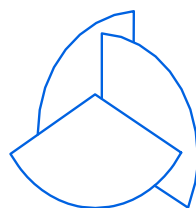


# STATISTICAL BULLETIN: PAY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE – 2011



Northern Ireland  
**Statistics &  
Research**  
Agency

## Introduction

This bulletin contains an overview of Northern Ireland Civil Service (NICS) pay statistics as at March 2011. The statistics relate to basic salary, and the emphasis is on 2011, though some trend information covering the period 2006-2011 is also presented. The publication is the first of its kind in respect of the NICS, and the Northern Ireland Statistics and Research Agency (NISRA) intends to bring out such a bulletin on an annual basis. For a number of years similar statistics in respect of the Home Civil Service in the UK have been published by the Office for National Statistics.

Within the NICS, there are three distinct pay systems: one for the Senior Civil Service<sup>1</sup> (SCS), one for non-industrial staff below the SCS, and one for industrial staff. These pay systems differ in their pay progression arrangements – see page 7 for details. Around 95% of NICS personnel are non-industrial staff below the SCS.

## Commentary

The average basic salary<sup>2</sup> of Northern Ireland Civil Service (NICS) staff is £21,490. A basic salary of £17,000 would put someone in the bottom 10% of NICS staff in terms of earnings<sup>3</sup>, whereas a basic salary of £38,000 would put someone in the top 10% of NICS staff.

Within the NICS the median<sup>4</sup> earnings of male staff are £22,581 and the median earnings of female staff are £21,490, i.e. 4.8% lower. One reason for this gap is because there is a larger proportion of men than women in higher grades. Analysis of pay differences within grades presents a more complex picture. The largest gap is at Administrative Officer level where women's median earnings are 7.4% above men's median earnings. At Deputy Principal level and at Grade 5 and above women's median earnings are 5.0% below men's median earnings. Differences of this kind can arise from a complex range of factors, of which typically the most influential is the length of time that staff have been in their grade.

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<sup>1</sup> Staff at Grade 5 and above.

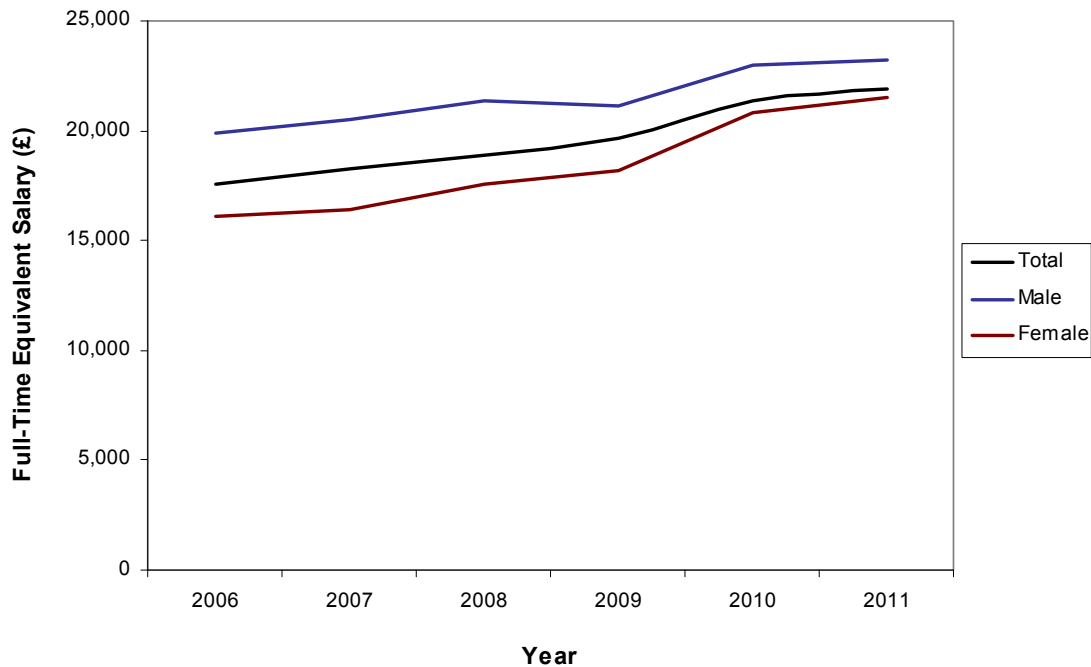
<sup>2</sup> Median full-time equivalent.

