

Civil Service Employment

(position at 30 June 2018)

Key messages:

- Civil Service employment has increased by 1,100 FTE since March 2018 to stand at 400,170 FTE.
- This is the eighth consecutive quarter that FTE numbers have risen since a record low of 384,000 at June 2016.
- Departments with the largest FTE increases from last quarter are MOJ (+1,210), HO (+790), BEIS (+290), DEFRA (+210), DFT (+100), DCMS (+100).
- The departments showing the largest decreases are HMRC (-1,470), DWP (-660).
- Since March 2010, Civil Service employment has reduced by 87,000 FTE (-18%). This compares to a reduction of 16% in the Public Sector overall during this period.
- Women represent 53.8% of the Civil Service, down 0.1 percentage points on the previous quarter.

400,170 FTE

431,320 headcount

Civil Service employment 30 June 2018

+1,100 (+0.3%) FTE

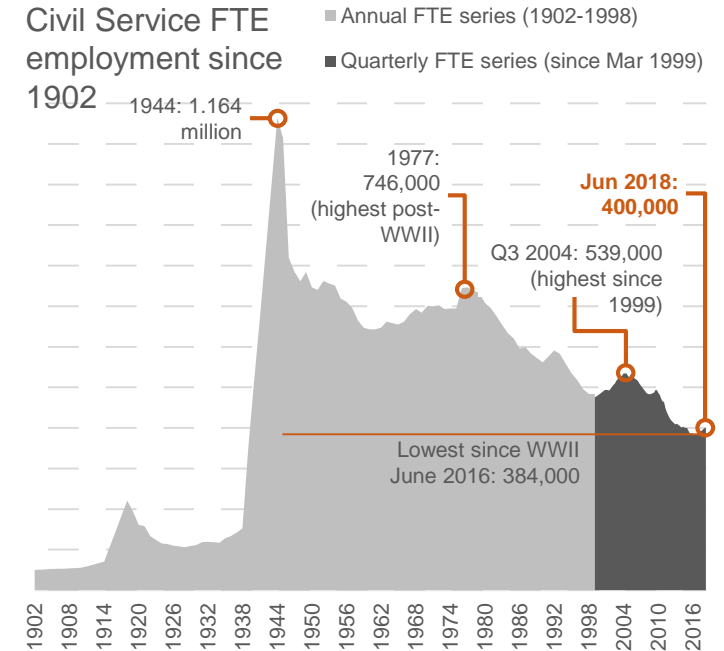
+1,260 (+0.3%) headcount

change since 31 March 2018*

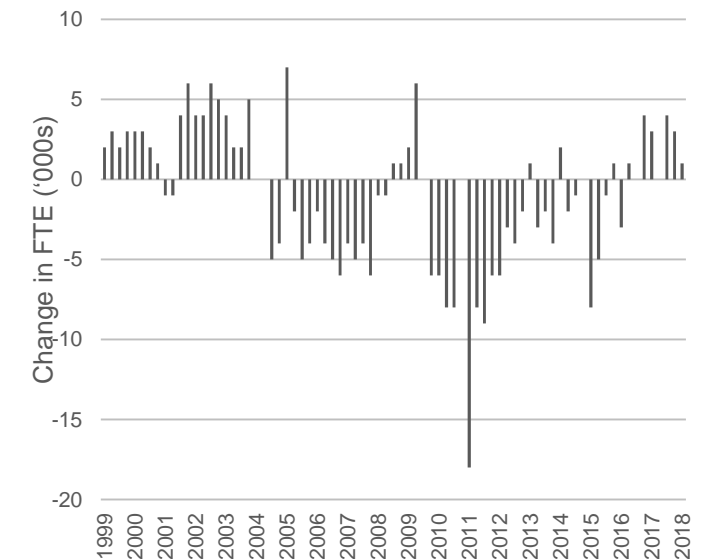
-87,000 (-18%) FTE

-92,000 (-18%) headcount

change since March 2010



Change in Civil Service FTE employment since 1999



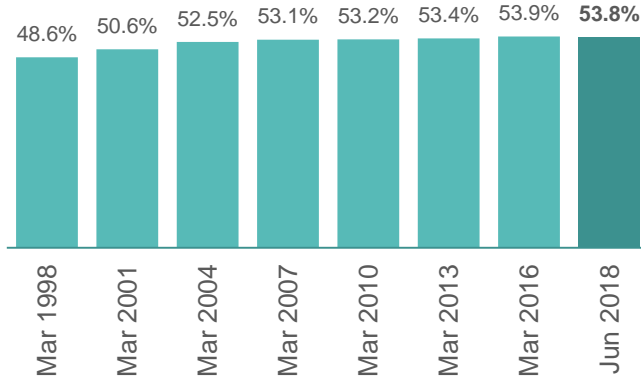
