

Civil Service Statistics

as at 31 March 2019

This bulletin presents headline statistics on the UK Civil Service workforce, including demographic characteristics, earnings, grades, and locations of civil servants.

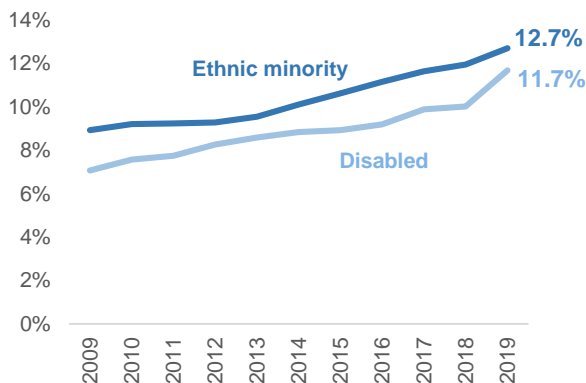
Key Statistics:

- Civil Service headcount is 445,480, up from 430,080 in 2018. On a full-time equivalent basis (FTE), employment is 413,910, up from 399,150 in 2018.

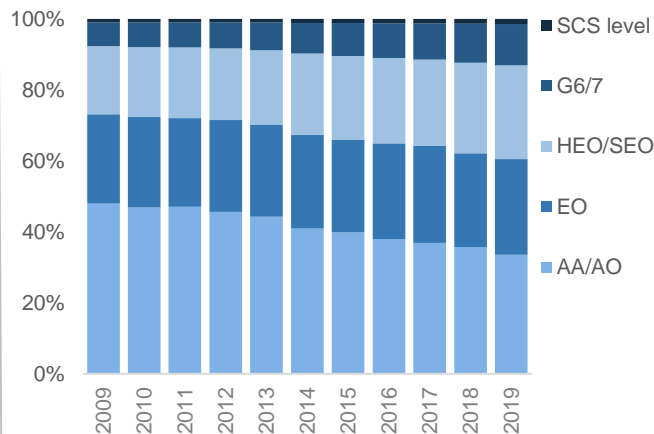
Of these civil servants:

- 53.9% are women, unchanged from the previous year.
- 12.7% are from an ethnic minority background, up from 12.0% in 2018.
- 11.7% declare themselves as having a disability, up from 10.0% in 2018.
- 4.9% identify as being lesbian, gay, bisexual or recorded their sexual orientation as 'other' (LGBO), up from 4.6% in 2018.
- 66.4% are working at Executive Officer (EO) grade and above, up from 64.3% in 2018 and 52.1% in 2009.
- 35.8% are aged under 40, up from 34.6% in 2018.
- 89,100 work in London, up from 83,530 in 2018.
- The median salary is £27,080, up £470 (1.8%) from £26,610 in 2018.

Representation of ethnic minority and disabled civil servants 2009 to 2019



Civil Service grade structure 2009 to 2019



Cabinet Office



31 March 2019

Published 24 July 2019

Next publication in July 2020

Contacts

Lead Statistician: Tobias Jolly
tobias.jolly@cabinetoffice.gov.uk

Press enquiries: Glenn Walters
glenn.walters@cabinetoffice.gov.uk

Contents

Introduction 2

Size and grades 3-5

Location 6-7

Diversity 8-13

Salary and working patterns 14-16

Professions 17-18

Entrants and leavers 19

Notes 20

Introduction

Civil Service Statistics is an annual National Statistics publication describing the UK Civil Service workforce in terms of its size, demographic characteristics, salaries, working pattern, grade, and location. The data are drawn from the Annual Civil Service Employment Survey (ACSES).

These figures count all home Civil Service employees, including those based in Northern Ireland and overseas. Not included are the Northern Ireland Civil Service, other Crown servants and employees of the wider public sector, for example, employees of non-departmental public bodies (NDPBs) and the National Health Service (NHS).

Notes on the statistics

Unless otherwise specified all figures are calculated on a headcount basis. Figures are rounded to the nearest 10 in the case of headcounts, FTE, and salaries, and to one decimal place for percentages. Unless otherwise stated, all summary statistics exclude unknowns for all variables.

All 2019 data is available in the published Civil Service Statistics tables. Where time series are used, data have been taken from previous Civil Service Statistics publications.

What is the Civil Service?

The Civil Service helps the government of the day develop and implement its policies as effectively as possible. It provides services directly the public, including paying benefits and pensions; running employment services; running prisons and issuing driving licences. Civil Servants also work on policy development and implementation, including analysts, project managers, lawyers and economists. The Civil Service is politically impartial and independent of government. Organisations that make up the Civil Service include central government departments, their agencies, and crown non-departmental government bodies (NDPBs).

Further information can be found on [gov.uk](https://www.gov.uk)

Further analysis and methodology

Summary information on the scope and limitations is available at the end of this bulletin, with full details available in the quality and methodology information document published on the gov.uk website, along with previous versions of these statistics:

<https://www.gov.uk/government/collections/civil-service-statistics>

National Statistics

Civil Service Statistics are designated National Statistics in accordance with the Statistics and Registration Service Act 2007. National Statistics status means that official statistics meet the highest standards of trustworthiness, quality, and public value.

All official statistics should comply with the Code of Practice for Official Statistics¹. They are awarded National Statistics status following an assessment by the UK Statistics Authority's regulatory arm. The Authority considers whether the statistics meet the highest standards of Code compliance, including the value they add to public decisions and debate.

Responsibility for the collection and publication of Civil Service Statistics transferred to Cabinet Office from the Office for National Statistics (ONS) on 1 October 2018. The Office for Statistics Regulation (OSR) will be undertaking an initial compliance check to ensure that the relevant National Statistics standards have been maintained following the transfer of responsibility.

Request for Feedback

We always welcome user feedback on our publications.

If you would like to provide feedback on any aspect of this publication, please see our survey feedback form [here](#), or contact us at:

civilservicestatistics@cabinetoffice.gov.uk

¹ Code of Practice for Official Statistics:

<https://www.statisticsauthority.gov.uk/wp-content/uploads/2018/02/Code-of-Practice-for-Statistics.pdf>

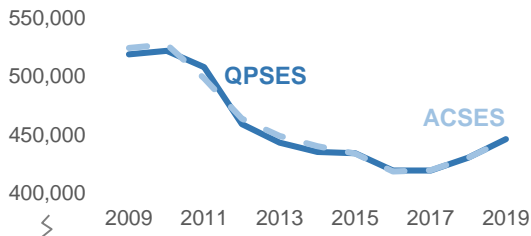
The Civil Service has grown over the past year

The Civil Service headcount increased by 15,410 in the last year and stands at 445,480.

On a full-time equivalent (FTE) basis Civil Service employment stands at 413,910. FTE takes into account part-time workers. In 2019 just under a quarter of civil servants worked part-time (22.8%).

The latest published statistics from the ONS Quarterly Public Sector Employment Survey (QPSES) are also as at March 2019, and show Civil Service employment was 446,070 (414,390 on a FTE basis). Users should refer to the regular ONS quarterly statistics when monitoring changes in the size of the Civil Service.

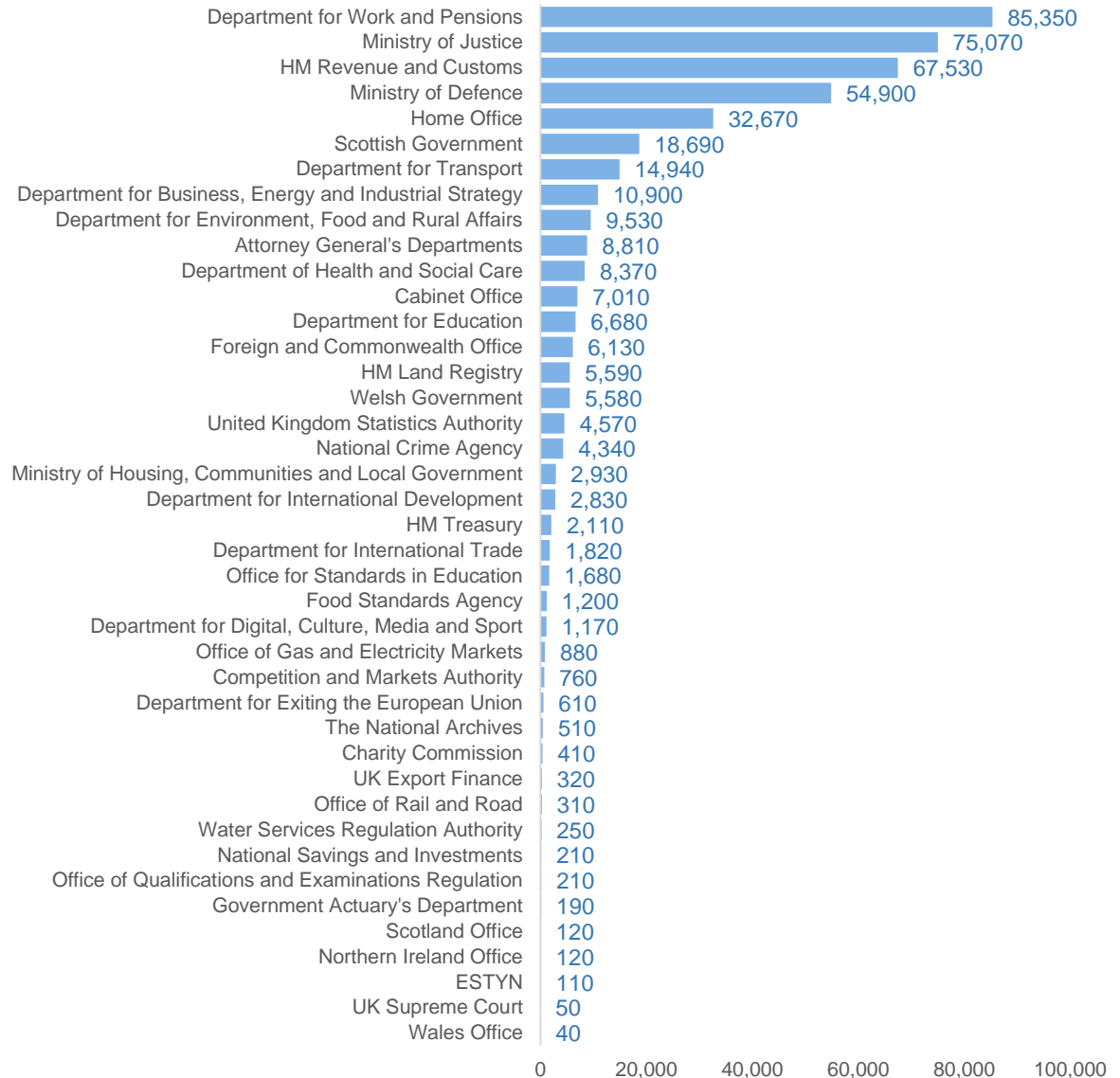
Comparing headcount by data source 2009 to 2019



Statistical Note

Major trends in the overall Civil Service workforce are often due to changes in the five largest departments (DWP, MoJ, HMRC, MoD, HO). These departments account for 71% of the workforce.

