

**Equal Opportunities
in the
Northern Ireland
Civil Service**

**Eighth Report
of the
Equal Opportunities Unit**

**Equal Opportunities
in the
Northern Ireland Civil Service**

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ABOUT THIS REPORT

DEPARTMENTS/AGENCIES

The following abbreviations for Departments/Agencies are used in this Report:

DARD	Department of Agriculture and Rural Development
DCAL	Department of Culture, Arts and Leisure
DE	Department of Education
DEL	Department of Employment and Learning
DETI	Department of Enterprise, Trade and Investment
DFP	Department of Finance and Personnel
DHSSPS	Department of Health, Social Services and Public Safety,
DOE	Department of the Environment
DRD	Department for Regional Development
DSD	Department for Social Development
OFMDFM	Office of the First Minister and Deputy First Minister
NIA	Northern Ireland Assembly
NIO	Northern Ireland Office
PSNI	Police Service of Northern Ireland.
CSA	Child Support Agency
SSA	Social Security Agency

The statistical information in the tables in this Report includes the following Northern Ireland Civil Servants only:

- those who work in the eleven Northern Ireland Departments; and
- those seconded from the NICS to the:
 - Northern Ireland Office,
 - Police Service of Northern Ireland, and
 - Northern Ireland Assembly.

The Social Security Agency (SSA) and the Child Support Agency (CSA) are executive agencies of the Department for Social Development (DSD) and account for 94% of DSD staff. Where statistical information on staff by Department is provided in this Report, it shows CSA, SSA and DSD (Core).

This Report **does not include**:

- (i) Direct recruits of the following:
 - Northern Ireland Assembly;
 - Police Service of Northern Ireland;
- (ii) Home Civil Servants working in the Northern Ireland Office;
and
- (iii) Prison Grades in the Northern Ireland Prison Service.

COMMUNITY BACKGROUND

It has been decided to follow the terminology adopted in the equality legislation and use the term "community background" which is classified as follows:

- P** Persons from a Protestant community background
RC Persons from a Roman Catholic community background
ND Persons whose community background could not be determined

OCCUPATIONAL GROUPS

Some statistical information in this Report has been classified into occupational groups. Examples of grades within these groups are as follows:

<u>Occupational Group</u>	<u>Grade</u>
1. General Service	Administrative Officer, Executive Officer 1, Deputy Principal
2. Secretarial	Typist, Personal Secretary
3. Scientific	Scientific Officer, Fisheries Officer, Fuel Technologist, Microbiologist
4. Technology	Graduate Trainee Quantity Surveyor, Electrical Engineer, Architect, Trainee Civil Engineering Assistant, Tracer
5. Legal	Legal Assistant, Law Clerk
6. Computing	Programmer, Programmer Analyst, Systems Analyst
7. Specialisms (Other Professional & Departmental Grades)	Graduate Trainee Valuer, Inspector of Schools, Nursing Officer, Statistician, Vehicle Inspector, Veterinary Officer
8. Centralised Services	Messenger, Security Guard, Telephonist, Laboratory Attendant
9. Industrial	Road Workers, Industrial Technicians, Porters, Farm Workers, Labourers, Fish Farm Assistants

NON-INDUSTRIAL GRADES

For the purposes of analysis, staff in the Non-Industrial grades (ie staff in the Occupational Groups listed 1-8 above) have been grouped into the salary bandings of the General Service grades, in descending order of seniority. The NIO has a separate pay band structure and, to incorporate NIO in tabular analyses, NIO pay bands have been equated to General Service grades as indicated below.

NICS General Service Grades	NIO Band Equivalent
Assistant Secretary (Grade 5+)	Assistant Secretary (Grade 5+)
Senior Principal (Grade 6)	A
Principal (Grade 7)	A
Deputy Principal (DP)	B1
Staff Officer (SO)	B2
Executive Officer 1 (EO1)	C
Executive Officer 2 (EO2)	C
Administrative Officer (AO)	D1
Administrative Assistant (AA)	D2

PLEASE NOTE THAT:

Rounding: Due to rounding the percentages quoted in the tables may not total to 100%.

Expected Outcome: Tables in this Report, referring to recruitment and promotion competitions often compare the actual outcome to the expected outcome. Expected outcomes are based on the broad assumption that each equal opportunity group is similar in merit and consequently reflects the outcome which would be expected if males and females enjoyed the same success rate, and Protestants and Roman Catholics enjoyed the same success rates.

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SECTION 1

INTRODUCTION

- 1.1 This is the eighth in a series of regular reports issued by the Northern Ireland Civil Service (NICS) Equal Opportunities Unit (EOU) located in the Department of Finance and Personnel.
- 1.2 It provides a range of information on the compositional profile of the NICS workforce at 1 January 2002, the dynamics of the organisation in terms of recruitment and promotion (during the period 1 January 1999 – 31 December 2001) and describes developments and initiatives taken to further promote equality of opportunity.
- 1.3 The report aims to provide evidence and reassurance for all sections of the workforce and external interests that NICS employment policies, practices and procedures continue to have a definite focus on providing and promoting equality of opportunity. The Northern Ireland Civil Service is committed to providing equality of opportunity. It is our policy that all eligible persons shall have equal opportunity for employment and advancement in the NICS on the basis of their ability, qualifications and aptitude for the work. Everyone has a right to equality of opportunity and to a good and harmonious working environment and atmosphere in which all workers are encouraged to apply their diverse talents and in which no worker feels under threat or intimidation. This right is protected in many instances by legislation.
- 1.4 In accordance with this policy the NICS aims to foster a culture that promotes inclusion through equality of opportunity, valuing and managing diversity and promoting fairness in our values, employment practices and procedures. In addition, the NICS actively seeks to comply fully with current legislation and with the various Codes of Practice of the Equality Commission for Northern Ireland. The NICS continues to consult with the Equality Commission on employment issues.
- 1.5 The NICS is committed to a service that promotes inclusion through equality of opportunity, valuing and managing diversity and promoting fairness in its values, employment practices and procedures. Within this theme, the key corporate aims are:
 - A Civil Service in which all sections of the community have confidence and trust;
 - A Civil Service which seeks and values a wide range of perspectives;
 - A Civil Service which seeks and encourages talent from all sources and utilises those talents effectively to serve the Executive and the whole community to the highest possible level;
 - A Civil Service in which all staff through their behaviour, support and encourage equal opportunities and diversity to ensure that there are no obstacles to the inclusion of any group.
- 1.6 Section 75 of the Northern Ireland Act 1998, which came into operation on 1 January 2001, brought important new responsibilities to public authorities in

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Northern Ireland. Under this legislation, all Departments must have due regard to the need to promote equality of opportunity between certain specified groups and also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The NICS currently monitors its staff in terms of sex, community background, disability and ethnic origin. Consequently the emphasis in this Report is on these aspects. In taking forward equality issues in the NICS we are in discussions with the Equality Commission and other interests on the monitoring of staff in respect of the full range of Section 75 groups.

- 1.7 Each NICS Department has produced an Equality Scheme setting out how it proposes to fulfil the duties imposed by Section 75. An Equality Impact Assessment (EQIA) on Developing Policy on the Location of Civil Service jobs has been undertaken. A copy of the EQIA is available on the Internet at www.nics.gov.uk/eqia/eqia.pdf.
- 1.8 Work has commenced on the EQIAs on Developing Policy on Recruitment to the NICS and on Developing Policy on Promotion in the NICS.
- 1.9 The information in this report complements the Review of Fair Participation in the Northern Ireland Civil Service under Article 55 of the Fair Employment and Treatment (NI) Order 1998, which includes information on goals and timetables. The report of the Review is available on the Internet at www.nics.gov.uk/article55/article55.pdf.

COMPOSITION OF THE NICS

2.1 This section provides an overview of the compositional profile of the 29,480 people in the NICS workforce at January 2002. The table below summarises the position in relation to a range of key equal opportunities perspectives¹.

Table 1: Composition of the NICS at January 2002

Staff/Group	All Staff No	Sex		Community Background			*Declared Disabled Row %	*Ethnic Minority Row %
		F Row %	M Row %	P Row %	RC Row %	ND Row %		
Non-Industrial	26519	54.4	45.6	53.9	43.2	2.9	4.9	0.1
Industrial	2961	2.5	97.5	55.2	36.1	8.7	8.7	0
All	29480	49.2	50.8	54.0	42.5	3.5	5.1	0.1

*of those staff who responded

2.2 Viewed at the overall level the NICS compositional profile indicates a high degree of alignment with estimates of the economically active population in relation to sex and community background. However, there remains room for continued improvement in relation to the Senior Civil Service and the level of representation of people with a disability and those from an ethnic minority background.

PROFILE OF THE NICS BY BROAD OCCUPATIONAL GROUPINGS

2.3 There are a wide variety of jobs within the NICS. The main occupational groupings differ in size and in their compositional profile. The General Service group accounts for 61% of all staff and 68% of the Non-Industrial group of staff. The table below sets out the profiles by broad occupational groupings from a range of key equal opportunities perspectives.

¹ The statistical information, in the tables throughout this report, includes those who work in the eleven Northern Ireland Departments and those seconded from the NICS to the Northern Ireland Office (NIO), the Police Service of Northern Ireland (PSNI) and the Northern Ireland Assembly (NIA). The report does not include direct recruits of the NIA or the PSNI. Nor does it include Home Civil Servants working in the Northern Ireland Office or Prison Grades in the Northern Ireland Prison Service.

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Table 2: Compositional Profile of the NICS by Broad Occupational Groupings

Staff/Group	All Staff No	Sex		Community Background			*Declared Disabled Row %	*Ethnic Minority Row %
		F Row %	M Row %	P Row %	RC Row %	ND Row %		
General Service	17994	63.6	36.4	49.8	48.3	1.8	5.0	0.1
Secretarial	1265	99.8	0.2	66.7	31.7	1.6	4.5	0.0
Scientific	809	35.1	64.9	63.7	26.7	9.6	4.6	0.7
Technology	2055	8.2	91.8	64.1	32.0	3.9	3.5	0.2
Legal	207	51.7	48.3	56.5	40.6	2.9	7.3	0.5
Computing	564	25.4	74.6	56.6	42.0	1.4	4.3	0.2
Dept. Specialisms	2726	22.5	77.5	58.4	34.4	7.1	4.2	0.2
Centralised Services	949	45.7	54.3	68.0	25.6	6.4	8.7	0.0
Industrial	2961	2.5	97.5	55.2	36.1	8.7	8.7	0.0
TOTAL	29480	49.2	50.8	54.0	42.5	3.5	5.1	0.1

*of those staff who responded

- 2.4 Taking account of different educational attainment, individual interests and career choice, the differences in the sex and religious composition of occupational groups are to be expected. This degree of diversity is anticipated in the Equality Commission's Fair Employment Code of Practice, which notes that it would be unrealistic to expect Protestants and Roman Catholics to be proportionately represented at each grade level in every occupation. Clearly the same rationale applies to men and women. Notwithstanding, the NICS is committed to the development of a diverse but representative workforce and to working towards an appropriate balance throughout occupational groups.

NON-INDUSTRIAL SERVICE BY GRADE LEVEL

- 2.5 Consideration of the Non-Industrial Service (which comprises almost 90% of all NICS staff) by grade level shows that, at the majority of grade levels the profile by sex and community background is increasingly representative compared with estimates of the economically active population. (Appendix 2). Representation of women and Roman Catholics continues to improve at the more senior grade levels as their levels of representation at the more junior levels continue to be drawn up through the organisation.
- 2.6 There has been continued improvement at the most senior grades in the levels of representation of women where, at Grade 5 level and above, the representation in the Non-Industrial Service has increased from 10.5% in 1999 to over 16%. Over the same period Roman Catholic representation has increased from 23.1% to 27.6%. (Tables 5.3 and 5.6 in Appendix 5).
- 2.7 The most marked levels of under-representation continue to be in relation to women and Roman Catholics at the most senior grade levels and men and Protestants at the entry-level grades at AA and AO level.
- 2.8 The NICS remains fully committed to addressing under-representation at all levels of the organisation through appropriate lawful affirmative action programmes developed in consultation with Trade Unions, the Equality Commission and other interests. NICS recruitment advertising carries a statement that the NICS is an equal opportunities employer and 'welcomes' applications from all suitably qualified applicants irrespective of religious

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belief, sex, disability, race, political opinion, age, marital status, sexual orientation or whether or not they have dependants. Where there is evidence of an under-representation, in terms of sex or community background, amongst past applicants or at the level being recruited to, a particular welcome is given to applications from those in the under-represented group. For example, in all open recruitment competitions at Grade 5 level and above, recruitment advertising particularly welcomes applications from women and Roman Catholics. Similarly, in recruiting at AA and AO applications are particularly welcomed from men and Protestants. (Section 3 covers action taken to promote equality of opportunity including affirmative action measures).

CHANGES IN THE COMPOSITIONAL PROFILE AND TRENDS

- 2.9 Significant changes are evident in the gender and community background profile of the Service compared to the position in 1987, when the whole NICS was monitored for the first time. Looking at the overall NICS, male representation has decreased from 59.8% in 1987 to 50.8% in 2002 with female representation increasing from 40.2% to 49.2%. In the same period Protestant representation has decreased from 55.6% to 54% while Roman Catholic representation has increased from 33.4% to 42.5% with the proportions whose community background was not determined decreasing from 11% to 3.5%. Further tables showing trends are included in Appendix 5.

PROMOTING EQUALITY OF OPPORTUNITY

NICS HUMAN RESOURCE STRATEGY

- 3.1 The NICS operates on the basis of corporate i.e. NICS-wide Human Resource (HR) policies and practices which extend to the full range of HR management of NICS employees. HR policy and practice is not static. It is constantly evolving to respond to developing best practice, including equality of opportunity, to meet changes in the business environment, employment legislation, the labour market etc. The evolution of HR policy and practice has always been informed by consultation and negotiation with staff representatives through their recognised Trade Unions, and by formal and informal consultation with representative bodies and other employers.

RECRUITMENT AND PROMOTION

- 3.2 It is the policy of the NICS that all eligible persons shall have equal opportunity of employment and advancement in the NICS on the basis of their ability, qualifications and aptitude. All selection within the NICS is undertaken in accordance with the Codes of Practice of the Equality Commission and the Service's Equal Opportunities policy statement.
- 3.3 Between 1 January 1999 and 31 January 2001, 525 Non-Industrial promotion competitions and 159 Non- Industrial recruitment competitions were closed ie no more candidates were promoted or recruited as a result of these competitions. Each of these individual competitions was rigorously scrutinised to determine whether statistically significant sex and/or community background imbalances had occurred at any of the stages in the selection process.
- 3.4 The statistical analysis showed that in 503 (95.8%) of the promotion competitions, no sex or community background imbalances were identified. Statistically significant imbalances in terms of sex were found in 16 competitions and in terms of community background, 5 competitions. One further competition showed both sex and community background imbalances.
- 3.5 In 93% of the recruitment competitions (148 out of 159), no sex or community background imbalances were identified. Significant imbalances in terms of sex were found in 5 competitions. Three competitions showed significant imbalances in terms of community background and three further competitions displayed imbalances in terms of both sex and community background.
- 3.6 It should, however, be borne in mind that a statistically indicated disparity in success rates in a competition is not necessarily indicative of flaws in the procedures or conduct of the competition. Indeed, in any system based on merit, there will inevitably be disparities in success rates of individual competitions.
- 3.7 Work has commenced on the Equality Impact Assessments on Recruitment to the NICS and on developing Policy on Promotion in the NICS.

INTERNAL AND EXTERNAL ATTITUDE SURVEYS

- 3.8 During September 2002 two surveys were carried out to test external and internal perceptions of the NICS. The information gleaned from these surveys

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will be used to inform HR policy in general and, in particular, the NICS approach to diversity/inclusion. It will enable the NICS to build on the information gathered during the 1995 survey on organisational culture and also address the commitment to follow up on the major harassment and bullying survey carried out in 1998. The analysis of the outcomes of the surveys should be available by June 2003.

HARASSMENT AND BULLYING

- 3.9 A survey to gauge the extent of harassment and bullying in the NICS and NIO was carried out in 1998 and the results were published in July 2000. The survey showed that the majority of respondents knew where to get assistance and were aware of harassment and bullying policies and procedures. The levels of sexual and sectarian harassment experienced by respondents at any time in their career was 10.6% and 9.1% respectively and were below those reported for Northern Ireland as a whole. Respondents reported experiencing varying levels of on-going harassment – sexual harassment (0.6%), sectarian harassment (1.1%) and bullying (4.4%). It should be noted that the survey was based on staff perceptions of harassment and not on formal complaints.
- 3.10 In response to the survey findings senior management drew up an Action Plan setting out the measures to be taken to further reduce incidence of harassment and bullying and to promote a more harmonious working environment. As part of this, a seminar was held for Senior Civil Servants in March 2001, at which various aspects of the issue were examined.
- 3.11 In July 2001 the Minister provided the NI Executive with an update on the Action Plan showing the steps that departments have taken, and are planning, to tackle this problem. These included:
- reviewing and amending policies and procedures;
 - revising training courses and the introduction of courses targeted at specific groups of staff;
 - training additional harassment contact and investigation officers;
 - creating a register of investigation officers;
 - wider dissemination of information on policies and procedures through staff magazines, posters etc.; and
 - providing employee assistance programmes

WORK/LIFE BALANCE

- 3.12 The NICS published a booklet in 2001 entitled: “Work Life Balance in the NICS”, which for the first time drew together all the various policies and underpinning terms and conditions of service which can help staff achieve the right balance between their work commitments and life outside the office including caring for dependent relatives, studying for qualifications, participating in sport etc.

REVIEW OF DEPENDANT CARE PROVISIONS IN THE NICS

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- 3.13 During 2002 an inter-departmental Working Group was set up to review the measures of assistance available to NICS staff with dependants with a view to ensuring that resources are targeted appropriately, effectively and equitably to staff in greatest need.
- 3.14 The Working Group recommended that three aspects warranted more detailed consideration – special leave issues, guidance on elder-care and a review of the current NICS Holiday Playschemes. Three Implementation Teams have been appointed to take this work forward.

HOLIDAY PLAYSCHEMES

- 3.15 NICS Holiday Playschemes were established in 1991 to provide accommodation and supervision for school age children of civil servants during all or part of the summer school holidays. The NICS contributes towards funding and staff who volunteer to run the playschemes may be facilitated with time off. There are now seven playschemes held in the following locations across the province: Ballymena, Bangor, North Belfast, South Belfast, Stormont, Newry and Omagh.

SENIOR CIVIL SERVICE REVIEW

- 3.16 An independent review of the appointment and promotion procedures for the Senior Civil Service was commissioned by the Executive Committee in late 2000. A review team under the chairmanship of Lord Herman Ouseley – former Chairman of the Commission for Racial Equality – was appointed and completed their work during 2002. The terms of reference were wide ranging and included consideration of ways of ensuring that the NICS is fully representative of the community which it serves. The report of the Review is available at www.nics.gov.uk/scsreview.
- 3.17 The Review Team found that progress had been made in tackling under-representation in respect of both females and Roman Catholics, and that further progress could be expected on the basis of recent trends. The Review Team's recommendations were aimed mainly at improving the nature and quality of the NICS programme of out-reach to under-represented groups, including ethnic minorities and people with a disability.
- 3.18 A public consultation exercise was undertaken to seek views on an action plan on those recommendations where work is underway. Ministers are considering the findings of this exercise.

SUMMARY OF AFFIRMATIVE ACTIONS

- 3.19 The following affirmative actions have been taken in an attempt to secure fair participation in employment in the NICS:
- Where there is evidence of under-representation in terms of sex or community background, NICS recruitment advertisements include a statement particularly welcoming applications from the under-represented group;
 - All non-industrial permanent recruitment vacancies are advertised, as a minimum, in Northern Ireland's three local daily newspapers so that all sections of the community have an opportunity to be informed of such vacancies;
 - Outreach measures to encourage people from under-represented groups to apply for NICS job vacancies including regular contact with representatives

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from Section 75 groups and use of role models in recruitment. Details of specific actions in relation to the employment of people with disabilities and those from ethnic minority backgrounds are set out in Sections 4 and 5 respectively;

- Contact with careers teachers to ascertain reasons for lower than expected application rates for NICS posts from certain groups;
- Work experience placements in the NICS for young people from all sections of the community.

EMPLOYMENT OF PEOPLE WITH DISABILITIES

COMPOSITION OF THE NICS BY DISABILITY

- 4.1 In 1999 the NICS carried out a survey (in conjunction with one on ethnic background) of all staff to determine the number of people with a disability and the particular nature of their condition based on categories defined in the Disability Discrimination Act 1999. Staff were given the opportunity to participate in the survey on a voluntary basis and in total 22,549 people responded. Information on staff who joined the NICS after the survey is collected during the recruitment process. In addition, Departments regularly update information held on staff with a disability.
- 4.2 The information indicates that of those staff who responded, 1,152 or 5.1% declared that they had a disability. In view of the fact that it is possible that not all staff with a disability chose to declare they had a disability, the information reported here can only be considered to be an indication of the position.
- 4.3 Of the 1,152 staff who declared that they had a disability 683 (59.2%) were male and 469 (40.8%) were female. In terms of community background, 621 (53.9%) of those who declared they had a disability were Protestant and 478 (41.5%) were Roman Catholic. The tables in Appendix 8 provide more information.

CODE OF PRACTICE

- 4.4 The NICS has a Code of Practice on the Employment of People with Disabilities which provides a framework to help Departments and Agencies to achieve equality of opportunity for people with disabilities. It provides practical guidance on how managers can ensure that the NICS benefits from the skills and abilities that people with disabilities possess through career development, training, opportunities for flexible working and the provision, where necessary, of support, specialised equipment and adjustments to premises, equipment or working arrangements. An inclusive Guidance Manual for managers and staff will be launched during 2003, the European Year of Disabled People.

EMPLOYMENT SUPPORT PROGRAMME

- 4.5 Since 1989 the NICS has participated as a host organisation in the Employment Support (ES) Programme, which operates in the public and private sectors and gives individuals with severe disabilities the opportunity to work within their own performance capacity. There are currently around 80 ES workers in the NICS, some of whom are existing civil servants who joined the Scheme as an alternative to retirement on ill-health grounds.

RECRUITMENT OF PEOPLE WITH DISABILITIES

- 4.6 The NICS welcomes applications from people with disability who, with reasonable adjustment, can meet the job related requirements. It is fully prepared to make reasonable adjustment, appropriate to the individual, as part of the recruitment process. It also:

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- works with schools and organisations for disabled people to increase their awareness of the job opportunities available within the NICS and their potential suitability for candidates with disability
- waives the requirement for academic qualifications for applicants with a disability where eligibility can be determined through an aptitude/practical test
- makes appropriate individual reasonable adjustment for candidates with disability in conducting any aptitude/practical test
- ensures that all recruitment advertising makes it clear that the Service welcomes applications from people with a disability
- invites all applicants to identify any special requirements they may have for interview or test, for example, access to building, interpreters for people with severe speech or hearing difficulties, written instruction for deaf candidates, the provision of large print question papers, additional time etc.
- ensures that selection board members have had appropriate training.

EMPLOYMENT OF PEOPLE FROM ETHNIC MINORITY BACKGROUNDS

COMPOSITION OF THE NICS BY ETHNIC BACKGROUND

- 5.1 In response to the Race Relations Order (NI) and Section 75 of the Northern Ireland Act 1998, the NICS conducted a survey (in conjunction with one on disability) in 1999 to determine information about employees' ethnic background. Information on those who joined the NICS since 1999 is collected during the recruitment process. Our data indicates that 0.1% of NICS staff are from an minority ethnic background (Tables 9.1 and 9.2 at Appendix 9). While exact figures are not known, it is estimated that ethnic minority communities comprise between 1% and 1.5% of the NI population, although not all of these would be economically active. It would appear therefore that ethnic representation in the NICS is lower than would be expected.

OUTREACH MEASURES

- 5.2 The NICS has therefore embarked on a programme of outreach measures in an attempt to increase representation of people from ethnic minority backgrounds. Initiatives include the use of role models in Recruitment / Careers Fairs and press articles, and the use of inclusive images in publicity material etc. The Equality Commission and representative groups (including the Northern Ireland Council for Ethnic Minorities, Multi Cultural Resource Centre, Chinese Welfare Association and Indian Community Centre) have been consulted on ways in which the NICS might attract more members of the minority ethnic communities. Other measures currently under consideration include an Open Day for members of the ethnic minority community and attendance at festivals/events organised by representative ethnic minority groups.
- 5.3 The Recruitment Service web site now welcomes visitors in several languages and inclusive posters are used in publicity material.

TRAINING

- 6.1 The NICS recognises that training has an important role to play in the development of staff competence and potential and in this regard everyone is given access to relevant training. All members of staff are encouraged to discuss their training needs with their line managers and to agree Personal Development Plans, which outline the type of training and target dates for achievement. Details of training courses are readily available through widely published departmental and NICS training prospectuses.

EQUAL OPPORTUNITIES TRAINING

- 6.2 Equal Opportunities training in the NICS is also provided. This can be either personal development training for both men and women or training designed specifically for women.
- 6.3 In terms of selection, all panel members are trained in criterion-based interviewing and equal opportunity policies which aims to enable them to select the best candidate while complying with NICS policies, procedures and guidelines on Equal Opportunities. In addition, panel members for internal promotion competitions are provided with a detailed Assessor Manual which sets out the assessment procedure. Panel members are trained in the assessment procedure and it is normal practice to hold a pre-board meeting to further reinforce the need for a systematic and wholly objective approach to the process of selection. Candidates appearing at internal promotion boards are given guidance on the promotion process, including the application of the NICS equal opportunities policy.

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Table 7.5	Trawl Boards closed during 1999-2001 (Aggregated Actual and Expected Outcomes by Grade level)
Table 7.6	Trawl Boards closed during 1999-2001 (Aggregated Actual and Expected Outcomes by Occupational Group)

APPENDIX 8: STAFF WHO DECLARED A DISABILITY

Table 8.1	NICS (Non-Industrial and Industrial) staff who declared a disability
Table 8.2	NICS (Non-Industrial and Industrial) staff who declared a disability by Occupational Group
Table 8.3	NICS (Non-Industrial and Industrial) staff who declared a disability by Department/Agency
Table 8.4	NICS (Non-Industrial and Industrial) staff who declared a disability by Work Pattern

APPENDIX 9: ETHNIC BACKGROUND OF STAFF

Table 9.1	NICS (Non-Industrial and Industrial) staff by Ethnic Background and Sex
Table 9.2	NICS (Non-Industrial and Industrial) staff by Ethnic Background and Department

APPENDIX 10: SENIOR CIVIL SERVICE

Table 10.1 Senior Civil Service staff by Sex and Community Background

Table 10.2 Senior Civil Service staff by Occupational Group and Community Background

NOTE

The tables in this report do not include direct employees of the Northern Ireland Assembly, Home Civil Servants employed in the Northern Ireland Office and Prison Grades employed in the Northern Ireland Prison Service..

APPENDIX 1

NICS – OVERALL COMPOSITION

Table 1.1(a): Composition of the NICS (Non-Industrial and Industrial) staff

	Staff		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %	No	Row %	No	Row %
Non-Industrial Staff	26519	90.0	14434	54.4	12085	45.6	14294	53.9	11447	43.2	778	2.9
Industrial Staff	2961	10.0	73	2.5	2888	97.5	1634	55.2	1070	36.1	257	8.7
TOTAL NICS STAFF	29480	100.0	14507	49.2	14973	50.8	15928	54.0	12517	42.5	1035	3.5

Table 1.1(b): Composition of the NICS (Non-Industrial and Industrial) staff

	Staff		*Declared Disability		*Ethnic Minority	
	No	Col %	No	Row %	No	Row %
Non-Industrial Staff	26519	90.0	1034	4.9	32	0.1
Industrial Staff	2961	10.0	18	8.7	0	0
TOTAL NICS STAFF	29480	100.0	1152	5.1	32	0.1

* of those staff who responded

Table 1.2: Compositional Profile of NICS by Department

Department/Agency	Total staff No	Sex		Community Background			*Declared Disabled %	*Ethnic Minority %	
		F	M	P	RC	ND			
		Row %	Row %	Row %	Row %	Row %			
NON-INDUSTRIAL	DARD	3085	40.7	59.3	52.9	41.4	5.9	4.4	0.3
	DCAL	360	33.6	66.4	62.6	34.5	2.9	6.0	0.0
	DE	583	58.1	41.9	63.5	33.6	2.9	6.0	0.2
	DETI	1206	48.0	52.0	55.5	41.7	2.8	3.6	0.2
	DFP	2642	47.7	52.3	58.3	39.4	2.4	4.3	0.2
	OFMDFM	352	54.4	45.5	66.5	29.3	4.3	2.8	0.3
	DEL	1454	64.6	35.4	42.1	56.1	1.8	6.1	0.0
	DHSSPS	931	48.1	51.9	58.0	37.9	4.4	3.4	0.2
	DOE	1631	50.4	49.6	54.6	41.1	4.3	4.7	0.2
	DRD	2918	35.3	64.7	55.4	41.6	2.9	4.4	0.1
	DSD (Core)	474	54.6	45.4	45.1	52.5	2.3	5.2	0.0
	SSA	5798	65.6	34.4	39.8	58.5	1.7	5.9	0.0
	CSA	1606	61.2	38.8	47.6	50.4	2.1	4.9	0.2
	Seconded Staff	3479	69.0	31.0	76.4	20.3	3.3	4.8	0.1
SUB-TOTAL	26519	54.4	45.6	53.9	43.2	2.9	4.9	0.1	
INDUSTRIAL	DARD	621	8.4	91.6	49.9	43.3	6.8	8.8	0.0
	DRD	1981	0.3	99.7	53.3	37.6	9.2	8.9	0.0
	Others	359	4.5	95.5	74.9	15.9	9.2	6.3	0.0
	SUB-TOTAL	2961	2.5	97.5	55.3	36.3	8.4	8.7	0.0
TOTAL	29480	49.2	50.8	54.0	42.5	3.5	5.1	0.1	

*of those staff who responded

Table 1.3: NICS (Non-Industrial and Industrial) staff by Department/Agency, Grade Level and Sex.

Grade Level	Sex	Departments																		Sub Total
		DARD		DCAL		DE		DETI		DFP		OFMDFM		DEL		DHSSPS		DOE		
		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Grade 5 +	F	2	8.7	1	16.7	4	26.7	2	7.4	4	11.8	7	29.2	2	20.0	11	31.4	2	12.5	35
	M	21	91.3	5	83.3	11	73.3	25	92.6	30	88.2	17	70.8	8	80.0	24	68.6	14	87.5	155
Grade 6/7	F	68	23.9	6	31.6	23	30.7	16	14.2	44	24.6	13	29.5	7	23.3	31	29.0	10	12.8	218
	M	216	76.1	13	68.4	52	69.3	97	85.8	135	75.4	31	70.5	23	76.7	76	71.0	68	87.2	711
DP	F	135	29.3	11	32.4	22	42.3	45	29.2	88	25.1	22	37.3	27	28.4	37	27.4	53	30.5	440
	M	326	70.7	23	67.6	30	57.7	109	70.8	263	74.9	37	62.7	68	71.6	98	72.6	121	69.5	1075
SO	F	79	26.2	16	38.1	21	42.9	67	39.4	161	37.9	25	50.0	73	44.0	49	34.3	101	38.7	592
	M	223	73.8	26	61.9	28	57.1	103	60.6	264	62.1	25	50.0	93	56.0	94	65.7	160	61.3	1016
EO1/EO2	F	350	30.4	29	17.5	94	61.4	185	55.2	263	43.5	35	61.4	402	73.0	129	51.6	162	34.0	1649
	M	801	69.6	137	82.5	59	38.6	150	44.8	342	56.5	22	38.6	149	27.0	121	48.4	314	66.0	2095
AO	F	327	77.3	40	72.7	129	73.7	188	69.6	542	70.6	72	82.8	339	74.7	132	82.0	376	83.0	2145
	M	96	22.7	15	27.3	46	26.3	82	30.4	226	29.4	15	17.2	115	25.3	29	18.0	77	17.0	701
AA	F	296	67.1	18	47.4	46	71.9	76	55.5	157	56.1	18	58.1	90	60.8	59	59.0	118	68.2	878
	M	145	32.9	20	52.6	18	28.1	61	44.5	123	43.9	13	41.9	58	39.2	41	41.0	55	31.8	534
Non-Industrial sub total	F	1257	40.7	121	33.6	339	58.1	579	48.0	1259	47.7	192	54.5	940	64.6	448	48.1	822	50.4	5957
	M	1828	59.3	239	66.4	244	41.9	627	52.0	1383	52.3	160	45.5	514	35.4	483	51.9	809	49.6	6287
Industrial Supervisory	F	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	M	90	100.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	92
Industrial Craft	F	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	M	41	100.0	0	0.0	0	0.0	0	0.0	15	100.0	0	0.0	0	0.0	0	0.0	40	100.0	96
Industrial Non-Craft	F	52	10.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	16.2	63
	M	438	89.4	15	100.0	1	100.0	3	100.0	24	100.0	0	0.0	1	100.0	0	0.0	57	83.8	539
Industrial sub total	F	52	8.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	10.2	63
	M	569	91.6	17	100.0	1	100.0	3	100.0	39	100.0	0	0.0	1	100.0	0	0.0	97	89.8	727
TOTAL	F	1309	35.3	121	32.1	339	58.0	579	47.9	1259	47.0	192	54.5	940	64.6	448	48.1	833	47.9	6020
	M	2397	64.7	256	67.9	245	42.0	630	52.1	1422	53.0	160	45.5	515	35.4	483	51.9	906	52.1	7014

Table 1.3 (cont'd): NICS (Non Industrial and Industrial) staff by Department/Agency, Grade Level and Sex.

Grade Level	Sex	B/F	Departments																			
			DRD		DSD Core		SSA		CSA		Total Staff in NI Departments		NI Assembly		NIO		PSNI		Total staff Secoded to other Depts		Total NICS Staff	
			No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Grade 5 +	F	35	2	8.7	0	0.0	0	0.0	0	0.0	37	16.2	0	0.0	4	17.4	0	0.0	4	14.8	41	16.1
	M	155	21	91.3	9	100.0	5	100.0	1	100.0	191	83.8	2	100.0	19	82.6	2	100.0	23	85.2	214	83.9
Grade 6/7	F	218	16	12.0	6	20.0	5	17.2	2	28.6	247	21.9	7	21.2	49	38.3	3	37.5	59	35.0	306	23.6
	M	711	117	88.0	24	80.0	24	82.8	5	71.4	881	78.1	26	78.8	79	61.7	5	62.5	110	65.0	991	76.4
DP	F	440	32	11.1	18	36.0	43	48.9	5	29.4	538	27.5	4	28.6	52	37.1	4	13.3	60	32.6	598	27.9
	M	1075	255	88.9	32	64.0	45	51.1	12	70.6	1419	72.5	10	71.4	88	62.9	26	86.7	124	67.4	1543	72.1
SO	F	592	74	15.5	27	39.7	125	54.8	22	55.0	840	34.7	8	30.8	84	45.7	15	25.9	107	40.0	947	35.2
	M	1016	403	84.5	41	60.3	103	45.2	18	45.0	1581	65.3	18	69.2	100	54.3	43	74.1	161	60.0	1742	64.8
EO1/EO2	F	1649	251	23.2	79	59.4	1222	64.6	234	64.8	3435	47.6	29	67.4	275	68.2	215	58.7	519	64.0	3954	49.3
	M	2095	831	76.8	54	40.6	671	35.4	127	35.2	3778	52.4	14	32.6	128	31.8	151	41.3	293	36.0	4071	50.7
AO	F	2145	497	77.8	93	75.6	1826	70.2	676	61.4	5237	71.6	28	68.3	252	77.8	925	87.4	1205	84.7	6442	73.7
	M	701	142	22.2	30	24.4	776	29.8	425	38.6	2074	28.4	13	31.7	72	22.2	133	12.6	218	15.3	2292	26.3
AA	F	878	159	57.4	36	59.0	581	61.0	44	55.7	1698	61.0	9	56.3	136	59.6	303	86.1	448	75.2	2146	63.5
	M	534	118	42.6	25	41.0	372	39.0	35	44.3	1084	39.0	7	43.8	92	40.4	49	13.9	148	24.8	1232	36.5
Non Industrial sub total	F	5957	1031	35.3	259	54.6	3802	65.6	983	61.2	12032	52.2	85	48.6	852	59.6	1465	78.2	2402	69.0	14434	54.4
	M	6287	1887	64.7	215	45.4	1996	34.4	623	38.8	11008	47.8	90	51.4	578	40.4	409	21.8	1077	31.0	12085	45.6
Industrial Supervisory	F	0	2	0.5	0	0.0	0	0.0	0	0.0	2	0.4	0	0.0	0	0.0	0	0.0	0	0	2	0.4
	M	92	380	99.5	0	0.0	0	0.0	0	0.0	472	99.6	0	0.0	0	0.0	26	100.0	26	100	498	99.6
Industrial Craft	F	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0
	M	96	210	100.0	0	0.0	0	0.0	0	0.0	306	100	0	0.0	0	0.0	72	100.0	72	100	378	100.0
Industrial Non-Craft	F	63	3	0.2	0	0.0	0	0.0	0	0.0	66	3.3	0	0.0	3	42.9	2	2.4	5	5.4	71	3.4
	M	539	1386	99.8	0	0.0	0	0.0	0	0.0	1925	96.7	0	0.0	4	57.1	83	97.6	87	94.6	2012	96.6
Industrial sub total	F	63	5	0.3	0	0.0	0	0.0	0	0.0	68	2.5	0	0.0	3	42.9	2	1.1	5	2.6	73	2.5
	M	727	1976	99.7	0	0.0	0	0.0	0	0.0	2703	97.5	0	0.0	4	57.1	181	98.9	185	97.4	2888	97.5
TOTAL	F	6020	1036	21.1	259	54.6	3802	65.6	983	61.2	12100	46.9	85	48.6	855	59.5	1467	71.3	2407	65.6	14507	49.2
	M	7014	3863	78.9	215	45.4	1996	34.4	623	38.8	13711	53.1	90	51.4	582	40.5	590	28.7	1262	34.4	14973	50.8

Table 1.4: NICS (Non-Industrial and Industrial) staff by Department/Agency, Grade Level and Community Background (CB).

Grade Level	CB	Departments																		
		DARD		DCAL		DE		DETI		DFP		OFMDFM		DEL		DHSSPS		DOE		Sub total
		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No
Grades 5+, 6 & 7	P	166	54.1	14	56.0	63	70.0	96	68.6	138	64.8	46	67.6	25	62.5	92	64.8	59	62.8	699
	RC	67	21.8	9	36.0	25	27.8	39	27.9	67	31.4	17	25.0	13	32.5	36	25.4	23	24.5	296
	ND	74	24.0	2	8.0	2	2.2	5	3.5	8	3.8	5	7.4	2	5.0	14	9.8	12	12.7	124
DP	P	296	64.2	24	70.6	35	67.3	87	56.5	232	66.1	38	64.4	47	49.5	74	54.8	106	60.9	939
	RC	131	28.4	10	29.4	15	28.8	58	37.7	107	30.5	16	27.1	45	47.4	54	40.0	55	31.6	491
	ND	34	7.4	0	0.0	2	3.8	9	5.8	12	3.4	5	8.5	3	3.2	7	5.2	13	7.5	85
SO	P	183	60.6	28	66.7	35	71.4	94	55.3	259	60.9	29	58.0	82	49.4	76	53.1	138	52.9	924
	RC	97	32.1	13	31.0	12	24.5	73	42.9	164	38.6	19	38.0	82	49.4	63	44.1	110	42.1	633
	ND	22	7.3	1	2.4	2	4.1	3	1.8	2	0.5	2	4.0	2	1.2	4	2.8	13	5.0	51
EO1/EO2	P	627	54.5	117	70.5	94	61.4	170	50.7	351	58.0	43	75.4	205	37.2	152	60.8	275	57.8	2034
	RC	495	43.0	47	28.3	55	35.9	157	46.9	246	40.7	14	24.6	338	61.3	92	36.8	178	37.4	1622
	ND	29	2.5	2	1.2	4	2.6	8	2.4	8	1.3	0	0.0	8	1.5	6	2.4	23	4.8	88
AO	P	181	42.8	25	45.5	96	54.9	138	51.1	412	53.6	60	69.0	192	42.3	85	52.8	244	53.9	1433
	RC	232	54.8	29	52.7	73	41.7	127	47.0	334	43.5	25	28.7	253	55.7	73	45.3	204	45.0	1350
	ND	10	2.4	1	1.8	6	3.4	5	1.9	22	2.9	2	2.3	9	2.0	3	1.9	5	1.11	63
AA	P	199	45.1	20	52.6	47	73.4	83	60.6	140	50.0	18	58.1	62	41.9	61	61.0	69	39.9	699
	RC	233	52.8	17	44.7	16	25.0	50	36.5	133	47.5	12	38.7	85	57.4	35	35.0	104	60.1	685
	ND	9	2.0	1	2.6	1	1.6	4	2.9	7	2.5	1	3.2	1	0.7	4	4.0	0	0.0	28
Non Industrial sub total	P	1652	53.5	228	63.3	370	63.5	668	55.4	1532	58.0	234	66.5	613	42.2	540	58.0	891	54.6	6728
	RC	1255	40.7	125	34.7	196	33.6	504	41.8	1051	39.8	103	29.3	816	56.1	353	37.9	674	41.3	5077
	ND	178	5.8	7	1.9	17	2.9	34	2.8	59	2.2	15	4.3	25	1.7	38	4.1	66	4.0	439
Industrial Supervisory	P	53	58.9	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	55
	RC	33	36.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	33
	ND	4	4.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4
Industrial Craft	P	32	78.0	0	0.0	0	0.0	0	0.0	10	66.7	0	0.0	0	0.0	0	0.0	19	47.5	61
	RC	7	17.1	0	0.0	0	0.0	0	0.0	2	13.3	0	0.0	0	0.0	0	0.0	18	45.0	27
	ND	2	4.9	0	0.0	0	0.0	0	0.0	3	20.0	0	0.0	0	0.0	0	0.0	3	7.5	8
Industrial Non Craft	P	225	45.9	6	40.0	1	100.0	3	100.0	20	83.3	0	0.0	0	0.0	0	0.0	40	58.8	295
	RC	229	46.7	5	33.3	0	0.0	0	0.0	2	8.3	0	0.0	0	0.0	0	0.0	22	32.4	258
	ND	36	7.3	4	26.7	0	0.0	0	0.0	2	8.3	0	0.0	1	100.0	0	0.0	6	8.8	49
Industrial sub total	P	310	49.9	8	47.1	1	100.0	3	100.0	30	76.9	0	0.0	0	0.0	0	0.0	59	54.6	411
	RC	269	43.3	5	29.4	0	0.0	0	0.0	4	10.3	0	0.0	0	0.0	0	0.0	40	37.0	318
	ND	42	6.8	4	23.5	0	0.0	0	0.0	5	12.8	0	0.0	1	100.0	0	0.0	9	8.3	61
TOTAL	P	1962	52.9	236	62.6	371	63.5	671	55.5	1562	58.3	234	66.5	613	42.1	540	58.0	950	54.6	7139
	RC	1524	41.1	130	34.5	196	33.6	504	41.7	1055	39.4	103	29.3	816	56.1	353	37.9	714	41.1	5395
	ND	220	5.9	11	2.9	17	2.9	34	2.8	64	2.4	15	4.3	26	1.8	38	4.1	75	4.3	500

Table 1.4 (cont'd): NICS (Non-Industrial and Industrial) staff by Department/Agency, Grade Level and Community Background (CB).

Grade Level	CB	C/F	Departments																			
			DRD		DSD Core		SSA		CSA		Total Staff in NI Departments		NI Assembly		NIO		PSNI		Total staff seconded to other Depts		Total NICS Staff	
			No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Grades 5+, 6 & 7	P	699	111	71.2	22	56.4	18	53.0	4	50.0	854	63.0	20	57.1	103	68.2	6	60.0	129	65.8	983	63.3
	RC	296	38	24.3	14	35.9	15	44.1	4	50.0	367	27.1	13	37.1	39	25.8	3	30.0	55	28.1	422	27.2
	ND	124	7	4.5	3	7.7	1	2.9	0	0	135	9.9	2	5.7	9	6.0	1	10.0	12	6.1	147	9.5
DP	P	939	190	66.2	30	60.0	32	36.4	7	41.2	1198	61.2	7	50.0	93	66.4	27	90.0	127	69.0	1325	61.9
	RC	491	87	30.3	17	34.0	55	62.5	10	58.8	660	33.7	7	50.0	36	25.7	2	6.7	45	24.5	705	32.9
	ND	85	10	3.5	3	6.0	1	1.1	0	0.0	99	5.1	0	0.0	11	7.9	1	3.3	12	6.5	111	5.2
SO	P	924	283	59.3	29	42.6	99	43.4	19	47.5	1354	56.0	15	57.7	140	76.1	48	82.8	203	75.7	1557	57.9
	RC	633	178	37.3	39	57.4	127	55.7	19	47.5	996	41.1	10	38.5	39	21.2	8	13.8	57	21.3	1053	39.2
	ND	51	16	3.4	0	0.0	2	0.9	2	5.0	71	2.9	1	3.8	5	2.7	2	3.4	8	3.0	79	2.9
EO1/EO2	P	2034	626	57.9	62	46.6	781	41.3	182	50.4	3685	51.1	23	53.5	279	69.2	306	83.6	608	74.9	4293	53.5
	RC	1622	423	39.1	70	52.6	1080	57.1	173	47.9	3368	46.7	19	44.2	112	27.8	53	14.5	184	22.7	3552	44.3
	ND	88	33	3.0	1	0.8	32	1.7	6	1.7	160	2.2	1	2.3	12	3.0	7	1.9	20	2.4	180	2.2
AO	P	1433	286	44.8	46	37.4	1042	40.0	526	47.8	3333	45.6	20	48.8	228	70.4	896	84.7	1144	80.4	4477	51.3
	RC	1350	341	53.4	74	60.2	1525	58.6	552	50.1	3842	52.6	20	48.8	89	27.5	128	12.1	237	16.6	4079	46.7
	ND	63	12	1.9	3	2.4	35	1.3	23	2.1	136	1.8	1	2.4	7	2.2	34	3.2	42	3.0	178	2.0
AA	P	699	122	44.0	25	41.0	338	35.5	26	32.9	1210	43.5	12	75.0	149	65.4	288	81.8	449	75.3	1659	49.1
	RC	685	148	53.4	35	57.4	589	61.8	51	64.6	1508	54.2	3	18.8	74	32.5	51	14.5	128	21.5	1636	48.4
	ND	28	7	2.5	1	1.6	26	2.7	2	2.5	64	2.3	1	6.3	5	2.2	13	3.7	19	3.2	83	2.5
Non Industrial sub total	P	6728	1618	55.4	214	45.1	2310	39.8	764	47.6	11634	50.5	97	55.4	992	69.4	1571	83.8	2660	76.4	14294	53.9
	RC	5077	1215	41.6	249	52.5	3391	58.5	809	50.4	10741	46.6	72	41.1	389	27.2	245	13.1	706	20.3	11447	43.2
	ND	439	85	2.9	11	2.3	97	1.7	33	2.1	665	2.9	6	3.4	49	3.4	58	3.1	113	3.3	778	2.9
Industrial Supervisory	P	55	207	54.2	0	0.0	0	0.0	0	0.0	262	55.3	0	0.0	0	0.0	25	96.2	25	96.2	287	57.4
	RC	33	158	41.4	0	0.0	0	0.0	0	0.0	191	40.3	0	0.0	0	0.0	0	0.0	0	0	191	38.2
	ND	4	17	4.5	0	0.0	0	0.0	0	0.0	21	4.4	0	0.0	0	0.0	1	3.8	1	3.8	22	4.4
Industrial Craft	P	61	136	64.8	0	0.0	0	0.0	0	0.0	197	64.4	0	0.0	0	0.0	65	90.3	65	90.3	262	69.3
	RC	27	48	22.9	0	0.0	0	0.0	0	0.0	75	24.5	0	0.0	0	0.0	3	4.2	3	4.2	78	20.6
	ND	8	26	12.4	0	0.0	0	0.0	0	0.0	34	11.1	0	0.0	0	0.0	4	5.6	4	5.5	38	10.1
Industrial Non Craft	P	295	712	51.3	0	0.0	0	0.0	0	0.0	1007	50.6	0	0.0	6	85.7	72	84.7	78	84.8	1085	84.8
	RC	258	538	38.7	0	0.0	0	0.0	0	0.0	796	40.0	0	0.0	1	14.3	4	4.7	5	5.4	801	5.4
	ND	49	139	10.0	0	0.0	0	0.0	0	0.0	188	9.4	0	0.0	0	0.0	9	10.6	9	9.8	197	9.8
Industrial sub total	P	411	1055	53.3	0	0.0	0	0.0	0	0.0	1466	52.9	0	0.0	6	85.7	162	88.5	168	88.4	1634	55.2
	RC	318	744	37.6	0	0.0	0	0.0	0	0.0	1062	38.3	0	0.0	1	14.3	7	3.8	8	4.2	1070	36.1
	ND	61	182	9.2	0	0.0	0	0.0	0	0.0	243	8.8	0	0.0	0	0.0	14	7.7	14	7.4	257	8.7
TOTAL	P	7139	2673	54.6	214	45.1	2310	39.8	764	47.6	13100	50.8	97	55.4	998	69.5	1733	84.2	2828	77.1	15928	54.0
	RC	5395	1959	40.0	249	52.5	3391	58.5	809	50.4	11803	45.7	72	41.1	390	27.1	252	12.3	714	19.5	12517	42.5
	ND	500	267	5.5	11	2.3	97	1.7	33	2.1	908	3.5	6	3.4	49	3.4	72	3.5	127	3.4	1035	3.5

NON-INDUSTRIAL SERVICE – ALL STAFF

Table 2.1: Non-Industrial Staff by Occupational Group by Sex

Occupational Group	Total Staff		Female		Male	
	No	Col%	No	Row%	No	Row%
General Service	17944	67.7	11420	63.6	6524	36.4
Secretarial	1265	4.8	1263	99.8	2	0.2
Scientific	809	3.0	284	35.1	525	64.9
Technology	2055	7.7	169	8.2	1886	91.8
Legal	207	0.8	107	51.7	100	48.3
Computing	564	2.1	143	25.3	421	74.6
Departmental Specialisms	2726	10.3	614	22.5	2112	77.5
Centralised Services	949	3.6	434	45.7	515	54.3
TOTAL	26519	100.0	14434	54.4	12085	45.6

Table 2.2: Non-Industrial Staff by Occupational Group by Community Background

Occupational Group	Total Staff		Protestant		Roman Catholic		Not Determined	
	No	Col%	No	Row%	No	Row%	No	Row%
General Service	17944	67.7	8944	49.8	8670	48.3	330	1.8
Secretarial	1265	4.8	844	66.7	401	31.7	20	1.6
Scientific	809	3.0	515	63.6	216	26.7	78	9.6
Technology	2055	7.7	1317	64.1	657	32.0	81	3.9
Legal	207	0.8	117	56.5	84	40.6	6	2.9
Computing	564	2.1	319	56.6	237	42.0	8	1.4
Departmental Specialisms	2726	10.3	1593	58.4	939	34.4	194	7.1
Centralised Services	949	3.6	645	68.0	243	25.6	61	6.4
TOTAL	26519	100.0	14294	53.9	11447	43.2	778	2.9

APPENDIX 2

Table 2.3: Part-time and Full-Time Non-Industrial Staff by Sex

Staff Group	Total Staff		Female		Male	
	No	Col %	No	Row %	No	Row %
Part-Time	3227	12.2	3108	96.3	119	3.7
Full-Time	23292	87.8	11326	48.6	11966	51.4
TOTAL	26519	100.0	14434	54.4	12085	45.6

Table 2.4: Part-time and Full-Time Non-Industrial Staff by Community Background

Staff Group	Total Staff		Protestant		Roman Catholic		Not Determined	
	No	Col %	No	Row %	No	Row %	No	Row %
Part-Time	3227	12.2	1693	52.5	1471	45.6	63	1.9
Full-Time	23292	87.8	12601	54.1	9976	42.8	715	3.1
TOTAL	26519	100.0	14294	53.9	11447	43.2	778	2.9

Table 2.5: Part-time staff as a % of total Non-Industrial Staff in each Department and as a % of total Non-Industrial staff in the NICS.

Department/ Agency	No of Part-Time Staff in each Department	Part-time staff as % of each Department	Part-time staff as % of the NICS
DARD	273	8.8	8.4
DCAL	17	4.7	0.5
DE	76	13.0	2.3
DETI	118	9.8	3.6
DFP	267	10.1	8.3
OFMDFM	23	6.5	0.7
DL	286	19.7	8.9
DHSSPS	98	10.5	3.0
DOE	132	8.1	4.1
DRD	190	6.5	5.9
DSD (Core)	25	5.3	0.8
SSA	984	17.0	30.5
CSA	242	15.1	7.5
NI Assembly	12	6.9	0.4
NIO	150	10.5	4.6
PSNI	334	17.8	10.3
TOTAL	3227	12.2	100.0

APPENDIX 3

NON-INDUSTRIAL SERVICE – GENERAL SERVICE STAFF

Table 3.1: General Service staff by Department/Agency

Dept/ Agency	Total General Service staff in Dept/ Agency	Sex				Community Background					
		Female		Male		P		RC		ND	
		No	Row%	No	Row%	No	Row%	No	Row%	No	Row%
DARD	1215	787	64.8	428	35.2	556	45.8	638	52.5	21	1.7
DCAL	136	83	61.0	53	39.0	79	58.1	57	41.9	0	0.0
DE	452	273	60.4	179	39.6	285	63.1	155	34.3	12	2.7
DETI	852	438	51.4	414	48.6	459	53.9	376	44.1	17	2.0
DFP	1435	850	59.2	585	40.8	747	52.1	663	46.2	25	1.7
OFMDFM	277	137	49.5	140	50.5	180	65.0	85	30.7	12	4.3
DEL	1266	831	65.6	435	34.4	533	42.1	713	56.3	20	1.6
DHSSPS	539	287	53.2	252	46.8	309	57.3	212	39.3	18	3.3
DOE	904	622	68.8	282	31.2	485	53.7	409	45.2	10	1.1
DRD	1183	752	63.6	431	36.4	562	47.5	600	50.7	21	1.8
DSD (Core)	425	221	52.0	204	48.0	195	45.9	222	52.2	8	1.9
SSA	5569	3698	66.4	1871	33.6	2196	39.4	3286	59.0	87	1.6
CSA	1604	981	61.2	623	38.8	764	47.6	807	50.3	33	2.1
NIA	124	55	44.4	69	55.6	69	55.6	51	41.1	4	3.2
NIO	928	570	61.4	358	38.6	662	71.3	241	26.0	25	2.7
PSNI	1035	835	80.7	200	19.3	863	83.4	155	15.0	17	1.6
TOTAL	17944	11420	63.6	6524	36.4	8944	49.8	8670	48.3	330	1.8

Table 3.2: General Service staff by Grade Level

Grade Level	Total Staff		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %	No	Row %	No	Row %
Grade 5+	169	0.9	26	15.4	143	84.6	112	66.3	47	27.8	10	5.9
Grade 6/7	525	2.9	125	23.8	400	76.2	336	64.0	172	32.8	17	3.2
DP	978	5.5	354	36.2	624	63.8	583	59.6	364	37.2	31	3.2
SO	1399	7.8	690	49.3	709	50.7	769	55.0	609	43.5	21	1.5
EO1/EO2	4903	27.3	3212	65.5	1691	34.5	2424	49.4	2404	49.0	75	1.5
AO	7182	40.0	5053	70.4	2129	29.6	3422	47.6	3642	50.7	118	1.6
AA	2788	15.5	1960	70.3	828	29.7	1298	46.6	1432	51.4	58	2.1
TOTAL	17944	100.0	11420	63.6	6524	36.4	8944	49.8	8670	48.3	330	1.8

Table 3.3: General Service staff by Department/Agency, Grade Level and Sex

Grade Level	Sex	Departments																
		DARD		DCAL		DE		DETI		DFP		OFMDFM		DEL		DHSSPS		Sub Total
		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No
Grade 5 +	F	2	13.3	1	25.0	2	20.0	2	8.0	4	21.1	6	33.3	2	20.0	0	0.0	19
	M	13	86.7	3	75.0	8	80.0	23	92.0	15	78.9	12	66.7	8	80.0	15	100.0	97
Grades 6/7	F	7	22.6	4	36.4	4	18.2	10	13.9	17	30.9	10	26.3	7	25.0	16	34.8	75
	M	24	77.4	7	63.6	18	81.8	62	86.1	38	69.1	28	73.7	21	75.0	30	65.2	228
DP	F	27	37.0	10	52.6	19	41.3	34	31.2	42	37.5	21	41.2	25	28.1	30	33.7	208
	M	46	63.0	9	47.4	27	58.7	75	68.8	70	62.5	30	58.8	64	71.9	59	66.3	380
SO	F	62	54.9	12	54.5	19	43.2	50	50.0	78	50.3	21	46.7	65	50.8	33	42.3	340
	M	51	45.1	10	45.5	25	56.8	50	50.0	77	49.7	24	53.3	63	49.2	45	57.7	345
EO1/EO2	F	157	60.6	15	65.2	84	63.6	150	62.0	200	61.3	32	59.3	328	73.1	91	65.5	1057
	M	102	39.4	8	34.8	48	36.4	92	38.0	126	38.7	22	40.7	121	26.9	48	34.5	567
AO	F	272	74.9	28	73.7	102	70.3	129	62.3	365	67.7	30	68.2	318	73.8	73	73.0	1317
	M	91	25.1	10	26.3	43	29.7	78	37.7	174	32.3	14	31.8	113	26.2	27	27.0	550
AA	F	260	72.0	13	68.4	43	81.1	63	64.9	144	62.9	17	63.0	86	65.6	44	61.1	670
	M	101	28.0	6	31.6	10	18.9	34	35.1	85	37.1	10	37.0	45	34.4	28	38.9	319
TOTAL	F	787	64.8	83	61.0	273	60.4	438	51.4	850	59.2	137	49.5	831	65.6	287	53.2	3686
	M	428	35.2	53	39.0	179	39.6	414	48.6	585	40.8	140	50.5	435	34.4	252	46.8	2486

Table 3.3 (continued) General Service staff by Department/Agency, Grade Level and Sex

Grade Level	Sex	C/F No	Departments/Agencies																					
			DOE		DRD		DSD Core		SSA		CSA		Total GS Staff in NI Departments		NIA		NIO		PSNI		Total No GS Staff Seconded		Total GS staff In the NICS	
			No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Grade 5 +	F	19	2	18.2	2	14.3	0	0.0	0	0.0	0	0.0	23	14.8	0	0.0	3	27.3	0	0.0	3	25.0	26	15.4
	M	97	9	81.8	12	85.7	9	100.0	4	100.0	1	100.0	132	85.2	2	100.0	8	72.7	1	100.0	9	75.0	143	84.6
Grades 6/7	F	75	4	14.3	11	28.2	6	21.4	5	17.2	2	28.6	103	23.7	7	21.9	13	24.1	2	40.0	22	24.2	125	23.8
	M	228	24	85.7	28	71.8	22	78.6	24	82.8	5	71.4	331	76.3	25	78.1	41	75.9	3	60.0	69	75.8	400	76.2
DP	F	208	28	42.4	22	29.7	17	37.0	42	48.8	5	29.4	322	36.7	2	20.0	26	34.7	4	25.0	32	31.7	354	36.6
	M	380	38	57.6	52	70.3	29	63.0	44	51.2	12	70.6	555	63.3	8	80.0	49	65.3	12	75.0	69	68.3	624	64.4
SO	F	340	43	53.1	48	41.4	26	40.0	125	55.8	22	55.0	604	49.9	7	30.4	64	47.8	15	48.4	86	45.7	690	49.3
	M	345	38	46.9	68	58.6	39	60.0	99	44.2	18	45.0	607	50.1	16	69.6	70	52.2	16	51.6	102	54.3	709	50.7
EO1/EO2	F	1057	105	66.0	154	62.1	74	57.8	1217	64.9	234	64.8	2841	64.6	26	72.2	180	75.3	165	71.1	371	73.2	3212	65.5
	M	567	54	34.0	94	37.9	54	42.2	659	35.1	127	35.2	1555	35.4	10	27.8	59	24.7	67	28.9	136	26.8	1691	34.5
AO	F	1317	328	81.4	379	74.5	62	67.4	1766	69.5	674	61.3	4526	69.5	11	57.9	164	71.3	352	83.2	527	78.4	5053	70.3
	M	550	75	18.6	130	25.5	30	32.6	774	30.5	425	38.7	1984	30.5	8	42.1	66	28.7	71	16.8	145	21.6	2129	29.7
AA	F	670	112	71.8	136	74.3	36	63.2	543	67.0	44	55.7	1541	67.8	2	100.0	120	64.9	297	90.8	419	81.5	1960	70.3
	M	319	44	28.2	47	25.7	21	36.8	267	33.0	35	44.3	733	32.2	0	0.0	65	35.1	30	9.2	95	18.5	828	29.7
TOTAL	F	3686	622	68.8	752	63.6	221	52.0	3698	66.4	981	61.2	9960	63.0	55	44.4	570	61.4	835	80.7	1460	70.0	11420	63.6
	M	2486	282	31.2	431	36.4	204	48.0	1871	33.6	623	38.8	5897	37.0	69	55.6	358	38.6	200	19.3	627	30.0	6524	36.4

Table 3.4: General Service staff by Department/Agency, Grade Level and Community Background (CB)

Grade Level	CB	Departments																Sub Total
		DARD		DCAL		DE		DETI		DFP		OFMDFM		DEL		DHSSPS		
		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Grades 5+, 6 & 7	P	30	67.7	9	63.6	23	77.3	67	65.3	49	63.6	36	71.1	23	57.1	41	67.4	278
	RC	15	32.3	6	36.4	8	18.2	28	34.7	24	34.5	15	21.1	13	39.3	18	30.4	127
	ND	1	0.0	0	0.0	1	4.5	2	0.0	1	1.8	5	7.9	2	3.6	2	2.2	14
DP	P	44	60.3	12	63.2	32	69.6	62	56.9	69	61.6	36	70.6	44	49.4	51	57.3	350
	RC	28	38.4	7	36.8	12	26.1	41	37.6	41	36.6	12	23.5	42	47.2	36	40.4	219
	ND	1	1.4	0	0.0	2	4.3	6	5.5	2	1.8	3	5.9	3	3.4	2	2.2	19
SO	P	62	54.9	16	72.7	31	70.5	52	52.0	86	55.5	26	57.8	61	47.7	40	51.3	374
	RC	50	44.2	6	27.3	11	25.0	48	48.0	68	43.9	17	37.8	65	50.8	35	44.9	300
	ND	1	0.9	0	0.0	2	4.5	0	0.0	1	0.6	2	4.4	2	1.6	3	3.8	11
EO1/EO2	P	125	48.3	14	60.9	81	61.4	117	48.3	171	52.5	40	74.1	175	39.0	89	64.0	812
	RC	132	51.0	9	39.1	48	36.4	121	50.0	152	46.6	14	25.9	271	60.4	44	31.7	791
	ND	2	0.8	0	0.0	3	2.3	4	1.7	3	0.9	0	0.0	3	0.7	6	4.3	21
AO	P	148	40.8	19	50.0	77	53.1	107	51.7	266	49.4	28	63.6	178	41.3	51	51.0	874
	RC	207	57.0	19	50.0	64	44.1	97	46.9	262	48.6	15	34.1	244	56.6	46	46.0	954
	ND	8	2.2	0	0.0	4	2.8	3	1.4	11	2.0	1	2.3	9	2.1	3	3.0	39
AA	P	147	40.7	9	47.4	41	77.4	54	55.7	106	46.3	14	51.9	52	39.7	37	51.4	460
	RC	206	57.1	10	52.6	12	22.6	41	42.3	116	50.7	12	44.4	78	59.5	33	45.8	508
	ND	8	2.2	0	0.0	0	0.0	2	2.1	7	3.1	1	3.7	1	0.8	2	2.8	21
GENERAL SERVICE SUB-TOTAL	P	556	45.8	79	58.1	285	63.1	459	53.9	747	52.1	180	65.0	533	42.1	309	57.3	3148
	RC	638	52.5	57	41.9	155	34.3	376	44.1	663	46.2	85	30.7	713	56.3	212	39.3	2899
	ND	21	1.7	0	0.0	12	2.7	17	2.0	25	1.7	12	4.3	20	1.6	18	3.3	125

Table 3.4 (continued): General Service staff by Department/Agency, Grade Level and Community Background (CB)

Grade Level	CB	C/F	Departments/ Agencies																					
			DOE		DRD		DSD Core		SSA		CSA		Total GS staff in NI Depts		NIA		NIO		PSNI		Total GS staff seconded		Total	
			No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Grades 5+, 6 & 7	P	278	26	66.7	32	60.4	22	59.5	18	54.6	4	50.0	380	64.5	19	35.2	46	70.8	3	50.0	68	64.8	448	64.5
	RC	127	13	33.3	20	37.7	12	32.4	14	42.4	4	50.0	190	32.3	13	24.1	14	21.5	2	33.3	29	27.6	219	31.6
	ND	14	0	0	1	1.9	3	8.1	1	3.0	0	0	19	3.2	2	40.7	5	7.7	1	16.7	8	7.6	27	3.9
DP	P	350	46	69.7	45	60.8	28	60.9	30	34.9	7	41.2	506	57.7	5	50.0	58	77.3	14	87.5	77	76.2	583	59.6
	RC	219	18	27.3	27	36.5	16	34.8	55	64.0	10	58.8	345	39.3	5	50.0	13	17.3	1	6.3	19	18.8	364	37.2
	ND	19	2	3.0	2	2.7	2	4.3	1	1.2	0	0.0	26	3.0	0	0.0	4	5.3	1	6.3	5	5.0	31	3.2
SO	P	374	42	51.9	64	55.2	26	40.0	95	42.4	19	47.5	620	51.2	13	56.5	107	79.9	29	93.5	149	79.3	769	55.0
	RC	300	38	46.9	51	44.0	39	60.0	127	56.7	19	47.5	574	47.4	10	43.5	23	17.2	2	6.5	35	18.6	609	43.5
	ND	11	1	1.2	1	0.9	0	0.0	2	0.9	2	5.0	17	1.4	0	0.0	4	3.0	0	0.0	4	2.1	21	1.5
EO1/EO2	P	812	97	61.0	128	51.6	59	46.1	770	41.0	182	50.4	2048	46.5	19	52.8	168	70.3	189	81.5	376	74.1	2424	49.4
	RC	791	59	37.1	115	46.4	68	53.1	1075	57.3	173	47.9	2281	51.8	16	44.4	67	28.0	40	17.2	123	24.3	2404	49.0
	ND	21	3	1.9	5	2.0	1	0.8	31	1.7	6	1.7	67	1.5	1	2.8	4	1.7	3	1.3	8	1.6	75	1.6
AO	P	874	213	52.9	217	42.6	37	40.2	1012	39.8	526	47.9	2879	44.2	12	63.2	171	74.3	360	85.1	543	80.8	3422	47.6
	RC	954	186	46.2	282	55.4	54	58.7	1494	58.8	550	50.0	3520	54.1	7	36.8	54	23.5	61	14.4	122	18.2	3642	50.7
	ND	39	4	1.0	10	2.0	1	1.1	34	1.3	23	2.1	111	1.7	0	0.0	5	2.2	2	0.5	7	1.0	118	1.7
AA	P	460	61	39.1	76	41.5	23	40.4	271	33.5	26	32.9	917	40.2	1	50.0	112	60.5	268	82.0	381	74.1	1298	46.5
	RC	508	95	60.9	105	57.4	33	57.9	521	64.3	51	64.6	1313	57.8	0	0.0	70	37.8	49	15.0	119	23.2	1432	51.4
	ND	21	0	0.0	2	1.1	1	1.8	18	2.2	2	2.5	44	1.9	1	50.0	3	1.6	10	3.1	14	2.7	58	2.1
GENERAL SERVICE TOTAL	P	3148	485	53.7	562	47.5	195	45.9	2196	39.4	764	47.6	7350	46.3	69	55.6	662	71.3	863	83.4	1594	76.4	8944	49.8
	RC	2899	409	45.2	600	50.7	222	52.2	3286	59.0	807	50.3	8223	51.9	51	41.1	241	26.0	155	15.0	447	21.4	8670	48.3
	ND	125	10	1.1	21	1.8	8	1.9	87	1.6	33	2.1	284	1.8	4	3.2	25	2.7	17	1.6	46	2.2	330	1.9

APPENDIX 4

INDUSTRIAL SERVICE

Table 4.1: Industrial staff by Department, Sex and Community Background

Dept	Total Industrial Staff		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %	No	Row %	No	Row %
DARD	621	21.0	52	8.4	569	91.6	310	49.9	269	43.3	42	6.8
DOE	108	3.6	11	10.2	97	89.8	59	54.6	40	37.0	9	8.3
DRD	1981	66.9	5	0.3	1976	99.7	1055	53.3	744	37.6	182	9.2
PSNI	183	6.2	2	1.1	181	98.9	162	88.5	7	3.8	14	7.7
Others	68	2.3	3	4.4	65	95.6	48	70.6	10	14.7	10	14.7
TOTAL	2961	100.0	73	2.5	2888	97.5	1634	55.2	1070	36.1	257	8.7

Note: Others includes staff in DCAL, DE, DETI, DEL, DFP and NIO.

Table 4.2: Industrial staff by Grade Level, Sex and Community Background

Grade Level	Total Industrial Staff		Sex				Community Background					
			Male		Female		P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %	No	Row %	No	Row %
Supervisory	500	16.9	498	99.6	2	0.4	287	57.4	191	38.2	22	4.4
Craft	378	12.8	378	100.0	0	0.0	262	69.3	78	20.6	38	10.1
Non-craft	2083	70.3	2012	96.6	71	3.4	1085	52.1	801	38.5	197	9.5
TOTAL	2961	100.0	2888	97.5	73	2.5	1634	55.2	1070	36.1	257	8.7

Table 4.3: Industrial staff by Age, Sex and Community Background

Age (years)	Total Staff		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Col%	No	Col%	No	Col%	No	Col%	No	Col%
16-19	5	0.2	0	0.0	5	0.2	5	0.3	0	0.0	0	0.0
20-24	33	1.1	5	6.8	28	1.0	17	1.0	13	1.2	3	1.2
25-29	131	4.4	9	12.3	122	4.2	76	4.7	36	3.4	19	7.4
30-34	296	10.0	12	16.4	284	9.8	146	8.9	117	10.9	33	12.8
35-39	449	15.2	9	12.3	440	15.2	255	15.6	163	15.2	31	12.1
40-44	537	18.1	12	16.4	525	18.2	294	18.0	195	18.2	48	18.7
45-49	466	15.7	7	9.6	459	15.9	258	15.8	178	16.6	30	11.7
50-54	446	15.1	9	12.3	437	15.1	244	14.9	167	15.6	35	13.6
55-59	366	12.4	7	9.6	359	12.4	205	12.5	123	11.5	38	14.8
60+	232	7.8	3	4.1	229	7.9	134	8.2	78	7.3	20	7.8
TOTAL	2961	100.0	73	100.0	2888	100.0	1634	100.0	1070	100.0	257	100.0

TRENDS

Table 5.1: Change in total NICS staff numbers (1987-2002)

	1987	1993	1999	2002	% Change 1987-2002
Non-Industrial	23270	25104	24202	26519	+14.0%
Industrial	5776	4855	2832	2961	-48.7%
TOTAL	29046	29959	27034	29480	+1.5%

Table 5.2: Composition of the NICS at 1 January 1987, 1 January 1999 and 1 January 2002

		1 January 1987		1 January 1999		1 January 2002	
		No	%	No	%	No	%
All NICS	Female	11669	40.2	12973	48.0	14507	49.2
	Male	17377	59.8	14061	52.0	14973	50.8
	P	16164	55.6	14912	55.2	15928	54.0
	RC	9693	33.4	10556	39.0	12517	42.5
	ND	3189	11.0	1566	5.8	1035	3.5
	TOTAL	29046	100.0	27034	100.0	29480	100.0
Non-Industrial	Female	11525	49.5	11525	53.4	14434	54.4
	Male	11745	50.5	11745	46.6	12085	45.6
	P	13526	58.1	13526	55.7	14294	53.9
	RC	7849	33.7	7849	39.7	11447	43.2
	ND	1895	8.1	1895	4.6	778	2.9
	TOTAL	23270	100.0	23270	100.0	26519	100.0
Industrial	Female	144	2.5	56	2.0	73	2.5
	Male	5632	97.5	2776	98.0	2888	97.5
	P	2638	45.7	1435	50.7	1634	55.2
	RC	1844	31.9	942	33.3	1070	36.1
	ND	1294	22.4	455	16.1	257	8.7
	TOTAL	5776	100.0	2832	100.0	2961	100.0

APPENDIX 5

Table 5.3: Change in Female Representation by Grade Level – Non-Industrial Service

Grade Level	1997		1999		2002	
	No	Row%	No	Row%	No	Row%
Grade 5+	23	9.5	25	10.5	41	16.1
Grades 6/7	192	16.6	245	20.8	306	23.6
DP	365	21.6	410	23.3	598	27.9
SO	591	26.2	629	27.9	947	35.2
EO1/2	3253	44.0	3267	45.3	3954	49.3
AA&AO	8257	73.0	8341	72.2	8588	71.0
TOTAL	12681	52.7	12917	53.4	14434	54.4

Table 5.4: Change in Male Representation by Grade Level – Non-Industrial Service

Grade Level	1997		1999		2002	
	No	Row%	No	Row%	No	Row%
Grade 5+	220	90.5	212	89.5	214	83.9
Grades 6/7	965	83.4	935	79.2	991	76.4
DP	1323	78.4	1,352	76.7	1543	72.1
SO	1669	73.8	1,629	72.1	1742	64.8
EO1/2	4134	56.0	3,952	54.7	4071	50.7
AA&AO	3058	27.0	3,205	27.8	3524	29.1
TOTAL	11369	47.3	11285	46.6	12085	45.6

Table 5.5: Change in Protestant Representation by Grade Level – Non-Industrial Service

