

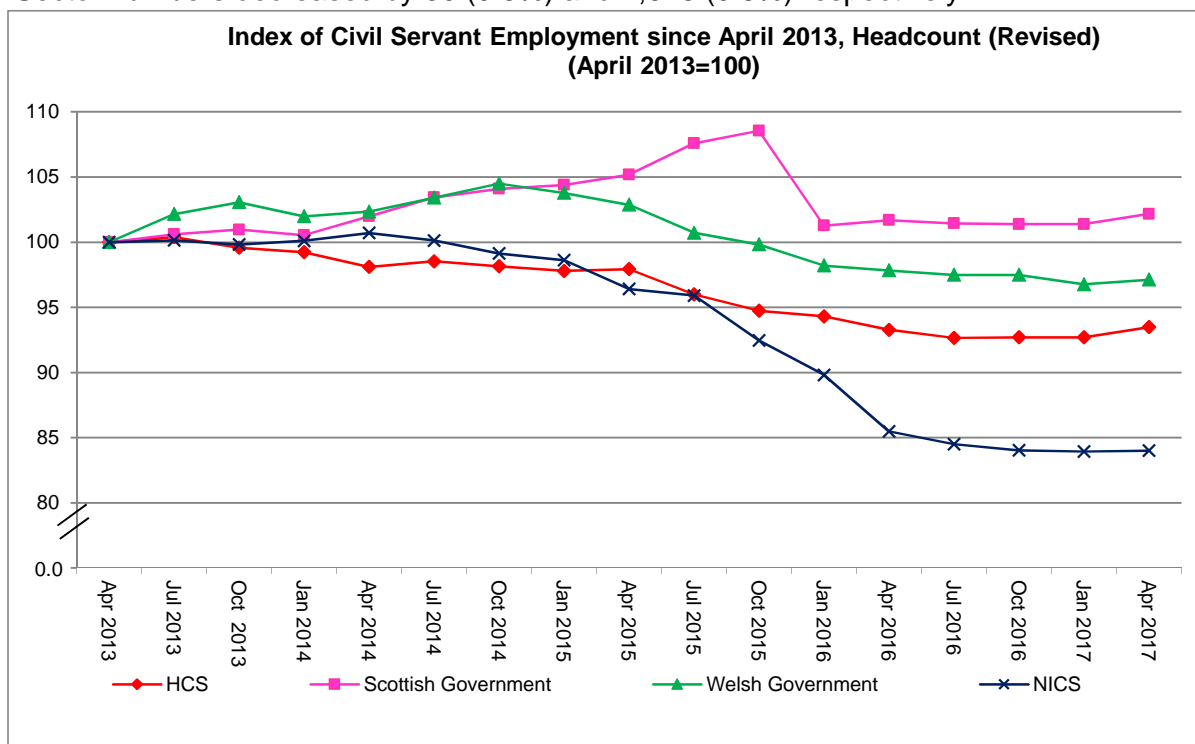
STATISTICAL BULLETIN:
EMPLOYMENT IN THE NORTHERN
IRELAND CIVIL SERVICE
1st April, 2017



This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st April 2017, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This bulletin is provided as a resource to users requiring data on NICS staff numbers and is published on a quarterly basis.

Key Points

- The headcount number of staff in the NICS at 1st April 2017 was 23,440, of whom 23,350 were permanent staff and 90 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,910.
- The headcount number of staff in the NICS represents an increase of 18 (0.1%) from the position at 1st January 2017. Full-time equivalent numbers decreased by 13 (0.1%) over the same period.
- Over the quarter, the headcount number of staff in the Home Civil Service (HCS) in Great Britain, Scottish Government and Welsh Government all increased slightly. Numbers in the Home Civil Service increased by 3,540 (0.9%), the Scottish Government increased by 130 (0.8%) and the Welsh Government increased by 20 (0.4%). Staff numbers in the NI Public Sector increased by 704 (0.3%).
- Over the twelve months to April 2017 staff headcount in the NICS decreased by 413 (1.7%). By way of comparison, there were increases of 510 (0.1%) in the Home Civil Service and 600 (3.7%) in the Scottish Government. In the Welsh Government and the NI Public Sector numbers decreased by 30 (0.6%) and 1,676 (0.8%) respectively.