Civil servant headcount by department



The Civil Service is becoming more senior in grade

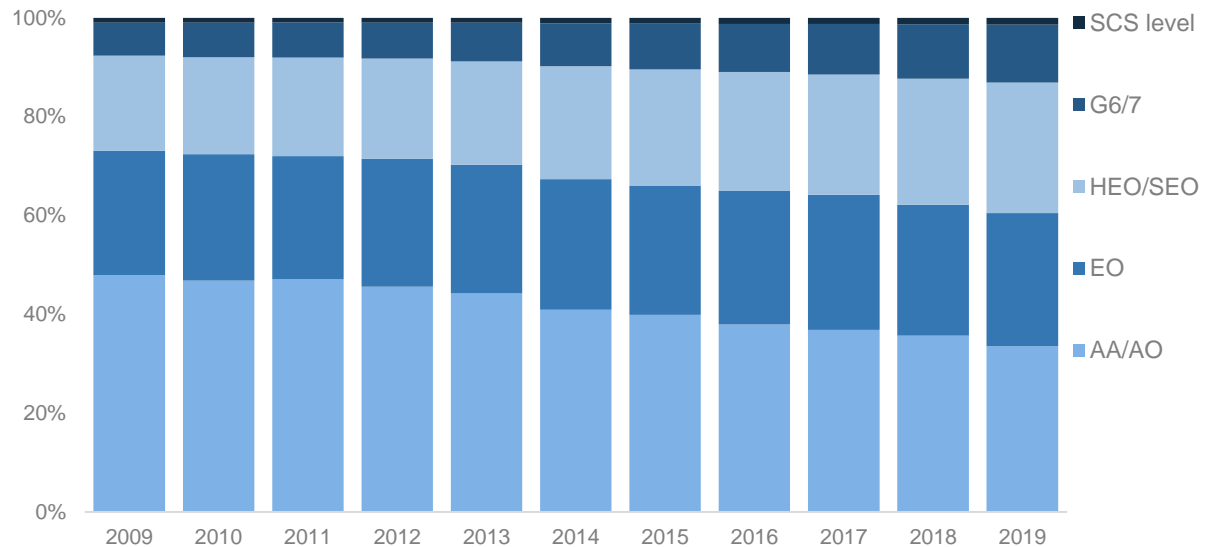
The percentage of civil servants working at grades EO and above is now 66.4%, up from 52.1% in 2009 and 64.3% in 2018.

The percentage of civil servants working in the most junior grades (AA/AO) has fallen every year since 2011, from 47.1% to 33.6%.

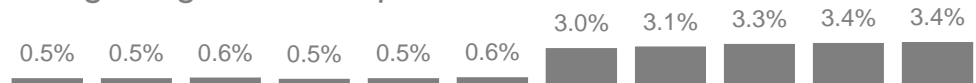
The percentage of civil servants working in grades 6 and 7 has increased to 11.7% from 6.7% in 2009.

The percentage of grades that are not reported increased from 0.6% in 2014 to 3.0% in 2015 and since then has increased slightly to 3.4%. The majority of the 2015 increase followed the transfer of Probation Trust staff to HM Prison and Probation Service.

Civil Service grade structure 2009 to 2019

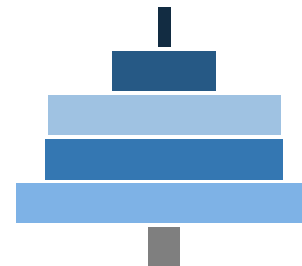


Percentage of grade not reported 2009 to 2019



Headcount by grade

SCS level (5,970)
 G6/7 (50,290)
 HEO/SEO (133,590)
 EO (115,890)
 AA/AO (144,450)
 Not reported (15,290)



Civil Service grades:

- Senior Civil Service level (SCS level)
- Grades 6 and 7 (G6/7)
- Higher Executive Officers/Senior Executive Officers (HEO/SEO)
- Executive Officers (EO)
- Administrative Assistants/Administrative Officers (AA/AO)

Statistical Note

There are two measures of the SCS available, the Senior Civil Service and SCS level. See Notes section at the end of this bulletin for further details.

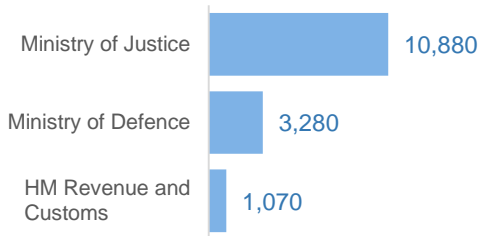
Grade structure varies by department

Departments that have more employees directly delivering public services tend to have a higher percentage at junior grades. For example, the Department for Work and Pensions (DWP) has the highest percentage of AA/AOs and EOs (83.2%).

Departments with more senior grades tend to have fewer employees delivering services directly to the public. For example, HM Treasury has the highest percentage of employees at grades HEO/SEO and above.

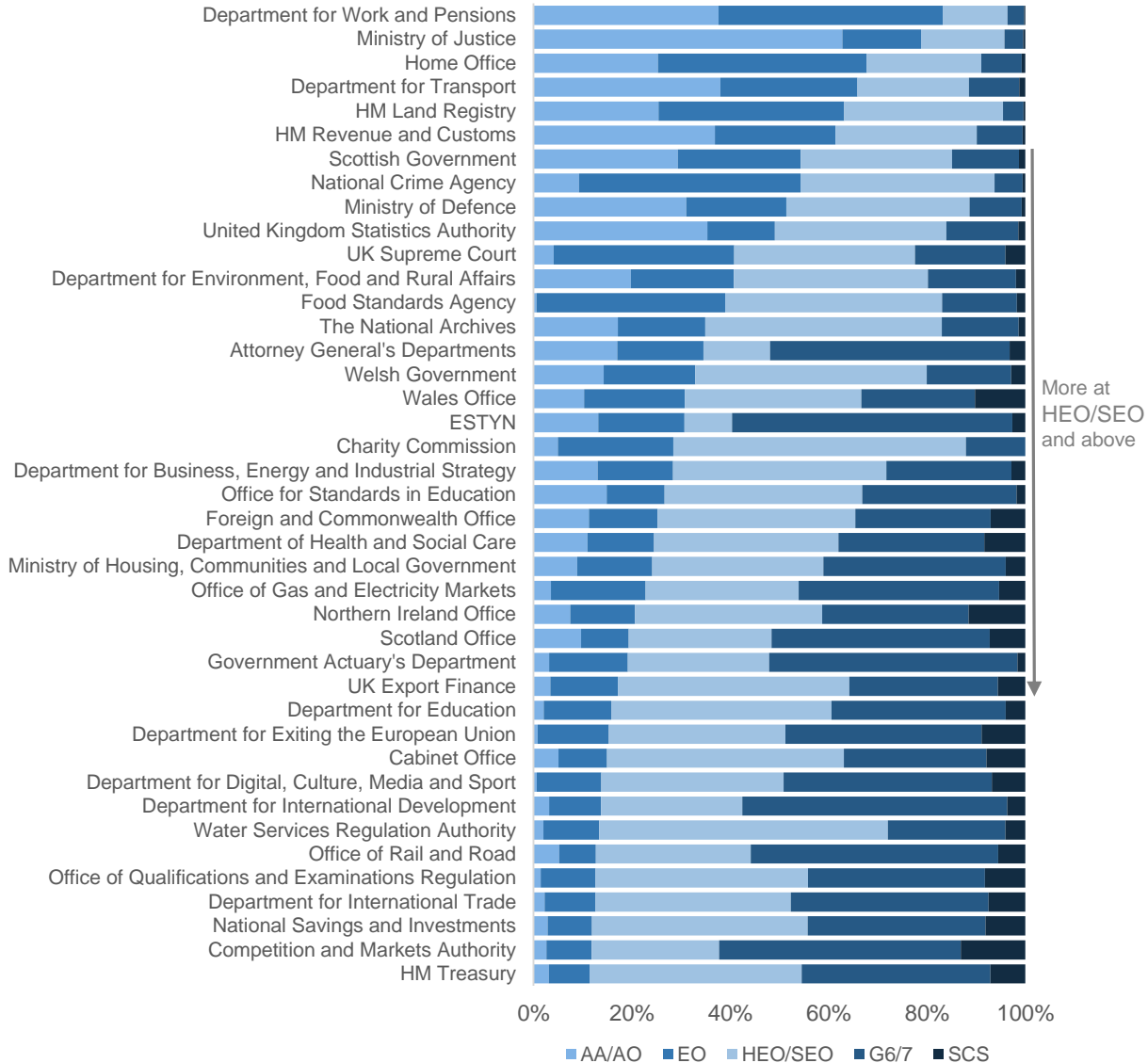
Several departments did not supply grade data for some of their employees.

Departments with a large number of not reported grades



A small number of other departments also have <50 employees with no reported grade.

Grade structure by department



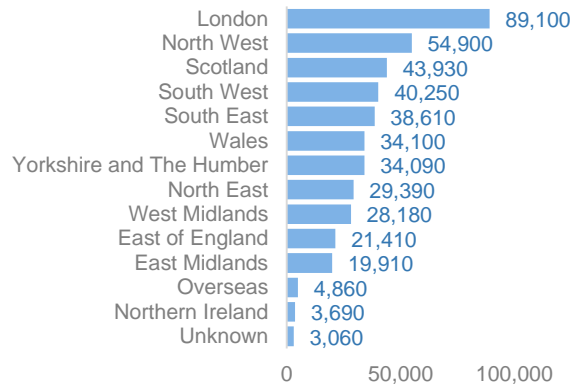
Civil Servants work across all regions of the UK, and overseas

Around one in five civil servants are based in London.

