

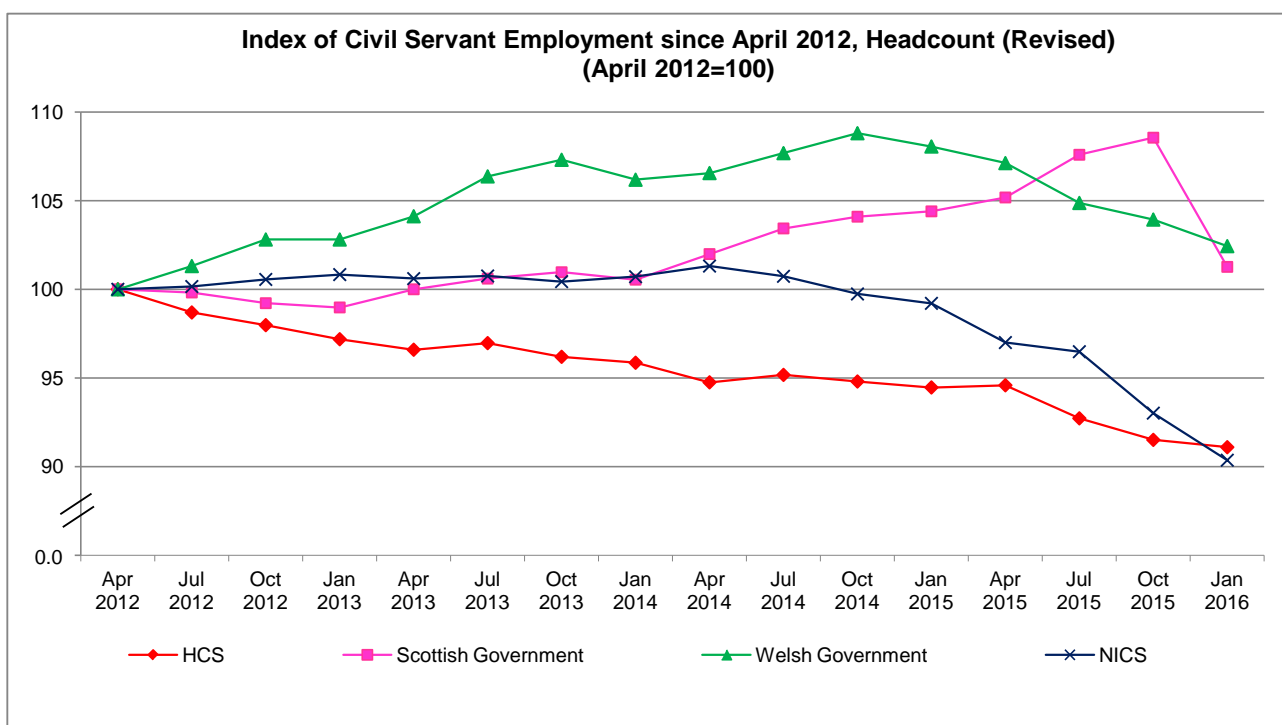
**STATISTICAL BULLETIN:**  
**EMPLOYMENT IN THE NORTHERN**  
**IRELAND CIVIL SERVICE**  
**1st January, 2016**



This bulletin provides details on staff numbers\* in the Northern Ireland Civil Service (NICS) at 1st January 2016, 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 January 2016 was 25,066 of whom 24,950 were permanent staff and 116 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 23,486.
- The headcount number of staff in the NICS represents a decrease of 736 (-2.9%) from the position at 1st October 2015. Around 90% of this decrease is accounted for by staff who left through the second tranche of the NICS Voluntary Exit Scheme. Full-time equivalent numbers decreased by 670 (-2.8%) over the same period.
- Quarter on quarter, there was a reduction in the headcount number of staff in the Home Civil Service in Great Britain of 1,930 (-0.5%), and in the Welsh Government of 90 (-1.6%). Although the headcount in the Scottish Government had previously been increasing, numbers reduced by 1,210 (-6.7%) over the quarter, largely due to a change in the status of staff in Historic Scotland
- Over the twelve months to January 2016 staff headcount in the NICS decreased by 2,453 (-8.9%). By way of comparison, there were decreases of 3.6% (-15,660) in the Home Civil Service, 5.4% (-310) in the Welsh Government and 3.0% (-520) in the Scottish Government.



\*Please note Recruitment Agency staff numbers are not included in these NICS figures. The latest available total number of such staff working in the NICS is 534.

**Table 1 (a)**  
**All Employees, Headcount**

Department	1st October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1,767	1,123	2,890	1,718	1,109	2,827	-63	-2.2%	-225	-7.4%
DCAL	165	131	296	164	128	292	-4	-1.4%	-1	-0.3%
DE	223	397	620	211	387	598	-22	-3.5%	-57	-8.7%
DETI	200	255	455	196	246	442	-13	-2.9%	-29	-6.2%
DFP	1,776	1,621	3,397	1,743	1,574	3,317	-80	-2.4%	-229	-6.5%
DEL	673	1,443	2,116	650	1,390	2,040	-76	-3.6%	-186	-8.4%
DHSSPS	200	268	468	192	257	449	-19	-4.1%	-48	-9.7%
DOE	1,165	850	2,015	1,119	808	1,927	-88	-4.4%	-744	-27.9%
DRD	1,564	527	2,091	1,500	496	1,996	-95	-4.5%	-231	-10.4%
DSD	2,855	4,019	6,874	2,808	3,943	6,751	-123	-1.8%	-395	-5.5%
OFMDFM	142	203	345	141	202	343	-2	-0.6%	-23	-6.3%
DOJ	1,714	1,838	3,552	1,657	1,787	3,444	-108	-3.0%	-201	-5.5%
PPS	178	343	521	162	327	489	-32	-6.1%	-62	-11.3%
Total of 13 Depts	12,622	13,018	25,640	12,261	12,654	24,915	-725	-2.8%	-2,431	-8.9%
Other <sup>2</sup>	71	91	162	65	86	151	-11	-6.8%	-22	-12.7%
Total	12,693	13,109	25,802	12,326	12,740	25,066	-736	-2.9%	-2,453	-8.9%

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

**Table 1 (b)**  
**Permanent Employees, Headcount**

Department	1st October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1,766	1,122	2,888	1,717	1,109	2,826	-62	-2.1%	-215	-7.1%
DCAL	164	131	295	163	128	291	-4	-1.4%	-2	-0.7%
DE	223	397	620	211	387	598	-22	-3.5%	-56	-8.6%
DETI	200	255	455	196	246	442	-13	-2.9%	-28	-6.0%
DFP	1,767	1,616	3,383	1,736	1,570	3,306	-77	-2.3%	-227	-6.4%
DEL	673	1,443	2,116	650	1,390	2,040	-76	-3.6%	-180	-8.1%
DHSSPS	200	268	468	192	257	449	-19	-4.1%	-48	-9.7%
DOE	1,165	850	2,015	1,119	808	1,927	-88	-4.4%	-742	-27.8%
DRD	1,563	527	2,090	1,500	496	1,996	-94	-4.5%	-225	-10.1%
DSD	2,783	3,987	6,770	2,739	3,913	6,652	-118	-1.7%	-357	-5.1%
OFMDFM	142	203	345	141	202	343	-2	-0.6%	-23	-6.3%
DOJ	1,712	1,837	3,549	1,655	1,785	3,440	-109	-3.1%	-199	-5.5%
PPS	178	343	521	162	327	489	-32	-6.1%	-62	-11.3%
Total of 13 Depts	12,536	12,979	25,515	12,181	12,618	24,799	-716	-2.8%	-2,364	-8.7%
Other <sup>2</sup>	71	91	162	65	86	151	-11	-6.8%	-22	-12.7%
Total	12,607	13,070	25,677	12,246	12,704	24,950	-727	-2.8%	-2,386	-8.7%

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

**Table 1 (c)**  
**Temporary/Casual Employees, Headcount**

Department	1st October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1	1	2	1	0	1	-1	-50.0%	-10	-90.9%
DCAL	1	0	1	1	0	1	0	0.0%	0	0.0%
DE	0	0	0	0	0	0	0	N/A	-1	-100.0%
DETI	0	0	0	0	0	0	0	N/A	-1	-100.0%
DFP	9	5	14	7	4	11	-3	-21.4%	-2	-15.4%
DEL	0	0	0	0	0	0	0	N/A	-6	-100.0%
DHSSPS	0	0	0	0	0	0	0	N/A	0	N/A
DOE	0	0	0	0	0	0	0	N/A	-2	-100.0%
DRD	1	0	1	0	0	0	-1	-100.0%	-6	-100.0%
DSD	72	32	104	69	30	99	-5	-4.8%	-38	-27.7%
OFMDFM	0	0	0	0	0	0	0	N/A	0	N/A
DOJ	2	1	3	2	2	4	1	33.3%	-2	-33.3%
PPS	0	0	0	0	0	0	0	N/A	0	N/A
Total of 13 Depts	86	39	125	80	36	116	-9	-7.2%	-67	-36.6%
Other <sup>2</sup>	0	0	0	0	0	0	0	N/A	0	N/A
Total	86	39	125	80	36	116	-9	-7.2%	-67	-36.6%

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1,726	1,000	2,726	1,680	990	2,670	-56	-2.1%	-200	-7.0%
DCAL	164	115	279	163	114	277	-2	-0.7%	2	0.7%
DE	219	366	585	207	357	564	-21	-3.6%	-48	-7.8%
DETI	196	230	426	192	222	414	-12	-2.8%	-28	-6.3%
DFP	1,741	1,459	3,200	1,710	1,416	3,126	-74	-2.3%	-209	-6.3%
DEL	654	1,265	1,919	633	1,222	1,855	-64	-3.3%	-171	-8.4%
DHSSPS	194	245	439	187	236	423	-16	-3.6%	-41	-8.8%
DOE	1,149	772	1,921	1,104	738	1,842	-79	-4.1%	-686	-27.1%
DRD	1,541	469	2,010	1,480	442	1,922	-88	-4.4%	-209	-9.8%
DSD	2,789	3,512	6,301	2,742	3,441	6,183	-118	-1.9%	-397	-6.0%
OFMDFM	139	188	327	138	187	325	-2	-0.6%	-25	-7.1%
DOJ	1,692	1,686	3,378	1,637	1,642	3,279	-99	-2.9%	-196	-5.6%
PPS	176	316	492	161	302	463	-29	-5.9%	-57	-11.0%
Total of 13 Depts	12,380	11,623	24,003	12,034	11,309	23,343	-660	-2.7%	-2,265	-8.8%
Other <sup>2</sup>	69	84	153	63	80	143	-10	-6.5%	-20	-12.3%
Total	12,449	11,707	24,156	12,097	11,389	23,486	-670	-2.8%	-2,285	-8.9%

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

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

Department	1st October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1,725	999	2,724	1,679	990	2,669	-55	-2.0%	-191	-6.7%
DCAL	163	115	278	162	114	276	-2	-0.7%	1	0.4%
DE	219	366	585	207	357	564	-21	-3.6%	-47	-7.7%
DETI	196	230	426	192	222	414	-12	-2.8%	-27	-6.1%
DFP	1,732	1,454	3,186	1,703	1,412	3,115	-71	-2.2%	-207	-6.2%
DEL	654	1,265	1,919	633	1,222	1,855	-64	-3.3%	-165	-8.2%
DHSSPS	194	245	439	187	236	423	-16	-3.6%	-41	-8.8%
DOE	1,149	772	1,921	1,104	738	1,842	-79	-4.1%	-684	-27.1%
DRD	1,540	469	2,009	1,480	442	1,922	-87	-4.3%	-203	-9.6%
DSD	2,717	3,480	6,197	2,673	3,411	6,084	-113	-1.8%	-359	-5.6%
OFMDFM	139	188	327	138	187	325	-2	-0.6%	-25	-7.1%
DOJ	1,690	1,686	3,376	1,635	1,640	3,275	-101	-3.0%	-196	-5.6%
PPS	176	316	492	161	302	463	-29	-5.9%	-57	-11.0%
Total of 13 Depts	12,294	11,585	23,879	11,954	11,273	23,227	-652	-2.7%	-2,201	-8.7%
Other <sup>2</sup>	69	84	153	63	80	143	-10	-6.5%	-20	-12.3%
Total	12,363	11,669	24,032	12,017	11,353	23,370	-662	-2.8%	-2,221	-8.7%

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

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

Department	1st October 2015			1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DARD	1	1	2	1	0	1	-1	-50.0%	-10	-90.9%
DCAL	1	0	1	1	0	1	0	0.0%	1	0.0%
DE	0	0	0	0	0	0	0	N/A	-1	-100.0%
DETI	0	0	0	0	0	0	0	N/A	-1	-100.0%
DFP	9	5	14	7	4	11	-3	-21.4%	-2	-15.4%
DEL	0	0	0	0	0	0	0	N/A	-6	-100.0%
DHSSPS	0	0	0	0	0	0	0	N/A	0	N/A
DOE	0	0	0	0	0	0	0	N/A	-2	-100.0%
DRD	1	0	1	0	0	0	-1	-100.0%	-6	-100.0%
DSD	72	32	104	69	30	99	-5	-4.8%	-38	-27.7%
OFMDFM	0	0	0	0	0	0	0	N/A	0	N/A
DOJ	2	0	2	2	1	3	1	50.0%	-1	-25.0%
PPS	0	0	0	0	0	0	0	N/A	0	N/A
<b>Total of 13 Depts</b>	<b>86</b>	<b>38</b>	<b>124</b>	<b>80</b>	<b>35</b>	<b>115</b>	<b>-9</b>	<b>-7.3%</b>	<b>-66</b>	<b>-36.5%</b>
<b>Other<sup>2</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>N/A</b>	<b>0</b>	<b>N/A</b>
<b>Total</b>	<b>86</b>	<b>38</b>	<b>124</b>	<b>80</b>	<b>35</b>	<b>115</b>	<b>-9</b>	<b>-7.3%</b>	<b>-66</b>	<b>-36.5%</b>

<sup>1</sup> As at 1st January 2015.

<sup>2</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 January 2016**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DARD	20	260	248	518	809	387	188	396	0	2,826
DCAL	8	19	40	57	66	56	22	23	0	291
DE	19	98	91	77	150	124	39	0	0	598
DETI	9	37	78	90	137	72	19	0	0	442
DFP	39	288	491	577	867	870	162	12	0	3,306
DEL	10	50	137	192	978	613	60	0	0	2,040
DHSSPS	19	59	103	105	93	44	26	0	0	449
DOE	11	86	229	352	440	684	76	49	0	1,927
DRD	12	70	197	274	504	411	89	439	0	1,996
DSD	15	107	220	441	2,343	3,038	488	0	0	6,652
OFMDFM	22	49	74	65	72	51	10	0	0	343
DOJ	22	119	233	335	597	741	96	17	1,280	3,440
PPS	10	59	108	27	94	122	69	0	0	489
<b>Total of 13 Depts</b>	<b>216</b>	<b>1,301</b>	<b>2,249</b>	<b>3,110</b>	<b>7,150</b>	<b>7,213</b>	<b>1,344</b>	<b>936</b>	<b>1,280</b>	<b>24,799</b>
Other <sup>1</sup>	5	22	42	16	37	16	12	1	0	151
<b>Total</b>	<b>221</b>	<b>1,323</b>	<b>2,291</b>	<b>3,126</b>	<b>7,187</b>	<b>7,229</b>	<b>1,356</b>	<b>937</b>	<b>1,280</b>	<b>24,950</b>

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, and the Historical Institutional Abuse Inquiry Team.

**Table 3 (b)**  
**Permanent Employees, Headcount, 1st October 2015**

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DARD	21	261	263	531	824	401	188	399	0	2,888
DCAL	8	21	42	57	68	55	21	23	0	295
DE	20	103	95	79	158	125	40	0	0	620
DETI	9	37	80	89	144	76	20	0	0	455
DFP	41	303	506	585	883	884	169	12	0	3,383
DEL	10	54	138	207	1,004	637	66	0	0	2,116
DHSSPS	19	60	109	108	96	45	31	0	0	468
DOE	13	94	250	372	459	691	80	56	0	2,015
DRD	12	75	205	285	527	432	95	459	0	2,090
DSD	15	109	230	459	2,376	3,089	492	0	0	6,770
OFMDFM	22	49	75	65	72	52	10	0	0	345
DOJ	22	124	242	350	626	758	101	22	1,304	3,549
PPS	9	67	112	29	101	128	75	0	0	521
<b>Total of 13 Depts</b>	<b>221</b>	<b>1,357</b>	<b>2,347</b>	<b>3,216</b>	<b>7,338</b>	<b>7,373</b>	<b>1,388</b>	<b>971</b>	<b>1,304</b>	<b>25,515</b>
Other <sup>1</sup>	5	26	42	19	38	19	12	1	0	162
<b>Total</b>	<b>226</b>	<b>1,383</b>	<b>2,389</b>	<b>3,235</b>	<b>7,376</b>	<b>7,392</b>	<b>1,400</b>	<b>972</b>	<b>1,304</b>	<b>25,677</b>

