics: Six-monthly update (June and December 2015) (PSNI)

Police and Criminal Evidence (PACE) Order Detention Statistics covering the 2014/15 financial year (June 2015) (PSNI)

2014/15 Police Recorded Injury Road Traffic Collision Statistics for Northern Ireland (May 2015) (PSNI)

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Northern Ireland Tourism Statistics 2014 (May 2015) (Tourism)

External Overnight Visitors to Northern Ireland 2014 (May 2015) (Tourism)

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Northern Ireland Self Catering Occupancy Survey (January – December 2014) (May 2015) (Tourism)

Northern Ireland Hotel, Bed & Breakfast and Guesthouse Occupancy Survey (January – December 2014) (May 2015) (Tourism)

Northern Ireland Tourism Statistics July 2014 to June 2015 (October 2015) (Tourism)

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Northern Ireland Air Passenger Flow (February 2016) (Tourism)

Visitors to Ireland and Northern Ireland 2014: A Statistical Profile of Tourism (February 2016)
(Tourism)

GLOSSARY

| | |
|------------|--|
| (NI) ABI | (Northern Ireland) Annual Business Inquiry |
| AB | Agency Board |
| ADRC(NI) | Administrative Data Research Centre (in Northern Ireland) |
| ADRN | Administrative Data Research Network |
| ALBs | Arms Length Bodies |
| ARC | Audit and Risk Committee |
| ASG | Analytical Services Group |
| ASHE | Annual Survey of Hours and Earnings |
| BAIM | Business Area Information Manager |
| BIS | Department for Business, Innovation and Skills |
| BRES | Business Register and Employment Survey |
| BSO | Business Services Organisation |
| CARE | Career Average Revalued Earnings |
| C&AG | Comptroller and Auditor General for Northern Ireland |
| CETV | Cash Equivalent Transfer Value |
| CHS | Continuous Household Survey |
| CPD | Central Procurement Directorate |
| CPI | Consumer Price Index |
| CSRB (DRD) | Central Statistics and Research Branch (DRD) |
| CSP | Civil Service Pension |
| CSU | Central Survey Unit |
| DAO | Dear Accounting Officer Letter |
| D3 | A programming language used to produce data visualization infographics |
| DARD | Department of Agriculture and Rural Development |
| DCAL | Department of Culture, Arts and Leisure |
| DE | Department of Education |
| DEFRA | Department for Environment, Food and Rural Affairs |
| DETI | Department of Enterprise, Trade and Investment |
| DEL | Department for Employment and Learning |
| DFP | Department of Finance and Personnel |
| DFP DHR | DFP Departmental Human Resources |
| DHSSPS | Department of Health, Social Services and Public Safety |
| DOE | Department of the Environment |
| DOJ | Department of Justice |
| DP | Data Protection |

| | |
|----------|---|
| DRD | Department for Rural Development |
| DS | Demographic Statistics |
| DSC | Delivering Social Change |
| DSD | Department for Social Development |
| DVA | Driver and Vehicle Agency |
| EES | Employee Engagement Score |
| ELMS (B) | Economic Labour Market Statistics (Branch) |
| EONI | Electoral Office for Northern Ireland |
| ESA | Employment and Support Allowance |
| ESRC | Economic and Social Research Council |
| ESV | Employer Supported Volunteering |
| EU | European Union |
| GDP | Gross Domestic Product |
| GPT | Good Practice Team |
| GRO | General Register Office |
| GSS | Government Statistical Service |
| HE | Higher Education |
| HR | Human Resources |
| HRCS | Human Resource Consultancy Services |
| HSC (NI) | Health and Social Care (Northern Ireland) |
| IA | Information Assurance |
| IAO | Information Asset Owner |
| IAS | International Accounting Standard |
| IBSS | Integrated Business Survey System |
| ICT | Information and Communications Technology |
| IFRS | International Financial Reporting Standards |
| IMB | Information Management Branch |
| IOP | Index of Production |
| IOS | Index of Services |
| JSA | Justice and Security Act |
| LGD | Local Government District |
| LPS | Land and Property Services |
| MPMNI | Managing Public Money in Northern Ireland |
| MRSA | Methicillin-Resistant Staphylococcus Aureus |
| MSES | Manufacturing Sales and Exports Survey |
| NI | Northern Ireland |