The regions with the largest number of civil servants are London (89,100), the North West of England (54,900), and Scotland (43,930).

After Northern Ireland and overseas, the region with the smallest number of civil servants is the East Midlands (19,910).

Civil Service headcount by region



Statistical Note

These regions are NUTS1 statistical regions as defined by Eurostat and the Office for National Statistics (with the exception of "overseas").

The majority of civil servants based **overseas** work for the Foreign and Commonwealth Office, the Ministry of Defence or the Department for International Development.

There are home Civil Servants working in **Northern Ireland** – the majority for HM Revenue and Customs (HMRC), and Ministry of Defence.

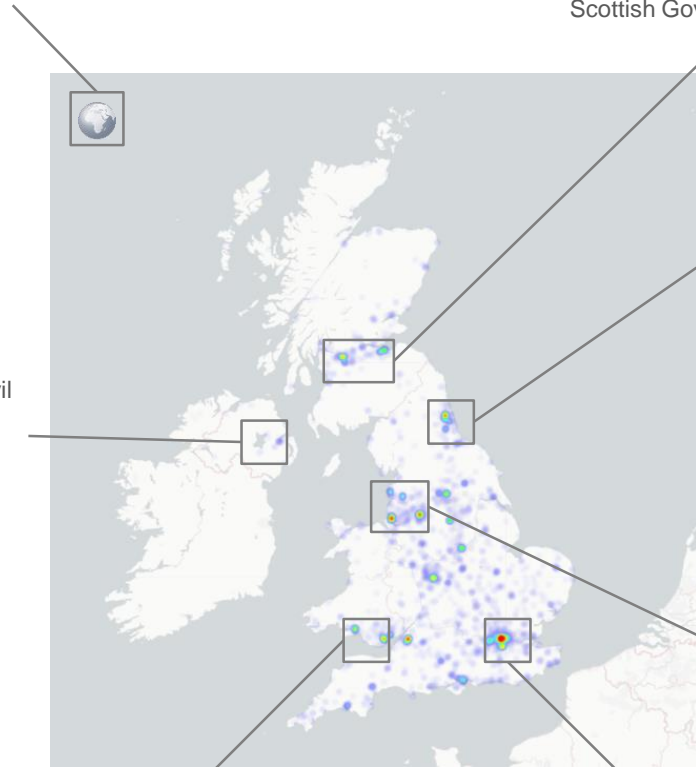
Organisations with large numbers of staff in **Wales** include the DVLA, which has a large office in Swansea, and the Welsh Government, based in Cardiff.

The organisations employing the most civil servants in **Scotland** are DWP, HMRC, and the Scottish Government.

Civil Servants in the **North East** are primarily working for HMRC and DWP who share a large office in Newcastle.

Most Civil Servants in the **North West** are working for DWP, HMRC, HMPPS and the Home Office.

Most Civil Service organisations have a presence in **London**.



Nearly all UK regions have seen increases in Civil Service employment

Civil Service employment increased in all regions, except in the East of England.

The percentage of civil servants based in London has increased by 6.7% since 2018, more than any other region.

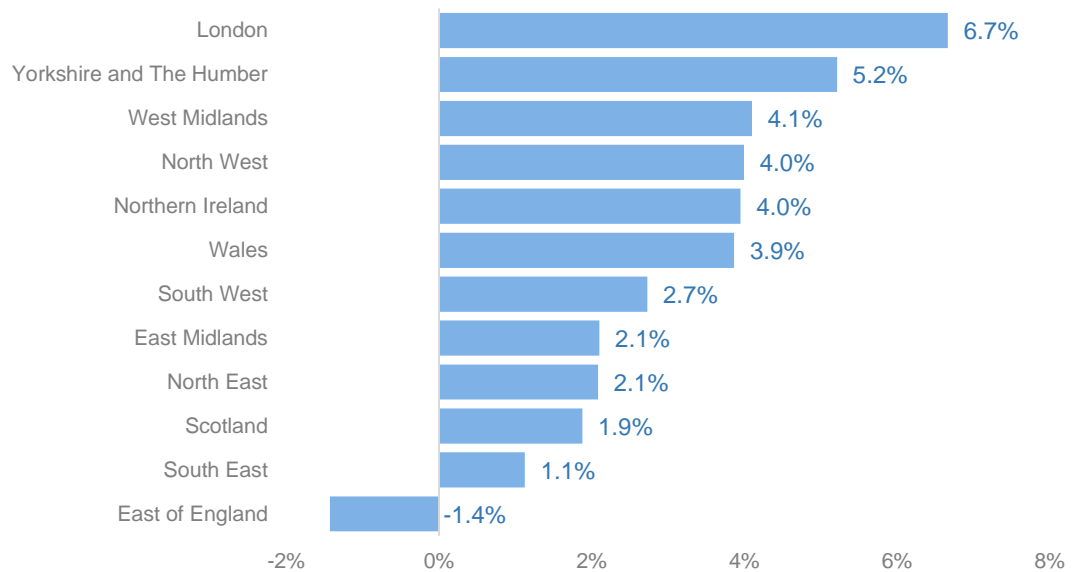
Certain professions are particularly clustered in London; 75.4% of those in Economics, 71.7% in International Trade, 63.8% in Policy, and 53.8% in Communications. Other professions tend to be more evenly distributed across the regions.

The percentage of civil servants based in London increases with seniority. Outside of London, 38.4% of roles are at the AA/AO grades, compared to just 14.8% within London. However, the percentage of those in G6/7 roles outside of London is only 8.2%, compared to 25.5% within London.

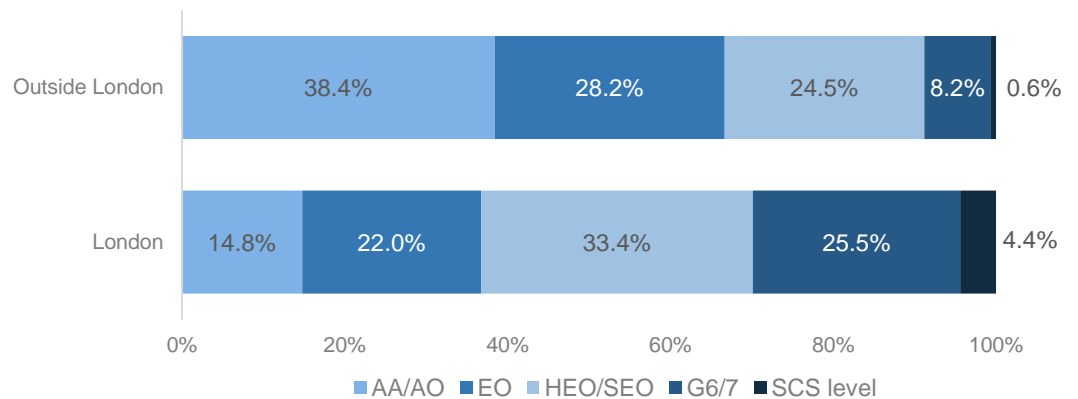
Statistical Note

These regions are NUTS1 statistical regions as defined by Eurostat and the Office for National Statistics (with the exception of "overseas").

Percentage change in Civil Service regional headcount from 2018 to 2019



Percentage of civil servants at each grade within London, and outside of London

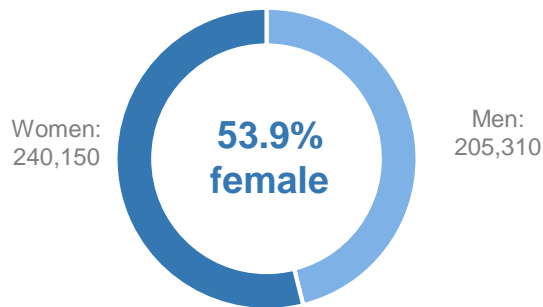


Women are still under-represented in senior grades

There are more women (240,150) than men (205,310) in the Civil Service. Women outnumber men in all grades below G6/7 whereas men outnumber women in G6/7 and at SCS level.

The percentage of each grade that is female is increasing for senior grades, with 44.8% of those at SCS level being female in 2019, compared to 32.8% in 2009. Similarly, 46.9% of G6/7 are female in 2019, compared to 39.4% in 2009.