Departments: Department for Environment, Food and Rural Affairs (DEFRA), Department for Education (DFE), Department for Work and Pensions (DWP), HM Revenue and Customs (HMRC), Home Office (HO), Ministry of Defence (MOD), Ministry of Justice (MOJ), National Archives (NA)

*Figures may differ from those reported by ONS due to ONS using rounded figures to calculate changes.
Source: ONS Public Sector Employment Statistics

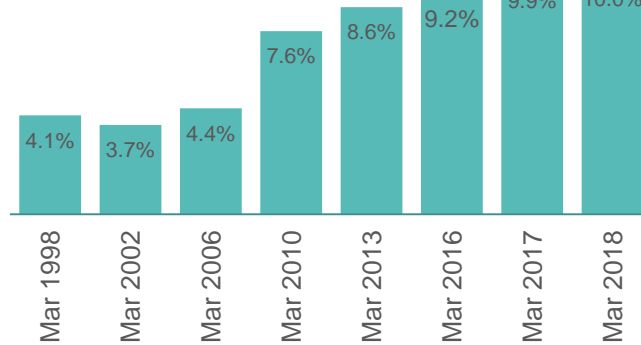
Headline Civil Service workforce information

- Representation of people with disabilities and ethnic groups is at an historic high.
- 61% of Civil Servants on an FTE basis work at the most junior grades (Admin/EO).
- As at March 2018 women represent 53.8% of the Civil Service, up from 53.2% in 2010.
- 12.0% of the Civil Service identify as being from an ethnic minority background, up from 9.3% in 2010, and 11.6% last year.
- 10.0% of the Civil Service have reported that they have a disability, up from 7.6% in 2010, and 9.9% last year.
- 72% of Civil Servants are located outside London and the South East. The largest regional increases in Civil Servants over the year were in London (+7.0%), Overseas (+6.8%) and in the South West (+6.0%).

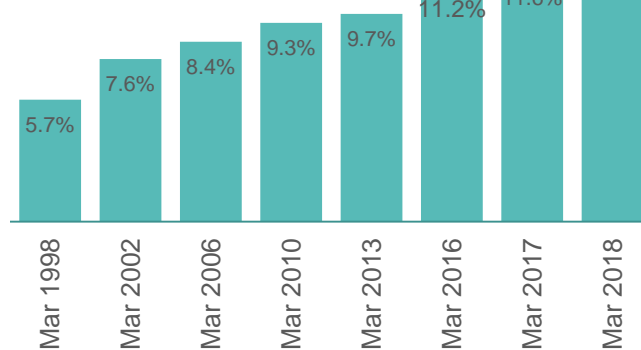
Women in the Civil Service**



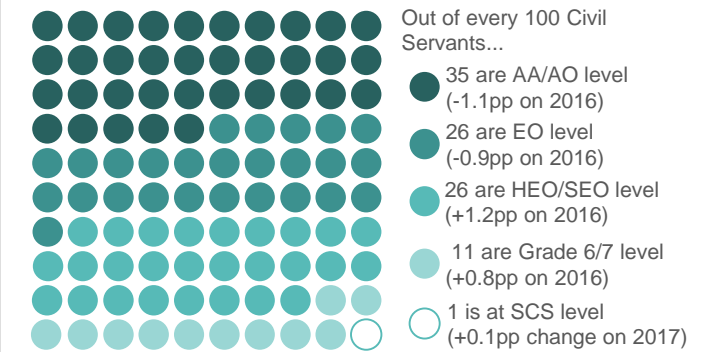
People with disabilities in the Civil Service*