| | |
|---------------|---|
| NIAO | Northern Ireland Audit Office |
| NICS | Northern Ireland Civil Service |
| NICTS | Northern Ireland Courts and Tribunal Service |
| NIHE | Northern Ireland Housing Executive |
| NILS | Northern Ireland Longitudinal Study |
| NIMS | Northern Ireland Mortality Study |
| NINIS | Northern Ireland Neighbourhood Information Service |
| NIPB | Northern Ireland Policing Board |
| NIROS | Northern Ireland Registration Office System |
| NISRA | Northern Ireland Statistics and Research Agency |
| NISRA DFP | NISRA branches located within DFP |
| NISRA NON-DFP | NISRA staff located in non-DFP branches |
| NRS | National Records of Scotland |
| NUTS | Nomenclature of Territorial Units for Statistics |
| OECD | Organisation for Economic Co-operation and Development |
| OFMDFM | Office of First Minister and Deputy First Minister |
| OHS | Occupational Health Service |
| ONS | Office for National Statistics |
| OPONI | Office of the Police Ombudsman for Northern Ireland |
| PACE | Police and Criminal Evidence |
| PBNI | Probation Board for NI |
| PCOS | Public Confidence in Official Statistics |
| PCSP | Policing and Community Safety Partnership |
| PCSPS(NI) | Principal Civil Service Pension Scheme (Northern Ireland) |
| PDPs | Personal Development Plans |
| PfG | Programme for Government |
| PFI | Private Finance Initiative |
| PIP | Personal Independence Payment |
| PPS | Public Prosecution Service for Northern Ireland |
| PRA | Pre-release access |
| PSNI | Police Service of Northern Ireland |
| PSRD | Public Sector Reform Division (DFP) |
| QAAD | Quality Assurance of Administrative Data |
| QES | Quarterly Employment Survey |
| QIF | Quality Improvement Fund |

| | |
|------------|---|
| QUB | Queen's University Belfast |
| ROI | Republic of Ireland |
| RPI | Retail Price Index |
| RREPB | Regional Reporting and EU Programmes Branch |
| SAC | Statistics Advisory Committee |
| SCG | Statistics Coordinating Group |
| SCS | Senior Civil Service |
| SEUPB | Special European Programmes Body |
| SMF | Senior Managers' Forum |
| SPSS | A software package used for statistical analysis |
| SSA | Social Security Agency |
| STEM (NET) | Science, Technology, Engineering and Mathematics (Network) |
| SYE | Staff Year Equivalent |
| UU | Ulster University |
| VAT | Value Added Tax |
| VES | Voluntary Exit Scheme |
| WELL | The Health & Wellbeing programme for the Northern Ireland Civil Service |
| YJA | Youth Justice Agency |

FINANCIAL STATEMENTS

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STATEMENT OF COMPREHENSIVE NET EXPENDITURE

For the Year Ended 31 March 2016

| | | £000 | £000 | 2015/16 | 2014/15 |
|---------------------------|------|----------------|----------------|-----------------|-----------------|
| | Note | Staff Costs | Other Costs | £000 Income | £000 |
| Programme Costs: | | | | | |
| Staff costs | 3 | 20,356 | | | 19,893 |
| Programme costs | 4 | | 7,693 | | 7,503 |
| Income | 5 | | | (14,981) | (16,585) |
| Totals | | 20,356 | 7,693 | (14,981) | (10,811) |
| Net Operating Cost | | | | 13,068 | 10,811 |

Other Comprehensive Expenditure

| | Note | 2015/16 | 2014/15 |
|---|------|---------------|---------------|
| | | £000 | £000 |
| Net (gain)/loss on revaluation of Property, Plant and Equipment | 6 | (1) | - |
| Net (gain)/loss on revaluation of Intangibles | 7 | (61) | (56) |
| Total Comprehensive Expenditure for the year ended 31 March 2016 | | 13,006 | 10,755 |

The notes on pages 115 to 133 form part of these Accounts.