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

<sup>4</sup> For an explanation of 'median', see Paragraph 4 of the Background Notes on page 5.

While a gap exists between the median earnings of men and women, Figure 1 shows that it has narrowed in recent years.

**Figure 1: Median Earnings of Permanent Non-Industrial Staff<sup>5</sup>**



With regard to community background, there are fewer gaps at grade level in median earnings than is the case for gender. The largest gap is for industrial staff, where Catholic median earnings are 4.7% above Protestant median earnings. This is closely followed by the gap at Grade 5 and above, where Catholic median earnings are 4.6% below Protestant median earnings. Just as for gender, so for community background, differences of this kind can arise from a complex range of factors, with, typically, the most influential being the length of time that staff have been in their grade.

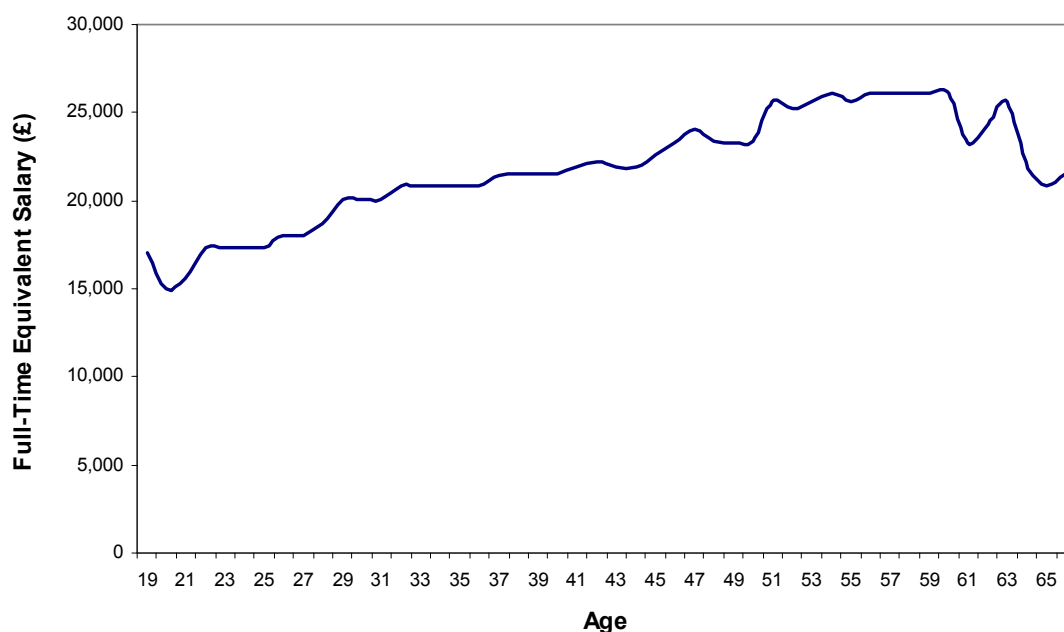
There are also differences at some grade levels with regard to disability. For example, at Administrative Assistant level the median earnings of those with a declared disability are 5.2% higher than the median earnings of those without a declared disability<sup>6</sup>. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

<sup>5</sup> See data in Table 7. The data exclude Department of Justice, which was created in April 2010, and Industrial and Casual staff for whom historical data is not available.

<sup>6</sup> At Grade 5 and above the median earnings of those with a declared disability are 5.6% lower than the median earnings of those without a declared disability. However, it should be noted that the number of staff with a declared disability at this level is small.

At each grade level, staff aged 50+ have higher median earnings than staff aged 16-49. This might be expected given that the overwhelming majority of staff move up their pay scale in annual steps, and those at the top of the pay scale tend to be older than those lower down the pay scale. Median earnings by age are shown in Figure 2.

**Figure 2: Median Earnings by Age<sup>7</sup>**



Whilst there has been an upward trend in median earnings at all grade levels over the period 2006-2011, the increase in median earnings of staff at Administrative Assistant and Administrative Officer levels has been particularly marked (45% and 38% respectively). These increases are largely due to alignment to new pay scales as a result of a settlement of equal pay claims<sup>8</sup>.