*Please note Recruitment Agency staff numbers are not included in these NICS figures. As at 1 April 2017 the total number of such staff working in the NICS was 1,068.

Table 1 (a)
All Employees, Headcount

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,659	1,304	2,963	1,649	1,304	2,953	-10	-0.3%	-46	-1.5%
DfC	3,232	4,863	8,095	3,214	4,869	8,083	-12	-0.1%	-143	-1.7%
DfE	434	620	1,054	435	620	1,055	1	0.1%	-35	-3.2%
DE	200	344	544	208	342	550	6	1.1%	-28	-4.8%
DoF	1,645	1,425	3,070	1,646	1,434	3,080	10	0.3%	-59	-1.9%
DoH	172	244	416	172	240	412	-4	-1.0%	-11	-2.6%
DfI	2,348	819	3,167	2,358	824	3,182	15	0.5%	-59	-1.8%
DoJ	1,551	1,665	3,216	1,561	1,649	3,210	-6	-0.2%	-34	-1.0%
TEO	121	164	285	125	173	298	13	4.6%	-1	-0.3%
PPS	159	321	480	161	321	482	2	0.4%	1	0.2%
Other ²	59	73	132	62	73	135	3	2.3%	2	1.5%
Total	11,580	11,842	23,422	11,591	11,849	23,440	18	0.1%	-413	-1.7%

¹ As at 1st April 2016. Departmental figures are indicative only.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 1 (b)
Permanent Employees, Headcount

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,654	1,304	2,958	1,644	1,304	2,948	-10	-0.3%	-50	-1.7%
DfC	3,176	4,845	8,021	3,167	4,852	8,019	-2	0.0%	-114	-1.4%
DfE	434	620	1,054	435	620	1,055	1	0.1%	-35	-3.2%
DE	200	344	544	208	342	550	6	1.1%	-28	-4.8%
DoF	1,637	1,421	3,058	1,639	1,430	3,069	11	0.4%	-64	-2.0%
DoH	172	244	416	172	240	412	-4	-1.0%	-11	-2.6%
DfI	2,347	819	3,166	2,352	824	3,176	10	0.3%	-65	-2.0%
DoJ	1,549	1,664	3,213	1,559	1,647	3,206	-7	-0.2%	-37	-1.1%
TEO	121	164	285	125	173	298	13	4.6%	-1	-0.3%
PPS	159	321	480	161	321	482	2	0.4%	1	0.2%
Other ²	59	73	132	62	73	135	3	2.3%	2	1.5%
Total	11,508	11,819	23,327	11,524	11,826	23,350	23	0.1%	-402	-1.7%

¹ As at 1st April 2016. Departmental figures are indicative only.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	4	400.0%
DfC	56	18	74	47	17	64	-10	-13.5%	-29	-31.2%
DfE	0	0	0	0	0	0	0	N/A	0	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	8	4	12	7	4	11	-1	-8.3%	5	83.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	1	0	1	6	0	6	5	500.0%	6	N/A
DoJ	2	1	3	2	2	4	1	33.3%	3	300.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	72	23	95	67	23	90	-5	-5.3%	-11	-10.9%

¹ As at 1st April 2016. Departmental figures are indicative only.

² Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:

Data sourced from HRConnect and additional DOJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

Table 2 (a)
All Employees, Full Time Equivalent (FTE)

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,619	1,176	2,795	1,607	1,175	2,782	-13	-0.5%	-51	-1.8%
DfC	3,148	4,227	7,375	3,127	4,221	7,348	-27	-0.4%	-169	-2.2%
DfE	424	562	986	423	560	983	-3	-0.3%	-42	-4.1%
DE	197	317	514	205	314	519	5	1.0%	-27	-4.9%
DoF	1,613	1,284	2,897	1,611	1,291	2,902	5	0.2%	-64	-2.2%
DoH	169	224	393	169	221	390	-3	-0.8%	-12	-3.0%
DfI	2,315	743	3,058	2,324	748	3,072	14	0.5%	-54	-1.7%
DoJ	1,531	1,531	3,062	1,539	1,514	3,053	-9	-0.3%	-37	-1.2%
TEO	120	150	270	124	159	283	13	4.8%	0	0.0%
PPS	157	295	452	159	294	453	1	0.2%	-1	-0.2%
Other ²	55	66	121	59	66	125	4	3.3%	0	0.0%
Total	11,348	10,575	21,923	11,347	10,563	21,910	-13	-0.1%	-457	-2.0%

¹ As at 1st April 2016. Departmental figures are indicative only.

