

9 July 2008

Coverage
United Kingdom

Theme
Labour Market



Civil Service statistics September 2007

At 30 September 2007, Civil Service employment was approximately 532,000 (499,000 on a full-time equivalent basis).

52.9 per cent of all permanent employees were women, with women making up 88.2 per cent of the part-time workforce. 30.7 per cent of the Senior Civil Service were women.

48.0 per cent of permanent civil servants work in administrative grades. The Senior Civil Service accounts for less than 1 per cent of the workforce.

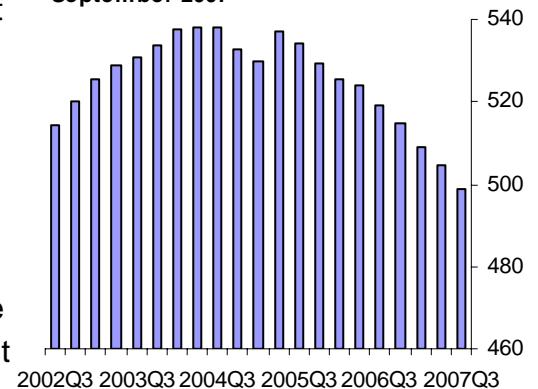
The proportion of permanent civil servants from minority ethnic backgrounds was 8.3 per cent. The proportion declaring themselves as disabled was 6.7 per cent.

Median gross annual earnings (excluding overtime or one-off bonuses) for permanent full-time employees were £22,160. For men, earnings were £23,870 and for women, £20,240. The gender pay gap for permanent full-time employees was 15.2 per cent, mainly reflecting the greater numbers of women employed at the lower responsibility levels.

71.8 per cent of civil servants worked outside London and the South East, with 9.6 per cent based in Scotland and 6.7 per cent in Wales.

Please note that in addition to this First Release, a comprehensive set of tables are published by ONS today providing more detailed information on diversity, government departments and the regions.

Civil Service Employment; Full-Time Equivalents; Thousands: September 2007



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Gender (Table 1)

At 30 September 2007, 52.9 per cent of permanent civil servants were women. This was unchanged from the previous year. 88.2 per cent of part-time employees were women.

When analysed by responsibility level, females fill the minority of middle and senior management posts. However, the proportion of women in the more senior positions has continued to increase and on 30 September 2007, the proportion of women in the Senior Civil Service was 30.7 per cent, an increase of 0.9 per cent compared with the previous year.

Ethnic origin (Table 2)

At 30 September 2007 the proportion of permanent employees from minority ethnic backgrounds was 8.3 per cent. This compares with 8.4 per cent in 2006.

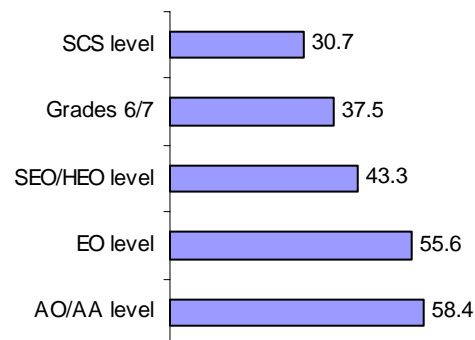
As in previous years, employees from minority ethnic backgrounds continue to be more highly represented in the junior grades. On 30 September 2007, 9.0 per cent of employees in administrative and Executive Officer (EO) grades were from minority ethnic backgrounds. This compares with 4.0 per cent for the Senior Civil Service.

Disability status (Table 3)

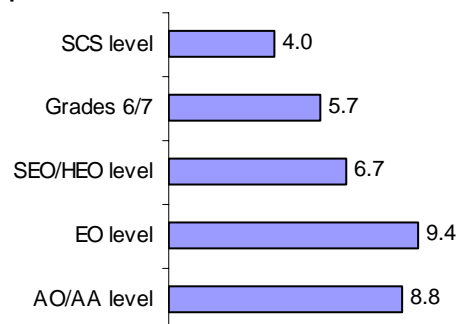
At 30 September 2007 the proportion of permanent employees declared disabled was 6.7 per cent*. The proportion of employees with a declared disability was greater at the lower responsibility levels – 7.5 per cent of administrative grades compared with 3.4 per cent of the Senior Civil Service.

*It should be noted that the disability status of 28.5 per cent of permanent civil servants was not declared or not known.

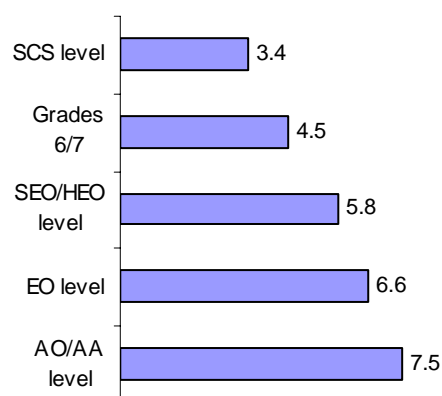
Female employees as a percentage of employees by responsibility level; Permanent; September 2007



Ethnic minority employees as a percentage of employees with known ethnic origin by responsibility level; Permanent; September 2007



Employees declared disabled as a percentage of employees with known disability status by responsibility level; Permanent; September 2007

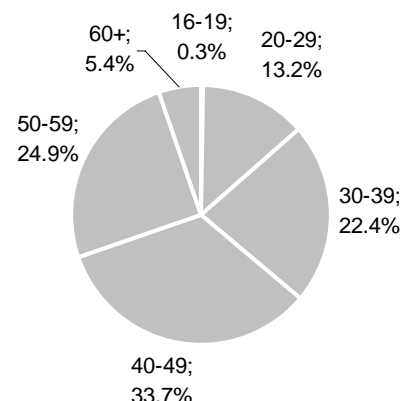


Age (Table 4)

56.0 per cent of the permanent Civil Service were aged between 30 and 49 at 30 September 2007. In comparison, 13.6 per cent were aged under 30 and 30.3 per cent were aged 50 or over.