Between 2010 and 2011, median earnings in the NICS for permanent non-industrial staff increased by 2.5%. In December 2010 the Finance Minister announced a freeze on annual inflationary increases for those earning over £21,000. Each pay scale for non-industrial staff below the Senior Civil Service consists of a number of steps. Under the terms of the 2010-2011 pay award all eligible fully satisfactory or better performers progressed one step up their pay scale. This means that whilst some staff received no increase in salary over the period March 2010 to March 2011 (typically because they were at the top of their pay scale), others did receive an increase. At all grade levels from Administrative Officer to Grade 6, the majority of staff experienced an increase in salary in the range 2% - 3.9%. Against this, at most grade levels a significant minority of staff received no increase in salary, e.g. 25% of staff at

<sup>7</sup> See Table 10.

<sup>8</sup> See various Equal Pay circulars in [www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay).

Executive Officer I. No Senior Civil Service staff received an increase in salary.

The median earnings of NICS staff at Administrative Assistant and Administrative Officer grade levels are higher than the median earnings of civil servants at the equivalent levels in England, Scotland and Wales. By contrast, the median earnings of NICS staff at Executive Officer<sup>9</sup> and all higher grade levels are lower than the median earnings of their counterparts elsewhere in the UK. (See pages 8-11 for the maximum and minimum points of the pay scale for each grade in the NICS, the Scottish Government, and various UK Departments.)

NICS average (mean) earnings<sup>10</sup> are similar to those in the overall Northern Ireland public sector, which are considerably higher than the mean earnings in the Northern Ireland private sector. In considering these differences it must be borne in mind that the composition of the public and private sectors is very different. For example, a higher proportion of public than private sector employees work in professional occupations and are more likely to have higher education qualifications. It should also be borne in mind that some banks have been reclassified from the private to public sector. For these reasons, comparisons between the public and private sectors must necessarily be of a 'broad brush' nature.

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<sup>9</sup> For purposes of comparison with the rest of the UK in Table 11, the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

<sup>10</sup> See Table 12.

## **BACKGROUND NOTES**

### **Concepts and Definitions**

#### *The Northern Ireland Civil Service*

1. The Northern Ireland Civil Service (NICS) is the civil service of the devolved administration.

#### *Coverage of NICS Staff*

2. Unless otherwise stated, figures relate to industrial and non-industrial staff, both permanent and casual. Northern Ireland Prison Service uniformed staff are not included in any of the tables, nor are those Youth Justice Agency staff on NJC and JNC pay scales. Agency staff and a small number of other staff, in various Departments, who are not on NICS pay scales are also excluded.

#### *Earnings*

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

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

### **Data Sources**

5. Pay data for the Northern Ireland Prison Service (non-uniformed staff) and for the Northern Ireland Courts and Tribunals Service has come from the data systems of these Agencies. Pay data for all other NICS staff has come from HRConnect, the Human Resource Service of the NICS.

### Analogous grades

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

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

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

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

## **Pay Progression arrangements of the 3 pay systems in the NICS<sup>11</sup>**

### **Non Industrial Staff below the Senior Civil Service**

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

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

Individuals whose performance is deemed as satisfactory or above and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for a progression increase of one fixed point up their pay scale as part of the annual pay award.

### **Industrial Staff**

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

As with the non-industrial staff, the operative date of the annual pay award is 1 August. The reporting year, upon which the pay award is based, is 1 April to 31 March.

### **Senior Civil Service**

10. Since the introduction of the current SCS pay system in 2002, and up until 2009, the NICS generally shadowed the broad framework of the pay arrangements in place for SCS staff in the Home Civil Service. In practice this has meant that the NICS adopted the overall cost framework for SCS pay as recommended by the Senior Salaries Review Body and endorsed/modified by the Cabinet Office. The NICS was free to determine some smaller variables in respect of SCS pay arrangements within the parameters of the overall cost envelope. Since 2009 there has been a divergence in the arrangements for SCS pay between the NICS and the Home Civil Service in Great Britain. Non-consolidated performance related payments have not been used in the NICS and the minima and maxima of SCS pay scales have not been maintained in line with those in Great Britain.

While there is currently a minimum and maximum pay point for the pay band of each of the three SCS grades the pay bands do not contain fixed pay points along which staff progress on an incremental basis. Each member of the SCS is therefore on a personal point within the relevant pay band. Progression along pay bands is achieved by a percentage increase in pay.

The pay arrangements for the SCS apply to all 3 SCS grades – Grade 5 (Assistant Secretary), Grade 3 (Deputy Secretary) and Permanent Secretary.

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<sup>11</sup> Source: Corporate HR, Department of Finance and Personnel.

