

# **CIVIL SERVICE STATISTICS 2000**

# CIVIL SERVICE STATISTICS 2000



## NATIONAL STATISTICS

National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

Further statistics about Civil Service staff are available from the Cabinet Office website: [www.civil-service.gov.uk/statistics](http://www.civil-service.gov.uk/statistics) and the National Statistics website: [www.statistics.gov.uk](http://www.statistics.gov.uk)

Enquiries about statistics in **CIVIL SERVICE STATISTICS 2000** should be made to:

Employment Conditions and Statistics Division, Personnel Statistics, Cabinet Office, Admiralty Arch, The Mall, London SW1A 2WH

Telephone: 020 7276 1532 (General enquiries)  
020 7276 1530 (Diversity)  
020 7276 1542 (Senior Civil Service)  
Fax: 020 7276 1679 (Faxback facility)  
E-mail: [psb@cabinet-office.x.gsi.gov.uk](mailto:psb@cabinet-office.x.gsi.gov.uk)

Published August 2001

© Crown Copyright 2001

Applications for reproduction should be made to:

HMSO Copyright Unit, St Clements House, 2-16 Colegate, Norwich NR3 1BQ

ISBN 0 7115 0415 6

# CONTENTS

## LIST OF TABLES AND CHARTS

<b>1. INTRODUCTION</b>	<b>1</b>
<b>2. THE NUMBER OF CIVIL SERVANTS</b>	<b>2</b>
<b>3. THE CIVIL SERVICE</b>	<b>5</b>
• THE WORK OF CIVIL SERVANTS	
• DEPARTMENTS AND EXECUTIVE AGENCIES	
<b>4. A HISTORY OF STAFF NUMBERS</b>	<b>6</b>
<b>5. LOCATION</b>	<b>8</b>
<b>6. PAY AND GRADING</b>	<b>9</b>
• DELEGATION OF PAY AND GRADING	
• STAFF NUMBERS BY RESPONSIBILITY LEVEL	
• PART-TIME STAFF	
• SALARY LEVELS	
<b>7. ENTRANTS AND LEAVERS</b>	<b>11</b>
• ENTRANTS	
• LEAVERS	
<b>8. DIVERSITY</b>	<b>13</b>
<b>BIBLIOGRAPHY</b>	<b>16</b>
<b>STATISTICAL TABLES</b>	<b>19</b>
<b>ANNEX A. DIARY OF EVENTS – MACHINERY OF GOVERNMENT</b>	
<b>CHANGES 1994 TO 2000</b>	<b>57</b>
<b>ANNEX B. DEFINITIONS AND SOURCES</b>	<b>65</b>

# LIST OF TABLES AND CHARTS

## STATISTICAL TABLES

- A: Staff Numbers in Each Department and Executive Agency at 1 April 2000**
- B: Permanent Staff in Post for Each Department and Executive Agency by Gender at 1 April 2000**
- C: Staff Numbers in Each Department and Executive Agency, 1994 to 2000**
- D: Regional Distribution of Staff at 1 April 2000**
- E: Staff Numbers by Responsibility Level and Gender, 1997 to 2000**
- F: Staff Numbers by Gross Salary Band and Gender, 1999 and 2000**
- G: Staff Numbers in Major Departments by Salary Band, 1999 and 2000**
- H: Staff Numbers by Salary Band and Responsibility Level, 1999 and 2000**
- I: Entrants and Leavers – Non-Industrial Staff, 1993-94 to 1999-2000**
- J: Entrants by Responsibility Level, Age and Gender, 1995-96 to 1999-2000**
- K: Resignations by Responsibility Level, Length of Service and Age, 1999-2000**
- L: Resignations by Responsibility Level, 1994-95 to 1999-2000**
- M: Estimated Historical Series, 1974 to 2000**
- N: Ethnic Origin of Staff by Responsibility Level, 1999 and 2000**
- O: Disabled Staff by Responsibility Level, 1999 and 2000**
- P: Staff in Post by Age, 1999 and 2000**

## CHARTS

- 1: Percentage of Staff Working Part-Time in the Civil Service, 1990 to 2000**
- 2: Employment in the Public and Private Sector, UK Spring 2000**
- 3: Civil Service Staffing by Department, 2000**
- 4: Civil Service Staff in Executive Agencies, or Working on Next Steps Lines, 1990 to 2000**
- 5: Staff Working in Executive Agencies, or on Next Steps Lines by Department, 2000**
- 6: Civil Service Staff Numbers, 1990 to 2000**
- 7: Civil Service Staff by Function, 2000**
- 8: Changing Geography of Civil Servants, 1990 and 2000**
- 9: Civil Servants by Government Office Region, 1990 and 2000**
- 10: Non-Industrial Staff by Gross Salary Band, 2000**
- 11: Entrants to Non-Industrial Grades by Gender, 1995-96 to 1999-2000**
- 12: Causes of Leaving the Civil Service, 1999-2000**
- 13: Resignation Rates by Age, 1999-2000**
- 14: Resignation Rates by Length of Service, 1999-2000**
- 15: Female Staff as a Percentage of All Non-Industrial Staff by Responsibility Level, 1990, 1999 and 2000**
- 16: Proportion of Leavers by Cause and Ethnic Origin, 1999-2000**
- 17: Staff in Post by Age, 1990 and 2000**

# 1. INTRODUCTION

1.1 This 31st annual edition of **CIVIL SERVICE STATISTICS** presents facts and figures on staffing in the Civil Service as at April 2000. It includes:

- a general commentary on trends and patterns in Civil Service employees – page 2;
- a selected bibliography – page 16;
- a series of tables showing the numbers of civil servants, where they work and how they are organised – page 19; and
- notes on definitions and sources – page 65.

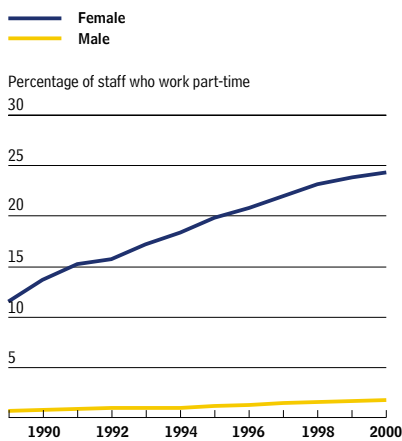
1.2 Where not otherwise indicated, figures refer to staff numbers on a full-time equivalent basis. However, many analyses count individuals on a headcount basis, particularly in the expanded section on diversity. More detailed information on aspects of Civil Service employment, including further staffing statistics, is available on the Cabinet Office website:

[www.civil-service.gov.uk/statistics](http://www.civil-service.gov.uk/statistics)

## 2. THE NUMBER OF CIVIL SERVANTS

	STAFF IN POST (full-time equivalent)			
	NON-INDUSTRIAL PERMANENT STAFF	INDUSTRIAL PERMANENT STAFF	TOTAL	CASUAL STAFF
	1 April 1999 <sup>1</sup>	428,850	30,750	459,600
1 April 2000	445,980	29,440	475,420	11,300
<b>Changes between</b>				
<b>April 1999 and April 2000</b>	<b>17,130</b>	<b>-1,310</b>	<b>15,820</b>	<b>-5,470</b>

**FIGURE 1**  
**PERCENTAGE OF STAFF WORKING PART-TIME IN THE CIVIL SERVICE, 1990 TO 2000**



Permanent non-industrial staff

SOURCE: MANDATE AND DEPARTMENTAL RETURNS

2.1 On 1 April 2000 there were some 475,400 permanent civil servants (full-time equivalent), of whom 446,000 were non-industrial staff and 29,400 industrial staff. There were also 11,300 casual staff. Over the year to 1 April 2000 the number of permanent staff increased by around 15,800 (or 3.4 per cent), a change from the previous trend towards an overall reduction. However, the number of casual staff fell by 5,500 (or 33 per cent).

2.2 The number of permanent civil servants counted on a headcount basis increased by 9.7 per cent, from 480,700 to 497,600. The number of people working full-time rose by 2.7 per cent (11,500) from 421,060 to 432,500, while the number of part-time staff rose by 9.2 per cent (5,500) to 65,100. This continued the long-term increase in part-time employment (see Figure 1). In the 10 years to April 2000 the proportion of part-time staff has doubled to over 13 per cent of the total.

2.3 Increases in permanent staff over the year were accounted for in the main by delivery of increased volumes of work and the provision of new services. These included:

- The Employment Service: up 1,570 to implement enhancements to New Deal programmes – the increase was partly offset by reductions in numbers delivering Job Seekers' Allowance as levels of unemployment fell;
- The Home Office: up 1,760 because staff were recruited to speed up consideration of immigration and asylum cases;
- The Prison Service: up 1,840 due largely to growth in the prison population and a new accommodation programme. There was a reduction (of around 200) in the Scottish Prison Service;
- The Benefits Agency: growth of 980 in permanent staff was offset by continuing and substantial reductions in casual staff numbers.

<sup>1</sup> Revised figures for 1999.

- Growth in permanent staff in the Child Support Agency (by 810) due to increased workloads to implement reforms in child support;
- The establishment of the Rent Service (a new Executive Agency of the Department of the Environment, Transport and the Regions) in October 1999. Initially set up with fewer than 100 staff but with an additional 800 staff transferred in from local government in April 2000.
- The merger of the Office of Gas Supply and the Office of Electricity Regulation, to form Ofgem;
- The closure of Government Property Lawyers;
- HM Customs and Excise staff numbers fell by some 610, which includes staff transferred to the ICL under the Private Finance Initiative.

2.4 A number of other changes were made in the structure of government in the year, notably those relating to devolution in Scotland and Wales on 1 July 1999. Details are given in Section 5.

2.5 Other new departments and agencies established on 1 April 2000 included the Food Standards Agency, the Office of Government Commerce and the NHS Purchasing and Supply Agency.

## COUNTING CIVIL SERVANTS

References to the Civil Service relate to the Home Civil Service and Diplomatic Service, but not to the Northern Ireland Civil Service (unless explicitly stated). The Civil Service comprises all government departments and executive agencies in Great Britain listed in Tables A, B and C.

Two methods of presenting and analysing numbers of civil servants are used – headcount and full-time equivalent (FTE). Headcount, in which each civil servant is counted as one whole person regardless of whether he or she works full-time or part-time, is appropriate for summarising patterns of recruitment and departure and for monitoring diversity. However, it is not an appropriate measure when one wishes to relate numbers of staff to the Civil Service pay bill or to calculate the overall staffing level required to carry out Civil Service functions. For these purposes, part-time staff must be treated as such, and a full-time equivalent total is used. The difference between these two measures has become more significant as the proportion of part-time staff in the Civil Service has grown. In the 10 years to April 2000 it has doubled to over 13 per cent of the total. Most of the information on staffing levels in the tables uses full-time equivalent figures, as this best indicates staff resources.



From 1 April 1995, all part-time staff are included in the FTE total according to the proportion of full-time hours they worked. This was a change from the previous practice, which included only those staff working 10 or more hours per week, who were counted as the equivalent of half a full-time member of staff. The current method provides a more accurate estimate of overall resource. Full-time equivalent figures for dates prior to 1995 have been re-estimated on the basis of the current practice to enable comparisons over time to be maintained.

The information presented here is derived from data provided by departments and executive agencies to the Cabinet Office.

Information is presented for 1 April in each year unless otherwise specified.

Further information on definitions, data sources and methodology is given in Annex B.

## 3. THE CIVIL SERVICE

3.1 Civil servants make up approximately 2 per cent of the workforce (29 million, on a headcount basis, at Spring 2000). Around 18 per cent of those in employment worked in the public sector. Over half of these were in local government, around 30 per cent in public corporations and 10 per cent in the Civil Service. The remainder were employed in the Armed Forces, NHS and other central government organisations. (See Figure 2).

