

EQUALITY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE

Based on staff in post at 1 January 2012



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Executive Summary

This year there have been some changes in the coverage of the report, in line with other NISRA publications on the Northern Ireland Civil Service (NICS). The coverage now excludes NICS staff on career breaks and secondments, and includes casual staff and staff in the Prison Grades of the Department of Justice. The latter group is predominantly male and predominantly Protestant, and the net effect of the changes in coverage has been to increase male representation (and reduce female representation) by 2.6 percentage points, and to increase Protestant representation (and reduce Catholic representation) by 2.2 percentage points.

On the new basis of coverage, the composition of the Northern Ireland Civil Service (NICS) at 1 January 2012 was 50.2% male and 49.8% female. As regards community background, 52.8% of staff were Protestant and 47.2% were Catholic^a. In terms of the age profile, 26.1% of staff were aged 16-34, 43.2% were aged 35-49, and 30.7% aged 50 or above. The proportion of staff who were from minority ethnic groups was 0.2% and the proportion of staff who had declared a disability was 5.3%.

Over the period 2000-2012 female representation has increased by 1.9 percentage points, from 47.9% to 49.8%. While it remains the case that in general the more senior the level of job the lower the representation of females, there have been substantial increases over this period in the representation of females in senior grades, particularly at Grade 5 level and above where female representation has increased from 11.3% to 32.5%.

A similar pattern was evident, but less marked, in the case of community background, with the proportion of staff who were Catholic being highest in the most junior grades and lowest in the most senior grades. Since 2000 the NICS has seen Catholic representation rise, and Protestant representation fall, by 5.5 percentage points, a change close to that seen in the public sector as a whole (6.4 percentage points). The largest changes have occurred in the higher management grades (18.2 percentage points at Grades 6/7 and 14.8 percentage points at Grade 5 and above).

The NICS has an older age profile than that of the economically active population. The average age (median) of staff has increased from 39 in 2000 to 44 in 2012. Over this period the proportion of NICS staff aged 50 and over rose from 18.8% to 30.7%.

Analysis of recruitment competitions which had a closing date in 2011 indicates that at an aggregate level there were no inequalities in outcome with respect to gender and community background.

^a Excluding those whose community background was 'Not Determined'.

There were two high volume General Service recruitment competitions in 2011: Executive Officer II and Staff Officer (Fast Stream). In the Executive Officer II competition, males had a higher pass rate than females on the selection tests, particularly the online test. There were also community background differences in test performance with Protestants performing better in the tests than Catholics. In contrast, there were no significant gender or community background differences in test performance within the Staff Officer competition.

Analysis of promotion competitions in 2011 indicates that more Protestants and more females were successful than would have been expected if within each competition there had been equality of outcome in terms of gender and community background.

There were a total of 1,137 leavers in 2011 (includes staff who have left the NICS permanently as well as staff who have left on Secondment or Career Break). The majority of those leaving were male (54.8%) or from a Catholic community background (53.6%).

1. Introduction

Purpose

1.1 This report provides an overview of diversity and equality in the Northern Ireland Civil Service (NICS). It provides an analysis of the composition of the Service and how that composition has changed over time. Where appropriate, this information is put in context by comparisons with the wider labour market and the Civil Service in Great Britain.

1.2 More importantly, the report provides analysis of the flows into, and out of, the NICS. It is these flows that are the main drivers of change in the composition of the Service.

1.3 The data contained in the report will be considered by the Equality and Diversity Branch in the Department of Finance and Personnel to identify possible areas for further action.

Background

1.4 The NICS is one of Northern Ireland's largest employers, with approximately 28,000 staff, representing 3.6% of the economically active population – see Annex 7. The NICS has a crucial role to play, both in policy work in support of Ministers and collective decision making, and in the delivery of a wide range of public services.

1.5 Community background and gender data are held to enable the NICS to fulfil its statutory obligations under the Fair Employment and Treatment (NI) Order 1998 – to complete an annual monitoring return to the Equality Commission for Northern Ireland (ECNI), and carry out triennial Article 55 Reviews. Community background data, along with other equality data, are also used to measure the effectiveness of NICS equality policies and to assess if any equality groups are being adversely affected by any HR policies or practices.

Coverage

1.6 This year there have been some changes in the coverage of the report, in line with other NISRA publications on the NICS. The statistical information in the report is now based on all permanent and casual staff but excludes those on career breaks and on secondment outside the NICS. For the first time, the report includes staff in the Prison Grades of the Department of Justice. Unless otherwise stated, figures include both industrial and non-industrial staff. The primary source of the data is HRConnect, the Human Resource (HR) service for the NICS. Additional data was supplied by the Department of Justice.

1.7 It should be noted that the statistics in this report are not identical to those contained in the annual Fair Employment monitoring return to the Equality Commission. An explanation of the differences is given in Annex 3.

1.8 The equality categories reported on are gender, community background, age-group, ethnicity, and disability. Sexual orientation and whether or not the person has dependants have not been included.

Presentation of data

1.9 Unless otherwise stated, NICS statistics in this report are on a headcount basis.

1.10 Throughout the report, data are often presented in graphical form. The actual numbers underlying each graph are given in tabular form in Annex 6.

1.11 The NICS consists of a wide range of occupations, which are summarised in the table below, together with numbers of staff at 1 January 2012. (For examples of the grades within each occupational group, see Annex 12). Approximately two thirds (65.4%) of staff were in the general administrative grades (General Service), whilst 17.7% were in Departmental Specialisms.

Occupational Group	Staff in post at 1 January 2012	
General Service	18,295	65.4%
Secretarial	328	1.2%
Scientific	514	1.8%
Technology	1,622	5.8%
Legal	299	1.1%
Computing	559	2.0%
Departmental Specialisms	4,962	17.7%
Centralised Services	310	1.1%
Industrial	1,066	3.8%
No Occupational Group recorded	40	0.1%
Total	27,995	100.0%

2. Composition

2.1 At 1 January 2012 there were 27,995 staff in the NICS; of these 246 (0.9%) were in the most senior grades (Grade 5 and above) – this is a similar proportion to the Civil Service in Great Britain. Throughout this section, contextual figures are provided, using data on the economically active population, which comprises both the employed and the unemployed. Contextual statistics for Grade 5 and above are given in Annex 8.

2.2 The contextual figures incorporate an educational qualifications threshold. For details, see Notes on page 16.

2.3 It is important to note that the contextual figures are 'broad brush' in character, and the comparison is made on data at an aggregate level. Any comparisons should therefore only be taken as general and approximate. For further discussion on this issue, see Annex 10.

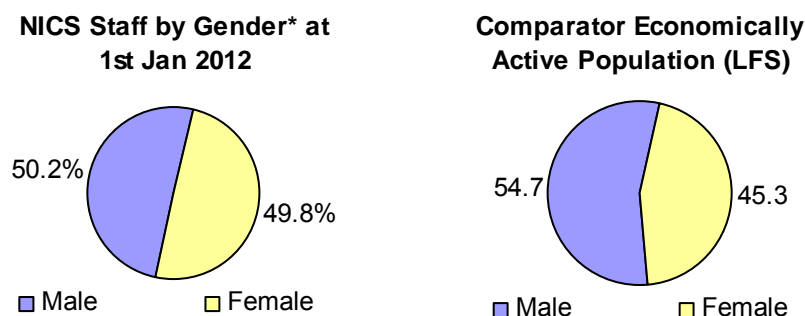
2.4 Tables showing the composition of staff overall and in each of the occupational groups by the five equality categories covered in this report are given in Annex 5. (The tables in Annex 5 shows the composition by analogous grade^b).

^b Each grade in each occupational group has an associated analogous grade (General Service grade equivalent - see Annex 4). The Job Evaluation and Grading system (JEGs) is the grading methodology used to determine the General Service grade equivalent.

Gender

2.5 Overall the proportion of NICS staff who are male is 4.5 percentage points lower than the proportion of the economically active population who are male^c - see Figure 1. Approximately half (49.8%) of all employees are female.

Figure 1
Comparison of NICS and economically active population¹(gender)



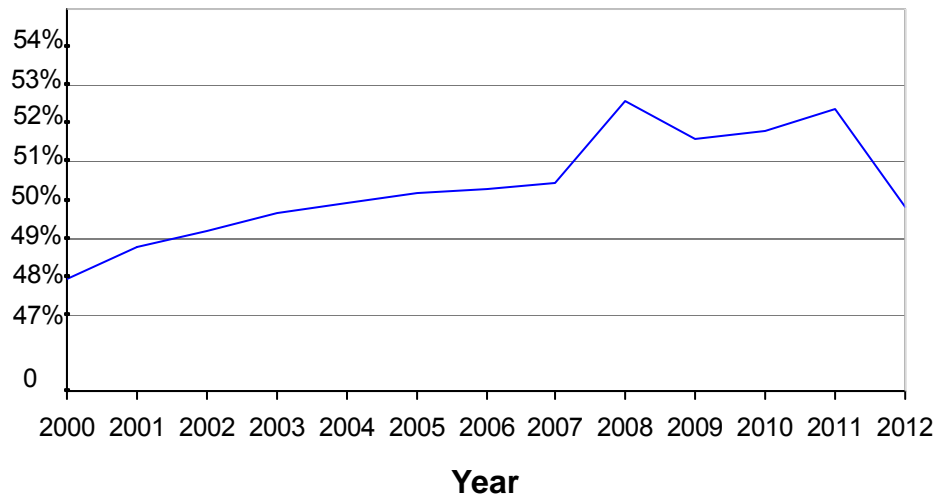
* For underlying data, see Annex 6, Table A6.1.

How has the composition changed over time?

2.6 Over the period 2000-2012, female representation has increased by 1.9 percentage points, from 47.9% to 49.8% - see Figure 2. It should be noted that a decrease of 2.6 percentage points between 2011 and 2012 is due in large part to the inclusion of 1,744 NICS Prison Grades staff (of whom 77.9% were males) and to a lesser extent including Casual staff while excluding Career Breakers and Secondees; if these changes in coverage had not occurred, female representation between 2011 and 2012 would have been unchanged. It should also be noted that the fall of 1 percentage point between 2008 and 2009 is due to the transfer of around 1,200 NICS staff (of whom 73.6% were female) to the Police Service of Northern Ireland (PSNI); if this transfer had not taken place, female representation would have risen slightly between 2008 and 2009. In addition the rise of 2 percentage points between 2007 and 2008 is due to the transfer of around 1,700 NICS staff (of whom 85.1% were male) to NI Water; if this transfer had not taken place, female representation between 2007 and 2008 would have been almost unchanged.

^c For a discussion on the limitations of a general comparison of this kind, see Annex 10.

Figure 2: Female Representation in the NICS 2000-2012, All Staff *



* For underlying data, see Annex 6, Table A6.2.

What have been the greatest changes over time?

2.7 Over the year 2011-2012, female representation was relatively unchanged at the majority of analogous grade^d levels – see Figure 3. The greatest increase in female representation was at analogous Grade 5 and above (2.0 percentage points) with the largest decrease at analogous AA (2.6 percentage points). The decrease in female representation at the AA grade can be explained by the inclusion of Casual staff in 2012, the majority of whom are male.

2.8 Over the period 2000-2012 there was an increase in female representation at all grade levels with the exception of AA and AO. This increase ranged from 8.5 percentage points at analogous Grade EOI/EOII to 21.3 percentage points at analogous Grade 5 and above.

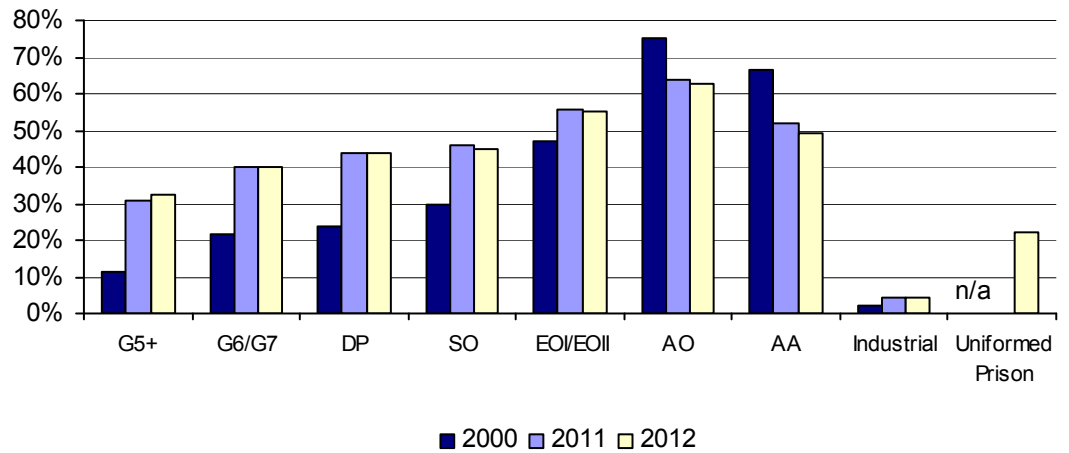
2.9 Despite the substantial increases over the last decade, female representation at Deputy Principal analogous grade level and above is below female representation in the economically active population^e, and remains lowest at the most senior grades. Female staff make up 32.5% of staff at Grade 5 and

^d See footnote b on page 3. Staff at analogous grade levels above AA may have been internally promoted or externally recruited to their current grade level.

^e For a discussion on the limitations of a general comparison of this kind, see Annex 10.

above in the NICS. This compares to 34.7% of Senior Civil Servants in the GB Civil Service^f.

Figure 3: Female Representation in the NICS by Analogous Grade Level, 2000, 2011 and 2012*

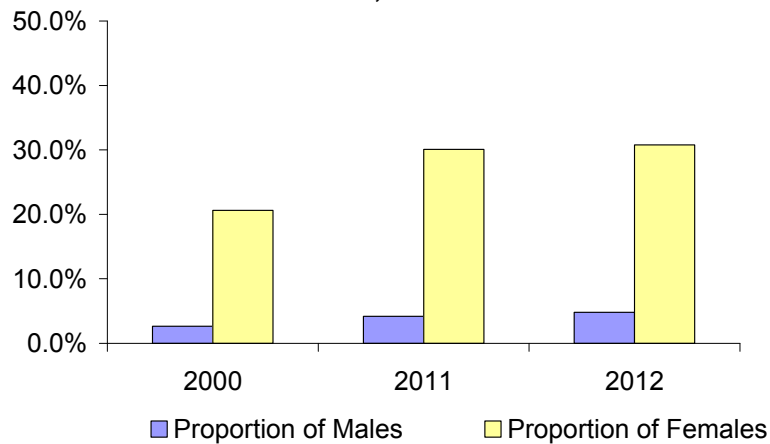


* For underlying data, see Annex 6, Tables A6.3.

How have NICS staff work patterns changed over time?

2.10 The proportion of part-time working among males has risen from a low of 2.6% in 2000, to 4.8% in January of this year. Increases in the proportion of female staff working part-time are also evident: where twelve years ago 20.6% of women worked part-time, compared with 30.8% in 2012.