## General Service Pay Scales<sup>12</sup>, by grade level, NICS and Departments in GB

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

### AA

	Minimum	Maximum
<b>NICS</b>	<b>£14,981</b>	<b>£17,533</b>
Charity Commission	£14,550	£15,115
Department of Energy and Climate Change	£14,217	£15,462
Department for Environment, Food and Rural Affairs	£15,279	£16,118
Foreign and Commonwealth Office	£16,135	£17,166
Home Office	£14,043	£14,774
HM Revenue and Customs	£14,255	£15,727
Ofsted	N/A	N/A
Department for Transport	£16,169	£16,169
Department for Work and Pensions	£14,000	£14,820
Scottish Government	£15,972	£17,632

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

### AO

	Minimum	Maximum
<b>NICS</b>	<b>£17,348</b>	<b>£22,180</b>
Charity Commission	£15,888	£18,254
Department of Energy and Climate Change	£17,184	£18,646
Department for Environment, Food and Rural Affairs	£18,148	£19,657
Foreign and Commonwealth Office	£18,525	£21,696
Home Office	£15,386	£17,377
HM Revenue and Customs	£17,330	£19,474
Ofsted	£16,810	£16,978
Department for Transport	£19,426	£20,355
Department for Work and Pensions	£15,615	£18,245
Scottish Government	£17,632	£20,405

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

<sup>12</sup> In effect at March 2011.



**EOI/EOII/Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£20,860</b>	<b>£26,086</b>
Charity Commission	£20,997	£24,415
Department of Energy and Climate Change	£21,250	£25,060
Department for Environment, Food and Rural Affairs	£22,698	£25,903
Foreign and Commonwealth Office	£21,432	£27,385
Home Office	£20,235	£23,802
HM Revenue and Customs	£22,669	£26,227
Ofsted	£20,487	£20,745
Department for Transport	£22,838	£25,038
Department for Work and Pensions	£20,780	£24,230
Scottish Government	£22,173	£25,165

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

**SO/Higher Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£26,197</b>	<b>£30,520</b>
Charity Commission	£25,351	£29,824
Department of Energy and Climate Change	£25,261	£30,424
Department for Environment, Food and Rural Affairs	£26,745	£30,923
Foreign and Commonwealth Office	£26,102	£32,509
Home Office	£25,297	£29,757
HM Revenue and Customs	£28,636	£32,622
Ofsted	£27,842	£28,120
Department for Transport	£27,653	£31,694
Department for Work and Pensions	£24,660	£29,800
Scottish Government	£25,165	£30,267

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

**DP/Senior Executive Officer**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£32,913</b>	<b>£38,893</b>
Charity Commission	£32,957	£39,146
Department of Energy and Climate Change	£30,713	£37,851
Department for Environment, Food and Rural Affairs	£33,072	£39,404
Foreign and Commonwealth Office	£32,748	£40,500
Home Office	£32,602	£37,964
HM Revenue and Customs	£35,232	£39,643
Ofsted	£34,671	£35,018
Department for Transport	£33,516	£39,225
Department for Work and Pensions	£30,480	£36,500
Scottish Government	£32,249	£40,173

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

**Grade 7**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£43,228</b>	<b>£50,796</b>
Charity Commission	£44,396	£53,810
Department of Energy and Climate Change	£42,975	£52,597
Department for Environment, Food and Rural Affairs	£43,221	£51,814
Foreign and Commonwealth Office	£43,084	£55,782
Home Office	£44,656	£55,264
HM Revenue and Customs	£46,983	£54,741
Ofsted	£54,633	£55,179
Department for Transport	£42,643	£51,781
Department for Work and Pensions	£43,200	£53,480
Scottish Government	£43,736	£52,595

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

**Grade 6**

	<b>Minimum</b>	<b>Maximum</b>
<b>NICS</b>	<b>£50,327</b>	<b>£62,407</b>
Charity Commission	£54,316	£65,832
Department of Energy and Climate Change	£52,707	£64,322
Department for Environment, Food and Rural Affairs	£52,708	£63,170
Foreign and Commonwealth Office	£54,340	£67,861
Home Office	£54,705	£67,699
HM Revenue and Customs	£57,573	£67,325
Ofsted	£68,291	£68,974
Department for Transport	£52,406	£63,635
Department for Work and Pensions	£53,360	£65,440
Scottish Government	£52,595	£63,743

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

## **Information on Quality**

### *Relevance to users*

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

### *Accuracy*

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

### *Timeliness and Punctuality*

14. The initial bulletin is being published around eight months after the date to which most of the statistics relate. In future years we intend to publish within three months of the reference date.

