

STATISTICAL BULLETIN: PAY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE – 2012



Introduction

This bulletin contains an overview of Northern Ireland Civil Service (NICS) pay statistics as at March 2012. The statistics relate to basic salary, and the emphasis is on 2012, though some trend information covering the period 2007-2012 is also presented. This is the second annual publication in respect of the NICS. The statistical information in this report covers Northern Ireland Civil Servants working in the 13 NICS Departments as well as NICS staff working in the Health & Safety Executive Northern Ireland, for the Assembly Ombudsman and Commissioner for Complaints and in the Attorney General's Office. This report includes Northern Ireland Prison Service (NIPS) Prison Grades and Youth Justice Agency (YJA) staff on NJC and JNC¹ pay scales who were not included in the first publication.

For staff within the NICS pay remit, there are three distinct pay systems: one for the Senior Civil Service² (SCS), one for non-industrial staff below the SCS, and one for industrial staff. There are separate arrangements for the pay of NIPS Prison Grades and YJA staff on NJC and JNC pay scales. Each of the pay systems differ in their pay progression arrangements – see pages 8 and 9 for details. Approximately 88% of NICS personnel are non-industrial staff below the SCS on NICS pay scales.

Commentary

The average basic salary³ of Northern Ireland Civil Service (NICS) staff is £21,924. A basic salary of £18,000 would put someone in the bottom 10% of NICS staff in terms of earnings⁴, whereas a basic salary of £38,000 would put someone in the top 10% of NICS staff.

Trends 2007 - 2012

Whilst there has been an upward trend in median earnings⁵ at all grade levels below the SCS over the period 2007-2012⁶ (see Figure 1), the increases in median earnings of staff at Administrative Assistant and Administrative Officer

¹ National Joint Council (NJC), Joint Negotiating Committee (JNC).

² Staff at Grade 5 and above.

³ Median full-time equivalent.

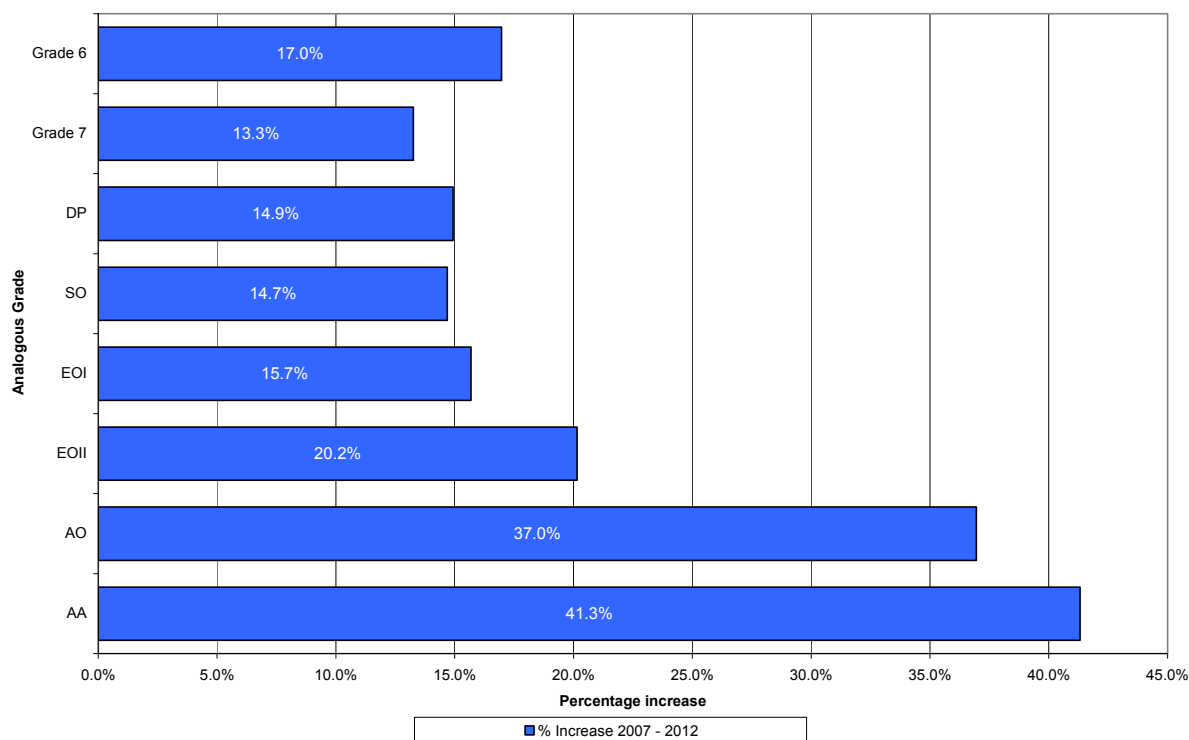
⁴ In this bulletin, 'earnings' refers to gross full-time equivalent basic salary only; overtime, allowances and non-consolidated payments are excluded.

