# Civil Service statistics
31 March 2008

At 31 March 2008, Civil Service employment was approximately 525,000 (492,000 on a full-time equivalent basis).

Around 80 per cent of permanent employees worked full-time, with the remaining 20 per cent working part-time. Just over half (52.9 per cent) of all permanent employees were women, with women making up 87.8 per cent of the part-time workforce.

Civil Service permanent employment; headcount; 30 September 2007 and 31 March 2008
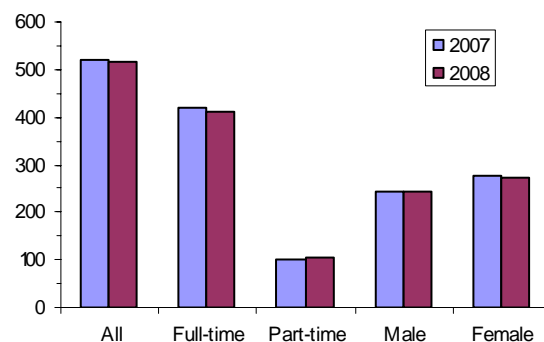
Just under half (47.7 per cent) of permanent civil servants work in administrative grades. The Senior Civil Service accounts for less than 1 per cent of the workforce (0.9 per cent).

The proportion of permanent civil servants from minority ethnic backgrounds was 8.5 per cent. The proportion declaring themselves as disabled was 6.6 per cent.

The largest proportion (33.8 per cent) of permanent civil servants was aged between 40 and 49 years. Less than 1 per cent of the Civil Service were aged 65 years and over (0.5 per cent) or under 20 years (0.4 per cent).

Median gross annual earnings (excluding overtime or one-off bonuses) for permanent full-time employees were £22,520. Women's earnings (£20,750) were 14 per cent lower than men's (£24,130).

Nearly three-quarters (73.6 per cent) of civil servants worked outside London and the South East, with 9.3 per cent based in Scotland and 6.8 per cent in Wales.

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

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Gender (Table 1)

At 31 March 2008, 52.9 per cent of permanent civil servants were women. This was unchanged from 30 September 2007.

When analysed by responsibility level, females are in the minority in middle and senior management posts. However, the proportion of women in more senior positions has continued to increase. At 31 March 2008, women comprised 31.8 per cent of the Senior Civil Service. This compares to 30.7 per cent at 30 September 2007.

The majority of female (52.5 per cent) permanent employees in the Civil Service work in administrative grades.

Female employees as a percentage of employees by responsibility level; Permanent; 31 March 2008

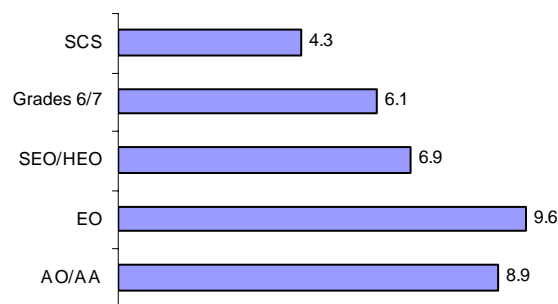| Responsibility level	Percentage
SCS	31.8
Grades 6/7	38.1
SEO/HEO	43.8
EO	55.1
AO/AA	58.2
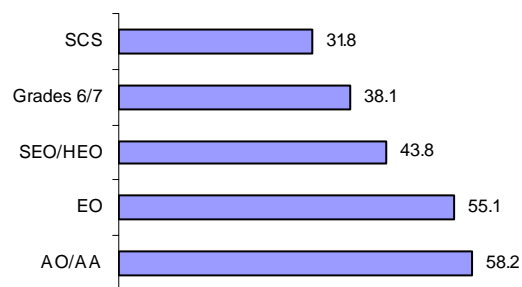
Ethnicity (Table 2)

At 31 March 2008, the proportion of permanent employees from minority ethnic backgrounds was 8.5 per cent. This compares with 8.3 per cent at 30 September 2007.

Employees from minority ethnic backgrounds are more highly represented in Executive Officer (EO) and administrative grades (AO and AA). At 31 March 2008, 9.6 per cent of employees in Executive Officer (EO) grades and 8.9 per cent in administrative grades were from minority ethnic backgrounds. This compares with 4.3 per cent for the Senior Civil Service, the least ethnically diverse responsibility level.

Ethnic minority employees as a percentage of employees with known ethnicity by responsibility level; Permanent; 31 March 2008

Responsibility level	Percentage
SCS	4.3
Grades 6/7	6.1
SEO/HEO	6.9
EO	9.6
AO/AA	8.9

Disability status (Table 3)

At 31 March 2008, the proportion of permanent employees declared disabled was 6.6 per cent*. The proportion of employees with a declared disability was greater at the lower responsibility levels – 7.5 per cent of employees at administrative grades compared with 3.4 per cent of the Senior Civil Service and 4.2 per cent of Grades 6/7.

*It should be noted that the disability status of 28.1 per cent of permanent civil servants was 'not declared' or 'not known'.