Figure 4: Part-time working in the NICS by Gender 2000, 2011 and 2012

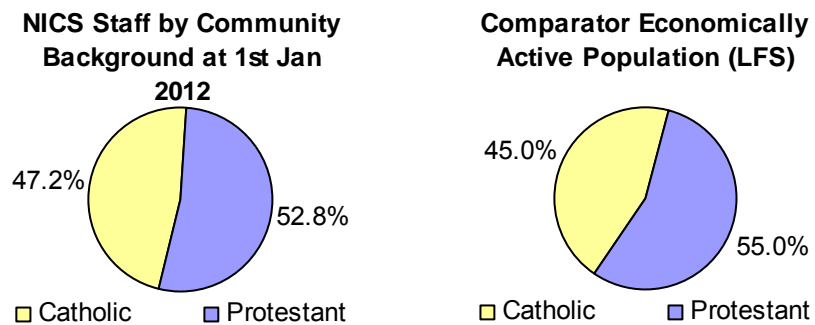


^f See <http://www.ons.gov.uk/ons/rel/pse/civil-service-statistics/2011/stb---civil-service-statistics-2011.html>.

Community background^g

2.11 The composition of the NICS at 1st January 2012 was 52.8% Protestant and 47.2% Catholic² – see Figure 5. (These proportions exclude the 863 staff whose community background was ‘Not Determined’). Comparison with data from the 2010 Labour Force Survey suggests that the NICS is slightly more Catholic/less Protestant than the economically active population as a whole – see Figure 5^h.

Figure 5
Comparison of NICS and economically active population¹
(community background)



* For underlying data, see Annex 6, Table A6.4.

How has the composition changed over time?

2.12 Over the period 2000-2012, Catholic representation has increased by 5.5 percentage points, from 41.7% to 47.2% – see Figure 6 – and Protestant representation has decreased by 5.5 percentage points, from 58.3% to 52.8%. It should be noted that the increase of 1.9 percentage points in Protestant representation between 2011 and 2012 is due in large part to the inclusion of 1,744 NICS Prison Grades staff (of whom 88.7% were Protestant). It should also be noted that the fall of 1.6 percentage points between 2008 and 2009 in Protestant representation is due in large part to the transfer of around 1,200 NICS staff (of whom 86.0% were Protestant) to the Police Service of Northern Ireland (PSNI). The increase in Catholic representation over the period 2000-2010 in the full-time public sector workforce, as reported in the Equality Commission’s monitoring dataⁱ, was 6.4 percentage points, as was the

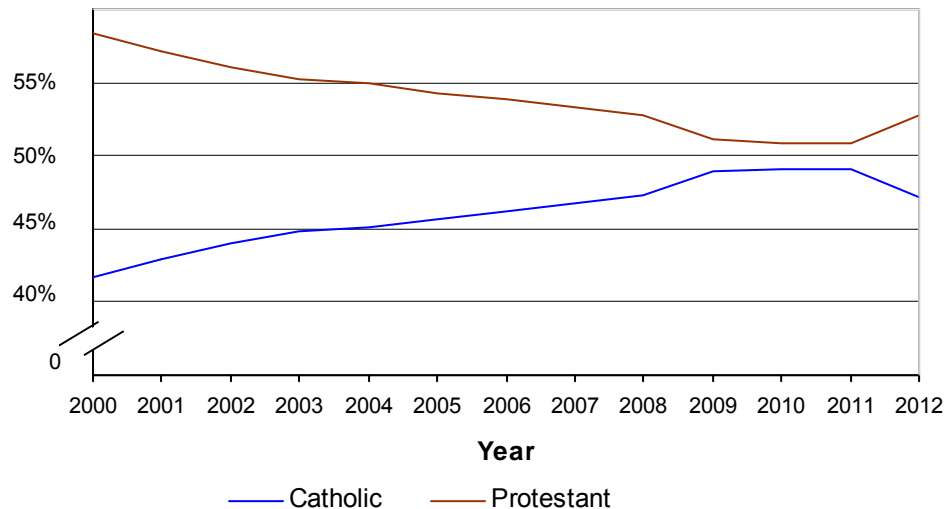
^g Excluding those whose community background was ‘Not Determined’.

^h For a discussion on the limitations of a general comparison of this kind, see Annex 10. Note in particular the reference to analysis undertaken for “Article 55” reviews.

ⁱ See <http://www.equalityni.org/archive/pdf/monitoringreport%202010.pdf>

decrease in Protestant representation. Obviously this is only a broad comparison, because of the wide range of organisations and occupations that comprise the monitored public sector workforce; however, it does suggest that the changes that have occurred in the NICS are similar in scale to those in the public sector as a whole.

Figure 6: Protestant and Catholic Representation in the NICS 2000-2012, All Staff*



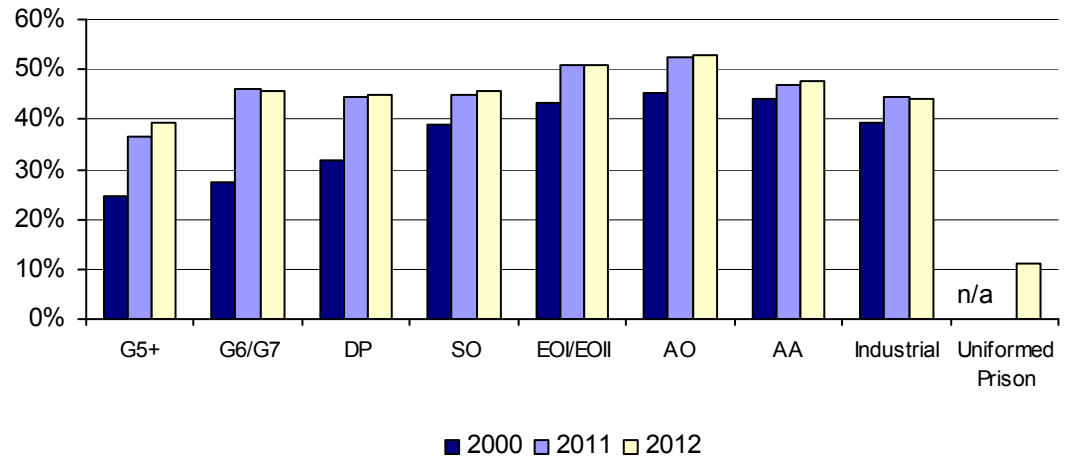
* For underlying data, see Annex 6, Table A6.5.

What have been the greatest changes over time?

2.13 Over the year 2011-2012 there was no significant change in the community background profile at the majority of grade levels – see Figure 7. The largest change was an increase in Catholic representation, and corresponding decrease in Protestant representation, at analogous Grade 5+ (2.7 percentage points).

2.14 Over the period 2000-2012 there was an increase in Catholic representation at all grade levels. This increase was greatest at the more senior grade levels (18.2 percentage points at analogous Grade 6/7; 14.8 percentage points at analogous Grade 5 and above).

Figure 7: Catholic Representation in the NICS by Analogous Grade Level, 2000, 2011 and 2012*

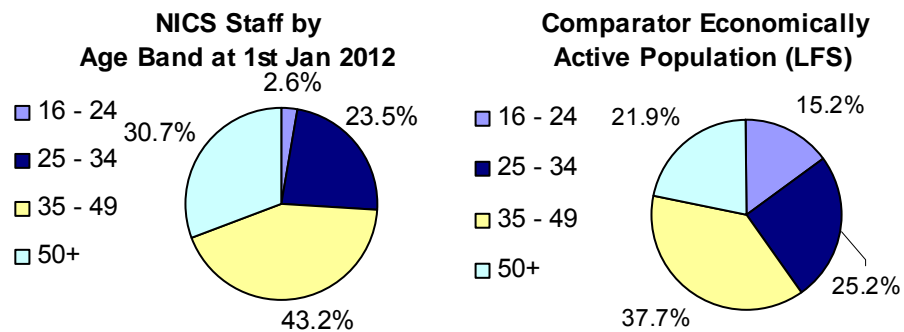


* For underlying data, see Annex 6, Tables A6.6.

Age-group

2.15 The NICS has an older age profile than the economically active population aged 16-64^j – see Figure 8. The proportions of NICS staff aged 16-24 and 25-34 are lower than the proportions of the economically active population in these age groups, whilst the opposite is true for those aged 35-49 and 50+.

Figure 8
Comparison of NICS and economically active population¹
(age-group)

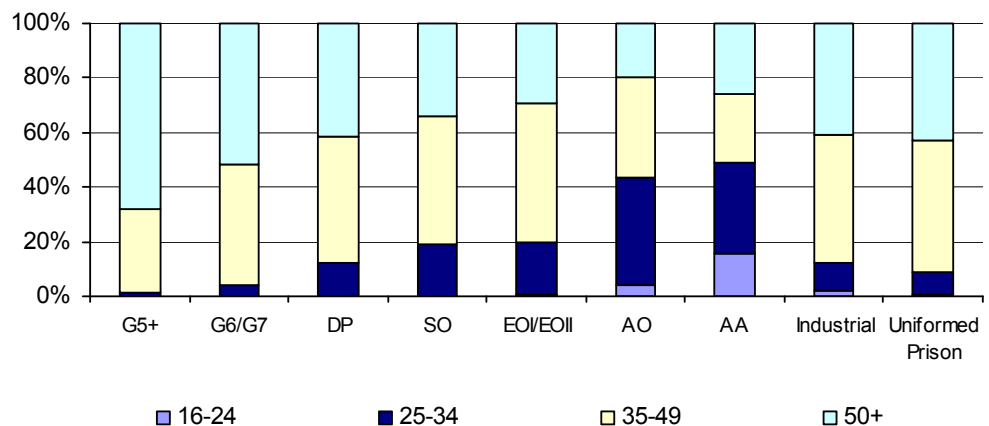


* For underlying data, see Annex 6, Table A6.7.

How do age profiles differ across the grade levels?

2.16 The age-group composition of the different grade levels varies considerably – see Figure 9. Those aged 35+ are in a majority at each grade level. As might be expected in a hierarchically structured organisation the proportion aged 50+ increases from 20.0% at the AO grade through to 68.3% at analogous Grade 5 and above.

Figure 9: Age-Group Composition of the NICS by Analogous Grade Level at 1st January 2012



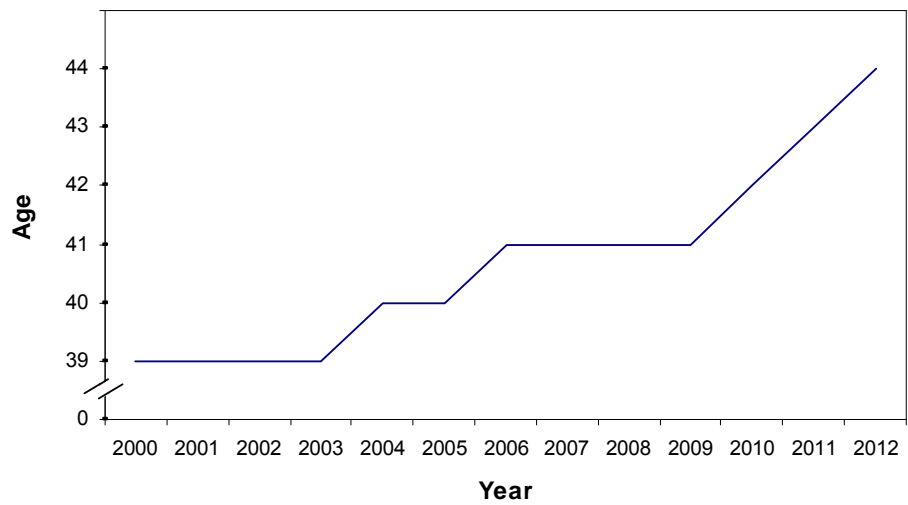
* For underlying data, see Annex 6, Table A6.8(a).

^j For a discussion on the limitations of a general comparison of this kind, see Annex 10.

How has the age profile changed over time?

2.17 The median age of staff has increased from 39 in 2000 to 44 in 2012 – See Figure 10. This is reflected in an increase in the proportion of staff aged 50+ at all analogous grade levels and a decrease in the proportion of staff aged 16-24 at all non-industrial grades up to and including analogous Staff Officer level.

Figure 10: Median Age in the NICS 2000-2012, All Staff

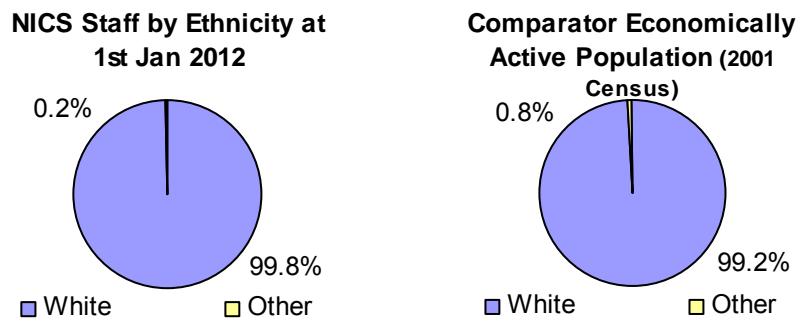


Ethnicity^k

2.18 The composition of the NICS is 0.2% (60 staff) from minority ethnic groups – see Figure 11. (The largest groups are Chinese(12) and Indian(12); because of the small numbers, no further analysis of these is presented in this report).

2.19 The proportion of staff in the NICS at January 2012 who were from minority ethnic groups was 0.6 percentage points lower than in the economically active population¹ in 2001¹ – see Figure 9. Evidence from household and other official surveys indicates that the proportion of the population from minority ethnic groups has increased since the 2001 Census. For example, the annual school census shows an increase of 1.4 percentage points in the proportion of pupils from minority ethnic groups between 2001/02 and 2011/12.

Figure 11
Comparison of NICS and economically active population³
(ethnicity)



* For underlying data, see Annex 6, Table A6.9.

What is the position for the various grade levels?

2.20 Minority ethnic representation is higher at grade levels DP and above (0.4%) than in the other grade levels (0.2%).

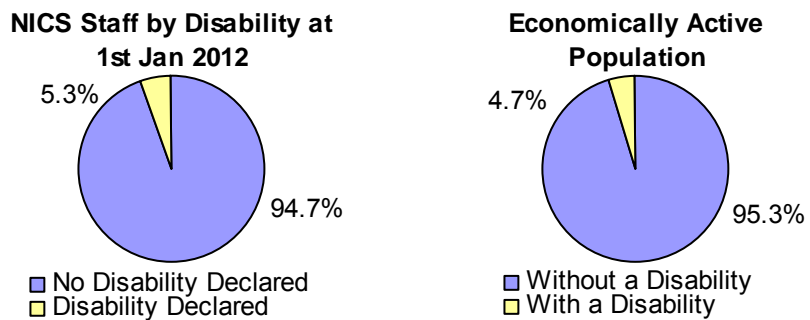
^k Analysis excludes those staff who have not provided monitoring information. See Annex 1 for details.

