

Civil Service Statistics

as at 31 March 2020

This bulletin presents headline statistics on the UK Civil Service workforce, including demographic characteristics, earnings, grades, and locations of civil servants. For the first time we are also reporting data on the Gender Pay Gap and Government Functions.

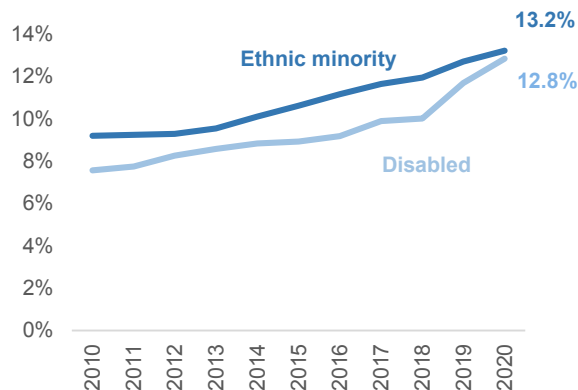
Key Statistics:

- Civil Service headcount is 456,410, up from 445,480 in 2019. On a full-time equivalent basis (FTE), employment is 423,770, up from 413,910 in 2019.

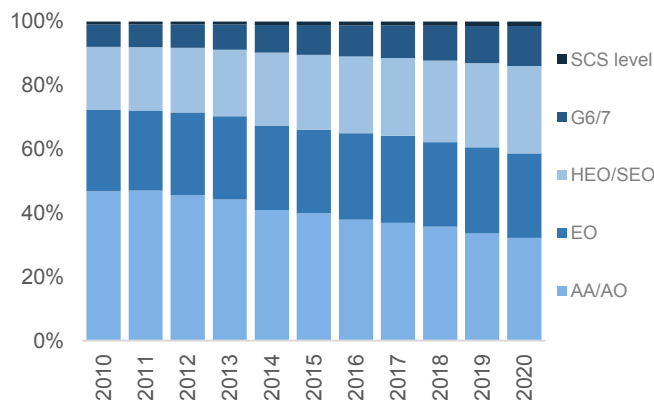
Of these civil servants:

- 53.8% are women, a decrease of 0.1 percentage point (pp) from the previous year.
- 13.2% are from an ethnic minority background, up from 12.7% in 2019.
- 12.8% declare themselves as having a disability, up from 11.7% in 2019.
- 5.0% identify as being lesbian, gay, bisexual or recorded their sexual orientation as 'other' (LGBO), up from 4.9% in 2019.
- 67.8% are working at Executive Officer (EO) grade and above, up from 66.4% in 2019 and 53.2% in 2010.
- 36.1% are aged under 40, up from 35.8% in 2019.
- 91,660 work in London, up from 89,100 in 2019.
- The median salary is £28,180, up £1,100 (4.1%) from £27,080 in 2019.
- The median and mean gender pay gap for the Civil Service is 10.3% and 9.2% respectively.

Representation of ethnic minority and disabled civil servants 2010 to 2020 (see Table 2 in the associated data tables)



Civil Service grade structure 2010 to 2020 (see Table 1)



Cabinet Office



31 March 2020

Published 26 August 2020

Next publication in July 2021

Contacts

Lead Statistician, Chris White:
civilservicestatistics@cabinetoffice.gov.uk

Press enquiries:
wayne.bontoft@cabinetoffice.gov.uk

Contents

Introduction	2
Size and grades	3-5
Location	6-7
Diversity	8-13
Salary and working patterns	14-16
Gender pay gap	17
Professions	18-19
Functions	20
Entrants and leavers	21
Notes	22

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 is 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). This bulletin presents departmental information as at 31 March 2020, and will not, therefore, reflect machinery of government changes that have or will take place after this date. DExEU information is presented for entrants and leavers only as the department closed on the 31st January 2020.

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. 2020 data in this bulletin 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 to 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) — the regulatory arm of the UK Statistics Authority — undertook a compliance check of Civil Service Statistics during December 2019 and January 2020. The OSR confirmed continuing National Statistics designation for Civil Service Statistics in their [letter](#) published 19 February 2020.

Request for Feedback

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://code.statisticsauthority.gov.uk/>

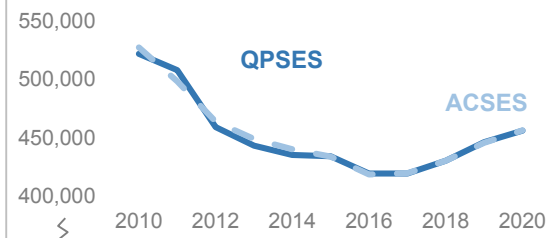
The Civil Service has grown over the past year

The Civil Service headcount increased by 10,930 in the year to March 2020 and stands at 456,410.

On a full-time equivalent (FTE) basis Civil Service employment stands at 423,770. FTE takes into account part-time workers. In 2020 just under a quarter of civil servants worked part-time (22.9%).

At the time of publication, the latest statistics from the ONS Quarterly Public Sector Employment Survey (QPSES) are also as at March 2020, and show Civil Service employment was 455,620 (423,050 on an FTE basis). Users should refer to the regular ONS quarterly statistics when monitoring changes in the size of the Civil Service.

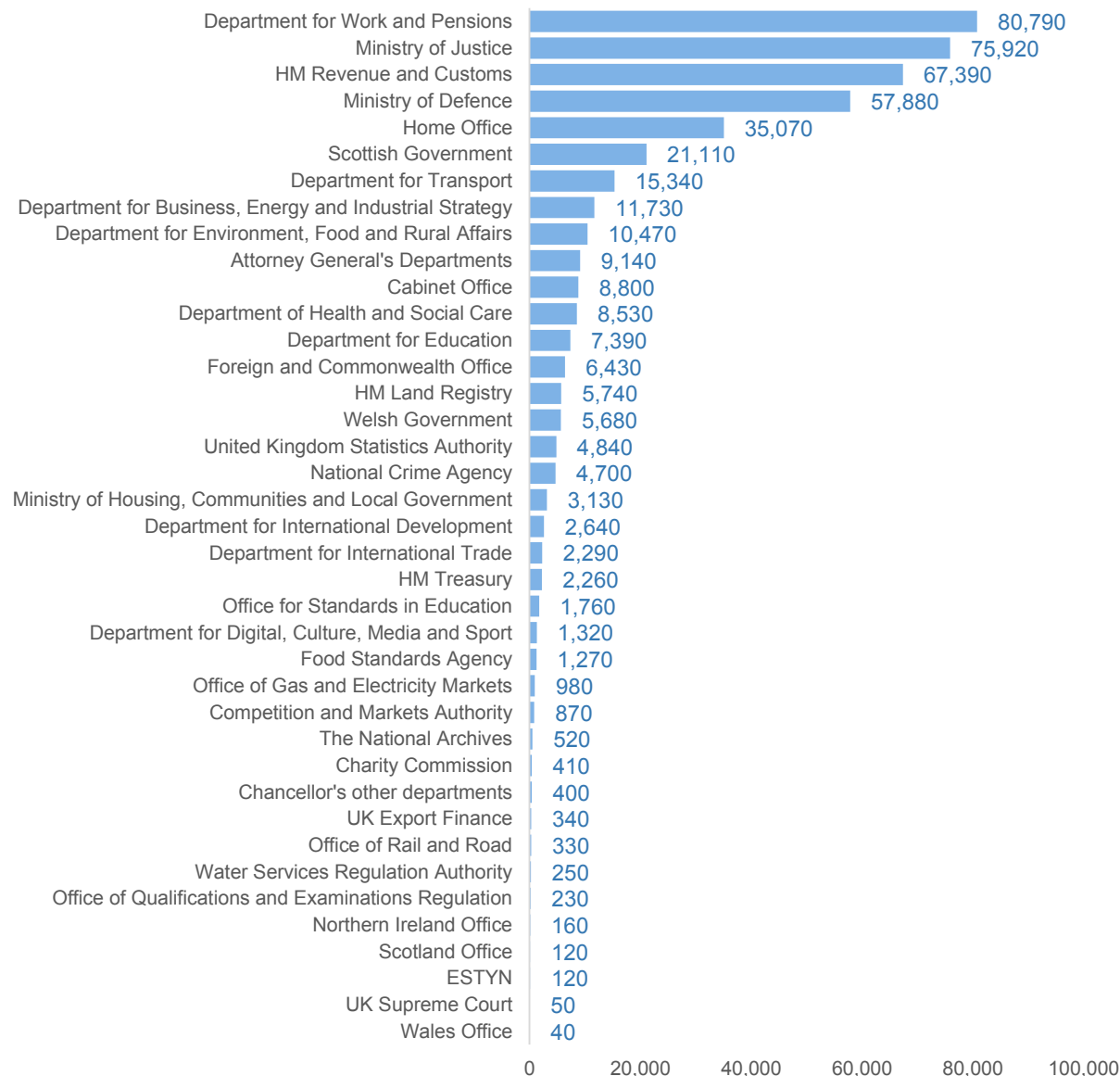
Comparing headcount by data source 2010 to 2020 (see Table 11)



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 70% of the workforce.

Civil Service headcount by department (see Table 11)



The Civil Service is becoming more senior in grade

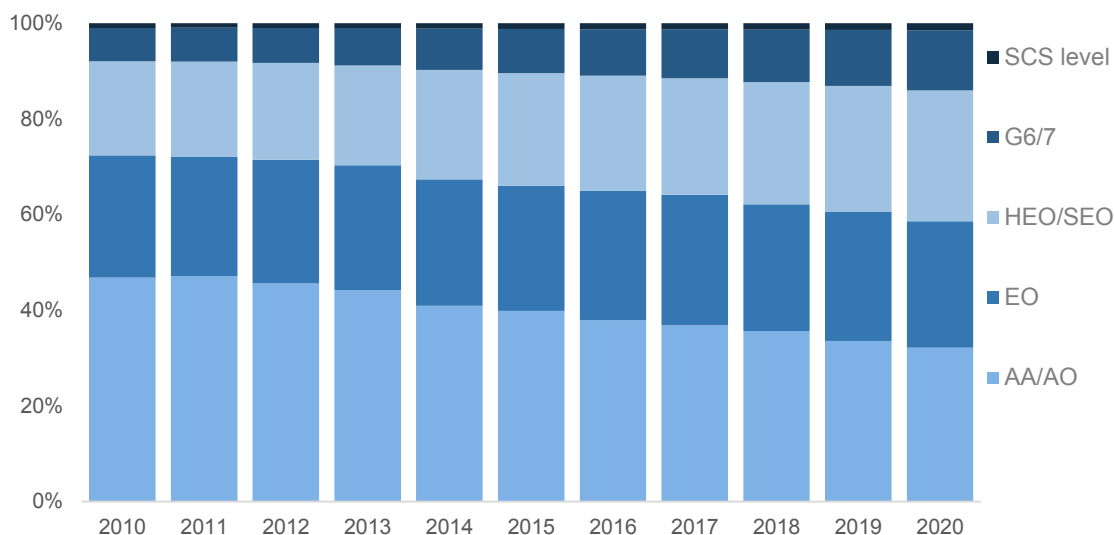
The percentage of civil servants working at grades EO and above is now 67.8%, up from 53.2% in 2010 and 66.4 % in 2019.