Declared disabled as a percentage of employees with known disability status by responsibility level; Permanent; 31 March 2008

| Responsibility level	Percentage
SCS	3.4
Grades 6/7	4.2
SEO/HEO	5.7
EO	6.6
AO/AA	7.5

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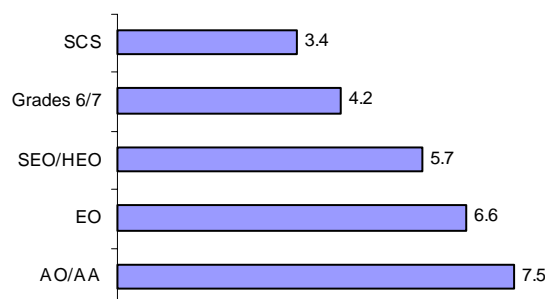
Age (Table 4)

At 31 March 2008, 56.0 per cent of permanent employees in the Civil Service were aged between 30 and 49 years.

Just under one-third (30.2 per cent) were aged 50 years and over and 13.7 per cent under 30 years.

Approximately half of the Senior Civil Service were aged 50 years and over (49.1 per cent). This compares with 29.8 per cent of civil servants employed at administrative grades.

Age distribution (per cent) of the Civil Service; Permanent; Headcount; 31 March 2008
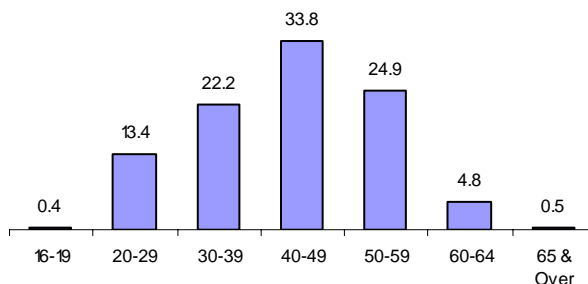
National identity (Table 5)

At 31 March 2008, of those who responded, 37.0 per cent* of permanent Civil Servants declared themselves as British or Mixed British. Employees alternatively declared themselves as English (46.4 per cent), Irish (0.9 per cent), Scottish (8.9 per cent), and Welsh (5.0 per cent). 1.9 per cent recorded another national identity.

* It should be noted that the national identity of 17.0 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; 31 March 2008
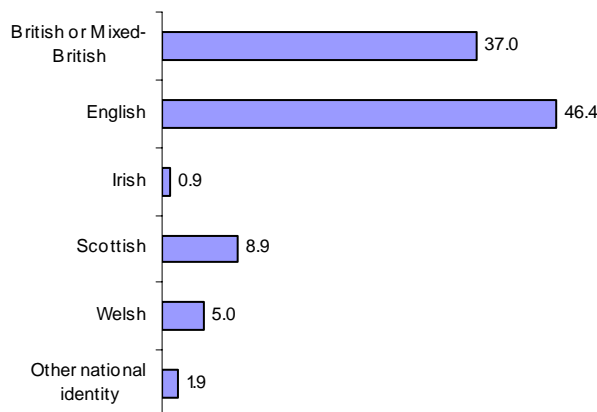
Earnings (Tables 6 and 7)

At 31 March 2008, median gross annual earnings (excluding overtime and one-off bonuses) for permanent full-time employees were £22,520.

For men, median earnings were £24,130 and for women, £20,750. The gender pay gap for permanent full-time employees was 14.0 per cent. This compares to a gender pay gap of 15.2 per cent for full-time permanent employees at 30 September 2007.

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; 31 March 2008

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National Statistics
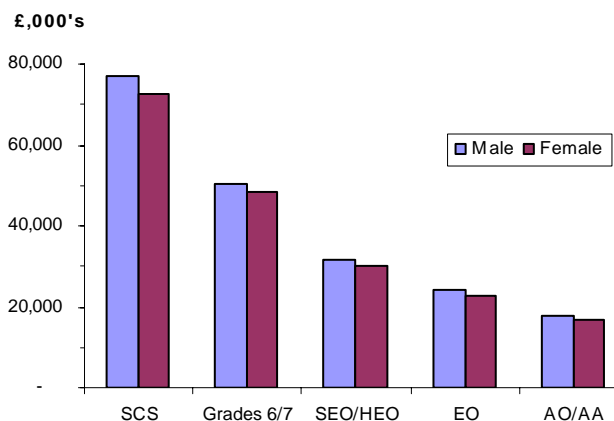
Professions (Table 8)

For those permanent employees where a profession* was reported, 71.3 per cent were assigned to operational delivery. The next largest recognised groups were policy delivery (5.3 per cent) and tax inspection (2.9 per cent).

* Information on professions was collected for the first time in 2007. The statistics in this release represent government departments' current best estimates. The profession of 19.8 per cent of permanent civil servants was 'not declared' or 'not known'.

Entrants and leavers (Table 9)

Approximately 23,000 permanent civil servants joined the Civil Service in the year to 31 March 2008. This contrasts with approximately 41,000 who left during the same period (-18,000 in total).

In general, these figures should exclude movements between government departments. Background note 13 gives further explanation.