STATEMENT OF FINANCIAL POSITION

As at 31 March 2016

| | Note | 2016 £000 | 2015 £000 |
|---|------|----------------|----------------|
| Non-current assets: | | | |
| Property, plant and equipment | 6 | 532 | 544 |
| Intangible assets | 7 | 5,334 | 3,709 |
| Total non-current assets | | 5,866 | 4,253 |
| Current assets: | | | |
| Trade and other receivables | 8 | 4,049 | 4,810 |
| Cash and cash equivalents | 9 | 214 | 257 |
| Total current assets | | 4,263 | 5,067 |
| Total Assets | | 10,129 | 9,320 |
| Current liabilities: | | | |
| Trade and other payables | 10 | (1,497) | (1,887) |
| Provisions | 11 | - | (14) |
| Total current liabilities | | (1,497) | (1,901) |
| Non-current assets plus net current assets | | 8,632 | 7,419 |
| Non current liabilities: | | | |
| Provisions | 11 | - | - |
| Total non- current liabilities | | - | - |
| Assets less liabilities | | 8,632 | 7,419 |
| Taxpayers' equity: | | | |
| General fund | | 8,285 | 6,969 |
| Revaluation reserve | | 347 | 450 |
| Total taxpayers' equity | | 8,632 | 7,419 |

D Marshall (Dr)

Accounting Officer, Registrar General and Chief Executive

24 June 2016

The notes on pages 115 to 133 form part of these Accounts.

STATEMENT OF CASH FLOWS

For the Year ended 31 March 2016

| | Note | 2016 £000 | 2015 £000 |
|---|------|----------------|----------------|
| Cash flows from operating activities | | | |
| Net operating cost | | (13,068) | (10,811) |
| Adjustments for non-cash transactions: | | | |
| (Increase)/ Decrease in trade receivables and other current assets | 8 | 761 | (792) |
| Increase/(Decrease) in trade payables and other current liabilities | 10 | (404) | 374 |
| Notional costs | 4 | 2,545 | 2,544 |
| Depreciation | 6 | 145 | 129 |
| Amortisation | 7 | 943 | 611 |
| Loss on disposal of assets | | - | 2 |
| Assets transferred | | 2 | 20 |
| Revaluation of property, plant and equipment | 6 | 1 | - |
| Net cash outflow from operating activities | | (9,075) | (7,923) |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | 6 | (144) | (435) |
| Adjustment to opening property, plant and equipment cost | 6 | 11 | - |
| Purchase of intangibles assets | 7 | (2,510) | (726) |
| Net cash outflow from investing activities | | (2,643) | (1,161) |
| Cash flows from financing activities | | | |
| Gross Grant from DFP resource account | | 26,656 | 26,083 |
| Accruing Resources applied | 5 | (14,981) | (16,952) |
| Net financing | | 11,675 | 9,131 |
| Net increase/(decrease) in cash and cash equivalents in the period | 9 | (43) | 47 |
| Cash and cash equivalents at the beginning of the period | 9 | 257 | 210 |
| Cash and cash equivalent at the end of the period | 9 | 214 | 257 |

The notes on pages 115 to 133 form part of these Accounts.

STATEMENT OF CHANGES IN TAXPAYERS' EQUITY

For the Year ended 31 March 2016

| | £000 | General Fund £000 | Revaluation Reserve £000 | Restated Total Reserves £000 |
|--|--------|----------------------|-----------------------------|---------------------------------|
| Balance at 1 April 2014 | | 5,929 | 570 | 6,499 |
| Funding from parent | 9,151 | | - | - |
| Assets transferred | (20) | | | |
| Net financing | | 9,131 | - | 9,131 |
| Comprehensive Expenditure for the year | | (10,811) | 56 | (10,755) |
| Non-cash charges | | 2,534 | - | 2,534 |
| Auditors remuneration | | 10 | - | 10 |
| Transfer between reserves | | 176 | (176) | - |
| Balance at 31 March 2015 | | 6,969 | 450 | 7,419 |
| Balance at 1 April 2015 | | 6,969 | 450 | 7,419 |
| Funding from parent | 11,677 | | | |
| Assets transferred | (2) | | | |
| Net financing | | 11,675 | - | 11,675 |
| Comprehensive Expenditure for the year | | (13,068) | 62 | (13,006) |
| Non-cash charges | | 2,534 | - | 2,534 |
| Auditors remuneration | | 10 | - | 10 |
| Transfer between Reserves | | 165 | (165) | - |
| Balance at 31 March 2016 | | 8,285 | 347 | 8,632 |

The notes on pages 115 to 133 form part of these Accounts.

NOTES TO ACCOUNTS

1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the 2015/16 Government Financial Reporting Manual (FReM) issued by the Department of Finance and Personnel. The accounting policies contained in FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy that has been judged to be the most appropriate to the particular circumstances of the Agency for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Agency for 2015/16 are described below. They have been applied consistently in dealing with items that are considered material in relation to the Accounts.