Approximately half of the Senior Civil Service were aged 50 or over compared with 29.8 per cent of administrative grades.

Age distribution of the Civil Service; Permanent; September 2007

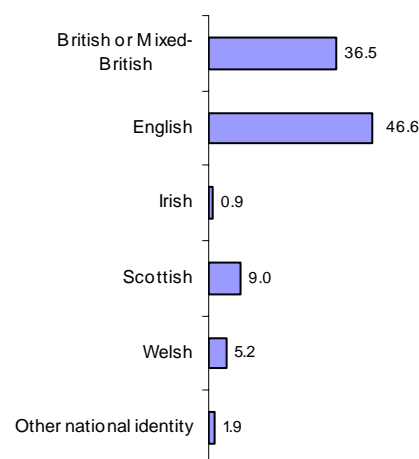


National identity (Table 5)

At 30 September 2007, of those who responded, 36.5 per cent* of permanent Civil Servants declared themselves as British or Mixed British. Employees alternatively declared themselves as English (46.6 per cent), Irish (0.9 per cent), Scottish (9.0 per cent) and Welsh (5.2 per cent). 1.9 per cent recorded another national identity.

* It should be noted that the national identity of 17.8 per cent of permanent civil servants was not declared or not known.

National identity as a percentage of employees with a declared national identity; Permanent; September 2007



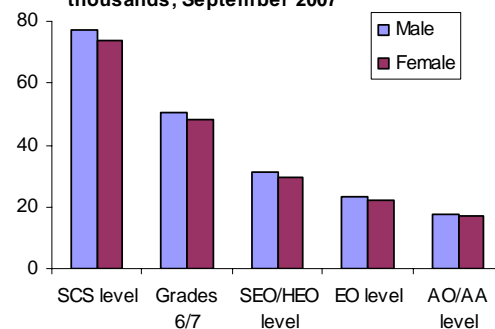
Earnings (Tables 6 and 7)

At 30 September 2007, median gross annual earnings (excluding overtime or one-off bonuses) for permanent full-time employees were £22,160.

For men, median earnings were £23,870 and for women, £20,240. The gender pay gap for permanent full-time employees was 15.2 per cent, mainly reflecting the greater numbers of women employed at the lower responsibility levels.

When responsibility level is taken into account, the gender pay gap is between 4 and 6 per cent.

Median annual gross salary of full-time civil servants by gender and responsibility level; permanent; thousands; September 2007



Professions (Table 8)

For those permanent employees where a profession* was reported, 64.6 per cent were assigned to operational delivery.

The next largest groups were policy delivery (5.0 per cent) and tax inspection (3.5 per cent).

* Information on professions was collected for the first time in 2007. The statistics in this release represent government departments' current best estimates and work is ongoing to improve the quality of the data held on their systems.

Entrants and leavers (Table 9)

Departments recorded approximately 25,000* people entering the Civil Service in the year to 30 September 2007. 36,000 left in the same period.

In general, these figures should exclude movements between government departments.

* Please note that the number of entrants is inflated as some departments were unable to distinguish between those people entering their department and those entering the Civil Service for the first time.

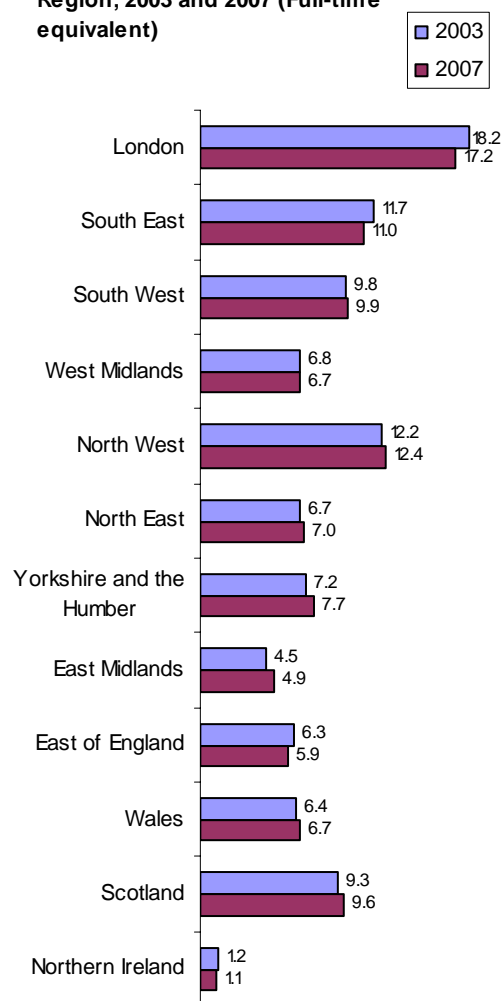
Regional distribution (Table 10)

In September 2007, 17.2 per cent of UK based civil servants worked in London. 71.8 per cent of civil servants worked outside London and the South East, with 9.6 per cent based in Scotland and 6.7 per cent in Wales.

The regional distribution of civil servants in the UK was broadly unchanged between 2003 and 2007. The largest decreases were in London (-1.0 percentage points) and the South East (-0.8 percentage points). The largest increases were in Yorkshire and the Humber (0.5 percentage points) and the East Midlands (0.4 percentage points).