Regional distribution (Table 10)

At 31 March 2008, 16.2 per cent of UK based civil servants worked in London. Nearly three-quarters (73.6 per cent) of civil servants worked outside London and the South East, with 9.3 per cent based in Scotland and 6.8 per cent in Wales.

The regional distribution of civil servants in the UK was broadly unchanged between 30 September 2007 and 31 March 2008. The largest movements were in the South East (0.3 percentage point increase) Wales (0.2 percentage point increase) and the North East (0.2 percentage point decrease).

More detailed regional statistics, including improved regional estimates for 2007 and analyses by department, are also published today.

Percentage breakdown of Civil Servants by Government Office Region; Permanent; Headcount; 30 September 2007 and 31 March 2008

Region	2007	2008
London	16.2	16.2
South East	10.0	10.3
South West	10.2	10.2
West Midlands	6.5	6.6
North West	12.2	12.3
North East	6.9	6.7
Yorkshire and the Humber	7.5	7.6
East Midlands	4.8	4.8
East of England	5.7	5.8
Wales	6.6	6.8
Scotland	9.3	9.3
Northern Ireland	1.0	1.0
Not reported and Elsewhere	3.0	2.3
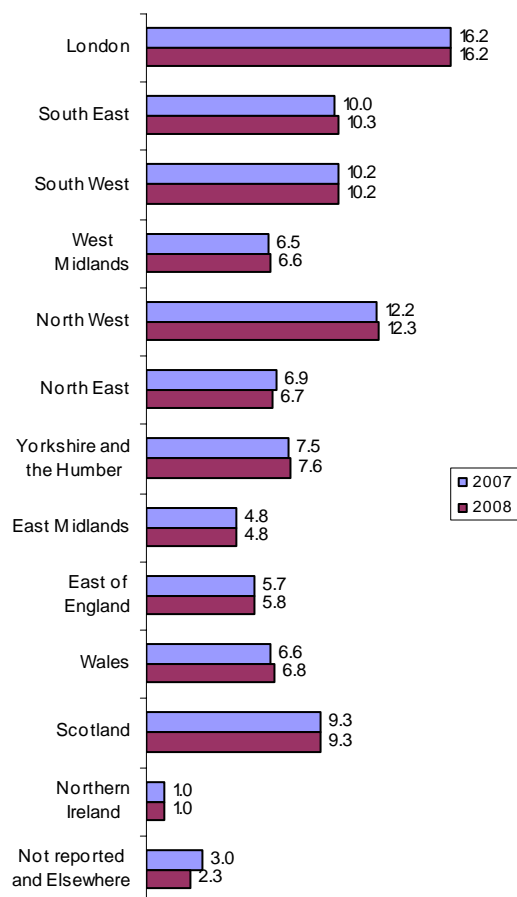
Reconciliation of annual and quarterly Civil Service employment statistics (Table 11)

This release presents a range of statistics for the year ending 31 March 2008, based on findings from the Annual Civil Service Employment Survey.

ONS also 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 Q3 2008 when Civil Service employment was 522,000 (487,000 on a full-time equivalent basis).

Efforts have been made to reconcile the workforce numbers from the quarterly and annual sources. A small difference of 0.4 per cent remains but this is not considered to impact significantly on the quality of the annual statistics.

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

Table 11 provides a full breakdown of the differences between the two sources by department and background note 4 gives further explanation.

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BACKGROUND NOTES

Basic quality information

1. Sources

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

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

   i)   Uniform collection – Previously two collection tools were used. The Mandate collection accounted for approximately 85 per cent of the Civil Service and comprised comprehensive anonymous 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.

   ii)   Relevance – In consultation with the Cabinet Office and government departments the content of the survey is continuously reviewed. A number of variables were removed from the survey in 2007 as there was no clear demonstrated requirement for their collection (e.g. marital status). To further reduce the burden on departments and to avoid the duplication of data across government the variables relating to the 'profession' of individual civil servants and the 'career grouping' of civil servants will not be sought as part of future ACSES collections.

   Civil Service Statistics 2008 covers the 12-month period to 31 March 2008. It is important to note that there is a 6-month overlap in the collection periods of Civil Service Statistics 2007 and Civil Service Statistics 2008 due to a change in the reference period of collection for Civil Service Statistics 2008 from 30 September to 31 March.

2. Response rates

   All government departments and agencies responded to the survey for the year ending 31 March 2008.

3.   Missing values

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

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

i.   New entrants and self-service – It can take time for HR systems to "catch up" when a new employee joins their department. 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. For all personal aspects of the data collection individuals have the option of 'not reporting' or 'not declaring' certain information.

ii.   New requirements – As previously stated the move away from departmental returns means that some departments are providing a full dataset for only the second time. While this collection has been very positive, it will inevitably take time for these departments to ensure their systems can fully meet the requirements of the survey.

Overall response and coverage has improved since the first ACSES collection in 2007.

2007/08 non-response comparison[1]

Permanent employees

Variable	2007 (per cent)	2008 (per cent)	Difference (per cent)
Gender	0.0	0.0	n/a
Age	0.1	0.0	-0.1
Disability	28.5	28.1	-0.4
Ethnicity	21.3	20.5	-0.8
Gross Salary	1.3	0.6	-0.7
Profession	25.3	19.8	-5.5
Responsibility Level	0.8	0.7	-0.1

1 Under-coverage and non-response are presented as a single figure in the table above. Due to the nature of the data collection it is not possible to separate these aspects of the data collection.