^l For a discussion on the limitations of a general comparison of this kind, see Annex 10.

Disability^m

2.21 The proportion of NICS staff who have declared a disability (5.3%) is broadly in line with the estimated proportion of the economically active population who have a disabilityⁿ (4.7%)^o – see Figure 12.

Figure 12
Comparison of NICS and economically active population⁴
(disability)



* For underlying data, see Annex 6, Table A6.11.

What is the position for the various grade levels?

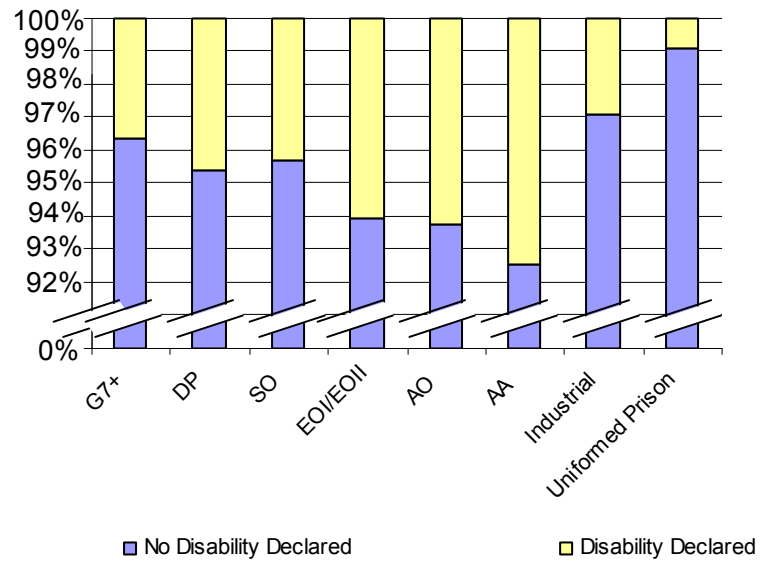
2.22 The proportion of NICS staff who have declared a disability is highest in the lower grades: it ranges from 7.5% at analogous AA level to 3.6% at analogous Grade 7 and above. Prison Grades staff have the lowest proportion of staff declaring a disability at 0.9% – see Figure 13.

^m For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category. For an assessment of the effect of the missing data, see Annex 1.

ⁿ See Annex 7.

^o For a discussion on the limitations of a general comparison of this kind, see Annex 10.

Figure 13: Disability Composition of the NICS by Analogous Grade Level at 1st January 2012



* For underlying data, see Annex 6, Table A6.12.

NOTES

¹ Economically active population aged 16-64. Source: 2010 Labour Force Survey (LFS) Religion Report annual individual dataset. Please note that because the LFS is a sample survey results are subject to sampling error. An explanation of this sampling error can be found in Annex B of the report at the following link: <http://www.ofmdfmi.gov.uk/labour-force-religion-report-2010.pdf>

² In this report, 'Catholic' is used to describe those who indicated on the monitoring form that they are a member of the Roman Catholic community, and those whose background has been attributed to the Roman Catholic community.

³ Economically active population aged 16-64 with at least 1 GCSE. Source: 2001 Census of Population. Crown copyright material is reproduced with the permission of the Controller of HMSO. Reproduced under the terms of the Click-Use Licence. Licence number C2009001949.

⁴ Economically active population aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications). See Annex 7 for details.

3. Recruitment

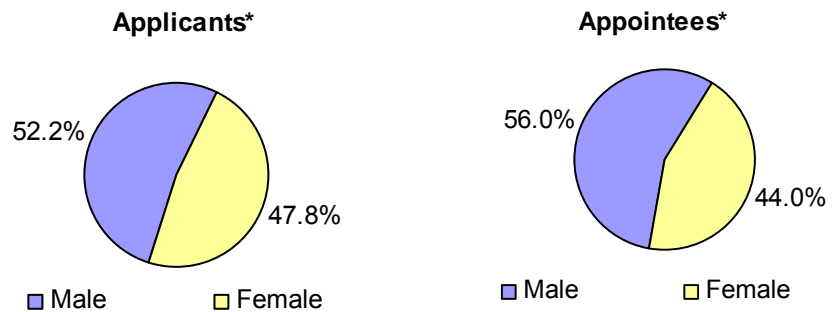
3.1 This section relates to posts advertised externally. (Applicants for such posts may, of course, include existing members of the NICS). In any given year these posts can cover the full range of analogous grade levels and occupational groups. The embargo on General Service recruitment was lifted for all grades by 7 November 2011.

3.2 Over the period 1 January 2011 to 31 December 2011, 65 recruitment competitions were held for jobs in the NICS which had a closing date for applications in 2011. A total of 14,297 applications were received, with the number of applications for individual competitions ranging from 4 to 6,175. By 1 May 2012, there were 259 appointments – see Table 1. The composition of applicants and appointees is provided in Figure 14.

3.3 The composition of applicants is influenced by the nature of the specific recruitment competitions e.g. applicants for the Roadworker 2 competition were predominately male.

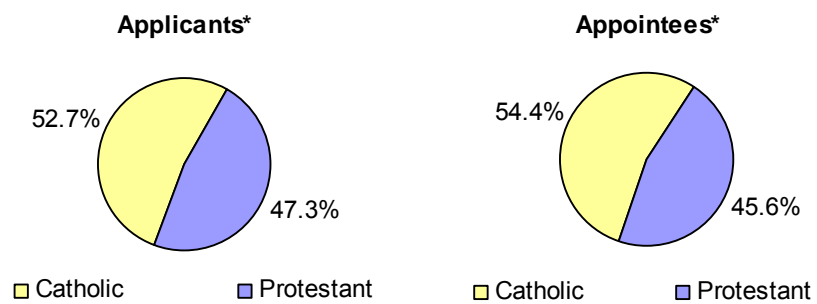
Figure 14
NICS Recruitment competitions with an application closing date in 2011: comparison of NICS applicants and appointees^P

(a) Gender



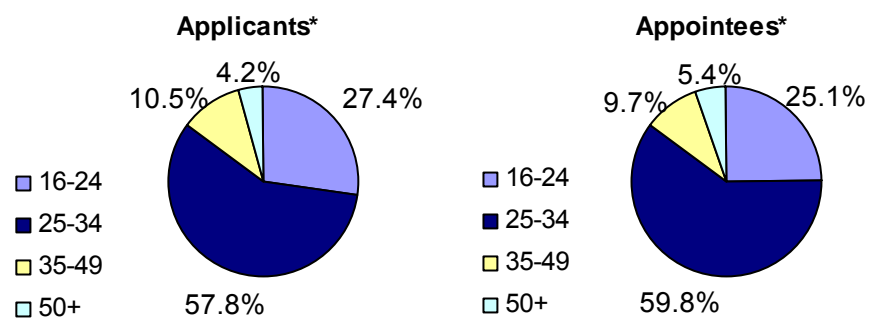
* For underlying data, see Annex 6, Table A6.13(a).

(b) Community Background



* For underlying data, see Annex 6, Table A6.13(b).

(c) Age-Group



* For underlying data, see Annex 6, Table A6.13(c).

^P Up to 1 May 2012. Further appointments may be made from these competitions, which could change the profile of appointees.

Was there equality of outcome in recruitment competitions?

3.4 For NICS Recruitment competitions with an application closing date in 2011 we have taken the profile of applicants and calculated the composition of appointees^q that would have been expected if the groups within the equality categories (e.g. males and females) had been equal in merit. These results were then added together to obtain the 'expected' compositions reported in Table 1^r. It is worth noting that further appointments may be made from some of these competitions, which could change the profile of appointees.

3.5 Table 1 shows that the Gender and Community Background profile of appointees was broadly in line with the 'expected' numbers. The number of appointees aged 25-34 was higher than the 'expected' number, while the number of appointees in the other age categories was lower than expected.

3.6 Further information on the various stages of NICS recruitment competitions can be found in the publication 'Analysis of NICS recruitment competitions 1 January 2011 – 31 December 2011'^s.

^q Up to 1 May 2012. Further appointments may be made from these competitions, which could change the profile of appointees.

^r Unlike an individual competition, it is not appropriate to calculate an overall success rate for a set of competitions.

^s http://www.nisra.gov.uk/publications/Analysis_of_NICS_Recruitment_Competitions_2011.pdf

Table 1
NICS Recruitment competitions with an application closing date in 2011: comparison of actual and 'expected'³ appointees

Equality Category	Description	Applicants	'Expected' appointees under equality of outcome	Actual appointees ^t	Difference (Actual minus 'Expected')
Overall	Total	14,297	259	259	0
Gender	Male	7,457	142	145	3
	Female	6,835	117	114	-3
Community Background	Protestant	6,406	114	110	-4
	Catholic	7,138	127	131	4
	Not Determined	753	18	18	0
Ethnicity ^u	White	14,116	255	#	#
	Minority Ethnic Groups	163	4	*	#
Disability	With a declared disability	440	7	*	#
	Without a declared disability ^v	13,857	252	#	#
Age-group [§]	16-24	3,896	82	65	-17
	25-34	8,216	131	155	24
	35-49	1,491	31	25	-6
	50+	603	15	14	-1

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 10).

§ Note that date of birth is missing or invalid for 91 applicants.

^t Up to 1 May 2012. Further appointments may be made from these competitions, which could change the profile of appointees.

^u Analysis excludes those staff who have not provided monitoring information.

^v For the purposes of this report, anyone whose disability information is missing is allocated to the 'without a declared disability' category.

What happened in high volume General Service competitions?

3.7 During 2011, there were two high volume General Service recruitment competitions, one for the Executive Officer II grade and the other for the Staff Officer (Fast Stream) grade.

EXECUTIVE OFFICER II Competition 2011

3.8 The Executive Officer II competition was the largest NICS recruitment competition in 2011, attracting 6,175 valid applications. Candidates were required to sit an online test. The highest performing candidates on this test were then invited to a written test session. The top candidates at the written test session were invited to interview. Candidates who were successful at interview were ranked in merit order and offered positions. Success rates at the key stages of the competition are presented in Tables 2-4.

3.9 A total of 5,251 candidates completed the online test. Of these, 2,044 candidates (38.9%) were invited to the written test stage of the competition - see Table 2. In terms of gender, the success rate of males in the online test (45.5%) was substantially higher than that of females (32.7%). In terms of community background, Protestants (41.0%) had a higher success rate in the online test than Catholics (36.7%). The success rate at the online test stage of candidates who declared a disability (30.7%) was substantially lower than those who declared no disability (39.3%). Candidates aged 50 or over had a lower success rate in the online test than candidates in any of the younger age categories.

3.10 Of the 2,044 candidates invited to the written test session, 1,832 attended and the top 917 (50.1%) were invited to interview. Success rates at the written test stage across the various equality categories are presented in Table 3. The success rate of males in the written test (52.7%) was higher than that of females (46.5%), while Protestants (52.9%) had a higher success rate in the written test than Catholics (45.8%). The success rate at the written test stage of candidates who declared a disability (54.7%) compares with 49.9% for candidates who declared no disability. Candidates aged 25-34 years had the highest success rate in the written test.

Table 2
EOLL competition 2011: success rates at the online test stage

Equality Category	Description	Sat online test	Passed online test	Success rate
Overall	Total	5,251	2,044	38.9%
Gender	Male	2,558	1,164	45.5%
	Female	2,693	880	32.7%
Community Background	Protestant	2,470	1,013	41.0%
	Catholic	2,565	941	36.7%
	Not Determined	216	90	41.7%
Ethnicity	White	5224	#	#
	Minority Ethnic Groups	27	*	#
Disability	With a declared disability	199	61	30.7%
	Without a declared disability	5,052	1,983	39.3%
Age-group [§]	16-24	1,144	444	38.8%
	25-34	3,350	1,349	40.3%
	35-49	552	194	35.1%
	50+	200	55	27.5%

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 10).

§ Excludes candidates whose date of birth is missing or invalid.

Table 3
EOLL competition 2011: success rates at the written test stage

Equality Category	Description	Sat written test	Passed written test	Success rate
Overall	Total	1,832	917	50.1%
Gender	Male	1,050	553	52.7%
	Female	782	364	46.5%
Community Background	Protestant	908	480	52.9%
	Catholic	845	387	45.8%
	Not Determined	79	50	63.3%
Ethnicity	White	#	#	#
	Minority Ethnic Groups	*	*	#
Disability	With a declared disability	53	29	54.7%
	Without a declared disability	1,779	888	49.9%
Age-group [§]	16-24	399	197	49.4%
	25-34	1,218	625	51.3%
	35-49	170	75	44.1%
	50+	43	19	44.2%

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 10).

§ Excludes candidates whose date of birth is missing or invalid.

3.11 Of the 917 candidates invited to interview, 876 attended and of these 486 (55.5%) passed the interview. The success rate of females at interview (58.1%) compares with 53.8% for males. In terms of community background, the success rate at interview of Catholics was 57.5% while that of Protestants was 54.3%. Candidates with a disability had a success rate at interview of 42.9% compared with 55.9% for other candidates. In terms of age, the highest success rate at the interview stage was among candidates aged 25-34 (58.6%). The differences noted above in relation to gender, community background and disability were not statistically significant.

3.12 In Figure 15, the gender and community background^w profiles of applicants for the EOII competition are compared with those of appointees. For the purposes of this report appointees up to 1 May 2012 are included. It is important to note that further appointments are likely to be made from this competition, which may change the profile of appointees. Males represented 47.8% of applicants and 57.0% of appointees. In terms of community background, Catholics made up 49.3% of applicants and 52.3% of appointees. No analysis is presented for ethnicity, disability or age-group, due to small numbers of appointees in categories associated with these variables.

^w The Protestant and Not Determined categories were combined, due to small numbers of appointees in the Not Determined category.

Table 4
EOLL competition 2011: success rates at the interview stage

Equality Category	Description	Attended interview	Passed interview	Success rate
Overall	Total	876	486	55.5%
Gender	Male	530	285	53.8%
	Female	346	201	58.1%
Community Background	Protestant	455	247	54.3%
	Catholic	374	215	57.5%
	Not Determined	47	24	51.1%
Ethnicity	White	#	486	#
	Minority Ethnic Groups	*	0	0.0%
Disability	With a declared disability	28	12	42.9%
	Without a declared disability	848	474	55.9%
Age-group [§]	16-24	187	88	47.1%
	25-34	597	350	58.6%
	35-49	72	37	51.4%
	50+	20	11	55.0%

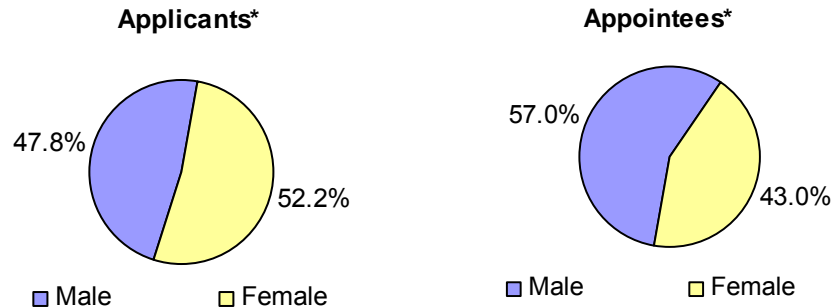
Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 10).