⁵ For an explanation of 'median', see Paragraph 4 of the Background Notes on page 6.

⁶ See Table 8.

levels have been particularly marked (41% and 37% respectively). These increases are largely due to alignment to new pay scales as a result of a settlement of equal pay claims⁷.

Figure 1: Percentage Increase in Median Earnings (£) 2007-2012 of NICS Non Industrial Staff below the SCS (excluding Department of Justice)



Salary Increases 2011 - 2012

Between 2011 and 2012, the median earnings in the NICS for permanent non-industrial staff did not increase⁸. 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 2011-2012 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 2011 to March 2012 (typically because they were at the top of their pay scale), others did receive an increase. At most grade levels below the SCS, the majority of staff experienced an increase in salary in the range 2% - 3.9%⁹. At AA level approximately two-fifths of staff experienced an increase in the range 4% - 5.9%. Against this, at most grade levels a significant minority of staff received no increase in salary, e.g. 27.9% of staff at Executive Officer I. The exceptions were staff at AO level, where less than

⁷ See various Equal Pay circulars in www.dfpni.gov.uk/pay.

⁸ See Table 7 - this analysis excludes DOJ.

⁹ See Table 9 - this analysis excludes NIPS Prison Grade staff and YJA (NJC/JNC) staff.

2% of staff received no increase, and Industrial staff where all staff received an increase. No Senior Civil Service staff received an increase in salary.

Comparison with the rest of the UK

Using the most recent data available on the rest of the UK¹⁰, the median earnings of NICS staff at Administrative Assistant and Administrative Officer grade levels were 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 Officer¹¹ and all higher grade levels were lower than the median earnings of their counterparts elsewhere in the UK. (See pages 10-13 for the maximum and minimum points of the pay scale for each grade in the NICS, the Scottish Government, and various UK Departments.)

Comparison with the Northern Ireland Public and Private Sectors

NICS average (mean) earnings, when compared with the most recent data available from the Annual Survey of Hours and Earnings¹², were similar to those in the overall Northern Ireland public sector, which were 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.

Analysis of Pay Differences in the NICS

Within the NICS the median earnings of male staff are £23,336 and the median earnings of female staff are £21,835, i.e. 6.4% lower. (This compares with a difference of 4.8% in the 2011 publication, however it should be noted that the 2012 analysis includes NIPS Prison Grades and YJA staff on NJC and JNC scales¹³.) 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. Among the General Service and analogous grades, the largest gap is at Administrative Officer level where female median earnings are 7.1% above male median earnings. At Deputy Principal level women's median earnings are 6.6% 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.

¹⁰ This is the same data used in the 2011 publication as the 2012 GB data is not available until October 2012.

¹¹ 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.