The IASB have issued new and amended standards (IFRS 10, IFRS 11 & IFRS 12) that affect the consolidation and reporting of subsidiaries, associates and joint ventures. These standards have an effective date of January 2013, but have not yet been EU adopted. The application of these IFRS changes is subject to further review by Treasury and the other Relevant Authorities before due process consultation.

Accounting boundary IFRS' are currently adapted in the FReM so that the Westminster departmental accounting boundary is based on ONS control criteria, as designated by Treasury. A review of the NI financial process is currently under discussion with the Executive, which will bring NI departments under the same adaptation. Should this

go ahead, the impact on departments is expected to focus around the disclosure requirements under IFRS12. The impact on the consolidated boundary of NDPB's and trading funds will be subject to review, in particular, where control could be determined to exist due to exposure to variable returns (IFRS 10), and where joint arrangements need reassessing.

1.1 Accounting Convention

The Accounts have been prepared under the historical cost convention, modified to account for the revaluation of property, plant and equipment and intangible assets.

1.2 Property, plant and equipment

The Agency's property, plant and equipment includes computer equipment office machinery, fixtures and fittings which are capitalised at their cost of acquisition and installation and are revalued annually using appropriate indices compiled by the Office for National Statistics. The threshold for capitalisation, as an individual or grouped fixed asset, remains at £500 throughout the Department of Finance and Personnel for computer equipment with all other equipment at £1,000.

Where appropriate, surpluses and deficits on revaluation are taken to the revaluation reserve and permanent reductions in the value of non current assets are charged to the Statement of Comprehensive Net Expenditure

The Agency does not own the property it occupies, but incurs a notional accommodation charge which is included in the Statement of Comprehensive Net Expenditure.

1.3 Intangible assets

The Agency's intangible assets include computer software, internally and externally developed software, licences, bespoke systems, databases and a website, which are capitalised at their cost of acquisition and installation and are revalued annually using appropriate indices compiled by the Office for National Statistics.

The threshold for capitalisation, as an individual or grouped fixed asset, remains at £500 throughout the Department of Finance and Personnel.

1.4 Depreciation/Amortisation

Depreciation/Amortisation is provided on a straight line basis in order to write-off the valuation, less estimated residual value, of non current assets over their estimated useful lives. The estimated useful lives, which are reviewed regularly, are:

| | |
|---------------------------------|------------|
| Computer Equipment and Software | 3-12 years |
| Office Equipment | 5-10 years |
| Telecoms Equipment | 5-10 years |

Depreciation/ Amortisation, on assets under construction commences when the assets are ready for their intended use.

1.5 Operating Income

The Agency's income represents receipts from three main activities.

- The recovery of salary cost for Agency staff on loan outside DFP;
- Charges for statistics and research work carried out for customers; and
- Fees associated with the Registration Services.

All income is accruals based and accounted for against the financial year to which it relates.

1.6 Financial Instruments

A financial instrument is defined as any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

A financial instrument is recognised when, and only when, the entity becomes a party to the contractual provisions of the instrument. A previously recognised financial asset is derecognised when, and only when, either the contractual rights to the cash flows from that asset expire, or the entity transfers the asset such that the transfer qualified for derecognition. A financial liability is derecognised when, and only when, it is extinguished.

The Agency has financial instruments in the form of trade receivables and payables and cash and cash equivalents. In accordance with IAS 39 Financial Instruments: Recognition and Measurement, trade receivables, cash and other receivables are classified as 'loans and receivables'. Loans and receivables are initially measured at fair value and are subsequently measured at amortised cost using the effective interest method less any impairment.

The Agency assesses at each reporting date whether there is any objective evidence that a financial asset or group of financial assets classified as loans and receivables is impaired. Based on historic experience receivables that are past due beyond 361 days are generally not recoverable.

The Agency measures the amount of the loss as the difference between the carrying amount of the asset and the present value of estimated future cash flows from the asset discounted at the effective interest rate of the instrument at initial recognition.

Impairment losses are assessed individually for financial assets that are individually significant and individually or collectively for assets that are not individually significant. In making collective assessment of impairment, financial assets are grouped into portfolios on the basis of similar risk characteristics. Future cash flows from these portfolios are estimated on the basis of the contractual cash flows and historical loss experience for assets with similar risk characteristics.

Impairment losses are recognised in the Statement of Comprehensive Net Expenditure and the carrying amount of the financial asset or group of financial assets reduced by establishing an allowance for impairment losses. If in a subsequent period the amount of the impairment loss reduces and the reduction can be ascribed to an event after the impairment was recognised, the previously recognised loss is reversed by adjusting the allowance.