3.2 The workforce as a whole grew by just over 90,000 between 1990 and 2000. Employment in the private sector grew from around 22.9 million to 23.9 million, while public sector employment fell from 6.1 million to 5.1 million. On a full-time equivalent basis, the Civil Service accounted for around 12 per cent of public sector employment in 2000.

### THE WORK OF CIVIL SERVANTS

3.3 Many civil servants are engaged in providing services to the general public, such as helping them find work through Jobcentres, paying pensions and benefits, issuing driving licences, etc. Others provide advice and information to Ministers in support of the development and implementation of policy, including advice on legal, statistical and economic issues. The majority of executive functions carried out by civil servants are undertaken in executive agencies. A wide range of other functions, which were formerly undertaken in-house, are provided through the private sector.

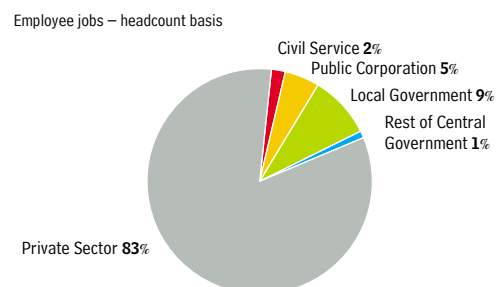
3.4 The distinction between industrial and non-industrial staff is similar to that which exists in the private sector between white and blue-collar workers. The Ministry of Defence is the largest employer of staff in industrial grades within the Civil Service, employing around 85 per cent of the total. Since pay and grading was devolved to individual departments in 1996, some departments have introduced their own departmental grades, which have removed the distinction between industrial and non-industrial posts. In these cases, staff are counted in the non-industrial group. (See section 6).

### DEPARTMENTS AND EXECUTIVE AGENCIES

3.5 Tables A and B give the breakdown of staff in each government department on a full-time equivalent and headcount basis. Departments vary greatly in size; for example, the three smallest departments have fewer than 30 staff (full-time equivalent) each, and the four largest departments together (including their agencies) account for almost 64 per cent of all civil servants.

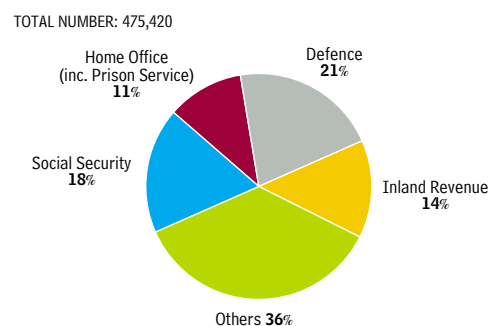
3.6 On 1 April 2000 there were 105 executive agencies in the Home Civil Service. HM Customs and Excise, Crown Prosecution Service, Inland Revenue and Serious Fraud Office also operate on Next Steps lines. 78 per cent of civil servants work in these organisations.

**FIGURE 2**  
**EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTOR, UK SPRING 2000**



SOURCE: MANDATE, DEPARTMENTAL RETURNS AND ECONOMIC TRENDS

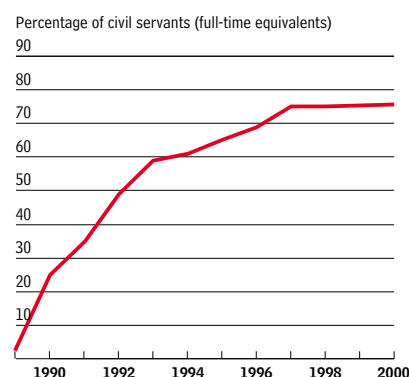
**FIGURE 3**  
**CIVIL SERVICE STAFFING BY DEPARTMENT\*, 2000**



\* Agencies are included with parent

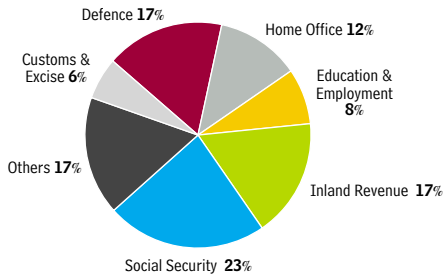
SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**FIGURE 4**  
**CIVIL SERVICE STAFF IN EXECUTIVE AGENCIES, OR WORKING ON NEXT STEPS LINES, 1990 TO 2000**



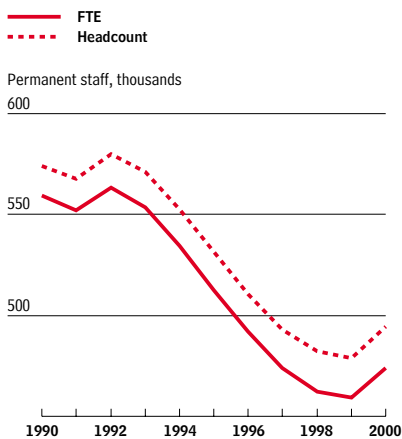
SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**FIGURE 5**  
**STAFF WORKING IN EXECUTIVE AGENCIES, OR ON NEXT STEPS LINES BY DEPARTMENT, 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**FIGURE 6**  
**CIVIL SERVICE STAFF NUMBERS, 1990 TO 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

## 4. A HISTORY OF STAFF NUMBERS

4.1 The highest number of civil servants recorded was in 1976, when (on a full-time equivalent basis) there were 751,000 staff. Since then the number of permanent civil servants has fallen by around 37 per cent, and it was 475,400 in April 2000. The lowest level of 459,600 was reached in April 1999, and in the year to April 2000 the numbers rose by 16,000, or 3.4 per cent.

4.2 On a headcount basis, numbers have fallen by 35 per cent in the period since 1976; the difference is accounted for by strong growth in numbers of part-time staff. At the peak in 1976, 763,000 civil servants were employed, of whom 31,000 (4 per cent) worked part-time (see table M). By April 1990, numbers had fallen to 582,000, of whom 40,000 (or 6.9 per cent) worked part-time. In April 2000, the total number had fallen further to 498,000, but part-time staff numbered around 65,000, or 13.1 per cent of the total. The proportion of staff in all grade levels working part-time has increased in recent years. By April 2000 there were over 64,000 non-industrial part-time staff, 13.7 per cent of all non-industrial civil servants.

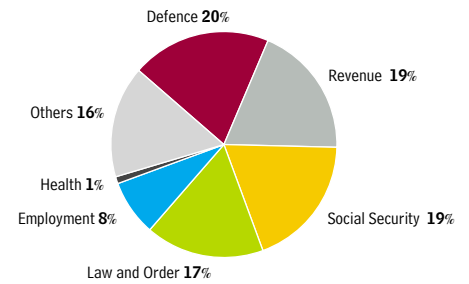
4.3 A number of other factors have influenced overall trends in Civil Service staff numbers over the past 10 years. These include:

- Privatisation or contracting out, particularly in technical or production areas (see Annex A: defence-related agencies, National Savings and ADAS are recent examples);
- Changing work volumes in those sections of the service providing public delivery; for example, staff numbers in the Benefits Agency and Employment Service are closely related to the level of unemployment. Staff levels in the Prison and Immigration Services have been affected over the years by rises in the prison population and international travel, and of claims of asylum.
- Policy changes such as the establishment of the New Deal initiative and the drive for more joined-up government through the strengthening of the Cabinet Office.

4.4 Other policy changes have created new functions and otherwise affected the boundaries between the Civil Service and other public sector functions. Devolution in Scotland and Wales effected significant changes (see Section 5). Other recent changes include the privatisation of National Savings (April 1999) and the launch of the Rent Service in October 1999, with the subsequent transfer of staff (from within the Civil Service/local government into this Agency).

4.5 Figure 7 shows the overall pattern in departmental staffing by broad function and how this has changed in the last 10 years. Social Security and Employment combined now represent 27 per cent of Civil Service staff. In Defence the downward trend has continued, and they now account for 20 per cent of civil servants. Revenue collection has increased over the last 10 years, notably by the transfer of Contributions Agency to the Inland Revenue in April 1999 (see Annex A).

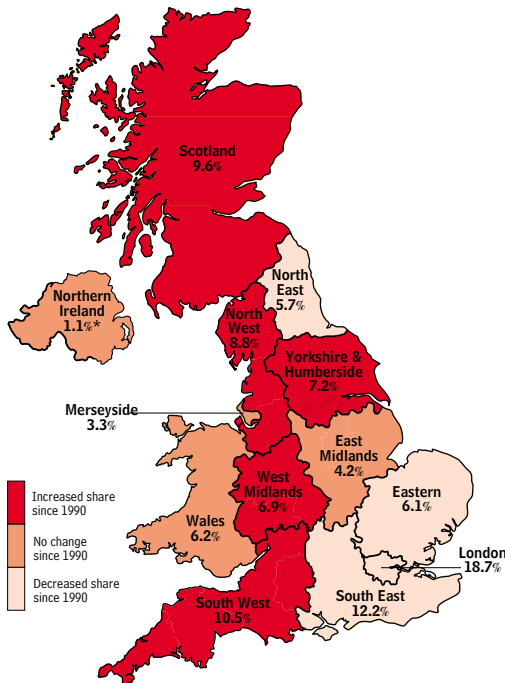
**FIGURE 7**  
**CIVIL SERVICE STAFF BY FUNCTION, 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**FIGURE 8**  
**CHANGING GEOGRAPHY OF CIVIL SERVANTS,**  
**1990 AND 2000**

Percentages indicate share of staff in 2000

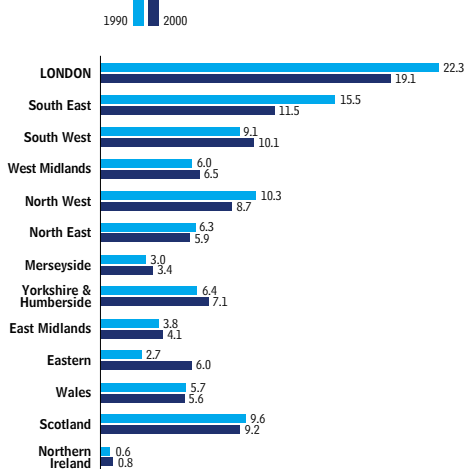


\* Excludes the Northern Ireland Civil Service

SOURCE: MANDATE AND MANUAL RETURNS

**FIGURE 9**  
**CIVIL SERVANTS BY GOVERNMENT OFFICE REGION,**  
**1990 AND 2000**

Percentage of permanent non-industrial staff (FTE)



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

## 5. LOCATION

5.1 Figures 8 and 9 show the distribution of staff by Government Office Regions. Details for the key departments (including the Government Office for the Regions) are shown in Table D.

5.2 Fewer than one fifth of non-industrial civil servants work in London, and more than two thirds outside London and the South East. The number of non-industrial civil servants working in London and the South East has fallen by over 50,600 in the 10 years to April 2000.

5.3 Apart from the fall in numbers working in London, the regional distribution of civil servants has not changed significantly over the 10-year period. The greatest increase in share was in the Eastern Region, whose share rose from 2.7 to 6.0 per cent.

5.4 Over the last 10 years, the proportion of non-industrial civil servants in Scotland has remained at around 9 per cent of the Civil Service, whilst total numbers fell by 6,460 full-time equivalents, or 13.6 per cent. In Wales the share of Civil Service staff remained at around 6 per cent.

5.5 Just under 3,800 non-industrial staff in the Home Civil Service work in Northern Ireland. In addition there is a separate Northern Ireland Civil Service, numbering some 28,570 permanent staff at 1 April 2000 (full-time equivalent), of whom 25,530 were non-industrial. Overall there was a fall of 10 per cent in the Northern Ireland Civil Service over the previous 10 years.

