

Employment in the Northern Ireland Civil Service - Quarterly Report

1st April 2021

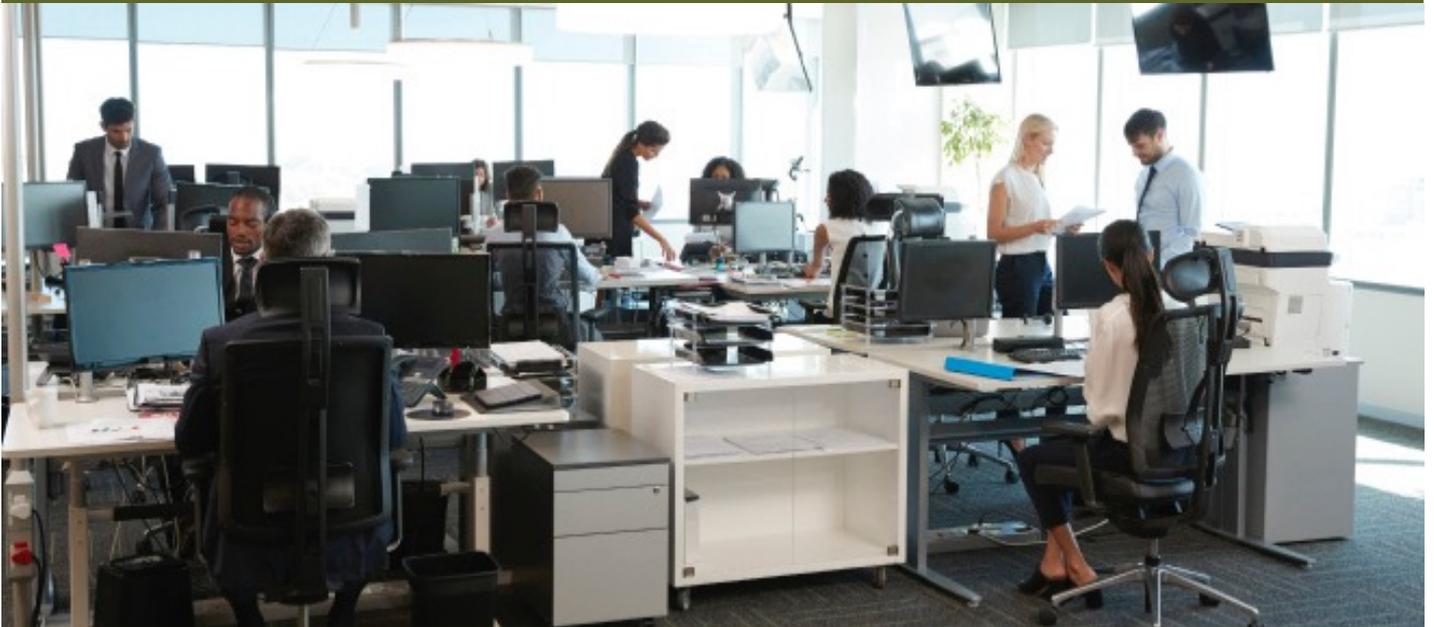


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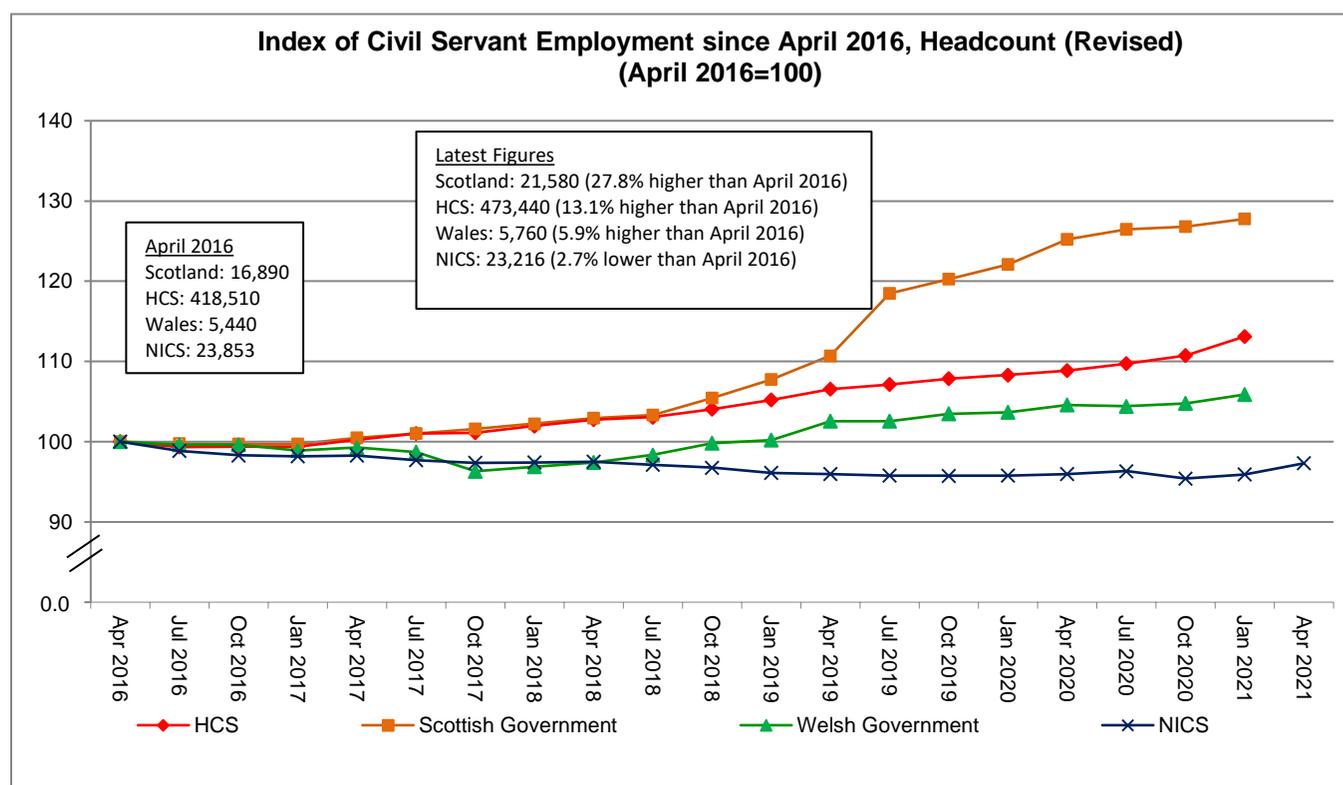
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Introduction

This report provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st April 2021, and comparisons with the previous quarter and the wider public sector. A comparison with the previous year is also presented. This report 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 2021 was 23,216 of whom 23,177 were permanent staff and 39 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,591.
- The headcount number of staff in the NICS represents an increase of 333 (1.5%) from the position at 1st January 2021. Full-time equivalent numbers increased by 345 (1.6%) over the same period.
- The latest available quarterly figures show the staff headcount increased by 9,970 (2.2%) in the Home Civil Service, by 160 (0.7%) in the Scottish Government and by 60 (1.1%) in the Welsh Government (figures taken December 2020). The number of staff in the Northern Ireland Public Sector increased by 3,556 (1.7%).
- Over the twelve months to April 2021 staff headcount in the NICS increased by 321 (1.4%). The latest 12 month rolling figures show there were increases of 20,150 (4.4%) in the Home Civil Service, 960 (4.7%) in the Scottish Government and 120 (2.1%) in the Welsh Government. An increase of 586 (0.3%) was seen in the Northern Ireland Public Sector numbers.