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.
        Despite departments supplying both sets of data and ONS' continuing
        work with departments to minimise any differences between the two
        sources some differences will remain.

        There is a 0.4 per cent difference between the two sources, of which,
        0.2 per cent (50 per cent of the total difference) can be explained by the
        reclassification of 1160 employees from the public to private sector
        (under TUPE) on 1 April 2008 (please see Footnote 4 on Table 11).

        Further differences arise due to other timing differences between the
        two sources and the nature of the data collections. 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 rather than HR
        systems which are commonly used to supply data for ACSES. 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 31 March 2008 is available at:

        http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=2899&Pos=&C
        olRank=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 telephoning 01633
        456754/456756.

7.   The next Civil Service Statistics First Release will be published in
        January 2010 and will cover the year to 31 March 2009. Quarterly
        summary statistics will next be published in the Q4 2008 Public Sector
        Employment First Release on 18 March 2009.

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. The self-employed, contract workers and
    agency workers are excluded.

    Employees not on the payroll 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 hours per week 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 that has 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 31 March 2008. The
    figures exclude transfers and loans between departments. Employees
    leaving on 31 March 2008 are counted as both staff in post and leavers.

    A number of departments are unable to provide a date of entry for civil
    servants in their employment. Some departments are also unable to
    distinguish between those civil servants entering their department for
    the first time via transfer or loan and those new to the Civil Service. As
    such, the number of net entrants and leavers will not reconcile with the
    change in employment between 30 September 2007 and 31 March
    2008.

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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 a useful comparison 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, ethnicity, 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, tax 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.   The professions of civil servants will not be collected as part of the 31 March 2009 data collection. A data collection, undertaken by Government Skills will collect this information from government departments in the future.

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. Since the last Civil Service Statistics First Release (9 July 2008) advances in methodology and improved information from government departments has made it possible for ONS to publish improved estimates of Civil Service employment for 2007. These are presented in the associated on-line tables and supersede those published on 9 July 2008:

http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=2899&Pos=&ColRank=1&Rank=422

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 United Kingdom Statistics Authority's 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 2009.

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1 Civil Service employment by responsibility level and gender [1]

Permanent employees

| Responsibility level[2][3] | Headcount | | | | | | Full-time equivalent[4] | | |
| | Full-time employees | | | Part-time employees | | | | | |
	Male	Female	Total	Male	Female	Total	Male	Female	Total
31 March 2008									
Senior Management									
Senior Civil Service	3,170	1,300	4,460	70	210	290	3,220	1,450	4,670
Other Management									
Grades 6 and 7	19,510	9,970	29,480	840	2,560	3,390	20,070	11,790	31,860
Senior and Higher Executive Officers	53,520	33,600	87,120	1,870	9,600	11,470	54,850	40,660	95,510
Executive Officers	55,680	46,960	102,630	2,680	24,520	27,190	57,630	64,370	122,000
Administrative									
Administrative Officers and Assistants	95,850	89,690	185,540	7,090	53,430	60,530	100,540	124,840	225,380
Not reported	2,590	720	3,310	60	190	250	2,640	850	3,480
All employees	230,310	182,240	412,550	12,600	90,520	103,120	238,950	243,960	482,920

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.

2 Civil Service employment by ethnicity and responsibility level[1]

Permanent employees

Responsibility level[2][3]	White	Asian	Black	Chinese	Mixed	Other ethnicity	Not Declared or non-response	All employees	All employees with known ethnicity	Ethnic minority as percentage of known ethnicity
31 March 2008										
Senior Management										
Senior Civil Service	3,730	70	30	10	40	20	850	4,750	3,890	4.3
Other Management										
Grades 6 and 7	24,450	660	380	50	310	180	6,850	32,880	26,020	6.1
Senior and Higher Executive Officers	73,450	2,320	1,620	150	900	440	19,720	98,590	78,860	6.9
Executive Officers	95,040	4,820	3,310	210	1,090	620	24,740	129,830	105,090	9.6
Administrative										
Administrative Officers and Assistants	177,880	8,630	5,270	360	2,090	1,090	50,750	246,070	195,320	8.9
Not reported	870	10	10	..	10	..	2,660	3,560	900	3.7
All employees	375,400	16,500	10,620	780	4,440	2,340	105,580	515,660	410,080	8.5

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.