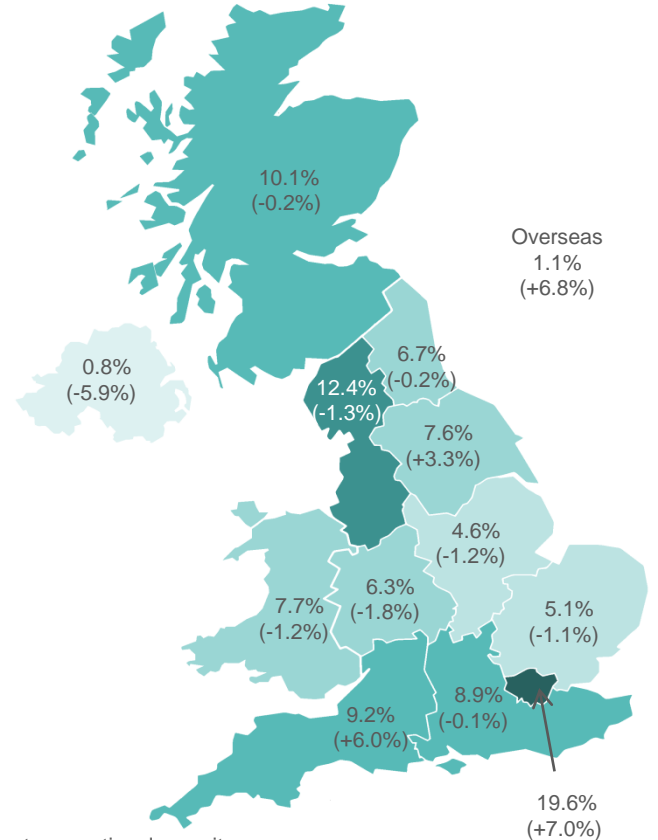
Ethnic minority staff in the Civil Service*



Civil Servants by Grade (FTE), 2018



All Civil Servants, distributed by region and % change in numbers on last year (headcount), 2018



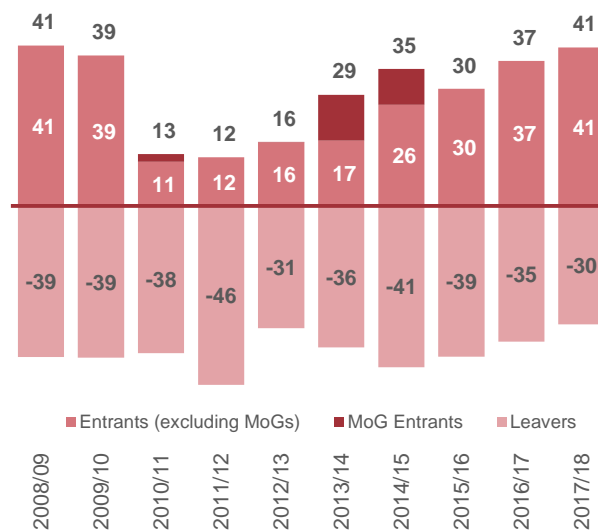
*Data prior to 2015 may differ from that published by ONS due to the removal of Central Government Security from this time series. This is due to operational security reasons.