Commentary: The chart shows that NICS staff numbers have fallen gradually since April 2016 and for April 2021 are 2.7% lower. The latest available figures for Great Britain, Wales and Scotland relate to December 2020. For Wales, staff numbers fell to a low in October 2017, before gradually increasing to their current level, which is 5.9% higher than the position in April 2016. For Scotland, staff numbers have increased since April 2016 and are now 27.8% higher than in April 2016. For Great Britain as a whole, staff numbers have increased gradually and are currently 13.1% higher than in April 2016.

*Please note Recruitment Agency staff numbers are not included in these NICS figures. At 1st April 2021, the number of Agency staff working in the NICS was 2,532. This figure includes 1,058 Agency staff working on contracts for the Department for Work and Pensions in Great Britain.

Employees by Department, Headcount

Table 1(a)

All Employees, Headcount

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - %
DAERA	1,781	1,452	3,233	1,792	1,472	3,264	31	1.0%	89	2.8%
DfC	2,758	4,107	6,865	2,846	4,147	6,993	128	1.9%	52	0.7%
DfE	499	661	1,160	522	679	1,201	41	3.5%	36	3.1%
DE	211	321	532	207	324	531	-1	-0.2%	-10	-1.8%
DoF	1,771	1,712	3,483	1,775	1,726	3,501	18	0.5%	-8	-0.2%
DoH	194	281	475	214	308	522	47	9.9%	58	12.5%
DfI	2,236	734	2,970	2,257	734	2,991	21	0.7%	1	0.0%
DoJ	1,572	1,724	3,296	1,589	1,751	3,340	44	1.3%	113	3.5%
TEO	133	180	313	131	185	316	3	1.0%	1	0.3%
PPS	155	284	439	155	287	442	3	0.7%	-6	-1.3%
Other ²	57	60	117	57	58	115	-2	-1.7%	-5	-4.2%
Total	11,367	11,516	22,883	11,545	11,671	23,216	333	1.5%	321	1.4%

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (b)

Permanent Employees, Headcount

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - %
DAERA	1,777	1,452	3,229	1,788	1,472	3,260	31	1.0%	90	2.8%
DfC	2,758	4,107	6,865	2,846	4,147	6,993	128	1.9%	55	0.8%
DfE	498	661	1,159	521	679	1,200	41	3.5%	38	3.3%
DE	210	321	531	206	324	530	-1	-0.2%	-10	-1.9%
DoF	1,753	1,704	3,457	1,757	1,718	3,475	18	0.5%	-7	-0.2%
DoH	194	281	475	214	308	522	47	9.9%	58	12.5%
DfI	2,230	734	2,964	2,251	734	2,985	21	0.7%	-1	0.0%
DoJ	1,571	1,724	3,295	1,588	1,751	3,339	44	1.3%	112	3.5%
TEO	133	180	313	131	185	316	3	1.0%	1	0.3%
PPS	155	284	439	155	287	442	3	0.7%	-6	-1.3%
Other ²	57	60	117	57	58	115	-2	-1.7%	-5	-4.2%
Total	11,336	11,508	22,844	11,514	11,663	23,177	333	1.5%	325	1.4%

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 1 (c)
Temporary/Casual Employees, Headcount

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Year ¹ - Value
DAERA	4	0	4	4	0	4	0	-1
DfC	0	0	0	0	0	0	0	-3
DfE	1	0	1	1	0	1	0	-2
DE	1	0	1	1	0	1	0	0
DoF	18	8	26	18	8	26	0	-1
DoH	0	0	0	0	0	0	0	0
DfI	6	0	6	6	0	6	0	2
DoJ	1	0	1	1	0	1	0	1
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	0
Other ²	0	0	0	0	0	0	0	0
Total	31	8	39	31	8	39	0	-4

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 1 shows that over the last quarter, NICS headcount has increased by 333 (1.5%), all of whom were permanent staff. The largest increase was in DfC, which had 128 more staff than in the previous quarter as well as notable increases in DoH (47) and DoJ (44). Table 1 also shows that NICS headcount figures are 321 (1.4%) greater than a year ago, with a decrease of 10 in DE and 8 in DoF being offset by increases in DoJ (113), DAERA (89), DoH (58) and DfC (52), together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 1 (c).