3 Civil Service employment by disability status and responsibility level[1]

Permanent employees

Headcount

Responsibility level[2][3]	Disabled	Non-disabled	Not Declared or non-response	All employees	All employees with known disability status	Disabled employees as percentage of known disability status
31 March 2008						
Senior Management						
Senior Civil Service	130	3,620	1,000	4,750	3,740	3.4
Other Management						
Grades 6 and 7	1,070	24,250	7,570	32,880	25,310	4.2
Senior and Higher Executive Officers	4,220	69,420	24,940	98,590	73,640	5.7
Executive Officers	6,690	95,330	27,810	129,830	102,020	6.6
Administrative						
Administrative Officers and Assistants	12,330	153,030	80,700	246,070	165,360	7.5
Not reported	20	890	2,660	3,560	910	1.7
All employees	24,450	346,540	144,680	515,660	370,990	6.6

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 Civil Service employment by age and responsibility level [1]

Permanent employees

Headcount

Responsibility level[2][3]	16-19	20-29	30-39	40-49	50-59	60-64	65 & Over	Not reported
31 March 2008								
Senior Management								
Senior Civil Service	0	20	620	1,770	2,130	180	20	..
Other Management								
Grades 6 and 7	0	1,160	7,290	12,150	10,850	1,320	110	..
Senior and Higher Executive Officers	0	8,340	22,270	37,060	26,880	3,820	220	10
Executive Officers	20	14,050	31,130	48,420	31,080	4,720	390	..
Administrative								
Administrative Officers and Assistants	1,910	44,700	52,480	73,690	56,810	14,890	1,580	20
Not reported	60	580	750	1,100	850	70	10	150
All employees	1,990	68,840	114,540	174,190	128,600	25,000	2,320	180
Employees in age group as percentage of all employees with known age	*0.4*	*13.4*	*22.2*	*33.8*	*24.9*	*4.8*	*0.5*	*0.0*

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.

5 Civil Service employment by national identity and responsibility level [1]

Permanent employees

Headcount

Responsibility level[2][3]	British or Mixed-British	English	Irish	Scottish	Welsh	Other national identity	Member of Irish Traveller Community	Not Declared or non-response
31 March 2008								
Senior Management								
Senior Civil Service	2,200	1,130	40	260	130	80	0	900
Other Management								
Grades 6 and 7	12,900	9,890	340	1,770	1,170	710	..	6,090
Senior and Higher Executive Officers	31,580	37,040	800	6,870	3,990	1,600	10	16,700
Executive Officers	38,680	51,510	1,010	10,350	5,660	1,870	10	20,740
Administrative								
Administrative Officers and Assistants	72,690	98,680	1,660	18,690	10,350	3,650	30	40,340
Not reported	390	370	10	80	30	20	0	2,670
All employees	158,440	198,630	3,850	38,020	21,310	7,930	50	87,440

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.

6 Civil Service employment by gross salary band and gender[1]

Permanent employees

Salary band [2]	Full-time employees			Part-time employees			All employees		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
31 March 2008									
Up to £15,000	16,750	20,730	37,480	7,070	56,200	63,270	23,820	76,930	100,740
£15,001 - 20,000	57,560	65,440	123,000	2,250	19,540	21,800	59,810	84,980	144,790
£20,001 - 25,000	46,060	39,750	85,810	1,340	8,580	9,930	47,410	48,330	95,730
£25,001 - 30,000	43,840	26,270	70,110	610	2,790	3,390	44,450	29,050	73,500
£30,001 - 35,000	24,010	11,530	35,540	440	1,440	1,880	24,450	12,960	37,410
£35,001 - 40,000	12,520	5,840	18,360	240	720	960	12,760	6,560	19,320
£40,001 - 45,000	7,620	3,620	11,230	170	430	600	7,780	4,050	11,830
£45,001 - 50,000	5,730	3,120	8,840	120	260	370	5,840	3,370	9,220
£50,001 - 55,000	4,400	1,750	6,150	70	140	220	4,470	1,900	6,370
£55,001 - 60,000	2,940	1,430	4,360	30	100	130	2,970	1,520	4,490
£60,001 - 65,000	2,130	840	2,970	20	30	50	2,150	880	3,030
£65,001 - 70,000	1,260	490	1,750	10	10	20	1,270	500	1,770
£70,001 - 75,000	900	330	1,230	10	10	20	910	340	1,250
£75,001+	1,920	620	2,540	20	30	50	1,940	640	2,580
Not reported	2,680	500	3,180	200	240	450	2,890	740	3,630
Lower quartile (£)	18,570	16,900	17,600	10,450	10,030	10,050	17,850	14,640	15,560
Median (£)	24,130	20,750	22,520	13,910	13,240	13,380	23,980	18,330	20,550
Upper quartile (£)	31,350	26,460	29,150	19,880	17,290	17,540	30,900	24,110	27,530

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 and gender[1][2]

Full-time permanent employees

			Headcount
Responsibility level[3][4]	**Male**	**Female**	**Gender Pay Gap**
31 March 2008			
Senior Management			
Senior Civil Service	76,960	72,620	5.6
Other Management			
Grades 6 and 7	50,430	48,380	4.1
Senior and Higher Executive Officers	31,630	30,030	5.1
Executive Officers	23,980	22,740	5.2
Administrative			
Administrative Officers and Assistants	17,640	16,900	4.2

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.