5.6 The National Assembly for Wales and the small Office of the Secretary of State for Wales took over functions from the Welsh Office on devolution on 1 July 1999. The National Assembly also took on some functions previously carried out by Housing for Wales, Health Promotion for Wales and Welsh Health Common Services Agency, which were previously outside the Civil Service. Taken together with additional staff recruited for the setting-up of the Assembly, these changes resulted in a gain of around 260 staff in this period.

5.7 In Scotland, the new Scottish Executive absorbed the Scottish Courts Administration and the Office of the Advocate General, and the Scotland Office was also created from 1 July 1999. Overall these changes did not result in a significant change in the number of civil servants in post in Scottish departments and agencies. Staff recruited or seconded to the Scottish Parliament are excluded from these figures as this is outside the Civil Service.

## 6. PAY AND GRADING

### DELEGATION OF PAY AND GRADING

6.1 Since 1 April 1996 all departments and agencies have had delegated responsibility for the pay and grading of their staff, except for those in the Senior Civil Service (SCS). Departments and agencies have developed their own pay and grading systems, and it has become increasingly difficult and less appropriate to present statistics in terms of the previous service-wide grades.

6.2 Instead, the concept of broad 'responsibility levels' is used, in which departmental grades have been assigned to levels broadly equivalent (in terms of pay and job weight) to the former service-wide grades. As departmental practice on pay and grading has diverged, it has become harder over the years to generalise, resulting in the amalgamation of some of these broad levels.

6.3 For the purposes of this statistical summary, some staff not in the Senior Civil Service but of broadly equivalent level are grouped with it. These include senior staff in the Diplomatic Service and some in specialist grades. As Table H shows, pay at senior levels often overlaps, reflecting factors such as experience and high performance as well as job weight. Table E shows the numbers of staff in these broad levels. This year there have been increases in numbers at all levels, with the rate of increase being very slightly lower at senior levels than at more junior ones in general terms.

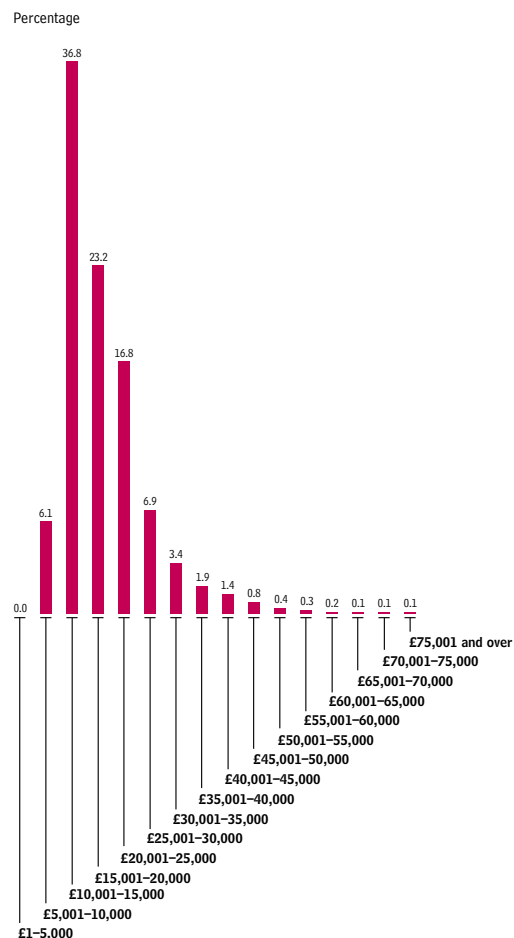
### PART-TIME STAFF

6.4 By April 2000 68 per cent of part-time staff were employed at AO/AA level; whilst part-time staff working at AA/AO level represented 17.5 per cent of staff (compared with 15.5 per cent in 1997). The proportion remained significantly lower than this in senior grades: 3.4 per cent of staff at SCS level were part-time (compared with 2.7 per cent in 1997); and 5.8 per cent at grade 6/7 level (4.7 per cent in 1997).

### SALARY LEVELS

6.5 Figure 10 and Table F show numbers of staff at different salary levels. At 1 April 2000 the average (median) gross salary (excluding overtime or one-off bonuses) of non-industrial civil servants was £15,850. This compared with £15,550 in 1999 (an increase of 1.9 per cent over the year).

**FIGURE 10**  
**NON-INDUSTRIAL STAFF BY GROSS SALARY BAND, 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

6.6 One quarter of staff earned £12,770 or less (on a full-time equivalent basis), and one quarter earned £21,630 or more. The median gross salary of women was £14,130, 71.8 per cent that of men, reflecting their respective positions in the grade structure. The median salary of part-time staff – £13,840 on a full-time equivalent basis – was also substantially lower than that of full-time staff (£16,990), again reflecting the larger numbers of part-time staff in the lower grades.

6.7 The quality of information on pay has been affected by delegated pay and grading, partly because of different arrangements for paying and reporting on certain allowances and bonuses in different departments and agencies. Revisions to departmental pay structures are implemented along with pay settlements and can make short-term trends in salary levels difficult to interpret. Short-term comparisons between departments (as in Table G) are also affected by reorganisations.

## 7. ENTRANTS AND LEAVERS

7.1 More people entered the Civil Service in 1999–2000 than left it. The number of leavers (28,050) was significantly down on earlier years; the number of people entering the service was higher (43,430) than it had been for some years. Table I presents estimates of the total numbers of people entering and leaving the non-industrial Civil Service, together with their method of entry and leaving. Tables J, K and L, which analyse patterns of entry and leaving in more detail, show only the information reported to **MANDATE**.

### ENTRANTS

7.2 The number of entrants to non-industrial grades in 1999–2000 was around 43,430 (45 per cent) higher than in the previous year. The vast majority of entrants, 87 per cent or some 37,900, were recruited directly. In addition, some 800 former civil servants were reinstated. The Benefits Agency, Prison Service, Employment Service and Home Office all recruited significant numbers of permanent staff this year. The creation of the Rent Service, the Food Standards Agency and the NHS Purchasing and Supply Agency also added to the entry figures.

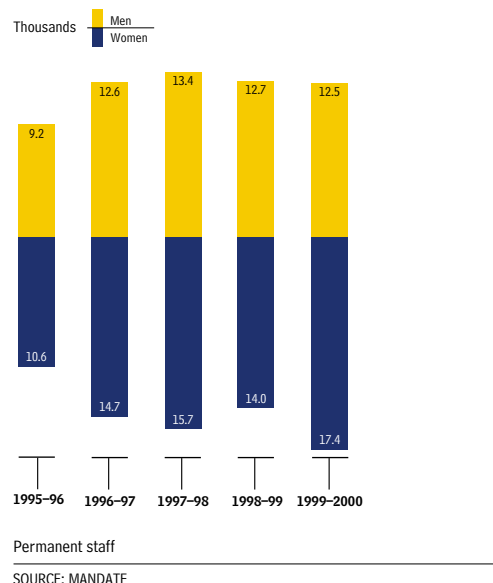
7.3 Women accounted for around 60 per cent of all entrants in 1999–2000 (Figure 11). At the junior (AO/AA) levels, female recruits have for many years outnumbered male recruits. Of some 34,100 staff recruited at Administrative Officer or Administrative Assistant level, 63 per cent were women (Table J). At all other grades, women recruits were in a minority.

7.4 Table J also shows the age distribution of entrants to all grades by responsibility level. The broad pattern was very similar to that of recent years; 37 per cent of entrants were under 25 and 53 per cent were under 30.

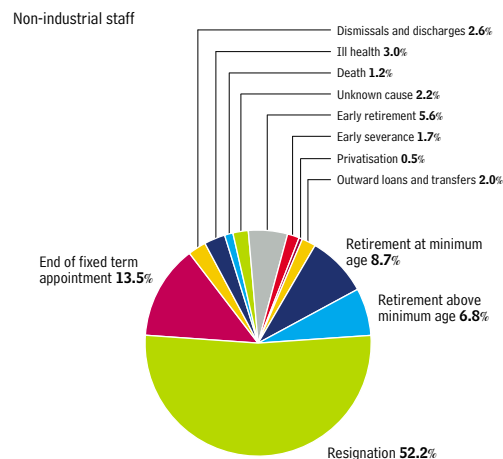
### LEAVERS

7.5 The number of people leaving the non-industrial Civil Service rose from 38,800 in 1993–94 to 47,900 in 1996–97; it has since fallen back sharply to 28,100 in 1999–2000. The vast majority of departures were due to a regular turnover of retirements, resignations, dismissals, etc (collectively known as ‘wastage’). In the year to April 2000 these numbered some 24,700, much in line with other figures for recent years. (Table I).

**FIGURE 11**  
**ENTRANTS TO NON-INDUSTRIAL GRADES BY GENDER, 1995–96 TO 1999–2000**

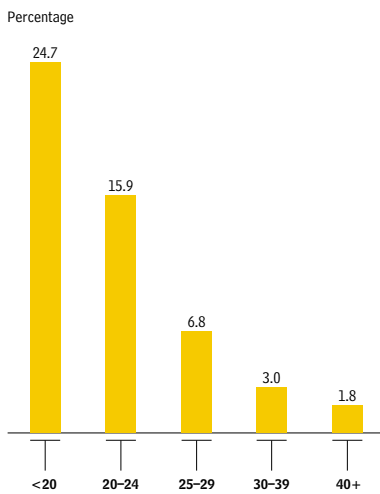


**FIGURE 12**  
**CAUSES OF LEAVING THE CIVIL SERVICE, 1999–2000**



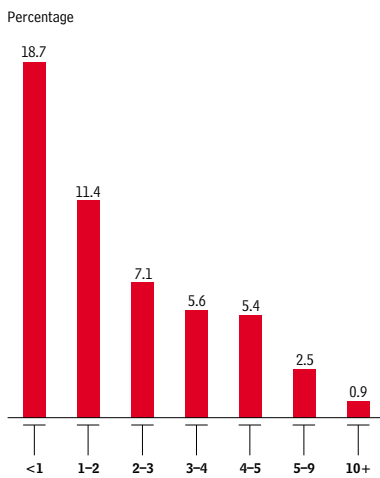


**FIGURE 13**  
**RESIGNATION RATES BY AGE, 1999–2000**



Permanent staff  
SOURCE: MANDATE

**FIGURE 14**  
**RESIGNATION RATES BY LENGTH OF SERVICE, 1999–2000**



Permanent staff  
SOURCE: MANDATE

7.6 The number of staff taking early retirement or early severance has fallen from a peak of 13,500 in 1995–96 to much lower levels in the last three years; some 2,000 in the year to April 2000. This category also includes redundancies, but not early departures due to ill health, which are included under wastage.

7.7 Only 130 staff left the service as a result of reorganisations of work during the year, a sharp fall from recent years when the figures had regularly been in the thousands. This reflects changes in policy on privatisation, and changes in the nature of public-private partnerships. Most of the significant moves of this type are listed in the Diary of Events (Annex A). Other people transferring out of the Civil Service included those on secondment to other public sector organisations.

7.8 Resignations accounted for 52 per cent of all non-industrial staff leaving the service in 1999–2000. Retirements accounted for 15 per cent; 9 per cent at the minimum age (60 for most civil servants) and 7 per cent above that.

7.9 The estimated resignation rate for all staff in 1999–2000 was 3.2 per cent. Table L shows that the resignation rate across the non-industrial Civil Service rose to a peak of 3.4 per cent in 1997–98 and has fallen to 3.2 per cent for the last two years. There is generally a link between the movements in resignation rates and economic indicators such as the GDP, unemployment and Jobcentre vacancies.