§ Excludes candidates whose date of birth is missing or invalid.

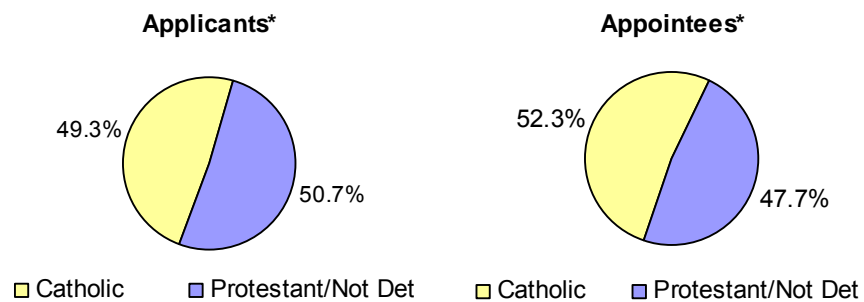
Figure 15
EOLl Competition 2011: comparison of NICS applicants and appointees^x

(a) Gender



* For underlying data, see Annex 6, Table A6.14(a).

(b) Community Background



* For underlying data, see Annex 6, Table A6.14(b).

STAFF OFFICER (Fast Stream) Competition 2011

3.13 The competition to recruit a relatively small number of Staff Officers, who have the potential to become senior managers within the NICS, attracted interest from 3,934 candidates. This competition was administered by the Cabinet Office on behalf of the NICS, in parallel with the other Home Civil Service Fast Stream schemes. The selection stages included online tests, completion of a competence-based application form, an e-tray exercise and an assessment centre. Since the number of applicants who passed the assessment centre stage is small (12), analysis is restricted to the online test and e-tray stages of the competition - see Tables 5 and 6.

^x As of 1 May 2012. Further appointments are likely to be made from this competition.

Table 5
Staff Officer (Fast Stream) competition 2011: success rates
at the online test stage

Equality Category	Description	Sat online test	Passed online test	Success rate
Overall	Total	1,880	117	6.2%
Gender	Male	935	64	6.8%
	Female	942	53	5.6%
Community Background	Protestant/ Not Determined	975	59	6.1%
	Catholic	905	58	6.4%
Ethnicity [^]	White	1,850	#	#
	Minority Ethnic Groups	24	*	#
Disability	With a declared disability	18	0	0.0%
	Without a declared disability	1,862	117	6.3%
Age-group [§]	16-24	716	37	5.2%
	25-34	1,032	73	7.1%
	35-49	86	*	#
	50+	*	0	0.0%

Number has been suppressed, to avoid disclosing another number that is too small to publish.

*Number of cases too small to publish (i.e. below 10).

[^]Excludes candidates whose ethnicity information is missing

[§] Excludes candidates whose date of birth is missing or invalid

3.14 Of the 1,880 candidates who sat the online test, 117 (or 6.2%) were successful. The success rate of males in the online test was 6.8%, was similar to that of females (5.6%). In terms of community background^y, the success rate of candidates from a Catholic community background (6.4%) was similar to that of candidates from the Protestant/Not Determined community background (6.1%).

^y The Protestant and Not Determined categories were combined, due to small numbers in the Not Determined category

Table 6
Staff Officer (Fast Stream) competition 2011: success rates
at the e-tray stage

Equality Category	Description	Sat e-tray	Passed e-tray	Success rate
Overall	Total	166	39	23.5%
Gender	Male	86	22	25.6%
	Female	80	17	21.3%
Community Background	Protestant/ Not Determined	85	21	24.7%
	Catholic	81	18	22.2%
Ethnicity [^]	White	#	#	#
	Minority Ethnic Groups	*	*	#
Disability	With a declared disability	61	*	#
	Without a declared disability	105	#	#
Age-group [§]	16-24	54	*	#
	25-34	100	29	29.0%
	35-49	5	0	0.0%
	50+	0	0	N/A

Number has been suppressed, to avoid disclosing another number that is too small to publish.

*Number of cases too small to publish (i.e. below 10).

[^]Excludes candidates whose ethnicity information is missing.

[§] Excludes candidates whose date of birth is missing or invalid.

3.15 Of the 166 candidates who sat the e-tray, 39 (or 23.5%) passed. There were no significant differences in success rates at e-tray stage in terms of gender or community background.

NOTES

³ For each competition, the composition of appointees was compared with what would be expected if each group of eligible applicants (e.g. males and females) was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.

4. Promotion

4.1 In any given year promotion competitions advertised internally^z can cover posts in a wide range of analogous grade levels and occupational groups. A total of 66 NICS promotion competitions were held with an application closing date in 2011. A total of 1,550 applications were made for promotion within the NICS, with the number of applications for individual competitions ranging from 1 to 152. By 1 May 2012, a total of 211 staff had been promoted from 62 of these competitions, while no staff had been promoted from the other 4 competitions.

4.2 We have taken the profile of applicants for these competitions and calculated the composition of promotees that would have been expected if the groups within the equality categories (e.g. males and females) had been equal in merit. These results were then added together to obtain the 'expected' compositions reported in Table 7.

4.3 The most marked differences between the actual and 'expected' promotees were in terms of community background, with 17 more Protestants promoted than would be expected, and gender, with 12 more females promoted than would be expected.

^z Including 'Trawl Notices' for specific vacancies where the post in question required specialist skills or aptitudes.

Table 7
NICS promotion competitions for permanent positions (including
trawls) with an application closing date in 2011 from which
appointments had been made by 1 May 2012

Equality Category	Description	Applicants	'Expected' promotees under equality of outcome	Actual promotees ^{aa}	Difference (Actual minus 'Expected')
Overall	Total	1,550	211	211	0
Gender	Male	1,048	138	126	-12
	Female	502	73	85	12
Community Background	Protestant	762	106	123	17
	Catholic/	788	105	88	-17
	Not Determined				
Ethnicity ^{bb}	White	1,406	190	196	+6
	Minority Ethnic Groups	12	2	*	#
Disability	With a declared disability	62	7	*	#
	Without a declared disability ^{cc}	1,488	204	#	#
Age-group ^{\$}	16-24	58	8	11	3
	25-34	845	124	129	5
	35-49	436	54	51	-3
	50+	207	24	20	-4

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 10).

^{\$} Date of birth is missing for 4 applicants.

^{aa} Up to 1 May 2012.

^{bb} Analysis excludes those staff who have not provided monitoring information.

^{cc} For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

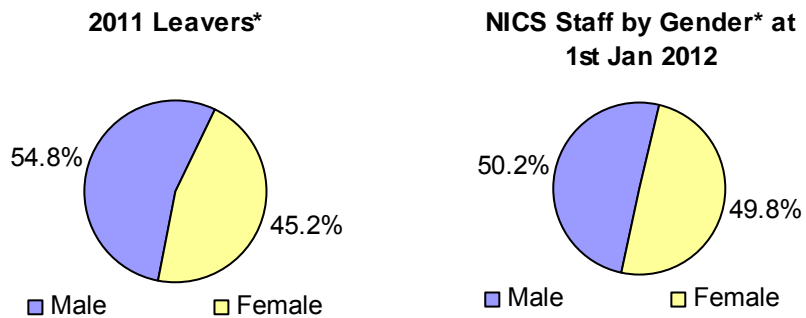
5. Leavers

Profile of leavers^{dd}

5.1 There were 1,137⁴ leavers in 2011 – see Annex 6, Tables A6.15 (a)-(e). The main differences between the profile of leavers and of staff in post relate to age-group – see Figure 16. As would be expected, those aged 50+ constituted a much higher proportion of leavers (43.5%) than of staff in post (30.7%).

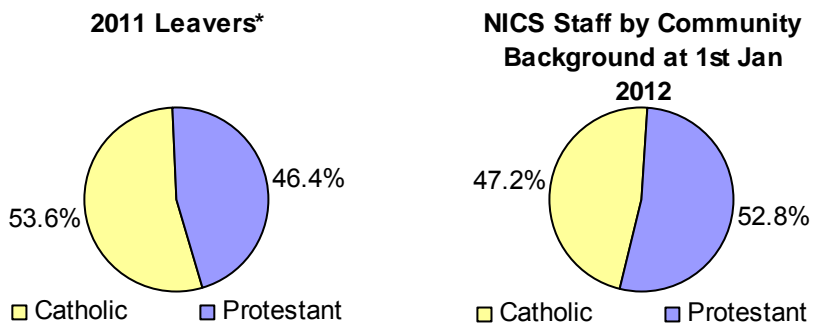
5.2 Males, Catholics, Ethnic Minorities and those with a disability had a higher representation among leavers than in the workforce as a whole – see Figure 16.

Figure 16
Comparison of 2011 leavers and NICS
(a) Gender



* For underlying data, see Annex 6, Table A6.15(a).

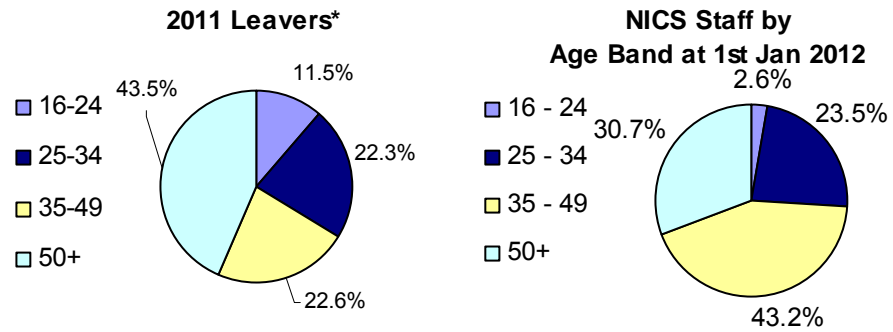
(b) Community Background



* For underlying data, see Annex 6, Table A6.15(b).

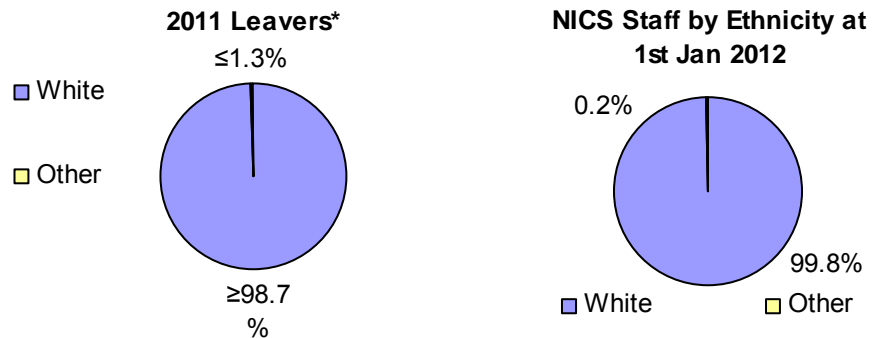
^{dd} Includes staff who have left the NICS permanently as well as those who have left on Secondment or Career Break.

(c) Age-group



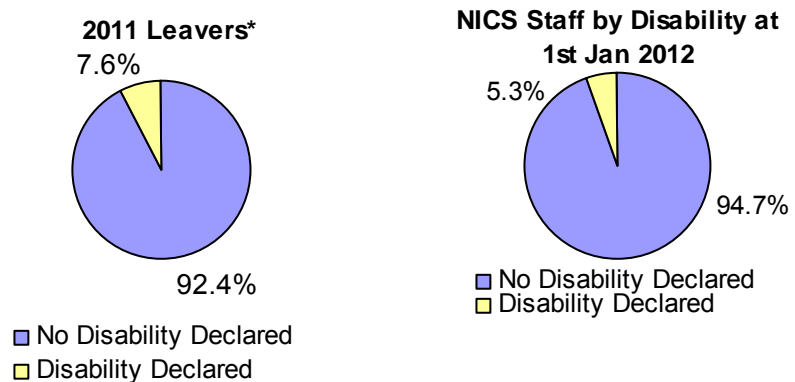
* For underlying data, see Annex 6, Table A6.15(c).

(d) Ethnicity^{ee}



* For underlying data, see Annex 6, Table A6.15(d).

(e) Disability^{ff}



* For underlying data, see Annex 6, Table A6.15(e).

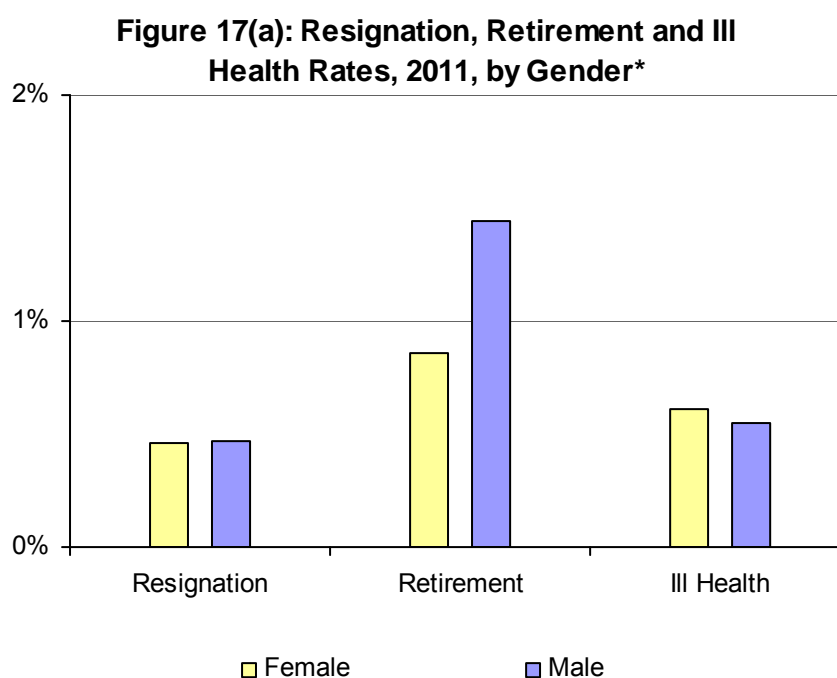
^{ee} Excludes leavers whose ethnicity is missing.

^{ff} For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Reasons for leaving

5.3 To explore in more detail the similarities and differences between the equality groups⁹⁹, we have calculated leaving rates^{hh} for the three most common reasons for leaving permanently: resignation, retirementⁱⁱ and ill health. (Between them, these account for almost two thirds of all permanent leavers).

5.4 Males had similar resignation and ill health leaving rate to females, but a noticeably higher retirement rate – see Figure 17(a).



* For underlying data, see Annex 6, Table A6.16(a).