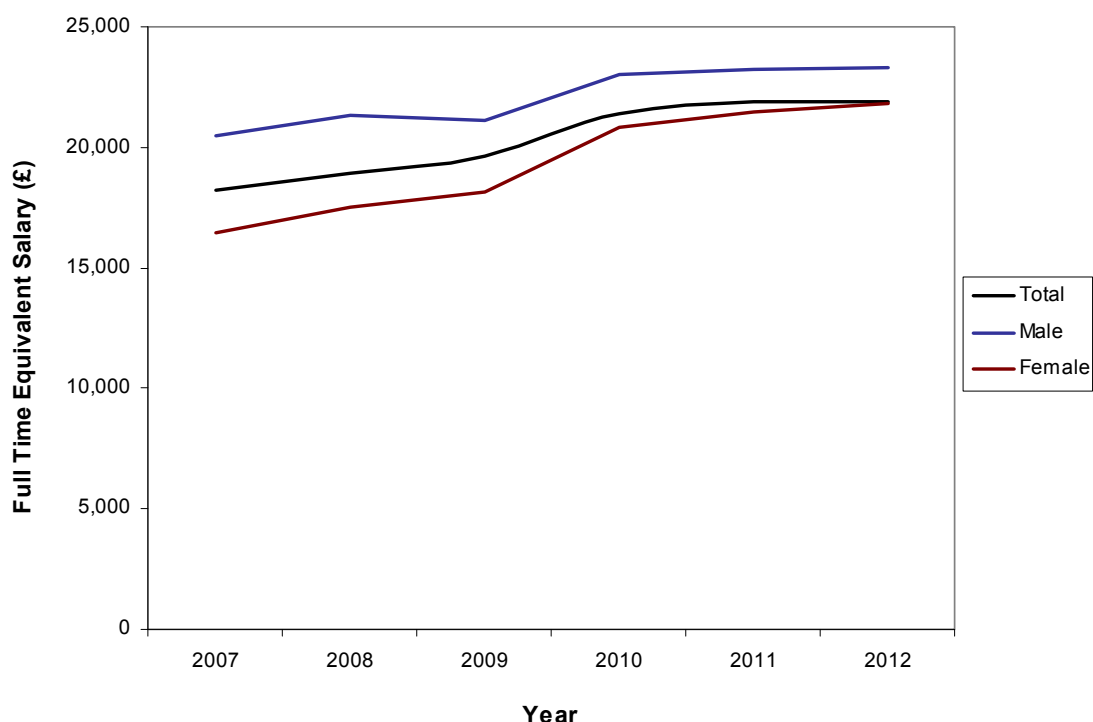
¹² As at March/April 2011 - See Table 12.

¹³ If the NIPS Prison Grades and YJA staff on NJC and JNC scales were excluded, the female median is 5.0% lower than the male median.

Among staff not on NICS pay scales, female median earnings are 19.4% below male median earnings. However, it should be noted that this covers all levels as NICS analogous grades are not available for these staff, and one reason for this gap is there is a larger proportion of women than men in lower paid jobs.

While a gap exists between the median earnings of men and women, Figure 2 shows that it has narrowed in recent years.

Figure 2: Median Earnings of Permanent Non-Industrial Staff 2007-2012¹⁴



With regard to community background, there are fewer gaps at grade level in median earnings than is the case for gender. Just as for gender, so for community background, differences of this kind can arise from a complex range of factors, with typically the most influential being the length of time that staff have been in their grade.

The largest gap is for staff not on NICS pay scales where Catholic median earnings are 15% below Protestant median earnings. Again it should be noted that this covers all levels as NICS analogous grades are not available for these staff, and one reason for this gap is there is a larger proportion of Catholics than Protestants in lower paid jobs.

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 5.1% higher than the median earnings of those without