7.10 Resignation rates are associated with many factors, e.g. age, length of service, responsibility level and location. Figure 13 shows the strong correlation between age and resignation rates, with a rate of around 20 per cent among young people under 20. Table K shows the numbers of staff resigning in 1999–2000 by length of service and age for each responsibility level and for industrials. 53 per cent of those who resigned had been in the service for less than two years and 48 per cent were under 30. Resignation rates are highest in more junior responsibility levels (and in industrial grades); the rate at AO/AA level being more than twice that at higher levels in some cases.

## 8. DIVERSITY

### GENDER

8.1 Around half of all staff in post in the Civil Service are now women. The proportion rose slightly to 49.8 per cent of permanent staff in post in April 2000, from 49.1 per cent a year earlier. Similar numbers of men and women left the service during the year, but many more women were recruited than men during the year (Table I and Figure 11). There was a particularly large increase (around 9 per cent) in women working part-time.

8.2 Table E shows the gender composition by responsibility level and how part-time staff fit into the picture. Women make up the majority of staff in the junior grades, but the gender difference has been gradually declining in recent years. 62 per cent of staff in administrative grades were women in 2000, compared with 65 per cent in 1990. Meanwhile, the proportion of women in the more senior grades has increased. 24 per cent of grades 6 and 7 staff are now women, as are 20 per cent of staff at Senior Civil Service level. (This figure includes scientists and other specialists as well as those in the Senior Civil Service itself.)

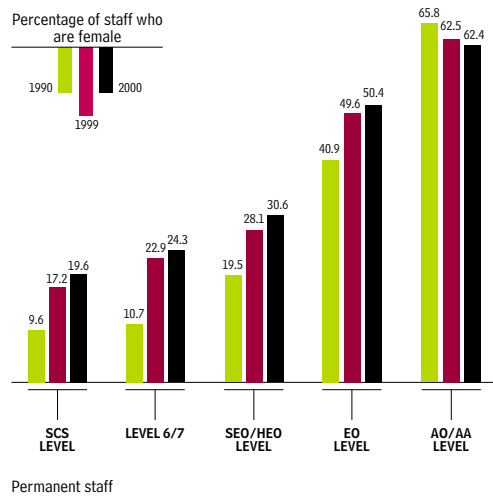
### ETHNIC ORIGIN

8.3 The proportion of staff who are from ethnic minority groups has risen, from 5.3 per cent in April 1999 to 5.8 per cent in April 2000. This compares with 5.5 per cent of all people in employment and 6.0 per cent of the economically-active population being in ethnic minority groups.

8.4 Table N shows the ethnicity of staff by responsibility level. Ethnic minorities continue to be more highly represented in junior grades than senior ones. Demography accounts for a part of this, as people in ethnic minority groups in the population as a whole tend to be younger than white people. However, the last year has seen some significant developments. In April 2000 7.5 per cent of staff in administrative grades were from ethnic minorities (up from 7.1 per cent in 1999), and the proportion of staff in the Executive Officer grade equivalents rose sharply, from 4.9 per cent to 5.7 per cent. At SEO/HEO level there was a rise from 2.8 per cent to 3.1 per cent. There was a slight decline at grade 6/7 level to 2.6 per cent, but an increase at SCS level from 1.7 per cent to 2.2 per cent. These figures are all affected by changes in data quality (see box) and in the grade structure (see section 6), and therefore need to be interpreted with some caution.

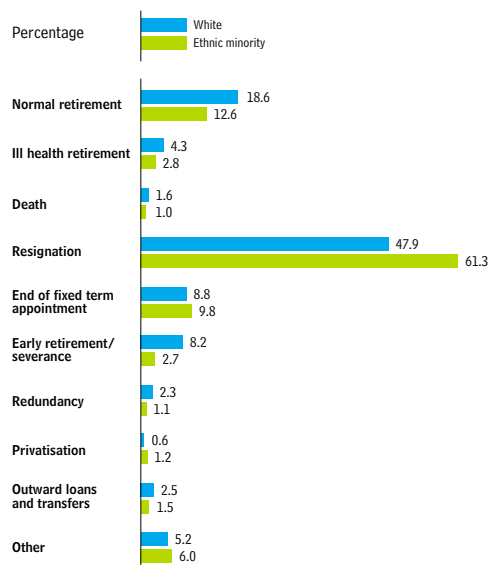
8.5 The ethnicity of all civil servants will be surveyed by departments between April 2001 and April 2002, and it is planned that for periods from 2002, estimates will be compiled using new categories, comparable to the 2001 Census of Population and other government surveys. The main change will be the introduction of a new category covering mixed ethnicity.

**FIGURE 15**  
**FEMALE STAFF AS A PERCENTAGE OF ALL NON-INDUSTRIAL STAFF BY RESPONSIBILITY LEVEL, 1990, 1999 AND 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**FIGURE 16**  
**PROPORTION OF LEAVERS BY CAUSE AND ETHNIC ORIGIN, 1999–2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**DIVERSITY STATISTICS: NON-RESPONSE**

These statistics on ethnic origin and disability should be interpreted with some caution, particularly year on year changes. Information on ethnic origin and disability is collected on voluntary, self-classification questionnaires and there is considerable non-response, though efforts are being made to improve this. For example, in April 2000 the ethnic origins of around 16 per cent of staff were not reported and the disability status of some 14 per cent of staff was not known. Non-response particularly affects those joining the Civil Service or moving between departments.

Further details are available on the web at:

[www.civil-service.gov.uk/statistics](http://www.civil-service.gov.uk/statistics)

**DISABILITY**

8.6 The proportion of staff with a disability increased slightly over the year, from 3.6 per cent to 3.7 per cent of all staff. Table O indicates that the increase is broadly spread across responsibility levels, though the changes are not necessarily all significant (see box). Disabled staff continue to be more numerous in junior grades (around four per cent in administrative and executive grades) than at senior levels; 2.4 per cent of grades 6/7 and 1.7 per cent of SCS level staff have a disability.

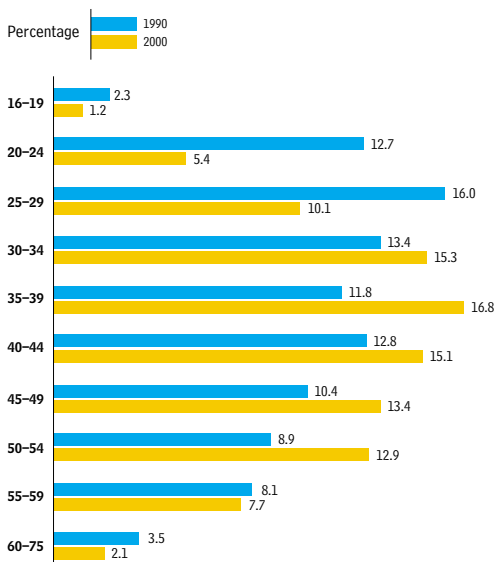
8.7 Around 12 per cent of the economically-active population and 11 per cent of those in employment have a disability. Comparisons between the Civil Service and the wider population are not straightforward, because the nature of the disability needs to be taken into account. Differences in the methods of collecting information on disability give rise to significant differences in the figures, as shown in the recent survey on Civil Service attitudes (see Bibliography). Non-response is also a significant factor (see box).

**AGE**

8.8 The age structure of the Civil Service has changed significantly in the last 10 years. There has come to be a substantially greater concentration of staff in the middle age bands (see Figure 17), though this has started to fall back a little recently. In 2000 fewer than 7 per cent of staff were under 25, compared with 15 per cent 10 years before. Ten per cent of staff were 55 or over in 2000, compared with 9 per cent in 1999 and 12 per cent in 1990.

8.9 The changes in age structure result from a number of factors over the years. The non-industrial Civil Service was recruiting in large numbers in the 1980s, primarily among young people, and there was high staff turnover. The 1990s then saw large numbers of early departures (see Table I), which reached a peak in 1995–96, when 31 per cent of leavers left on early retirement or severance terms. The cumulative impact on the numbers of staff in or approaching their sixties was significant.

**FIGURE 17**  
**STAFF IN POST BY AGE, 1990 AND 2000**



SOURCE: MANDATE AND DEPARTMENTAL RETURNS

## **OTHER**

8.10 A range of more detailed statistics about diversity in the Civil Service will be published on the Cabinet Office website. Research into a number of wider aspects of diversity in the Civil Service has recently been undertaken, including reports on staff attitudes towards diversity issues and performance reporting (see Bibliography).

## BIBLIOGRAPHY

Some publications relating to the Civil Service and its work. The latest issue at the time of publication is given. Many recent publications and statistics are now available on the internet.

Cabinet Office, [www.cabinet-office.gov.uk/civilservice/index/statistics.htm](http://www.cabinet-office.gov.uk/civilservice/index/statistics.htm)

ONS, [www.statistics.gov.uk](http://www.statistics.gov.uk)

Northern Ireland Statistics and Research Agency, [www.nisra.gov.uk](http://www.nisra.gov.uk)

HM Treasury, [www.hm-treasury.gov.uk](http://www.hm-treasury.gov.uk)

### GENERAL

*Modernising Government White Paper* (Cm 4310), the Cabinet Office, 1999,

[www.cabinet-office.gov.uk/moderngov/whtpaper/index.htm](http://www.cabinet-office.gov.uk/moderngov/whtpaper/index.htm)

*Civil Service Reform – Report to the Prime Minister from Sir Richard Wilson, Head of the Home Civil Service*, the Cabinet Office, 1999,

[www.cabinet-office.gov.uk/civilservice-reform/index.htm](http://www.cabinet-office.gov.uk/civilservice-reform/index.htm)

*Britain 2000: The official yearbook of the United Kingdom*, Office for National Statistics, the Stationery Office, 1999.

*Civil Service Year Book 2000*, the Cabinet Office, the Stationery Office, 2000.

*The Civil Service: Taking Forward Continuity and Change* (Cm 2748), the Cabinet Office, the Stationery Office, 1995.

*The Civil Service: Continuity and Change* (Cm 2627), the Cabinet Office, the Stationery Office, 1994.

### THE LABOUR MARKET

*Labour Force Survey Quarterly Bulletin*, Office for National Statistics.

*Labour Market Trends*, Office for National Statistics (monthly).

Annual article on employment in the public and private sectors, *Economic Trends*, Office for National Statistics, the Stationery Office, June 2001.

### PUBLIC SECTOR

*Public Bodies 2000*, Cabinet Office, the Stationery Office, 2000.

*Public Expenditure Survey: Departmental Reports Presenting the Government's Expenditure Plans 1999–2000 to 2001–2002* (Cm 4202–4221), the Stationery Office, 1999.

*Service First: The new Charter Programme*, the Cabinet Office, 1998.

*The Next Steps Report 1997* (Cm 4011), the Stationery Office, 1998.

*The Next Steps Review: 1996* (Cm 3579), the Stationery Office, 1997.

*Making the most of Next Steps: The Management of Ministers' Departments and their Executive Agencies*, Report to the Prime Minister, the Stationery Office, 1991.

*Competing for Quality: buying better public services* (Cm 1730), HM Treasury, the Stationery Office, 1991.

## **EQUAL OPPORTUNITIES**

Biannual statistics on diversity of civil servants (gender, ethnicity and disability)

[www.cabinet-office.gov.uk/civilservice/index/statistics.htm](http://www.cabinet-office.gov.uk/civilservice/index/statistics.htm)

Information on Civil Service Attitude Survey and Equality Proofing Report

[www.cabinet-office.gov.uk/civilservice/diversity/oldsite/equalityproofing\\_systems.html](http://www.cabinet-office.gov.uk/civilservice/diversity/oldsite/equalityproofing_systems.html)

*Equal Opportunities in the Civil Service: Data Summary 1999: Women, Race, Disability and Age*, the Cabinet Office, 2000.

