Civil Service Employment at Q3 2015
(position at 30 Sept 2015)

Key messages:

- Civil Service employment has reduced by 4,650 FTE since Q2. This has been driven by reductions at DWP (-3,770) and MoD (-1,050).
- Since March 2010, Civil Service employment has reduced by 99,000 FTE (-20%). After accounting for machinery of government changes the Civil Service has reduced by 23% since March 2010.
- Women represent 53.9% of the Civil Service.

393,000 FTE
(a new post WWII low)

425,000 headcount

-4,650 (-1.2%) FTE
-5,630 (-1.3%) headcount
change since Q2 2015

-99,000 (-20%) FTE
-103,000 (-20%) headcount
change since Q1 2010

Source: ONS Public Sector Employment Statistics
Headline Civil Service workforce information

- Representation of people with disabilities and ethnic minorities is at an historic high.
- 64% of Civil Servants work at the most junior grades (Admin/EO).
- As at 30 September 2015 women represent 53.9% of the Civil Service, up from 53.0% in 2010.
- 10.6% of the Civil Service have declared themselves as coming from an ethnic minority background, up from 9.2% in 2010, and 10.1% last year.
- 8.9% of the Civil Service have declared that they have a disability, up from 7.6% in 2010, and 8.8% last year.
- Just over 70% of Civil Servants are located outside London and the South East. Employment increased in London, West Midlands and Yorkshire and the Humber on the previous year.

*Source: ONS Public Sector Employment Statistics. All other information: ONS Civil Service Statistics 2015
Headline Civil Service workforce information

- The gender pay gap for full time employees is at its lowest recorded level (9.8%).
- The median Civil Service salary (£24,980) increased by 1.0%, in line with public sector pay policy.
- Representation of women at all of the more senior grades (HEO and above) increased, and fell slightly at the more junior grades.
- Representation of ethnic minorities increased at all grades except for both SCS level and the Senior Civil Service.
- Representation of staff declared disabled increased at EO level, HEO/SEO level and Grades 6/7.
- The number of entrants and leavers both increased in 2014/15 on last year’s levels.

*Important Footnote:
There are two measures of the SCS available. The **Senior Civil Service and SCS Level**. ONS statistics measure **SCS level** employees that includes a number of health professionals, military personnel and senior diplomats that are not part of The Senior Civil Service. As such the Civil Service Statistics release does not contain the official headline figures used for monitoring diversity, pay and other key measures of The Senior Civil Service. These are monitored using the Cabinet Office SCS database that collects more frequent and comprehensive information on those individuals that make up **The Senior Civil Service**. The Senior Civil Service figures refer to 30 September 2015, all other 2015 diversity measures by grade refer to 31 March. The Senior Civil Service change is based on the last six months and not the last year.