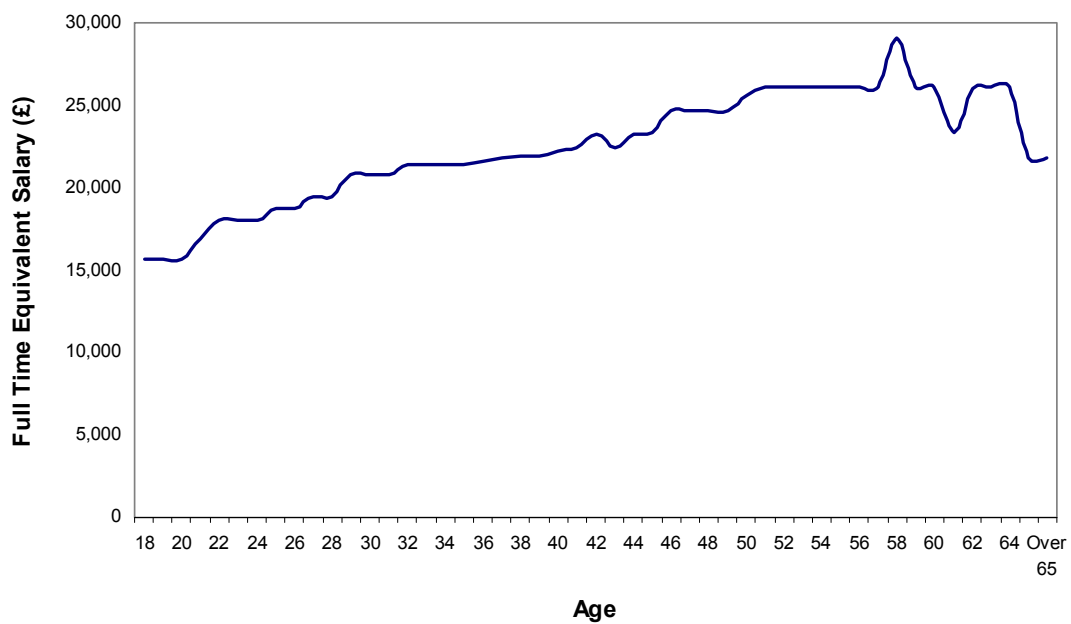
¹⁴ See data in Table 7. The data exclude Department of Justice, which was created in April 2010, and Industrial and Casual staff for whom historical data is not available.

a declared disability. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

At each grade level, 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 3.

Figure 3: Median Earnings by Age as at March 2012¹⁵



¹⁵ See Table 10.

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 consisting of 13 Departments. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland, for the Assembly Ombudsman & Commissioner for Complaints and in the Attorney General’s Office.

Coverage of NICS Staff

2. Unless otherwise stated, figures relate to industrial and non-industrial staff, both permanent and casual. While not available in the 2011 publication, Northern Ireland Prison Service Prison Grades and Youth Justice Agency staff on NJC and JNC pay scales are now included. When analyses are broken down by analogous grade, a separate row/column is presented for Industrial staff and Other staff (DOJ staff not on NICS pay scales), as analogous grades are not available for these staff.

Learning and Skill staff in the NIPS, Agency staff and a small number of other staff, in various Departments, who are not on NICS pay scales are excluded.

Earnings

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

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

Data Sources

5. Pay data for the Northern Ireland Prison Service, the Northern Ireland Courts and Tribunals Service and Youth Justice Agency (NJC/JNC scales) 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.

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

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

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

Pay Progression arrangements of the pay systems in the NICS¹⁶

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.

NIPS Prison Grades

9. Governor grades and main grade officers have pay scales consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. Prison officer management grades, operational support grade and night custody officer have annual flat pay rates. Custody officer grades are paid an hourly rate of pay.

Pay is reviewed annually by the Prison Service Pay Review Body following the provision of written and oral evidence by the Service the Prison Officers' Association and the Prison Governors' Association. The operative date of the annual pay award is 1st April. Progression arrangements vary dependent on grade and pay structure.

YJA Staff (NJC/JNC T&C)

10. Each non-NICS grade employed within the YJA structure under NJC/JNC terms has a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. Individuals may be paid on any pay point within the pay scale. The operative date of the annual pay award is 1 April. Provision exists within these terms and conditions for annual incremental progression for staff until they reach the maximum point on their respective pay scales.

Industrial Staff

11. 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.

¹⁶ Sources: Corporate HR, Department of Finance and Personnel, NIPS & YJA.

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

12. 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.

General Service Pay Scales¹⁷, by grade level, NICS and Departments in GB

13. 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
NICS	£14,981	£17,533
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
NICS	£17,348	£22,180
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.

¹⁷ In effect at March 2011.