More detailed regional statistics, including analyses by department, are published today.

Percentage breakdown of Civil Servants by Government Office Region; 2003 and 2007 (Full-time equivalent)



Reconciliation of annual and quarterly Civil Service employment statistics (Table 11)

ONS collects and publishes quarterly Civil Service employment statistics as part of the Public Sector Employment First Release. These quarterly statistics should be used when seeking to measure the size of the Civil Service over time. The latest published statistics are for Q1 2008 when Civil Service employment was 523,000 (490,000 on a full-time equivalent basis).

This Release presents a range of statistics for the year ending 30 September 2007, based on the Annual Civil Service Employment Survey, with the aim of providing a more detailed picture of the Civil Service, for example, in terms of diversity, region and earnings.

Every effort has been made to reconcile the workforce numbers from the quarterly and annual sources. A small difference of 0.2 per cent remains but this is not considered to impact significantly on the quality of the annual statistics which are fit for purpose.

Any minor revisions to the quarterly Civil Service series arising from the reconciliation work will be reflected in the Quarterly Public Sector Employment First Release at the earliest opportunity.

Table 10 provides a full breakdown of this difference by department and background note 4 gives further explanation.

BACKGROUND NOTES

Basic quality information

1. Sources

The Civil Service statistics are sourced from the Annual Civil Service Employment Survey (ACSES) which, following a development programme in 2007, has replaced the Mandate collection and departmental returns.

The survey methodology remains broadly similar but ACSES offers two key advantages:

- i) Uniform collection – Previously 2 collection tools were used. The Mandate collection accounted for approximately 85 per cent of the Civil Service and comprised comprehensive anonymised datasets generally extracted directly from the HR systems of government departments and their agencies. For historical reasons, some departments supplied summary tables instead. These were called departmental returns and covered only a limited subset of data.

ACSES follows the Mandate model for all departments and agencies.

- ii) Relevance – In consultation with the Cabinet Office and government departments the content of the survey has also been reviewed. A number of variables have been removed from the survey as there was no clear demonstrated requirement for their collection (e.g. marital status) and new information has been collected to meet current policy needs (e.g. professional skills for government).

2. Response rates

All government department and agencies responded to the survey for the year ending 30 September 2007.

3. Missing values

Departments are not always able to provide complete information for every variable collected and users should consider the under-coverage when interpreting the statistics, particularly over time.

There can be a number of reasons for under-coverage:

- i. New entrants and self-service – It can take time for HR systems to “catch up” when a new employee joins the departments. Departments are also increasingly moving to self service systems which require individuals to maintain their personal information via an intranet service. While it is the responsibility of departments to review the quality of information held and encourage regular updates, an element of non-response is expected.
- ii. New requirements – As previously stated the move away from departmental returns means that some departments are providing the full dataset for the first time. While the first collection has been very positive, it will inevitably take time for these departments to ensure their systems can fully meet the requirements. Additionally, all departments are providing data on professions and professional skills for the first time. This has proved a major undertaking and the quality will improve over time but for now it has been accepted that departments are providing their best estimates where possible and a degree of non-response was anticipated.

Indicators of under-coverage (permanent employees):

Age – 0.1 per cent
Disability status – 28.5 per cent
Ethnic origin – 21.3 per cent
Gender – n/a
Gross annual salary – 1.3 per cent
Profession – 25.3 per cent
Responsibility level – 0.8 per cent

4. Reconciliation with the quarterly survey

A key measure of quality is the reconciliation between the two sources of Civil Service employment statistics, the annual and quarterly surveys. ONS work with departments to minimise any differences but they will never be resolved totally.

There is a 0.2 per cent difference between the two sources for the period ending 30 September 2007.

This arises mainly due to timing differences. The quarterly survey is published eleven to twelve weeks after the end of the reference period. As only summary statistics are required, data can often be sourced by departments directly from payroll systems. The timeliness of the survey also means that HR systems continue to be updated after the snapshot date.

This live updating of systems means there is always the possibility of differences arising before the more comprehensive annual collection is completed.

General

5. In addition to the statistics in this release, ONS can provide a wide range of Civil Service statistics. A comprehensive set of tables for the year ending September 2007 is available from today at:
<http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=2899&Pos=&ColRank=1&Rank=422>
Historical statistics are also available at:
<http://www.civilservice.gov.uk/about/statistics/archive/index.asp>
6. Further information on the topics covered in this release, including an analysis service, is available from the ONS by contacting cssurveys@ons.gov.uk or telephoning 01633 456754/455814.
7. The next Civil Service Statistics First Release will be published in December 2008 and will cover the year to 31 March 2008. Quarterly summary statistics will next be published in the Q2 (June) 2008 Public Sector Employment First Release on 17 September 2008.

Concepts and definitions

8. Civil Service - The estimates of Civil Service employees count all home Civil Service employees. Civil Service estimates exclude the Northern Ireland Civil Service and other Crown servants, for example, employees of Non-Departmental Public Bodies (NDPBs).
9. Headcount - Headcount estimates are based on the number of employees with an employment contract who are being paid by the organisation. Employees can be permanent, on a fixed-term contract or employed on a casual basis. Self-employed, contract workers and agency workers are excluded.

Employees not on the pay roll and not being paid during the reference period are also excluded, for example, those on unpaid maternity leave, unpaid sick absence and career breaks
10. Full-time and part-time - Full-time employees are those who are contracted to work 37 hours per week (36 in London). Part-time employees are those who work less than the normal contracted hours.
11. Full-time equivalents (FTEs) - Full-time equivalents are based on converting part-time employees' hours into a full-time employees'

equivalent and provides a better indicator of total labour input than a simple headcount.