### *Accessibility and clarity*

15. The bulletin is available on the NISRA website. It contains a description of the staff covered, and the definition of 'earnings' that is being used.

### *Coherence and Comparability*

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

### *Assessment of user needs and perceptions*

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

### *Respondent Burden*

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

*Confidentiality, Transparency and Security*

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

**Further Information**

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

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**Table 1**  
**Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2011** <sup>1 2 3 4 5</sup>

Salary band	Grade 5+		Grade 6		Grade 7		DP	Analogous Grade Level						Industrial		Total						
	No.	%	No.	%	No.	%		No.	%	No.	%	No.	%	No.	%	No.	%					
£10,001 - 15,000														523	24.7%	561	51.1%	1,084	4.1%			
£15,001 - 20,000										2,010	57.8%	4,463	99.0%	3,963	50.9%	1,592	75.3%	520	47.4%	6,075	23.0%	
£20,001 - 25,000														3,827	49.1%	17	1.5%			10,317	39.0%	
£25,001 - 30,000								2,211	66.6%	1,453	41.8%	44	1.0%							3,708	14.0%	
£30,001 - 35,000							886	36.2%	1,107	33.4%	13	0.4%								2,006	7.6%	
£35,001 - 40,000							1,550	63.4%												1,550	5.9%	
£40,001 - 45,000					480	41.3%	9	0.4%												489	1.8%	
£45,001 - 50,000					398	34.3%														398	1.5%	
£50,001 - 55,000			93	33.0%	284	24.4%														377	1.4%	
£55,001 - 60,000	41	16.5%	112	39.7%																153	0.6%	
£60,001 - 65,000	54	21.7%	77	27.3%																131	0.5%	
£65,001 - 70,000	60	24.1%																		60	0.2%	
£70,001 - 75,000	9	3.6%																		9	0.0%	
£75,001 - 80,000	8	3.2%																		8	0.0%	
£80,001 - 85,000	24	9.6%																		24	0.1%	
£85,001 - 90,000	14	5.6%																		14	0.1%	
£90,001 - 95,000	8	3.2%																		8	0.0%	
£95,001 - 100,000	9	3.6%																		9	0.0%	
More than £100,000	22	8.8%																		22	0.1%	
<b>Total</b>	<b>249</b>	<b>100.0%</b>	<b>282</b>	<b>100.0%</b>	<b>1,162</b>	<b>100.0%</b>	<b>2,445</b>	<b>100.0%</b>	<b>3,318</b>	<b>100.0%</b>	<b>3,476</b>	<b>100.0%</b>	<b>4,507</b>	<b>100.0%</b>	<b>7,790</b>	<b>100.0%</b>	<b>2,115</b>	<b>100.0%</b>	<b>1,098</b>	<b>100.0%</b>	<b>26,442</b>	<b>100.0%</b>
Lower Quartile (£)	61,924		52,127		43,228		34,163		27,115		22,581		20,860		18,038		15,619		14,060		19,169	
Median (£)	66,951		57,527		46,364		36,350		28,723		24,657		21,392		19,419		16,257		14,848		21,490	
Upper Quartile (£)	82,050		61,077		49,499		37,913		30,520		26,086		22,456		21,490		17,108		17,010		27,115	
Mean (£)	74,538		56,834		46,770		36,162		28,764		24,485		21,696		19,516		16,333		15,607		24,942	