When a financial asset is deemed unrecoverable the amount of the asset is reduced directly and the impairment loss is recognised in the Statement of Comprehensive Net Expenditure to the extent that a provision was not previously recognised.

Financial liabilities are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

1.7 Value Added Tax

All income and expenditure is stated exclusive of VAT which is recoverable on a departmental basis.

1.8 Programme Expenditure

All of NISRA expenditure is classified as Programme expenditure.

1.9 Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]. The defined benefit scheme is unfunded and is non-contributory except in respect of dependants' benefits. The Agency recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the PCSPS(NI) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS(NI). In respect of the defined contribution scheme, the Agency recognises the contributions payable for the year.

1.10 Contingent Liabilities

In addition to contingent liabilities disclosed in accordance with IAS 37, the agency discloses for assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland.

Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent

liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.11 Employee Benefits

Under IAS19 Employee Benefits legislation, all staff costs must be recorded as an expense as soon as the organisation is obligated to pay them. This includes the cost of any untaken leave as at the year end. The cost of untaken leave has been determined using the data from leave records.

1.12 Provisions

The Agency provides for legal or constructive obligations, which are of uncertain timing or amount at the reporting date on the basis of the best estimate of the expenditure required to settle the obligation. These relate to the settlement of equal pay claims, other potential legal actions and provision for future liabilities in respect of contracts. Where the effect of the time value of money is significant the estimated risk-adjusted cash flows are discounted using the real rate set by HM Treasury (currently 3.5 per cent).

2. Statement of Operating Costs by Operating Segments

| | General Register Office £000 | Central Survey Unit £000 | Other £000 | 2015/16 Total £000 | 2014/15 Total £000 |
|--------------------------|---|---|-----------------------|-----------------------------------|-----------------------------------|
| Gross Expenditure | 4,983 | 3,787 | 19,279 | 28,049 | 27,396 |
| Income | (2,917) | (1,690) | (10,374) | (14,981) | (16,585) |
| Net Expenditure | 2,066 | 2,097 | 8,905 | 13,068 | 10,811 |
| Total assets | 2,522 | 386 | 7,221 | 10,129 | 9,320 |
| Total liabilities | (562) | (54) | (881) | (1,497) | (1,901) |
| Net assets | 1,960 | 332 | 6,340 | 8,632 | 7,419 |

Segments have been selected based on their distinct areas.

GRO

Consists of the unit that manages all public births, deaths and marriage records and the District Councils that manage this locally.

CSU

Consists of the survey unit that would be the largest income generating unit in NISRA that carries out work for all of the NICS and other public bodies.

Other

Covers all the other statistical research activities and the outposted and seconded staff.

3. Staff numbers and related costs

3.1 Staff Costs

Staff costs comprise:

| | £000 | £000 | 2015/16 £000 | 2014/15 £000 |
|---|----------------------------------|--------------|-----------------|-----------------|
| | Permanently employed staff | Others | Total | Total |
| Wages and salaries | 14,738 | 1,632 | 16,370 | 16,002 |
| Social Security costs | 936 | 52 | 988 | 1,117 |
| Other pension costs | 2,998 | - | 2,998 | 2,774 |
| Sub Total | 18,672 | 1,684 | 20,356 | 19,893 |
| Less recoveries in respect of outward secondments | (8,770) | - | (8,770) | (9,147) |
| Total net costs | 9,902 | 1,684 | 11,586 | 10,746 |

Included in wages and salaries are costs associated with the Northern Ireland Civil Service Voluntary Exit Scheme (VES).

3.2 Pensions

The Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)] is an unfunded multi-employer defined benefit scheme but NISRA is unable to identify its share of the underlying assets and liabilities. The most up to date actuarial valuation was carried out as at 31 March 2012. This valuation is then reviewed by the Scheme Actuary and updated to reflect current conditions and rolled forward to the reporting date of the DFP Superannuation and Other Allowances Resource Accounts as at 31 March 2016.