**Source: ONS Public Sector Employment Statistics. All other information: ONS Civil Service Statistics 2018

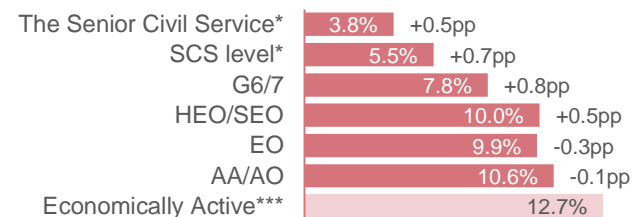
Headline Civil Service workforce information

- The gender pay gap for full time employees was 8.6%, down from 11.0% in 2017.
- Representation of women increased at all grades except AA/AO.
- Representation of ethnic minorities increased at all grades.
- Representation of staff who report a disability increased at the most senior grade (HEO to SCS).
- The number of entrants (41,000) increased to its highest level since 2008/09 (41,000), whilst the number of leavers reduced for the third consecutive year to its lowest level since 2001/2 when there were 28,000 leavers.

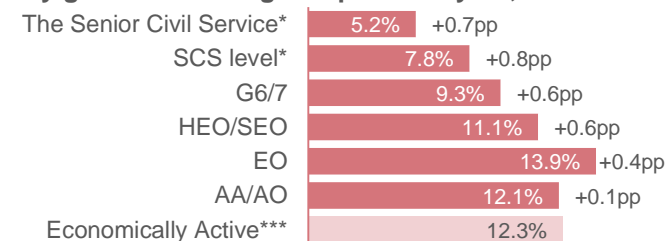
Civil Service Entrants and Leavers 2010/11 to 2017/18 (000's)**



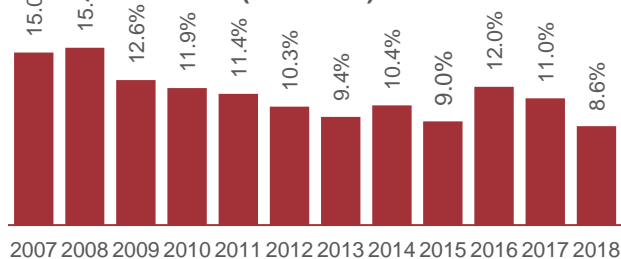
People with disabilities in the Civil Service by grade and change on previous year, 2018



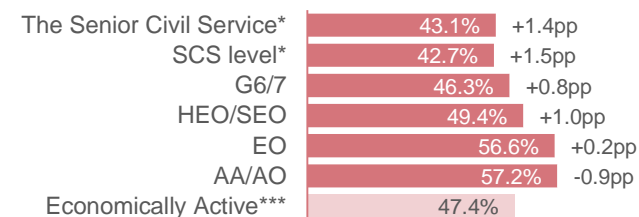
Ethnic minority representation in the Civil Service by grade and change on previous year, 2018



Civil Service Gender Pay Gap (Full Time)**



Women in the Civil Service by grade and change on previous year, 2018



*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 reference date for diversity information for The Senior Civil Service is end of December 2017, other grades are as at end of March 2018.

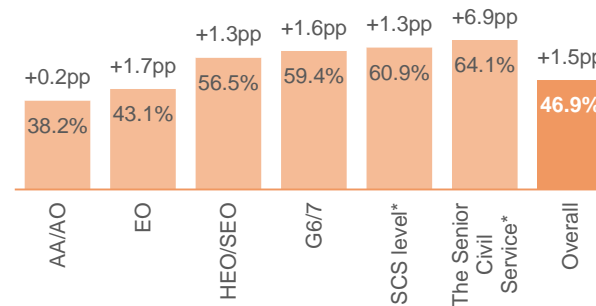
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***Figures for representation of economically active population are as at March 2018.