12. Permanent and temporary/casual - Permanent employees are employees with a contract with no agreed expiry date or a fixed term contract of more than twelve months. Temporary/casual employees are those with a fixed term contract of twelve months or less or employed on a casual basis. Casual employees must be paid through the departments' payroll. Employees hired through agencies are not included.
13. Entrants and leavers - Entrants and leavers are employees entering or leaving the Civil Service in the twelve months to 30 September 2007. The figures exclude transfers and loans between departments. Employees leaving on 30 September 2007 are counted as both staff in post and leavers.
14. Gross salary - Gross salary is the annual salary inclusive of basic pay (including consolidated performance pay) and pay-related allowances such as regional and skills allowances. It does not include bonuses.

The headline earnings statistics are based on the median rather than the mean. The median is the value below which 50 per cent of employees fall. It is preferred over the mean for earnings data as it is influenced less by extreme values and because of the skewed distribution of earnings data.

Various methods can be used to measure the earnings of women relative to men. The median gross annual earnings of permanent full-time employees is deemed the most directly comparable for the Civil Service.

Although the statistics provide useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs. This is because such measures do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length of time in jobs.

15. Responsibility levels - Since 1 April 1996 all departments and agencies have had delegated responsibility for the pay and grading of their employees, except for those in the Senior Civil Service (SCS). The concept of broad 'responsibility levels' is therefore used, in which departmental grades have been assigned to levels broadly equivalent (in terms of pay and job weight) to the former Service-wide grades.

Senior Management

SCS – Senior Civil Service

Other Management Grades

Grade 6

Grade 7

SEO – Senior Executive Officer

HEO - Higher Executive Officer

EO – Executive Officer

Administrative Grades

AO – Administrative Officer

AA - Administrative Assistant

16. Diversity statistics - Statistics are published on the gender, ethnic origin, disability status and age of the Civil Service workforce. All diversity statistics relate to civil servants counted on a headcount basis. Employees declared as disabled are presented as a percentage of known disability status. Those employees who have either not responded or actively chosen not to declare their status are excluded from the calculation. The same applies when calculating the percentage of civil servants from an ethnic background. This should be considered when interpreting the statistics.
17. The professions of civil servants were collected for the first time in 2007. The professions relate to the post occupied by the person and are not dependent on any qualifications the individual may have. The range of professions includes economics, engineering, finance, human resources, legal, librarian, science, taxi inspection etc. Employees can alternatively be assigned to operational delivery (delivering front line services) or policy delivery (designing or enhancing services to the public). If a post could be considered operational delivery but also matches one of the specific professions, the person is assigned to the specific profession. It should not be assumed that those classified to operational delivery represent the sum of all those delivering front line services.
18. Regions - Regional statistics are presented in this publication at Government Office for the Regions level. More detailed geographical breakdowns are available in the associated on-line tables released today.

Release policy

19. Details of the policy governing the release of new estimates are available from the Media Office. Also available is a list of the names of those given pre-publication access to the contents of this release.

20. **National Statistics** are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference. © Crown Copyright 2008.

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1 Civil Service employment by responsibility level and gender ¹

Permanent employees only

Responsibility level ^{2,3}	Headcount						Full-time equivalent ⁴		
	Full-time employees			Part-time employees			Male	Female	Total
	Male	Female	Total	Male	Female	Total			
<i>30 September 2007</i>									
Senior Management									
Senior Civil Service	3,150	1,230	4,380	70	190	260	3,200	1,380	4,570
Other Management									
Grades 6 and 7	19,180	9,630	28,800	780	2,370	3,140	19,690	11,310	31,010
Senior and Higher Executive Officers	54,080	33,400	87,480	1,780	9,320	11,100	55,360	40,220	95,580
Executive Officers	55,270	48,100	103,370	2,590	24,270	26,860	57,170	65,370	122,540
Administrative									
Administrative Officers and Assistants	97,510	92,200	189,710	6,780	53,970	60,750	101,990	127,590	229,580
Industrial employees⁵	1,350	50	1,390	10	..	10	1,350	50	1,400
Not reported	3,090	960	4,050	80	230	300	3,150	1,110	4,260
All employees	233,620	185,560	419,190	12,080	90,360	102,430	241,910	247,020	488,930

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level.

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Part-time staff are recorded according to the proportion of full-time hours worked.

5 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

2 Civil Service employment by ethnic origin and responsibility level ¹

Permanent employees only

Headcount

Responsibility level ^{2,3}	White	Asian	Black	Chinese	Mixed	Other ethnic minority	Not Declared or non-response	All employees	All employees with known ethnic origin	Ethnic minority as percentage of known ethnic origin
<i>30 September 2007</i>										
Senior Management										
Senior Civil Service	3,610	60	20	10	40	20	890	4,640	3,760	4.0
Other Management										
Grades 6 and 7	23,490	610	310	50	300	160	7,040	31,950	24,910	5.7
Senior and Higher Executive Officers	72,450	2,180	1,520	160	870	430	20,970	98,580	77,610	6.7
Executive Officers	94,640	4,620	3,260	200	1,110	620	25,800	130,240	104,440	9.4
Administrative										
Administrative Officers and Assistants	180,340	8,470	5,340	370	2,120	1,140	52,680	250,460	197,780	8.8
Industrial employees⁴	720	..	..	..	..	10	670	1,400	740	1.9
Not reported	1,090	20	20	..	20	10	3,200	4,350	1,160	5.8
All employees	376,340	15,950	10,470	790	4,450	2,380	111,230	521,620	410,390	8.3