For 2015/16, employers' contributions of £2,998k were payable to the PCSPS(NI) (2014/15 £2,774k) at one of four rates in the range 18% to 25% of pensionable pay, based on salary bands. The scheme's Actuary reviews employer contributions every four years following a full scheme valuation. A new scheme funding valuation based on data as at 31 March 2012 was completed by the Actuary during 2015/16. This valuation was used to determine employer contribution rates for the introduction of a new career average earning scheme from April 2015. From 2015/16, the rates will range from 20.8% to 26.3%. The contribution rates are set to meet the cost of the benefits accruing during 2015/16 to be paid when the member retires, and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £3,375 (2014/15 £6,908) were paid to one or more of the panel of three appointed stakeholder pension providers. Employer contributions are age-related and range from 3% to 12.5% (2014/15 3% to 12.5%) of pensionable pay. Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of £257, 0.8% (2014/15 £660, 0.8%) of pensionable pay, were payable to the PCSPS(NI) to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees.

3.3 Average number of persons employed

The average number of whole-time equivalent persons employed during the year was as follows.

| | Permanently employed staff | Others | 2015/16 Total | 2014/15 Total |
|---|----------------------------------|-----------|------------------|------------------|
| Directly employed including Senior Management | 417 | 12 | 429 | 447 |
| Other | - | 65 | 65 | 72 |
| Total | 417 | 77 | 494 | 519 |

3.4 III- Health Retirement

The Agency meets the additional costs of benefits beyond the normal PCSPS(NI) benefits in respect of employees who retire early by paying the required amounts annually to the PCSPS(NI) over the period between the early departure and the normal retirement date. The Agency provides for this in full when the early retirement programme becomes binding by establishing a provision for the estimated payments discounted by the Treasury discount rate of 3.5 per cent in real terms.

There were no early retirements or compulsory redundancies in 2015/16.

4. Programme Costs

| | 2015/16 £000 | 2014/15 £000 |
|--|-----------------|-----------------|
| General Administrative Expenses | 845 | 1,065 |
| Computer Charges | 803 | 822 |
| District Registration Office's costs | 2,412 | 2,332 |
| Depreciation | 145 | 129 |
| Amortisation | 943 | 611 |
| Notional costs (services provided by parent department) | | |
| Accommodation | 818 | 802 |
| IT Assist | 662 | 694 |
| Finance | 362 | 362 |
| HR | 519 | 510 |
| DFP Corporate services | 147 | 144 |
| Other Notional costs | | |
| DRD – Statistics branch costs | 27 | 22 |
| NIAO – Auditors' remuneration and expenses | 10 | 10 |
| Total | 7,693 | 7,503 |

Notional costs relate to services received for which no actual payment is made. They are included in the Accounts so as to reflect the full economic cost of provision.

During the year, the Agency purchased no non audit services from its auditors, The Northern Ireland Audit Office or its subcontractors.

5. Income

The Agency charges for a variety of services provided to customers. The largest component is the recovery of salary costs for statistical staff on loan to departments and agencies outside DFP.

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Income | | |
| Statistics and Research services provided by NISRA | 3,293 | 4,491 |
| Income for Outposted staff | 8,770 | 9,147 |
| Registration services provided by the General Register Office | 1,531 | 1,383 |
| Registration services provided by the District Registration Offices | 1,387 | 1,564 |
| Total | 14,981 | 16,585 |

The above Statistics and Research services income includes £60,500 (2014/15: £60,500) from the Public Health Authority (PHA).

6. Property, plant and equipment

2015/16

| | Information Technology £000 | Property, Plant & Machinery £000 | Furniture & Fittings £000 | Total £000 |
|---|-----------------------------------|---|---------------------------------|---------------|
| Cost or valuation | | | | |
| At 1 April 2015 | 1,167 | 106 | 2 | 1,275 |
| Additions | 139 | - | 5 | 144 |
| Adjustment to opening cost (see note below) | | (11) | | (11) |
| Disposals Indexation | (254) | (18) | - | (272) |
| Charge to OCS | (1) | - | - | (1) |
| Indexation | - | 1 | - | 1 |
| At 31 March 2016 | 1,051 | 78 | 7 | 1,136 |
| Depreciation | | | | |
| At 1 April 2015 | 672 | 58 | 1 | 731 |
| Charge for year | 134 | 9 | 2 | 145 |
| Disposals | (254) | (18) | - | (272) |
| At 31 March 2016 | 552 | 49 | 3 | 604 |
| Carrying amount at 31 March 2016 | 499 | 29 | 4 | 532 |
| Asset financing: | | | | |
| Owned | 499 | 29 | 4 | 532 |
| Total | 499 | 29 | 4 | 532 |

Note: Relates to the over-accrual for an addition capitalised in 2014/15. The over-accrual has been removed from the fixed asset register in 2015/16.