EOI/EOII/Executive Officer

	Minimum	Maximum
NICS	£20,860	£26,086
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

	Minimum	Maximum
NICS	£26,197	£30,520
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

	Minimum	Maximum
NICS	£32,913	£38,893
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

	Minimum	Maximum
NICS	£43,228	£50,796
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

	Minimum	Maximum
NICS	£50,327	£62,407
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

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

Accuracy

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

Timeliness and Punctuality

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

Accessibility and clarity

17. 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

18. These statistics are on the same basis as those published by the Office for National Statistics (ONS) – though it should be noted that ONS assigns a 'responsibility level' (analogous grade) to industrial staff. In 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

19. 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

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

Confidentiality, Transparency and Security

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

Further Information

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

Telephone 028 9052 1840 or 07725 761 431.

Further statistical information can be obtained from
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Table 1

Staff numbers (headcount) by Salary Band and Analogous Grade Level: March 2012^{1 2 3 4 5}

Salary band	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		Grade 5+		Other ⁶		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
£10,001 - 15,000	515	48.8%																					515	1.9%		
£15,001 - 20,000	504	47.7%	1,739	100.0%	3,556	45.0%																314	15.9%	6,113	22.0%	
£20,001 - 25,000	37	3.5%			4,351	55.0%	4,375	99.2%	1,686	48.6%													219	11.1%	10,668	38.4%
£25,001 - 30,000							35	0.8%	1,767	50.9%	1,983	61.9%											51	2.6%	3,836	13.8%
£30,001 - 35,000									17	0.5%	1,220	38.1%	687	29.1%									372	18.8%	2,296	8.3%
£35,001 - 40,000													1,665	70.5%									745	37.6%	2,410	8.7%
£40,001 - 45,000													9	0.4%	379	33.2%							172	8.7%	560	2.0%
£45,001 - 50,000															446	39.1%							80	4.0%	526	1.9%
£50,001 - 55,000															317	27.8%	71	27.6%					11	0.6%	399	1.4%
£55,001 - 60,000																	99	38.5%	53	22.4%			11	0.6%	163	0.6%
£60,001 - 65,000																	87	33.9%	50	21.1%			5	0.3%	142	0.5%
£65,001 - 70,000																			51	21.5%					51	0.2%
£70,001 - 75,000																			5	2.1%					5	0.0%
£75,001 - 80,000																			7	3.0%					7	0.0%
£80,001 - 85,000																							29	12.2%	29	0.1%
£85,001 - 90,000																							11	4.6%	11	0.0%
£90,001 - 95,000																							10	4.2%	10	0.0%
£95,001 - 100,000																							6	2.5%	6	0.0%
More than £100,000																							15	6.3%	15	0.1%
Total	1,056	100.0%	1,739	100.0%	7,907	100.0%	4,410	100.0%	3,470	100.0%	3,203	100.0%	2,361	100.0%	1,142	100.0%	257	100.0%	237	100.0%	1,980	100.0%	27,762	100.0%		
Lower Quartile (£)	14,360		15,619		18,728		21,392		23,336		28,034		34,163		44,796		53,927		60,870		21,609		20,109			
Median (£)	15,147		16,682		20,109		21,924		25,223		29,412		37,288		47,539		59,327		65,695		36,809		21,924			
Upper Quartile (£)	17,309		17,533		21,835		22,456		26,086		30,520		38,538		50,283		62,407		81,600		37,364		29,412			
Mean (£)	15,919		16,649		20,063		22,086		24,885		29,220		36,762		47,606		58,013		72,874		32,255		25,906			

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.