*Equal Opportunities Monitoring Guidance*, the Cabinet Office, 1999.

*Age Diversity in the Civil Service: Guidance for Departments and Agencies*, the Cabinet Office, 1999.

*Equal Opportunities in the Civil Service 1995–97: A progress report*, the Cabinet Office, 1998.

*Programme for Action to Achieve Equality of Opportunity in the Civil Service for Women, People of Ethnic Minority Origin and Disabled People*, the Cabinet Office, 1997.

*Good Practice for Equal Opportunities Staff Complaints Procedures*, the Cabinet Office, 1996.

'Monitoring Equal Opportunities in the Civil Service', *Statistical News*, Number 113, Autumn 1996.

*Equal Opportunities in Promotion Procedures*, the Cabinet Office, 1996.

*Advisory Panel on Equal Opportunities in the Senior Civil Service*, the Cabinet Office, September 1995.

## **PERSONNEL WORK**

*Civil Service Management Code*, Cabinet Office – revised periodically

[www.cabinet-office.gov.uk/index/civilservice.htm](http://www.cabinet-office.gov.uk/index/civilservice.htm)

## **RECRUITMENT**

*Civil Service Commissioners' Annual Report 1999–2000*, Office of the Civil Service Commissioners.

*Civil Service Commissioners' Recruitment Code*, Fourth Edition, Office of the Civil Service Commissioners, April 1999.

*Civil Service Commissioners' Guidance on Senior Recruitment*, Third Edition, Office of the Civil Service Commissioners, April 1999.

# STATISTICAL TABLES



**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000**

## FULL-TIME EQUIVALENTS AND HEADCOUNT

Departments and their agencies <sup>(1)</sup>	PERMANENT									
	FULL-TIME EQUIVALENT					HEADCOUNT				
	Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Industrial	of whom:		Industrial	
						Industrial	Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time
<b>TOTAL STAFF IN:</b>										
<b>ALL DEPARTMENTS AND AGENCIES</b>	<b>475,420</b>	<b>445,980</b>	<b>29,440</b>	<b>497,640</b>	<b>467,770</b>	<b>29,870</b>	<b>403,710</b>	<b>64,060</b>	<b>28,820</b>	<b>1,050</b>
Of whom:										
<b>EXECUTIVE AGENCIES~</b>	<b>278,940</b>	<b>260,370</b>	<b>18,570</b>	<b>292,760</b>	<b>274,040</b>	<b>18,730</b>	<b>233,240</b>	<b>40,800</b>	<b>18,330</b>	<b>400</b>
<b>CUSTOMS AND EXCISE<sup>‡</sup></b>	<b>21,910</b>	<b>21,910</b>	<b>0</b>	<b>22,640</b>	<b>22,640</b>	<b>0</b>	<b>20,610</b>	<b>2,030</b>	<b>0</b>	<b>0</b>
<b>INLAND REVENUE<sup>‡</sup></b>	<b>62,460</b>	<b>62,460</b>	<b>0</b>	<b>66,870</b>	<b>66,870</b>	<b>0</b>	<b>54,040</b>	<b>12,830</b>	<b>0</b>	<b>0</b>
<b>CROWN PROSECUTION SERVICE<sup>‡</sup></b>	<b>5,450</b>	<b>5,450</b>	<b>0</b>	<b>5,760</b>	<b>5,760</b>	<b>0</b>	<b>4,870</b>	<b>890</b>	<b>0</b>	<b>0</b>
<b>SERIOUS FRAUD OFFICE<sup>‡</sup></b>	<b>170</b>	<b>170</b>	<b>0</b>	<b>170</b>	<b>170</b>	<b>0</b>	<b>170</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL ON NEXT STEPS LINES</b>	<b>368,920</b>	<b>350,350</b>	<b>18,570</b>	<b>388,210</b>	<b>369,480</b>	<b>18,730</b>	<b>312,930</b>	<b>56,550</b>	<b>18,330</b>	<b>400</b>
of which: <b>TRADING FUNDS*</b>	<b>28,690</b>	<b>26,730</b>	<b>1,970</b>	<b>29,860</b>	<b>27,870</b>	<b>1,990</b>	<b>24,540</b>	<b>3,330</b>	<b>1,940</b>	<b>50</b>
<b>AGRICULTURE, FISHERIES AND FOOD</b>										
Ministry of Agriculture, Fisheries and Food (excl. agencies)	6,630	6,630	0	6,880	6,880	0	6,190	690	0	0
Centre for Environment, Fisheries and Aquaculture Science <sup>†</sup>	460	420	50	480	430	50	390	40	40	10
Central Science Laboratory <sup>†</sup>	570	570	0	580	580	0	550	30	0	0
Farming and Rural Conservation Agency <sup>††</sup>	510	510	0	530	530	0	480	50	0	0
Pesticides Safety Directorate <sup>†</sup>	200	200	0	210	210	0	190	20	0	0
Veterinary Laboratories Agency <sup>†</sup>	1,090	1,090	0	1,140	1,140	0	1,000	140	0	0
Veterinary Medicines Directorate <sup>†</sup>	120	120	0	130	130	0	110	10	0	0
<b>Ministry of Agriculture, Fisheries and Food TOTAL</b>	<b>9,590</b>	<b>9,540</b>	<b>50</b>	<b>9,950</b>	<b>9,900</b>	<b>50</b>	<b>8,910</b>	<b>990</b>	<b>40</b>	<b>10</b>
Intervention Board <sup>†</sup>	1,230	1,230	0	1,270	1,270	0	1,150	120	0	0
<b>ATTORNEY GENERAL</b>										
Crown Prosecution Service <sup>‡</sup>	5,450	5,450	0	5,760	5,760	0	4,870	890	0	0
Legal Secretariat	30	30	0	30	30	0	30	0	0	0
Serious Fraud Office <sup>‡</sup>	170	170	0	170	170	0	170	0	0	0
Treasury Solicitor's Department <sup>†</sup>	420	420	0	430	430	0	410	30	0	0
<b>CABINET OFFICE</b>										
Cabinet Office (excl. agency)	1,750	1,670	80	1,800	1,720	80	1,590	130	80	0
Government Car and Despatch Agency <sup>†</sup>	230	30	200	240	30	210	30	0	190	20
<b>Cabinet Office TOTAL</b>	<b>1,980</b>	<b>1,710</b>	<b>280</b>	<b>2,040</b>	<b>1,750</b>	<b>290</b>	<b>1,620</b>	<b>130</b>	<b>270</b>	<b>20</b>
Central Office of Information <sup>††</sup>	360	360	0	370	370	0	350	20	0	0
Security and Intelligence Services	4,520	4,520	0	4,660	4,660	0	4,270	390	0	0
<b>CHANCELLOR OF THE EXCHEQUER</b>										
Treasury	830	830	0	850	850	0	800	50	0	0
Office of Government Commerce	30	30	0	30	30	0	30	0	0	0
CCTA <sup>†</sup>	210	210	0	210	210	0	200	10	0	0
Property Advisers to the Civil Estate (PACE) <sup>†</sup>	170	170	0	180	180	0	170	10	0	0
The Buying Agency <sup>††</sup>	120	120	0	120	120	0	110	10	0	0
<b>Office of Government Commerce TOTAL</b>	<b>530</b>	<b>530</b>	<b>0</b>	<b>540</b>	<b>540</b>	<b>0</b>	<b>510</b>	<b>30</b>	<b>0</b>	<b>0</b>
Customs and Excise <sup>‡</sup>	21,910	21,910	0	22,640	22,640	0	20,610	2,030	0	0
Debt Management Office <sup>†</sup>	30	30	0	30	30	0	30	0	0	0
Government Actuary	100	100	0	100	100	0	100	0	0	0
Inland Revenue (excl. agency) <sup>‡</sup>	62,460	62,460	0	66,870	66,870	0	54,040	12,830	0	0
Valuation Office <sup>†</sup>	3,880	3,880	0	4,050	4,050	0	3,570	490	0	0
<b>Inland Revenue TOTAL</b>	<b>66,330</b>	<b>66,330</b>	<b>0</b>	<b>70,920</b>	<b>70,920</b>	<b>0</b>	<b>57,610</b>	<b>13,310</b>	<b>0</b>	<b>0</b>
Department for National Savings <sup>†</sup>	110	110	0	120	120	0	110	0	0	0
National Investment and Loans Office	30	30	0	30	30	0	30	0	0	0
Office for National Statistics <sup>†</sup>	2,870	2,870	0	3,050	3,050	0	2,550	500	0	0
Registry of Friendly Societies	50	50	0	50	50	0	50	0	0	0
Royal Mint <sup>††</sup>	1,030	370	670	1,050	380	670	360	20	670	0
<b>CULTURE, MEDIA AND SPORT</b>										
Culture, Media and Sport (excl. agency)	400	400	0	410	410	0	390	20	0	0
Royal Parks Agency <sup>†</sup>	220	220	0	220	220	0	220	0	0	0
<b>Culture, Media and Sport TOTAL</b>	<b>620</b>	<b>620</b>	<b>0</b>	<b>630</b>	<b>630</b>	<b>0</b>	<b>610</b>	<b>20</b>	<b>0</b>	<b>0</b>

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000****FULL-TIME EQUIVALENTS AND HEADCOUNT**