6. Property, Plant and Equipment (continued)

2014/15

| | Information Technology £000 | Property, Plant & Machinery £000 | Furniture & Fittings £000 | Total £000 |
|---|-----------------------------------|---|---------------------------------|---------------|
| Cost or valuation | | | | |
| At 1 April 2014 | 834 | 77 | 2 | 913 |
| Additions | 387 | 48 | - | 435 |
| Disposals | (54) | (20) | - | (74) |
| Indexation | - | 1 | - | 1 |
| At 31 March 2015 | 1,167 | 106 | 2 | 1,275 |
| Depreciation | | | | |
| At 1 April 2014 | 601 | 71 | 1 | 673 |
| Charge for year | 125 | 4 | - | 129 |
| Disposals | (54) | (18) | - | (72) |
| Indexation | - | 1 | - | 1 |
| At 31 March 2015 | 672 | 58 | 1 | 731 |
| Carrying amount at 31 March 2015 | 495 | 48 | 1 | 544 |
| Carrying amount at 31 March 2014 | 233 | 6 | 1 | 240 |

Note - The Agency does not hold any Land and Buildings. Information Technology and Plant & Machinery were revalued using indices supplied by the Office for National Statistics. Furniture and fittings were not revalued as considered immaterial.

7. Intangible assets

Intangible assets comprise bespoke systems and software licenses (see note 1.3).

2015/16

| | Licences £000 | Internally Developed Software and Website £000 | Externally Developed Software £000 | Total £000 |
|---|--------------------------|---|---|-----------------------|
| Cost or valuation | | | | |
| At 1 April 2015 | 181 | 4,865 | 2,068 | 7,114 |
| Additions | 33 | 120 | 2,357 | 2,510 |
| Transfers | - | - | (2) | (2) |
| Indexation | 3 | 53 | 49 | 105 |
| At 31 March 2016 | 217 | 5,038 | 4,472 | 9,727 |
| Amortisation | | | | |
| At 1 April 2015 | 22 | 2,714 | 669 | 3,405 |
| Charged in year | 53 | 369 | 521 | 943 |
| Indexation amortisation | 1 | 30 | 14 | 45 |
| At 31 March 2016 | 76 | 3,113 | 1,204 | 4,393 |
| Carrying amount at 31 March 2016 | 141 | 1,925 | 3,268 | 5,334 |

7. Intangible assets (continued)

2014/15

| | Licences £000 | Internally Developed Software and Website £000 | Externally Developed Software £000 | Total £000 |
|---|------------------|---|---|---------------|
| Cost or valuation | | | | |
| At 1 April 2014 | 20 | 4,799 | 1,492 | 6,311 |
| Additions | 137 | - | 589 | 726 |
| Transfers | - | - | (22) | (22) |
| Reclassifications | 22 | - | (22) | - |
| Indexation | 2 | 66 | 31 | 99 |
| At 31 March 2015 | 181 | 4,865 | 2,068 | 7,114 |
| Amortisation | | | | |
| At 1 April 2014 | 12 | 2,314 | 427 | 2,753 |
| Charged in year | 7 | 368 | 236 | 611 |
| Transfers | - | - | (2) | (2) |
| Reclassifications | 3 | - | (3) | - |
| Indexation amortisation | - | 32 | 11 | 43 |
| At 31 March 2015 | 22 | 2,714 | 669 | 3,405 |
| Carrying amount at 31 March 2015 | 159 | 2,151 | 1,399 | 3,709 |

8. Trade receivables and other current assets

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Amounts falling due within one year: | | |
| Trade receivables | 646 | 1,488 |
| Prepayments and accrued income | 3,403 | 3,322 |
| | 4,049 | 4,810 |

There are no amounts falling due after more than one year

8.1 Inter Governmental Balances

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Balances with other Central Government bodies | 3,126 | 3,727 |
| Balance with Local Authorities | 418 | 408 |
| Sub total: Intra Government balances | 3,544 | 4,135 |
| Balances with bodies external to Government | 505 | 675 |
| Total | 4,049 | 4,810 |

9. Cash and Cash Equivalents

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Balance at 1 April | 257 | 210 |
| Net change in cash and cash equivalent balances | (43) | (47) |
| Balance at 31 March | 214 | 257 |
| The following balances at 31 March were held at: | | |
| Commercial banks and cash in hand | 214 | 257 |

10. Trade payables and other current liabilities

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Amounts falling due within one year: | | |
| Accruals | 1,497 | 1,887 |
| | 1,497 | 1,887 |

There are no amounts falling due after more than one year.