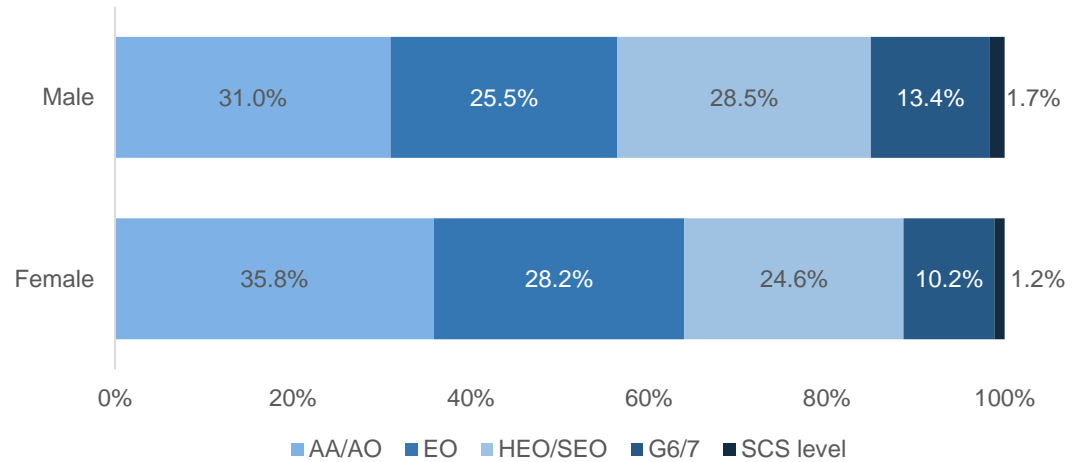
Civil servants by sex



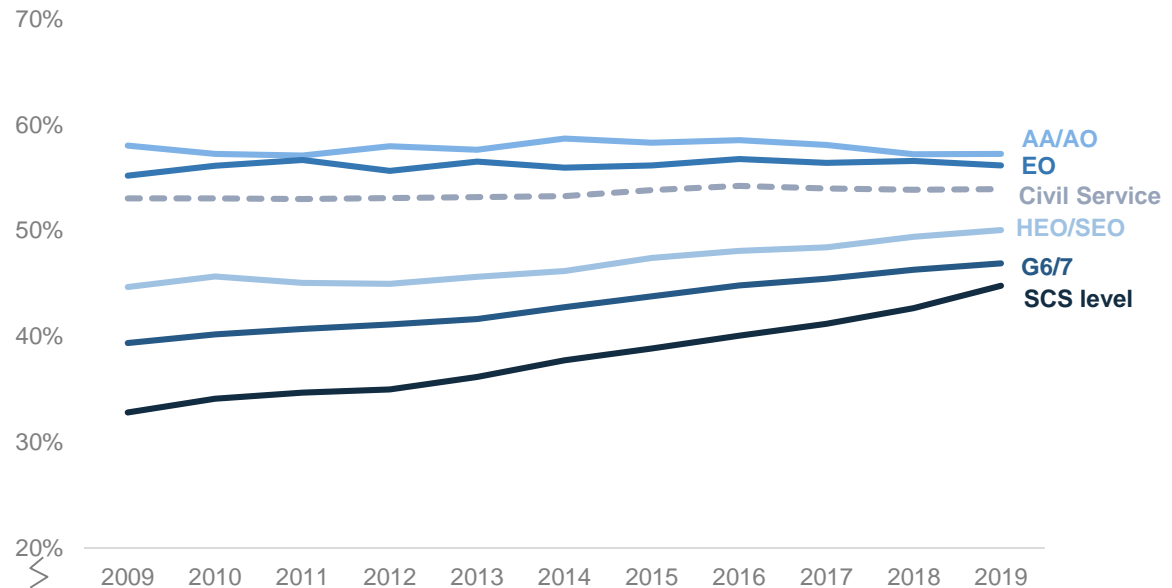
Statistical Note

This ACSES data collection that informs these statistics collects data on sex, not gender. We therefore refer to sex throughout these statistics.

Percentage of civil servants at each grade by sex



Percentage of female civil servants by grade 2009 to 2019



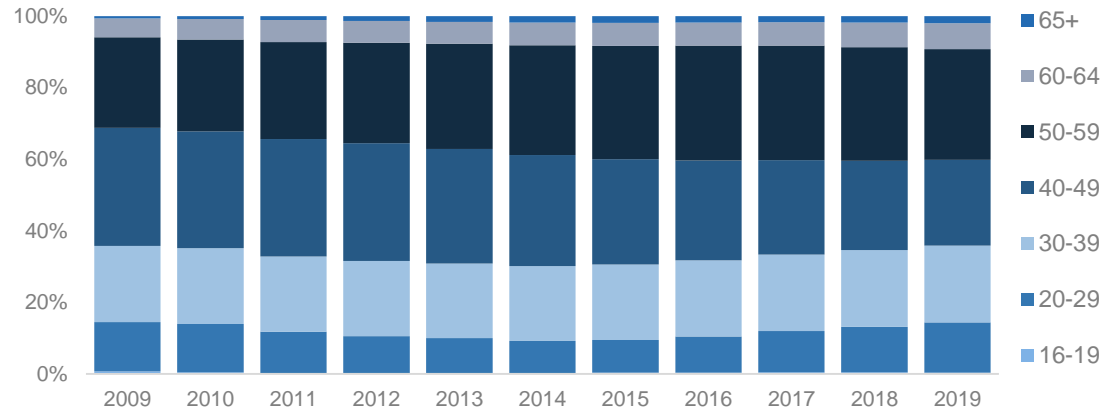
The percentage of civil servants aged under 40 has increased

The Civil Service has become younger in recent years. The percentage of civil servants aged under 40 is 35.8%, up from 34.6% in 2018.

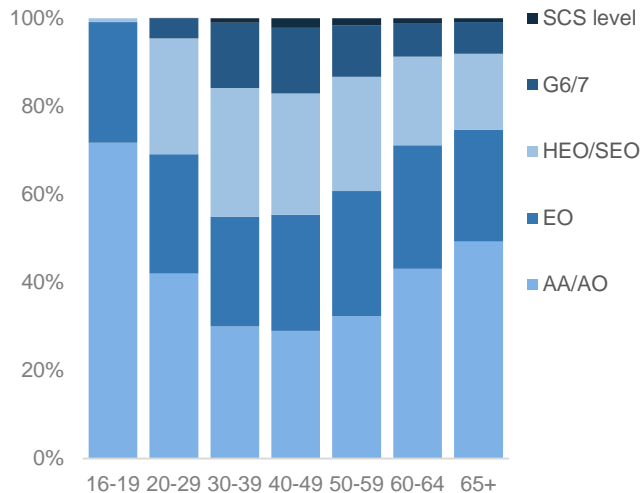
The median age of the Civil Service is 46 years.

Those in the middle of the age distribution are less likely to be at administrative grades. The percentage of those aged 40-49 in grades EO and above is 71.1%. This compares to 58.0% of 20-29 years olds and 56.9% of those aged 60-64.

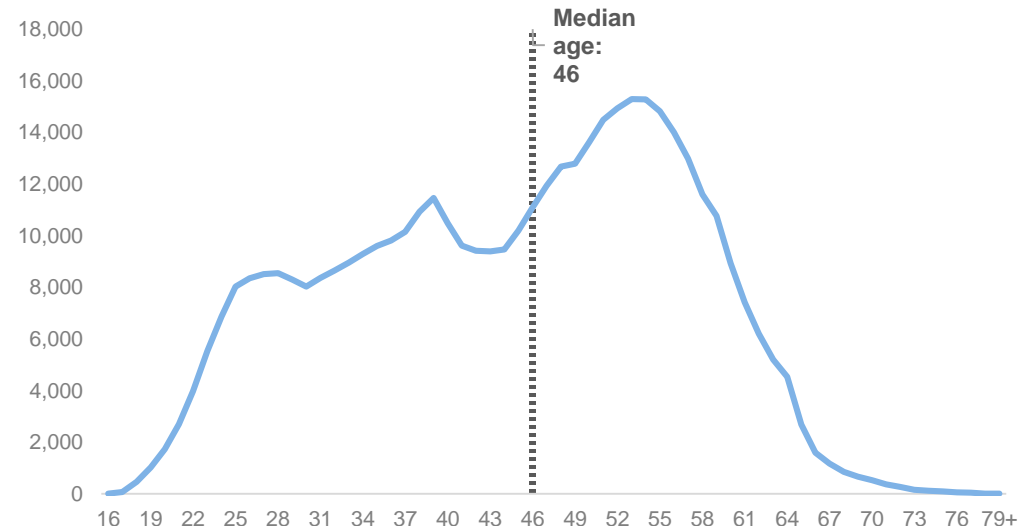
Civil Service by age band 2009 to 2019



Percentage of civil servants at each grade by age band



Age distribution and median age of the Civil Service



The percentage of civil servants who are declared disabled is at a high of 11.7%

Since 2009 there has been a year-on-year increase in the percentage of civil servants who declare themselves as disabled. This figure now stands at 11.7%, up by 4.6 percentage points from 2009.

With the exception of SCS level, all other grades have seen relatively similar increases in the percentage of civil servants declaring themselves as disabled during this period.

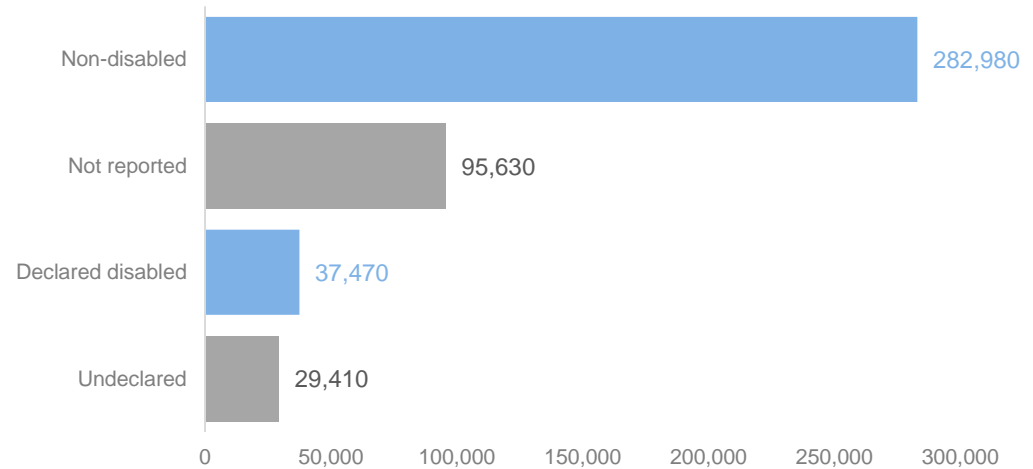
The percentage of civil servants declaring themselves as disabled remains below that of the economically active working age population (13.1%).

Statistical Note

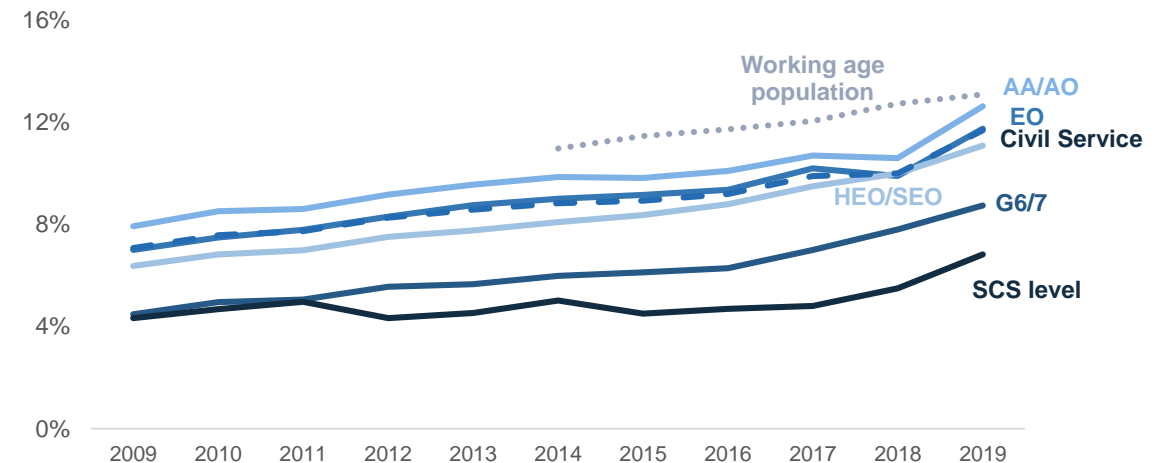
The percentages stated here exclude those with an unknown disability status and those that have elected to not declare themselves as either disabled or non-disabled.