The percentage of civil servants working in the most junior grades (AA/AO) has fallen every year since 2011, from 47.1% to 32.2%.

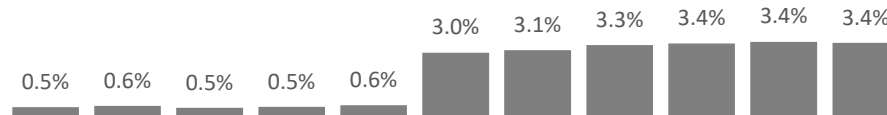
The percentage of civil servants working in grades 6 and 7 has increased to 12.5% from 7.0% in 2010.

The percentage of grades that are not reported has remained stable at 3.4% over the last three years.

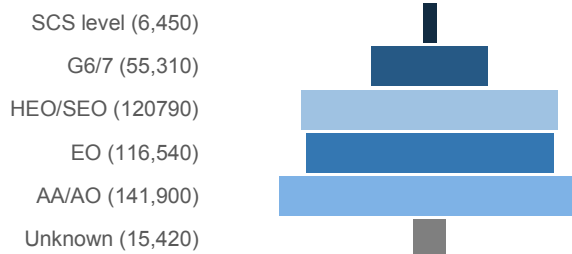
Civil Service grade structure 2010 to 2020 (see Table 1)



Percentage of grade not reported 2010 to 2020 (see Table 1)



Headcount by grade (see Table 1)



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.

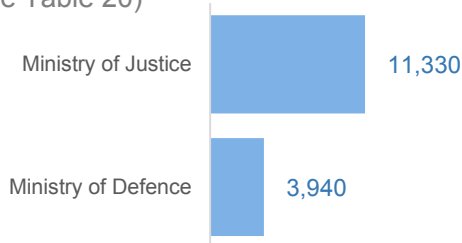
Grade structure varies by department

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 staff at EO level and below (82.5%).

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 (89.6%).

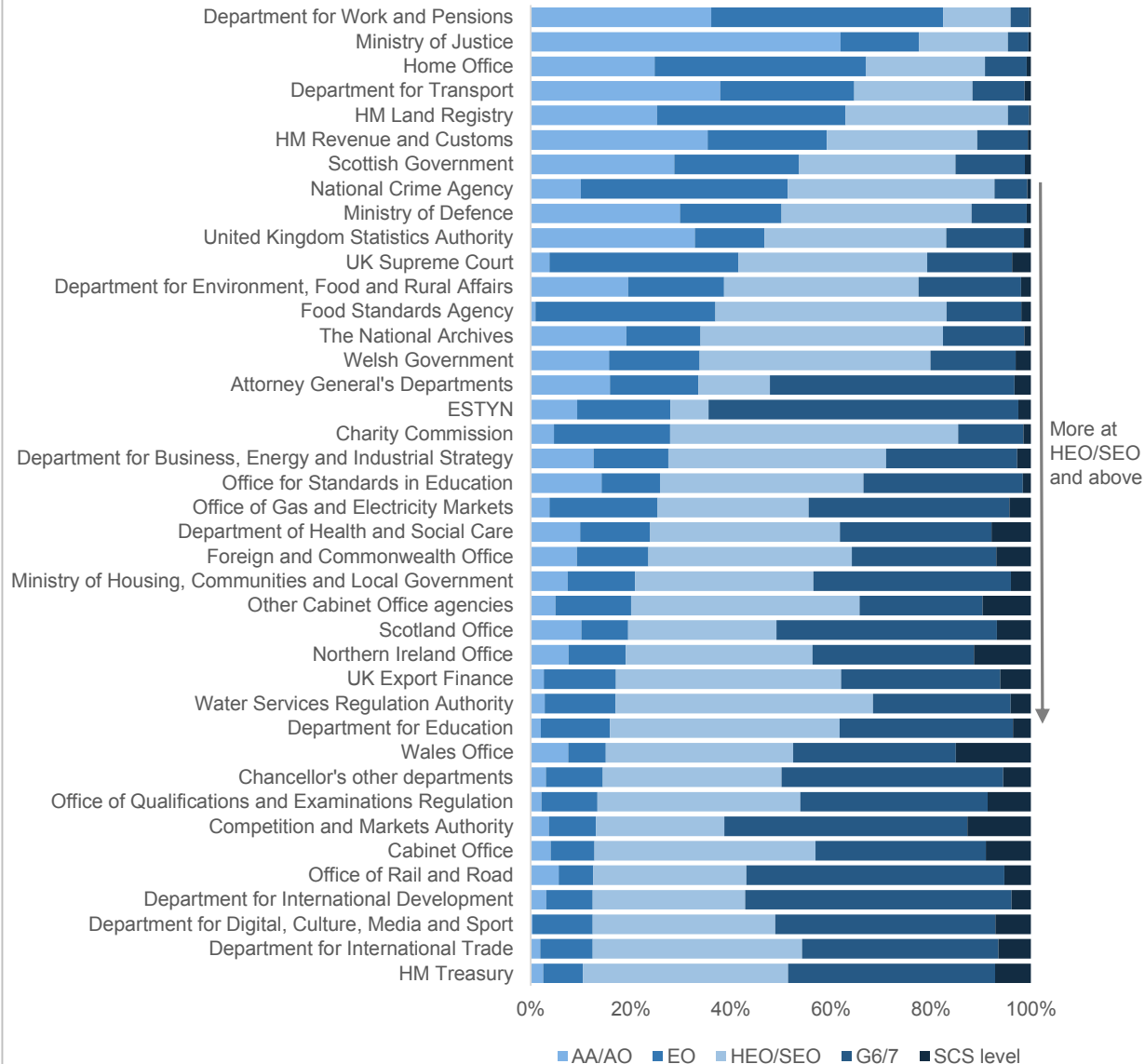
Several departments did not supply grade data for some of their employees.

Departments with a large number of not reported grades (see Table 20)



A small number of other departments also have <70 employees with no reported grade.

Grade structure by department (see Table 20)



Civil servants work in all regions of the UK, and overseas

One in five civil servants are based in London.

The regions with the largest number of civil servants are London (91,660), the North West of England (55,780), and Scotland (45,650).

After Northern Ireland and overseas, the region with the smallest number of civil servants is the East Midlands (20,390).

Civil Service headcount by region (see Table 10)



Statistical Note

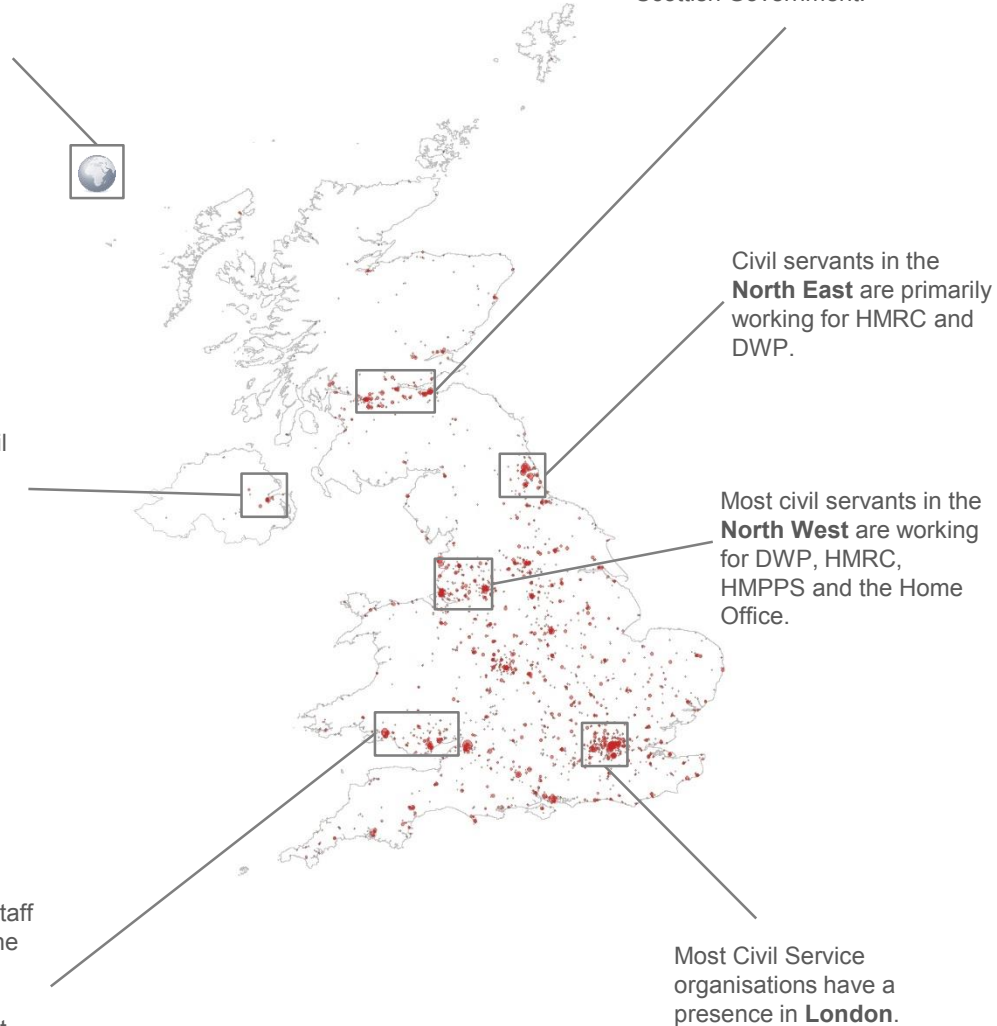
These regions are NUTS1 statistical regions as defined by Eurostat and the Office for National Statistics (with the exception of "overseas").

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, based 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.



Nearly all UK regions have seen increases in Civil Service employment

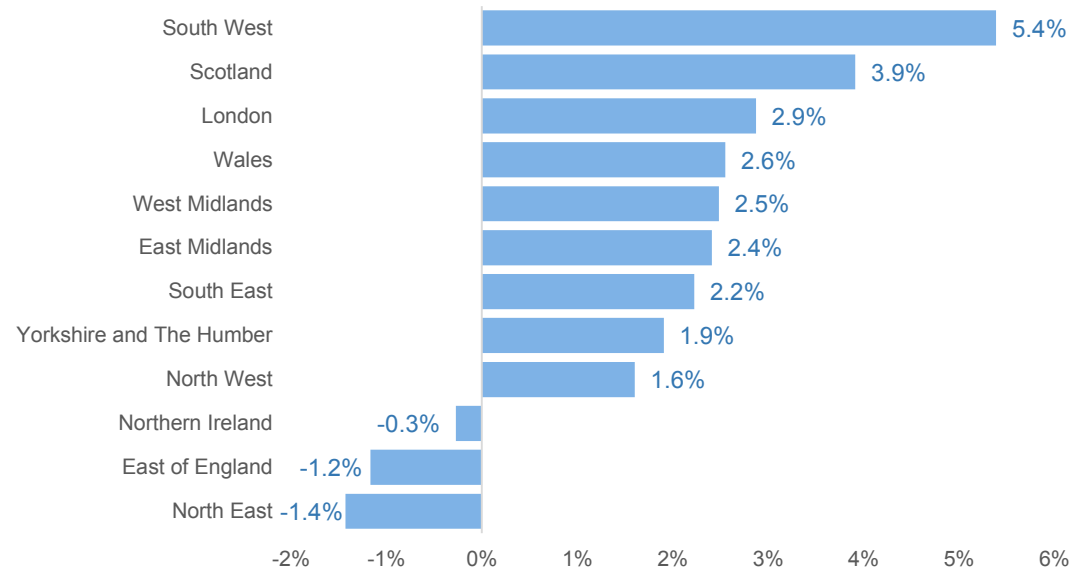
Civil Service employment increased in all regions, except in the North East, the East of England and Northern Ireland.

The percentage of civil servants based in the South West has increased by 5.4% since 2019, more than any other region.

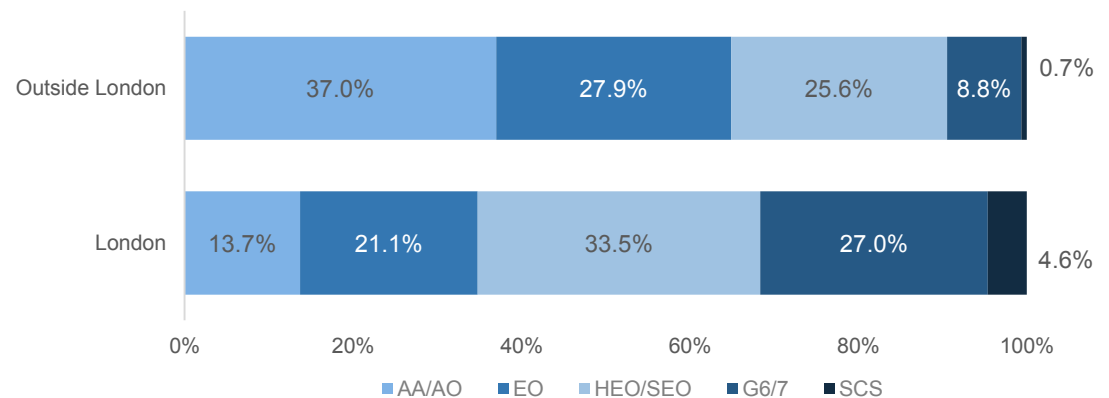
The likelihood of civil servants being based in London increases with seniority. Outside of London, 37.0% of roles are at the AA/AO grades, compared to just 13.7% within London. The percentage of those in G6/7 roles outside of London is only 8.8%, compared to 27.0% within London.

Certain professions are particularly clustered in London; 74.7% of those in Economics, 71.1% in International Trade, 63.8% in Policy, and 52.6% in Communications. Other professions tend to be more evenly distributed across the regions (Table 47).

Percentage change in Civil Service regional headcount from 2019 to 2020 (see Table 10)



Percentage of civil servants at each grade within London, and outside of London (see Table 16)



Statistical Note

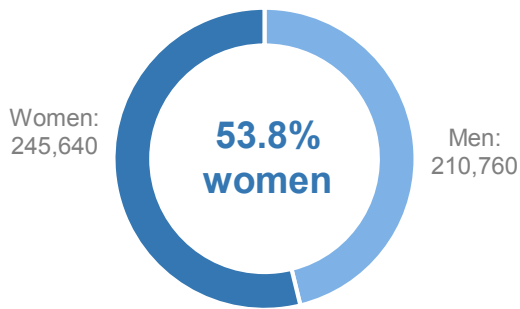
These regions are NUTS1 statistical regions as defined by Eurostat and the Office for National Statistics (with the exception of "Overseas").

Women are still under-represented in senior grades

There are more women (245,640) than men (210,760) 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 women in senior grades is increasing. In 2020 45.7% of those at SCS level were women compared to 34.1% in 2010. Similarly, 47.6% of G6/7 are women in 2020, compared to 40.2% in 2010.

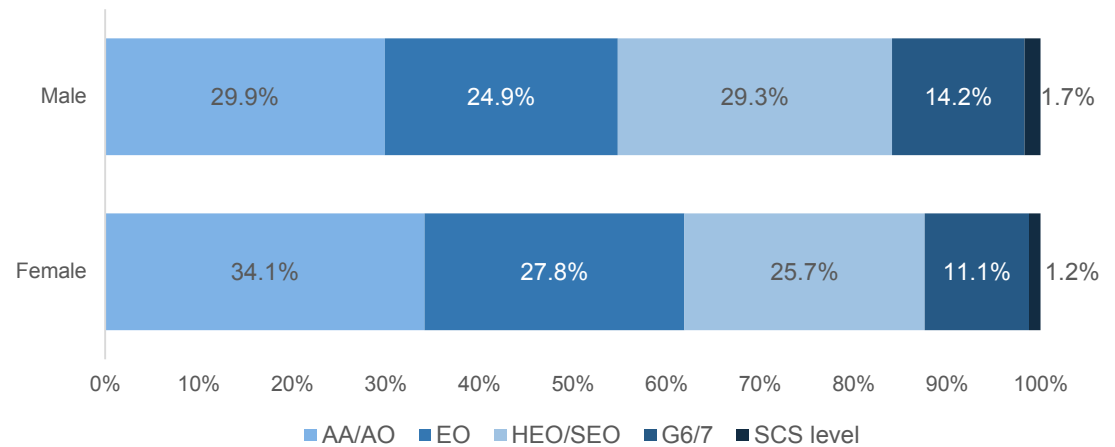
Civil servants by sex (see Table 1)



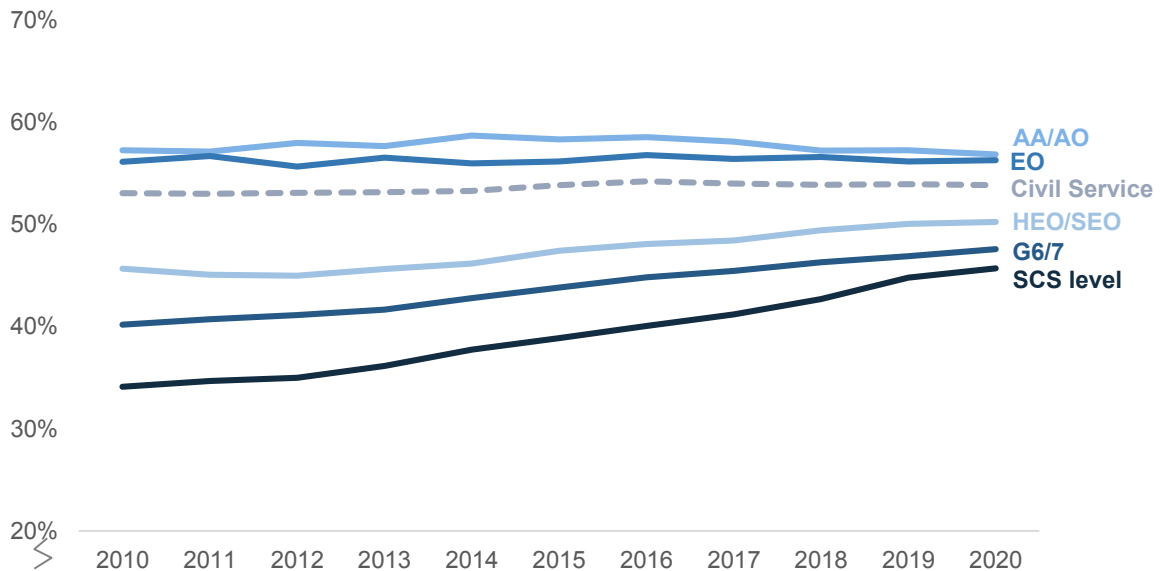
Statistical Note

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 (see Table 1)



Percentage of women by grade 2010 to 2020



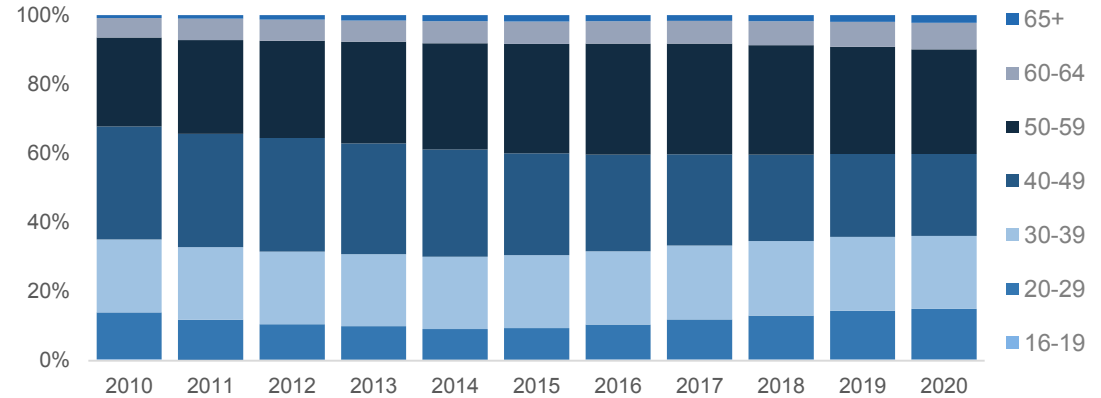
The percentage of civil servants aged under 40 continues to increase

The percentage of civil servants aged under 40 is 36.1%, up from 35.8% in 2019.

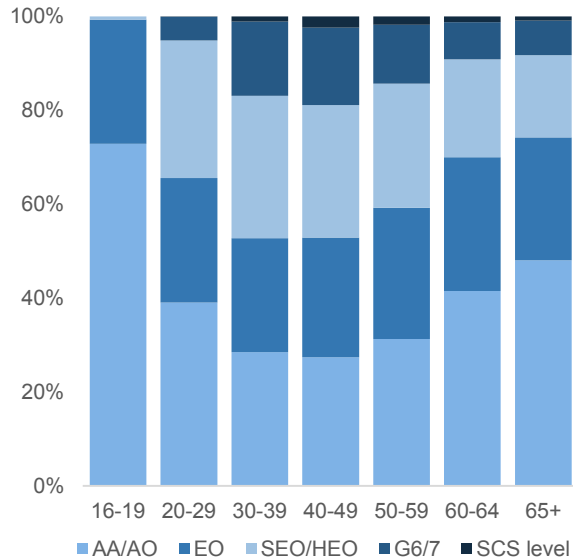
The median age of the Civil Service remains unchanged from 2019 at 46 years.