6 Staff not on NICS Pay Scales.

Table 2
Staff numbers (headcount) by Salary Band and Gender: March 2012^{1 2 3}

Salary Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£10,001 - 15,000	486	18	504	5	6	11	491	24	515
£15,001 - 20,000	2,907	2,265	5,172	163	778	941	3,070	3,043	6,113
£20,001 - 25,000	3,880	4,059	7,939	217	2,512	2,729	4,097	6,571	10,668
£25,001 - 30,000	1,904	1,329	3,233	109	494	603	2,013	1,823	3,836
£30,001 - 35,000	1,240	753	1,993	89	214	303	1,329	967	2,296
£35,001 - 40,000	1,606	557	2,163	66	181	247	1,672	738	2,410
£40,001 - 45,000	333	188	521	0	39	39	333	227	560
£45,001 - 50,000	318	140	458	7	61	68	325	201	526
£50,001 - 55,000	246	88	334	31	34	65	277	122	399
£55,001 - 60,000	102	51	153	2	8	10	104	59	163
£60,001 - 65,000	98	32	130	7	5	12	105	37	142
£65,001 - 70,000	34	12	46	2	3	5	36	15	51
£70,001 - 75,000	5	0	5	0	0	0	5	0	5
£75,001 - 80,000	5	2	7	0	0	0	5	2	7
£80,001 - 85,000	17	10	27	2	0	2	19	10	29
£85,001 - 90,000	9	2	11	0	0	0	9	2	11
£90,001 - 95,000	7	3	10	0	0	0	7	3	10
£95,001 - 100,000	6	0	6	0	0	0	6	0	6
More than £100,000	15	0	15	0	0	0	15	0	15
Total	13,218	9,509	22,727	700	4,335	5,035	13,918	13,844	27,762
Bottom Decile (£)	17,309	18,038	17,533	17,854	18,728	18,038	17,347	18,038	18,038
Lower Quartile (£)	19,419	20,109	20,063	20,109	20,799	20,799	19,419	20,799	20,109
Median (£)	23,336	21,924	22,456	23,250	21,835	21,835	23,336	21,835	21,924
Upper Quartile (£)	30,520	27,115	30,105	30,520	24,657	25,601	30,520	26,086	29,412
Top Decile (£)	38,893	36,350	38,538	38,893	31,755	34,163	38,893	35,413	37,913
Mean (£)	27,085	25,102	26,255	26,914	23,914	24,332	27,077	24,730	25,906

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 2012 ^{1 2 3}

Analogous Grade	Male			Female			Pay Gap (Female/Male) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	67,185	66,227	67,185	63,280	65,005	64,038	5.8%	1.8%	4.7%
Grade 6	59,327	61,077	59,327	57,527	59,327	57,527	3.0%	2.9%	3.0%
Grade 7	47,539	50,796	47,539	46,364	47,539	46,364	2.5%	6.4%	2.5%
DP	37,913	38,893	37,913	35,413	36,350	35,413	6.6%	6.5%	6.6%
SO	29,871	30,520	29,871	28,723	29,412	28,723	3.8%	3.6%	3.8%
EOI	25,223	26,086	25,223	24,657	25,223	24,657	2.2%	3.3%	2.2%
EOII	21,392	22,456	21,392	21,924	21,924	21,924	-2.5%	2.4%	-2.5%
AO	19,419	20,799	19,419	20,109	20,799	20,799	-3.6%	0.0%	-7.1%
AA	16,257	17,533	16,257	16,682	17,533	16,682	-2.6%	0.0%	-2.6%
Industrial	15,147	14,756	15,147	15,386	14,228	15,036	-1.6%	3.6%	0.7%
Other ⁵	37,364	17,854	37,364	30,105	18,083	30,105	19.4%	-1.3%	19.4%

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

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

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

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

5 Staff not on NICS Pay Scales.

Table 4
Median Earnings (£) by Analogous Grade Level and Community Background: March 2012^{1 2 3}