3 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

4 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[1]**

Permanent employees

Profession of post	Headcount
31 March 2008	
Communications and marketing	2,900
Economics	340
Engineering	2,610
Finance	11,440
Human resources	8,400
Information technology	6,530
Internal Audit	440
Legal	5,640
Librarian	140
Medical	1,540
Operational delivery	294,920
Planning inspectorate	920
Policy delivery	21,860
Procurement	1,490
Psychology	1,080
Schools inspection	2,090
Science	3,230
Social research	390
Statistics	1,570
Strategy	7,310
Tax inspection	11,900
Veterinarian	490
Other	26,450
Non-response	102,000
All employees	515,660

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 level**[1]

Permanent employees

Headcount

Responsibility level[2][3]	All entrants			All leavers		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**
31 March 2008						
Senior Management						
Senior Civil Service	150	80	230	310	100	410
Other Management						
Grades 6 and 7	700	570	1,270	1,400	610	2,020
Senior and Higher Executive Officers	1,510	1,540	3,060	3,690	2,460	6,150
Executive Officers	1,740	1,320	3,060	4,060	3,930	7,990
Administrative						
Administrative Officers and Assistants	7,110	8,550	15,670	10,140	13,760	23,900
Not reported	100	100	210	350	240	590
All employees	11,320	12,160	23,490	19,950	21,100	41,050

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.

10 Regional distribution of the Civil Service employment [1]

All employees

	Headcount			Full Time Equivalent		
	Permanent	**Temporary**	**Total**	**Permanent**	**Temporary**	**Total**
31 March 2008						
London and South East						
London	83,620	1,250	84,870	80,410	1,210	81,620
South East	53,000	900	53,890	49,840	850	50,690
South West	53,040	590	53,640	49,990	560	50,550
West Midlands	34,040	580	34,620	31,580	560	32,140
North West	63,660	1,190	64,850	58,560	1,140	59,700
North East	34,620	820	35,440	31,670	680	32,350
Yorkshire and the Humber	39,400	720	40,120	36,370	660	37,030
East Midlands	24,890	440	25,330	23,080	420	23,500
East of England	29,890	520	30,410	27,820	500	28,320
Wales	34,460	1,220	35,670	32,140	1,150	33,290
Scotland	47,970	1,090	49,060	45,090	960	46,050
Northern Ireland	4,950	70	5,010	4,720	60	4,780
Not reported and Elsewhere	12,150	100	12,240	11,630	90	11,720
All employees	515,660	9,490	525,160	482,920	8,830	491,740

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 statistics[1]