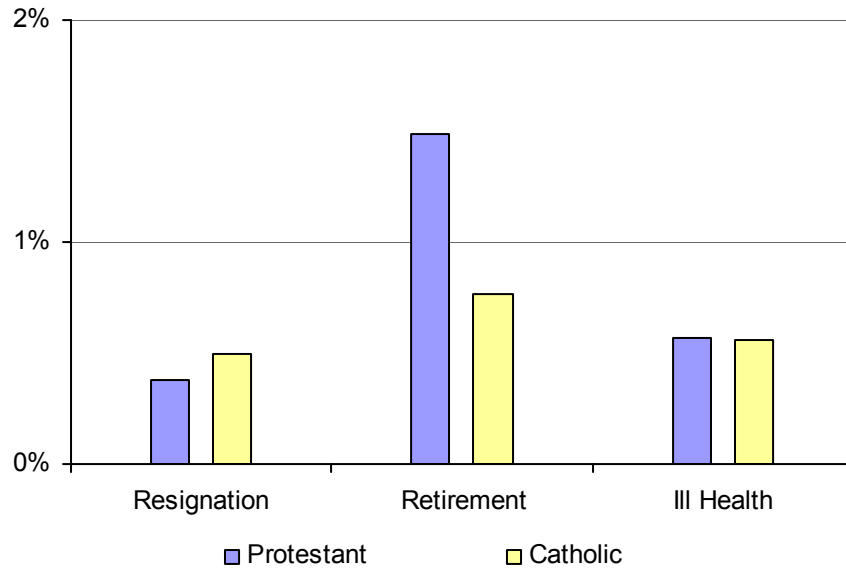
⁹⁹ Apart from the disability and ethnicity groups, because the number of disabled and ethnic minority leavers is too small to present reasons for leaving.

^{hh} The resignation rate is the number (of males, say) who resigned in 2011 divided by the number of (male) staff in post at 1 January 2011. The retirement rate is calculated similarly.

ⁱⁱ Including early retirement.

5.5 Protestants had a similar resignation and ill health leaving rate to Catholics, but a noticeably higher retirement rate – see Figure 17(b).

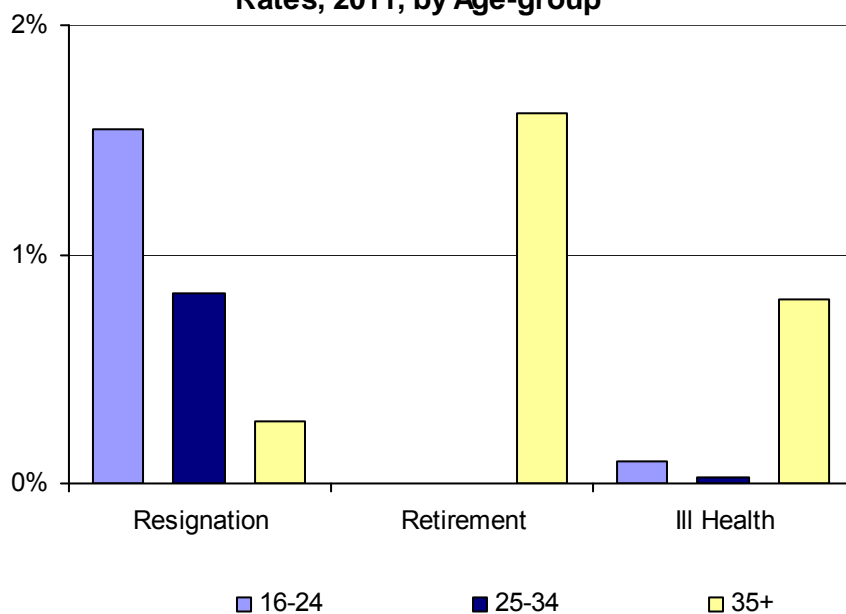
Figure 17(b): Resignation, Retirement and Ill Health Rates, 2011, by Community Background*



* For underlying data, see Annex 6, Table A6.16(b).

5.6 Resignation rates decreased as age increased, falling from 1.5% in the 16-24 age-group to 0.3% in the 35+ age-group. The opposite was true with retirement and ill health leaving rates with most staff being in the 35+ age-group – see Figure 17(c).

Figure 17(c): Resignation, Retirement and Ill Health Rates, 2011, by Age-group*



* For underlying data, see Annex 6, Table A6.16(c).

NOTES

⁴ It should be noted that this figure differs from the figure contained in the annual Fair Employment monitoring return to the Equality Commission. An explanation of the difference is given in Annex 3.

6. Further Information

6.1 All media inquiries should be directed to DFP
Communications Office;-
Telephone: 028 9016 3389
028 9016 3390

Further statistical information can be obtained from
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Telephone: 028 9057 2392
Fax: 028 9054 2048
E-mail: gerard.mcmullan@dfpni.gov.uk

ANNEX 1

BACKGROUND ON DATA

Data Sources

With the exception of data relating to the Prison Service, the NI Courts & Tribunals Service, and, in part, the Youth Justice Agency, the source of data for this report (2012 figures^a) is HRConnect, the Human Resource service for the NICS. Data on staff in the Prison Service, the NI Courts & Tribunals Service, and (for staff not covered by HRConnect) the Youth Justice Agency were obtained from the personnel data systems of those organisations. The data obtained from all data sources related to 1 January 2012.

Discontinuities

Over the period 2001-2012, 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 – whereas the NI Court Service and the Youth Justice Agency became part of the NICS. In addition 2012 is the first year that Prison Grades data has been gathered and incorporated into the NICS figures. The table below lists the years in which these changes occurred, and the approximate number of people who ceased to be, or who became counted as NICS staff as a result.

Year of change	Staff ceasing to be, or becoming, part of the NICS	Size of Change (Headcount) in NICS
2002-04	Industrial Development Board (creation of Invest NI)	- 400
2006	Department of Agriculture and Rural Development Science Service (became part of Agri-Food and Biosciences Institute)	-700
2007	Water Service (became NI Water)	-1,700
2008	Civilian staff seconded to PSNI (became PSNI staff)	-1,200
2010	NI Court Service and Youth Justice Agency (devolution of policing and justice)	+1,000
2012	Prison Grades Staff	+1,750

^a Pre-2009 is based on extracts taken from the Human Resource Management System (HRMS).

Missing data

Ethnicity

Ethnicity is based on the answers of each member of staff (or applicant) to the monitoring questions:-

Are you:

<i>White</i>	<i>Of Black African origin</i>
<i>Of Black Caribbean origin</i>	<i>Of Bangladeshi origin</i>
<i>Of Chinese origin</i>	<i>Of Indian origin</i>
<i>Of Pakistani origin</i>	<i>Other (please specify)</i>

Are you a member of a mixed ethnic group?

Yes No

Are you a member of the Irish Travelling Community?

Yes No

Data on ethnicity were missing for 3,771 staff. The table below shows, for each analogous grade level, the proportion of staff for whom ethnicity data were missing. For industrial staff, this was 27.8%; for non-industrial staff it ranged from 7.5% at the Grade 6/Grade 7 analogous grade level to 42.9% at the Prison Grades level.

Analogous Grade Level	Staff whose ethnicity was missing, as a proportion of all staff
G5+	10.2%
G6/G7	7.5%
DP	8.7%
SO	9.8%
EOI/EOII	12.5%
AO	10.9%
AA	10.6%
Industrial	27.8%
Prison Grades	42.9%
Total	13.5%

Disability

Disability is based on the answers of each member of staff (or applicant) to the monitoring question:-

'Do you consider yourself to have a disability?'

On the former Human Resource Management System (HRMS) at October 2008, just before it was superseded by HRConnect, the proportion who had a disability was 5.6% of those staff who had answered the disability question. It should be noted that data were missing for 10.8% of staff (those who had not answered the disability question). On the HRConnect system it is not possible to identify all the staff who were asked the disability question but answered 'no'; accordingly the number of staff who have answered that they have a disability needs to be expressed as a proportion of all staff. From HRMS we know that at October 2008 the proportion of all staff who said they had a disability was 5.0%. The table below shows how the two proportions compare for each analogous grade. The largest difference is 1.4 percentage points (industrial staff).

Analogous Grade Level	Staff who said they had a disability, as a proportion of staff who answered the disability question (October 2008 data)	Staff who said they had a disability, as a proportion of all staff (October 2008 data)
G5+	3.5%	3.3%
G6/G7	3.5%	3.3%
DP	4.4%	4.1%
SO	4.6%	4.2%
EOI/EOII	5.8%	5.1%
AO	5.8%	5.3%
AA	8.5%	7.5%
Industrial	4.7%	3.3%
Total	5.6%	5.0%

ANNEX 2

DIFFERENCES BETWEEN STAFF COVERAGE IN THIS REPORT AND IN THE EQUALITY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE BASED ON STAFF IN POST AT 1ST JAN 2011.

There are changes in terms of coverage of staff in the Equality Statistics for the Northern Ireland Civil Service based on staff in post at 1st Jan 2012 when compared with the 1st Jan 2011 version of the report.

This is the first year that Prison Grade staff data has been gathered and incorporated into the NICS figures resulting in an additional 1,750 staff (approx.). Of these staff 77.9% were male and 88.7% were from a Protestant Community Background (this proportion does not take into account the 185 staff whose community background was 'Not Determined'). The inclusion of Prison Grade staff therefore explains, in large part, the increase in representation of staff in both the Male and Protestant Community Background groups when compared with staff in post at 1st Jan 2011.

In addition the statistics in this report differ somewhat from previous versions in that for the first time casual staff are included while staff on career break and on external secondment from NICS departments are excluded.

The table below illustrates the impact of changes in coverage of staff between 1st Jan 2011 and 1st Jan 2012 on both the Gender and Community Background profile of the Northern Ireland Civil Service. The figures show that had it not been for the changes in coverage at 1st Jan 2012 there would have been a reduction in overall staff numbers of approximately 500 staff. In addition there would have been no change in the Gender profile and just a small change in the Community Background profile of the Northern Ireland Civil Service during the 12 month period.

	Community Background [†]		Gender		Total Staff
	P	C	M	F	
2011	50.9%	49.1%	47.6%	52.4%	27,701
2012	52.8%	47.2%	50.2%	49.8%	27,995
2012*	50.6%	49.4%	48.3%	51.7%	26,251
2012 [#]	50.6%	49.4%	47.6%	52.4%	27,176

* minus Prison Grade Staff.

[#] minus Prison Grade Staff and Casuals but including Career Breakers and External Secondees (matching 2011 coverage).

[†] these proportions exclude staff whose Community Background is 'Not Determined'.

ANNEX 3

DIFFERENCES BETWEEN STAFF COVERAGE IN THIS REPORT AND IN THE NICS FAIR EMPLOYMENT MONITORING RETURN

Under fair employment legislation all registered employers including the NICS are required to complete an annual monitoring return detailing the community background, full/part-time status, occupational group and gender profile of their workforce. The most recent NICS Monitoring return, which details the compositional profile of the service at 1st Jan 2012, recorded some 28,615 staff, whereas this report relates to 27,995 staff.

The statistics in this report differ somewhat from those contained in the Fair Employment monitoring return due to the inclusion of additional employee groupings in the FEMR e.g. Employment Support Staff, Fee Paid Interviewers etc.

The monitoring return also provides data on 'Appointees', 'Promotees' & 'Leavers' which for the above reasons will also not be identical to the statistics provided in this report.

A copy of the most recently published Equality Commission Fair Employment monitoring report can be found at the link below:

<http://www.equalityni.org/archive/pdf/MonitoringReport%202010.pdf>

ANNEX 4

ANALOGOUS GRADE LEVELS (GENERAL SERVICE GRADE) LISTED IN DESCENDING ORDER

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

ANNEX 5

COMPOSITION OF NICS OVERALL AND BY OCCUPATIONAL GROUP^a

Table A5.1(a)

NICS: gender composition of each analogous grade level

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G5+	166	67.5%	80	32.5%	246	100.0%
G6/G7	834	60.1%	554	39.9%	1,388	100.0%
DP	1,330	56.3%	1,033	43.7%	2,363	100.0%
SO	1,789	54.9%	1,467	45.1%	3,256	100.0%
EOI/EOII	3,493	44.6%	4,332	55.4%	7,825	100.0%
AO	2,988	37.4%	5,004	62.6%	7,992	100.0%
AA	1,074	50.8%	1,041	49.2%	2,115	100.0%
Industrial	1,018	95.5%	48	4.5%	1,066	100.0%
Prison Grades	1,359	77.9%	385	22.1%	1,744	100.0%
Total	14,051	50.2%	13,944	49.8%	27,995	100.0%

Table A5.1(b)

NICS: community background composition of each analogous grade level

Analogous Grade Level	Protestant		Catholic		Not Determined		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	136	55.3%	88	35.8%	22	8.9%	246	100.0%
G6/G7	710	51.2%	600	43.2%	78	5.6%	1,388	100.0%
DP	1,263	53.4%	1,025	43.4%	75	3.2%	2,363	100.0%
SO	1,716	52.7%	1,433	44.0%	107	3.3%	3,256	100.0%
EOI/EOII	3,749	47.9%	3,902	49.9%	174	2.2%	7,825	100.0%
AO	3,719	46.5%	4,136	51.8%	137	1.7%	7,992	100.0%
AA	1,090	51.5%	989	46.8%	36	1.7%	2,115	100.0%
Industrial	566	53.1%	451	42.3%	49	4.6%	1,066	100.0%
Prison Grades	1,383	79.3%	176	10.1%	185	10.6%	1,744	100.0%
Total	14,332	51.2%	12,800	45.7%	863	3.1%	27,995	100.0%

^a Each occupational group has its own grading structure. In order to make the data easier to understand, and to facilitate comparison between different groups, we have shown the data using the analogous General Service grades.

Table A5.1(c)
NICS: age-group composition of each analogous grade level

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G7 and above	64	3.9%	685	41.9%	885	54.2%	1,634	100.0%
DP	296	12.5%	1,086	46.0%	981	41.5%	2,363	100.0%
SO	631	19.4%	1,508	46.3%	1,117	34.3%	3,256	100.0%
EOI/EOII	1,520	19.4%	4,010	51.2%	2,295	29.3%	7,825	100.0%
AO	3,473	43.5%	2,920	36.5%	1,599	20.0%	7,992	100.0%
AA	1,032	48.8%	543	25.7%	540	25.5%	2,115	100.0%
Industrial	127	11.9%	506	47.5%	433	40.6%	1,066	100.0%
Prison Grades	158	9.1%	844	48.4%	742	42.5%	1,744	100.0%
Total	7,301	26.1%	12,102	43.2%	8,592	30.7%	27,995	100.0%

Table A5.1(d)
NICS: disability^a composition of each analogous grade level

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
G7 and above	1,575	96.4%	59	3.6%	1,634	100.0%
DP	2,254	95.4%	109	4.6%	2,363	100.0%
SO	3,115	95.7%	141	4.3%	3,256	100.0%
EOI/EOII	7,351	93.9%	474	6.1%	7,825	100.0%
AO	7,491	93.7%	501	6.3%	7,992	100.0%
AA	1,957	92.5%	158	7.5%	2,115	100.0%
Industrial	1,035	97.1%	31	2.9%	1,066	100.0%
Prison Grades	1,728	99.1%	16	0.9%	1,744	100.0%
Total	26,506	94.7%	1,489	5.3%	27,995	100.0%

Table A5.1(e)
NICS: ethnicity^b composition by analogous grade level

Analogous Grade Level	White		Other		Total	
	No.	%	No.	%	No.	%
DP and above	3,646	99.6%	16	0.4%	3,662	100.0%
SO	2,927	99.6%	11	0.4%	2,938	100.0%
EOI/EOII/AO	13,948	99.9%	19	0.1%	13,967	100.0%
AA/Industrial/Prison Grades	3,643	99.6%	14	0.4%	3,657	100.0%
Total	24,164	99.8%	60	0.2%	24,224	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Analysis excludes those staff who have not provided monitoring information.