10.1 Inter governmental balances held:

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Balances with other Central Government bodies | 116 | 163 |
| Balance with Local Authorities | 662 | 533 |
| Sub total: Intra Government balances | 778 | 696 |
| Balances with bodies external to Government | 719 | 1,191 |
| Total | 1,497 | 1,887 |

11. Provisions for liabilities and charges

2015/16

| | Early departure costs £000 | Other £000 | Total £000 |
|---------------------------------|-------------------------------------|---------------|---------------|
| Balance at 1 April 2015 | | | |
| Provided in year | - | - | - |
| Balance at 31 March 2016 | - | - | - |

12. Capital commitments

Contracted capital commitments at 31 March 2016 not otherwise included in these accounts

| | 2015/16 £000 | 2014/15 £000 |
|--|-----------------|-----------------|
| Further development of IBSS (£50K) and development of Economic Accounts (£73K) | 123 | 2,410 |

13. Commitment under leases

Operating leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods:

| | 2015/16 £000 | 2014/15 £000 |
|---|-----------------|-----------------|
| Obligations under operating leases for the following periods comprise | | |
| Other: | | |
| Not later than one year | - | - |
| Later than one year and not later than five years | - | - |
| Later than five years | - | - |
| Total | - | - |

14. Other Financial Commitments

The Agency has entered into non-cancellable contracts (which are not leases or PFI (and other service concession arrangement) contracts), for the NIROS support contract (GRO), IBSS Support (ELMSB) and for use of an encrypted link with the Office for National Statistics and provision of data from the Business Services Organisation (Census Office). The payments to which the Agency is committed are as follows.

| | 2015/16 £000 | 2014/15 £000 |
|--|-------------------------|-------------------------|
| Contracted commitments at 31 March 2016 not otherwise included in these Accounts | | |
| Other: | | |
| Not later than one year | 555 | 912 |
| Later than one year and not later than five years | 1,160 | 2,485 |
| Later than five years | - | 2,039 |
| Total | 1,715 | 5,436 |

15. Financial Instruments

IFRS 7 Financial Instruments: Disclosures requires disclosure that enables evaluation of the significance of financial instruments for the Agency's financial position and performance, the nature and extent of risks arising from financial instruments to which the Agency is exposed during the period and at the reporting date, and how the Agency manages those risks.

As a result of the nature of its activities and the way in which NISRA is financed, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the Agency's expected purchase and usage requirements and the Agency is therefore exposed to little credit, liquidity or market risk.

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset and financial liability are disclosed in Note 1 "Accounting Policies".

Categories of financial instruments

The Agency's financial assets are classified as loans and receivables and comprise trade receivables and other current assets (Note 8) and cash and cash equivalents (Note 9). The Agency's financial liabilities comprise trade payables (Note 10). These financial assets and liabilities are held at cost which approximates to fair value because of their short maturities.

Cash and cash equivalents comprises cash and demand deposits with banks. As at 31 March 2016, the carrying value of cash at bank approximates its fair value due to its short term nature.

16. Contingent Liabilities

NISRA has no contingent liabilities at 31 March 2016.

17. Losses and special payments

During 2015/16 there were losses and special payments to the value of £266 which represented 9 cases. (2014/15: £403 which represented 16 cases).

18. Related party transactions

The Northern Ireland Statistics and Research Agency is an executive agency of the Department of Finance and Personnel.

The Department of Finance and Personnel is regarded as a related party with which the Agency has had various material transactions during the year.

The Agency has also had various material transactions with all the other Northern Ireland government departments and other central government bodies. Other central government departments have included:

Electoral Office for NI,
Health and Social Care Office, and
Health and Safety Executive for NI
HSC Business Services Organisation,
Illex-Urban Regeneration Company,
Invest NI,
Libraries NI,
NI Courts Service,
NI Policing Board,
Office for National Statistics,
Office of the Police Ombudsman for Northern Ireland,
Probation Board for Northern Ireland,
Public Prosecution Service for Northern Ireland,
Police Service of Northern Ireland,
Public Health Agency, and
Youth Justice Agency of Northern Ireland.

During the year, none of the board members, members of the key management staff or other related parties have undertaken any material transactions with the Agency.

19. Events Occurring After the Reporting Period

There were no events occurring after the Reporting Period that required disclosure.

The Accounting Officer authorised the accounts for issue on the same date as the C&AG certified his audit opinion.

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