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 72.6%. This compares to 61.0% of 20-29 years olds and 58.5% of those aged 60-64.

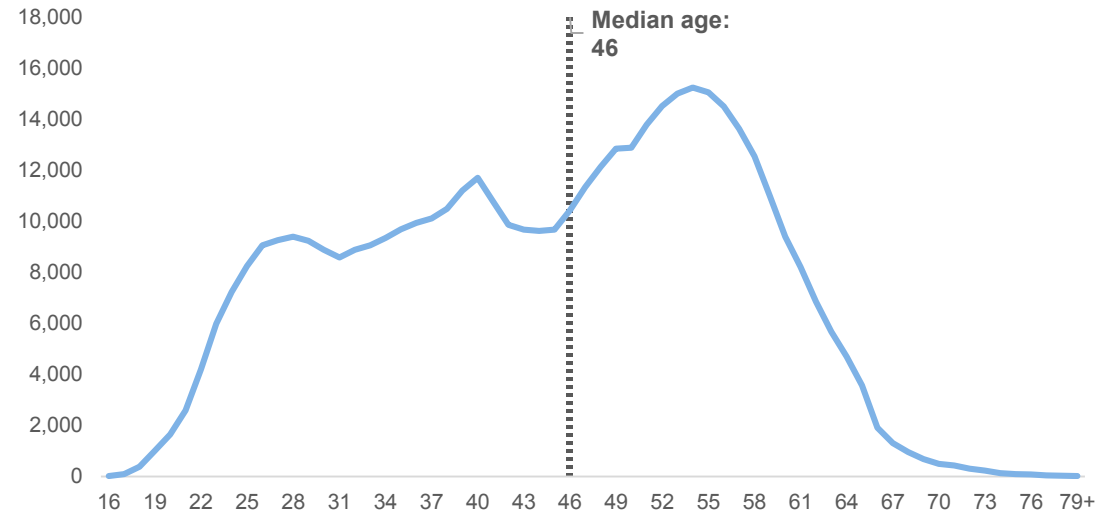
Civil Service by age band 2010 to 2020 (see Table 4)



Percentage of civil servants at each grade by age band (see Table 4)



Age distribution and median age of the Civil Service



The percentage of civil servants who are declared disabled is at a high of 12.8%

Since 2010 there has been a year-on-year increase in the percentage of civil servants who declare themselves as disabled. This figure now stands at 12.8%, 5.2 percentage points higher than in 2010.

The proportion of civil servants with a declared disability has increased across all grades since 2010.

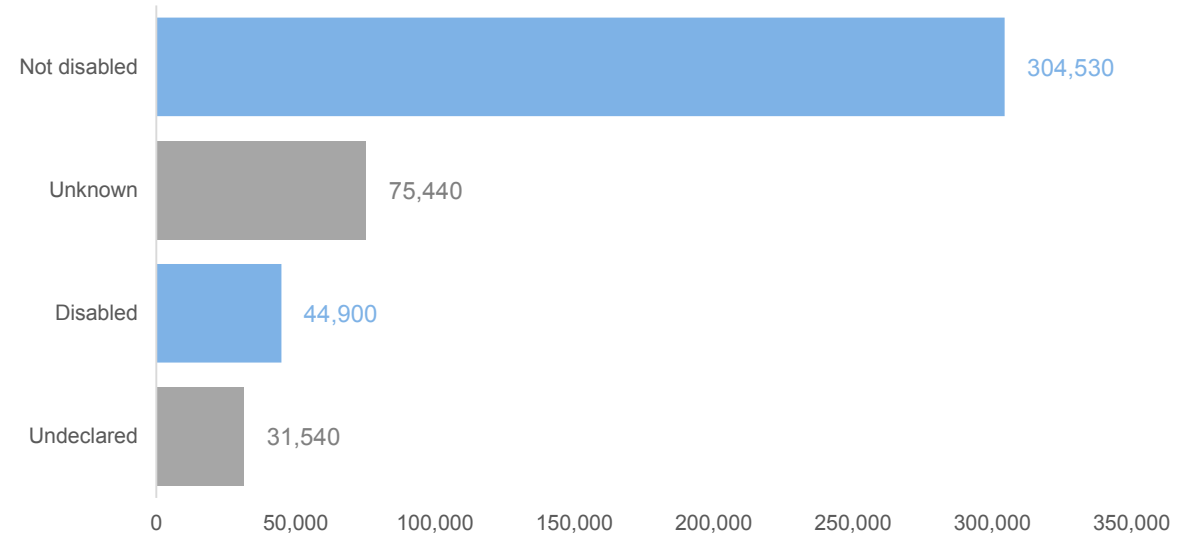
The percentage of civil servants declaring themselves as disabled remains below that of the economically active working age population (14.2%).

Statistical Note

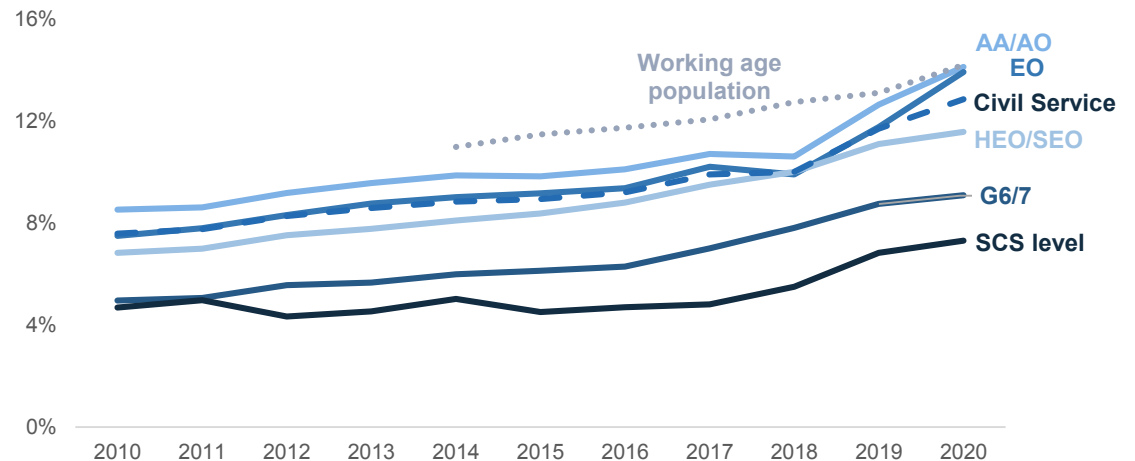
The percentages stated here exclude those with an unknown disability status and those that have elected to not declare themselves as either disabled or non-disabled.

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 (see Table 3)



Percentage of civil servants who are declared disabled by grade 2010 to 2020 (see Table 3)



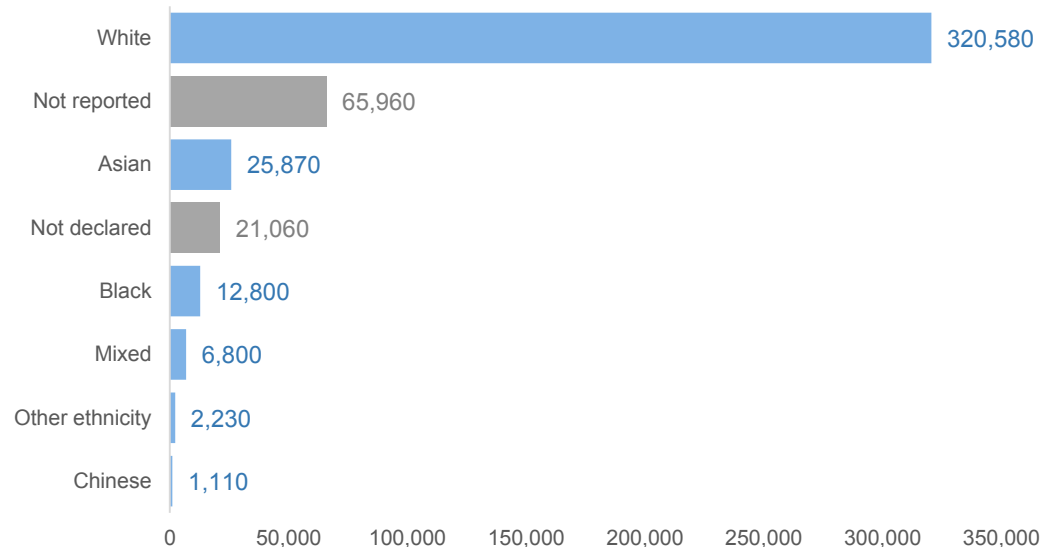
Those from an ethnic minority background represent 13.2% of the Civil Service

Of those with a known ethnicity, the percentage who are from an ethnic minority background has been increasing since 2010 and currently stands at 13.2%, up from 9.2% in 2010.

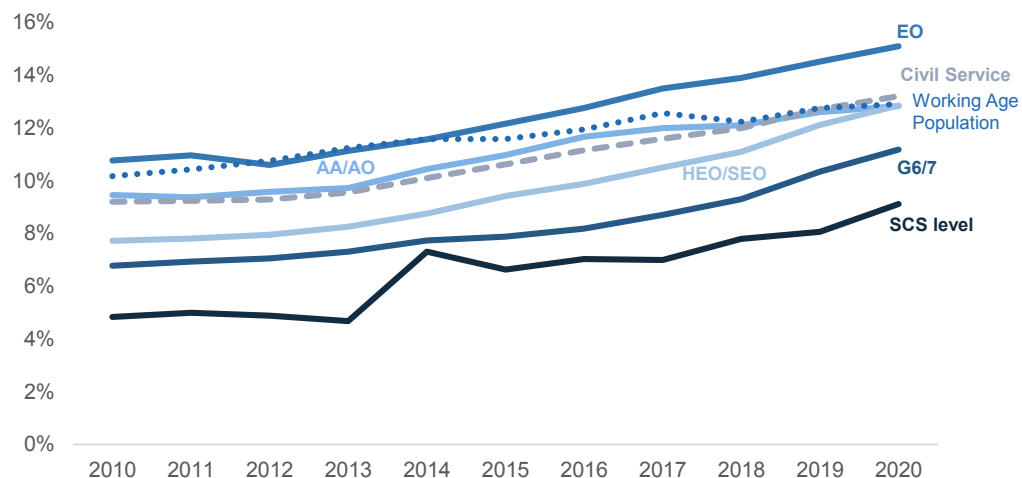
The percentage of civil servants from an ethnic minority background has also increased within each grade since 2010, with the largest increase at HEO/SEO grades, up by over 5 percentage points to 12.9% in 2020.

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 9.1%.

Civil servants by ethnic group (see Table 2)



Percentage of civil servants from an ethnic minority background by grade 2010 to 2020 (see Table 2)



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.

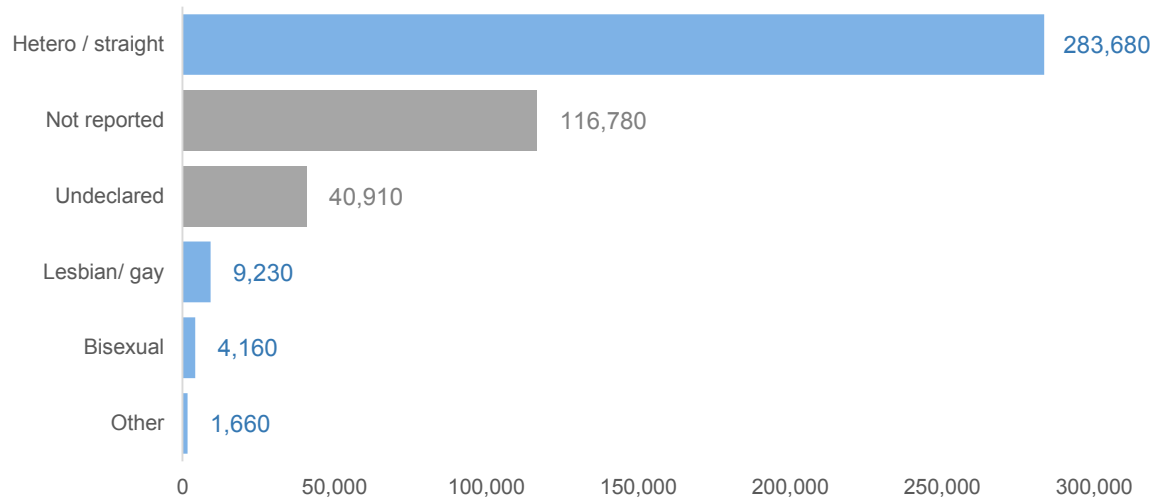
The percentage of civil servants identifying as LGBO has increased to 5.0%

Of those with a known sexual orientation, 5.0% 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 1.3 percentage points since 2015.

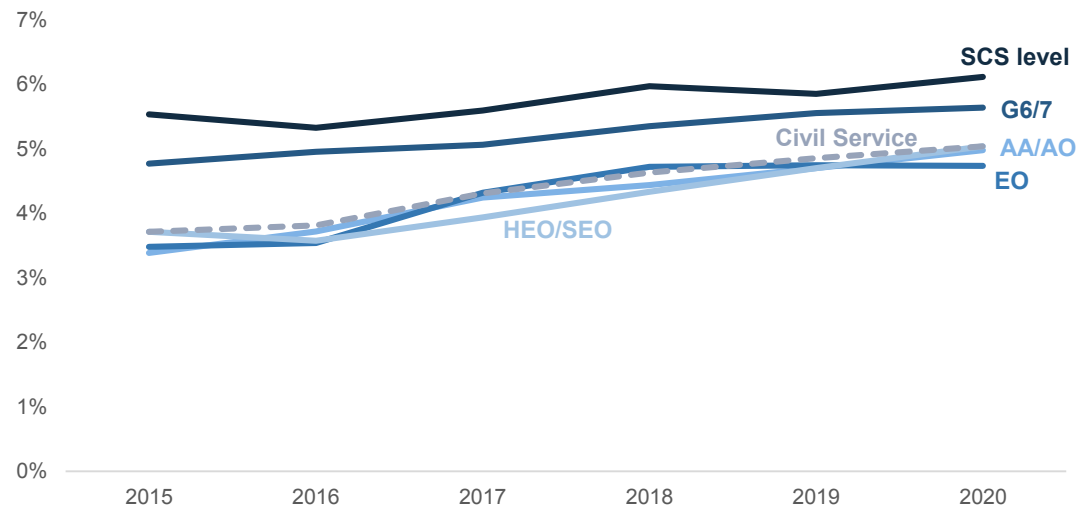
The grade with the highest percentage of LGBO civil servants is SCS level (6.1%).

Reporting rates for sexual orientation have increased from 38.1% in 2015 when it was first collected, to 65.5% in 2020.

Civil servants by sexual orientation (see Table A2)



Percentage of civil servants that identify as LGBO by grade 2015 to 2020 (see Table A2)



Statistical Note

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

Reporting rates for religion and belief have increased over the last year

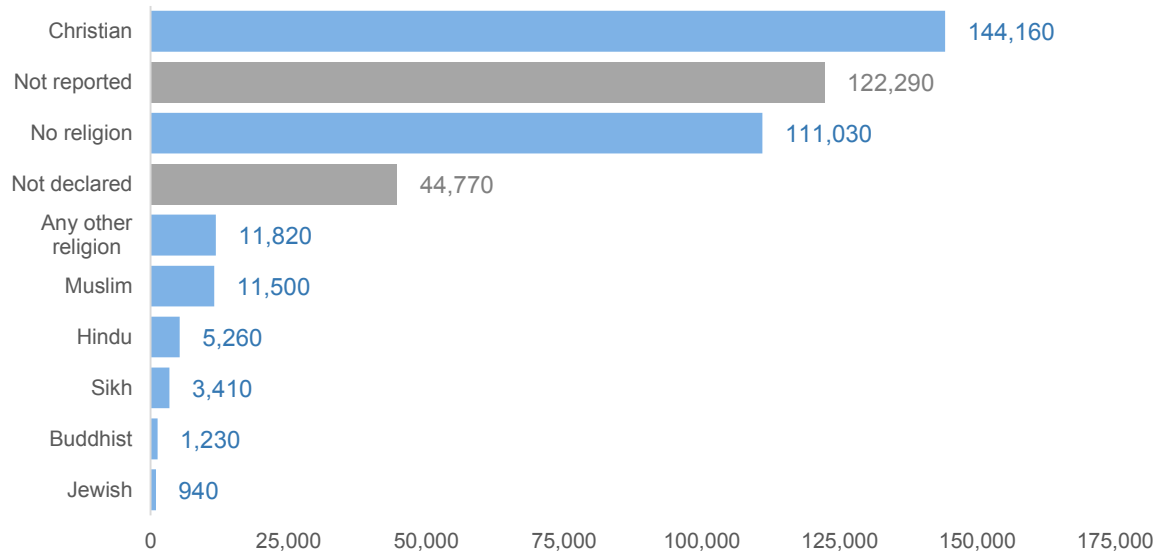
Reporting rates for religion and belief have increased this year to 63.4%, up from 54.9% in 2019 .

Of those who have reported, the most commonly reported religion or belief is Christianity at 49.8%. The second most commonly reported is Islam (Muslim) at 4.0%. A further 38.4% of civil servants reported having no religion or belief.

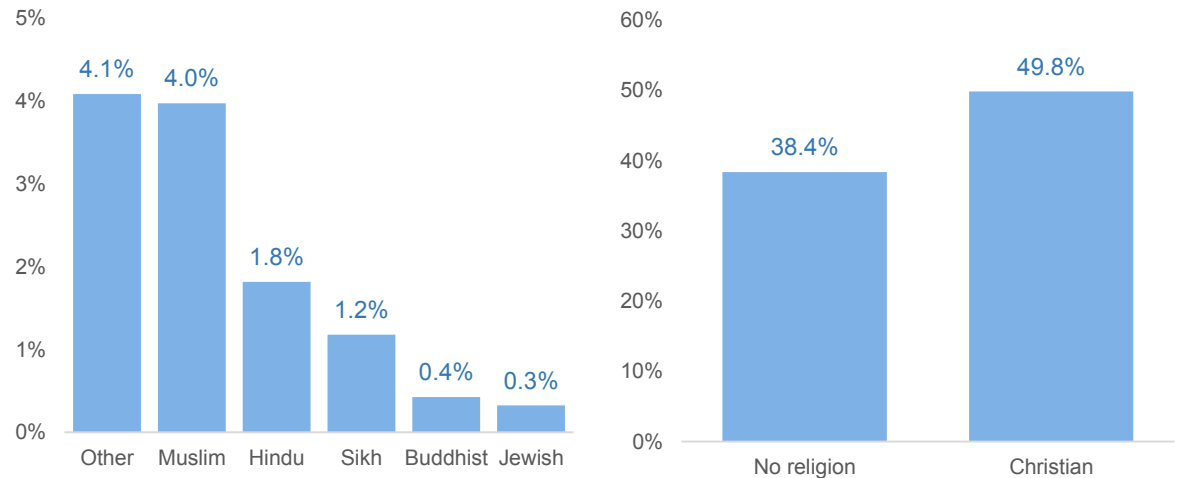
Statistical Note

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

Civil servants by religion, belief, or non-belief (see Table A4)



Percentage of civil servants by religion, belief, or non-belief (see Table A4)



Median salary has increased to £28,180

Over the year, the median salary in the Civil Service rose to £28,180 from £27,080, an increase of £1,100 (4.1%). The mean and median salaries are higher for full-time staff compared to part-time staff on a full time equivalent basis.

The median salary varies by grade, from £20,500 in the administrative grades, to £81,440 at SCS level.

Women in the Civil Service have a median salary of £28,650, compared to £30,880 for men. Women have a mean salary of £32,760 compared to £34,530 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.

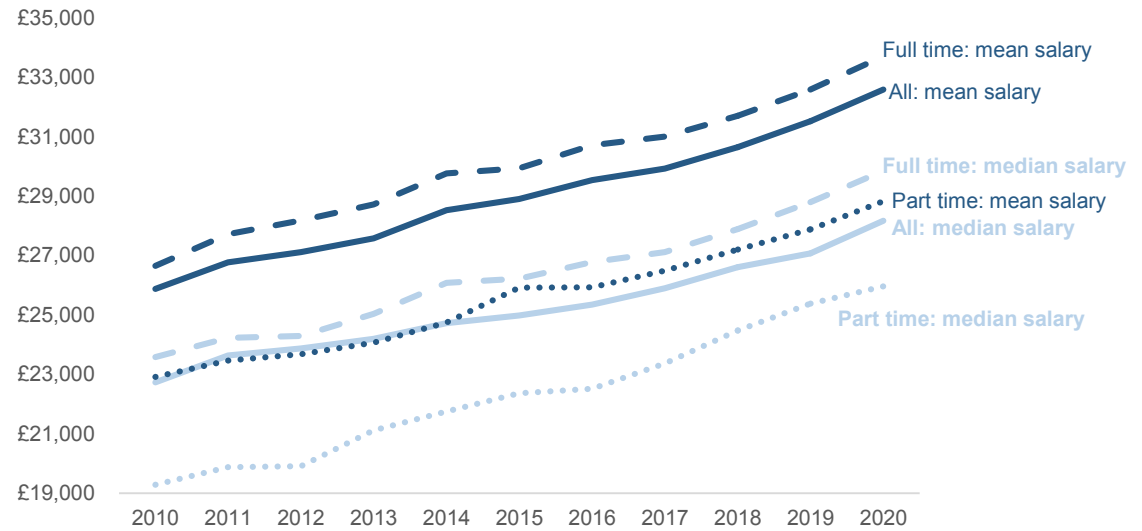
Any differences in pay presented here do not represent the official measure of the 'Gender Pay Gap' (these are presented on page 17). Government departments separately publish their gender pay gap data on the Government Equalities Office (GEO) portal each year to comply with the legal requirements.

Statistical Note

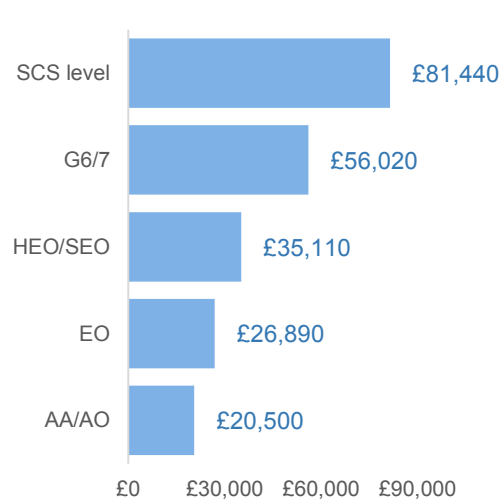
It is important to note that these figures are not adjusted for inflation.

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.

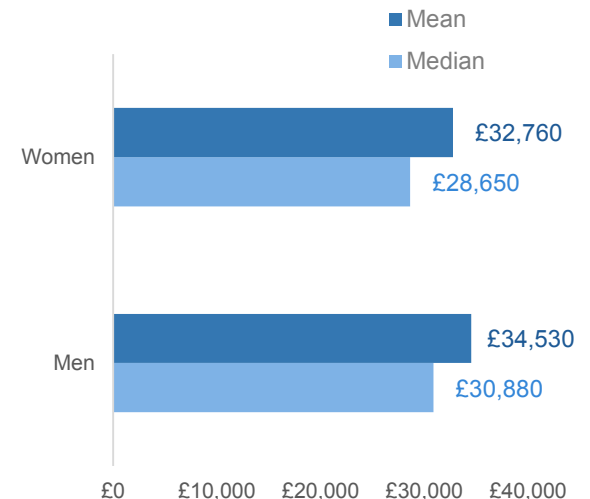
Median and mean salary of full-time, part-time, and all civil servants 2010 to 2020 (note truncated axis, see Table 6)



Median salary by grade (see Table 25)



Mean and median pay by sex (see Table 29)



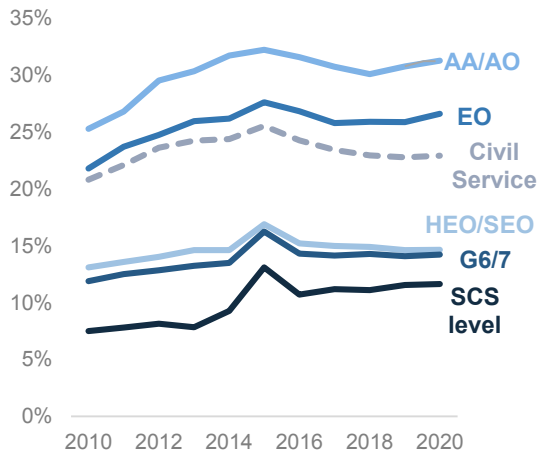
Almost one in four civil servants work part-time

The percentage of civil servants working part-time is 22.9%.

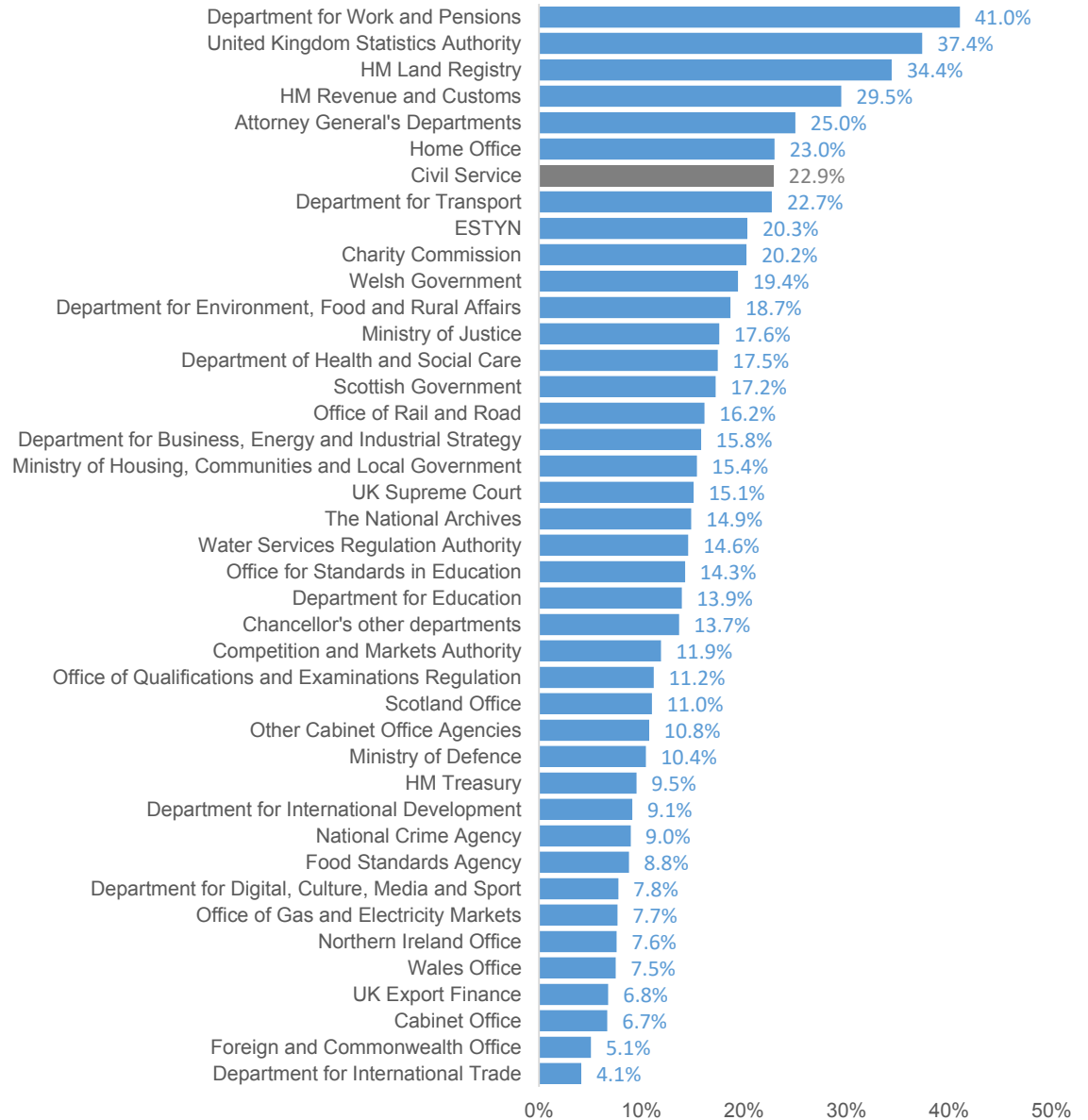
The Department of Work and Pensions has the highest percentage of employees working part-time (41.0%).

The percentage of civil servants working part-time is lower in senior grades, decreasing from 31.3% of those in the AA/AO grades to 11.6% 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 2010 to 2020



Percentage of civil servants working part-time by department (see Table 46)



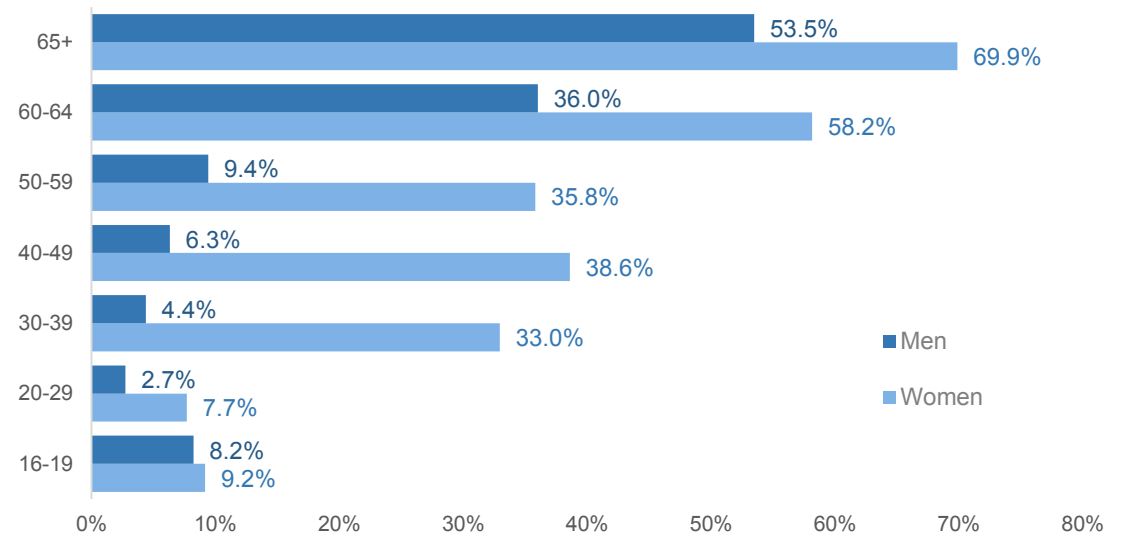
Women are more likely to work part-time than men at all age bands

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.

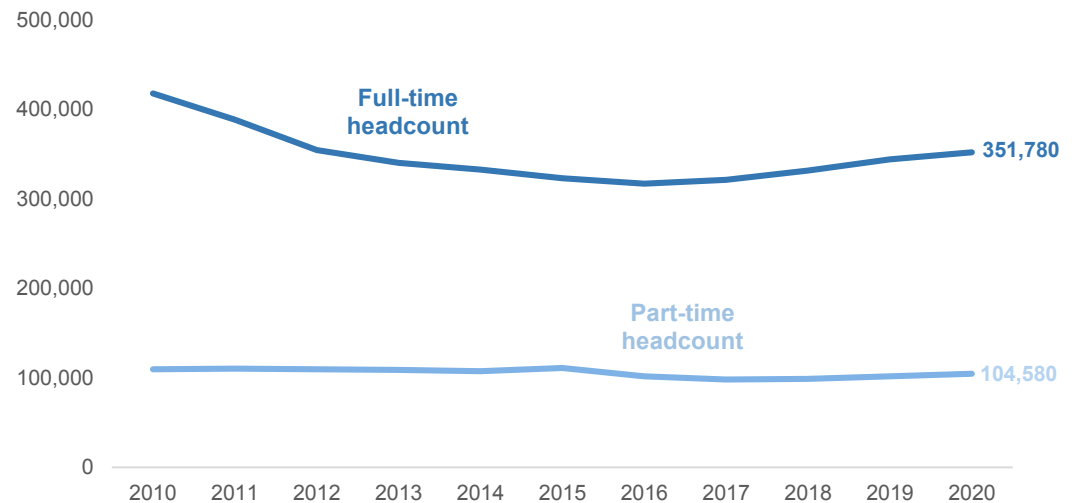
There is a marked increase in women working part-time from age bands 30-39 and above. At the age bands 60-64 and above, both men and women see a large increase in the percentage working part-time.

The number of civil servants working full-time is 351,780 an increase of 2.3% on 2019. The part-time headcount increased by 3.0% to 104,580.

Percentage of civil servants working part-time by sex and age band (see Table 44)



Working patterns of civil servants 2010 to 2020



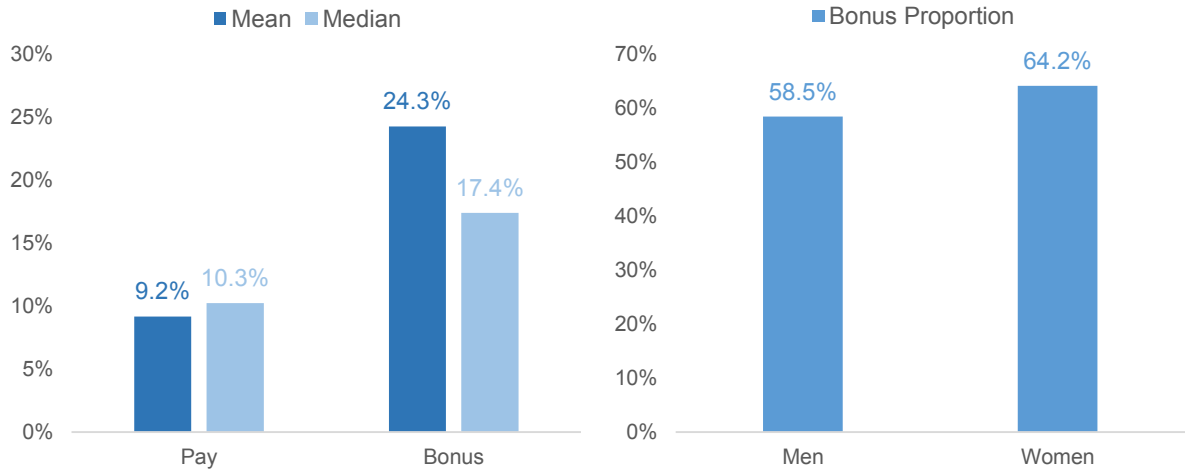
The median gender pay gap for the Civil Service is 10.3%

The median and mean gender pay gap for the Civil Service is 10.3% and 9.2% respectively. The median and mean bonus gap for the Civil service is 17.4% and 24.3% respectively.

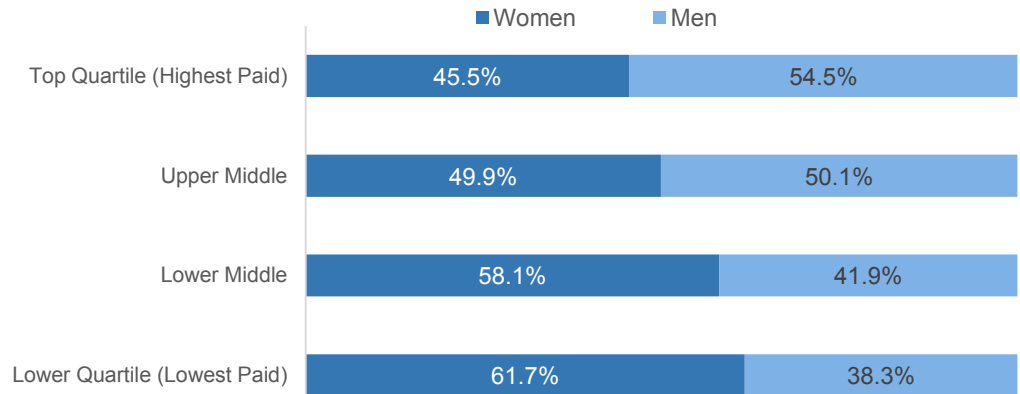
A higher proportion of women received a bonus compared to men (64.2% vs 58.5%).

The chart presents the proportions of men and women in each pay quartile. Women are under represented in the highest pay quartile (45.5% vs 54.5%) and over represented in the lowest pay quartile (61.7% vs 38.3%)

Gender Pay and Bonus Gaps (see Table C)



Proportions of men and women in each pay quartile (see Table C)



Statistical Note

Figures presented on this page are calculated using a methodology fully aligned to the statutory reporting requirements. Pay gap calculations are based on employees receiving their normal pay on 31st March 2020. Bonus calculations also include employees who received a bonus but were on reduced pay or unpaid leave on 31st March 2020.

The majority of civil servants work in Operational Delivery

Of those civil servants with a known profession, over half (50.7%) 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.

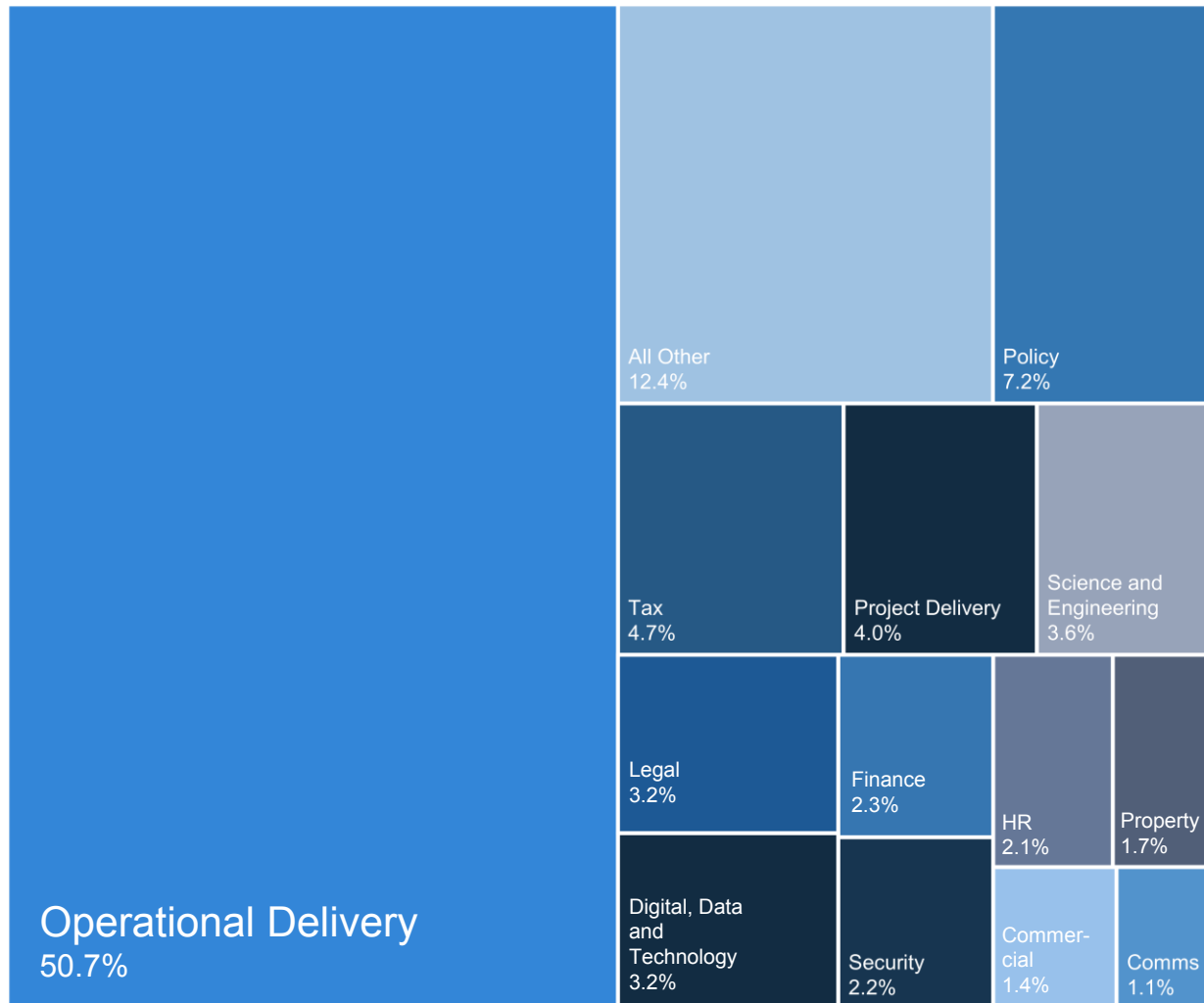
The next largest profession is Policy (7.2%), followed by Tax (4.7%), then Project Delivery (4.0%).

Statistical Note

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

DWP were unable to supply profession information and therefore there is a large proportion of individuals for whom we do not know their profession. Figures presented are based on individuals with known profession.

Percentage of civil servants working in each profession by FTE (see Table 8)



*All other includes: Intelligence Analysis, Knowledge and information Management, Medicine, Economics, Statistics, Psychology, International Trade, Operational Research, Social Research, Inspector of Education and Training, Internal Audit Counter Fraud, Veterinarian, Planning Inspectors, Planning and Corporate Finance.

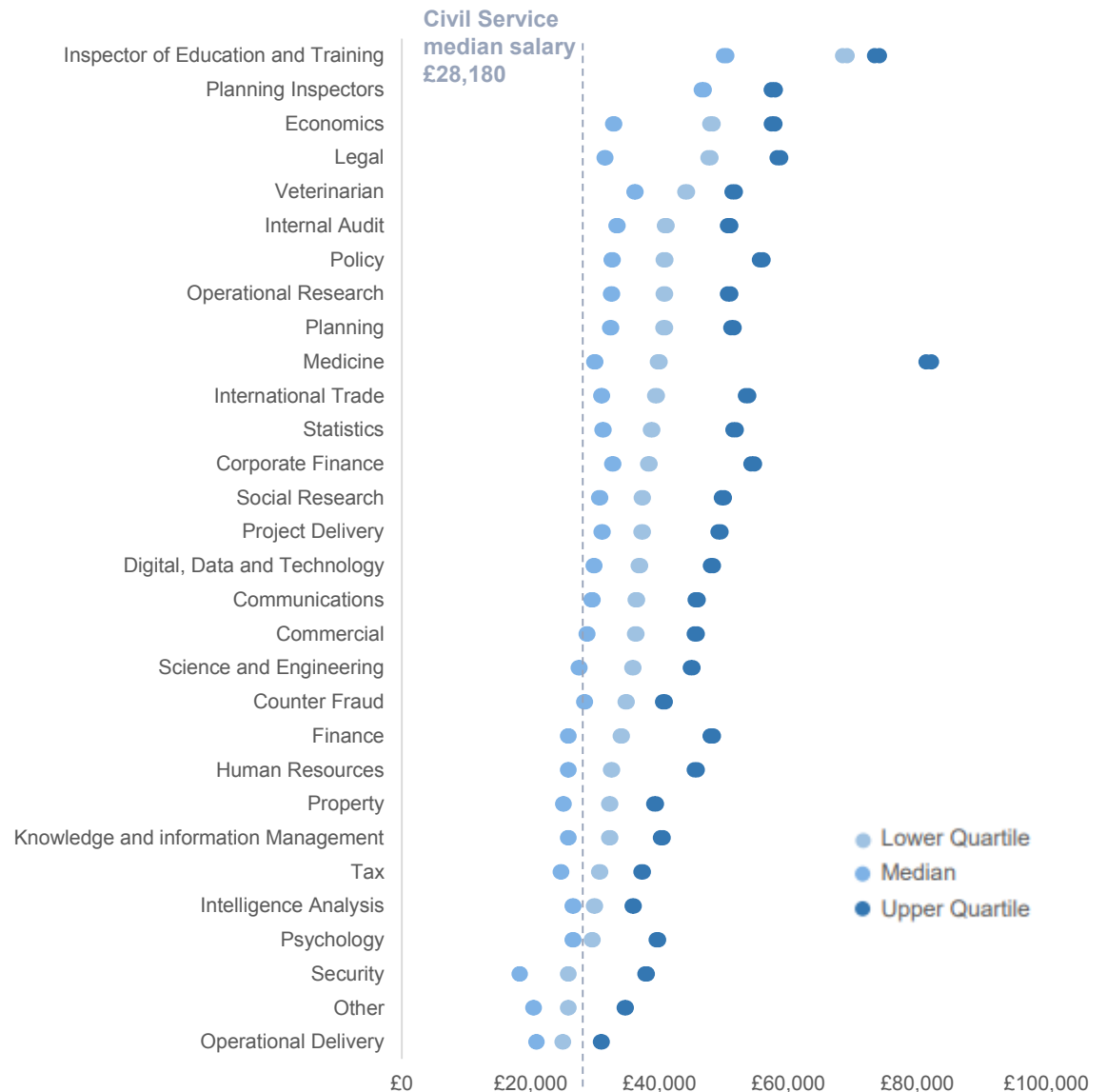
There is wide variation in the median salaries of professions

The professions with the highest median salary are; Education and Training Inspectors (£69,120), Planning Inspectors (£57,940) and Economics (£48,300).

Those with the lowest median salary are Operational Delivery (£25,120), Security (£25,970) and Psychology (£29,710).

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

Lower quartile, median, and upper quartile of salary by profession (see Table 45)



Statistical Note
 DWP did not provide data on professions this year. They are therefore missing from these salary figures, as are those with an unknown profession.

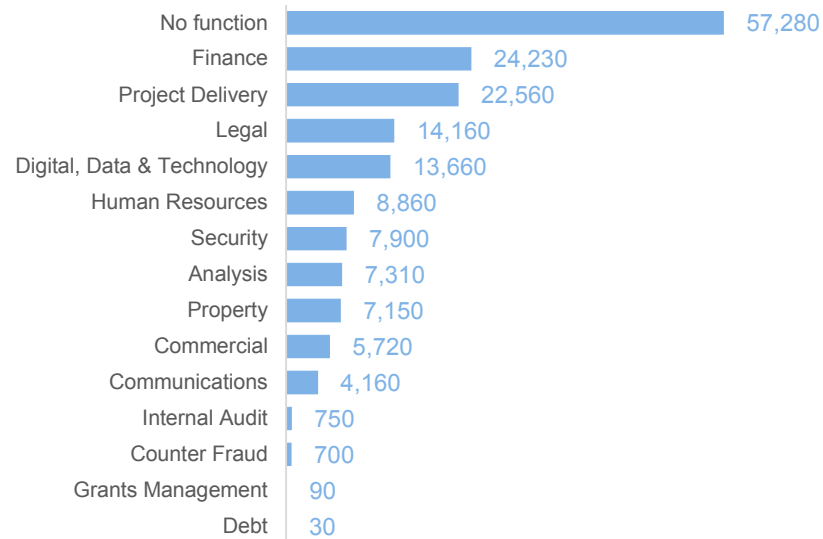
Finance and Project Delivery are the largest functions by headcount

Finance and Project Delivery are the two largest functions in terms of headcount with 24,230 and 22,560 civil servants respectively. Just over 57,000 civil servants are reported as not being in a function.

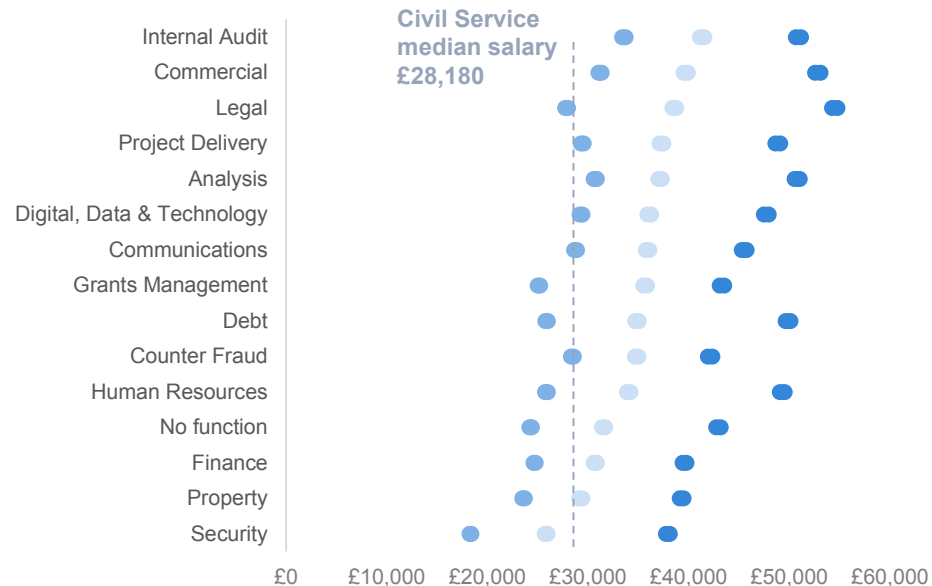
The functions with the highest median salary are; Internal Audit (£41,550), Commercial (£39,900) and Legal (£38,770).

Those with the lowest median salary are Security (£25,970) and Property (£29,440).

Number of civil servants in each function (see Table D1)



Lower quartile, median and upper quartile of salary by function (see Table D3)



Statistical Note

The charts show data for employees for whom functional information is known. While most organisations were able to provide some data on their functions, we do not know function information for the majority of employees (281,890). This is the first year we have collected functional data and we expect this data to improve next year.

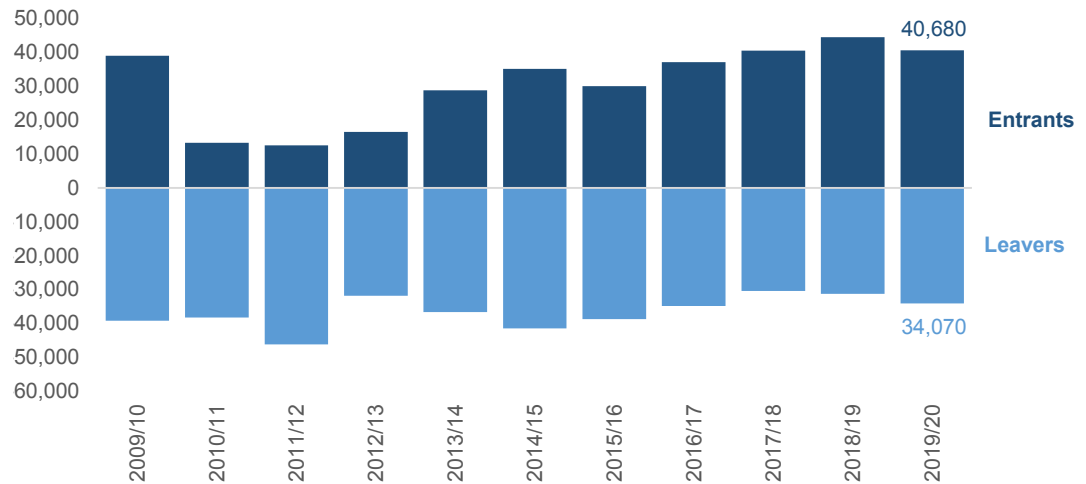
The number of leavers from the Civil Service has increased over the last three years

During the last year, 40,680 people joined the Civil Service, down from 44,570 in the previous year.

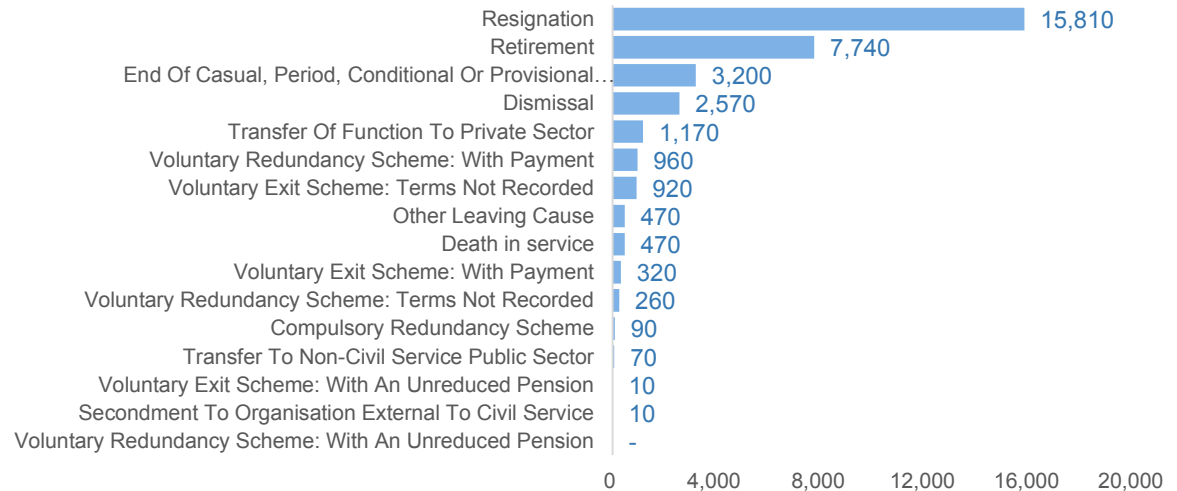
Over this same period, 34,070 people left the Civil Service, up from 31,240 in the previous year.

The most common reason for leaving the Civil Service was resignation, accounting for almost half (15,810) of leavers. The next most common reason was retirement (7,740).

Civil Service entrants and leavers 2009/10 to 2019/20 (see Table 40)



Civil Service leavers by leaving cause (see Table 42)



- represents suppressed values.

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 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 is 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). For Gender Pay Gap however, different aggregations may apply – see relevant data table. 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. There may be small differences in NOMIS figures and ACSES time-series data within this bulletin resulting from ensuring consistency of methodology between this year and previous years.

<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 2020](#). Figures in this publication are based on the Labour Force Survey as at March 2020, 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.

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.

Religion and belief is collected and presented in line with ONS guidelines.