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

3 Civil Service employment by disability status and responsibility level¹

Permanent employees only

Responsibility level ^{2 3}	Disabled	Non-disabled	Not Declared or non-response	All employees	All employees with known disability status	Headcount Disabled employees as percentage of known disability status
<i>30 September 2007</i>						
Senior Management						
Senior Civil Service	120	3,450	1,070	4,640	3,570	3.4
Other Management						
Grades 6 and 7	1,050	22,390	8,510	31,950	23,430	4.5
Senior and Higher Executive Officers	4,150	67,940	26,490	98,580	72,090	5.8
Executive Officers	6,680	95,050	28,510	130,240	101,720	6.6
Administrative						
Administrative Officers and Assistants	12,770	157,710	79,990	250,460	170,470	7.5
Industrial employees⁴	50	640	720	1,400	680	6.8
Not reported	30	1,140	3,190	4,350	1,170	2.7
All employees	24,840	348,300	148,480	521,620	373,140	6.7

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

4 Civil Service employment by age and responsibility level ¹

Permanent employees only

Responsibility level ^{2,3}	Age Group							Headcount
	16-19	20-29	30-39	40-49	50-59	60-64	65 & Over	Not reported
<i>30 September 2007</i>								
Senior Management								
Senior Civil Service	0	10	580	1,730	2,140	170	20	..
Other Management								
Grades 6 and 7	0	1,070	6,960	11,770	10,740	1,320	90	10
Senior and Higher Executive Officers	0	7,950	22,290	36,980	27,180	3,900	220	60
Executive Officers	20	13,750	31,700	48,560	31,060	4,740	410	10
Administrative								
Administrative Officers and Assistants	1,700	45,170	54,130	74,880	57,580	15,340	1,650	20
Industrial employees⁴	30	330	280	380	290	90	..	0
Not reported	70	670	860	1,220	970	110	20	440
All employees	1,810	68,940	116,810	175,510	129,940	25,680	2,390	540
Employees in age group as percentage of all employees with known age	0.3	13.2	22.4	33.7	24.9	4.9	0.5	

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level.

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

5 Civil Service employment by national identity and responsibility level¹

Permanent employees only

Responsibility level ^{2 3}	National identity							Headcount
	British or Mixed-British	English	Irish	Scottish	Welsh	Other national identity	Member of Irish Traveller Community	Not Declared or non-response
<i>30 September 2007</i>								
Senior Management								
Senior Civil Service	2,150	1,100	40	270	120	80	0	890
Other Management								
Grades 6 and 7	11,200	9,440	330	1,730	1,050	640	..	7,560
Senior and Higher Executive Officers	29,840	36,070	800	6,800	3,810	1,550	10	19,720
Executive Officers	38,290	52,000	1,020	10,320	5,650	1,910	10	21,040
Administrative								
Administrative Officers and Assistants	74,220	100,320	1,690	19,120	11,480	3,730	20	39,880
Industrial employees⁴	240	330	..	140	130	..	0	550
Not reported	480	470	10	110	40	30	0	3,210
All employees	156,420	199,730	3,890	38,490	22,270	7,940	50	92,840

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

6 Civil Service employment by gross salary band and gender ¹

Permanent employees only

Salary band ²	Full-time employees			Part-time employees			All employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<i>30 September 2007</i>									
Up to £15,000	20,580	26,360	46,940	6,860	57,440	64,290	27,440	83,800	111,240
£15,001 - 20,000	57,380	63,850	121,230	2,020	18,870	20,890	59,400	82,720	142,120
£20,001 - 25,000	44,860	39,720	84,570	1,170	7,570	8,740	46,020	47,290	93,310
£25,001 - 30,000	44,050	25,900	69,950	570	2,520	3,090	44,620	28,420	73,040
£30,001 - 35,000	23,490	10,890	34,380	400	1,330	1,730	23,890	12,220	36,110
£35,001 - 40,000	12,100	5,680	17,780	230	660	890	12,330	6,340	18,670
£40,001 - 45,000	7,490	3,490	10,980	150	410	560	7,640	3,900	11,540
£45,001 - 50,000	5,550	2,960	8,500	100	230	330	5,650	3,180	8,830
£50,001 - 55,000	4,590	1,780	6,380	60	120	180	4,650	1,900	6,560
£55,001 - 60,000	2,850	1,290	4,140	30	80	110	2,880	1,380	4,260
£60,001 - 65,000	2,250	810	3,060	20	30	50	2,270	840	3,110
£65,001 - 70,000	1,270	450	1,730	10	20	30	1,290	470	1,760
£70,001 - 75,000	900	330	1,230	10	10	20	910	340	1,250
£75,001+	2,260	700	2,960	20	20	40	2,280	720	3,000
Not reported	3,990	1,350	5,340	440	1,050	1,490	4,430	2,400	6,820
Lower quartile (£)	18,250	16,660	17,250	10,090	9,830	9,830	17,660	14,350	15,400
Median (£)	23,870	20,240	22,160	13,630	12,900	13,000	23,510	17,970	20,220
Upper quartile (£)	31,220	25,940	28,920	19,440	16,800	17,060	30,740	23,740	27,260

Source: Annual Civil Service Employment Survey

¹ Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

² Salaries in this table represent actual annual gross salaries rounded to the nearest ten.