² October 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 2 (b)
Permanent Employees, Full Time Equivalent (FTE)

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,614	1,176	2,790	1,602	1,175	2,777	-13	-0.5%	-55	-1.9%
DfC	3,092	4,209	7,301	3,080	4,204	7,284	-17	-0.2%	-140	-1.9%
DfE	424	562	986	423	560	983	-3	-0.3%	-42	-4.1%
DE	197	317	514	205	314	519	5	1.0%	-27	-4.9%
DoF	1,605	1,280	2,885	1,604	1,287	2,891	6	0.2%	-69	-2.3%
DoH	169	224	393	169	221	390	-3	-0.8%	-12	-3.0%
DfI	2,314	743	3,057	2,318	748	3,066	9	0.3%	-60	-1.9%
DoJ	1,529	1,530	3,059	1,537	1,512	3,049	-10	-0.3%	-40	-1.3%
TEO	120	150	270	124	159	283	13	4.8%	0	0.0%
PPS	157	295	452	159	294	453	1	0.2%	-1	-0.2%
Other ²	55	66	121	59	66	125	4	3.3%	0	0.0%
Total	11,276	10,552	21,828	11,280	10,540	21,820	-8	0.0%	-446	-2.0%

¹ As at 1st April 2016. Departmental figures are indicative only.

² October 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 2 (c)
Temporary/Casual Employees, Full Time Equivalent (FTE)

Department	1st January 2017			1st April 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	5	0	5	5	0	5	0	0.0%	4	400.0%
DfC	56	18	74	47	17	64	-10	-13.5%	-29	-31.2%
DfE	0	0	0	0	0	0	0	N/A	0	N/A
DE	0	0	0	0	0	0	0	N/A	0	N/A
DoF	8	4	12	7	4	11	-1	-8.3%	5	83.3%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	1	0	1	6	0	6	5	500.0%	6	N/A
DoJ	2	1	3	2	2	4	1	33.3%	3	300.0%
TEO	0	0	0	0	0	0	0	N/A	0	N/A
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Other ²	0	0	0	0	0	0	0	N/A	0	N/A
Total	72	23	95	67	23	90	-5	-5.3%	-11	-10.9%

¹ As at 1st April 2016. Departmental figures are indicative only.

² October 2016 figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:

Data sourced from HRConnect and additional DOJ databases.

In the table, abbreviations are used. The names of Departments and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

Please note that data in Tables 2(a) 2(b) and 2(c) are displayed as whole numbers and as such, the user should note that the totals may not match due to rounding of figures.

Table 3 (a)
Permanent Employees, Headcount, 1st April 2017

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	25	272	328	643	900	406	172	202	0	2,948
DfC	24	146	303	589	3,086	3,408	434	29	0	8,019
DfE	17	76	175	192	381	171	43	0	0	1,055
DE	19	91	81	76	143	106	34	0	0	550
DoF	41	289	465	523	821	793	127	10	0	3,069
DoH	16	56	95	101	83	40	21	0	0	412
DfI	18	120	277	392	729	947	116	577	0	3,176
DoJ	20	115	207	270	622	633	96	15	1,228	3,206
TEO	24	42	61	58	63	41	9	0	0	298
PPS	9	60	102	27	79	140	65	0	0	482
Other ¹	5	23	47	10	25	13	11	1	0	135
Total	218	1,290	2,141	2,881	6,932	6,698	1,128	834	1,228	23,350

¹ Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Table 3 (b)
Permanent Employees, Headcount, 1st January 2017

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	27	268	335	643	888	420	174	203	0	2,958
DfC	24	146	307	582	3,020	3,469	444	29	0	8,021
DfE	17	71	179	191	373	179	44	0	0	1,054
DE	20	89	78	75	132	115	35	0	0	544
DoF	41	290	464	532	809	783	129	10	0	3,058
DoH	15	58	99	98	83	41	22	0	0	416
DfI	18	118	277	403	708	934	128	580	0	3,166
DoJ	21	113	209	267	621	647	93	15	1,227	3,213
TEO	23	39	57	58	59	40	9	0	0	285
PPS	8	59	104	27	88	126	68	0	0	480
Other ¹	4	22	47	9	26	12	11	1	0	132
Total	218	1,273	2,156	2,885	6,807	6,766	1,157	838	1,227	23,327

¹ Figures include staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, and the Historical Institutional Abuse Inquiry Team.