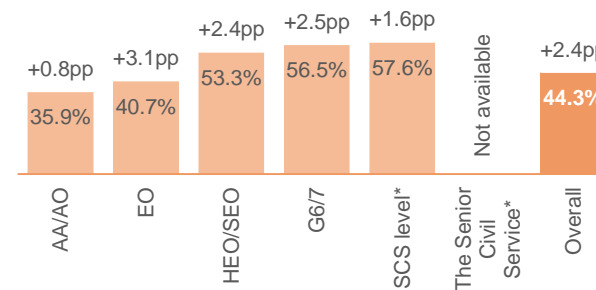
Headline Civil Service workforce information

- Whilst reporting rates have improved on last year, caution is advised in interpreting these figures given the low rates for sexual orientation (47%) and religion (44%).
- This data shows that 4.6% of the Civil Service are LGBO with representation being higher at the most senior grades (of those declared).
- Christians make up more than half (53%) of the Civil Service.
- The highest earner to median earner ratio in the Civil Service fell from 11.1 to 9.9 between 2017 and 2018, whilst at an organisational level this ranged from 1.7 (ESTYN, Scottish Housing Regulator) to 8.3 (Department for Work and Pensions).

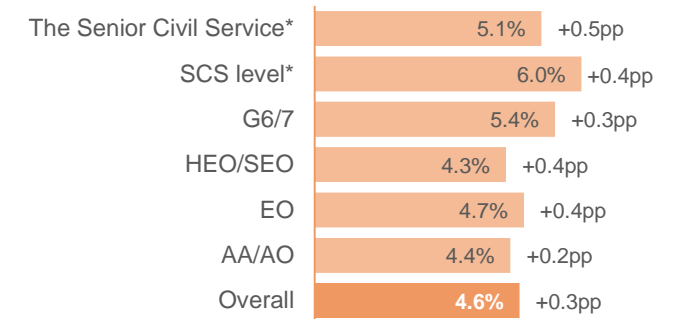
Reporting rate of sexual orientation in the Civil Service by grade and change on last year



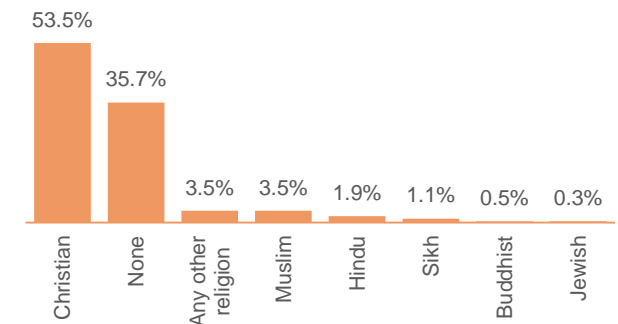
Reporting rate of Religious belief in the Civil Service by grade and change on last year



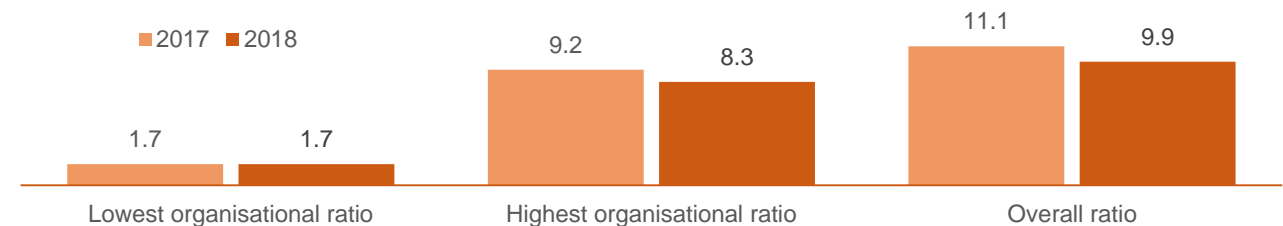
LGBO** staff in the Civil Service by grade and change on last year, 2018



Religious belief in the Civil Service



Median earner to Highest Earner Pay Ratios (2017 and 2018)



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**LGBO refers to Lesbian, Gay, Bisexual and those with "Other" sexual orientation (excluding Heterosexual)