The working age population figure referenced here includes only those who are economically active. The source of these national figures is in the Notes section of this bulletin.

Civil servants by disability status



Percentage of civil servants who are declared disabled by grade 2009 to 2019



Those from an ethnic minority background represent 12.7% of the Civil Service

Of those with a known ethnicity, the percentage who are from an ethnic minority background has been increasing since 2009 and currently stands at 12.7%, up from 8.9% in 2009.

The percentage from an ethnic minority background has also increased within each grade since 2009, with the largest increase at HEO/SEO grades, up by 4.7 percentage points to 12.1% in 2019.

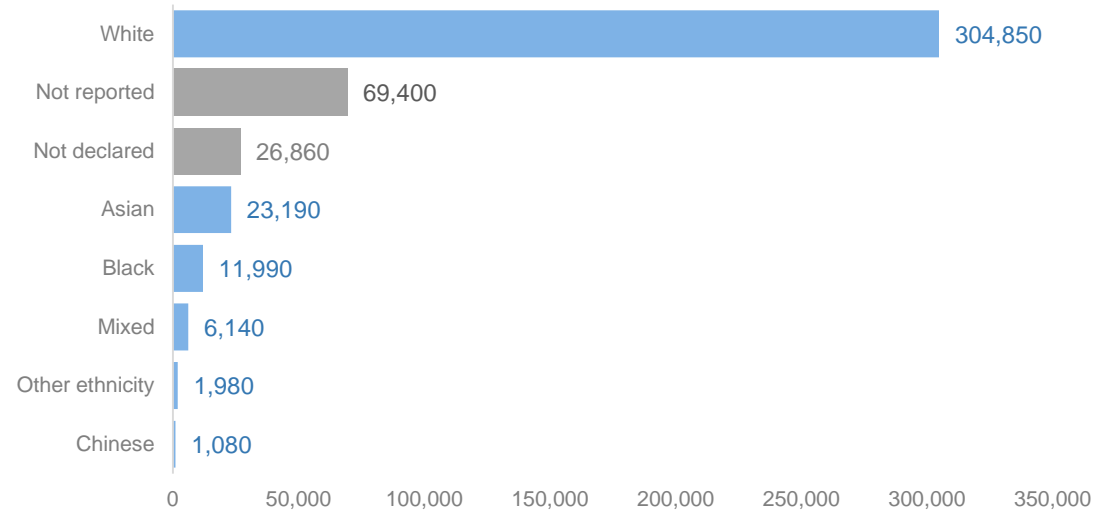
Civil servants from an ethnic minority background are less represented at senior grades than in junior grades, with those at SCS level having the lowest representation rate at 8.1%.

Statistical Note

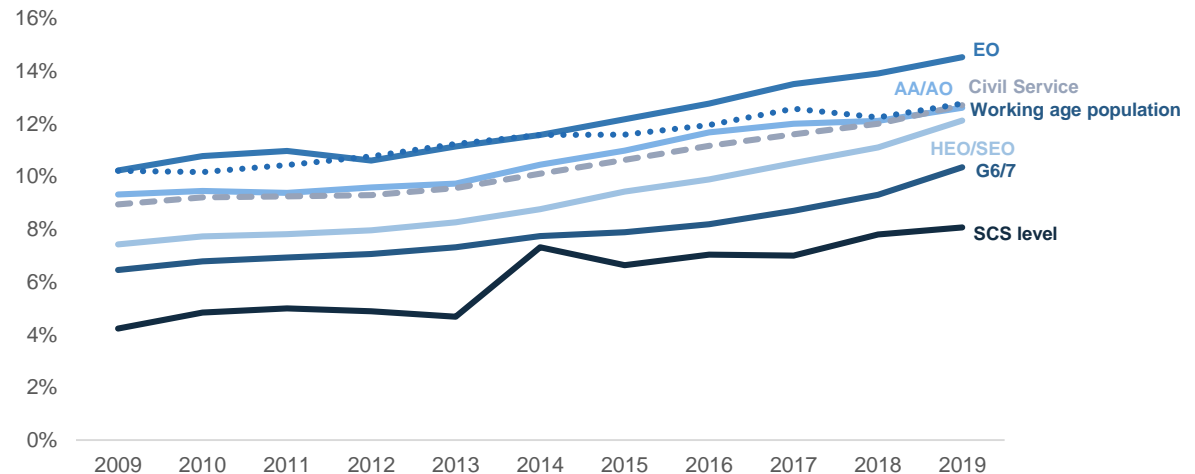
The percentages stated here exclude those with an unknown ethnicity and those that have elected to not declare their ethnicity.

The working age population figure referenced here includes only those who are economically active. The source of these national figures is in the Notes section of this bulletin.

Civil servants by ethnic group



Percentage from an ethnic minority background by grade 2009 to 2019



The percentage of civil servants identifying as LGBO has increased to 4.9%

Of those with a known sexual orientation, 4.9% of civil servants identify as being lesbian, gay, bisexual or recorded their sexual orientation as 'other' (LGBO). This has increased every year since data on sexual orientation has been captured in these statistics, and is up 1.2 percentage points since 2015.

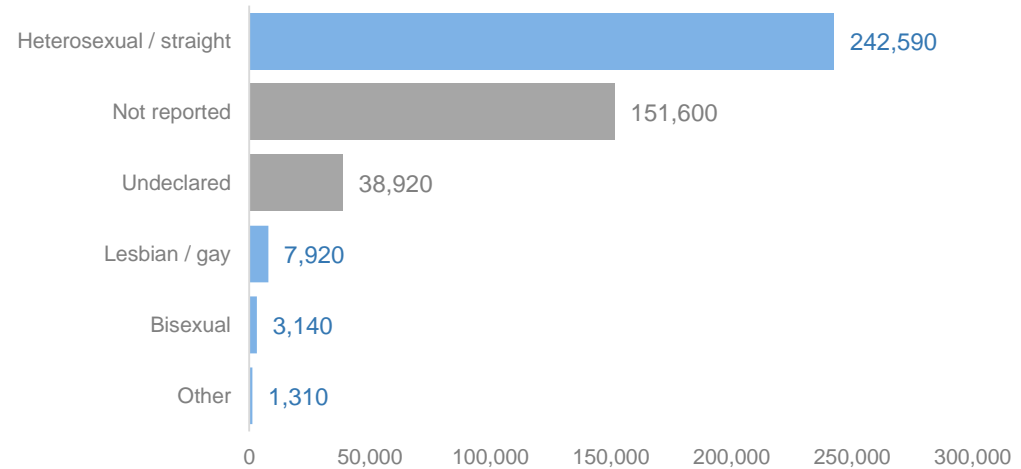
The grade with the highest percentage of LGBO civil servants is SCS level (5.8%).

Reporting rates for sexual orientation have increased from 38.1% in 2015 when it was first collected, to 57.2% in 2019.

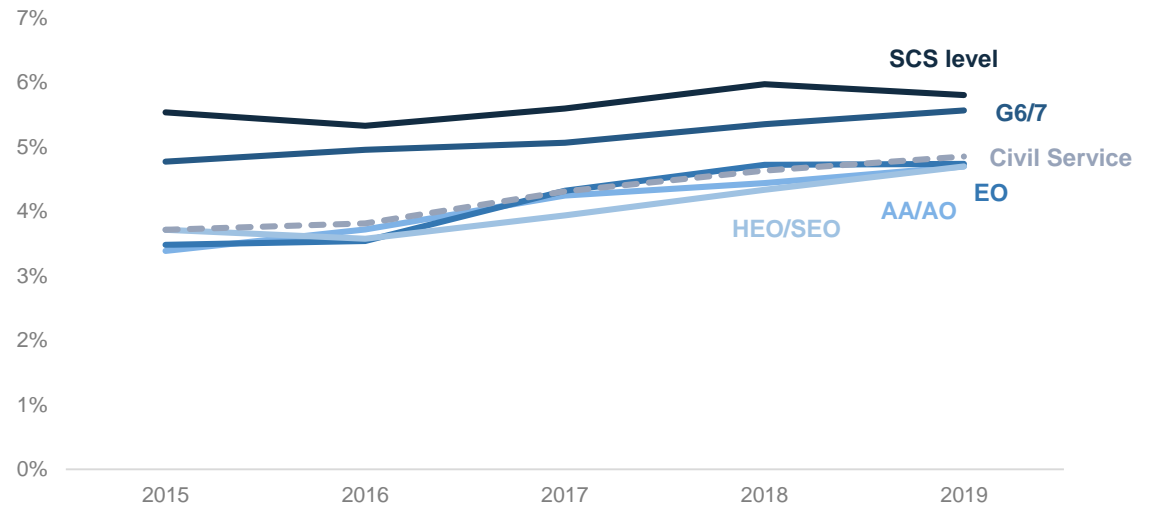
Statistical Note

The percentages stated here exclude those with an unknown sexual orientation and those that have elected to not declare their sexual orientation.