Notes:

Data sourced from HRConnect and additional DOJ databases.

In the table, abbreviations are used. The names of Departments, analogous grade levels and corresponding abbreviations are given in the Background Notes.

Excludes staff on a Career Break.

Table 4**Permanent Employees, Headcount**

	1st January 2017		1st April 2017		Change on last Quarter				Change on last Year ¹			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	10,704	804	10,681	843	-23	-0.2%	39	4.9%	-260	-2.4%	68	8.8%
Female	7,464	4,355	7,386	4,440	-78	-1.0%	85	2.0%	-276	-3.6%	66	1.5%
Total	18,168	5,159	18,067	5,283	-101	-0.6%	124	2.4%	-536	-2.9%	134	2.6%

¹ As at 1st April 2016.

Notes:

Data sourced from HRConnect and additional DOJ databases.

In the table, abbreviations are used. F/T relates to full-time staff and P/T relates to part-time staff.

Excludes staff on a Career Break.

Table 5
Comparison with Great Britain, Headcount of Civil Servants

Organisation	1st January 2017	1st April 2017			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,422	11,591	11,849	23,440	18	0.1%	-413	-1.7%
Home Civil Service, GB	415,940	193,110	226,380	419,480	3,540	0.9%	510	0.1%
Scottish Government	16,840	8,680	8,290	16,970	130	0.8%	600	3.7%
Welsh Government	5,380	2,230	3,170	5,400	20	0.4%	-30	-0.6%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st January 2017	1st April 2017			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,422	11,591	11,849	23,440	18	0.1%	-413	-1.7%
NI Public Sector	202,700	65,407	137,997	203,404	704	0.3%	-1,676	-0.8%

¹ As at 1st April 2016.

Notes:

Data for NICS sourced from HRConnect and additional DOJ databases.

Home Civil Service, Scottish Government and Welsh Government totals may not sum due to rounding.

Home Civil Service, Scottish Government, Welsh Government and NI Public Sector figures relate to December 2016 and March 2017.

Data and other relevant information for Home Civil Service, Scottish Government and Welsh Government, from Statistical Bulletin 'Public Sector Employment', published by the Office for National Statistics.

Data for Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. Further information about this survey is available at: <https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/quarterly-employment-survey>

The Northern Ireland Public Sector comprises central government (including bodies under the aegis of central government), local government and public corporations.

Latest Northern Ireland Public Sector figures are always provisional.

Please note these figures are not seasonally adjusted.

Table 7
Yearly Comparison* of NICS Employees, Headcount

Year ¹	Male	Female	Total
2000	14,784	13,507	28,291
2001	14,830	13,988	28,818
2002	15,211	14,688	29,899
2003	15,582	15,287	30,869
2004	15,951	15,745	31,696
2005	15,921	15,799	31,720
2006	15,762	15,662	31,424
2007	15,178	15,091	30,269
2008	13,389	14,485	27,874
2009	13,303	13,828	27,131
2010	13,265	13,669	26,934
2011	13,083	13,934	27,017
2012	14,050	13,944	27,994
2013	13,961	14,008	27,969
2014	13,832	14,104	27,936
2015	13,557	13,962	27,519
2016	12,325	12,739	25,064
2017	11,580	11,842	23,422

¹ Figures as at 1st January (revised).

* Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service; in addition, NICS staff on secondment to the Police Service of Northern Ireland (PSNI) ceased to be civil servants and became PSNI employees. Increases in the latter years are due to the devolution of Policing and Justice and the subsequent inclusion of Prison Grade Staff. Legal Services Agency and the Planning Office staff previously of DOE also contribute to the fluctuation in numbers. The table to the right lists the years in which the main changes occurred, and the approximate increase/decrease in NICS staff as a result.