Table A5.2(a)**General Service: gender composition of each grade level**

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G5+	128	69.9%	55	30.1%	183	100.0%
G6/G7	358	56.7%	273	43.3%	631	100.0%
DP	652	49.7%	660	50.3%	1,312	100.0%
SO	761	43.1%	1,003	56.9%	1,764	100.0%
EOI/EOII	1,927	35.0%	3,584	65.0%	5,511	100.0%
AO	2,464	33.5%	4,881	66.5%	7,345	100.0%
AA	669	43.2%	880	56.8%	1,549	100.0%
Total	6,959	38.0%	11,336	62.0%	18,295	100.0%

Table A5.2(b)**General Service: community background composition of each grade level**

Analogous Grade Level	Protestant		Catholic		Not Determined		Total	
	No.	%	No.	%	No.	%	No.	%
G5+	99	54.1%	68	37.2%	16	8.7%	183	100.0%
G6/G7	331	52.5%	279	44.2%	21	3.3%	631	100.0%
DP	699	53.3%	588	44.8%	25	1.9%	1,312	100.0%
SO	916	51.9%	802	45.5%	46	2.6%	1,764	100.0%
EOI/EOII	2,547	46.2%	2,890	52.4%	74	1.3%	5,511	100.0%
AO	3,334	45.4%	3,910	53.2%	101	1.4%	7,345	100.0%
AA	763	49.3%	762	49.2%	24	1.5%	1,549	100.0%
Total	8,689	47.5%	9,299	50.8%	307	1.7%	18,295	100.0%

Table A5.2(c)**General Service: age-group composition of each analogous grade level**

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G7 and above	22	2.7%	323	39.7%	469	57.6%	814	100.0%
DP	108	8.2%	610	46.5%	594	45.3%	1,312	100.0%
SO	239	13.5%	888	50.3%	637	36.1%	1,764	100.0%
EOI/EOII	947	17.2%	3,064	55.6%	1,500	27.2%	5,511	100.0%
AO	3,272	44.5%	2,669	36.3%	1,404	19.1%	7,345	100.0%
AA	928	59.9%	356	23.0%	265	17.1%	1,549	100.0%
Total	5,516	30.2%	7,910	43.2%	4,869	26.6%	18,295	100.0%

Table A5.2(d)
General Service: disability^a composition of each grade level

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
G7 and above	781	95.9%	33	4.1%	814	100.0%
DP	1,234	94.1%	78	5.9%	1,312	100.0%
SO	1,677	95.1%	87	4.9%	1,764	100.0%
EOI/EOII	5,134	93.2%	377	6.8%	5,511	100.0%
AO	6,858	93.4%	487	6.6%	7,345	100.0%
AA	1,421	91.7%	128	8.3%	1,549	100.0%
Total	17,105	93.5%	1,190	6.5%	18,295	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Table A5.3(a)
Secretarial: gender composition by analogous grade level

Analogous Grade Level	Female		Total	
	No.	%	No.	%
EOI/EOII	242	100.0%	242	100.0%
AA	86	100.0%	86	100.0%
Total	328	100.0%	328	100.0%

Table A5.3(b)
Secretarial: community background composition by analogous grade level

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
EOI/EOII	146	60.3%	96	39.7%	242	100.0%
AA	54	62.8%	32	37.2%	86	100.0%
Total	200	61.0%	128	39.0%	328	100.0%

Table A5.3(c)
Secretarial: age-group composition by analogous grade level

Analogous Grade Level	25-49		50+		Total	
	No.	%	No.	%	No.	%
EOI/EOII	110	45.5%	132	54.5%	242	100.0%
AA	32	37.2%	54	62.8%	86	100.0%
Total	142	43.3%	186	56.7%	328	100.0%

Table A5.3(d)
Secretarial: disability^{ab} composition

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
Total	310	94.5%	18	5.5%	328	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.4(a)
Scientific: gender composition by analogous grade level

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G6/G7	22	66.7%	11	33.3%	33	100.0%
DP	72	63.2%	42	36.8%	114	100.0%
SO	89	60.1%	59	39.9%	148	100.0%
EOI/EOII	84	46.4%	97	53.6%	181	100.0%
AO	16	42.1%	22	57.9%	38	100.0%
Total	283	55.1%	231	44.9%	514	100.0%

Table A5.4(b)
Scientific: community background composition by analogous grade level

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
G6/G7	22	66.7%	11	33.3%	33	100.0%
DP	59	51.8%	55	48.2%	114	100.0%
SO	84	56.8%	64	43.2%	148	100.0%
EOI/EOII	96	53.0%	85	47.0%	181	100.0%
AO	27	71.1%	11	28.9%	38	100.0%
Total	288	56.0%	226	44.0%	514	100.0%

Table A5.4(c)
Scientific: age-group composition by analogous grade level

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G6/G7			11	33.3%	22	66.7%	33	100.0%
DP	10	8.8%	61	53.5%	43	37.7%	114	100.0%
SO	22	14.9%	92	62.2%	34	23.0%	148	100.0%
EOI/EOII/AO	106	48.4%	89	40.6%	24	11.0%	219	100.0%
Total	138	26.8%	253	49.2%	123	23.9%	514	100.0%

Table A5.4(d)
Scientific: disability^{ab} composition

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
Total	496	96.5%	18	3.5%	514	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.5(a)**Technology: gender composition by analogous grade level**

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G5+	4	80.0%	1	20.0%	5	100.0%
G6/G7	136	91.0%	14	9.0%	150	100.0%
DP	276	80.7%	66	19.3%	342	100.0%
SO	402	79.8%	102	20.2%	504	100.0%
EOI/EOII	515	82.3%	111	17.7%	626	100.0%
Total	1,329	81.9%	293	18.1%	1,622	100.0%

Table A5.5(b)**Technology: community background by analogous grade level**

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
G7 and above	90	60.0%	60	40.0%	150	100.0%
DP	205	59.9%	137	40.1%	342	100.0%
SO	255	50.6%	249	49.4%	504	100.0%
EOI/EOII	309	49.4%	317	50.6%	626	100.0%
Total	859	53.0%	763	47.0%	1,622	100.0%

Table A5.5(c)**Technology: age-group composition by analogous grade level**

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
DP and above	25	5.1%	187	38.0%	280	56.9%	492	100.0%
SO	152	29.8%	171	33.9%	181	35.9%	504	100.0%
EOI/EOII	202	31.2%	187	29.9%	237	37.9%	626	100.0%
Total	379	23.4%	545	33.6%	698	43.0%	1,622	100.0%

Table A5.5(d)**Technology: disability^{ab} composition**

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
DP and above	477	97.0%	15	3.0%	492	100.0%
SO	488	96.8%	16	3.2%	504	100.0%
EOI/EOII	600	95.8%	26	4.2%	626	100.0%
Total	1,565	96.5%	57	3.5%	1,622	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.6(a)**Legal: gender composition by analogous grade level**

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G5+	18	58.1%	13	41.9%	31	100.0%
G6/G7	58	36.5%	101	63.5%	159	100.0%
DP	31	30.4%	71	69.6%	102	100.0%
SO	1	50.0%	1	50.0%	2	100.0%
EOI/EOII	2	40.0%	3	60.0%	5	100.0%
Total	110	36.8%	189	63.2%	299	100.0%

Table A5.6(b)**Legal: community background composition by analogous grade level**

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
G5+	20	64.5%	11	35.5%	31	100.0%
G6/G7	58	36.5%	101	63.5%	159	100.0%
DP/SO/EOI/EOII	39	35.8%	70	64.2%	109	100.0%
Total	117	39.1%	182	60.9%	299	100.0%

Table A5.6(c)**Legal: age-group composition by analogous grade level**

Analogous Grade Level	16-49		50+		Total	
	No.	%	No.	%	No.	%
G5+	11	35.5%	20	64.5%	31	100.0%
G6/G7	107	67.3%	52	32.7%	159	100.0%
DP/SO/EOI/EOII	98	89.9%	11	10.1%	109	100.0%
Total	216	72.2%	83	27.8%	299	100.0%

Table A5.7(a)

Computing: gender composition by analogous grade level

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G6/G7	16	84.2%	3	15.8%	19	100.0%
DP	40	78.4%	11	21.6%	51	100.0%
SO	78	78.0%	22	22.0%	100	100.0%
EOI/EOII	249	74.6%	85	25.4%	334	100.0%
AO	29	82.9%	6	17.1%	35	100.0%
AA	12	60.0%	8	40.0%	20	100.0%
Total	424	75.8%	135	24.2%	559	100.0%

Table A5.7(b)

Computing: community background composition by analogous grade level

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
G6/G7/DP	29	41.4%	41	58.6%	70	100.0%
SO	56	56.0%	44	44.0%	100	100.0%
EOI/EOII	175	52.4%	159	47.6%	334	100.0%
AO/AA	24	43.6%	31	56.4%	55	100.0%
Total	284	50.8%	275	49.2%	559	100.0%

Table A5.7(c)

Computing: age-group composition by analogous grade level

Analogous Grade Level	16-49		50+		Total	
	No.	%	No.	%	No.	%
G6/G7/DP	22	31.4%	48	68.6%	70	100.0%
SO	53	53.0%	47	47.0%	100	100.0%
EOI/EOII/AO/AA	353	90.7%	36	9.3%	389	100.0%
Total	428	76.6%	131	23.4%	559	100.0%

Table A5.7(d)

Computing: disability^{ab} composition

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
Total	534	95.5%	25	4.5%	559	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.8(a)
Departmental Specialisms: gender composition of each analogous grade level

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
G5+	16	59.3%	11	40.7%	27	100.0%
G6/G7	244	61.6%	152	38.4%	396	100.0%
DP	253	59.0%	176	41.0%	429	100.0%
SO	457	62.0%	280	38.0%	737	100.0%
EOI/EOII	703	77.6%	203	22.4%	906	100.0%
AO	432	85.4%	74	14.6%	506	100.0%
AA	205	94.5%	12	5.5%	217	100.0%
Prison Grades	1,359	77.9%	385	22.1%	1,744	100.0%
Total	3,669	73.9%	1,293	26.1%	4,962	100.0%

Table A5.8(b)
Departmental Specialisms: community background composition of each analogous grade level

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
G5+	13	48.1%	14	51.9%	27	100.0%
G6/G7	203	51.3%	193	48.7%	396	100.0%
DP	235	54.8%	194	45.2%	429	100.0%
SO	404	54.8%	333	45.2%	737	100.0%
EOI/EOII	468	51.7%	438	48.3%	906	100.0%
AO	287	56.7%	219	43.3%	506	100.0%
AA	122	56.2%	95	43.8%	217	100.0%
Prison Grades	1,383	79.3%	361	20.7%	1,744	100.0%
Total	3,115	62.8%	1,847	37.2%	4,962	100.0%

Table A5.8(c)
Departmental Specialisms: age-group composition of each analogous grade level

Analogous Grade Level	16-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%
G7 and above	15	3.5%	201	47.5%	207	48.9%	423	100.0%
DP	90	21.0%	217	50.6%	122	28.4%	429	100.0%
SO	214	29.0%	307	41.7%	216	29.3%	737	100.0%
EOI/EOII	173	19.1%	379	41.8%	354	39.1%	906	100.0%
AO	147	29.1%	216	42.7%	143	28.3%	506	100.0%
AA	38	17.5%	80	36.9%	99	45.6%	217	100.0%
Prison Grades	158	9.1%	844	48.4%	742	42.5%	1,744	100.0%
Total	835	16.8%	2,244	45.2%	1,883	37.9%	4,962	100.0%

Table A5.8(d)
Departmental Specialisms: disability^{ab} composition

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
G7 and above	408	96.5%	15	3.5%	423	100.0%
DP	418	97.4%	11	2.6%	429	100.0%
SO	711	96.5%	26	3.5%	737	100.0%
EOI/EOII	868	95.8%	38	4.2%	906	100.0%
AO	493	97.4%	13	2.6%	506	100.0%
AA	207	95.4%	10	4.6%	217	100.0%
Prison Grades	1,728	99.1%	16	0.9%	1,744	100.0%
Total	4,833	97.4%	129	2.6%	4,962	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.9(a)

Centralised Services: gender composition by analogous grade level

Analogous Grade Level	Male		Female		Total	
	No.	%	No.	%	No.	%
EOI/EOII	5	50.0%	5	50.0%	10	100.0%
AO	42	66.7%	21	33.3%	63	100.0%
AA	182	76.8%	55	23.2%	237	100.0%
Total	229	73.9%	81	26.1%	310	100.0%

Table A5.9(b)

Centralised Services: community background composition

Analogous Grade Level	Protestant		Catholic/ Not Determined		Total	
	No.	%	No.	%	No.	%
EOI/EOII/AO	55	75.3%	18	24.7%	73	100.0%
AA	146	61.6%	91	38.4%	237	100.0%
Total	201	64.8%	109	35.2%	310	100.0%

Table A5.9(c)

Centralised Services: age-group composition

Analogous Grade Level	16-24		25-34		35-49		50+		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
EOI/EOII/AO					22	30.1%	51	69.9%	73	100.0%
AA	16	6.8%	28	11.8%	72	30.4%	121	51.1%	237	100.0%
Total	16	5.2%	28	9.0%	94	30.3%	172	55.5%	310	100.0%

Table A5.9(d)

Centralised Services: disability^{ab} composition

Analogous Grade Level	No Disability Declared		Disability Declared		Total	
	No.	%	No.	%	No.	%
Total	297	95.8%	13	4.2%	310	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

^b Numbers are too small to provide a breakdown by grade.