CASUAL										Departments and their agencies <sup>(1)</sup>
FULL-TIME EQUIVALENT					HEADCOUNT					
Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Total industrial	of whom:				
						Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time	
11,300	10,650	650	12,010	11,300	700	9,820	1,480	600	110	<b>TOTAL STAFF IN:</b>
										<b>ALL DEPARTMENTS AND AGENCIES</b>
										<b>Of whom:</b>
7,820	7,400	420	8,320	7,890	440	6,760	1,130	400	40	<b>EXECUTIVE AGENCIES--</b>
400	400	0	410	410	0	390	20	0	0	<b>CUSTOMS AND EXCISE<sup>‡</sup></b>
580	580	0	640	640	0	530	110	0	0	<b>INLAND REVENUE<sup>‡</sup></b>
230	230	0	240	240	0	220	20	0	0	<b>CROWN PROSECUTION SERVICE<sup>‡</sup></b>
20	20	0	20	20	0	20	0	0	0	<b>SERIOUS FRAUD OFFICE<sup>‡</sup></b>
9,050	8,620	420	9,630	9,190	440	7,910	1,280	400	40	<b>TOTAL ON NEXT STEPS LINES</b>
670	560	120	770	640	120	470	180	110	10	<b>of which: TRADING FUNDS*</b>
										<b>AGRICULTURE, FISHERIES &amp; FOOD</b>
220	220	0	240	240	0	210	30	0	0	Ministry of Agriculture, Fisheries and Food (excl. agencies)
40	30	10	40	30	10	30	10	10	0	Centre for Environment, Fisheries and Aquaculture Science <sup>†</sup>
40	40	0	40	40	0	30	10	0	0	Central Science Laboratory <sup>†</sup>
60	60	0	70	70	0	60	10	0	0	Farming and Rural Conservation Agency <sup>††</sup>
10	10	0	10	10	0	10	0	0	0	Pesticides Safety Directorate <sup>†</sup>
30	30	0	40	40	0	30	10	0	0	Veterinary Laboratories Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Veterinary Medicines Directorate <sup>†</sup>
400	390	10	430	420	10	360	60	10	0	<b>Ministry of Agriculture, Fisheries and Food TOTAL</b>
120	120	0	120	120	0	120	0	0	0	<b>Intervention Board<sup>†</sup></b>
										<b>ATTORNEY GENERAL</b>
230	230	0	240	240	0	220	20	0	0	<b>Crown Prosecution Service<sup>‡</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Legal Secretariat</b>
20	20	0	20	20	0	20	0	0	0	<b>Serious Fraud Office<sup>‡</sup></b>
20	20	0	20	20	0	20	0	0	0	<b>Treasury Solicitor's Department<sup>†</sup></b>
										<b>CABINET OFFICE</b>
50	50	0	50	50	0	40	0	0	0	Cabinet Office (excl. agency)
0	0	0	0	0	0	0	0	0	0	Government Car and Despatch Agency <sup>†</sup>
50	50	0	50	50	0	40	0	0	0	<b>Cabinet Office TOTAL</b>
0	0	0	10	10	0	0	0	0	0	<b>Central Office of Information<sup>††</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Security and Intelligence Services</b>
										<b>CHANCELLOR OF THE EXCHEQUER</b>
40	40	0	40	40	0	40	0	0	0	<b>Treasury</b>
0	0	0	0	0	0	0	0	0	0 <sup>§</sup>	<b>Office of Government Commerce</b>
10	10	0	10	10	0	10	0	0	0	CCTA <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Property Advisers to the Civil Estate (PACE) <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	The Buying Agency <sup>††</sup>
20	20	0	20	20	0	20	0	0	0	<b>Office of Government Commerce TOTAL</b>
400	400	0	410	410	0	390	20	0	0	<b>Customs &amp; Excise<sup>‡</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Debt Management Office<sup>†</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Government Actuary</b>
580	580	0	640	640	0	530	110	0	0	Inland Revenue (excl. agency) <sup>‡</sup>
20	20	0	20	20	0	20	0	0	0	Valuation Office <sup>†</sup>
590	590	0	660	660	0	540	120	0	0	<b>Inland Revenue TOTAL</b>
10	10	0	10	10	0	10	0	0	0	<b>Department for National Savings<sup>†</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>National Investment and Loans Office</b>
230	230	0	240	240	0	230	10	0	0	<b>Office for National Statistics<sup>†</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Registry of Friendly Societies</b>
90	10	80	90	10	80	10	0	80	0	<b>Royal Mint<sup>††</sup></b>
										<b>CULTURE, MEDIA AND SPORT</b>
0	0	0	0	0	0	0	0	0	0	Culture, Media and Sport (excl. agency)
0	0	0	0	0	0	0	0	0	0	Royal Parks Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	<b>Culture, Media and Sport TOTAL</b>

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000****FULL-TIME EQUIVALENTS AND HEADCOUNT**

Departments and their agencies <sup>(1)</sup>	PERMANENT									
	FULL-TIME EQUIVALENT			HEADCOUNT						
	Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Industrial	of whom: Non-industrial		Industrial	
						Industrial	full-time	part-time	full-time	part-time
<b>DEFENCE<sup>9</sup></b>										
Ministry of Defence (excl. agencies)	<b>37,670</b>	27,020	10,640	<b>38,530</b>	27,620	10,910	26,040	1,590	10,270	640
Armed Forces Personnel Administration Agency <sup>†</sup>	<b>120</b>	120	0	<b>120</b>	120	0	110	10	0	0
Army Base Repair Organisation <sup>†</sup>	<b>2,500</b>	550	1,950	<b>2,510</b>	550	1,960	540	20	1,940	20
Army Training and Recruiting Agency <sup>†</sup>	<b>4,310</b>	3,250	1,060	<b>4,410</b>	3,340	1,070	3,100	250	1,050	20
Army Personnel Centre <sup>†</sup>	<b>1,190</b>	1,190	0	<b>1,220</b>	1,220	0	1,160	60	0	0
Army Technical Support Agency <sup>†</sup>	<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0
Defence Analytical Services Agency <sup>†</sup>	<b>120</b>	120	0	<b>120</b>	120	0	110	10	0	0
Defence Aviation Repair Agency <sup>†</sup>	<b>4,770</b>	1,770	3,000	<b>4,790</b>	1,800	3,000	1,730	70	3,000	0
Defence Bills Agency <sup>†</sup>	<b>600</b>	600	0	<b>640</b>	630	0	550	80	0	0
Defence Clothing and Textile Agency <sup>†</sup>	<b>480</b>	450	30	<b>490</b>	460	40	440	20	30	0
Defence Communication Services Agency <sup>†</sup>	<b>1,440</b>	1,220	220	<b>1,450</b>	1,230	220	1,200	40	220	0
Defence Dental Agency <sup>†</sup>	<b>170</b>	170	0	<b>180</b>	180	10	150	30	0	0
Defence Estates Organisation <sup>†</sup>	<b>1,210</b>	1,080	120	<b>1,230</b>	1,100	130	1,050	50	120	10
Defence Evaluation and Research Agency <sup>††</sup>	<b>11,130</b>	10,050	1,080	<b>11,270</b>	10,190	1,080	9,740	450	1,080	10
Defence Housing Executive <sup>†</sup>	<b>940</b>	850	90	<b>970</b>	870	100	830	40	90	10
Defence Intelligence and Security Centre <sup>†</sup>	<b>140</b>	120	20	<b>140</b>	130	20	110	10	20	0
Defence Medical Training Organisation <sup>†</sup>	<b>160</b>	130	30	<b>170</b>	140	30	120	20	30	10
Defence Postal & Courier Services Agency <sup>†</sup>	<b>350</b>	320	30	<b>360</b>	320	40	300	20	30	0
Defence Procurement Agency <sup>†</sup>	<b>3,930</b>	3,920	10	<b>3,980</b>	3,970	10	3,820	150	10	0
Defence Secondary Care Agency <sup>†</sup>	<b>720</b>	580	140	<b>750</b>	600	140	550	60	130	20
Defence Storage & Distribution Agency <sup>†</sup>	<b>3,260</b>	1,150	2,110	<b>3,300</b>	1,180	2,120	1,110	70	2,100	20
Defence Transport & Movement Executive <sup>†</sup>	<b>200</b>	170	30	<b>210</b>	170	30	170	10	30	0
Defence Vetting Agency <sup>†</sup>	<b>360</b>	360	0	<b>360</b>	360	0	340	20	0	0
Disposal Sales Agency <sup>†</sup>	<b>80</b>	80	0	<b>80</b>	80	0	70	0	0	0
Duke of York's Royal Military School <sup>†</sup>	<b>100</b>	90	20	<b>110</b>	90	20	80	10	10	10
Hydrographer of the Navy <sup>††</sup>	<b>830</b>	810	20	<b>860</b>	840	20	770	80	20	0
Joint Air Reconnaissance Intelligence Centre <sup>†</sup>	<b>160</b>	160	0	<b>160</b>	160	0	160	10	0	0
Logistic Information Systems Agency <sup>†</sup>	<b>230</b>	220	0	<b>230</b>	230	0	210	20	0	0
Medical Supplies Agency <sup>†</sup>	<b>250</b>	140	110	<b>260</b>	140	120	120	20	100	10
Meteorological Office <sup>††</sup>	<b>2,240</b>	2,240	0	<b>2,280</b>	2,280	0	2,180	90	0	0
Military Survey <sup>†</sup>	<b>680</b>	650	30	<b>700</b>	670	40	610	60	30	10
Ministry of Defence Police <sup>†</sup>	<b>3,450</b>	3,430	30	<b>3,480</b>	3,450	30	3,390	60	20	10
Naval Bases and Supplies Agency <sup>†</sup>	<b>7,620</b>	4,020	3,600	<b>7,730</b>	4,110	3,620	3,880	230	3,580	40
Naval Manning Agency <sup>†</sup>	<b>100</b>	100	0	<b>100</b>	100	0	90	10	0	0
Naval Recruiting and Training Agency <sup>†</sup>	<b>1,190</b>	930	260	<b>1,210</b>	950	260	920	30	250	20
Pay and Personnel Agency <sup>†</sup>	<b>630</b>	630	0	<b>660</b>	660	0	560	100	0	0
Queen Victoria School <sup>†</sup>	<b>70</b>	60	10	<b>70</b>	60	10	50	0	10	10
RAF Logistics Support Services <sup>†</sup>	<b>550</b>	550	0	<b>560</b>	550	0	540	20	0	0
RAF Personnel Management Agency <sup>†</sup>	<b>220</b>	220	0	<b>240</b>	240	0	210	30	0	0
RAF Signals Engineering Establishment <sup>†</sup>	<b>730</b>	660	80	<b>750</b>	670	80	640	30	80	0
RAF Training Group Defence Agency <sup>†</sup>	<b>2,070</b>	1,750	320	<b>2,130</b>	1,790	340	1,700	100	290	50
Service Children's Education <sup>†</sup>	<b>710</b>	710	0	<b>710</b>	710	0	710	0	0	0
Ship Support Agency <sup>†</sup>	<b>2,650</b>	2,600	60	<b>2,710</b>	2,650	60	2,500	150	60	0
<b>Ministry of Defence TOTAL</b>	<b>100,330</b>	<b>75,220</b>	<b>25,110</b>	<b>102,210</b>	<b>76,730</b>	<b>25,490</b>	<b>72,650</b>	<b>4,070</b>	<b>24,580</b>	<b>910</b>
<b>EDUCATION &amp; EMPLOYMENT</b>										
Department for Education and Employment (excl. agency) <sup>(2)</sup>	<b>4,970</b>	4,970	0	<b>5,130</b>	5,130	0	4,640	490	0	0
Employment Service <sup>†</sup>	<b>31,090</b>	31,090	0	<b>33,730</b>	33,730	0	25,680	8,050	0	0
<b>Department for Education and Employment TOTAL</b>	<b>36,060</b>	<b>36,060</b>	<b>0</b>	<b>38,860</b>	<b>38,860</b>	<b>0</b>	<b>30,310</b>	<b>8,550</b>	<b>0</b>	<b>0</b>
<b>Office for Standards in Education</b>	<b>420</b>	<b>420</b>	<b>0</b>	<b>430</b>	<b>430</b>	<b>0</b>	<b>420</b>	<b>10</b>	<b>0</b>	<b>0</b>