Civil servants by sexual orientation



Percentage of civil servants that identify as LGBO by grade 2015 to 2019

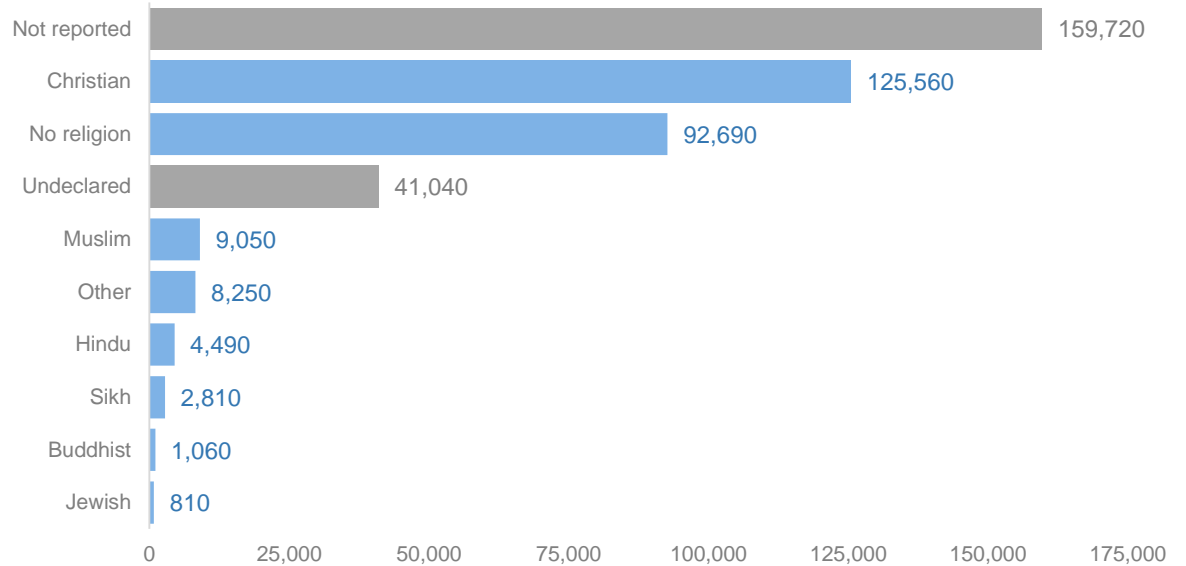


Religion and belief has the lowest reporting rate of all diversity characteristics

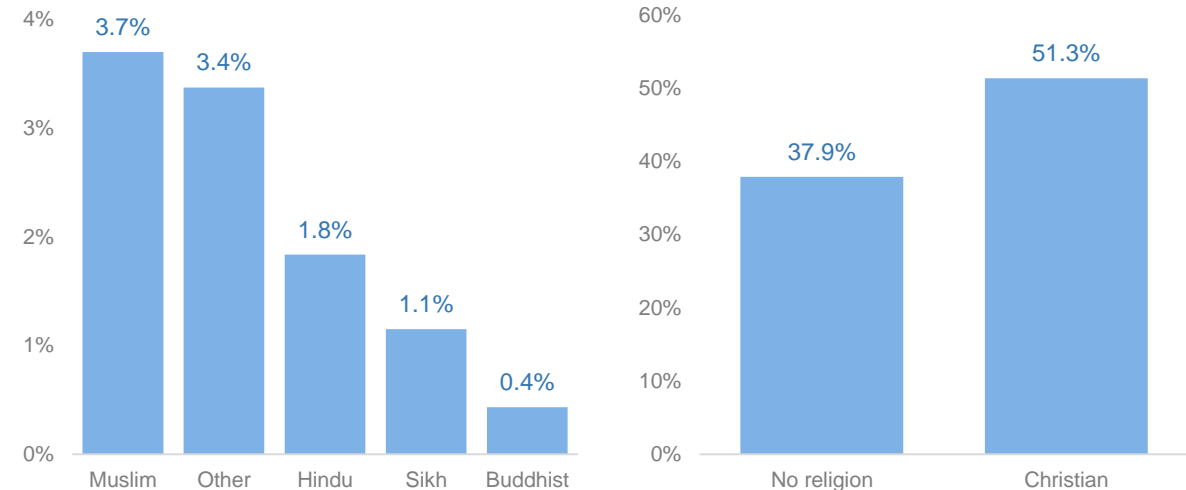
Reporting rates for religion and belief are lower than for other personal characteristics at 54.9%.

Of those who have reported, the most commonly reported religion or belief is Christianity at 51.3%. The second most commonly reported is Islam (Muslim) at 3.7%. A further 37.9% of civil servants report having no religion or belief.

Civil servants by religion, belief, or non-belief



Percentage of civil servants by religion, belief, or non-belief



Statistical Note

The percentages stated here exclude those with an unknown religion or belief and those that have elected to not declare their religion or belief.

Median salary has increased to £27,080

Over the year, the median salary in the Civil Service rose to £27,080 from £26,610, an increase of £470 (1.8%). The mean and median salaries are higher for full-time staff compared to part-time staff on a full time equivalent basis (see below).

The median salary varies by grade, from £20,230 in the administrative grades, to £81,230 at SCS level.

Women in the Civil Service have a median salary of £26,150, compared to £29,420 for men. The difference in mean salary between the sexes is similar, at £30,120 for women compared to £33,150 for men.

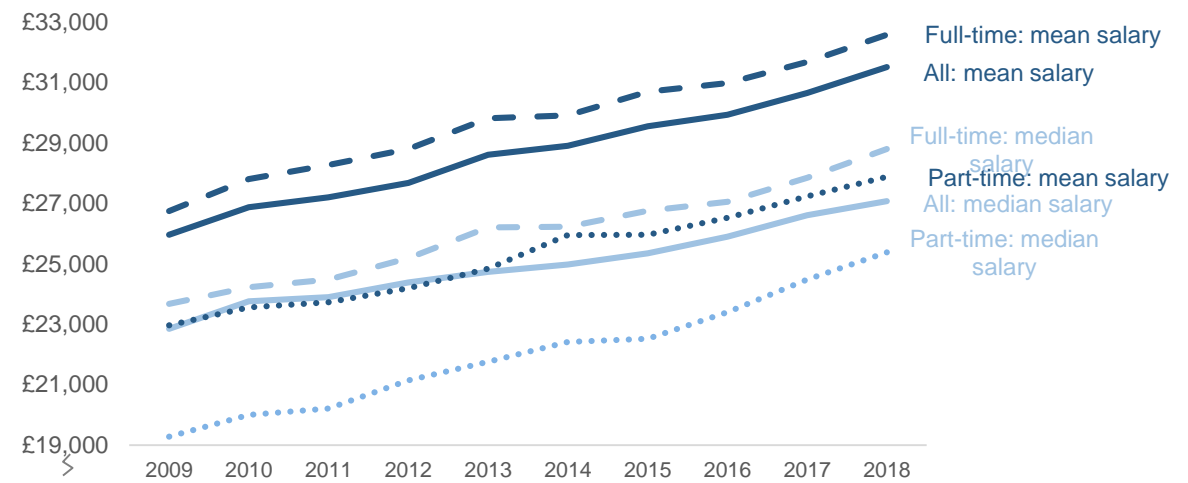
Differences in salary of men and women are in part due to differences in their representation across the grades.

Figures represent the average across all staff, and may not be representative of changes affecting individuals or their salaries.

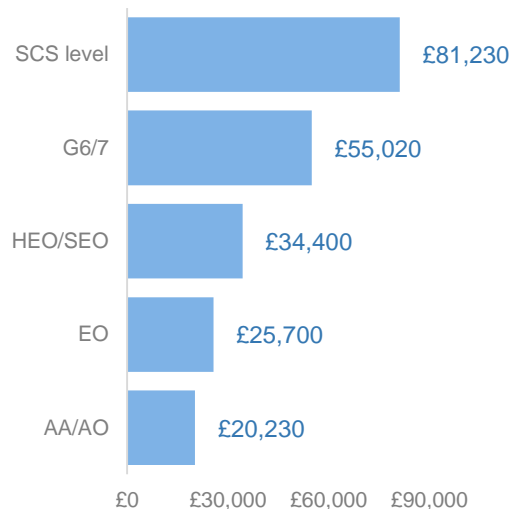
Any differences in pay presented here do not represent the official measure of the 'Gender Pay Gap'. Government departments separately publish their gender pay gap data on the Government Equalities Office (GEO) portal each year to comply with the legal requirements.

Statistical Note
 It is important to note that these figures are not adjusted for inflation.
 All salaries are on a full time equivalent basis, i.e. the salary that part-time staff would earn if they worked full-time at the same hourly rate.

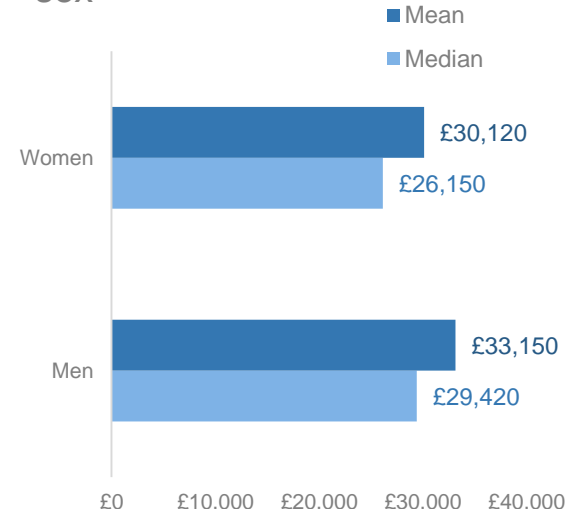
Median and mean salary of full-time, part-time, and all civil servants 2009 to 2019 (note truncated axis)



Median salary by grade



Mean and median pay by sex



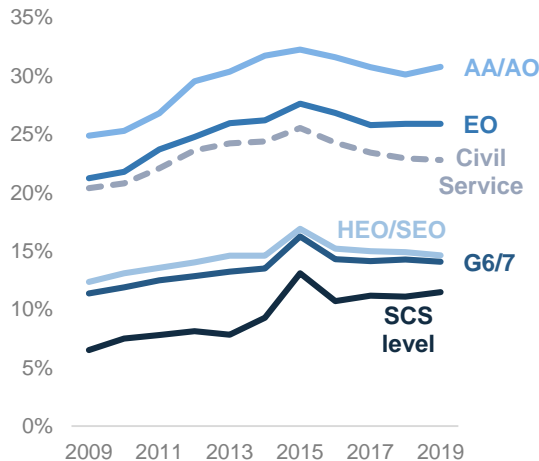
Almost one in four civil servants work part-time

The percentage of civil servants working part-time is 22.8%.