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

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

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

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

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

**Table 2****Staff numbers (headcount) by Salary Band and Gender: March 2011** <sup>1 2 3</sup>

Salary Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£10,001 - 15,000	838	208	1,046	11	27	38	849	235	1,084
£15,001 - 20,000	2,884	2,319	5,203	97	775	872	2,981	3,094	6,075
£20,001 - 25,000	3,636	4,137	7,773	150	2,394	2,544	3,786	6,531	10,317
£25,001 - 30,000	1,937	1,280	3,217	78	413	491	2,015	1,693	3,708
£30,001 - 35,000	1,087	655	1,742	59	205	264	1,146	860	2,006
£35,001 - 40,000	933	415	1,348	51	151	202	984	566	1,550
£40,001 - 45,000	257	179	436	0	53	53	257	232	489
£45,001 - 50,000	227	117	344	8	46	54	235	163	398
£50,001 - 55,000	228	92	320	28	29	57	256	121	377
£55,001 - 60,000	87	55	142	4	7	11	91	62	153
£60,001 - 65,000	90	34	124	4	3	7	94	37	131
£65,001 - 70,000	42	13	55	2	3	5	44	16	60
£70,001 - 75,000	6	3	9	0	0	0	6	3	9
£75,001 - 80,000	6	2	8	0	0	0	6	2	8
£80,001 - 85,000	16	7	23	1	0	1	17	7	24
£85,001 - 90,000	11	2	13	0	1	1	11	3	14
£90,001 - 95,000	6	2	8	0	0	0	6	2	8
£95,001 - 100,000	8	1	9	0	0	0	8	1	9
More than £100,000	19	3	22	0	0	0	19	3	22
<b>Total</b>	<b>12,318</b>	<b>9,524</b>	<b>21,842</b>	<b>493</b>	<b>4,107</b>	<b>4,600</b>	<b>12,811</b>	<b>13,631</b>	<b>26,442</b>
Bottom Decile (£)	16,257	17,348	17,108	17,348	18,038	18,038	16,596	17,348	17,348
Lower Quartile (£)	18,038	19,419	18,728	20,109	20,109	20,109	18,038	20,109	19,169
Median (£)	22,456	21,490	21,490	24,091	21,490	21,490	22,581	21,490	21,490
Upper Quartile (£)	29,871	26,197	28,034	30,520	24,091	24,763	29,871	26,086	27,115
Top Decile (£)	38,893	34,163	37,913	41,891	32,739	33,613	38,893	34,163	37,288
<b>Mean (£)</b>	<b>25,813</b>	<b>24,302</b>	<b>25,154</b>	<b>27,585</b>	<b>23,493</b>	<b>23,933</b>	<b>25,881</b>	<b>24,058</b>	<b>24,942</b>

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

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

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



**Table 3**  
**Median Earnings (£) by Analogous Grade Level and Gender: March 2011** <sup>1 2 3 4</sup>

Analogous Grade	Male			Female			Pay Gap (Female/Male)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	68,418	65,695	68,400	64,556	66,435	65,005	5.6%	-1.1%	5.0%
Grade 6	57,527	59,327	57,527	55,727	55,727	55,727	3.1%	6.1%	3.1%
Grade 7	46,364	50,796	47,539	44,796	46,364	46,364	3.4%	8.7%	2.5%
DP	37,288	38,893	37,288	35,413	36,350	35,413	5.0%	6.5%	5.0%
SO	29,412	30,520	29,412	28,034	28,723	28,034	4.7%	5.9%	4.7%
EOI	24,657	26,086	24,657	24,091	24,657	24,091	2.3%	5.5%	2.3%
EOII	20,860	21,392	20,860	21,392	21,392	21,392	-2.6%	0.0%	-2.6%
AO	18,728	20,109	18,728	19,419	20,109	20,109	-3.7%	0.0%	-7.4%
AA	16,257	17,108	16,257	16,257	17,108	16,682	0.0%	0.0%	-2.6%
Industrial	14,848	14,456	14,848	15,086	14,084	14,967	-1.6%	2.6%	-0.8%

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

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

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

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

**Table 4**  
**Median Earnings (£) by Analogous Grade Level and Community Background: March 2011<sup>1 2 3 4</sup>**

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	68,455	71,065	68,455	65,309	65,187	65,309	68,648	82,528	68,747	4.6%	8.3%	4.6%
Grade 6	57,527	57,527	57,527	55,727	57,527	55,727	59,327	62,407	60,202	3.1%	0.0%	3.1%
Grade 7	46,364	47,973	46,364	44,796	44,796	44,796	48,715	48,127	48,715	3.4%	6.6%	3.4%
DP	37,288	37,288	37,288	36,350	37,288	36,350	35,882	37,913	36,350	2.5%	0.0%	2.5%
SO	28,723	29,412	29,197	28,723	28,723	28,723	29,197	28,493	29,197	0.0%	2.3%	1.6%
EOI	24,657	24,657	24,657	24,091	24,657	24,091	24,091	23,336	24,091	2.3%	0.0%	2.3%
EOII	21,392	21,392	21,392	21,392	21,392	21,392	20,860	20,860	20,860	0.0%	0.0%	0.0%
AO	18,728	20,109	19,419	19,419	20,109	19,419	18,728	19,764	18,728	-3.7%	0.0%	0.0%
AA	16,257	17,108	16,682	16,257	17,108	16,257	17,108	16,470	16,682	0.0%	0.0%	2.5%
Industrial	14,648	14,311	14,626	15,989	14,139	15,307	15,086	13,776	15,086	-9.2%	1.2%	-4.7%