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000**

										FULL-TIME EQUIVALENTS AND HEADCOUNT
										CASUAL
FULL-TIME EQUIVALENT			HEADCOUNT							
Total staff	Total		Total staff	Total		of whom:				Departments and their agencies <sup>(1)</sup>
	non-industrial	industrial		non-industrial	industrial	Total	Non-industrial full-time	Non-industrial part-time	Industrial full-time	
<b>610</b>	390	220	<b>680</b>	420	260	350	70	190	70	<b>DEFENCE<sup>9</sup></b>
0	0	0	0	0	0	0	0	0	0	Ministry of Defence (excl. agencies)
50	10	40	60	10	40	10	0	40	0	Armed Forces Personnel Administration Agency <sup>†</sup>
50	30	20	60	30	30	20	10	20	0	Army Base Repair Organisation <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Army Training and Recruiting Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Army Personnel Centre <sup>†</sup>
20	20	0	20	20	0	20	0	0	0	Army Technical Support Agency <sup>†</sup>
20	10	0	20	10	0	10	0	0	0	Defence Analytical Services Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Defence Aviation Repair Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Bills Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Clothing and Textile Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Communication Services Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Dental Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Estates Organisation <sup>†</sup>
280	270	10	330	320	10	230	90	10	0	Defence Evaluation and Research Agency <sup>†</sup>
20	10	10	20	10	10	10	0	10	0	Defence Housing Executive <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Defence Intelligence and Security Centre <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Defence Medical Training Organisation <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Defence Postal & Courier Services Agency <sup>†</sup>
20	20	0	30	30	0	20	0	0	0	Defence Procurement Agency <sup>†</sup>
60	60	10	70	60	10	50	0	10	0	Defence Secondary Care Agency <sup>†</sup>
20	0	20	20	10	20	0	0	20	0	Defence Storage & Distribution Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Defence Transport & Movement Executive <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Defence Vetting Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Disposal Sales Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Duke of York's Royal Military School <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Hydrographer of the Navy <sup>††</sup>
0	0	0	0	0	0	0	0	0	0	Joint Air Reconnaissance Intelligence Centre <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Logistic Information Systems Agency <sup>†</sup>
10	0	10	20	10	10	0	0	10	0	Medical Supplies Agency <sup>†</sup>
20	20	0	30	30	0	20	0	0	0	Meteorological Office <sup>††</sup>
0	0	0	0	0	0	0	0	0	0	Military Survey <sup>†</sup>
0	0	0	10	0	0	0	0	0	0	Ministry of Defence Police <sup>†</sup>
110	50	70	120	50	70	40	10	60	0	Naval Bases and Supplies Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Naval Manning Agency <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	Naval Recruiting and Training Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Pay and Personnel Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Queen Victoria School <sup>†</sup>
10	10	0	10	10	0	10	0	0	0	RAF Logistics Support Services <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	RAF Personnel Management Agency <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	RAF Signals Engineering Establishment <sup>†</sup>
20	20	0	30	20	0	20	10	0	0	RAF Training Group Defence Agency <sup>†</sup>
140	140	0	170	170	0	120	50	0	0	Service Children's Education <sup>†</sup>
30	30	0	30	30	0	20	0	0	0	Ship Support Agency <sup>†</sup>
<b>1,610</b>	<b>1,190</b>	<b>420</b>	<b>1,780</b>	<b>1,320</b>	<b>460</b>	<b>1,050</b>	<b>270</b>	<b>380</b>	<b>90</b>	<b>Ministry of Defence TOTAL</b>
										<b>EDUCATION &amp; EMPLOYMENT</b>
220	220	0	220	220	0	210	10	0	0	Department for Education and Employment (excl. agency) <sup>(2)</sup>
1,530	1,530	0	1,570	1,570	0	1,440	130	0	0	Employment Service <sup>†</sup>
<b>1,750</b>	<b>1,750</b>	<b>0</b>	<b>1,790</b>	<b>1,790</b>	<b>0</b>	<b>1,660</b>	<b>140</b>	<b>0</b>	<b>0</b>	<b>Department for Education and Employment TOTAL</b>
10	10	0	10	10	0	10	0	0	0	Office for Standards in Education

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000**

	FULL-TIME EQUIVALENTS AND HEADCOUNT									
	PERMANENT									
	FULL-TIME EQUIVALENT			HEADCOUNT			of whom:			
	Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Industrial	Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time
Departments and their agencies <sup>(1)</sup>										
<b>ENVIRONMENT, TRANSPORT AND THE REGIONS</b>										
Department of the Environment, Transport and the Regions (excl. agencies) <sup>(2)</sup>	4,830	4,830	0	4,940	4,940	0	4,600	340	0	0
Driver and Vehicle Licensing Agency <sup>†</sup>	4,540	4,540	0	4,860	4,860	0	4,100	760	0	0
Driving Standards Agency <sup>†</sup>	1,650	1,650	0	1,830	1,830	0	1,550	280	0	0
Highways Agency <sup>†</sup>	1,640	1,640	0	1,680	1,680	0	1,570	110	0	0
Maritime and Coastguard Agency <sup>†</sup>	1,020	1,020	0	1,070	1,070	0	980	80	0	0
Planning Inspectorate <sup>††</sup>	670	670	0	700	700	0	620	80	0	0
QEII Conference Centre <sup>†</sup>	50	50	0	50	50	0	50	0	0	0
The Rent Service <sup>†</sup>	880	880	0	880	880	0	810	80	0	0
Vehicle Certification Agency <sup>†</sup>	90	90	0	90	90	0	90	0	0	0
Vehicle Inspectorate <sup>††</sup>	1,690	1,520	170	1,770	1,590	190	1,410	180	150	40
<b>Department of the Environment, Transport and Regions TOTAL</b>	<b>17,070</b>	<b>16,910</b>	<b>170</b>	<b>17,870</b>	<b>17,690</b>	<b>190</b>	<b>15,770</b>	<b>1,910</b>	<b>150</b>	<b>40</b>
<b>Health &amp; Safety Executive/Commission</b>	<b>3,820</b>	<b>3,820</b>	<b>0</b>	<b>3,970</b>	<b>3,970</b>	<b>0</b>	<b>3,550</b>	<b>420</b>	<b>0</b>	<b>0</b>
<b>Shadow Strategic Rail Authority</b>	<b>180</b>	<b>180</b>	<b>0</b>	<b>180</b>	<b>180</b>	<b>0</b>	<b>180</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of the Rail Regulator</b>	<b>150</b>	<b>150</b>	<b>0</b>	<b>150</b>	<b>150</b>	<b>0</b>	<b>140</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Water Services</b>	<b>200</b>	<b>200</b>	<b>0</b>	<b>210</b>	<b>210</b>	<b>0</b>	<b>190</b>	<b>20</b>	<b>0</b>	<b>0</b>
<b>Ordnance Survey<sup>†</sup></b>	<b>1,820</b>	<b>1,820</b>	<b>0</b>	<b>1,860</b>	<b>1,860</b>	<b>0</b>	<b>1,750</b>	<b>110</b>	<b>0</b>	<b>0</b>
<b>FOREIGN AND COMMONWEALTH</b>										
Foreign and Commonwealth Office (excl. agency)	5,420	5,420	0	5,480	5,480	0	5,360	120	0	0
Wilton Park <sup>†</sup>	40	40	0	50	50	0	30	10	0	0
<b>Foreign and Commonwealth Office TOTAL</b>	<b>5,470</b>	<b>5,470</b>	<b>0</b>	<b>5,520</b>	<b>5,520</b>	<b>0</b>	<b>5,390</b>	<b>130</b>	<b>0</b>	<b>0</b>
<b>HEALTH</b>										
Department of Health (excl. agencies)	3,570	3,560	10	3,670	3,660	10	3,360	300	10	0
Medical Devices Agency <sup>†</sup>	140	140	0	140	140	0	130	10	0	0
Medicines Control Agency <sup>††</sup>	440	440	0	450	450	0	420	30	0	0
National Health Service Estates <sup>†</sup>	290	290	0	290	290	0	280	10	0	0
National Health Service Pensions Agency <sup>†</sup>	430	430	0	450	450	0	390	60	0	0
National Health Service Purchasing and Supply Agency <sup>†</sup>	280	280	0	290	290	0	280	10	0	0
<b>Department of Health TOTAL</b>	<b>5,160</b>	<b>5,150</b>	<b>10</b>	<b>5,300</b>	<b>5,290</b>	<b>10</b>	<b>4,860</b>	<b>430</b>	<b>10</b>	<b>0</b>
Food Standards Agency	410	410	0	410	410	0	400	20	0	0
Meat Hygiene Service <sup>†</sup>	1,420	1,420	0	1,430	1,430	0	1,420	10	0	0
<b>Food Standards TOTAL</b>	<b>1,830</b>	<b>1,830</b>	<b>0</b>	<b>1,840</b>	<b>1,840</b>	<b>0</b>	<b>1,810</b>	<b>30</b>	<b>0</b>	<b>0</b>
<b>HOME</b>										
Home Office (Main) (excl. agencies)	9,270	9,230	40	9,640	9,600	40	8,560	1,040	30	10
Fire Service College <sup>††</sup>	180	140	40	180	140	40	130	10	40	0
Forensic Science Service <sup>†</sup>	1,780	1,780	0	1,830	1,830	0	1,670	160	0	0
UK Passport Agency <sup>†</sup>	1,320	1,320	0	1,450	1,450	0	1,150	300	0	0
<b>Home Office (Main) TOTAL</b>	<b>12,540</b>	<b>12,470</b>	<b>80</b>	<b>13,100</b>	<b>13,020</b>	<b>80</b>	<b>11,510</b>	<b>1,510</b>	<b>70</b>	<b>10</b>
<b>Charity Commission</b>	<b>510</b>	<b>510</b>	<b>0</b>	<b>530</b>	<b>530</b>	<b>0</b>	<b>470</b>	<b>70</b>	<b>0</b>	<b>0</b>
<b>HM Prison Service<sup>†</sup></b>	<b>40,560</b>	<b>37,850</b>	<b>2,710</b>	<b>41,210</b>	<b>38,470</b>	<b>2,740</b>	<b>37,040</b>	<b>1,430</b>	<b>2,660</b>	<b>70</b>
<b>INTERNATIONAL DEVELOPMENT, Department for</b>	<b>1,210</b>	<b>1,210</b>	<b>0</b>	<b>1,250</b>	<b>1,250</b>	<b>0</b>	<b>1,170</b>	<b>80</b>	<b>0</b>	<b>0</b>
<b>LORD CHANCELLOR</b>										
Lord Chancellor's Department (excl. agencies)	910	910	0	930	930	0	830	110	0	0
Court Service <sup>†</sup>	9,200	9,200	0	9,790	9,790	0	8,100	1,690	0	0
Public Trust Office <sup>†</sup>	530	530	0	540	540	0	500	40	0	0
<b>Lord Chancellor's Department TOTAL</b>	<b>10,640</b>	<b>10,640</b>	<b>0</b>	<b>11,260</b>	<b>11,260</b>	<b>0</b>	<b>9,430</b>	<b>1,830</b>	<b>0</b>	<b>0</b>
<b>HM Land Registry<sup>††</sup></b>	<b>7,750</b>	<b>7,750</b>	<b>0</b>	<b>8,390</b>	<b>8,390</b>	<b>0</b>	<b>6,470</b>	<b>1,920</b>	<b>0</b>	<b>0</b>
<b>Public Record Office<sup>†</sup></b>	<b>430</b>	<b>430</b>	<b>0</b>	<b>460</b>	<b>460</b>	<b>0</b>	<b>390</b>	<b>70</b>	<b>0</b>	<b>0</b>

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000****FULL-TIME EQUIVALENTS AND HEADCOUNT**