7 Median Earnings for full-time employees by responsibility level & gender¹

Full-time permanent employees only

Responsibility level ^{2 3}	Headcount		
	Male	Female	Gender Pay Gap
<i>30 September 2007</i>			
Senior Management			
Senior Civil Service	77,110	73,630	4.5
Other Management			
Grades 6 and 7	50,290	48,000	4.6
Senior and Higher Executive Officers	31,350	29,610	5.6
Executive Officers	23,510	22,360	4.9
Administrative			
Administrative Officers and Assistants	17,500	16,780	4.1

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

8 Civil Service employment by profession; 30 September 2007¹

Permanent employees only

Profession of post	Headcount
Communications and marketing	2,830
Economics	360
Engineering	2,280
Finance	11,590
Human resources	6,550
Information technology	6,390
Internal Audit	380
Legal	5,570
Librarian	140
Medical	510
Operational delivery	251,640
Planning inspectorate	910
Policy delivery	19,480
Procurement	1,380
Psychology	1,120
Schools inspection	2,190
Science	2,930
Social research	140
Statistics	1,590
Strategy	6,060
Tax inspection	13,650
Veterinarian	490
Other	51,630
Non-response	131,810
All employees	521,620

Source: Annual Civil Service Employment Survey

¹ Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

9 Entrants and leavers to the Civil Service by gender and responsibility level¹

Permanent employees only

Responsibility level ^{2 3}	Headcount					
	All entrants			All leavers		
	Male	Female	Total	Male	Female	Total
<i>30 September 2007</i>						
Senior Management						
Senior Civil Service	160	80	240	260	80	350
Other Management						
Grades 6 and 7	740	530	1,270	1,190	480	1,670
Senior and Higher Executive Officers	1,670	1,660	3,320	3,420	2,090	5,510
Executive Officers	1,940	1,510	3,450	2,820	2,980	5,800
Administrative						
Administrative Officers and Assistants	7,280	8,710	15,990	8,450	10,740	19,180
Industrial employees⁴	70	..	80	420	10	440
Not reported	220	380	600	1,320	2,100	3,410
All employees	12,080	12,860	24,940	17,880	18,470	36,350

Source: Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

2 With the exception of the Senior Civil Service, government departments have delegated pay and grading. For statistical purposes departments are asked to map their grades to a common framework by responsibility level.

3 This table shows staff in their substantive responsibility level unless on temporary promotion in which case staff are recorded at the higher responsibility level.

4 Where possible, departments have assigned industrial employees to the standard Civil Service responsibility levels. The remaining numbers represent those for which insufficient information was available to do so.

10 Regional distribution of the Civil Service employment ¹

	Headcount			Full Time Equivalent		
	Permanent	Temporary	Total	Permanent	Temporary	Total
<i>30 September 2007</i>						
London and South East						
London	85,090	1,230	86,320	81,840	1,190	83,030
South East	55,330	950	56,280	52,140	880	53,030
South West	50,390	590	50,970	47,400	560	47,950
West Midlands	33,990	640	34,640	31,540	620	32,160
North West	63,520	1,470	64,990	58,600	1,400	60,000
North East	35,830	1,000	36,830	32,820	870	33,690
Yorkshire and the Humber	39,290	850	40,140	36,330	780	37,100
East Midlands	25,110	420	25,540	23,310	400	23,710
East of England	29,960	430	30,390	27,900	410	28,310
Wales	33,340	1,390	34,730	31,110	1,270	32,380
Scotland	48,520	980	49,500	45,620	880	46,500
Northern Ireland	5,370	80	5,450	5,140	70	5,210
Not reported and Elsewhere	15,870	190	16,050	15,200	160	15,360
All employees	521,620	10,210	531,820	488,930	9,490	498,420

Source: Annual Civil Service Employment Survey

¹ Numbers are rounded to the nearest ten, and numbers less than five are represented by "..".