Employees by Department, Full – time Equivalent

Table 2(a)

All Employees, Full Time Equivalent (FTE)

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - %
DAERA	1,720	1,336	3,056	1,731	1,358	3,089	33	1.1%	97	3.2%
DfC	2,649	3,488	6,137	2,736	3,531	6,267	130	2.1%	72	1.2%
DfE	485	587	1,072	508	605	1,113	41	3.8%	38	3.5%
DE	207	297	504	203	301	504	0	0.0%	-6	-1.2%
DoF	1,704	1,535	3,239	1,708	1,552	3,260	21	0.6%	-2	-0.1%
DoH	187	259	446	208	288	496	50	11.2%	63	14.5%
DfI	2,183	659	2,842	2,203	658	2,861	19	0.7%	-8	-0.3%
DoJ	1,548	1,588	3,136	1,564	1,619	3,183	47	1.5%	121	4.0%
TEO	131	165	296	129	170	299	3	1.0%	2	0.7%
PPS	151	259	410	150	262	412	2	0.5%	-5	-1.2%
Other ²	54	54	108	54	53	107	-1	-0.9%	-4	-3.6%
Total	11,019	10,227	21,246	11,194	10,397	21,591	345	1.6%	368	1.7%

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 2(b)

Permanent Employees, Full Time Equivalent (FTE)

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - %
DAERA	1,716	1,336	3,052	1,727	1,358	3,085	33	1.1%	98	3.3%
DfC	2,649	3,488	6,137	2,736	3,531	6,267	130	2.1%	75	1.2%
DfE	484	587	1,071	507	605	1,112	41	3.8%	40	3.7%
DE	206	297	503	202	301	503	0	0.0%	-6	-1.2%
DoF	1,686	1,527	3,213	1,690	1,544	3,234	21	0.7%	-1	0.0%
DoH	187	259	446	208	288	496	50	11.2%	63	14.5%
DfI	2,177	659	2,836	2,197	658	2,855	19	0.7%	-10	-0.3%
DoJ	1,547	1,588	3,135	1,563	1,619	3,182	47	1.5%	120	3.9%
TEO	131	165	296	129	170	299	3	1.0%	2	0.7%
PPS	151	259	410	150	262	412	2	0.5%	-5	-1.2%
Other ²	54	54	108	54	53	107	-1	-0.9%	-4	-3.6%
Total	10,988	10,219	21,207	11,163	10,389	21,552	345	1.6%	372	1.8%

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

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

Department	Male 1st Jan 2021	Female 1st Jan 2021	Total 1st Jan 2021	Male 1st Apr 2021	Female 1st Apr 2021	Total 1st Apr 2021	Change on last Quarter - Value	Change on last Year ¹ - Value
DAERA	4	0	4	4	0	4	0	-1
DfC	0	0	0	0	0	0	0	-3
DfE	1	0	1	1	0	1	0	-2
DE	1	0	1	1	0	1	0	0
DoF	18	8	26	18	8	26	0	-1
DoH	0	0	0	0	0	0	0	0
DfI	6	0	6	6	0	6	0	2
DoJ	1	0	1	1	0	1	0	1
TEO	0	0	0	0	0	0	0	0
PPS	0	0	0	0	0	0	0	0
Other ²	0	0	0	0	0	0	0	0
Total	31	8	39	31	8	39	0	-4

¹ As at 1st April 2020.

² Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 2 shows that over the last quarter, NICS full-time equivalent (fte) staff numbers have increased by 345 (1.6%), all of whom were permanent staff. The largest increase was in DfC, which had 130 more fte staff than in the previous quarter. Table 2 also shows that NICS fte figures are 368 (1.7%) higher than a year ago, with a reduction of 8 in DfI offset by increases of 121 in DoJ, 97 in DAERA and 72 in DfC, together with smaller increases and decreases in other departmental figures.