All employees

	Published quarterly statistics		Annual statistics		Difference		Percentage difference	
	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent
31 March 2008								
Attorney General's Departments								
Crown Prosecution Service	8,670	8,060	8,730	8,120	60	50	0.7	0.7
Crown Prosecution Service Inspectorate	50	40	50	40	0	0	0.0	0.0
Attorney General's Office	50	50	50	50	0	0	-4.2	-4.2
Revenue and Customs Prosecution Office	340	330	290	280	-50	-50	-13.6	-14.3
Serious Fraud Office	310	310	310	300	-10	-10	-1.9	-2.3
Treasury Solicitor	760	730	760	730	..	..	0.1	0.1
Business, Enterprise and Regulatory Reform								
Department for Business, Enterprise and Regulatory Reform(excl agencies)[2]	3,510	3,410	3,470	3,380	-30	-40	-1.0	-1.0
Advisory Conciliation and Arbitration Service	800	750	800	750	0	10	-0.3	0.8
Companies House	1,160	1,080	1,190	1,090	30	20	2.2	1.5
Insolvency Service	2,560	2,450	2,530	2,440	-20	-20	-0.9	-0.6
Office of Fair Trading	620	600	600	580	-20	-20	-3.3	-4.0
Office of Gas and Electricity Market	310	300	290	290	-20	-20	-5.5	-5.3
Postal Services Commission	60	60	70	60	..	..	4.8	5.0
Cabinet Office								
Cabinet Office (excl. agencies)	1,250	1,210	1,240	1,210	-10	-10	-0.5	-0.5
Other Cabinet Office agencies								
Central Office of Information	820	800	800	780	-20	-20	-2.8	-2.6
National School of Government	230	220	240	220	10	..	3.4	0.9
Parlimentary Counsel Office	70	70	70	70	0	0	0.0	0.0
HM Treasury								
HM Treasury	1,160	1,140	1,150	1,140	0	0	-0.2	0.0
HM Revenue and Customs								
HM Revenue and Customs	90,960	83,830	90,960	83,800	0	-30	0.0	0.0
Valuation Office	4,310	4,020	4,310	4,020	0	0	-0.1	-0.1
Chancellor's other departments								
Debt Management Office	80	70	80	80	..	..	1.3	1.4
Government Actuary's Department	100	100	100	100	..	..	1.0	1.0
National Savings and Investments	140	140	130	130	-10	-10	-5.0	-5.1
Office of Government Commerce	250	240	220	220	-20	-20	-8.9	-9.5
OGC Buying.solutions	260	260	260	260	0	0	0.0	0.0
Office for National Statistics[3]	3,350	3,100	3,350	3,100	0	0	0.0	0.0
Royal Mint	760	750	750	740	-10	-10	-1.6	-1.5
Charity Commission								
Charity Commission	480	450	490	460	10	10	2.9	2.5
Children, Schools and Families								
Department for Children, Schools and Families[2]	3,340	3,170	3,350	3,210	10	40	0.3	1.2
Innovation, Universities and Skills								
Department for Innovation, Universities and Skills[2]	870	830	790	760	-70	-70	-8.6	-8.6
National Weights and Measures Laboratory	50	50	50	50	..	0	2.0	-2.0
UK Intellectual Property Office	1,050	1,000	1,000	950	-50	-50	-5.0	-5.1
Office for Standards in Education								
Office for Standards in Education	2,560	2,460	2,560	2,460	0	..	0.0	0.0
Communities and Local Government								
Department for Communes and Local Government (excl. agencies)[2]	2,940	2,860	2,990	2,890	40	40	1.4	1.3
Fire Service College	240	240	240	230	0	0	-0.8	-1.3
Ordnance Survey	1,410	1,360	1,410	1,360	0	0	0.0	0.0
Planning Inspectorate	860	760	840	750	-10	-10	-1.4	-1.6
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]	480	470	480	460	-10	0	-1.0	-0.6
Royal Parks	100	100	100	100	0	0	0.0	0.0
Defence								
Ministry of Defence (including Royal Fleet Auxiliary)	70,680	68,600	n/a	n/a	600	610	0.9	0.9
Ministry of Defence	n/a	n/a	69,010	66,930	n/a	n/a	n/a	n/a
Royal Fleet Auxiliary	n/a	n/a	2,280	2,280	n/a	n/a	n/a	n/a
Defence Support Group[4]	3,130	3,110	n/a	n/a	1,260	1,250	40.2	40.3
Army Base Repair Organisation	n/a	n/a	2,370	2,350	n/a	n/a	n/a	n/a
Defence Aviation Repair Agency	n/a	n/a	2,020	2,010	n/a	n/a	n/a	n/a
Defence Science and Technology Laboratory	3,450	3,350	3,450	3,350	..	0	0.1	-0.1
Met Office	1,770	1,730	1,780	1,740	10	10	0.7	0.7
UK Hydrographic Office	1,040	1,010	1,040	1,010	0	0	0.0	-0.1
Environment, Food and Rural Affairs								
Department for Environment Food and Rural Affairs (excl. agencies)[2]	3,100	3,010	3,100	3,010	0	0	0.0	0.0
Centre for Environment Fisheries and Aquaculture Science	530	500	530	500	0	0	0.0	0.0
Central Science Laboratory	650	620	660	630	..	..	0.6	0.6
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	-0.6
Office of Water Services	210	190	200	190	0	0	-0.5	0.0
Pesticides Safety Directorate	180	170	180	170	0	0	0.0	0.0
Rural Payments Agency	3,540	3,370	3,540	3,370	0	0	0.0	0.0
Animal Health	1,670	1,560	1,670	1,560	0	0	0.0	-0.1
Veterinary Laboratories Agency	1,290	1,210	1,300	1,210	..	..	0.3	0.2
Veterinary Medicines Directorate	140	140	140	140	0	0	0.0	0.0
Export Credits Guarantee Department								
Export Credit Guarantee Department	220	220	210	210	-10	-10	-5.0	-5.1
Foreign and Commonwealth Office								
Foreign and Commonwealth Office (excl agencies)	5,880	5,820	5,950	5,870	60	50	1.0	0.8
Wilton Park Executive Agency	80	70	70	70	-10	0	-8.6	-4.4
Health								
Department of Health (excl agencies)[2]	2,270	2,200	2,220	2,190	-50	-10	-2.1	-0.6
Food Standards Agency	800	780	790	770	-10	-20	-1.7	-2.0
Meat Hygiene Service	1,240	1,230	1,240	1,240	10	10	0.4	0.4
Medical and Healthcare Products Regulatory Agency	890	870	890	870	..	10	0.4	1.0
National Healthcare Purchasing and Supplies	270	260	270	260	0	0	0.0	0.0
NHS Business Services Authority (Civil Service only)	250	220	240	220	-10	-10	-2.0	-2.2