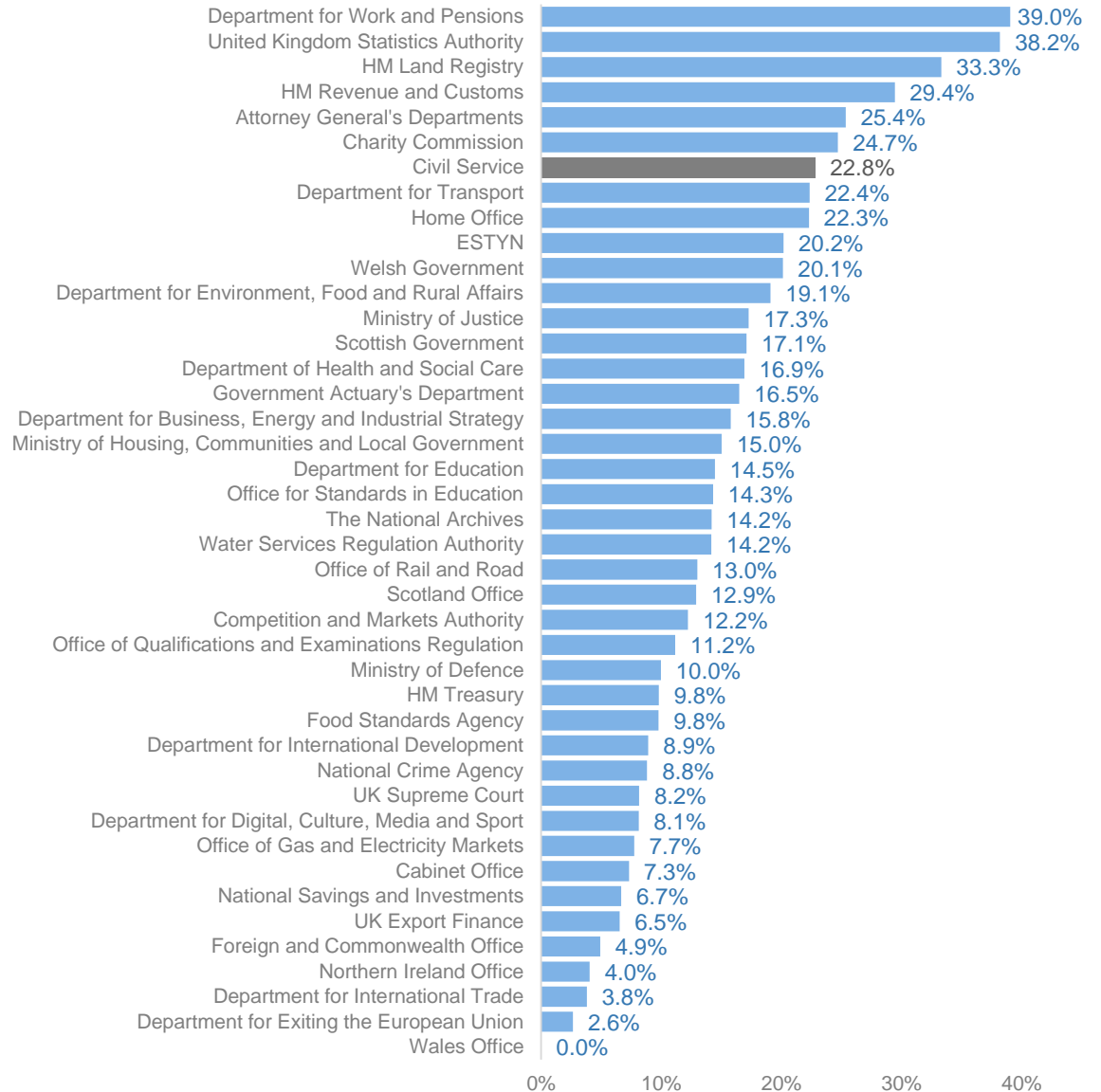
The Department of Work and Pensions has the highest percentage of part-time employees (39.0%), followed closely by the United Kingdom Statistics Authority (38.2%).

The percentage of civil servants working part-time is lower in senior grades, decreasing from 30.8% of those in the AA/AO grades to 11.5% at SCS level. The increase in part-time working seen in 2015 is largely explained by changes in working patterns in HMRC.

Percentage working part-time by grade 2009 to 2019



Percentage of civil servants working part-time by department



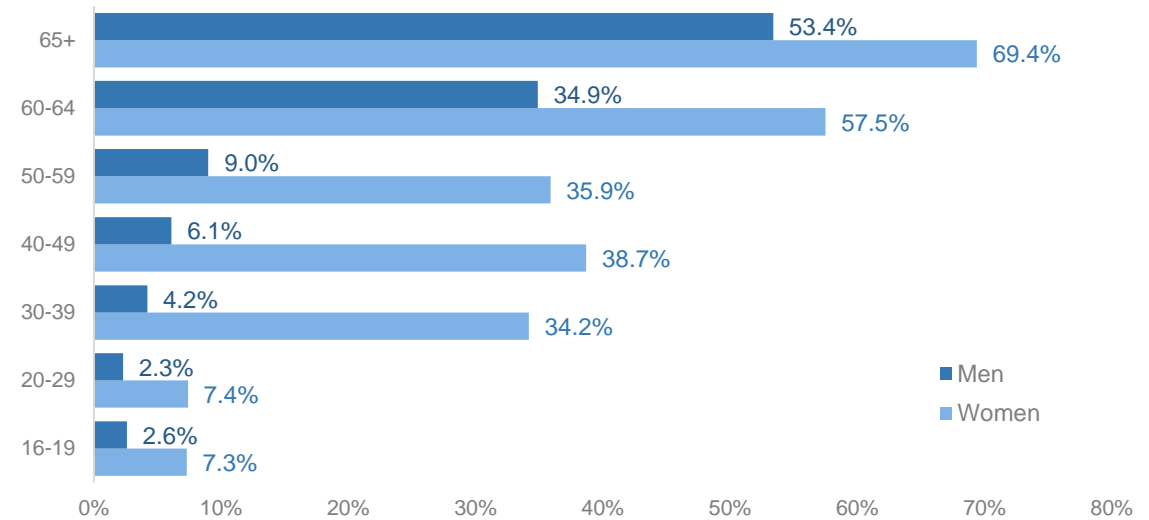
Women are more likely to work part-time than men at all age bands

Overall, older age groups have a higher percentage of both men and women working part-time. Women work part-time at higher rates in all age bands.

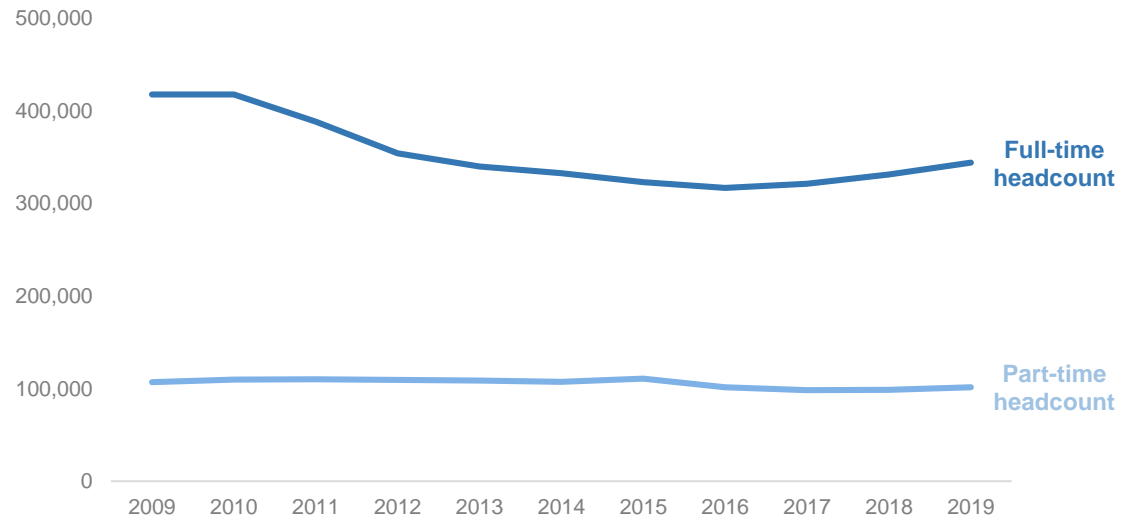
There is a marked increase in women working part-time from age bands 30-39 and above. At the age bands 60-64 and above, both men and women see a large increase in the percentage working part-time.

The number of civil servants working full-time is 343,960, an increase of 3.8% on 2018. The part-time headcount increased by 2.9% to 101,520.

Percentage of civil servants working part-time by sex and age band



Working patterns of civil servants 2009 to 2019



The majority of civil servants work in Operational Delivery

Of those civil servants with a known profession, over half (59.8%) work in Operational Delivery.

Operational Delivery staff work on providing front-line government services directly to citizens or businesses. These include paying benefits and pensions, providing employment services, staffing prisons, and issuing driving licenses.

The next largest profession is Policy (6.2%), followed by Project Delivery (3.8%), then Tax (3.5%).

Percentage of civil servants working in each profession (FTE)



*All other includes: Communications, 1.0%, Corporate Finance 0.1%, Counter Fraud 0.1%, Economics 0.4%, Inspector of Education and Training 0.3%, Intelligence Analysis 0.8%, Internal Audit 0.2%, International Trade 0.3%, Knowledge and Information Management 0.6%, Medicine 0.5%, Operational Research 0.3%, Other 4.1%, Planning 0.1%, Planning Inspectors 0.1%, Psychology 0.4%, Social Research 0.3%, Statistics 0.5%, Veterinarian 0.1%.

Statistical Note

These figures are presented on an FTE basis. This is because not all departments supplied headcount information.