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

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

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

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

**Table 5**  
**Median Earnings (£) by Analogous Grade Level and Disability: March 2011** <sup>1 2 3 4</sup>

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	67,614	65,695	67,281	63,542		63,542	6.0%		5.6%
Grade 6	57,527	57,527	57,527	57,527		57,527	0.0%		0.0%
Grade 7	46,364	47,539	46,364	46,364	46,168	46,364	0.0%	2.9%	0.0%
DP	36,350	37,288	36,350	37,288	37,288	37,288	-2.6%	0.0%	-2.6%
SO	28,723	29,166	28,723	29,412	29,642	29,412	-2.4%	-1.6%	-2.4%
EOI	24,657	24,657	24,657	25,223	25,601	25,223	-2.3%	-3.8%	-2.3%
EOII	21,392	21,392	21,392	21,392	21,924	21,392	0.0%	-2.5%	0.0%
AO	18,728	20,109	19,419	20,109	20,799	20,109	-7.4%	-3.4%	-3.6%
AA	16,257	17,108	16,257	17,108	17,108	17,108	-5.2%	0.0%	-5.2%
Industrial	14,848	14,112	14,848	14,748		14,748	0.7%		0.7%

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

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

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

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

**Table 6**  
**Median Earnings (£) by Analogous Grade Level and Age-Group<sup>1</sup>: March 2011<sup>2 3 4 5</sup>**

Analogous Grade	16-49			50+			Pay Gap (50+/16-49)		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	61,705	65,339	62,744	69,449	76,434	69,452	-12.5%	-17.0%	-10.7%
Grade 6	52,127	57,527	52,127	57,527	57,527	57,527	-10.4%	0.0%	-10.4%
Grade 7	44,796	45,580	44,796	49,499	50,796	49,499	-10.5%	-11.4%	-10.5%
DP	34,163	35,413	34,163	37,913	38,538	37,913	-11.0%	-8.8%	-11.0%
SO	28,034	28,034	28,034	30,520	30,520	30,520	-8.9%	-8.9%	-8.9%
EOI	23,336	24,091	24,091	26,086	26,086	26,086	-11.8%	-8.3%	-8.3%
EOII	20,860	21,392	20,860	22,988	23,250	23,250	-10.2%	-8.7%	-11.5%
AO	18,728	20,109	19,419	21,490	21,490	21,490	-14.7%	-6.9%	-10.7%
AA	15,619	17,108	15,619	17,108	17,533	17,108	-9.5%	-2.5%	-9.5%
Industrial	14,666	14,696	14,666	15,044	14,112	15,044	-2.6%	4.0%	-2.6%

1 The two age groups in this table are the same as those used by the Office for National Statistics in presenting the age pay gap.

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

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

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

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

**Table 7**  
**Median Earnings (£) 2006-2011 of Permanent Non-Industrial Staff, by Gender** <sup>1 2 3 4 5</sup>

Gender	Year (March)					
	2006	2007	2008	2009	2010	2011
Male	19,913	20,497	21,351	21,132	22,988	23,250
Female	16,112	16,435	17,543	18,163	20,799	21,490
Total	17,550	18,247	18,904	19,647	21,392	21,924

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

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

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

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

5 Excludes DOJ, which was created in April 2010.

**Table 8**  
**Median Earnings (£) 2006-2011 of Permanent Non-Industrial Staff, by Analogous Grade Level** <sup>1 2 3 4 5 6</sup>

Analogous Grade	Year (March)						% Increase 2006 - 2011
	2006	2007	2008	2009	2010	2011	
Grade 5+	64,688	67,456	67,723	67,805	68,005	67,185	3.9%
Grade 6	49,947	50,720	53,133	53,657	55,727	57,527	15.2%
Grade 7	40,328	41,972	42,460	42,958	44,796	46,364	15.0%
DP	32,310	32,987	33,435	35,143	36,350	37,288	15.4%
SO	25,410	25,646	26,486	26,845	28,034	28,723	13.0%
EOI	21,490	21,804	22,759	23,066	24,091	24,657	14.7%
EOII	17,550	18,247	18,450	19,152	20,860	21,392	21.9%
AO	14,045	14,683	15,358	15,539	18,728	19,419	38.3%
AA	11,684	12,106	12,520	13,130	16,682	16,892	44.6%