	Published quarterly statistics		Annual statistics		Difference		Percentage difference	
	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent	Headcount	Full Time Equivalent
Home Office								
Home Office (excl agencies) [2]	2,730	2,630	2,770	2,670	40	40	1.4	1.6
Border and Immigration Agency	18,900	17,760	19,360	18,180	470	430	2.5	2.4
Criminal Records Bureau	480	460	480	460	0	0	-0.4	-0.2
Identity and Passport Service	3,960	3,440	4,050	3,530	90	90	2.4	2.5
Office for Security and Counter-Terrorism	270	270	250	250	-20	-20	-8.8	-8.6
Justice								
Ministry of Justice (excl. agencies) [2]	2,260	2,110	3,790	3,670	20	90	0.5	2.4
Office For Criminal Justice Reform	220	210	n/a	n/a	n/a	n/a	n/a	n/a
National Offender Management Service	1,300	1,260	n/a	n/a	n/a	n/a	n/a	n/a
HM Courts Service	21,220	19,060	21,440	19,340	220	280	1.0	1.5
Land Registry	8,060	7,290	8,060	7,300	0	..	0.0	0.0
National Archives	620	590	620	590	..	..	0.5	0.2
Public Guardianship Office	310	310	310	300	0	-10	-1.0	-2.3
Tribunals Service	3,040	2,870	2,980	2,720	-50	-150	-1.7	-5.1
Scotland Office	90	90	60	60	-30	-30	-36.2	-36.3
Wales Office	60	60	60	60	0	0	-1.7	-3.3
Public Sector Prison Service	51,240	49,500	51,250	49,510	10	10	0.0	0.0
International Development								
Department for International Development	1,660	1,610	1,670	1,620	10	10	0.7	0.7
Northern Ireland Office								
Northern Ireland Office	130	120	130	120	0	0	-0.8	-2.4
Security and Intelligence Services								
Security and Intelligence Services	5,320	5,090	5,320	5,090	0	-10	0.0	-0.1
Transport								
Department for Transport (excl agencies) [2]	2,040	1,990	2,040	2,000	10	10	0.2	0.3
Driver and Vehicle Licensing Agency	6,600	6,120	6,610	6,140	10	10	0.1	0.2
Driving Standards Agency	2,690	2,510	2,700	2,520	10	10	0.2	0.2
Government Car and Despatch Agency	300	300	310	300	10	10	2.0	2.0
Highways Agency	3,530	3,470	3,530	3,460	0	0	-0.1	-0.1
Maritime and Coastguard Agency	1,230	1,180	1,240	1,190	..	10	0.2	0.8
Office of Rail Regulation	360	350	340	330	-20	-20	-4.4	-4.8
Vehicle Certification Agency	140	130	130	130	0	0	-2.2	-1.6
Vehicle and Operator Services Agency	2,570	2,480	2,550	2,470	-20	-10	-0.8	-0.4
Work and Pensions								
DWP Corporate and Shared Services	10,280	9,590	n/a	n/a	0	0	0.0	0.0
DWP Corporate Services	n/a	n/a	5,690	5,460	n/a	n/a	n/a	n/a
DWP Shared Services	n/a	n/a	4,590	4,130	n/a	n/a	n/a	n/a
Child Support Agency	10,720	9,500	10,720	9,500	0	0	0.0	0.0
Disability and Carers Service	6,270	5,540	6,270	5,540	0	0	0.0	0.0
Job Centre Plus	74,340	66,420	74,340	66,410	0	0	0.0	0.0
Pension Service	11,790	10,760	11,790	10,760	0	0	0.0	0.0
The Health and Safety Executive	3,700	3,460	3,600	3,370	-100	-90	-2.7	-2.5
The Rent Service	570	560	570	550	-10	-10	-1.6	-1.8
Scottish Government								
Scottish Government (excl agencies)	4,550	4,370	4,580	4,400	30	30	0.7	0.7
Communities Scotland	350	340	360	340	10	10	2.5	2.7
Crown Office and Procurator Fiscal Service	1,630	1,530	1,630	1,530	0	..	0.0	0.1
Courts Group	30	30	30	30	..	..	6.3	3.2
Fisheries Research Services	320	310	330	310	..	..	0.9	1.0
General Register Scotland	290	280	290	280	0	0	0.0	0.0
HM Inspectorate of Education	200	200	200	200	0	0	-1.0	-1.0
Historic Scotland	1,100	1,020	1,080	990	-10	-30	-1.1	-2.7
Mental Health Tribunal for Scotland	50	50	80	80	30	30	69.6	63.0
National Archive for Scotland	160	150	160	150	..	..	0.6	0.7
Office of Accountant in Bankruptcy	110	100	110	100	0	0	0.0	0.0
Office of the Scottish Charity Regulator	80	80	50	50	-30	-30	-41.8	-40.8
Registers of Scotland	1,380	1,290	1,310	1,230	-60	-60	-4.7	-4.8
Scottish Agricultural Scientific Agency	150	140	150	150	..	..	2.0	2.1
Scottish Buildings Standards Agency	30	30	30	30	0	0	0.0	0.0
Scottish Court Service	1,360	1,250	1,400	1,290	40	40	3.2	3.2
Scottish Fisheries Protection Agency	310	300	320	300	..	..	1.3	1.3
Scottish Prison Service	4,040	3,950	4,040	3,950	..	..	0.0	0.0
Scottish Public Pensions Agency	220	210	220	210	0	0	-0.4	-0.5
Social Work Inspection Agency	50	50	50	50	0	0	-2.0	-2.2
Student Awards Agency	140	130	140	130	0	0	0.0	0.0
Transport Scotland	250	250	250	250	0	0	0.0	0.0
Welsh Assembly								
Welsh Assembly Government	6,160	5,880	6,160	5,880	0	0	0.0	0.0
ESTYN	100	100	100	100	0	0	-1.0	-1.0
All employees	522,870	489,450	525,160	491,740	-2,290	-2,290	-0.4	-0.5

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

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.

4 Defence Support Group (DSG) was formed on 1 April 2008 as a result of a merger of Army Base Repair Organisation (ABRO) and Defence Aviation Repair Agency (DARA). The quarterly figure shown for DSG does not include approximately 1160 staff who joined the private sector (under TUPE) on 1 April 2008 following the merger.