Grade Level	1997		1999		2002	
	No	Row%	No	Row%	No	Row%
Grade 5+	177	[80.8]	166	[76.9]	168	[72.4]
Grades 6/7	752	[75.4]	752	[73.2]	815	[69.5]
DP	1128	[71.9]	1147	[70.5]	1325	[65.3]
SO	1366	[63.7]	1319	[61.8]	1557	[59.7]
EO1/2	4063	[57.1]	3948	[56.9]	4293	[54.7]
AA&AO	6130	[55.9]	6145	[55.1]	6136	[51.8]
TOTAL	13616	[59.2]	13477	[58.4]	14294	[55.5]

Table 5.6: Change in Roman Catholic Representation by Grade Level – Non-Industrial Service

Grade Level	1997		1999		2002	
	No	Row%	No	Row%	No	Row%
Grade 5+	42	[19.2]	50	[23.1]	64	[27.6]
Grades 6/7	245	[24.6]	275	[26.8]	358	[30.5]
DP	440	[28.1]	481	[29.5]	705	[34.7]
SO	779	[36.3]	814	[38.2]	1053	[40.3]
EO1/2	3057	[42.9]	2992	[43.1]	3552	[45.3]
AA&AO	4828	[44.1]	5002	[44.9]	5715	[48.2]
TOTAL	9391	[40.8]	9614	[41.6]	11447	[44.5]

APPENDIX 5

Industrial Service

Table 5.7: Compositional Change in the Industrial Service 1987 - 2002

Year	Total	Sex				Community Background			
		Male		Female		P		RC	
		No	Row%	No	Row%	No	Row%	No	Row%
1987	5776	5632	97.5	144	2.5	2638	[58.9]	1844	[41.1]
1989	5346	5209	97.4	137	2.6	2428	[59.4]	1660	[40.6]
1991	5195	5087	97.9	108	2.1	2528	[59.7]	1709	[40.3]
1993	4855	4737	97.6	118	2.4	2436	[59.5]	1660	[40.5]
1995	4300	4216	98.0	84	2.0	2179	[59.2]	1501	[40.8]
1997	3260	3201	98.2	59	1.8	1629	[60.0]	1087	[40.0]
1999	2832	2776	98.0	56	2.0	1435	[60.4]	942	[39.6]
2002	2961	2888	97.5	73	2.5	1634	[60.4]	1070	[39.6]

Note: In tables 5.3 – 5.7 community background percentages are shown in square brackets to indicate that they refer to the relative proportions of those belonging to Protestant and Roman Catholic community backgrounds only and therefore exclude those whose community background cannot be determined. The convention of using square brackets is in line with Equality Commission practice.

RECRUITMENT

Table 6.1: Aggregated Actual and Expected* Outcomes for the 159 Permanent Non-Industrial competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
Female	14353	8736	8848	5987	5083	5026
Male	10525	6869	6757	4940	3403	3460
Protestant	10968	7089	6904	5049	3787	3793
Roman Catholic	12958	7925	8082	5489	4509	4489
Not Determined	952	591	620	389	190	205
Total	24878	15605	15605	10927	8486	8486

Table 6.2: Aggregated Actual and Expected Outcomes for the 128 Industrial competitions closed during 1999, 2000 and 2001

	Eligible/ invited to interview	Attended Interview	Considered suitable		Appointed	
			Actual	Expected	Actual	Expected
Female	120	82	69	66	31	23
Male	1114	853	685	688	207	215
Protestant	645	487	385	386	130	128
Roman Catholic	479	374	305	306	94	93
Not Determined	110	74	64	62	14	17
Total	1234	935	754	754	238	238

Table 6.3: Aggregated Actual and Expected Outcomes for the 256 competitions for temporary staff which closed during 1999, 2000 and 2001

	Eligible/ invited to interview	Attended Interview	Considered suitable		Appointed	
			Actual	Expected	Actual	Expected
Female	9071	6250	5445	5414	3089	3054
Male	6423	4435	3671	3702	1967	2002
Protestant	7421	5189	4446	4490	2642	2650
Roman Catholic	7395	5075	4354	4296	2298	2261
Not Determined	678	421	316	331	116	145
Total	15494	10685	9116	9116	5056	5056

***Note:** Expected outcomes are based on the broad assumption that each equal opportunity group is similar in merit and consequently reflects the outcome which would be expected if males and females enjoyed the same success rate, and Protestants and Roman Catholics enjoyed the same success rates.

APPENDIX 6

Table 6.4: Aggregated Actual and Expected Outcomes for the General Service competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	6595	4070	4020	2863	2210	2235
F	10404	6222	6272	4238	3798	3773
P	7185	4532	4341	3188	2643	2647
RC	9358	5515	5687	3757	3280	3273
ND	456	245	264	156	85	89
TOTAL	16999	10292	10292	7101	6008	6008

Table 6.5: Aggregated Actual and Expected Outcomes for the Secretarial competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	4	1	2	1	1	1
F	302	142	141	99	76	76
P	230	109	109	75	57	56
RC	64	27	29	22	17	18
ND	12	7	5	3	3	3
TOTAL	306	143	143	100	77	77

Table 6.6: Aggregated Actual and Expected Outcomes for the Scientific competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	293	129	135	100	37	46
F	291	145	139	105	58	49
P	318	148	150	111	52	52
RC	203	96	92	72	33	34
ND	63	30	32	22	10	9
TOTAL	584	274	274	205	95	95

Table 6.7: Aggregated Actual and Expected Outcomes for the Technology competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	776	668	668	535	281	279
F	211	174	174	126	75	77
P	491	390	404	296	162	159
RC	421	385	371	315	170	172
ND	75	67	66	50	24	24
TOTAL	987	842	842	661	356	356

APPENDIX 6

Table 6.8: Aggregated Actual and Expected Outcomes for the Legal Group competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	10	10	10	8	4	4
F	34	34	34	23	9	9
P	20	20	20	15	7	7
RC	23	23	23	16	6	6
ND	1	1	1	0	0	0
TOTAL	44	44	44	31	13	13

Table 6.9: Aggregated Actual and Expected Outcomes for the Computing competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	40	40	40	33	30	29
F	14	14	14	9	7	8
P	23	23	23	19	19	17
RC	27	27	27	21	16	18
ND	4	4	4	2	2	2
TOTAL	54	54	54	42	37	37

Table 6.10: Aggregated Actual and Expected Outcomes for the Departmental Specialism competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	2547	1783	1760	1288	824	843
F	2927	1878	1901	1288	1020	1001
P	2413	1668	1641	1201	815	814
RC	2753	1781	1800	1237	967	959
ND	308	212	220	138	62	71
TOTAL	5474	3661	3661	2576	1844	1844

Table 6.11: Aggregated Actual and Expected Outcomes for the Centralised Services competitions closed during 1999, 2000 and 2001

	Eligible	Shortlisted		Attended Interview	Offered	
		Actual	Expected		Actual	Expected
M	260	168	189	112	16	15
F	170	127	106	99	40	41
P	288	199	201	144	32	33
RC	109	71	70	49	20	17
ND	33	25	24	18	4	6
TOTAL	430	295	295	211	56	56

APPENDIX 7

PROMOTION

Table 7.1: Aggregated Actual and Expected* outcomes for the 336 Non-Trawl promotion competitions closed during the period 1 January 1999 – 31 December 2001

	Eligible applicants	Recommended		Attended Interview	Listed	
		Actual	Expected		Actual	Expected
Female	11584	6120	6551	5922	2692	2606
Male	10563	5818	5387	5611	1887	1973
Protestant	12092	6225	6363	6006	2175	2281
Roman Catholic	9298	5349	5200	5179	2290	2183
Not Determined	757	364	375	348	114	115
Total	22147	11938	11938	11533	4579	4579

Table 7.2: Aggregated Actual and Expected outcomes for the 189 Trawl promotion competitions closed during the period 1 January 1999 – 31 December 2001

	Eligible applicants	Recommended		Attended Interview	Listed	
		Actual	Expected		Actual	Expected
Female	4181	2339	2349	2186	438	464
Male	2607	1322	1312	1189	307	281
Protestant	3759	2009	1997	1850	408	403
Roman Catholic	2795	1502	1519	1382	309	314
Not Determined	234	150	145	143	28	28
Total	6788	3661	3661	3375	745	745

***Note:** Expected outcomes are based on the broad assumption that each equal opportunity group is similar in merit and consequently reflects the outcome which would be expected if males and females enjoyed the same success rate, and Protestants and Roman Catholics enjoyed the same success rates.

APPENDIX 7

Table 7.3: Non-Trawl Boards closed during 1999–2001 (Aggregated Actual and Expected Outcomes by Grade Level)

		Eligible	Recommended		Attend Interview	Listed	
			Actual	Expected		Actual	Expected
Grade 5+	F	74	48	47	45	4	4
	M	192	138	139	134	11	11
	P	170	124	124	121	7	10
	RC	68	42	41	39	6	3
	ND	28	20	21	19	2	2
	Total	266	186	186	179	15	15
Grade 6	F	7	7	5	7	4	2
	M	28	21	23	21	4	6
	P	24	20	20	20	6	6
	RC	10	8	7	8	2	2
	ND	1	0	1	0	0	0
	Total	35	28	28	28	8	8
Grade 7	F	432	341	342	280	72	54
	M	1339	860	859	775	138	156
	P	1083	731	727	655	114	127
	RC	563	401	409	334	81	64
	ND	125	69	65	66	15	19
	Total	1771	1201	1201	1055	210	210
DP	F	659	391	427	382	127	105
	M	1714	967	931	950	225	247
	P	1396	798	796	782	175	202
	RC	878	509	507	499	160	135
	ND	99	51	55	51	17	14
	Total	2373	1358	1358	1332	352	352
SO	F	1086	525	585	515	242	209
	M	2800	1040	981	1009	276	309
	P	2256	854	885	827	271	279
	RC	1464	643	624	632	235	223
	ND	166	68	57	65	12	16
	Total	3886	1565	1566	1524	518	518
EO1	F	1984	996	1125	977	381	358
	M	1209	816	687	804	314	337
	P	1682	950	961	937	348	362
	RC	1419	820	802	804	332	317
	ND	92	42	48	40	15	16
	Total	3193	1812	1812	1781	695	695
EO2	F	4569	1964	2136	1921	837	846
	M	2109	1187	1015	1154	497	488
	P	3568	1532	1585	1489	634	640
	RC	2978	1569	1511	1539	676	676
	ND	132	50	56	47	24	18
	Total	6678	3151	3151	3075	1334	1334
AO	F	2773	1848	1885	1795	1025	1027
	M	1172	789	752	764	422	420
	P	1913	1216	1265	1175	620	654
	RC	1918	1357	1299	1324	798	762
	ND	114	64	72	60	29	31
	Total	3945	2637	2637	2559	1447	1447

Expected figures may not sum due to rounding

APPENDIX 7

Table 7.4: Non-Trawl Boards closed during 1999–2001 (Aggregated Actual and Expected Outcomes by Occupational Group)

		Eligible	Recommended		Attend Interview	Listed	
			Actual	Expected		Actual	Expected
General Service	F	10156	5724	6133	5556	2536	2484
	M	5832	4163	3754	4028	1483	1535
	P	8258	5045	5150	4891	1878	1968
	RC	7324	4601	4478	4463	2055	1970
	ND	406	241	260	230	86	81
	Total	15988	9887	9887	9584	4019	4019
Secretarial	F	555	35	35	32	4	4
	M	0	0	0	0	0	0
	P	481	26	27	23	1	3
	RC	64	9	7	9	3	1
	ND	10	0	0	0	0	0
	Total	555	35	35	32	4	4
Scientific	F	344	132	143	112	28	21
	M	432	200	189	171	30	37
	P	470	188	202	159	32	34
	RC	268	125	115	109	23	21
	ND	38	19	15	15	3	4
	Total	776	332	332	283	58	58
Technology	F	211	53	57	53	31	21
	M	3198	871	867	837	145	155
	P	2143	560	577	534	103	103
	RC	1086	315	300	307	67	66
	ND	180	49	47	49	6	8
	Total	3409	924	924	890	176	176
Legal	F	0	0	0	0	0	0
	M	0	0	0	0	0	0
	P	0	0	0	0	0	0
	RC	0	0	0	0	0	0
	ND	0	0	0	0	0	0
	Total	0	0	0	0	0	0
Computing	F	82	78	79	75	56	44
	M	246	239	238	238	120	132
	P	179	173	173	172	89	96
	RC	139	134	134	132	82	75
	ND	10	10	10	9	5	5
	Total	328	317	317	313	176	176
Departmental Specialisms		236	98	103	94	37	31
	M	855	345	340	337	109	115
	P	561	233	233	227	72	78
	RC	417	165	167	159	60	51
	ND	113	45	43	45	14	18
	Total	1091	443	443	431	146	146
Centralised Services	F	0	0	0	0	0	0
	M	0	0	0	0	0	0
	P	0	0	0	0	0	0
	RC	0	0	0	0	0	0
	ND	0	0	0	0	0	0
	Total	0	0	0	0	0	0