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

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

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

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

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

6 Excludes DOJ, which was created in April 2010.

**Table 9**  
**Increase in Salary<sup>1</sup>, March 2010 to March 2011, by Analogous Grade Level<sup>2,3</sup>**

Analogous Grade	0% increase in salary		0.1% - 1.9% increase in salary		2% - 3.9% increase in salary		4% - 5.9% increase in salary		6% or more increase in salary		Total	
	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion
Grade 5+	185	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	185	100.0%
Grade 6	50	23.7%	0	0.0%	161	76.3%	0	0.0%	0	0.0%	211	100.0%
Grade 7	135	14.4%	169	18.0%	633	67.6%	0	0.0%	0	0.0%	937	100.0%
DP	351	17.8%	431	21.9%	1,190	60.3%	0	0.0%	0	0.0%	1,972	100.0%
SO	620	22.3%	415	14.9%	1,655	59.5%	93	3.3%	0	0.0%	2,783	100.0%
EOI	735	25.2%	445	15.3%	1,717	58.9%	0	0.0%	19	0.7%	2,916	100.0%
EOII	8	0.2%	691	17.9%	3,156	81.9%	0	0.0%	0	0.0%	3,855	100.0%
AO	108	1.7%	44	0.7%	5,326	81.6%	0	0.0%	1,047	16.0%	6,525	100.0%
AA	392	27.0%	1	0.1%	458	31.6%	359	24.7%	241	16.6%	1,451	100.0%

1 In December 2010 the Finance Minister announced a freeze on annual inflationary increases for those earning over £21,000. Each pay scale for non-industrial staff below the Senior Civil Service consists of a number of steps. Under the terms of the 2010-2011 pay award all eligible fully satisfactory or better performers progressed one step up their pay scale. This means that whilst some staff received no increase in salary over the period March 2010 to March 2011 (typically because they are at the top of their pay scale), others did receive an increase.

2 This table compares the salaries from March 2010 to March 2011 for Permanent and Casual staff who have not changed grade.

3 Excludes DOJ, which was created in April 2010, and industrial staff.

**Table 10**  
**Median Earnings (£) by Age: March 2011** <sup>1 2</sup>

Age	Median Earnings	No. of staff
19	17,010	9
20	14,981	45
21	15,619	129
22	17,348	163
23	17,348	264
24	17,348	345
25	17,348	464
26	18,038	559
27	18,038	591
28	18,728	653
29	20,109	731
30	20,109	760
31	20,109	782
32	20,860	731
33	20,860	691
34	20,860	661
35	20,860	597
36	20,860	585
37	21,392	601
38	21,490	645
39	21,490	654
40	21,490	668
41	21,924	728
42	22,180	753
43	21,924	799
44	21,924	861
45	22,581	871
46	23,250	854
47	24,091	931
48	23,336	919
49	23,250	995
50	23,336	970
51	25,601	864
52	25,223	814
53	25,601	772
54	26,086	609
55	25,601	591
56	26,086	493
57	26,086	466
58	26,086	379
59	26,086	410
60	26,086	274
61	23,250	198
62	24,374	194
63	25,601	133
64	21,835	102
65	20,860	52
Over 65	21,490	86

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

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



**Table 11****Median Earnings (£) of Civil Servants across the UK, by Analogous Grade Level: March 2011** <sup>1 2 3 4 5 6 7 8</sup>

Analogous Grade	Median Earnings				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
Grade 5+	66,950	79,720	78,970	77,740	72,960
Grade 6	57,530	63,520	62,690	65,870	61,730
Grade 7	46,360	50,830	50,310	51,230	49,940
DP/Senior Executive Officer	36,350	38,880	38,240	38,860	39,250
SO/Higher Executive Officer	28,720	30,190	29,800	29,940	30,270
EOI & EOII/Executive Officer	22,580	24,230	24,230	24,180	24,230
AO	19,420	18,790	18,370	18,000	17,960
AA	16,260	15,730	15,730	15,200	15,560

1 Numbers are rounded to the nearest ten.

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

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

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

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

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

7 The Northern Ireland (NICS) data excludes industrial staff.

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

**Table 12**  
**Mean Basic Weekly Earnings (£), Northern Ireland: March/April 2011 <sup>1 2</sup>**

Sector	Mean Earnings
NICS	453.9
Public Sector	458.7
Private Sector	348.3

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

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

2 Salaries represent the actual earnings of part-time employees i.e. they are not full-time equivalent values.