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.

Due to small numbers, percentages are not presented in Table 2 (c).

Employees by Analogous Grade Level

Table 3(a)
Permanent Employees, Headcount, 1st Apr 2021

Department	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	Total
DAERA	27	316	505	731	1,008	443	43	187	0	3,260
DfC	24	164	349	559	3,148	2,603	117	29	0	6,993
DfE	22	141	251	218	373	164	31	0	0	1,200
DE	19	102	89	74	123	101	22	0	0	530
DoF	48	398	622	620	945	770	63	9	0	3,475
DoH	23	94	135	117	90	52	11	0	0	522
DfI	19	127	313	335	733	820	82	556	0	2,985
DoJ	22	155	255	246	617	654	49	20	1,321	3,339
TEO	23	52	71	65	63	37	5	0	0	316
PPS	8	77	105	18	79	128	27	0	0	442
Other ¹	4	22	37	9	26	14	3	0	0	115
Total	239	1,648	2,732	2,992	7,205	5,786	453	801	1,321	23,177

¹ Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Table 3 (b)
Permanent Employees, Headcount, 1st Jan 2021

Department	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	Total
DAERA	27	313	458	747	1,014	438	44	188	0	3,229
DfC	24	163	304	558	3,190	2,478	122	26	0	6,865
DfE	23	133	213	212	378	169	31	0	0	1,159
DE	18	101	84	82	126	99	21	0	0	531
DoF	46	374	628	638	959	736	66	10	0	3,457
DoH	23	89	102	110	90	49	12	0	0	475
DfI	20	111	298	354	736	820	83	542	0	2,964
DoJ	22	150	236	260	634	604	50	20	1,319	3,295
TEO	24	50	67	63	67	37	5	0	0	313
PPS	8	77	105	19	79	124	27	0	0	439
Other ¹	4	22	39	9	26	14	3	0	0	117
Total	239	1,583	2,534	3,052	7,299	5,568	464	786	1,319	22,844

¹ Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

Commentary: Table 3 provides a breakdown of permanent NICS headcount by grade level for the current and previous quarters. The greatest increases in numbers are at AO (218) and DP (198) level, while the greatest decreases are at EOI/EOII (94 down) and SO (60 down).

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.

Employees by Work Pattern

Table 4

Permanent Employees, Headcount, 1st Apr 2021

	1st Jan 2021 F/T	1st Jan 2021 P/T	1st Apr 2021 F/T	1st Apr 2021 P/T	Change on last Quarter F/T - Value	Change on last Quarter F/T - %	Change on last Quarter P/T - Value	Change on last Quarter P/T - %	Change on last Year ¹ F/T - Value	Change on last Year ¹ F/T - %	Change on last Year ¹ P/T - Value	Change on last Year ¹ P/T - %
Male	10,265	1,071	10,448	1,066	183	1.8%	-5	-0.5%	207	2.0%	7	0.7%
Female	7,197	4,311	7,419	4,244	222	3.1%	-67	-1.6%	461	6.6%	-350	-7.6%
Total	17,462	5,382	17,867	5,310	405	2.3%	-72	-1.3%	668	3.9%	-343	-6.1%

¹ As at 1st April 2020.

Commentary: Table 4 shows that over the last quarter, for both males and females, the number of full-time staff has increased. The number of part-time staff has decreased for both males and females. The table also shows that over the last year the number of full-time staff has increased for males and females. While male part-time staff numbers have increased very slightly over the year, female part-time numbers have decreased.

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.