Expected figures may not sum due to rounding

APPENDIX 7

Table 7.5: Trawl Boards closed during 1999–2001 (Aggregated Actual and Expected Outcomes by Grade Level)

		Eligible	Recommended		Attend Interview	Listed	
			Actual	Expected		Actual	Expected
Grade 5+	F	8	6	6	5	1	1
	M	47	38	38	38	5	5
	P	34	29	28	28	5	4
	RC	19	13	14	13	1	2
	ND	2	2	2	2	0	0
	Total	55	44	44	43	6	6
Grade 6	F	46	26	30	25	3	3
	M	90	64	61	63	7	7
	P	86	56	55	55	7	6
	R	27	17	17	16	1	1
	ND	23	17	18	17	2	3
	Total	136	90	90	88	10	10
Grade 7	F	56	41	37	34	7	6
	M	273	188	192	178	28	29
	P	199	144	144	136	22	23
	RC	108	72	71	64	10	9
	ND	22	13	14	12	3	2
	Total	329	229	229	212	35	35
DP	F	206	163	150	152	29	24
	M	655	454	467	435	56	61
	P	516	372	374	352	54	53
	RC	319	225	224	216	25	29
	ND	26	20	19	19	6	3
	Total	861	617	617	587	85	85
SO	F	525	339	327	310	82	67
	M	1066	671	683	631	99	114
	P	790	497	502	462	94	86
	RC	747	473	474	440	82	89
	ND	54	40	35	39	5	6
	Total	1591	1010	1010	941	181	181
EO1	F	874	407	404	371	94	89
	M	986	474	477	431	98	103
	P	1014	440	442	397	84	91
	RC	784	406	402	373	102	94
	ND	62	35	37	32	6	7
	Total	1860	881	881	802	192	192
EO2	F	851	310	327	263	85	85
	M	946	359	342	324	126	126
	P	1024	392	377	343	125	122
	RC	742	265	281	233	82	84
	ND	31	12	12	11	4	4
	Total	1797	669	669	587	211	211
AO	F	41	30	33	29	6	6
	M	118	91	88	86	19	19
	P	96	79	75	77	17	17
	RC	49	31	36	27	6	5
	ND	14	11	9	11	2	2
	Total	159	121	121	115	25	25

Expected figures may not sum due to rounding

APPENDIX 7

Table 7.6: Trawl Boards closed during 1999–2001 (Aggregated Actual and Expected Outcomes by Occupational Group)

		Eligible	Recommended		Attend Interview	Listed	
			Actual	Expected		Actual	Expected
General Service	F	2021	1081	1067	986	240	222
	M	2821	1607	1621	1512	278	296
	P	2666	1433	1439	1331	270	269
	RC	2032	1169	1161	1086	232	234
	ND	144	86	88	81	16	14
	Total	4842	2688	2688	2498	518	518
Secretarial	F	0	0	0	0	0	0
	M	0	0	0	0	0	0
	P	0	0	0	0	0	0
	RC	0	0	0	0	0	0
	ND	0	0	0	0	0	0
	Total	0	0	0	0	0	0
Scientific	F	86	68	60	67	12	10
	M	185	105	113	99	12	14
	P	170	115	111	109	19	15
	RC	88	48	54	47	3	7
	ND	13	10	8	10	2	2
	Total	271	173	173	166	24	24
Technology	F	8	7	6	6	3	1
	M	321	239	240	227	30	32
	P	186	143	143	138	20	19
	RC	109	77	76	71	10	10
	ND	34	26	27	24	3	4
	Total	329	246	246	233	33	33
Legal	F	43	17	17	16	4	3
	M	29	12	12	11	1	2
	P	43	18	17	16	3	3
	RC	24	7	9	7	0	1
	ND	5	4	3	4	2	1
	Total	72	29	29	27	5	5
Computing	F	388	104	112	71	37	34
	M	618	219	211	186	81	84
	P	532	168	161	127	63	65
	RC	457	148	156	123	53	50
	ND	17	7	6	7	2	3
	Total	1006	323	323	257	118	118
Departmental Specialisms	F	13	11	12	11	3	3
	M	60	46	45	46	14	14
	P	45	37	36	37	13	11
	RC	26	19	20	19	4	6
	ND	2	1	1	1	0	1
	Total	73	57	57	57	17	17
Centralised Services	F	48	34	38	32	8	7
	M	147	111	107	105	22	23
	P	117	95	90	92	20	20
	RC	59	34	42	29	7	6
	ND	19	16	13	16	3	4
	Total	195	145	145	137	30	30

Expected figures may not sum due to rounding

APPENDIX 8

STAFF WHO DECLARED A DISABILITY

Table 8.1: NICS (Non-Industrial and Industrial) staff who declared a disability.

	No who completed the questionnaire	No who declared a disability	No who declared a disability as a % of those who responded to the questionnaire
Non-Industrial staff	21187	1034	4.9
Industrial staff	1362	118	8.7
TOTAL	22549	1152	5.1

Table 8.2: NICS (Non-Industrial and Industrial) staff who declared a disability by Occupational Group

Occupational group	Total Staff		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Col %	No	Col %	No	Col %	No	Col %	No	Col %
General Service	735	63.8	390	83.2	345	50.5	364	58.6	350	73.2	21	39.6
Secretarial	30	2.6	29	6.2	1	0.1	18	2.9	8	1.7	4	7.5
Scientific	34	3.0	8	1.7	26	3.8	22	3.5	9	1.9	3	5.7
Technology	59	5.1	4	0.9	55	8.1	45	7.2	12	2.5	2	3.8
Legal	13	1.1	3	0.6	10	1.5	11	1.8	2	0.4		0.0
Computing	20	1.7	2	0.4	18	2.6	12	1.9	7	1.5	1	1.9
Specialisms	93	8.1	19	4.1	74	10.8	59	9.5	28	5.9	6	11.3
Centralised Services	50	4.3	13	2.8	37	5.4	32	5.2	12	2.5	6	11.3
Industrial Supervisory	17	1.5	0	0.0	17	2.5	8	1.3	8	1.7	1	1.9
Industrial Craft	8	0.7	0	0.0	8	1.2	7	1.1	1	0.2	0	0.0
Industrial Non Craft	93	8.1	1	0.2	92	13.5	43	6.9	41	8.6	9	17.0
TOTAL	1152	100.0	469	100.0	683	100.0	621	100.0	478	100.0	53	100.0

APPENDIX 8

Table 8.3: NICS (Non-Industrial and Industrial) staff who declared a disability by Department/Agency

Department/ Agency	Staff who declared a disability		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	% of total staff	No	Row %	No	Row %	No	Row %	No	Row %	No	Row %
DARD	153	4.9	52	34.0	101	66.0	83	54.2	65	42.5	5	3.3
DCAL	19	5.9	4	21.1	15	78.9	15	78.9	4	21.1	0	0.0
DE	31	6.0	16	51.6	15	48.4	18	58.1	11	35.5	2	6.5
DETI	39	3.6	11	28.2	28	71.8	22	56.4	11	28.2	6	15.4
DFP	95	4.3	31	32.6	64	67.4	62	65.3	28	29.5	5	5.3
OFMDFM	9	2.8	6	66.7	3	33.3	6	66.7	2	22.2	1	11.1
DEL	79	6.1	43	54.4	36	45.6	39	49.4	37	46.8	3	3.8
DHSSPS	29	3.4	10	34.5	19	65.5	21	72.4	7	24.1	1	3.4
DOE	66	4.7	25	37.9	41	62.1	43	65.2	20	30.3	3	4.5
DRD	188	5.6	42	22.3	146	77.7	107	56.9	67	35.6	14	7.4
DSD (Core)	22	5.2	14	63.6	8	36.4	9	40.9	12	54.5	1	4.5
SSA	283	5.9	157	55.5	126	44.5	105	37.1	170	60.1	8	2.8
CSA	69	4.9	30	43.5	39	56.5	37	53.6	31	44.9	1	1.4
NIA	7	5.5	2	28.6	5	71.4	5	71.4	2	28.6	0	0.0
NIO	61	4.7	25	41.0	36	59.0	48	78.7	11	18.0	2	3.3
PSNI	2	6.1	1	50.0	1	50.0	1	50.0	0	0.0	1	50.0
TOTAL	1152	5.1	469	40.7	683	59.3	621	53.9	478	41.5	53	4.6

Table 8.4: NICS (Non-Industrial and Industrial) staff who declared a disability by Work Pattern

Work pattern	Staff who declared a disability		Sex				Community Background					
			Female		Male		P		RC		ND	
	No	Col %	No	Col %	No	Col %	No	Col %	No	Col %	No	Col %
Full-time	1035	89.8	365	77.8	670	98.1	558	89.9	428	89.5	49	92.5
Part-time	117	10.2	104	22.2	13	1.9	63	10.1	50	10.5	4	7.5
TOTAL	1152	100.0	469	100.0	683	100.0	621	100.0	478	100.0	53	100.0

APPENDIX 9

STAFF FROM ETHNIC MINORITY BACKGROUNDS

Table 9.1: NICS Non-Industrial and Industrial staff by Ethnic Background and Sex

		Total	White	Minority Ethnic Backgrounds							Total Staff from Minority Ethnic Backgrounds
				Black African	Black Caribbean	Bangladeshi	Chinese	Indian	Pakistani	Other	
Non Industrial	Female	14434	14426	2	0	0	1	1	0	4	8
	Male	12085	12061	3	1	1	4	4	2	9	24
	Total	26519	26487	5	1	1	5	5	2	13	32
Industrial	Female	73	73	0	0	0	0	0	0	0	0
	Male	2888	2888	0	0	0	0	0	0	0	0
	Total	2961	2961	0	0	0	0	0	0	0	0
TOTAL		29480	29448	5	1	1	5	5	2	13	32

Table 9.2: NICS staff by Ethnic Background and Department.

Department	Total staff in Dept.	White	Minority Ethnic Backgrounds							Total Staff from Minority Ethnic Backgrounds
			Black African	Black Caribbean	Bangladeshi	Chinese	Indian	Pakistani	Other	
DARD	3706	3698	4	0	0	0	2	0	2	8
DCAL	377	377	0	0	0	0	0	0	0	0
DE	584	583	0	0	0	0	0	0	1	1
DETI	1209	1206	1	0	0	1	0	0	1	3
DFP	2681	2677	0	0	1	1	0	1	1	4
OFMDFM	352	351	0	0	0	1	0	0	0	1
DEL	1455	1455	0	0	0	0	0	0	0	0
DHSSPS	931	929	0	0	0	0	1	0	1	2
DOE	1739	1736	0	0	0	1	1	0	1	3
DRD	4899	4896	0	0	0	0	0	1	2	3
DSD (Core)	474	474	0	0	0	0	0	0	0	0
SSA	5798	5796	0	0	0	0	1	0	1	2
CSA	1606	1603	0	1	0	1	0	0	1	3
NIA	175	175	0	0	0	0	0	0	0	0
NIO	1437	1436	0	0	0	0	0	0	1	1
PSNI	2057	2056	0	0	0	0	0	0	1	1
TOTAL	29480	29448	5	1	1	5	5	2	13	32

APPENDIX 10

SENIOR CIVIL SERVICE

Table 10.1: Senior Civil Service (SCS) staff by Sex and Community Background

Sex	Total SCS Staff		Community Background					
			P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %
Female	41	16.3	20	48.8	14	34.1	7	17.1
Male	210	83.7	144	68.6	50	23.8	16	7.6
TOTAL	251	100.0	164	65.3	64	25.5	23	9.2

Table 10.2: Senior Civil Service (SCS) by Occupational Group and Community Background

Occupational Group	Total SCS Staff		Community Background					
			P		RC		ND	
	No	Col %	No	Row %	No	Row %	No	Row %
General Service	167	66.5	110	65.9	47	28.1	10	6.0
Scientific	4	1.6	2	50.0	1	25.0	1	25.0
Technology	9	3.6	7	77.8	0	0.0	2	22.2
Legal	25	10.0	17	68.0	7	28.0	1	4.0
Specialisms	46	18.3	28	60.9	9	19.6	9	19.6
TOTAL	251	100.0	164	65.3	64	25.5	23	9.2