11 Civil Service employment; Reconciliation of annual and quarterly statistics¹

	Published quarterly statistics		Annual statistics		Difference		Percentage difference	
	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent
30 September 2007								
Attorney General's Departments								
Crown Prosecution Service	8,980	8,380	8,780	8,190	-200	-190	-2.2	-2.3
Crown Prosecution Service Inspectorate	50	50	50	50	0	0	0.0	0.0
Attorney General's Office	50	50	50	50	-10	-10	-9.8	-9.8
Revenue and Customs Prosecution Office	290	280	300	290	..	10	1.0	1.8
Serious Fraud Office	310	310	310	310	..	0	0.3	0.0
Treasury Solicitor	730	700	710	690	-20	-10	-2.1	-1.3
Business, Enterprise and Regulatory Reform								
Department for Business, Enterprise and Regulatory Reform(excl agencies) ²	3,380	3,290	3,450	3,350	70	70	2.0	2.0
Advisory Conciliation and Arbitration Service	800	740	790	740	-10	0	-0.8	-0.1
Companies House	1,160	1,050	1,120	1,020	-40	-30	-3.0	-2.8
Insolvency Service	2,480	2,380	2,450	2,350	-30	-30	-1.3	-1.1
Office of Fair Trading	600	570	570	560	-30	-10	-5.0	-1.6
Office of Gas and Electricity Market	290	290	290	290	0	0	-0.3	-1.4
Postal Services Commission	70	60	60	60	-10	-10	-9.1	-7.9
Cabinet Office								
Cabinet Office (excl. agencies)	1,310	1,270	1,380	1,350	70	70	5.6	5.7
Other Cabinet Office agencies								
Central Office of Information	640	620	670	650	30	30	4.2	4.5
National School of Government	250	230	250	230	10	10	2.4	2.6
Parliamentary Counsel Office	80	80	80	70	0	0	-1.3	-1.3
HM Treasury								
HM Treasury	1,190	1,170	1,190	1,160	0	-10	-0.1	-0.5
HM Revenue and Customs								
HM Revenue and Customs	92,230	85,140	92,110	84,950	-120	-190	-0.1	-0.2
Valuation Office	4,360	4,070	4,380	4,090	20	20	0.5	0.5
Chancellor's other departments								
Debt Management Office	80	70	80	70	0	0	-3.8	-1.4
Government Actuary's Department	100	100	100	100	..	..	3.0	4.1
National Savings and Investments	120	120	120	120	0	0	0.0	-0.8
Office of Government Commerce	250	250	250	250	0	0	-0.4	0.0
OGC Buying.solutions	280	270	280	270	0	0	0.0	0.0
Office for National Statistics ³	3,480	3,220	3,470	3,210	-20	-10	-0.5	-0.2
Royal Mint	740	730	720	710	-20	-20	-2.8	-2.8
Charity Commission								
Charity Commission	500	460	510	460	10	10	1.0	1.3
Children, Schools and Families								
Department for Children, Schools and Families ²	3,500	3,320	3,500	3,350	..	30	0.1	1.0
Innovation, Universities and Skills								
Department for Innovation, Universities and Skills ²	760	730	800	770	30	40	4.5	5.1
National Weights and Measures Laboratory	60	50	60	50	0	0	-3.4	-1.9
UK Intellectual Property Office	1,030	980	1,010	960	-20	-20	-2.0	-2.2
Office for Standards in Education								
Office for Standards in Education	2,630	2,520	2,750	2,640	120	120	4.6	4.7
Communities and Local Government								
Department for Communities and Local Government (excl. agencies) ²	3,080	2,990	2,940	2,850	-140	-140	-4.6	-4.7
Fire Service College	210	200	250	240	40	40	17.5	19.5
Ordnance Survey	1,410	1,370	1,410	1,370	0	0	-0.1	0.0
Planning Inspectorate	870	780	860	770	-10	-10	-1.0	-1.0
Queen Elizabeth II Conference Centre	50	50	50	50	0	0	0.0	0.0
Culture, Media and Sport								
Department for Culture Media and Sport ²	530	520	520	510	-10	-10	-1.5	-1.6
Royal Parks	100	100	100	100	0	0	0.0	-1.0
Defence								
Ministry of Defence (including Royal Fleet Auxiliary)	73,290	71,110	n/a	n/a	190	190	0.3	0.3
Ministry of Defence	n/a	n/a	71,140	68,950	n/a	n/a	n/a	n/a
Royal Fleet Auxiliary	n/a	n/a	2,350	2,350	n/a	n/a	n/a	n/a
Army Base Repair Organisation	2,130	2,110	2,170	2,160	40	50	2.0	2.3
Defence Aviation Repair Agency	2,050	2,040	2,050	2,040	0	0	0.0	-0.1
Defence Science and Technology Laboratory	3,350	3,250	3,390	3,280	40	30	1.1	0.8
Met Office	1,670	1,630	1,680	1,640	10	10	0.4	0.7
UK Hydrographic Office	1,030	1,010	1,040	1,010	10	0	1.0	-0.1
Environment, Food and Rural Affairs								
Department for Environment Food and Rural Affairs (excl. agencies) ²	3,680	3,570	3,680	3,570	..	0	0.0	0.0
Centre for Environment Fisheries and Aquaculture Science	560	530	560	530	0	0	0.0	-0.2
Central Science Laboratory	670	630	670	640	..	..	0.4	0.3
Government Decontamination Services	30	30	30	30	0	0	0.0	0.0
Marine and Fisheries Agency	180	170	180	170	0	..	0.0	0.6
Office of Water Services	210	190	200	190	-10	0	-2.4	-2.1
Pesticides Safety Directorate	190	180	190	180	0	0	0.0	0.0
Rural Payments Agency	3,740	3,560	3,740	3,560	..	..	0.0	0.2
Animal Health	1,730	1,620	1,730	1,620	0	0	0.0	0.0
Veterinary Laboratories Agency	1,300	1,250	1,320	1,230	-20	-20	-1.2	-1.5
Veterinary Medicines Directorate	140	140	140	140	0	0	0.0	0.0
Export Credits Guarantee Department								
Export Credit Guarantee Department	260	250	220	220	-40	-40	-13.6	-14.2
Foreign and Commonwealth Office								
Foreign and Commonwealth Office (excl agencies)	6,060	6,000	6,070	6,000	10	0	0.1	0.0
Wilton Park Executive Agency	80	70	80	70	0	0	-5.0	-2.9
Health								
Department of Health (excl agencies) ²	2,240	2,180	2,220	2,190	-20	10	-0.8	0.2
Food Standards Agency	820	800	800	780	-20	-20	-2.6	-2.6
Meat Hygiene Service	1,340	1,330	1,340	1,330	..	..	0.1	0.1
Medical and Healthcare Products Regulatory Agency	850	830	870	850	20	20	1.8	2.7
National Healthcare Purchasing and Supplies	260	250	320	310	60	60	23.9	24.0
NHS Business Services Authority (Civil Service only)	250	230	250	220	0	0	-1.2	-1.3
Home Office								
Home Office (excl agencies) ²	3,030	2,930	2,760	2,670	-270	-260	-8.8	-8.8
Assets Recovery Agency	200	200	190	190	0	0	-2.0	-2.1