Comparisons with GB and with NI Public Sector

Table 5
Comparison with Great Britain, Headcount of Civil Servants

Organisation	1st Oct 2020 (Revised) Total	1st Jan 2021 Male	1st Jan 2021 Female	1st Jan 2021 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - %
NICS	22,759	11,367	11,516	22,883	124	0.5%	39	0.2%
Home Civil Service, GB	463,470	217,330	256,110	473,440	9,970	2.2%	20,150	4.4%
Scottish Government	21,420	10,440	11,140	21,580	160	0.7%	960	4.7%
Welsh Government	5,700	2,360	3,390	5,760	60	1.1%	120	2.1%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st Oct 2020 (Revised) Total	1st Jan 2021 Male	1st Jan 2021 Female	1st Jan 2021 Total	Change on last Quarter - Value	Change on last Quarter - %	Change on last Year ¹ - Value	Change on last Year ¹ - Value
NICS	22,759	11,367	11,516	22,883	124	0.5%	39	0.2%
NI Public Sector	209,230	67,727	145,060	212,786	3,556	1.7%	586	0.3%

¹ As at 1st April 2020.

Commentary: Tables 5 and 6 compare NICS staff headcount with civil service headcount for Scotland, Wales and Great Britain as a whole (taken during December 2020), and with the Northern Ireland Public Sector. Over the latest comparable quarter, the 0.5% increase in NICS headcount compares with increases of 2.2%, 0.7% and 1.1% in Great Britain, the Scottish and Welsh Governments, respectively, and an increase of 1.7% in the NI Public Sector. Over the latest comparable 12 months, the NICS staff headcount increased by 0.2%. All the other comparators presented in the tables also increased, the largest increase being 4.7% in the Scottish Government.

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 the latest available figures; December 2020. NI figures for Jan 21 have been retained here to allow a more contemporaneous comparison.

Data and other relevant information for Home Civil Service, Scottish Government and Welsh Government, from 'Public Sector Employment' dataset, published by the Office for National Statistics which can be found [here](#).

Data for the Northern Ireland Public Sector sourced from the NISRA 'Quarterly Employment Survey'. For further information about this survey, please [click here](#).

[The tables are sourced here.](#)

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.

Yearly Comparison of NICS Employees (Headcount)

Table 7

Yearly Comparison (January) of NICS Employees, Headcount

Year	Male	Female	Total
2000	14784	13507	28291
2001	14830	13988	28818
2002	15211	14688	29899
2003	15582	15287	30869
2004	15951	15745	31696
2005	15921	15799	31720
2006	15762	15662	31424
2007	15178	15091	30269
2008	13389	14485	27874
2009	13303	13828	27131
2010	13265	13669	26934
2011	13083	13934	27017
2012	14050	13944	27994
2013	13961	14008	27969
2014	13832	14104	27936
2015	13557	13962	27519
2016	12325	12739	25064
2017	11580	11842	23422
2018	11509	11727	23236
2019	11346	11578	22924
2020	11307	11537	22844
2021	11367	11516	22883

* Figures as at 1st January.

Commentary: The number of civil servants rose from 28,291 in 2000 to a peak of 31,720 in 2005 before generally decreasing to 22,883 in 2021. Over the period 2000-2015 several parts of the NICS changed their status and ceased to be part of the civil service, while other staff were included in civil service figures as a result of changes related to policing and justice.

Discontinuity*

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

Background Notes

Permanent Employees, Headcount,

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 and the Office of the Attorney General for Northern Ireland are also included.

Coverage of NICS Staff

2. 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

3. 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

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

5. 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

6. 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.

7. 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

8. 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 [here](#).

Information on Quality

Background Quality Report

9. The Background Quality Report is available [here](#)

Next Publication: August 2021

Further Information

15. All media enquiries should be directed to DoF Communications Office:-
Telephone: 028 90816 724 or 028 90816 895.

Further statistical information can be obtained from:

Gayle Kennedy
NISRA Human Resource Consultancy Services,
Colby House,
Stranmillis Court,
Belfast,
BT9 5RR

Telephone: 028 9038 8439
E-mail: gayle.kennedy@nisra.gov.uk

Data Supplied by:

