

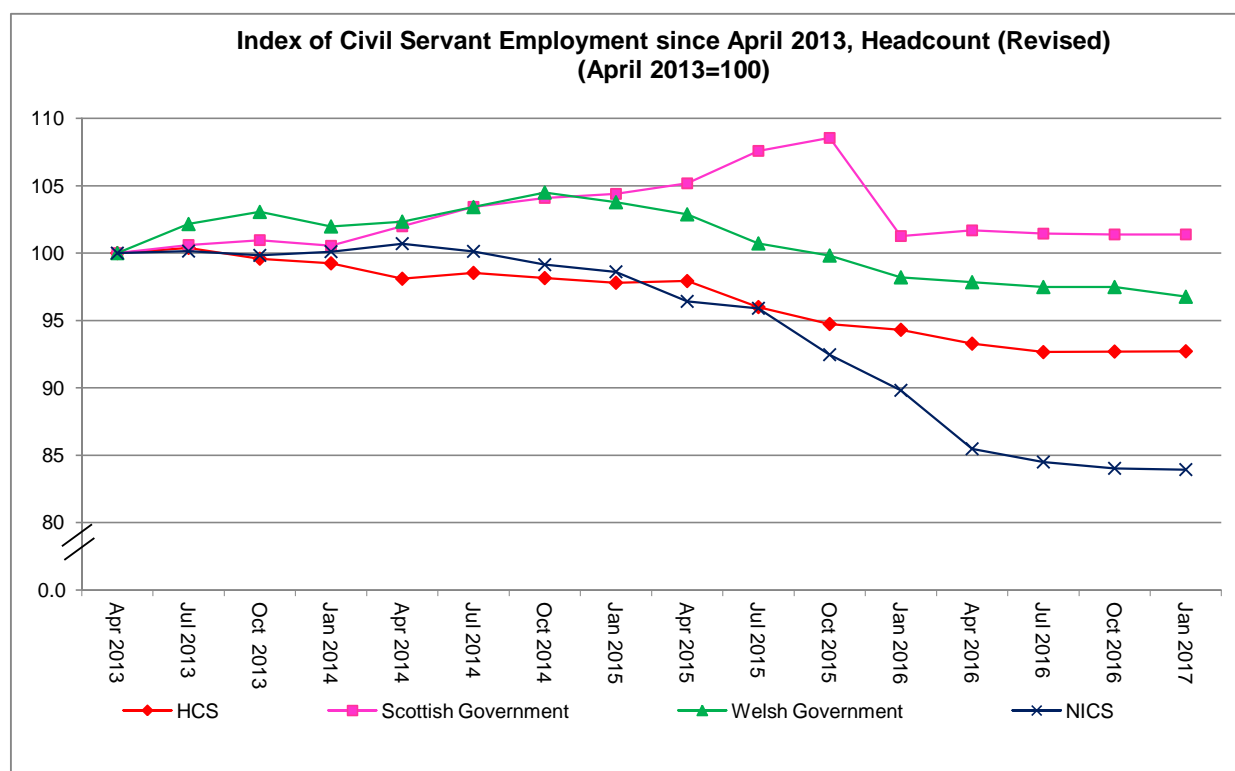
STATISTICAL BULLETIN: EMPLOYMENT IN THE NORTHERN IRELAND CIVIL SERVICE

1st January, 2017

This bulletin provides details on staff numbers* in the Northern Ireland Civil Service (NICS) at 1st January 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 January 2017 was 23,422, of whom 23,327 were permanent staff and 95 were temporary/casual staff. The number of full-time equivalent staff in the NICS was 21,923.
- The headcount number of staff in the NICS represents a decrease of 26 (0.1%) from the position at 1st October 2016. Full-time equivalent numbers decreased by 36 (0.2%) over the same period.
- Over the quarter, the headcount number of staff in the Home Civil Service in Great Britain, Scottish Government and Welsh Government all remained relatively stable. Numbers in the Home Civil Service increased by 90 (0.0%), the Welsh Government decreased by 40 (0.7%) and in the Scottish Government remained unchanged (0.0%). Staff numbers in the NI Public Sector increased by 2,909 (1.5%).
- Over the twelve months to January 2017 staff headcount in the NICS decreased by 1,642 (6.6%). By way of comparison, there were decreases of 7,160 (1.7%) in the Home Civil Service, 80 (1.5%) in the Welsh Government and 2,441 (1.2%) in the NI Public Sector, while numbers in the Scottish Government increased by 20 (0.1%).



*Please note Recruitment Agency staff numbers are not included in these NICS figures. As at 1 January 2017 the total number of such staff working in the NICS was 889.

Table 1 (a)
All Employees, Headcount

Department	1st October 2016			1st January 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,669	1,303	2,972	1,659	1,304	2,963	-9	-0.3%	-237	-7.4%
DfC	3,219	4,858	8,077	3,232	4,863	8,095	18	0.2%	-401	-4.7%
DfE	429	621	1,050	434	620	1,054	4	0.4%	-86	-7.5%
DE	203	344	547	200	344	544	-3	-0.5%	-63	-10.4%
DoF	1,644	1,415	3,059	1,645	1,425	3,070	11	0.4%	-265	-7.9%
DoH	172	244	416	172	244	416	0	0.0%	-29	-6.5%
DfI	2,359	817	3,176	2,348	819	3,167	-9	-0.3%	-278	-8.1%
DoJ	1,567	1,679	3,246	1,551	1,665	3,216	-30	-0.9%	-240	-6.9%
TEO	123	165	288	121	164	285	-3	-1.0%	-15	-5.0%
PPS	161	324	485	159	321	480	-5	-1.0%	-9	-1.8%
Other ²	59	73	132	59	73	132	0	0.0%	-19	-12.6%
Total	11,605	11,843	23,448	11,580	11,842	23,422	-26	-0.1%	-1,642	-6.6%

¹ As at 1st January 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 October 2016			1st January 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,664	1,303	2,967	1,654	1,304	2,958	-9	-0.3%	-241	-7.5%
DfC	3,161	4,837	7,998	3,176	4,845	8,021	23	0.3%	-375	-4.5%
DfE	429	621	1,050	434	620	1,054	4	0.4%	-86	-7.5%
DE	203	344	547	200	344	544	-3	-0.5%	-63	-10.4%
DoF	1,635	1,412	3,047	1,637	1,421	3,058	11	0.4%	-266	-8.0%
DoH	172	244	416	172	244	416	0	0.0%	-29	-6.5%
DfI	2,358	817	3,175	2,347	819	3,166	-9	-0.3%	-279	-8.1%
DoJ	1,567	1,678	3,245	1,549	1,664	3,213	-32	-1.0%	-239	-6.9%
TEO	123	165	288	121	164	285	-3	-1.0%	-15	-5.0%
PPS	161	324	485	159	321	480	-5	-1.0%	-9	-1.8%
Other ²	59	73	132	59	73	132	0	0.0%	-19	-12.6%
Total	11,532	11,818	23,350	11,508	11,819	23,327	-23	-0.1%	-1,621	-6.5%

¹ As at 1st January 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 October 2016			1st January 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	58	21	79	56	18	74	-5	-6.3%	-26	-26.0%
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	9	3	12	8	4	12	0	0.0%	1	9.1%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	1	0	1	1	0	1	0	0.0%	1	N/A
DoJ	0	1	1	2	1	3	2	200.0%	-1	-25.0%
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	73	25	98	72	23	95	-3	-3.1%	-21	-18.1%

¹ As at 1st January 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 October 2016			1st January 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,630	1,173	2,803	1,619	1,176	2,795	-8	-0.3%	-222	-7.4%
DfC	3,138	4,229	7,367	3,148	4,227	7,375	8	0.1%	-394	-5.1%
DfE	420	564	984	424	562	986	2	0.2%	-83	-7.8%
DE	200	318	518	197	317	514	-4	-0.8%	-59	-10.3%
DoF	1,612	1,275	2,887	1,613	1,284	2,897	10	0.3%	-244	-7.8%
DoH	168	225	393	169	224	393	0	0.0%	-26	-6.2%
DfI	2,326	740	3,066	2,315	743	3,058	-8	-0.3%	-260	-7.8%
DoJ	1,549	1,542	3,091	1,531	1,531	3,062	-29	-0.9%	-229	-7.0%
TEO	121	151	272	120	150	270	-2	-0.7%	-14	-4.9%
PPS	159	298	457	157	295	452	-5	-1.1%	-11	-2.4%
Other ²	55	66	121	55	66	121	0	0.0%	-22	-15.4%
Total	11,378	10,581	21,959	11,348	10,575	21,923	-36	-0.2%	-1,564	-6.7%

¹ As at 1st January 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 October 2016			1st January 2017			Change on last Quarter		Change on last Year ¹	
	Male	Female	Total	Male	Female	Total	Value	%	Value	%
DAERA	1,625	1,173	2,798	1,614	1,176	2,790	-8	-0.3%	-226	-7.5%
DfC	3,080	4,208	7,288	3,092	4,209	7,301	13	0.2%	-368	-4.8%
DfE	420	564	984	424	562	986	2	0.2%	-83	-7.8%
DE	200	318	518	197	317	514	-4	-0.8%	-59	-10.3%
DoF	1,603	1,272	2,875	1,605	1,280	2,885	10	0.3%	-245	-7.8%
DoH	168	225	393	169	224	393	0	0.0%	-26	-6.2%
DfI	2,325	740	3,065	2,314	743	3,057	-8	-0.3%	-261	-7.9%
DoJ	1,549	1,541	3,090	1,529	1,530	3,059	-31	-1.0%	-228	-6.9%
TEO	121	151	272	120	150	270	-2	-0.7%	-14	-4.9%
PPS	159	298	457	157	295	452	-5	-1.1%	-11	-2.4%
Other ²	55	66	121	55	66	121	0	0.0%	-22	-15.4%
Total	11,305	10,556	21,861	11,276	10,552	21,828	-33	-0.2%	-1,543	-6.6%

¹ As at 1st January 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 October 2016			1st January 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	58	21	79	56	18	74	-5	-6.3%	-26	-26.0%
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	9	3	12	8	4	12	0	0.0%	1	9.1%
DoH	0	0	0	0	0	0	0	N/A	0	N/A
DfI	1	0	1	1	0	1	0	0.0%	1	N/A
DoJ	0	1	1	2	1	3	2	200.0%	0	0.0%
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	73	25	98	72	23	95	-3	-3.1%	-20	-17.4%

¹ As at 1st January 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 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.

Table 3 (b)
Permanent Employees, Headcount, 1st October 2016

Department	Analogous Grade Levels									Total
	G5+	G6/7	DP	SO	EOI/EOII	AO	AA	Industrial	Prison Grades	
DAERA	23	272	332	643	898	420	174	205	0	2,967
DfC	25	147	299	584	3,017	3,453	444	29	0	7,998
DfE	16	72	177	193	366	181	45	0	0	1,050
DE	20	89	80	75	132	116	35	0	0	547
DoF	41	292	453	538	806	781	126	10	0	3,047
DoH	16	57	96	99	85	41	22	0	0	416
DfI	17	116	282	400	708	941	127	584	0	3,175
DoJ	20	113	208	300	550	704	88	15	1,247	3,245
TEO	25	40	60	56	58	39	10	0	0	288
PPS	8	59	104	28	91	127	68	0	0	485
Other ¹	4	22	46	9	26	13	11	1	0	132
Total	215	1,279	2,137	2,925	6,737	6,816	1,150	844	1,247	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.

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 2016		1st January 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	10,742	790	10,704	804	-38	-0.4%	14	1.8%	-739	-6.5%	2	0.2%
Female	7,465	4,353	7,464	4,355	-1	0.0%	2	0.0%	-683	-8.4%	-201	-4.4%
Total	18,207	5,143	18,168	5,159	-39	-0.2%	16	0.3%	-1,422	-7.3%	-199	-3.7%

¹ As at 1st January 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 October 2016 (Revised)	1st January 2017			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,448	11,580	11,842	23,422	-26	-0.1%	-1,642	-6.6%
Home Civil Service, GB	415,880	191,360	224,610	415,970	90	0.0%	-7,160	-1.7%
Scottish Government	16,840	8,630	8,210	16,840	0	0.0%	20	0.1%
Welsh Government	5,420	2,220	3,160	5,380	-40	-0.7%	-80	-1.5%

Table 6
Comparison with Northern Ireland Public Sector, Headcount

	1st October 2016 (Revised)	1st January 2017			Change on last Quarter		Change on last Year ¹	
	Total	Male	Female	Total	Value	%	Value	%
NICS	23,448	11,580	11,842	23,422	-26	-0.1%	-1,642	-6.6%
NI Public Sector	199,590	65,109	137,390	202,499	2,909	1.5%	-2,441	-1.2%

¹ As at 1st January 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 September 2016 and December 2016.

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.economy-ni.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.

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: June 2017

Further Information

16. All media enquiries should be directed to DoF Communications Office:-
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Further statistical information can be obtained from:

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