Table A5.10(a)
Industrial: gender composition

Male		Female		Total	
No.	%	No.	%	No.	%
1,018	95.5%	48	4.5%	1,066	100.0%

Table A5.10(b)
Industrial: community background composition

Protestant		Catholic		Not Determined		Total	
No.	%	No.	%	No.	%	No.	%
566	53.1%	451	42.3%	49	4.6%	1,066	100.0%

Table A5.10(c)
Industrial: age-group composition

16-24		25-34		35-49		50+		Total	
No.	%	No.	%	No.	%	No.	%	No.	%
20	1.9%	107	10.0%	506	47.5%	433	40.6%	1,066	100.0%

Table A5.10(d)
Industrial: disability^a composition

No Disability Declared		Disability Declared		Total	
No.	%	No.	%	No.	%
1,035	97.1%	31	2.9%	1,066	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

ANNEX 6

UNDERLYING DATA FOR GRAPHS

Table A6.1

NICS staff by Gender at 1st January 2012 (see Figure 1)

Gender	Number	Column Percentage
Male	14,051	50.2%
Female	13,944	49.8%
Total	27,995	100.0%

Table A6.2

Female Representation in the NICS 2000-2012 (see Figure 2)

Year	Female staff	Male staff	Total staff	Female staff as proportion of all staff
2000	13,198	14,351	27,549	47.9%
2001	13,865	14,564	28,429	48.8%
2002	14,507	14,973	29,480	49.2%
2003	15,198	15,392	30,590	49.7%
2004	15,597	15,635	31,232	49.9%
2005	15,933	15,821	31,754	50.2%
2006	15,923	15,727	31,650	50.3%
2007	15,319	15,047	30,366	50.4%
2008	14,864	13,393	28,257	52.6%
2009	14,197	13,152	27,349	51.9%
2010	14,192	13,207	27,399	51.8%
2011	14,528	13,173	27,701	52.4%
2012	13,944	14,051	27,995	49.8%

Table A6.3

Female and Male Representation in the NICS by Analogous Grade Level, 2000-2012 (see Figure 3)

	Prison Grades		Industrial		AA/AO		EOI/EOII		SO/DP		G7/G6		G5+		Overall	
	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)	F (%)	M (%)
2000			2.2	97.8	72.6	27.4	46.9	53.1	27.1	72.9	21.8	78.2	11.3	88.8	47.9	52.1
2001			2.5	97.5	71.6	28.4	48.2	51.8	28.8	71.2	23.1	76.9	13.2	86.8	48.8	51.2
2002			2.5	97.5	70.9	29.1	49.3	50.7	32.0	68.0	23.6	76.4	16.1	83.9	49.2	50.8
2003			2.3	97.7	70.3	29.7	50.4	49.6	33.6	66.4	26.8	73.2	16.9	83.1	49.7	50.3
2004			2.4	97.6	70.1	29.9	50.0	50.0	35.0	65.0	28.5	71.5	19.7	80.3	49.9	50.1
2005			2.5	97.5	69.5	30.5	49.7	50.3	36.8	63.2	30.4	69.6	22.6	77.4	50.2	49.8
2006			2.1	97.9	65.5	34.5	53.2	46.8	37.7	62.3	32.2	67.8	25.5	74.5	50.3	49.7
2007			2.7	97.3	65.1	34.9	53.8	46.2	38.6	61.4	34.8	65.2	25.4	74.6	50.4	49.6
2008			4.2	95.8	64.6	35.4	55.7	44.3	41.0	59.0	35.8	64.2	27.4	72.6	52.6	47.4
2009			4.8	95.2	62.0	38.0	56.2	43.8	42.7	57.3	37.7	62.3	29.0	71.0	51.9	48.1
2010			4.7	95.3	61.1	38.9	55.6	44.4	43.6	56.4	38.8	61.3	31.0	69.0	51.8	48.2
2011			4.2	95.8	61.3	38.7	55.8	44.2	45.1	54.9	40.2	59.8	30.6	69.4	52.4	47.6
2012	22.1	77.9	4.5	95.5	59.8	40.2	55.4	44.6	44.5	55.5	39.9	60.1	32.5	67.5	49.8	50.2

Note Data not collected for Prison Grades prior to 2012.

Table A6.4**NICS staff by community background at 1st January 2012 (see Figure 5)**

Community Background	Number	Column Percentage
Catholic	12,800	47.2%
Protestant	14,332	52.8%
Total (excluding Not Determined)	27,132	100.0%
Not Determined	863	

Table A6.5**Catholic Representation in the NICS 2000-2012 (see Figure 6)**

Year	Catholic staff	Protestant staff	Total staff (excluding 'Not Determined')	'Not Determined' staff	Catholic staff as proportion of total staff (excluding 'Not Determined')
2000	10,948	15,292	26,240	1,309	41.7%
2001	11,687	15,571	27,258	1,171	42.9%
2002	12,517	15,928	28,445	1,035	44.0%
2003	13,307	16,400	29,707	883	44.8%
2004	13,705	16,650	30,355	877	45.1%
2005	14,139	16,772	30,911	843	45.7%
2006	14,234	16,564	30,798	852	46.2%
2007	13,840	15,772	29,612	754	46.7%
2008	13,037	14,532	27,569	688	47.3%
2009	13,068	13,651	26,719	630	48.9%
2010	13,139	13,599	26,738	661	49.1%
2011	13,270	13,738	27,008	693	49.1%
2012	12,800	14,332	27,132	863	47.2%

Table A6.6**Catholic and Protestant Representation in the NICS by Analogous Grade Level, 2000-2012 (see Figure 7)**

	Prison Grades		Industrial		AA/AO		EOI/EOII		SO/DP		G7/G6		G5+		Overall	
	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)	P (%)	C (%)
2000			60.8	39.2	54.9	45.1	56.6	43.4	64.3	35.7	72.4	27.6	75.5	24.5	58.3	41.7
2001			60.4	39.6	53.2	46.8	55.6	44.4	63.9	36.1	71.4	28.6	73.9	26.1	57.1	42.9
2002			60.4	39.6	51.8	48.2	54.7	45.3	62.1	37.9	69.5	30.5	72.4	27.6	56.0	44.0
2003			60.4	39.6	51.1	48.9	53.9	46.1	60.8	39.2	67.7	32.3	70.5	29.5	55.2	44.8
2004			61.0	39.0	50.9	49.1	53.3	46.7	60.2	39.8	66.4	33.6	67.9	32.1	54.9	45.1
2005			61.3	38.7	50.3	49.7	52.9	47.1	59.3	40.7	63.3	36.7	65.9	34.1	54.3	45.7
2006			61.4	38.6	50.4	49.6	52.2	47.8	58.8	41.2	60.6	39.4	63.3	36.7	53.8	46.2
2007			60.5	39.5	50.3	49.7	51.6	48.4	57.8	42.2	58.0	42.0	62.4	37.6	53.3	46.7
2008			60.9	39.1	50.5	49.5	50.8	49.2	57.0	43.0	56.7	43.3	59.9	40.1	52.7	47.3
2009			57.5	42.5	48.4	51.6	49.2	50.8	55.8	44.2	55.3	44.7	58.8	41.2	51.1	48.9
2010			56.5	43.5	48.2	51.8	49.0	51.0	55.8	44.2	54.5	45.5	59.2	40.8	50.9	49.1
2011			55.4	44.6	48.5	51.5	49.2	50.8	55.3	44.7	54.1	45.9	63.4	36.6	50.9	49.1
2012	88.7	11.3	55.7	44.3	48.4	51.6	49.0	51.0	54.8	45.2	54.2	45.8	60.7	39.3	52.8	47.2

Note Data not collected for Prison Grades prior to 2012.

Table A6.7
NICS staff by age-group at 1st January 2012 (see Figure 8)

Age-group	Number	Column Percentage
16-24	728	2.6%
25-34	6,573	23.5%
35-49	12,102	43.2%
50+	8,592	30.7%
Total	27,995	100.0%

Table A6.8(a)
Age-Group Composition of the NICS by Analogous Grade Level at 1st January 2012 (see Figure 9)

Analo- gous Grade Level	16-24		25-34		35-49		50+		All	
	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.	Row %
G5+	0	0.0%	*	*	#	#	168	68.3%	246	100.0%
G6/G7	0	0.0%	61	4.4%	610	43.9%	717	51.7%	1,388	100.0%
DP	*	*	294	12.4%	#	#	981	41.5%	2,363	100.0%
SO	*	*	#	#	1,508	46.3%	1,117	34.3%	3,256	100.0%
EOI/EOII	37	0.5%	1,483	19.0%	4,010	51.2%	2,295	29.3%	7,825	100.0%
AO	329	4.1%	3,144	39.3%	2,920	36.5%	1,599	20.0%	7,992	100.0%
AA	324	15.3%	708	33.5%	543	25.7%	540	25.5%	2,115	100.0%
Industrial	20	1.9%	107	10.0%	506	47.5%	433	40.6%	1,066	100.0%
Prison Grades	*	*	#	#	844	48.4%	742	42.5%	1,744	100.0%

* Number less than 10. # Number suppressed to avoid disclosing another number, less than 10.

Table A6.8(b)
Age-Group Composition of the NICS by Analogous Grade Level at 1st January 2011

Analo- gous Grade Level	16-24		25-34		35-49		50+		All	
	No.	Row %	No.	Row %	No.	Row %	No.	Row %	No.	Row %
G5+	0	0.0%	*	*	#	#	163	64.7	252	100.0%
G6/G7	0	0.0%	#	#	#	#	720	48.4	1,487	100.0%
DP	0	0.0%	333	13.7%	1,180	48.4%	924	37.9	2,437	100.0%
SO	19	0.5%	775	21.8%	1,689	47.5%	1071	30.1	3,554	100.0%
EOI/EOII	55	0.7%	1,770	21.4%	4,322	52.1%	2142	25.8	8,289	100.0%
AO	584	6.9%	3,349	39.4%	3,123	36.7%	1446	17.0	8,502	100.0%
AA	335	16.2%	642	31.1%	571	27.6%	519	25.1	2,067	100.0%
Industrial	15	1.3%	113	10.2%	544	48.9%	441	39.6	1,113	100.0%

* Number less than 10. # Number suppressed to avoid disclosing another number, less than 10.

Table A6.9**NICS staff by ethnicity at 1st January 2012 (see Figure 11)**

Ethnicity	Number	Column Percentage
White	24,164	99.8%
Other Ethnicity	60	0.2%
Total (excluding Missing)	24,224	100.0%
Missing	3,771	

Table A6.10**Ethnic Composition^a of the NICS by Analogous Grade Level at 1st January 2012**

Analogous Grade Level	White		Other		All	
	No.	Row %	No.	Row %	No.	Row %
DP and above	6,573	99.6%	27	0.4%	6,600	100.0%
Other grades	17,591	99.8%	33	0.2%	17,624	100.0%

Table A6.11**NICS staff by disability at 1st January 2012 (see Figure 12)**

Disability	Number	Column Percentage
No disability declared ^b	26,506	94.7%
Disability declared	1,489	5.3%
Total	27,995	100.0%

Table A6.12**Disability Composition of the NICS by Analogous Grade Level at 1st January 2012 (see Figure 13)**

Analogous Grade Level	No disability declared^b		Disability declared		All	
	No.	Row %	No.	Row %	No.	Row %
G7/G6/G5+	1,575	96.4%	59	3.6%	1,634	100.0%
DP	2,254	95.4%	109	4.6%	2,363	100.0%
SO	3,115	95.7%	141	4.3%	3,256	100.0%
EOI/EOII	7,351	93.9%	474	6.1%	7,825	100.0%
AO	7,491	93.7%	501	6.3%	7,992	100.0%
AA	1,957	92.5%	158	7.5%	2,115	100.0%
Industrial	1,035	97.1%	31	2.9%	1,066	100.0%
Prison Grades	1,728	99.1%	16	0.9%	1,744	100.0%

^a Excludes staff whose ethnicity is missing.^b For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Table A6.13(a)
NICS Recruitment competitions with application closing date in 2011:
(see Figure 14(a))

Gender	Applicants		Appointees*	
	Number	Column Percentage	Number	Column Percentage
Male	7,457	52.2%	145	56.0%
Female	6,835	47.8%	114	44.0%
Total	14,292	100.0%	259	100.0%

Note that gender information is missing for 5 applicants.

*As at 1 May 2012

Table A6.13(b)
NICS Recruitment competitions with application closing date in 2011:
(see Figure 14(b))

Community Background	Applicants		Appointees*	
	Number	Column Percentage	Number	Column Percentage
Catholic	7,138	52.7%	131	54.4%
Protestant	6,406	47.3%	110	45.6%
Total (excluding Not Determined)	13,544	100.0%	241	100.0%

*As at 1 May 2012

Table A6.13(c)
NICS Recruitment competitions with application closing date in 2011:
(see Figure 14(c))

Age-Group	Applicants		Appointees*	
	Number	Column Percentage	Number	Column Percentage
16-24	3,896	27.4%	65	15.4%
25-34	8,216	57.8%	155	26.9%
35-49	1,491	10.5%	25	41.0%
50+	603	4.2%	14	16.7%
Total	14,206	100.0%	259	100.0%

Note that date of birth is missing or invalid for 91 applicants.

*As at 1 May 2012

Table A6.14(a)
Executive Officer II Competition 2011: Applicants and Appointees (see Figure 15(a))

Gender	Applicants		Appointees*	
	Number	Column Percentage	Number	Column Percentage
Male	2,952	47.8%	49	57.0%
Female	3,223	52.2%	37	43.0%
Total	6,175	100.0%	86	100.0%

*As at 1 May 2012

Table A6.14(b)
Executive Officer II Competition 2011: Applicants and Appointees: (see Figure 15(b))

Community Background	Applicants		Appointees*	
	Number	Column Percentage	Number	Column Percentage
Catholic	3,043	49.3%	45	52.3%
Protestant/Not Determined	3,132	50.7%	41	47.7%
Total	6,175	100.0%	86	

*As at 1 May 2012

Table A6.15(a)
2011 leavers (see Figure 16(a))

Gender	Number	Column Percentage
Male	623	54.8%
Female	514	45.2%
Total	1,137	100.0%

Table A6.15(b)
2011 leavers (see Figure 16(b))

Community Background	Number	Column Percentage
Catholic	584	53.6%
Protestant	505	46.4%
Total (excluding Not Determined)	1,089	100.0%
Not Determined	48	

Table A6.15(c)
2011 leavers (see Figure 16(c))

Age-group	Number	Column Percentage
16-24	131	11.5%
25-34	254	22.3%
35-49	257	22.6%
50+	495	43.5%
Total	1,137	100.0%

Table A6.15(d)
2011 leavers (see Figure 16(d))

Ethnicity	Number	Column Percentage
White	#	≥98.7%
Other Ethnicity	*	≤1.3%
Total (excluding Missing)	971	100.0%

* Number less than 10. # Number suppressed to avoid disclosing another number, less than 10.

Table A6.15(e)
2011 leavers (see Figure 16(e))

Disability	Number	Column Percentage
No disability declared ^a	1,051	92.4%
Disability declared	86	7.6%
Total	1,137	100.0%

^a For the purposes of this report, anyone whose disability information is missing is allocated to the 'No disability declared' category.