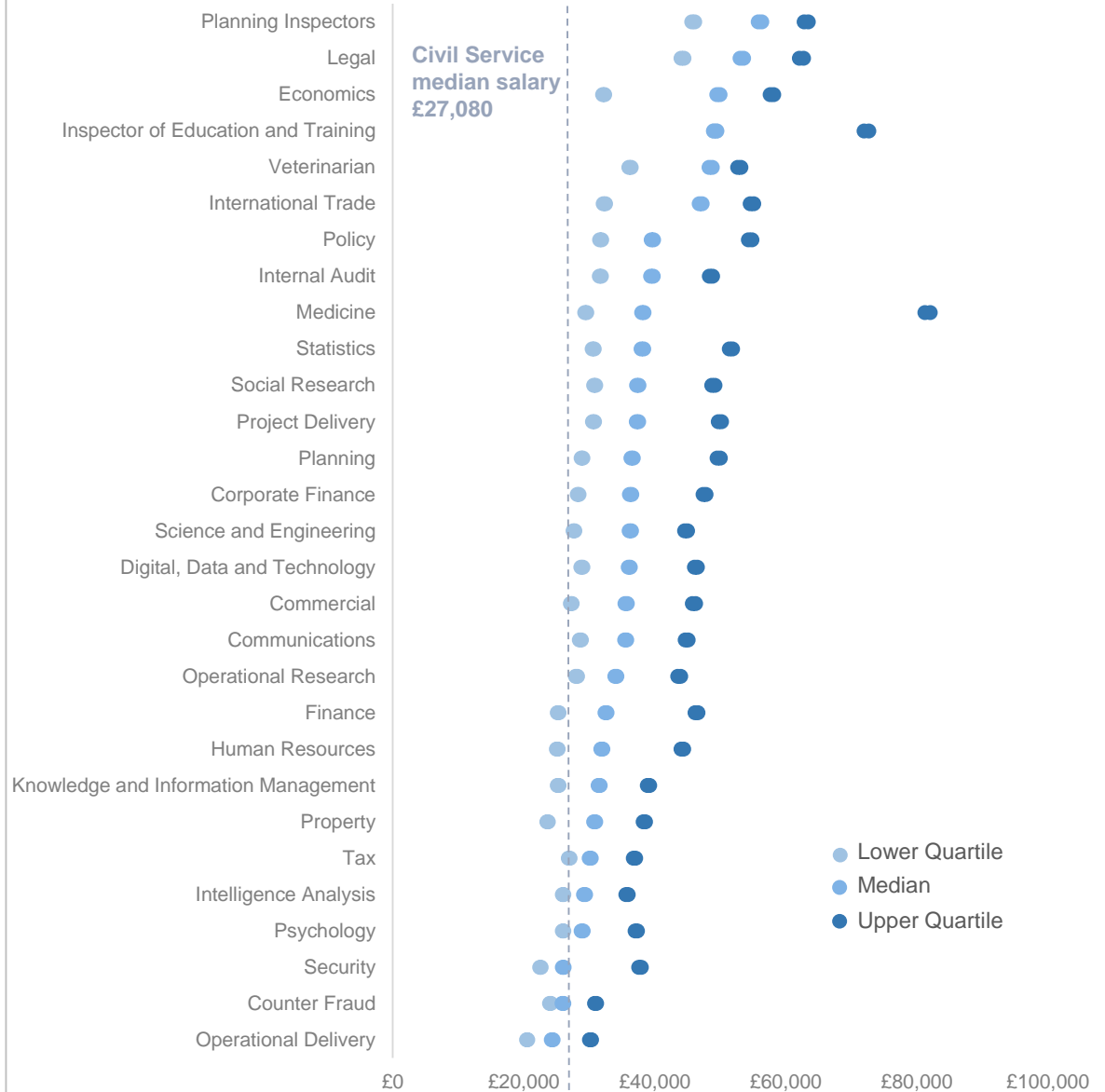
There is wide variation in the median salaries of professions

The professions with the highest median salary are; Planning Inspectors (£56,350), Legal (£53,580) and Economics (£50,000).

Those with the lowest median salary are Operational Delivery (£24,480), Counter Fraud (£26,120) and Security (£26,160).

The Operational Delivery profession accounts for a large proportion of the Civil Service, therefore the overall median will be heavily influenced by salary in this profession.

Lower Quartile, Median, and Upper Quartile of Salary by Profession



Statistical Note
 DWP provided professions data on an aggregate rather than individual level basis. They are therefore, missing from these salary figures, as are those with an unknown or “other” profession.

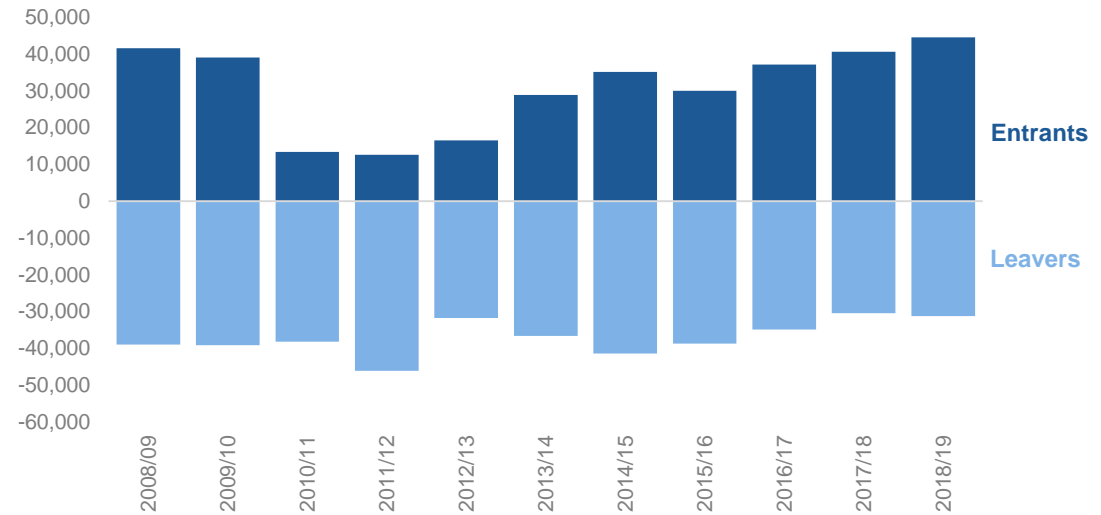
The number of entrants to the Civil Service has increased over the last three years

During the last year, 44,570 people joined the Civil Service, up from 40,600 in the previous year.

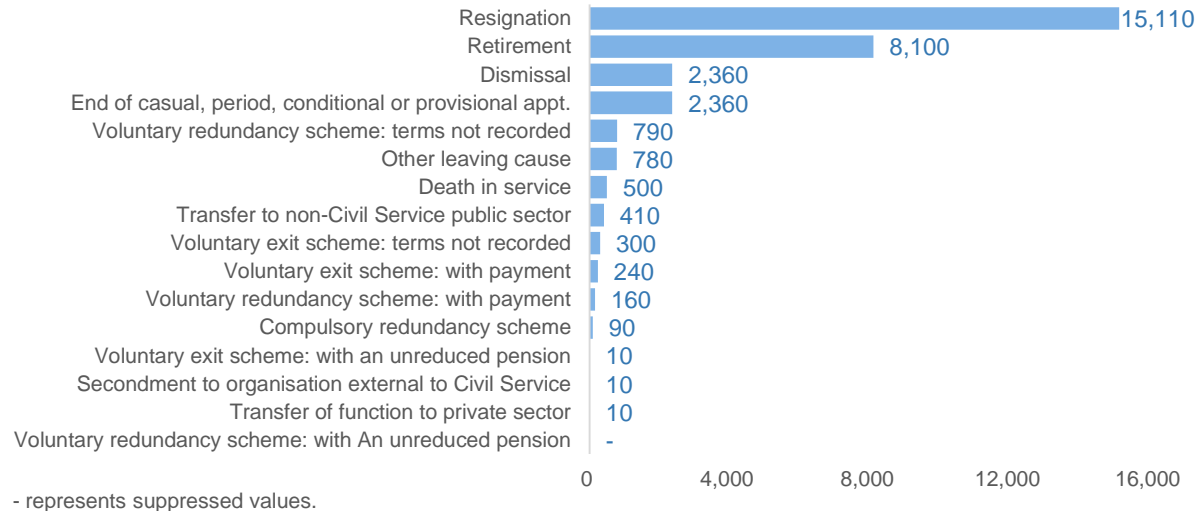
Over this same period, 31,240 people left the Civil Service, up from 30,410 in the previous year.

The most common reason for leaving the Civil Service was resignation, accounting for almost half (15,110). The next most common reason was retirement (8,100).

Civil Service entrants and leavers 2008/09 to 2018/19



Civil Service leavers by leaving cause



Statistical Note

Entrant and leaver numbers are calculated from entry and leaving dates provided as part of the ACSES data collection. The difference between them does not align precisely with the year-on-year difference between in-post headcounts. There were a further 340 leavers with an unknown leaving cause in 2019. These are not counted in these figures.

There may be people who left and rejoined the Civil Service more than once during a year.

Notes

See the quality and methodology information document for further detail

How the output is created

The statistics in the bulletin are derived from returns completed as part of the Annual Civil Service Employment Survey (ACSES). Its scope covers all Civil Service organisations, including all major Departments.

ACSES requests from organisations an individual level record of all their Civil Service employees 'in post' as at the reference date, along with records for leavers and joiners from/to the Civil Service in the preceding 12 months. ACSES collects information via a standard Excel template and includes data fields on pay, contractual hours, grade and location. It also includes personal characteristics, such as age, sex, religion, and sexual orientation. The data collected are anonymous in that no employee names are requested. However, the data are considered and handled as 'personal data' because in certain circumstances individuals may be identifiable.

Where departmental level figures are quoted these will include the main department and their executive agencies and crown non-departmental public bodies (NDPBs). Given the varied nature of the HR/pay systems within departments caution should be exercised in comparing statistics across departments.

Further information

The Civil Service Statistics data tables, and the quality and methodology information document are published on gov.uk.

<https://www.gov.uk/government/collections/civil-service-statistics>

Data up to 2018 are also made available via NOMIS, which is a service provided by the ONS to give users free access to a range of UK labour market statistics from official sources. Following the transfer of responsibility for Civil Service Statistics from ONS to Cabinet Office, the CO team are working on making 2019 data available through the NOMIS tool.

<https://www.nomisweb.co.uk/>

External Sources

Comparative data for the UK workforce on disability and ethnicity are sourced from the Office for National Statistics Labour market overview UK, published on July 2019. Figures in this publication are based on the Labour Force Survey as at March 2019, and include the UK working age population aged 16-64 who are economically active.

Technical notes

Organisations within the Civil Service have different grading systems, which have been mapped to common responsibility levels in the statistics presented in this bulletin.

For presentational purposes, some of the figures presented in this bulletin are aggregated up to the main departmental level.

There are two measures of the SCS available, the Senior Civil Service and SCS level. ACSES measures SCS level employees, including 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.

Religions and beliefs are collected and presented in line with ONS guidelines.