<sup>1</sup> Staff in the Health and Safety Executive for Northern Ireland, the Office of the Attorney General for Northern Ireland, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints, 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 October 2015		1st January 2016		Change on last Quarter				Change on last Year <sup>1</sup>			
	F/T	P/T	F/T	P/T	F/T	%	P/T	%	F/T	%	P/T	%
Male	11,772	835	11,443	803	-329	-2.8%	-32	-3.8%	-1,036	-8.3%	-157	-16.4%
Female	8,379	4,691	8,148	4,556	-231	-2.8%	-135	-2.9%	-1,008	-11.0%	-185	-3.9%
Total	20,151	5,526	19,591	5,359	-560	-2.8%	-167	-3.0%	-2,044	-9.4%	-342	-6.0%

<sup>1</sup> As at 1st January 2015.

**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 October 2015	1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	25,802	12,326	12,740	25,066	-736	-2.9%	-2,453	-8.9%
Home Civil Service, GB	425,060	195,010	228,130	423,130	-1,930	-0.5%	-15,650	-3.6%
Scottish Government	18,030	8,670	8,150	16,820	-1,210	-6.7%	-520	-3.0%
Welsh Government	5,550	2,270	3,200	5,460	-90	-1.6%	-310	-5.4%

**Table 6**  
**Comparison with Northern Ireland Public Sector, Headcount**

	1st October 2015 (Revised)	1st January 2016			Change on last Quarter		Change on last Year <sup>1</sup>	
	Total	Male	Female	Total	Value	%	Value	%
NICS	25,802	12,326	12,740	25,066	-736	-2.9%	-2,453	-8.9%
NI Public Sector	204,470	66,630	138,680	205,300	830	0.4%	-5,180	-2.5%

<sup>1</sup> As at 1st January 2015.

**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 September 2015 and December 2015.

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.detini.gov.uk/articles/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 and rounded to the nearest ten.

Please note these figures are not seasonally adjusted.



**Table 7**  
**Yearly Comparison\* of NICS Employees, Headcount**

Year <sup>1</sup>	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	12,326	12,740	25,066

<sup>1</sup> 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\***

-	+
<b>Years 2002-04</b>	<b>Year 2010</b>
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)
<b>Year 2006</b>	<b>Year 2012</b>
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
<b>Year 2007</b>	<b>Year 2015</b>
Size of Reduction: 1,700	Size of Increase: 130
Water Service (became NI Water)	Legal Services Agency became part of the NICS
<b>Year 2008</b>	
Size of Reduction: 1,200	
Civilian staff seconded to PSNI (became PSNI staff)	
<b>Year 2015</b>	
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 12 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, staff of The Assembly Ombudsman for Northern Ireland/ The Northern Ireland Commissioner for Complaints and the Historical Institutional Abuse Inquiry Team are also shown.

2. Since the devolution of policing and justice in 2010, the NICS includes staff who were formerly in the Northern Ireland Court Service, the Youth Justice Agency, and the Northern Ireland Prison Service.

### *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
Office of the First Minister and deputy First Minister	OFMDFM
Department of Agriculture and Rural Development	DARD
Department of Culture, Arts and Leisure	DCAL
Department of Enterprise, Trade and Investment	DETI
Department of Education	DE
Department of the Environment	DOE
Department of Finance and Personnel	DFP
Department for Employment and Learning	DEL
Department for Regional Development	DRD
Department for Social Development	DSD
Department of Health, Social Services and Public Safety	DHSSPS
Department of Justice	DOJ
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 and the second and third tranches left at the end of November 2015 and January 2016 respectively. Exits in tranches 4 and 5 are scheduled for the end of March 2016 and the end of May 2016. Details on the VES may be found at <https://www.dfpni.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 system<sup>1</sup> 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.

<sup>1</sup> Run by HRConnect, the Human Resource Service for the NICS. There are separate systems covering the Northern Ireland Prison Service, and part of the Youth Justice Agency.

**Next Publication:** June 2016

## Further Information

16. All media enquiries should be directed to DFP Communications Office:-  
Telephone: 028 90816 724 or 028 90816 725.

Further statistical information can be obtained from:

Nigel Wilson  
NISRA Human Resource Consultancy Service,  
Level 7A,  
Royston House,  
34 Upper Queen Street,  
Belfast,  
BT1 6FD

Telephone: 028 9054 2089  
Fax: 028 9054 2048  
E-mail: [nigel.wilson@dfpni.gov.uk](mailto:nigel.wilson@dfpni.gov.uk)

Data Supplied by:

