

# Pay in the Northern Ireland Civil Service

Statistical Bulletin

Year Ending March 2018

## CONTENTS

### Page

1. Main Points
- Commentary
2. Background
2. Analysis of Pay – Year Ending March 2018
3. Analysis of Pay - 2006 to 2018
5. 5 Year Trend
6. Pay Differences within the NICS
8. Comparison with the rest of UK
9. Comparison with the Northern Ireland Public and Private sectors
10. List of Tables
11. Table 1. Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2018
12. Table 2. Staff numbers (headcount) by Pay Band and Gender: March 2018
13. Table 3. Median Pay (£) by Analogous Grade Level and Gender: March 2018
14. Table 4. Median Pay (£) by Analogous Grade Level and Community Background: March 2018
15. Table 5. Median Pay (£) by Analogous Grade Level and Disability: March 2018
16. Table 6. Median Pay (£) by Analogous Grade Level and Age-Group: March 2018
17. Table 7. Median Pay (£) 2013-2018, by Gender
18. Table 8. Median Pay (£) 2013-2018, by Analogous Grade Level
19. Table 9. Increase in Pay, March 2017 to March 2018, by Analogous Grade Level
20. Table 10. Median Pay (£) by Age: March 2018
21. Table 11. Median Pay (£) of Civil Servants across the UK, by Analogous Grade Level: March 2018
22. Table 12. Mean and Median Basic Weekly Pay (£), Northern Ireland: March/April 2018
- Background Notes
23. Concepts and Definitions
24. Data Sources
24. Analogous grades
24. Pay Progression arrangements of the pay systems in the NICS
26. Further Information
27. Annex 1 General Service Pay Ranges, by Analogous Grade Level, NICS and Departments in GB

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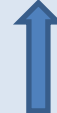


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## Main Points

<p>1% increase in average Pay</p>		<p>The average<sup>1</sup> (median full-time equivalent) pay of NICS staff is £25,225, which is a 1% increase on the equivalent figure for 2017.</p>
<p>Top decile Pay: £40,473 Bottom decile Pay: £21,375</p>	 <p>Top 10% Bottom 10%</p>	<p>Pay of £21,375 would put someone in the bottom 10% of NICS staff, whereas a pay of £40,473 would put someone in the top 10% of NICS staff.</p>
<p>97% of NICS staff received a pay increase between 2017 and 2018</p>		<p>The extent of the increase varied between grades: 79% of Industrial staff received a pay increase between 4.0% and 5.9% 99% of AA staff received a pay increase between 0.1% and 1.9% 87% of SCS staff received a pay increase between 2.0% and 3.9%</p>
<p>No Gender Pay gap</p>		<p>There was no gap between male and female pay in the NICS – the median pay for males and females is the same. This has been the case for the last 4 years.</p>
<p>Pay broadly comparable with GB departments</p>		<p>The median pay of staff at AA grade in Northern Ireland was lower than that of civil servants at the equivalent level in England and Scotland but higher than the equivalent level in Wales. The median pay of SCS staff in Northern Ireland was lower than the median pay of their counterparts elsewhere in the UK.</p>

<sup>1</sup> Median is the measure used for the average of pay data. This measure is preferred over the mean because it is less influenced by extreme values and because of the skewed distribution of pay data.

## KEY DEFINITIONS

**Pay:**  
Gross basic annual salary only; overtime, allowances and non-consolidated payments are excluded. All salaries are full-time equivalent.

**NICS:**  
Northern Ireland Civil Service

**SCS:**  
Senior Civil Service, which equates to analogous G5 and above

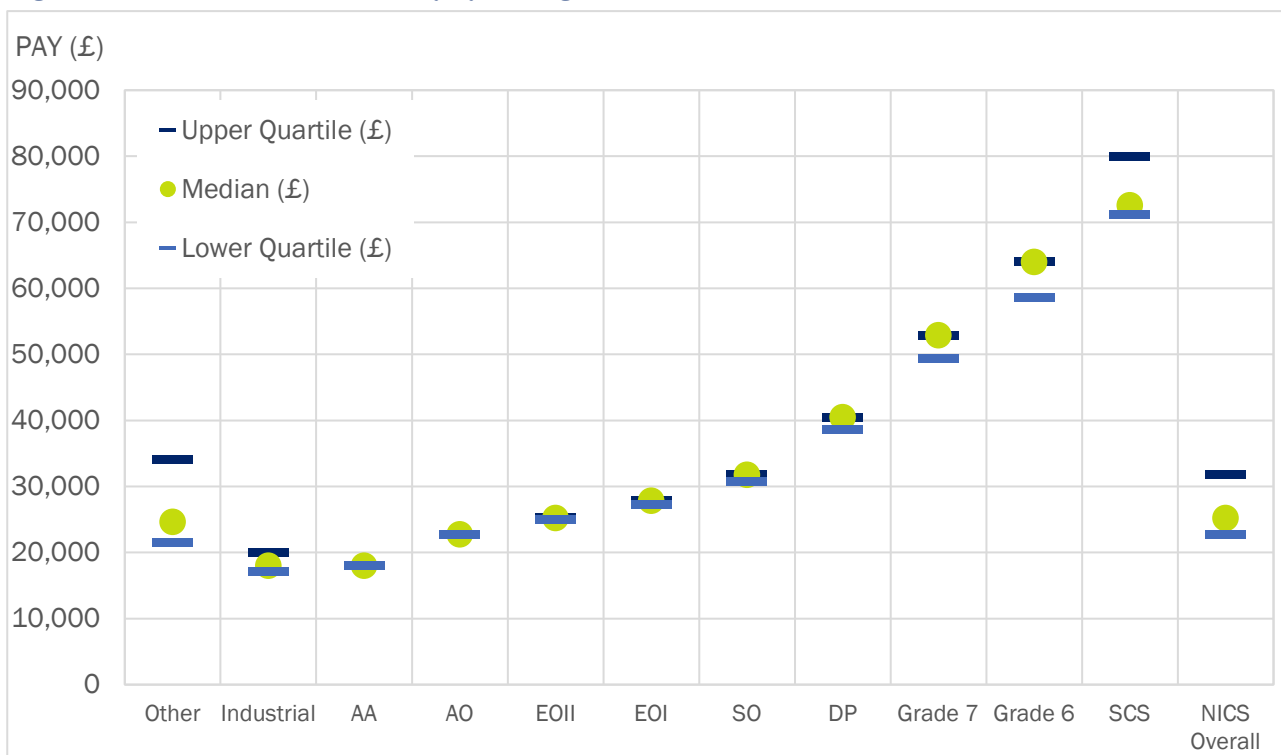
## Background

This bulletin contains an overview of NICS pay statistics as at March 2018. The statistics relate to annual pay, and the emphasis is on 2018, though some trend information from 2006 onwards is also presented. Pay increases can be due to normal progression up a pay scale (for those who are not at the maximum of their scale) and changes to pay scales (due to annual pay awards). The figures take account of the August 2017 pay award and the Northern Ireland Prison Service (NIPS) April 2017 pay award (either using calculations or actual data on backdated pay). This is the eighth annual publication in respect of NICS pay.

## Analysis of Pay - Year Ending March 2018

At March 2018, the median pay of NICS staff was £25,225<sup>2</sup>, which represents a 1% rise on the equivalent figure for 2017.

Figure 1: Median and Quartile Pay by Analogous Grade Level, March 2018<sup>2,3,4</sup>



In Figure 1, the green circle identifies the median pay for each grade, the dark blue bar shows the upper quartile, and the light blue bar the lower quartile.

For staff at AA to G6 level (inclusive), this chart shows that the median and the upper quartile are the same, indicating that the majority of these staff are at the maximum point on their pay scale.

The majority (97%) of NICS staff members received an increase in pay between 2017 and 2018<sup>5</sup>.

Basic pay of £22,739 would put someone in the bottom 25% of NICS staff, whereas basic pay of £31,760 would put someone in the top 25% of NICS staff.

<sup>2</sup> See Table 1.

<sup>3</sup> Data for Industrial staff combines Industrial staff analogous to those at AA, AO and EOII grades.

<sup>4</sup> 'Other' Staff are staff not on NICS Pay Scales.

<sup>5</sup> See Table 9.

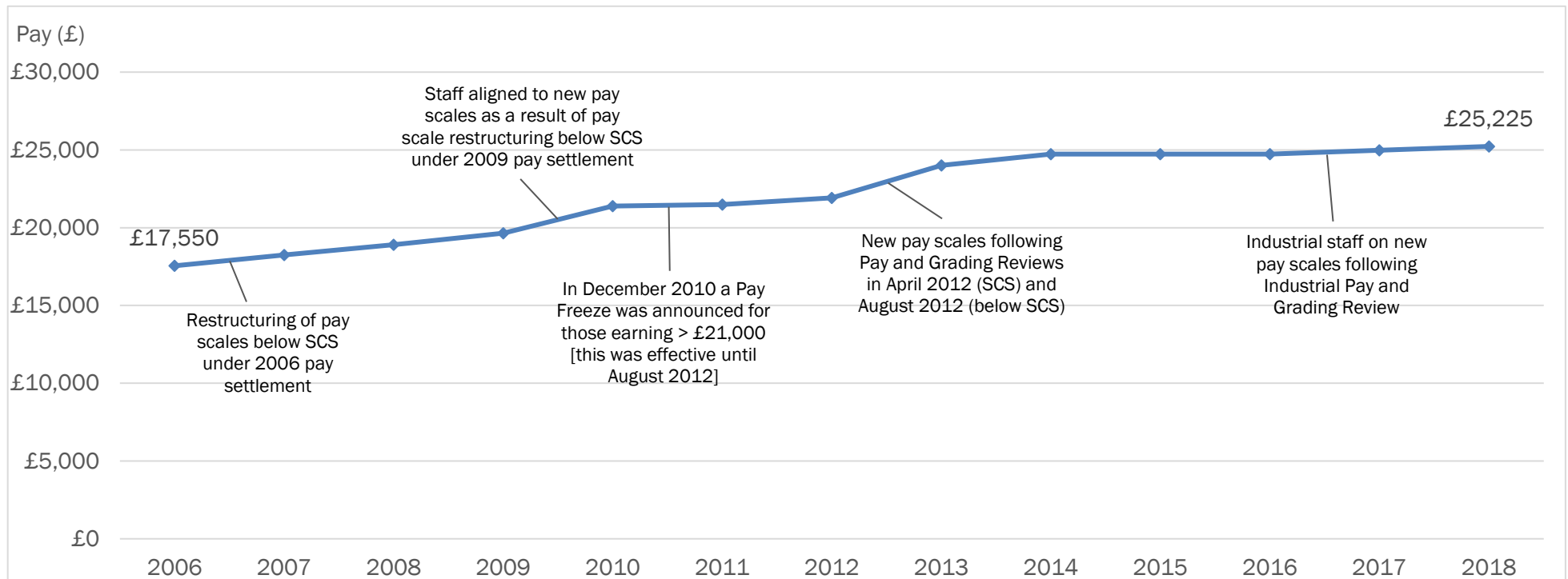
Among the General Service and analogous grades, median pay for grades from AA to SCS (inclusive) increased by 1.0% between 2017 and 2018. There was a 2.0% increase in the median pay of Industrial staff.

The majority of staff from AA to G6 levels (inclusive) received an increase in pay between 0.1% and 1.9%. At SCS level, 96% of staff received pay increases, with 87% receiving pay increases between 2.0% and 3.9%. This increase can be explained by the fact that the majority of SCS staff are not on the maximum of their pay scale and therefore received progression and the increase to pay scales.

The majority (79%) of Industrial staff received an increase in pay between 4.0% and 5.9%, mostly due to the implementation of the Industrial Pay and Grading review in 2016 and 2017.

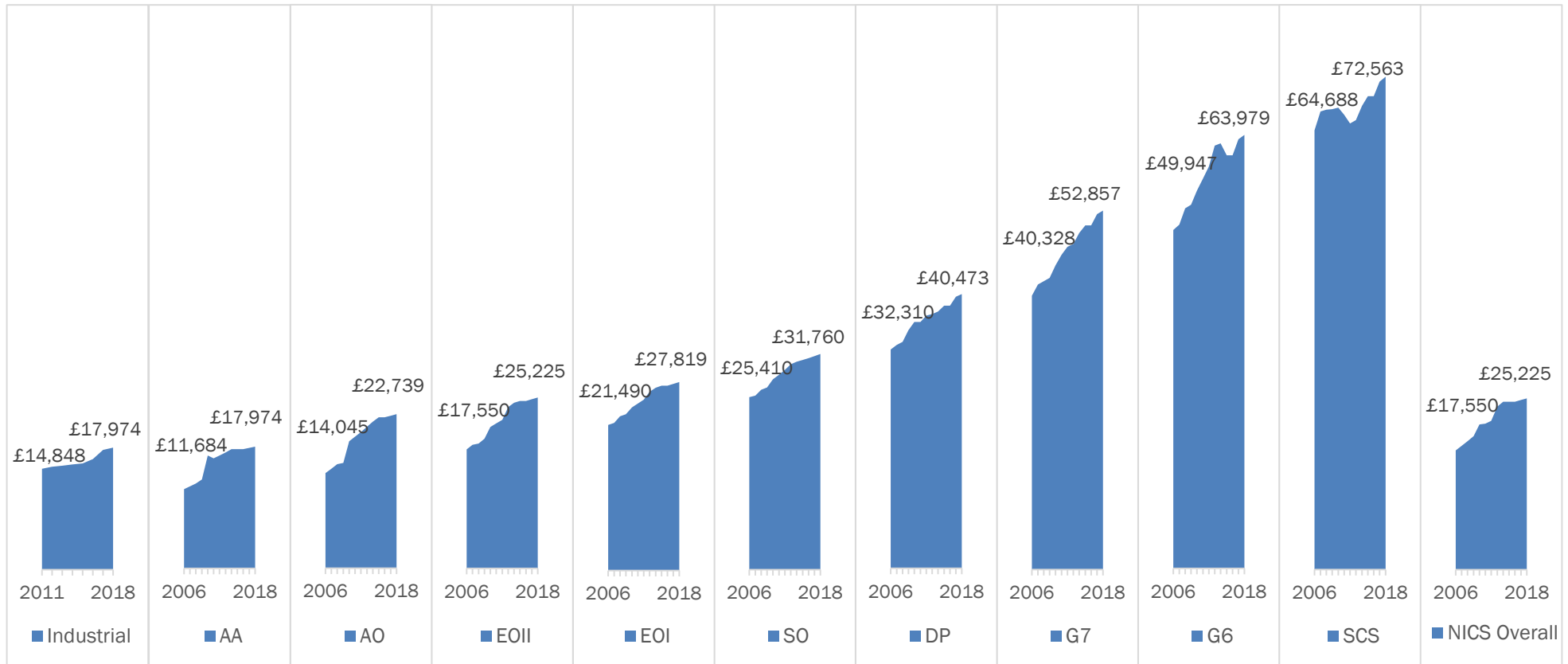
## Analysis of Pay - 2006 to 2018

Figure 2: NICS Median Pay Trend, 2006-2018



Median pay in the NICS increased by 44% between 2006 and 2018, from £17,550 to £25,225 (Figure 2). Over this period, a number of factors affected median pay, including Pay and Grading reviews and alignment to new pay scales as a result of equal pay claims.

Figure 3: NICS Median Pay by Analogous Grade, 2006-2018<sup>6</sup>

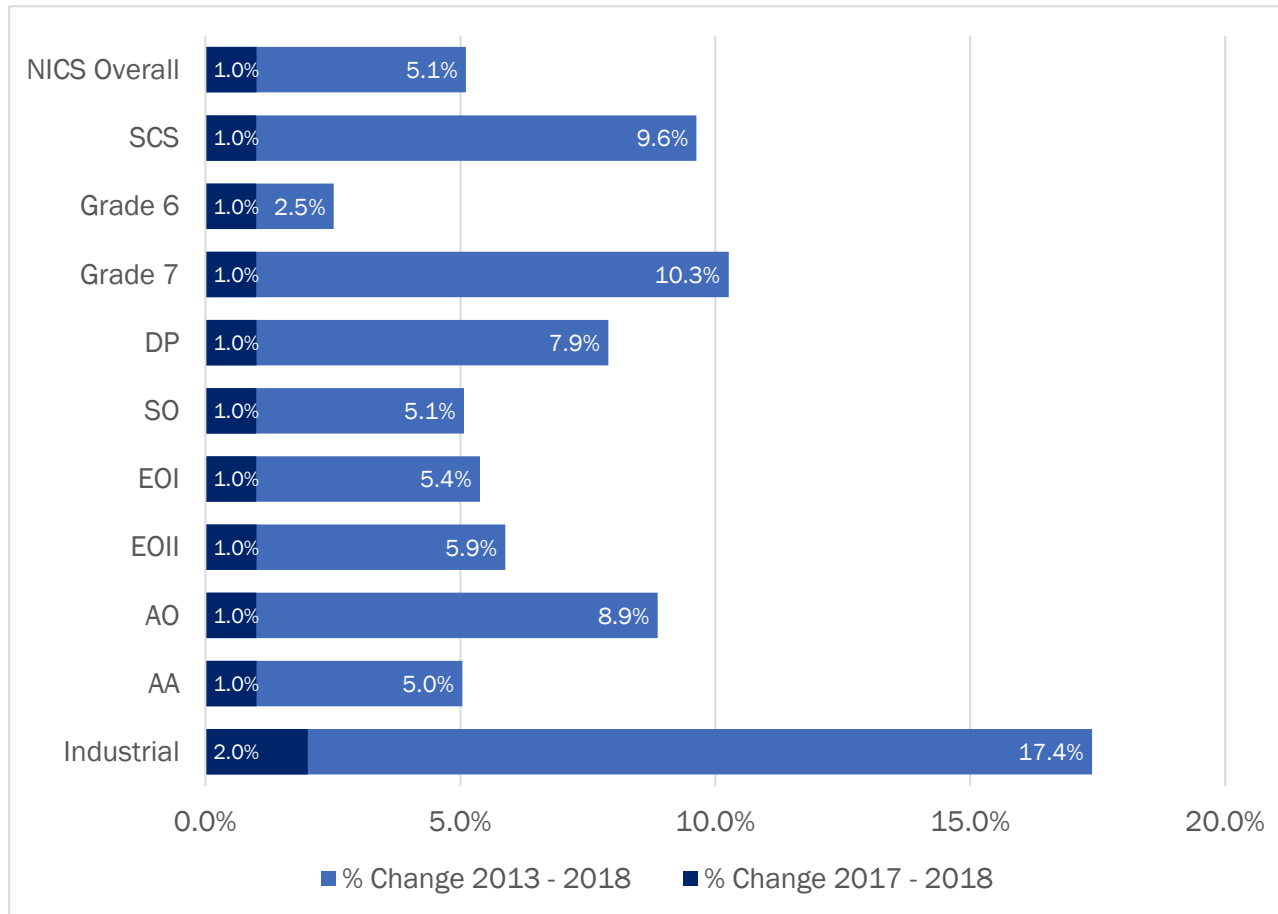


Between 2006 and 2018, median pay for staff at AA and AO levels increased proportionally more than the NICS overall (Figure 3), with increases of 54% and 62% respectively, largely due to alignment to new pay scales as a result of a settlement of equal pay claims in August 2009. In comparison, median pay for staff at SCS level increased by 12% over the same period. Median pay for staff at EOII level increased by 44% since 2006, while for staff at SO and DP levels it increased by 25%.

<sup>6</sup> Data for Industrial staff are only available from 2011 onwards.

## 5 Year Trend

Figure 4: % Change in NICS Median Pay by Analogous Grade, 2013-2018<sup>7</sup>



Industrial staff have seen a 17.4% increase in median pay over the period 2013-2018 (Figure 4), the main reason for which was the NICS implementing the outcome of an Industrial Pay and Grading review over the course of 2016 and 2017<sup>8</sup>.

While there has been an upward trend in median pay at all NICS grade levels between 2013 and 2018, increases in median pay of staff at SCS, G7, and AO levels have been particularly marked (9.6%, 10.3% and 8.9% respectively). A range of factors contributed to these increases, including staff advancing up their pay scales, and revised pay scales.

Other staff (i.e. those who were not on NICS pay scales, the majority of whom were Prison Grade Staff) have seen a decrease in median pay of 18.3%<sup>7</sup> (not shown in Figure 4). A range of factors can be attributed to this, including new pay scales for Prison Grades, a Voluntary Early Retirement Scheme, and a Voluntary Exit Scheme. In addition, the job profile of staff in this category has changed significantly since 2013, resulting in a larger proportion of staff in lower paid jobs.

<sup>7</sup> See Table 8.

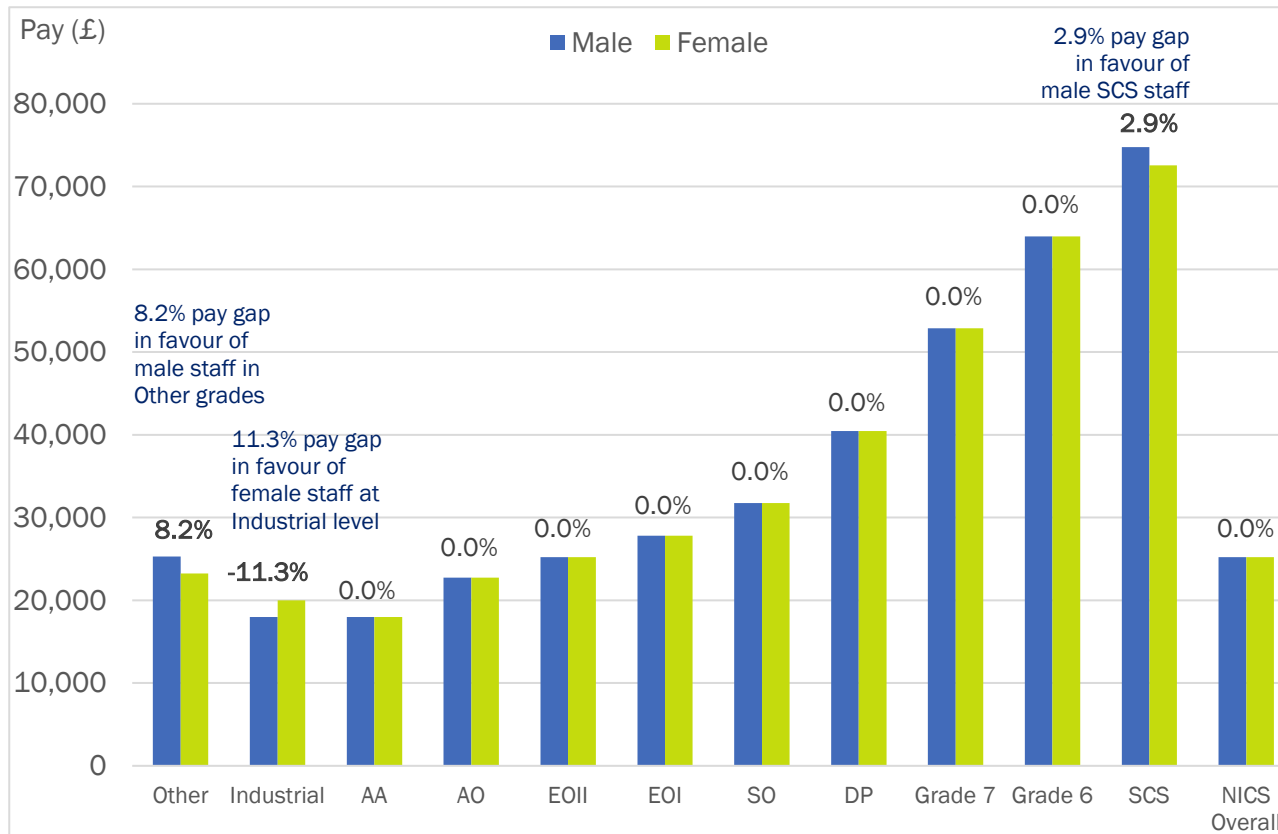
<sup>8</sup> See Paragraph 11 of the Background Notes on page 25 for details.

## Pay Differences within the NICS

### Gender

Within the NICS the median pay of male and female staff is equal (£25,225)<sup>9</sup>, and has been equal for the last 4 years.

Figure 5: Pay Gap by Analogous Grade Level and Gender, March 2018<sup>10,11</sup>



Analysis of pay differences within grades presents a more complex picture<sup>11</sup> (Figure 5). Among the Non-Industrial grades, the only gender pay gap is at SCS level where median pay for females is 2.9% lower than that for males. There are no gender pay gaps across the other General Service and analogous grades.

Among Industrial staff, female median pay is 11.3% higher than their male equivalents. Differences of this kind can arise from a range of factors, including the length of time that staff have been in their grade, and the fact that there is a higher proportion of females in the higher Industrial grades.

Among Other staff (those not on NICS pay scales), female median pay is 8.2% below male median pay. One reason for the gap in this group is that there is a larger proportion of women than men in lower paid jobs. It should be noted however that this covers all grade levels in this group.

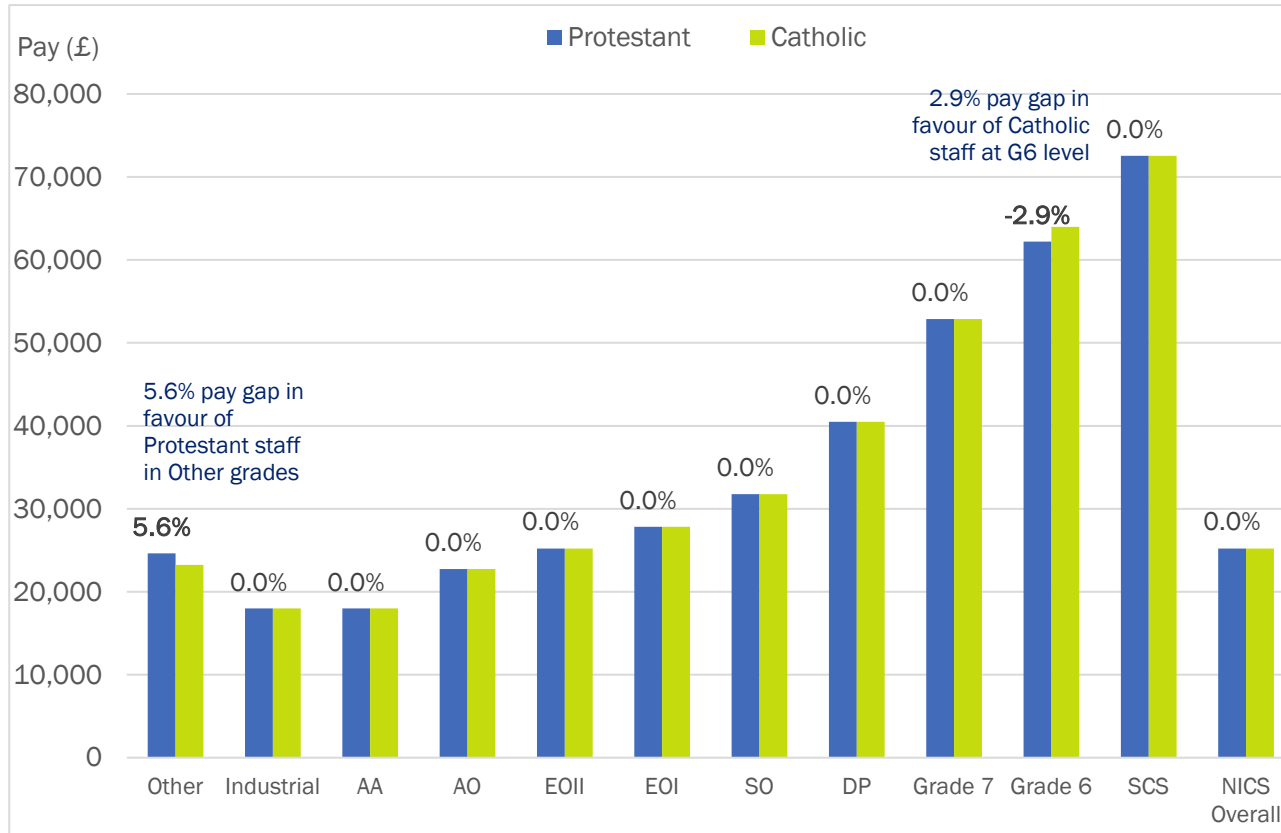
<sup>9</sup> See Table 2.

<sup>10</sup> 'Other' staff includes staff not on NICS Pay Scales.

<sup>11</sup> See Table 3.



Figure 6: Pay Gap by Analogous Grade Level and Community Background, March 2018<sup>12,13</sup>



### Community Background

With regard to community background, gaps exist at grade level (Figure 6). As with gender, differences of this kind can arise from a range of factors including the length of time that staff have been in their grade.

Among the General Service and analogous grades, there is a gap at G6 level where Catholic median pay is 2.9% higher than Protestant median pay.

Among Other staff (those not on NICS pay scales) Catholic median pay is 5.6% lower than Protestant median pay. A reason for this gap is that there is a larger proportion of Catholics than Protestants in lower paid jobs. As mentioned above, this covers all grade levels in this group.

### Disability<sup>14</sup>

There are differences at some grade levels with regard to disability. For example, at SCS level the median pay of those with a declared disability is 3.0% higher than the median pay of those with no disability declared. Here, again, it must be emphasised that median differences of this type can arise from a complex range of factors.

### Age<sup>15</sup>

At grades from EOI to SCS inclusive, and among Industrial and Other staff, those aged 50+ have higher median pay than staff aged 16 to 49. This is to be expected, given that in each grade it takes several years to reach the top of the pay scale, so those staff on the highest point tend to be older than those on lower points.

<sup>12</sup> See Table 4.

<sup>13</sup> 'Other' staff are staff not on NICS Pay Scales.

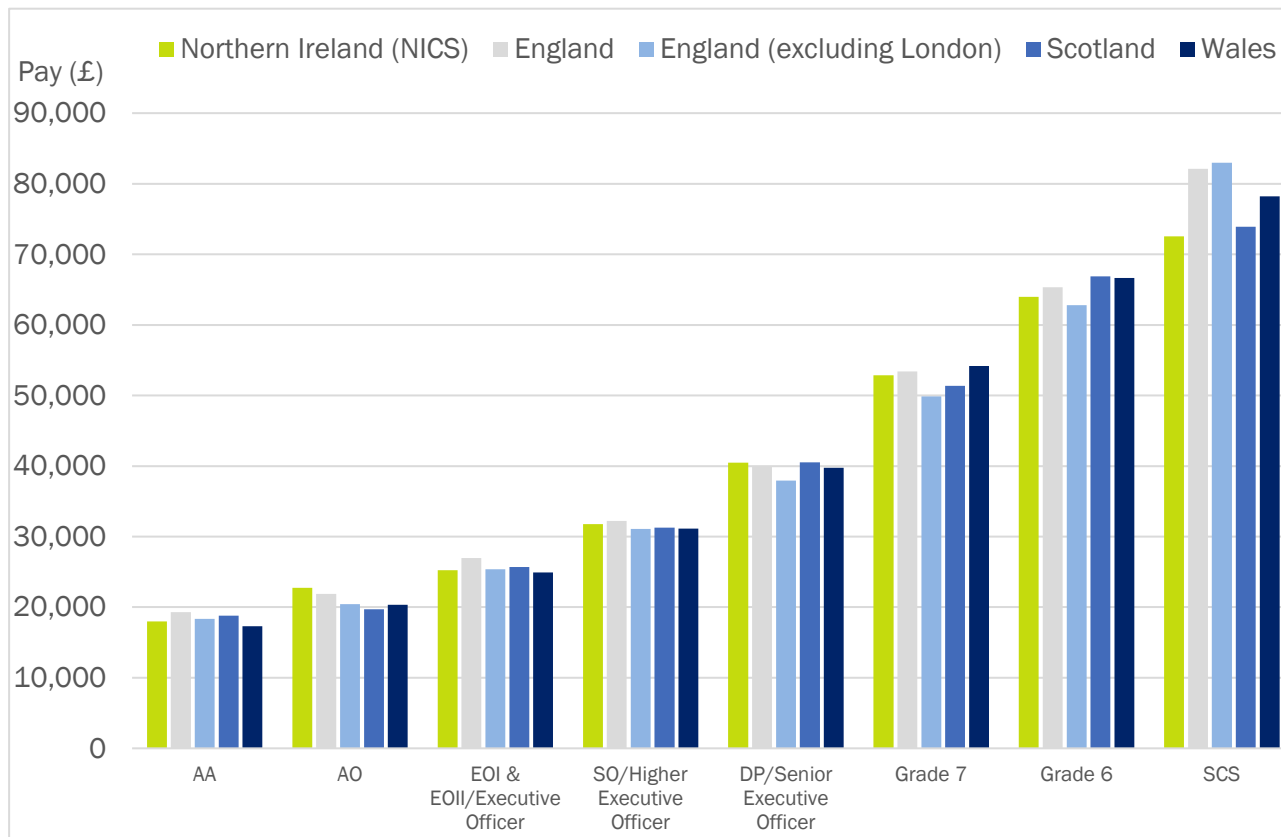
<sup>14</sup> See Table 5.

<sup>15</sup> See Table 6.

## Comparison with the rest of UK

The median pay of NICS staff at SCS level was lower than the median pay of their counterparts elsewhere in UK. While the median pay of NICS staff at AA grade level was lower than the median pay of civil servants at the equivalent level in England and Scotland, it was higher than the median pay for equivalent grades in Wales<sup>16</sup>.

Figure 7: Median Pay of Civil Servants across the UK, by Analogous Grade Level, March 2018<sup>16,17</sup>



Median pay of NICS staff at Grade 6 level was higher than their counterparts in England (excluding London) but lower than their counterparts in England overall, Scotland and Wales.

At Grade 7 level, median pay of NICS staff was higher than their counterparts in England (excluding London) and Scotland, but lower than their counterparts in England overall and Wales.

At DP and Senior Executive Officer level, NICS staff had median pay that was higher than their counterparts in England (overall and excluding London) and Wales but lower than those in Scotland.

At SO and Higher Executive Officer levels, the median pay of NICS staff was lower than England overall, but higher than their counterparts in Scotland, Wales and England (excluding London). (See Annex 1 for the minimum/maximum points of pay scales for each grade in the NICS, the Scottish Government, and a number of GB Departments.)

<sup>16</sup> See Table 11.

<sup>17</sup> For purposes of comparison with the rest of UK in Table 11, the NICS Executive Officer I and Executive Officer II grades have been amalgamated.

## Comparison with the Northern Ireland Public and Private Sectors

NICS median weekly pay<sup>18</sup> for full-time staff (£483) is lower than that in the overall Northern Ireland public sector (£562), but is higher than in the private sector (£418).

For part-time staff, NICS median weekly pay (£349) is higher than both the overall Northern Ireland public sector (£227) and the private sector (£155).

NICS mean weekly pay for full-time staff (£565) is lower than that in the overall Northern Ireland public sector (£609), but is higher than in the private sector (£506).

For part-time staff, NICS mean weekly pay (£374) is higher than both the overall Northern Ireland public sector (£250) and the private sector (£175).

Some of the differences between these sectors may be due to differences in the composition of the respective workforces. For example, many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector, while there is a larger proportion of graduate-level and professional occupations in the public sector.

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<sup>18</sup> See Table 12.

## List of Tables

Table 1: Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2018

Table 2: Staff numbers (headcount) by Pay Band and Gender: March 2018

Table 3: Median Pay (£) by Analogous Grade Level and Gender: March 2018

Table 4: Median Pay (£) by Analogous Grade Level and Community Background: March 2018

Table 5: Median Pay (£) by Analogous Grade Level and Disability: March 2018

Table 6: Median Pay (£) by Analogous Grade Level and Age-Group: March 2018

Table 7: Median Pay (£) 2013-2018, by Gender

Table 8: Median Pay (£) 2013-2018, by Analogous Grade Level

Table 9: Increase in Pay, March 2017 to March 2018, by Analogous Grade Level

Table 10: Median Pay (£) by Age: March 2018

Table 11: Median Pay (£) of Civil Servants across the UK, by Analogous Grade Level: March 2018

Table 12: Mean and Median Basic Weekly Pay (£), Northern Ireland: March/April 2018

To download the tables in ODS format click [here](#)

**Table 1**

**Staff numbers (headcount) by Pay Band and Analogous Grade Level: March 2018<sup>1,2,3,4,5</sup>**

Pay band	Analogous Grade Level																				Total			
	Industrial		AA		AO		EOII		EOI		SO		DP		Grade 7		Grade 6		SCS		Other <sup>6</sup>		No.	%
£15,001-£20,000	470	57.4%	839	100.0%																	226	18.3%	1,535	6.6%
£20,001-£25,000	349	42.6%			6,197	100.0%	1,188	28.4%													433	35.1%	8,167	35.2%
£25,001-£30,000							2,995	71.6%	2,913	96.5%											109	8.8%	6,017	25.9%
£30,001-£35,000									73	2.4%	2,741	94.7%									180	14.6%	2,994	12.9%
£35,001-£40,000									32	1.1%	148	5.1%	1,030	43.6%							184	14.9%	1,394	6.0%
£40,001-£45,000											4	0.1%	1,333	56.4%							69	5.6%	1,406	6.1%
£45,001-£50,000															295	25.7%					15	1.2%	310	1.3%
£50,001-£55,000															853	74.3%					17	1.4%	870	3.7%
£55,001-£60,000																	73	25.3%					73	0.3%
£60,001-£65,000																	215	74.7%					215	0.9%
£65,001-£70,000																			29	12.4%			29	0.1%
£70,001-£75,000																			109	46.8%			109	0.5%
£75,001-£80,000																			40	17.2%			40	0.2%
£80,001-£85,000																			1	0.4%			1	0.0%
£85,001-£90,000																			6	2.6%			6	0.0%
£90,001-£95,000																			22	9.4%			22	0.1%
£95,001-£100,000																			3	1.3%			3	0.0%
More than £100,000																			23	9.9%			23	0.1%
<b>Total</b>	<b>819</b>	<b>100.0%</b>	<b>839</b>	<b>100.0%</b>	<b>6,197</b>	<b>100.0%</b>	<b>4,183</b>	<b>100.0%</b>	<b>3,018</b>	<b>100.0%</b>	<b>2,893</b>	<b>100.0%</b>	<b>2,363</b>	<b>100.0%</b>	<b>1,148</b>	<b>100.0%</b>	<b>288</b>	<b>100.0%</b>	<b>233</b>	<b>100.0%</b>	<b>1,233</b>	<b>100.0%</b>	<b>23,214</b>	<b>100.0%</b>
Lower Quartile (£)	17,076		17,974		22,739		24,960		27,248		30,686		38,643		49,384		58,606		71,107		21,500		22,739	
Median (£)	17,974		17,974		22,739		25,225		27,819		31,760		40,473		52,857		63,979		72,563		24,610		25,225	
Upper Quartile (£)	20,009		17,974		22,739		25,225		27,819		31,760		40,473		52,857		63,979		79,849		34,050		31,760	
Mean (£)	18,802		17,952		22,517		25,056		27,790		31,610		39,491		51,470		61,902		79,681		27,854		29,026	

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=26).

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 Pay Band and Gender: March 2018<sup>1,2,3</sup>**

Pay Band	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
£15,001 - 20,000	868	327	1,195	91	249	340	959	576	1,535
£20,001 - 25,000	3,417	2,592	6,009	236	1,922	2,158	3,653	4,514	8,167
£25,001 - 30,000	2,525	1,885	4,410	278	1,329	1,607	2,803	3,214	6,017
£30,001 - 35,000	1,450	1,021	2,471	128	395	523	1,578	1,416	2,994
£35,001 - 40,000	752	493	1,245	18	131	149	770	624	1,394
£40,001 - 45,000	698	386	1,084	88	234	322	786	620	1,406
£45,001 - 50,000	166	111	277	0	33	33	166	144	310
£50,001 - 55,000	447	256	703	39	128	167	486	384	870
£55,001 - 60,000	36	32	68	0	5	5	36	37	73
£60,001 - 65,000	111	69	180	4	31	35	115	100	215
£65,001 - 70,000	12	17	29	0	0	0	12	17	29
£70,001 - 75,000	58	42	100	0	9	9	58	51	109
£75,001 - 80,000	26	9	35	0	5	5	26	14	40
£80,001 - 85,000	0	1	1	0	0	0	0	1	1
£85,001 - 90,000	6	0	6	0	0	0	6	0	6
£90,001 - 95,000	15	6	21	0	1	1	15	7	22
£95,001 - 100,000	1	1	2	0	1	1	1	2	3
More than £100,000	18	5	23	0	0	0	18	5	23
<b>Total</b>	<b>10,606</b>	<b>7,253</b>	<b>17,859</b>	<b>882</b>	<b>4,473</b>	<b>5,355</b>	<b>11,488</b>	<b>11,726</b>	<b>23,214</b>
Bottom Decile (£)	20,692	22,299	20,692	18,952	22,739	22,739	20,692	22,739	21,375
Lower Quartile (£)	22,739	22,739	22,739	22,739	22,739	22,739	22,739	22,739	22,739
Median (£)	25,225	25,225	25,225	25,225	25,225	25,225	25,225	25,225	25,225
Upper Quartile (£)	31,760	31,760	31,760	31,760	27,819	27,819	31,760	31,223	31,760
Top Decile (£)	40,473	40,473	40,473	40,473	40,016	40,473	40,473	40,473	40,473
<b>Mean (£)</b>	<b>29,650</b>	<b>29,274</b>	<b>29,497</b>	<b>28,710</b>	<b>27,208</b>	<b>27,458</b>	<b>29,577</b>	<b>28,486</b>	<b>29,026</b>

1 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

3 Headcounts exclude a small number of cases to avoid potential disclosure of pay (n=26).

**Table 3**

**Median Pay (£) by Analogous Grade Level and Gender: March 2018<sup>1,2,3</sup>**

Analogous Grade	Male			Female			Pay Gap (Female/Male) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	74,021	79,849	74,750	71,107	74,021	72,563	3.9%	7.3%	2.9%
Grade 6	63,979	63,979	63,979	62,189	63,979	63,979	2.8%	0.0%	0.0%
Grade 7	52,857	52,857	52,857	51,700	52,857	52,857	2.2%	0.0%	0.0%
DP	40,473	40,473	40,473	39,558	40,473	40,473	2.3%	0.0%	0.0%
SO	31,760	31,760	31,760	31,760	31,760	31,760	0.0%	0.0%	0.0%
EOI	27,819	27,819	27,819	27,819	27,819	27,819	0.0%	0.0%	0.0%
EOII	25,225	25,225	25,225	25,225	25,225	25,225	0.0%	0.0%	0.0%
AO	22,739	22,739	22,739	22,739	22,739	22,739	0.0%	0.0%	0.0%
AA	17,974	17,974	17,974	17,974	17,974	17,974	0.0%	0.0%	0.0%
Industrial	17,974	20,009	17,974	20,009	20,009	20,009	-11.3%	0.0%	-11.3%
Other <sup>5</sup>	25,300	18,933	25,300	23,230	18,933	23,230	8.2%	0.0%	8.2%

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

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

5 Staff not on NICS Pay Scales.

**Table 4**

**Median Pay (£) by Analogous Grade Level and Community Background: March 2018<sup>1,2,3,4</sup>**

Analogous Grade	Protestant			Catholic			Not Determined			Pay Gap (Catholic/Protestant) <sup>5</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	72,563	74,021	72,563	72,563	74,021	72,563	72,563	79,849	73,292	0.0%	0.0%	0.0%
Grade 6	62,189	63,979	62,189	63,979	63,979	63,979	63,979	63,979	63,979	-2.9%	0.0%	-2.9%
Grade 7	51,700	52,857	52,857	52,857	52,857	52,857	52,857	52,857	52,857	-2.2%	0.0%	0.0%
DP	40,473	40,473	40,473	39,558	40,473	40,473	40,473	40,473	40,473	2.3%	0.0%	0.0%
SO	31,760	31,760	31,760	31,760	31,760	31,760	31,249	31,760	31,505	0.0%	0.0%	0.0%
EOI	27,819	27,819	27,819	27,819	27,819	27,819	27,819	27,819	27,819	0.0%	0.0%	0.0%
EOII	25,225	25,225	25,225	25,225	25,225	25,225	25,225	25,225	25,225	0.0%	0.0%	0.0%
AO	22,739	22,739	22,739	22,739	22,739	22,739	22,739	22,739	22,739	0.0%	0.0%	0.0%
AA	17,974	17,974	17,974	17,974	17,974	17,974	17,974	17,974	17,974	0.0%	0.0%	0.0%
Industrial	17,974	20,009	17,974	17,974	20,009	17,974	20,009	18,543	20,009	0.0%	0.0%	0.0%
Other <sup>6</sup>	25,300	18,933	24,610	24,305	19,322	23,230	25,300	18,933	24,305	3.9%	-2.1%	5.6%

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Staff missing Community Background information are excluded from this table.

5 This is the percentage by which Catholic median pay is below or above Protestant median pay. A minus sign before the percentage denotes that Catholic median pay is above Protestant median pay.

6 Staff not on NICS Pay Scales.



**Table 5**

**Median Pay (£) by Analogous Grade Level and Disability: March 2018<sup>1,2,3</sup>**

Analogous Grade	No Disability Declared			Disability Declared			Pay Gap (Disability/No Disability) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	72,563	74,021	72,563	74,021	79,849	74,750	-2.0%	-7.9%	-3.0%
Grade 6	63,979	63,979	63,979	60,398	63,979	62,189	5.6%	0.0%	2.8%
Grade 7	51,700	52,857	52,857	52,857	52,857	52,857	-2.2%	0.0%	0.0%
DP	40,473	40,473	40,473	40,473	40,473	40,473	0.0%	0.0%	0.0%
SO	31,760	31,760	31,760	31,760	31,760	31,760	0.0%	0.0%	0.0%
EOI	27,819	27,819	27,819	27,819	27,819	27,819	0.0%	0.0%	0.0%
EOII	25,225	25,225	25,225	25,225	25,225	25,225	0.0%	0.0%	0.0%
AO	22,739	22,739	22,739	22,739	22,739	22,739	0.0%	0.0%	0.0%
AA	17,974	17,974	17,974	17,974	17,974	17,974	0.0%	0.0%	0.0%
Industrial	17,974	20,009	17,974	17,974	n/a	17,974	0.0%	n/a	0.0%
Other <sup>5</sup>	25,300	18,933	24,610	34,413	18,933	26,105	-36.0%	0.0%	-6.1%

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This is the percentage by which the median pay of staff who have declared a disability is below or above the median pay of staff who have not declared a disability. A minus sign before the percentage denotes that the median pay of staff who have declared a disability is above the median pay of staff who have not declared a disability.

5 Staff not on NICS Pay Scales.

**Table 6**

**Median Pay (£) by Analogous Grade Level and Age-Group: March 2018<sup>1,2,3</sup>**

Analogous Grade	16-49			50+			Pay Gap (50+/16-49) <sup>4</sup>		
	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All
SCS	71,107	74,021	72,563	75,478	77,663	75,478	-6.1%	-4.9%	-4.0%
Grade 6	62,189	63,979	62,189	63,979	63,979	63,979	-2.9%	0.0%	-2.9%
Grade 7	51,700	52,857	51,700	52,857	52,857	52,857	-2.2%	0.0%	-2.2%
DP	39,558	40,473	39,558	40,473	40,473	40,473	-2.3%	0.0%	-2.3%
SO	31,223	31,760	31,223	31,760	31,760	31,760	-1.7%	0.0%	-1.7%
EOI	27,534	27,819	27,534	27,819	27,819	27,819	-1.0%	0.0%	-1.0%
EOII	25,225	25,225	25,225	25,225	25,225	25,225	0.0%	0.0%	0.0%
AO	22,739	22,739	22,739	22,739	22,739	22,739	0.0%	0.0%	0.0%
AA	17,974	17,974	17,974	17,974	17,974	17,974	0.0%	0.0%	0.0%
Industrial	17,076	17,974	17,076	17,974	20,009	17,974	-5.3%	-11.3%	-5.3%
Other <sup>5</sup>	23,230	18,933	23,230	38,116	18,933	38,116	-64.1%	0.0%	-64.1%

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 This is the percentage by which the median pay of those aged 50+ is below or above the median pay of those aged 16-49. A minus sign before the percentage denotes that the median pay of those aged 50+ is above the median pay of those aged 16-49.

5 Staff not on NICS Pay Scales.

**Table 7**

**Median Pay (£) 2013-2018, by Gender<sup>1,2,3</sup>**

Gender	Year (March)					
	2013	2014	2015	2016	2017	2018
Male	23,999	24,728	24,728	24,728	24,975	25,225
Female	23,474	24,468	24,728	24,728	24,975	25,225
Total	23,999	24,728	24,728	24,728	24,975	25,225

1 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

3 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

**Table 8**

**Median Pay (£) 2013-2018, by Analogous Grade Level<sup>1,2,3,4</sup>**

Analogous Grade	Year (March)						% Change 2013 - 2018	% Change 2017 - 2018
	2013	2014	2015	2016	2017	2018		
SCS	66,188	68,278	69,706	69,706	71,845	72,563	9.6%	1.0%
Grade 6	62,407	62,719	60,963	60,963	63,346	63,979	2.5%	1.0%
Grade 7	47,938	49,546	50,681	50,681	52,334	52,857	10.3%	1.0%
DP	37,508	37,881	38,778	38,778	40,072	40,473	7.9%	1.0%
SO	30,227	30,608	30,882	31,135	31,446	31,760	5.1%	1.0%
EOI	26,398	26,991	27,271	27,271	27,544	27,819	5.4%	1.0%
EOII	23,824	24,468	24,728	24,728	24,975	25,225	5.9%	1.0%
AO	20,886	21,622	22,291	22,291	22,514	22,739	8.9%	1.0%
AA	17,112	17,620	17,620	17,620	17,796	17,974	5.0%	1.0%
Industrial	15,311	15,482	15,660	16,297	17,620	17,974	17.4%	2.0%
Other <sup>5</sup>	30,105	27,323	29,558	27,924	24,610	24,610	-18.3%	0.0%

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 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

4 Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

5 Staff not on NICS Pay Scales.

**Table 9**

**Increase in Pay, March 2017 to March 2018, by Analogous Grade Level<sup>1</sup>**

Analogous Grade	0% increase in pay		0.1% - 1.9% increase in pay		2% - 3.9% increase in pay		4% - 5.9% increase in pay		6% or more increase in pay		Total <sup>2</sup>	
	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion	No.	Proportion
SCS	9	4.4%	17	8.3%	178	87.3%	0	0.0%	0	0.0%	204	100.0%
Grade 6	0	0.0%	145	59.7%	10	4.1%	88	36.2%	0	0.0%	243	100.0%
Grade 7	7	0.7%	505	53.5%	432	45.8%	0	0.0%	0	0.0%	944	100.0%
DP	7	0.4%	1,160	61.4%	722	38.2%	0	0.0%	0	0.0%	1,889	100.0%
SO	9	0.4%	1,406	61.8%	847	37.2%	13	0.6%	0	0.0%	2,275	100.0%
EOI	68	2.8%	1,634	67.3%	727	29.9%	0	0.0%	0	0.0%	2,429	100.0%
EOII	26	0.8%	2,550	75.9%	783	23.3%	0	0.0%	0	0.0%	3,359	100.0%
AO	*	*	4,284	76.5%	0	0.0%	1,312	23.4%	0	0.0%	5,597-5,600	100.0%
AA	0	0.0%	740	98.5%	11	1.5%	0	0.0%	0	0.0%	751	100.0%
Industrial	0	0.0%	24	3.2%	134	17.7%	599	78.9%	*	*	758-761	100.0%
Other <sup>3</sup>	520	52.7%	64	6.5%	184	18.7%	131	13.3%	87	8.8%	986	100.0%
Total <sup>2</sup>	647-650	3.3%-3.4%	12,529	64.5%	4,028	20.7%	2,143	11.0%	88-91	0.5%-0.6%	19,437	100.0%

1 This table compares the pay from March 2017 to March 2018 for Permanent and Casual staff who have not changed grade.

2 Some totals have been presented as ranges to avoid disclosing another number (lower than 5)

3 Staff not on NICS Pay Scales.

\* The number of cases is below 5.

**Table 10**  
**Median Pay (£) by Age: March 2018<sup>1,2</sup>**

Age	Median Pay	No. of staff
Under 21	20,000	7
21	17,526	15
22	20,000	24
23	20,346	26
24	21,500	35
25	23,230	75
26	22,299	101
27	22,739	130
28	22,739	214
29	22,739	303
30	22,739	374
31	22,739	449
32	23,230	565
33	22,739	612
34	22,739	623
35	23,830	700
36	24,429	742
37	25,225	738
38	24,695	763
39	25,225	703
40	25,225	704
41	25,225	671
42	25,225	589
43	25,225	590
44	25,300	631
45	25,225	690
46	25,225	673
47	26,962	682
48	26,962	738
49	27,819	777
50	27,248	818
51	27,248	842
52	27,819	834
53	27,819	826
54	27,819	864
55	27,819	827
56	27,819	826
57	27,819	762
58	27,819	648
59	27,819	541
60	27,819	408
61	27,819	262
62	27,248	275
63	25,225	197
64	25,225	135
65	27,819	74
Over 65	25,225	157

1 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the full-time equivalent salaries of part-time employees.

**Table 11****Median Pay (£) of Civil Servants across the UK, by Analogous Grade Level: March 2018<sup>1,2,3,4,5,6,7,8</sup>**

Analogous Grade	Median Pay				
	Northern Ireland (NICS)	England	England (excluding London)	Scotland	Wales
SCS	72,560	82,120	82,980	73,900	78,200
Grade 6	63,980	65,330	62,780	66,870	66,650
Grade 7	52,860	53,380	49,850	51,360	54,160
DP/Senior Executive Officer	40,470	40,000	37,940	40,520	39,750
SO/Higher Executive Officer	31,760	32,240	31,080	31,250	31,140
EOI & EOII/Executive Officer	25,230	26,960	25,360	25,680	24,930
AO	22,740	21,900	20,450	19,690	20,350
AA	17,970	19,280	18,360	18,810	17,280

Sources: DoF (NICS figures) and Cabinet Office

1 Numbers are rounded to the nearest ten.

2 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

3 Pay represents the full-time equivalent salaries of part-time employees.

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 and Median Basic Weekly Pay (£), Northern Ireland: March/April 2018<sup>1,2</sup>**

Sector	Median Pay			Mean Pay		
	Full Time	Part Time	All	Full Time	Part Time	All
NICS	483.2	348.5	478.2	565.1	374.1	521.0
Public Sector	561.9	226.7	461.7	609.3	249.5	509.2
Private Sector	417.6	155.2	352.7	506.3	175.4	412.4

Sources: DoF (NICS figures) and Annual Survey of Hours and Earnings, NISRA

1 Pay represents gross basic annual gross salaries only; overtime, allowances and non-consolidated payments are excluded.

2 Pay represents the actual pay of part-time employees i.e. they are not full-time equivalent values. The pay of part-time employees are therefore dependent on the number of hours worked.



## BACKGROUND NOTES

### Concepts and Definitions

#### *The Northern Ireland Civil Service*

1. The NICS is the civil service of the devolved administration consisting of 10 Departments. In this publication, “the NICS” also includes NICS staff working in the Health & Safety Executive Northern Ireland and in the Attorney General’s Office.

2. In the NICS, there are two separate collective bargaining units for pay: one for Non-Industrial staff and one for Industrial staff. There are separate arrangements for the pay of the Northern Ireland Prison Service (NIPS) Prison Grades, and Learning and Skills staff in NIPS. Each of the pay systems differ in their pay progression arrangements – see Annex 1 for details. Approximately 91% of NICS personnel are Non-Industrial staff on NICS pay scales.

#### *Coverage of NICS Staff*

3. Unless otherwise stated, figures relate to Industrial and Non-Industrial staff, both permanent and casual. When analyses are broken down by analogous grade, a separate row/column is presented for Industrial staff and Other staff (those not on NICS pay scales), as analogous grades are not available for some of these staff. Industrial staff, under the changes in the Industrial Pay and Grading review, have been re-assigned to grades which are analogous to Non-Industrial grades (AA to EOII). However, to allow comparison with previous years, we have kept Industrial staff as a single row/column where appropriate.

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

#### *Pay*

4. ‘Pay’ and ‘pay band’ refer to gross basic pay only. Overtime, allowances and non-consolidated payments are excluded.

5. Many of the tables relate to median pay. The median is the middle number in a list of numbers which has been sorted from lowest to highest. For pay data, this measure is preferred over the mean because it is less influenced by very high or low values, and pay data is particularly subject to very high and low values. Some of the tables also include the upper quartile (which is the value below which three-quarters of employees fall), the lower quartile (which is the value below which a quarter 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

6. Pay data for NIPS have come from the data system of this Agency. Pay data for all other NICS staff<sup>19</sup> have come from HRConnect, the Human Resource Service of the NICS. Figures take account of backdated pay awards (either using calculations or actual data on backdated pay).

## Analogous grades

7. Each grade in each occupational group has an associated grade level. The table below lists the grade levels in descending order of seniority, along with the abbreviation used for each grade.

Grade Level	Abbreviation
Grade 5 (Assistant Secretary) and above	SCS
Grade 6 (Senior Principal)	G6
Grade 7 (Principal)	G7
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 NICS<sup>20</sup>

### *Non-Industrial Staff*

8. Each Non-Industrial grade 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.

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<sup>19</sup> Northern Ireland Courts and Tribunals Service (NICTS) staff moved onto HRConnect for pay purposes in October 2013. NICTS Pay data from March 2014 onwards were obtained from HRConnect, while historic pay data were obtained from the NICTS data system.

Youth Justice Agency (YJA) staff moved onto HRConnect for pay purposes starting in December 2016. All YJA Pay data has been obtained from HRConnect for 2018 data, while historic pay data were obtained from the YJA data system.

<sup>20</sup> Sources: NICS HR, Department of Finance (DoF), NIPS & YJA.

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 and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for the annual pay award.

#### *NIPS Prison Grades*

9. Prison grades either have pay scales consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between, or single point rates. The operative date of the annual pay award is 1 April. Progression arrangements are dependent on grade and pay structure.

#### *NIPS Learning and Skills Staff*

10. Teachers within NIPS are paid on a pay scale consisting of a minimum pay point, a maximum pay point and a number of fixed pay points in between. The operative date of the annual pay award is 1 September. Pay scales are increased in reference to Further Education pay scales as determined by the College Employers Forum. Individuals whose performance is deemed as satisfactory and who meet certain eligibility criteria, for example in relation to service during the reporting period, would be eligible for an incremental progression increase.

#### *Industrial Staff*

11. Prior to 2016, the Industrial pay system was very different from that of Non-Industrial staff in that Industrial staff were on spot rates of pay rather than pay scales. However over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the Industrial pay system and align it with Non-Industrial pay.

As with the Non-Industrial staff, the operative date of the annual pay award is 1 August.

#### *Non-Industrial Pay and Grading Review*

12. In 2011 the NICS commenced a Comprehensive Pay and Grading Review. As a result of this, in August 2012 all pay scales below SCS level were shortened to a maximum of 6 points between the minima and maxima and the EOII and EOI maxima and minima were increased to a greater extent than that for other grade levels. For staff at EOII and EOI levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. Revised pay scales for all grades were introduced in August 2013. For staff at SO, DP, Grade 7, and Grade 6 levels, assimilation to the new pay scales was based on their period of reckonable service in the grade. In cases where the assimilation terms resulted in staff being assimilated to a pay less than their current pay, staff were assimilated to a point on the pay scale that was of the next highest monetary value, or the maximum if appropriate.

## *Industrial Pay and Grading Review*

13. Over the course of 2016 and 2017, the NICS implemented the outcome of an Industrial Pay and Grading Review, the purpose of which was to simplify and improve the Industrial pay system and align it with Non-Industrial pay. This resulted in an increase in pay for some Industrial staff in this year, necessary to ensure equity of treatment of those staff. Further details of the NICS Industrial Pay and Grading Review can be found at: <https://www.finance-ni.gov.uk/publications/nics-comprehensive-pay-and-grading-review-industrial-staff>

## *Voluntary Exit Scheme*

14. On 2 March 2015 the NICS-wide Voluntary Exit Scheme was launched. The Scheme involved the voluntary early departure of staff in 5 tranches with the following leaving dates; 30 September 2015, 30 November 2015, 31 January 2016, 30 March 2016 and 31 May 2016. In total 2,996 staff members left the NICS under this scheme.

## Further Information

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

Telephone 028 9081 6725, 028 9081 6895 or Pager 028 9037 8110.

Further statistical information can be obtained from

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## Annex 1 - General Service Pay Ranges<sup>21</sup>, by Analogous Grade level, NICS and Departments in GB

The tables below show the minimum and maximum of the pay range for each general service grade in the NICS, the Scottish Government, and various GB 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
<b>NICS</b>	<b>£17,526</b>	<b>£17,974</b>
Charity Commission	N/A	N/A
Department for Environment, Food and Rural Affairs	£16,960	£17,460
Foreign and Commonwealth Office	£19,041	£19,041
Home Office	£16,841	£16,841
Ofsted	N/A	N/A
Department for Transport	£17,275	£17,275
Department for Work and Pensions	£17,758	£17,758
Scottish Government <sup>22</sup>	£17,642	£19,982

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

### AO

	Minimum	Maximum
<b>NICS</b>	<b>£20,692</b>	<b>£22,739</b>
Charity Commission	£17,509	£19,721
Department for Environment, Food and Rural Affairs	£19,640	£20,220
Foreign and Commonwealth Office	£19,805	£22,119
Home Office	£20,475	£20,475
Ofsted	£19,615	£19,813
Department for Transport	£20,855	£20,855
Department for Work and Pensions	£18,478	£19,983
Scottish Government <sup>23</sup>	£20,406	£22,659

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

<sup>21</sup> In effect at March 2018.

<sup>22</sup> A3 grade, equivalent to AA/AO.

<sup>23</sup> A4 grade.

### EOI/EOII/Executive Officer

	Minimum	Maximum
<b>NICS</b>	<b>£24,429</b>	<b>£27,819</b>
Charity Commission	£22,686	£25,661
Department for Environment, Food and Rural Affairs	£23,480	£26,180
Foreign and Commonwealth Office	£21,889	£27,902
Home Office	£23,330	£26,831
Ofsted	£24,189	£24,433
Department for Transport	£24,876	£26,120
Department for Work and Pensions	£24,476	£26,061
Scottish Government	£23,617	£26,713

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

### SO/Higher Executive Officer

	Minimum	Maximum
<b>NICS</b>	<b>£30,149</b>	<b>£31,760</b>
Charity Commission	£27,069	£31,344
Department for Environment, Food and Rural Affairs	£28,320	£31,840
Foreign and Commonwealth Office	£27,405	£33,108
Home Office	£28,895	£33,229
Ofsted	£30,033	£30,337
Department for Transport	£29,832	£32,367
Department for Work and Pensions	£28,307	£32,239
Scottish Government	£28,033	£32,130

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

### DP/Senior Executive Officer

	Minimum	Maximum
<b>NICS</b>	<b>£36,812</b>	<b>£40,473</b>
Charity Commission	£35,191	£41,141
Department for Environment, Food and Rural Affairs	£34,840	£40,200
Foreign and Commonwealth Office	£34,193	£41,258
Home Office	£35,114	£40,380
Ofsted <sup>24</sup>	£37,185	£37,561
Department for Transport	£37,428	£41,173
Department for Work and Pensions	£32,566	£38,700
Scottish Government	£35,269	£42,643

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

### Grade 7

	Minimum	Maximum
<b>NICS</b>	<b>£48,226</b>	<b>£52,857</b>
Charity Commission	£47,405	£56,554
Department for Environment, Food and Rural Affairs	£46,150	£54,180
Foreign and Commonwealth Office	£44,732	£56,786
Home Office	£48,836	£56,405
Ofsted <sup>24</sup>	£56,087	£56,678
Department for Transport	£46,696	£53,700
Department for Work and Pensions	£45,905	£56,707
Scottish Government	£46,889	£55,828

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

<sup>24</sup> Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

## Grade 6

	Minimum	Maximum
<b>NICS</b>	<b>£56,815</b>	<b>£63,979</b>
Charity Commission	£57,996	£69,190
Department for Environment, Food and Rural Affairs	£55,710	£65,080
Foreign and Commonwealth Office	£56,199	£69,093
Home Office	£59,093	£68,547
Ofsted <sup>25</sup>	£69,699	£70,396
Department for Transport	£57,855	£66,533
Department for Work and Pensions	£56,706	£69,407
Scottish Government <sup>26</sup>	£56,488	£70,074

Sources: DoF (NICS figures), Scottish Government, and each GB Department.

## SCS Pay Band 2/NICS Deputy Secretary (Grade 3)

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£89,482</b>	<b>£102,103</b>
Charity Commission	£90,500	£162,500
Department for Environment, Food and Rural Affairs	£90,500	£162,500
Foreign and Commonwealth Office	£90,500	£162,500
Home Office	£90,500	£162,500
Ofsted	£90,500	£162,500
Department for Transport	£90,500	£162,500
Department for Work and Pensions	£90,500	£162,500
Scottish Government	£93,000	£162,500

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

<sup>25</sup> Administrative, Professional and Technical jobs (i.e. excluding Inspectors).

<sup>26</sup> Minimum of C2 grade and maximum of C3 grade.

<sup>27</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.

## SCS Pay Band 1/NICS Assistant Secretary (Grade 5)

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£69,651</b>	<b>£79,849</b>
Charity Commission	£65,000	£117,800
Department for Environment, Food and Rural Affairs	£65,000	£117,800
Foreign and Commonwealth Office	£65,000	£117,800
Home Office	£65,000	£117,800
Ofsted	£65,000	£117,800
Department for Transport	£70,000	£117,800
Department for Work and Pensions	£65,000	£117,800
Scottish Government	£71,508	£117,800

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

## SCS Pay Band 3/NICS Permanent Secretary

	Minimum	Maximum <sup>27</sup>
<b>NICS</b>	<b>£115,187</b>	<b>£134,660</b>
Charity Commission	£111,500	£208,100
Department for Environment, Food and Rural Affairs	£111,500	£208,100
Foreign and Commonwealth Office	£111,500	£208,100
Home Office	£111,500	£208,100
Ofsted	£111,500	£208,100
Department for Transport	£111,500	£208,100
Department for Work and Pensions	£111,500	£208,100
Scottish Government	£111,500	£208,100

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

### SCS Pay Band 4/NI Head of Civil Service

	Minimum	Maximum <sup>28</sup>
<b>NICS</b>	<b>£155,472</b>	<b>£182,301</b>
The staff on Pay Band 4 in all other Departments are paid in three tiers:		
Tier 1	£180,000	£200,000
Tier 2	£160,000	£180,000
Tier 3	£142,000	£160,000

Sources: DoF (NICS figures), Scottish Government, Cabinet Office and each GB Department.

<sup>28</sup> Care should be taken in interpreting the large differences between the NICS and GB Departments in the pay maximum of SCS staff. In 2012 the NICS introduced shorter pay scales for each SCS grade allowing for progression, assuming performance has been satisfactory, towards the maxima.