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	66,416	65,695	65,961	65,309	65,369	65,309	68,648	69,914	68,648	1.7%	0.5%	1.0%
Grade 6	59,327	59,327	59,327	57,527	59,327	57,527	59,327	62,407	60,202	3.0%	0.0%	3.0%
Grade 7	47,539	48,715	47,539	46,364	46,364	46,364	48,715	49,107	48,715	2.5%	4.8%	2.5%
DP	37,913	37,288	37,913	37,140	37,913	37,288	37,601	36,350	37,288	2.0%	-1.7%	1.6%
SO	29,412	29,871	29,412	29,412	29,412	29,412	28,723	30,331	28,723	0.0%	1.5%	0.0%
EOI	25,223	25,223	25,223	24,657	25,223	24,657	24,657	23,336	24,374	2.2%	0.0%	2.2%
EOII	21,924	21,924	21,924	21,924	21,924	21,924	21,392	21,392	21,392	0.0%	0.0%	0.0%
AO	19,419	20,799	20,109	19,419	20,799	20,109	18,728	19,764	19,419	0.0%	0.0%	0.0%
AA	16,257	17,533	16,682	16,257	17,533	16,682	16,257	15,938	16,257	0.0%	0.0%	0.0%
Industrial	14,947	14,382	14,936	16,288	14,439	15,607	15,386	14,074	15,386	-9.0%	-0.4%	-4.5%
Other ⁵	37,364	17,854	37,364	31,755	17,854	31,755	37,364	17,854	37,060	15.0%	0.0%	15.0%

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

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

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

4 This is the percentage by which 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.

5 Staff not on NICS Pay Scales.

Table 5
Median Earnings (£) by Analogous Grade Level and Disability: March 2012 ^{1 2 3}

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) ⁴		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	66,837	65,532	66,504	63,325		63,325	5.3%		4.8%
Grade 6	59,327	59,327	59,327	59,327		59,327	0.0%		0.0%
Grade 7	47,539	47,539	47,539	47,539	47,540	47,539	0.0%	0.0%	0.0%
DP	37,288	37,288	37,288	37,913	38,538	37,913	-1.7%	-3.4%	-1.7%
SO	29,412	29,823	29,412	29,871	29,871	29,871	-1.6%	-0.2%	-1.6%
EOI	24,657	25,223	25,223	25,223	25,601	25,601	-2.3%	-1.5%	-1.5%
EOII	21,924	21,924	21,924	21,924	21,924	21,924	0.0%	0.0%	0.0%
AO	19,419	20,799	20,109	20,799	20,799	20,799	-7.1%	0.0%	-3.4%
AA	16,257	17,533	16,682	17,533	17,533	17,533	-7.8%	0.0%	-5.1%
Industrial	15,147	14,382	15,147	16,420		16,420	-8.4%		-8.4%
Other ⁵	37,364	17,854	36,756	37,364		37,364	0.0%		-1.7%

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.

5 Staff not on NICS Pay Scales.

Table 6
Median Earnings (£) by Analogous Grade Level and Age-Group¹: March 2012^{2 3 4}

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) ⁵		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
Grade 5+	60,349	64,730	60,877	69,445	71,331	69,445	-15.1%	-10.2%	-14.1%
Grade 6	53,927	53,927	53,927	59,327	61,077	59,327	-10.0%	-13.3%	-10.0%
Grade 7	44,796	46,364	44,796	49,499	50,796	50,283	-10.5%	-9.6%	-12.2%
DP	35,413	35,413	35,413	38,538	38,893	38,538	-8.8%	-9.8%	-8.8%
SO	28,723	28,723	28,723	30,520	30,520	30,520	-6.3%	-6.3%	-6.3%
EOI	24,091	24,657	24,091	26,086	26,086	26,086	-8.3%	-5.8%	-8.3%
EOII	21,392	21,924	21,392	23,070	23,250	23,250	-7.8%	-6.0%	-8.7%
AO	19,419	20,799	19,419	21,490	21,835	21,835	-10.7%	-5.0%	-12.4%
AA	16,257	17,533	16,257	17,533	17,533	17,533	-7.8%	0.0%	-7.8%
Industrial	15,147	14,382	15,147	15,386	14,411	15,343	-1.6%	-0.2%	-1.3%
Other ⁶	30,105	17,854	30,105	37,364	17,854	37,364	-24.1%	0.0%	-24.1%

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.

6 Staff not on NICS Pay Scales.

Table 7
Median Earnings (£) 2007-2012 of Permanent Non-Industrial Staff, by Gender ^{1 2 3 4 5}

Gender	Year (March)					
	2007	2008	2009	2010	2011	2012
Male	20,497	21,351	21,132	22,988	23,250	23,336
Female	16,435	17,543	18,163	20,799	21,490	21,835
Total	18,247	18,904	19,647	21,392	21,924	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 (£) 2007-2012 of Permanent Non-Industrial Staff, by Analogous Grade Level ^{1 2 3 4 5 6}

Analogous Grade	Year (March)						% Increase 2007 - 2012
	2007	2008	2009	2010	2011	2012	
Grade 5+	67,456	67,723	67,805	68,005	67,185	66,322	-1.7%
Grade 6	50,720	53,133	53,657	55,727	57,527	59,327	17.0%
Grade 7	41,972	42,460	42,958	44,796	46,364	47,539	13.3%
DP	32,987	33,435	35,143	36,350	37,288	37,913	14.9%
SO	25,646	26,486	26,845	28,034	28,723	29,412	14.7%
EOI	21,804	22,759	23,066	24,091	24,657	25,223	15.7%
EOII	18,247	18,450	19,152	20,860	21,392	21,924	20.2%
AO	14,683	15,358	15,539	18,728	19,419	20,109	37.0%
AA	12,106	12,520	13,130	16,682	16,892	17,108	41.3%

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 Salary¹, March 2011 to March 2012, by Analogous Grade Level^{2,3}

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+	198	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	198	100.0%
Grade 6	50	22.0%	0	0.0%	177	78.0%	0	0.0%	0	0.0%	227	100.0%
Grade 7	164	15.9%	216	20.9%	651	63.1%	0	0.0%	1	0.1%	1,032	100.0%
DP	430	20.2%	651	30.5%	1,049	49.2%	0	0.0%	1	0.0%	2,131	100.0%
SO	801	27.7%	461	15.9%	1,565	54.1%	67	2.3%	0	0.0%	2,894	100.0%
EOI	866	27.9%	496	16.0%	1,743	56.1%	0	0.0%	0	0.0%	3,105	100.0%
EOII	688	17.1%	73	1.8%	3,245	80.8%	6	0.1%	4	0.1%	4,016	100.0%
AO	123	1.7%	1,965	27.2%	5,128	71.0%	0	0.0%	2	0.0%	7,218	100.0%
AA	267	18.0%	1	0.1%	627	42.3%	587	39.6%	0	0.0%	1,482	100.0%
Industrial	0	0.0%	484	47.0%	506	49.2%	23	2.2%	16	1.6%	1,029	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 2011-2012 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 2011 to March 2012 (typically because they are at the top of their pay scale), others did receive an increase.

2 This table compares the salaries from March 2011 to March 2012 for Permanent and Casual staff who have not changed grade.

3 Excludes NIPS Prison Grades and YJA staff on NJC and JNC scales.

Table 10
Median Earnings (£) by Age: March 2012 ^{1 2}

Age	Median Earnings	No. of staff
18	15,619	3
19	15,619	22
20	15,619	53
21	16,896	119
22	18,038	171
23	18,038	280
24	18,038	354
25	18,728	486
26	18,728	585
27	19,419	608
28	19,419	678
29	20,799	752
30	20,799	771
31	20,799	787
32	21,392	748
33	21,392	718
34	21,392	690
35	21,392	628
36	21,609	613
37	21,835	640
38	21,924	696
39	21,924	712
40	22,201	728
41	22,456	790
42	23,250	825
43	22,456	854
44	23,250	930
45	23,336	936
46	24,657	931
47	24,657	1,002
48	24,657	975
49	24,657	1,053
50	25,601	1,036
51	26,086	933
52	26,086	870
53	26,086	823
54	26,086	653
55	26,086	646
56	26,086	513
57	26,086	466
58	29,068	392
59	26,086	363
60	26,086	242
61	23,336	197
62	25,978	184
63	26,086	134
64	26,086	65
65	21,835	48
Over 65	21,835	73

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

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 and other staff not on NICS pay scales.

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

Table 12
Mean Basic Weekly Earnings (£), Northern Ireland: March/April 2011 ^{1 2}

Sector	Mean Earnings
NICS	453.9
Public Sector	458.7
Private Sector	348.3

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.