Discontinuity*

-	+
Years 2002-04	Year 2010
Size of Reduction: 400	Size of Increase: 1,000
Industrial Development Board (creation of Invest NI)	NI Court Service & Youth Justice Agency (Devolution of Policing and Justice)
Year 2006	Year 2012
Size of Reduction: 700	Size of Increase: 1,700
Department of Agriculture and Rural Development Science Service (became part of Agri- Food & Biosciences Institute)	Inclusion of Prison Grade staff
Year 2007	Year 2015
Size of Reduction: 1,700	Size of Increase: 130
Water Service (became NI Water)	Legal Services Agency became part of the NICS
Year 2008	
Size of Reduction: 1,200	
Civilian staff seconded to PSNI (became PSNI staff)	
Year 2015	
Size of Reduction: 430	
Planning Office staff became employees of the Local Councils	

Background Notes

Concepts and Definitions

The Northern Ireland Civil Service (NICS)

1. The NICS is the civil service of the devolved administration. It includes staff working in the 9 Northern Ireland ministerial departments and staff working in the Public Prosecution Service for Northern Ireland (which is a non-ministerial Government department). Civil servants in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland and the Historical Institutional Abuse Inquiry Team are also shown.
2. In May 2016 the number of Northern Ireland ministerial departments was reduced from twelve to nine. This was achieved by reallocating and transferring some departmental functions. To enable comparison with previous quarters, for figures prior to 9 May 2016, each member of staff has been reallocated to one of the new departments. While every effort has been made to reassign each member of staff's department accurately, the complexity of the restructuring is such that figures for previous quarters (based on the new departments) should be considered indicative only.

Coverage of NICS Staff

3. Figures relate to employees with an employment contract who are being paid by the Organisation. Employees can be permanent, on a fixed-term contract or employed on a casual basis. Self-employed, contract workers and agency workers are excluded. Staff on career breaks or on secondment outside the NICS are also excluded.

Permanent and Temporary/Casual staff

4. Permanent employees are employees with a contract with no agreed expiry date or a fixed-term contract of more than 12 months. Temporary/casual employees are those with a fixed term contract of twelve months or less, or employed on a casual basis.

Headcount Figures

5. Headcount figures count each employee as one member of staff, irrespective of whether they work full or part-time.

Full-time Equivalent (FTE) Figures

6. FTE figures are calculated by expressing each part-time employee's hours as a proportion of a full time employee's hours. Thus, for example, someone working 18.5 hours per week counts as 0.5 staff, since a full-time employee is considered to work 37 hours per week.

Full-Time and Part-Time Staff

7. Full-time staff are employees who are considered to work 37 hours per week and so have an FTE of 1.0. Part-time staff have an FTE of less than 1 and represent staff who over the course of a year work an average of less than 37 hours per week. As such, job share and term time staff are deemed to be part-time.

8. Names and abbreviations of Departments

Name	Abbreviation
Department of Agriculture, Environment and Rural Affairs	DAERA
Department for Communities	DfC
Department for the Economy	DfE
Department of Education	DE
Department of Finance	DoF
Department of Health	DoH
Department for Infrastructure	DfI
Department of Justice	DoJ
The Executive Office	TEO
Public Prosecution Service for Northern Ireland	PPS

Analogous Grade Levels

Each grade in each occupational group has an associated grade level. The titles of the grade levels are actual grades in the General Service; in other occupational groups the grade names would be different. The table below lists the grade levels in descending order of seniority.

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

Voluntary Exit Scheme

9. The NICS launched a Voluntary Exit Scheme (VES) in March 2015. The first tranche of staff to leave under the scheme did so at the end of September 2015 with subsequent tranches leaving at the end of November 2015, January 2016 and March 2016. The final tranche left at the end of May 2016. Details on the VES may be found at <https://www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service/nics-voluntary-exit-scheme>.

Information on Quality

Relevance to users

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

Accuracy

11. Coverage of staff is 100%. The main computer system¹ from which the data are extracted is also used to pay staff.

Accessibility and Clarity

12. The bulletin is available on the NISRA website. It contains a description of the staff covered, and definitions of the terms used. Stakeholder consultation on an illustrative draft of the report was generally very positive in respect of clarity and accessibility.

Assessment of User Needs and Perceptions

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

Performance, Cost and Respondent Burden

14. The operational cost (staff time) of producing each issue of the bulletin is approximately £1000. There is no respondent burden, since the data are held on an administrative system.

Confidentiality, Transparency and Security

15. Data are held on a network that is only accessible to the few statisticians who need access.

¹ Run by HRConnect, the Human Resource Service for the NICS. There is a separate system covering the Northern Ireland Prison Service.

Next Publication: September 2017

Further Information

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