	Published quarterly statistics		Annual statistics		Difference		Percentage difference	
	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent
Border and Immigration Agency	18,850	17,780	18,640	17,590	-200	-200	-1.1	-1.1
Criminal Records Bureau	440	420	430	410	0	0	-0.5	-0.7
Identity and Passport Service	3,870	3,380	4,050	3,540	180	160	4.7	4.8
Office for Security and Counter-Terrorism	230	230	230	220	0	0	-1.7	-1.8
Justice								
Ministry of Justice (excl. agencies) ²	3,950	3,760	3,690	3,570	-250	-180	-6.4	-4.8
HM Courts Service	21,500	19,250	21,460	19,430	-40	180	-0.2	0.9
Land Registry	8,250	7,480	8,250	7,480	0	0	0.0	0.0
National Archives	610	570	610	570	..	0	0.3	0.0
Public Guardianship Office	340	320	330	310	-10	0	-3.5	-1.3
Tribunals Service	3,050	2,780	2,990	2,750	-60	-30	-1.8	-1.0
Scotland Office	90	90	30	30	-60	-60	-65.6	-64.4
Wales Office	50	50	60	50	..	..	3.7	1.9
Public Sector Prison Service	50,330	48,710	50,300	48,680	-30	-30	-0.1	-0.1
International Development								
Department for International Development	1,720	1,680	1,740	1,690	20	20	1.1	1.1
Northern Ireland Office								
Northern Ireland Office	140	130	150	140	10	10	5.8	4.5
Security and Intelligence Services								
Security and Intelligence Services	5,280	5,060	5,260	5,040	-20	-10	-0.3	-0.3
Transport								
Department for Transport (excl agencies) ²	2,080	2,030	2,020	1,980	-50	-50	-2.6	-2.7
Driver and Vehicle Licensing Agency	7,160	6,620	7,250	6,710	90	90	1.3	1.3
Driving Standards Agency	2,640	2,460	2,650	2,480	10	20	0.5	0.6
Government Car and Despatch Agency	290	280	290	290	..	10	0.7	2.5
Highways Agency	3,490	3,430	3,480	3,420	-10	-10	-0.3	-0.3
Maritime and Coastguard Agency	1,270	1,210	1,270	1,220	0	10	-0.1	0.6
Office of Rail Regulation	330	330	340	330	10	..	1.5	1.2
Vehicle Certification Agency	120	110	120	110	..	..	1.7	1.8
Vehicle and Operator Services Agency	2,500	2,400	2,480	2,390	-20	-10	-0.7	-0.3
Work and Pensions								
DWP Corporate and Shared Services	10,500	9,800	n/a	n/a	-20	-20	-0.2	-0.2
<i>DWP Corporate Services</i>	n/a	n/a	5,760	5,510	n/a	n/a	n/a	n/a
<i>DWP Shared Services</i>	n/a	n/a	4,730	4,270	n/a	n/a	n/a	n/a
Child Support Agency	11,730	10,410	11,730	10,410	0	0	0.0	0.0
Disability and Carers Service	6,610	5,870	6,610	5,870	0	0	0.0	0.0
Job Centre Plus	74,980	67,050	74,860	66,940	-120	-110	-0.2	-0.2
Pension Service	12,790	11,700	12,770	11,690	-20	-10	-0.1	-0.1
The Health and Safety Executive	3,780	3,540	3,780	3,540	0	0	-0.1	-0.1
The Rent Service	650	630	650	630	0	0	0.0	0.0
Scottish Government								
Scottish Government (excl agencies)	4,440	4,250	4,410	4,230	-30	-20	-0.6	-0.4
Communities Scotland	400	380	400	380	0	0	0.0	0.0
Crown Office and Procurator Fiscal Service	1,630	1,540	1,630	1,540	0	0	0.0	0.0
Courts Group	40	40	40	40	0	0	0.0	0.0
Fisheries Research Services	330	320	330	310	0	0	-0.9	-1.0
General Register Scotland	280	260	270	260	0	0	-1.1	-1.5
HM Inspectorate of Education	200	200	200	200	0	0	-0.5	-0.5
Historic Scotland	1,110	1,030	1,070	990	-40	-40	-3.3	-3.9
Mental Health Tribunal for Scotland	70	70	70	70	0	0	0.0	0.0
National Archive for Scotland	160	150	160	150	0	0	-0.6	-1.3
Office of Accountant in Bankruptcy	120	110	120	110	0	0	0.0	0.0
Office of the Scottish Charity Regulator	40	40	40	40	0	0	0.0	0.0
Registers of Scotland	1,370	1,280	1,370	1,280	0	0	-0.1	-0.2
Scottish Agricultural Scientific Agency	150	140	150	140	0	0	0.0	0.0
Scottish Buildings Standards Agency	30	30	30	30	0	0	-2.9	-3.0
Scottish Court Service	1,280	1,180	1,290	1,200	20	20	1.3	1.5
Scottish Fisheries Protection Agency	320	310	320	310	0	..	0.0	0.3
Scottish Prison Service	4,050	3,960	4,050	3,960	0	..	0.0	0.0
Scottish Public Pensions Agency	230	220	220	220	0	0	-0.4	0.0
Social Work Inspection Agency	50	50	50	50	0	0	0.0	-2.0
Student Awards Agency	150	150	150	150	0	0	0.0	0.0
Transport Scotland	260	250	260	250	0	0	-0.8	-1.2
Welsh Assembly								
Welsh Assembly Government	6,030	5,750	6,030	5,750	..	..	0.0	0.1
ESTYN	100	90	90	90	0	0	-2.1	-2.1
All employees	532,750	498,960	531,820	498,430	-930	-530	-0.2	-0.1

Source: Quarterly Public Sector Employment Survey;
Annual Civil Service Employment Survey

1 Numbers are rounded to the nearest ten, and numbers less than five are represented by "..". Data not available are represented by "n/a".

2 Includes Government Office for the Regions employees.

3 Figures for the Office for National Statistics exclude field staff who were not Civil Servants at the reference date.