Table A6.16(a)
Reasons for Leaving^a (see Figure 17(a))

Gender	Resignations in 2011	Retirements in 2011	Ill Health in 2011	Staff in post at 1 January 2011	Resignation rate 2011	Retirement rate 2011	Ill Health Rate 2011
Male	58	179	69	12,440	0.5%	1.4%	0.6%
Female	59	109	77	12,727	0.5%	0.9%	0.6%

Table A6.16(b)
Reasons for Leaving^a (see Figure 17(b))

Community Background	Resignations in 2011	Retirements in 2011	Ill Health in 2011	Staff in post at 1 January 2011	Resignation rate 2011	Retirement rate 2011	Ill Health Rate 2011
Catholic	61	94	69	12,264	0.5%	0.8%	0.6%
Protestant	47	184	71	12,348	0.4%	1.5%	0.6%

Table A6.16 (c)
Reasons for Leaving^a (see Figure 17(c))

Age-group	Resignations in 2011	Retirements in 2011	Ill Health in 2011	Staff in post at 1 January 2011	Resignation rate 2011	Retirement rate 2011	Ill Health Rate 2011
16-24	16	0	*	1,033	1.5%	0.0%	#
25-34	53	0	*	6,356	0.8%	0.0%	#
35+	48	288	#	17,778	0.3%	1.6%	#

* Number less than 10. # Number suppressed to avoid disclosing another number, less than 10.

^a Leavers data by reason and subsequently Staff in Post figures exclude DOJ Staff in Northern Ireland Prison Service, YJA and Courts Service who do not appear on HRConnect.

ANNEX 7

DISABILITY: DERIVATION OF CONTEXTUAL FIGURES

Economically Active Aged 16-64 With A Disability^a

Fieldwork for the Northern Ireland Survey of Activity Limitation and Disability (NISALD) – adults and children in private households – was conducted throughout 2006 and was completed in early 2007. Accordingly, to provide an estimated number of persons from the survey findings, it is best to use mid-2006 population estimates. The number of persons aged 16-64 at mid-2006 was 1,122,131.

Economically active aged 16-64, irrespective of qualifications

The estimated proportion of 16-64 year olds who have a disability^a and are economically active is 3.9%. [Source: NISALD]. The estimated number is therefore 43,800.

The estimated number (2006) of economically active people aged 16-64 is 782,000. [Source: Labour Force Survey (LFS)].

Of economically active people aged 16-64, the estimated proportion with a disability^a is therefore 5.6%.

Economically active aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications)

The estimated proportion of 16-64 year olds who have a disability^a, are economically active and possess one or more GCSEs A*-C (or equivalent or higher qualifications) is 2.5%. [Source: NISALD]. The estimated number is therefore 28,100.

The estimated number (2006) of economically active people aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications) is 592,000. [Source: LFS].

Of economically active people aged 16-64 with one or more GCSEs A*-C (or equivalent or higher qualifications), the estimated proportion with a disability^a is therefore 4.7%.

Economically active aged 16-64 with one or more A-Levels (or equivalent or higher qualifications)

The estimated proportion of 16-64 year olds who have a disability^a, are economically active and possess one or more one or more A-levels (or equivalent or higher qualifications) is 1.4%. [Source: NISALD]. The estimated number is therefore 15,700.

^a Disability or long-standing activity limitation. For definition see Section 1.3 of *The Prevalence of Disability and Activity Limitations amongst adults and children living in private households in Northern Ireland*, NISRA, July 2007, available at <http://www.csu.nisra.gov.uk/survey.asp12.htm> .

The estimated number (2006) of economically active people aged 16-64 with one or more A-levels (or equivalent or higher qualifications) is 424,000. [Source: LFS].

Of economically active people aged 16-64 with one or more A-levels (or equivalent or higher qualifications), the estimated proportion with a disability^a is therefore 3.7%.

Economically active aged 16-64 with degree-level qualifications

The estimated proportion of 16-64 year olds who have a disability^a, are economically active and possess a degree or equivalent is 0.6%. [Source: NISALD]. The estimated number is therefore 6,700.

The estimated number (2006) of economically active people aged 16-64 with a degree or equivalent is 153,000. [Source: LFS].

Of economically active people aged 16-64 with degree or equivalent, the estimated proportion with a disability^a is therefore 4.4%.

ANNEX 8

CONTEXTUAL STATISTICS – STAFF AT GRADE 5 AND ABOVE

Economically active population aged 16-64 with at least 2^aA levels

Equality Category	Description	Proportion
Gender	Male	50.6%
	Female	49.4%
Community Background ^b	Catholic	43.4%
	Protestant	56.6%
Age-group	16-24	20.2%
	25-34	33.6%
	35-49	34.0%
	50-59	10.8%
	60+	1.5%
Ethnicity	White	98.9%
	Minority Ethnic Groups	1.1%
Disability	With a disability	3.7%
	Without a disability	96.3%

Sources: 2001 Census of Population (all equality categories except disability). Crown copyright material is reproduced with the permission of the Controller of HMSO. Reproduced under the terms of the Click-Use Licence. Licence number C2009001949.

Disability data: Northern Ireland Survey of Activity Limitation and Disability; Labour Force Survey (for denominator). See Annex 7 for details.

^a Except for the disability data, where the threshold is one or more A-levels (or equivalent or higher qualifications).

^b Adjusted for age profile of Staff at grade 5 and above. See Annex 9.

ANNEX 9

ADJUSTING FOR AGE OF STAFF AT GRADE 5 AND ABOVE STAFF – DETAILED CALCULATION

In producing a comparator based on the economically active population for the composition of NICS staff at Grade 5 and above in terms of community background, it is appropriate to take account of the age structure of these staff. As the representation of the various groups in the wider population is different for each age-band, the various age-bands are considered separately before aggregating to obtain the overall representation. This table shows the methodology used to derive the Community Background figures shown in Annex 8.

Age-band	Number of senior staff (Protestant & Catholic)	Economically active population with 2+ A Levels ¹		'Expected' number of senior staff, to mirror economically active population with 2+ A Levels	
		Protestant [%]	Catholic [%]	Protestant No.	Catholic No.
16-19	0			0	0
20-24	0			0	0
25-29	0			0	0
30-34	3	49.9	50.1	1	2
35-39	6	51.0	49.0	3	3
40-44	26	52.4	47.6	14	12
45-49	38	53.4	46.6	20	18
50-54	64	56.2	43.8	36	28
55-59	62	59.7	40.3	37	25
60+	25	63.6	36.4	16	9
Total	224			127 [56.7%]	97 [43.3%]

1. Census figures have been aged forward from 2001 to 2011.

For each age-band, 'expected' numbers were calculated for each group, based on the total actual number of senior staff in the age-band and the proportions of each group from the wider population. These are the numbers from each group that would be expected if the profile of senior staff in the age band was representative of the wider population. In the table above, there were 26 senior staff aged 40-44. The wider economically active population with 2+ A Levels in this age group was 52.4% Protestant and 47.6% Catholic, so, if the composition of senior staff in this age-band was representative, the expected profile would be 14 Protestant and 12 Catholic. This was repeated for each age-band. The total 'expected' number of senior staff for each group was then calculated by adding together the numbers expected for the group in each age-band. From these total 'expected' numbers (127 Protestant, 97 Catholic), the overall 'expected' percentages were calculated (56.7% Protestant, 43.3% Catholic).

ANNEX 10

LIMITATIONS OF GENERAL COMPARISONS BETWEEN CONTEXTUAL FIGURES (E.G. COMPOSITION OF THE ECONOMICALLY ACTIVE POPULATION) AND THE COMPOSITION OF THE NICS

Introduction

As explained in paragraph 1.10, the NICS consists of a wide variety of occupations. To be a civil servant in these occupations often requires particular academic or vocational qualifications and/or experience in the occupations, outside the civil service. Thus, for each occupation there will be an eligible pool of labour. Ideally, the composition of this eligible pool of labour, with respect to the various equality categories, would be known. In practice, this is not the case and the best that can be done is to use data from the most recent Census of Population as a proxy. (This will necessarily be several years out of date, and does not contain information on specific qualifications, e.g. degree subject, or length of experience). The occupational classification does not always distinguish between NICS specialisms, e.g. economists and statisticians.

Overall contextual figures

The overall contextual figures given in this report relate to the economically active population, and do not take account of the occupational profile of the NICS^a. ***They therefore give only a broad general comparison and cannot be used to conclude that there is under- or over-representation of any equality group.*** Accordingly, more detailed analysis is required in order to make such an assessment. For example, 2001 Census data on people in employment show that women constituted 18% of science and technology professionals, but 65% of teaching and research professionals. Comparisons need to be at the level of specific occupations.

For community background, such analysis is undertaken for “Article 55” reviews. The most recent review can be accessed at <http://www.dfpni.gov.uk/article-55-review-march-12.pdf>.

How aggregation can conceal inequalities

Imagine, for the sake of argument, an organisation with 500 staff, 100 of whom are science and technology professionals, and 400 of whom are teaching and research professionals. Suppose the gender composition of the organisation was as shown in the table below:-

	Male	Female	Total
Science and technology professionals	90	10	100
Teaching and research professionals	160	240	400
Total	250	250	500

^a As stated in paragraph 1.10, some 65% of NICS staff are in the general administrative grades and the remainder are spread across eight other occupational groups.

Whilst the overall gender composition is 50% female, women are under-represented among science and technology professionals where they constitute 10% of staff (compared with the Census figure of 18%) and are also under-represented among teaching and research professionals where they constitute 60% of staff (compared with the Census figure of 65%).

Obviously the limitations that apply to comparisons with respect to the composition of staff also apply to comparisons with respect to the composition of recruits.

ANNEX 11

EXAMPLES OF THE GRADES WITHIN OCCUPATIONAL GROUPS

Occupational Group	Grade
General Service	Administrative Officer, Executive Officer I, Deputy Principal
Secretarial	Typist, Personal Secretary
Scientific	Scientific Officer, Fisheries Officer, Microbiologist
Technology	Graduate Trainee Quantity Surveyor, Electrical Engineer, Architect, Trainee Civil Engineering Assistant, Tracer
Legal	Legal Assistant, Law Clerk
Computing	Programmer, Programmer Analyst, Systems Analyst
Departmental Specialisms	Graduate Trainee Valuer, Inspector(G6)*, Nursing Officer, Statistician, Vehicle Inspector, Veterinary Officer
Centralised Services	Security Guard, Support Grade Band 1, Support Grade Band 2
Industrial	Road Workers, Industrial, Technicians, Porters, Farm Workers, Labourers, Fish Farm Assistants

* Education & Training Inspectorate.

ANNEX 12

QUALITY ASSESSMENT

The purpose of this Annex is to inform users of the statistics about the quality of the data used to produce the publication, and any statistics derived from these data.

Dimension	Assessment by the Author
Relevance	<p><i>The degree to which the statistical product meets user needs in both coverage and content.</i></p> <p>Covers composition of Northern Ireland Civil Service (NICS) staff at 1 January by gender, community background, age-group, ethnicity and disability. Some historical comparisons with the NICS's workforce composition since 2000 are also given. The report includes analysis of leavers for the most recent calendar year, and of success in recruitment and promotion competitions.</p> <p>Ethnicity data are missing for 13.5% of staff, and disability data are missing for an estimated two thirds of staff.</p>
Accuracy	<p><i>The proximity between an estimate and the unknown true value.</i></p> <p>Coverage of staff is 100%, but two equality categories are affected by missing data: ethnicity and disability.</p> <p>Ethnicity data are missing for 13.5% of staff. Of staff for whom ethnicity is available, 0.2% were from ethnic minorities. Potentially, therefore, the true proportion of ethnic minority staff could be as high as 13.7% (on the most extreme scenario where all missing data related to minority ethnic staff). However, even if ethnic minority staff were as much as ten times as likely to have their ethnicity unrecorded as white staff, the true proportion of ethnic minority staff would still be less than 1%.</p> <p>Disability data are missing for an estimated 66.4% of staff. Some 5.3% of all staff were recorded as disabled. Potentially, therefore, the true proportion of disabled staff could be as high as 71.7% (on the most extreme scenario where all missing data related to disabled staff). If disabled staff were as likely to have their information unrecorded as non-disabled staff, the true proportion of disabled staff would be approximately 16%.</p>

Dimension	Assessment by the Author
<p>Timeliness and Punctuality</p>	<p><i>Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.</i></p> <p>Report relates to 1st January, and published by 26th September.</p>
<p>Accessibility and Clarity</p>	<p><i>Accessibility is the ease with which users are able to access the data, also reflecting the format in which the data are available and the availability of supporting information. Clarity refers to the quality and sufficiency of the metadata, illustrations and accompanying advice.</i></p> <p>The report is available on the NISRA website. The report contains contact details for further information.</p> <p>Numerous footnotes and annexes cover a range of explanatory information, including sources/ discontinuities/ missing data, age adjustment, the derivation of the contextual statistics relating to the labour market, and the limitations of comparisons between the composition of the NICS and the labour market.</p> <p>Stakeholder consultation on an illustrative draft of the report was generally very positive in respect of clarity and accessibility.</p>

Dimension	Assessment by the Author
Coherence and Comparability	<p><i>Coherence is the degree to which data that are derived from different sources or methods, but refer to the same topic, are similar. Comparability is the degree to which data can be compared over time and domain.</i></p> <p>Counts of staff depend on the reference date, whether the figure is a headcount or full-time equivalent, whether staff are permanent or casual, whether those on a career break are included, and whether secondees are included.</p> <p>There are two alternative sources of information on the equality composition of the NICS: the Quarterly Employment Survey Supplement (gender), and the annual Monitoring Report published by the Equality Commission for Northern Ireland (community background). The Quarterly Employment Survey differs from our report in that staff numbers are rounded to the nearest 10 and it relates to data captured at a different point in time. The annual Monitoring Report differs from our report in that it includes additional bodies; moreover, the latest published Monitoring Report relates to data two years older than in our report.</p> <p>There have been various changes in the scope of the NICS over the past decade as a result of the transfer of functions (and the associated staff) to new bodies outside the NICS, or from outside bodies to the NICS. These discontinuities are listed in Annex 1 of the report.</p>
Dimension	Assessment by the Author
Assessment of User Needs and Perceptions	<p><i>The processes for finding out about users and uses, and their views on the statistical products.</i></p> <p>When this publication was first being developed, we conducted a consultation with key stakeholders – NICS Corporate HR, the Equality Commission, Civil Service Commissioners, Departments, the trade union NIPSA, and the Statistics Advisory Committee. The consultation letter offered a meeting, and several of the bodies consulted took up this offer. Responses to the illustrative draft in the consultation were very favourable; specific suggestions were taken on board where feasible.</p> <p>Specific uses identified are the measurement of the effectiveness of NICS equality policies, identifying possible areas for further action; and contextual data, for other employers, on applicant pools.</p>

Performance, Cost and Respondent Burden	<p><i>The effectiveness, efficiency and economy of the statistical output.</i></p> <p>The annual operational cost (staff time) of producing the report is approximately £12,000.</p> <p>There is no respondent burden, since the data are held on an administrative system, and data on new recruits are collected as part of the job application process.</p>
Confidentiality, Transparency and Security	<p><i>The procedures and policy used to ensure sound confidentiality, security and transparent practices.</i></p> <p>Suppression is applied where the number of cases in a cell is less than 10; this is described in table footnotes. If appropriate, cells are merged.</p> <p>Data are held on a network that is only accessible to the few statisticians who need access. Printouts containing individual records or small cell sizes are locked away, and shredded as soon as possible.</p>