CASUAL										Departments and their agencies <sup>(1)</sup>
FULL-TIME EQUIVALENT			HEADCOUNT			of whom:				
Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Total industrial	Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time	
<b>90</b>	90	0	<b>90</b>	90	0	90	0	0	0	<b>ENVIRONMENT, TRANSPORT AND THE REGIONS</b>
<b>330</b>	330	0	<b>350</b>	350	0	290	70	0	0	Department of the Environment, Transport and the Regions (excl. agencies) <sup>(3)</sup>
<b>90</b>	90	0	<b>110</b>	110	0	70	40	0	0	Driver and Vehicle Licensing Agency <sup>†</sup>
<b>50</b>	50	0	<b>50</b>	50	0	50	0	0	0	Driving Standards Agency <sup>†</sup>
<b>40</b>	40	0	<b>40</b>	40	0	40	0	0	0	Highways Agency <sup>†</sup>
<b>10</b>	10	0	<b>10</b>	10	0	10	0	0	0	Maritime and Coastguard Agency <sup>†</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	Planning Inspectorate <sup>††</sup>
<b>10</b>	10	0	<b>10</b>	10	0	10	0	0	0	QEI Conference Centre <sup>†</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	The Rent Service <sup>†</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	Vehicle Certification Agency <sup>†</sup>
<b>120</b>	90	30	<b>140</b>	110	30	70	40	20	10	Vehicle Inspectorate <sup>††</sup>
<b>740</b>	710	30	<b>810</b>	780	30	<b>630</b>	<b>150</b>	<b>20</b>	<b>10</b>	<b>Department of the Environment, Transport and Regions TOTAL</b>
<b>20</b>	20	0	<b>20</b>	20	0	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Health &amp; Safety Executive/Commission</b>
<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Shadow Strategic Rail Authority</b>
<b>10</b>	10	0	<b>10</b>	10	0	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Office of the Rail Regulator</b>
<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Office of Water Services</b>
<b>10</b>	10	0	<b>10</b>	10	0	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Ordnance Survey<sup>†</sup></b>
<b>20</b>	20	0	<b>20</b>	20	0	20	0	0	0	<b>FOREIGN AND COMMONWEALTH</b>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	Foreign and Commonwealth Office (excl. agency)
<b>20</b>	20	0	<b>30</b>	30	0	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	Wilton Park <sup>†</sup>
										<b>Foreign and Commonwealth Office TOTAL</b>
<b>70</b>	70	0	<b>70</b>	70	0	60	10	0	0	<b>HEALTH</b>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	Department of Health (excl. agencies)
<b>40</b>	40	0	<b>40</b>	40	0	40	0	0	0	Medical Devices Agency <sup>†</sup>
<b>20</b>	20	0	<b>20</b>	20	0	10	0	0	0	Medicines Control Agency <sup>††</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	National Health Service Estates <sup>†</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	National Health Service Pensions Agency <sup>†</sup>
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	National Health Service Purchasing and Supply Agency <sup>†</sup>
<b>120</b>	120	0	<b>130</b>	130	0	<b>120</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>Department of Health TOTAL</b>
<b>10</b>	10	0	<b>10</b>	10	0	10	0	0	0	Food Standards Agency
<b>30</b>	30	0	<b>30</b>	30	0	30	0	0	0	Meat Hygiene Service <sup>†</sup>
<b>40</b>	40	0	<b>40</b>	40	0	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Food Standards TOTAL</b>
<b>250</b>	250	0	<b>260</b>	260	0	240	30	0	0	<b>HOME</b>
<b>10</b>	10	0	<b>10</b>	10	0	10	0	0	0	Home Office (Main) (excl. agencies)
<b>10</b>	10	0	<b>20</b>	20	0	10	0	0	0	Fire Service College <sup>††</sup>
<b>330</b>	330	0	<b>390</b>	390	0	280	110	0	0	Forensic Science Service <sup>†</sup>
<b>610</b>	610	0	<b>680</b>	680	0	<b>540</b>	<b>140</b>	<b>0</b>	<b>0</b>	UK Passport Agency <sup>†</sup>
<b>30</b>	30	0	<b>30</b>	30	0	<b>20</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>Home Office (Main) TOTAL</b>
<b>1,210</b>	1,110	100	<b>1,250</b>	1,150	110	<b>1,070</b>	<b>80</b>	<b>90</b>	<b>20</b>	<b>Charity Commission</b>
										<b>HM Prison Service<sup>†</sup></b>
<b>10</b>	10	0	<b>20</b>	20	0	10	0	0	0	<b>INTERNATIONAL DEVELOPMENT, Department for</b>
<b>30</b>	30	0	<b>30</b>	30	0	30	10	0	0	<b>LORD CHANCELLOR</b>
<b>230</b>	230	0	<b>250</b>	250	0	200	50	0	0	Lord Chancellor's Department (excl. agencies)
<b>0</b>	0	0	<b>0</b>	0	0	0	0	0	0	Court Service <sup>†</sup>
<b>270</b>	270	0	<b>290</b>	290	0	<b>240</b>	<b>50</b>	<b>0</b>	<b>0</b>	Public Trust Office <sup>†</sup>
<b>20</b>	20	0	<b>30</b>	30	0	<b>20</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>Lord Chancellor's Department TOTAL</b>
<b>10</b>	10	0	<b>10</b>	10	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>HM Land Registry<sup>††</sup></b>
										<b>Public Record Office<sup>†</sup></b>

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000**

## FULL-TIME EQUIVALENTS AND HEADCOUNT

Departments and their agencies <sup>(1)</sup>	PERMANENT									
	FULL-TIME EQUIVALENT			HEADCOUNT			of whom:			
	Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Industrial	Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time
<b>NORTHERN IRELAND OFFICE</b>	<b>190</b>	<b>190</b>	<b>0</b>	<b>200</b>	<b>200</b>	<b>0</b>	<b>170</b>	<b>30</b>	<b>0</b>	<b>0</b>
<b>PRIVY COUNCIL OFFICE</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SCOTLAND</b>										
Scottish Executive (excl. agencies)	<b>3,810</b>	3,810	0	<b>3,940</b>	3,930	0	3,610	320	0	0
Fisheries Research Services <sup>†</sup>	<b>250</b>	250	0	<b>260</b>	260	0	250	10	0	0
Historic Scotland <sup>(6)</sup>	<b>690</b>	470	220	<b>710</b>	490	220	450	50	220	0
Scottish Agricultural Science Agency <sup>†</sup>	<b>130</b>	120	10	<b>130</b>	130	10	110	10	10	0
Scottish Court Service <sup>†</sup>	<b>800</b>	800	0	<b>850</b>	850	0	720	130	0	0
Scottish Fisheries Protection Agency <sup>†</sup>	<b>270</b>	200	70	<b>280</b>	210	70	190	20	70	0
Scottish Public Pensions Agency <sup>†</sup>	<b>160</b>	160	0	<b>160</b>	160	0	150	10	0	0
Scottish Prison Service <sup>†</sup>	<b>4,620</b>	4,610	10	<b>4,720</b>	4,710	10	4,540	170	10	0
Student Awards Agency for Scotland <sup>†</sup>	<b>120</b>	120	0	<b>130</b>	130	0	120	10	0	0
<b>Scottish Executive TOTAL</b>	<b>10,850</b>	<b>10,540</b>	<b>310</b>	<b>11,180</b>	<b>10,870</b>	<b>310</b>	<b>10,140</b>	<b>730</b>	<b>310</b>	<b>0</b>
<b>Crown Office and Procurator Fiscal</b>	<b>1,120</b>	<b>1,120</b>	<b>0</b>	<b>1,180</b>	<b>1,180</b>	<b>0</b>	<b>1,020</b>	<b>160</b>	<b>0</b>	<b>0</b>
<b>General Register Office – Scotland</b>	<b>230</b>	<b>230</b>	<b>0</b>	<b>240</b>	<b>240</b>	<b>0</b>	<b>220</b>	<b>20</b>	<b>0</b>	<b>0</b>
<b>National Archive for Scotland<sup>†</sup></b>	<b>120</b>	<b>120</b>	<b>0</b>	<b>130</b>	<b>130</b>	<b>0</b>	<b>110</b>	<b>20</b>	<b>0</b>	<b>0</b>
<b>Registers of Scotland<sup>**</sup></b>	<b>1,280</b>	<b>1,280</b>	<b>0</b>	<b>1,350</b>	<b>1,350</b>	<b>0</b>	<b>1,170</b>	<b>180</b>	<b>0</b>	<b>0</b>
<b>SCOTLAND OFFICE</b>	<b>40</b>	<b>40</b>	<b>0</b>	<b>40</b>	<b>40</b>	<b>0</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SOCIAL SECURITY</b>										
Department of Social Security (excl. agencies)	<b>2,880</b>	2,880	0	<b>2,970</b>	2,970	0	2,640	330	0	0
Benefits Agency <sup>†</sup>	<b>69,230</b>	69,230	0	<b>74,680</b>	74,680	0	57,020	17,660	0	0
Child Support Agency <sup>†</sup>	<b>8,520</b>	8,520	0	<b>9,210</b>	9,210	0	7,150	2,060	0	0
IT Services Agency <sup>†</sup>	<b>1,970</b>	1,970	0	<b>2,020</b>	2,020	0	1,860	160	0	0
War Pensions Agency <sup>†</sup>	<b>930</b>	930	0	<b>990</b>	990	0	780	210	0	0
<b>Department of Social Security TOTAL</b>	<b>83,530</b>	<b>83,530</b>	<b>0</b>	<b>89,870</b>	<b>89,870</b>	<b>0</b>	<b>69,450</b>	<b>20,430</b>	<b>0</b>	<b>0</b>
<b>TRADE AND INDUSTRY</b>										
Department of Trade and Industry (excl. agencies) <sup>(4)</sup>	<b>4,700</b>	4,700	0	<b>4,830</b>	4,830	0	4,460	370	0	0
Companies House <sup>**</sup>	<b>810</b>	810	0	<b>920</b>	920	0	650	270	0	0
Employment Tribunals Service <sup>†</sup>	<b>580</b>	580	0	<b>610</b>	610	0	540	70	0	0
Insolvency Service <sup>†</sup>	<b>1,340</b>	1,340	0	<b>1,400</b>	1,400	0	1,230	170	0	0
National Weights & Measures Laboratory <sup>†</sup>	<b>50</b>	50	0	<b>60</b>	60	0	50	10	0	0
Patent Office <sup>**†</sup>	<b>830</b>	830	0	<b>850</b>	850	0	790	60	0	0
Radiocommunications Agency <sup>†</sup>	<b>520</b>	520	0	<b>530</b>	530	0	500	20	0	0
<b>Department of Trade and Industry TOTAL</b>	<b>8,840</b>	<b>8,840</b>	<b>0</b>	<b>9,180</b>	<b>9,180</b>	<b>0</b>	<b>8,200</b>	<b>980</b>	<b>0</b>	<b>0</b>
<b>Advisory Conciliation and Arbitration Service (ACAS)</b>	<b>740</b>	<b>740</b>	<b>0</b>	<b>770</b>	<b>770</b>	<b>0</b>	<b>690</b>	<b>80</b>	<b>0</b>	<b>0</b>
<b>Export Credit Guarantee Department</b>	<b>370</b>	<b>370</b>	<b>0</b>	<b>370</b>	<b>370</b>	<b>0</b>	<b>350</b>	<b>30</b>	<b>0</b>	<b>0</b>
<b>Office of Fair Trading</b>	<b>440</b>	<b>440</b>	<b>0</b>	<b>440</b>	<b>440</b>	<b>0</b>	<b>430</b>	<b>10</b>	<b>0</b>	<b>0</b>
<b>OFGEM</b>	<b>420</b>	<b>420</b>	<b>0</b>	<b>430</b>	<b>430</b>	<b>0</b>	<b>410</b>	<b>20</b>	<b>0</b>	<b>0</b>
<b>Office of Telecommunications</b>	<b>200</b>	<b>200</b>	<b>0</b>	<b>200</b>	<b>200</b>	<b>0</b>	<b>200</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>WALES</b>										
National Assembly for Wales (excl. agency)	<b>2,380</b>	2,370	0	<b>2,450</b>	2,450	0	2,240	210	0	0
Cadw (Welsh Historic Monuments) <sup>†</sup>	<b>190</b>	130	60	<b>200</b>	140	60	120	20	60	0
<b>National Assembly for Wales TOTAL</b>	<b>2,570</b>	<b>2,510</b>	<b>60</b>	<b>2,650</b>	<b>2,590</b>	<b>60</b>	<b>2,360</b>	<b>230</b>	<b>60</b>	<b>0</b>
<b>Estyn (Office of the Chief Inspector of Schools in Wales)</b>	<b>70</b>	<b>70</b>	<b>0</b>	<b>70</b>	<b>70</b>	<b>0</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of the Secretary of State for Wales</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>40</b>	<b>40</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>

## NOTE:

FTE = Full-Time Equivalents, with part-time staff counted as a proportion of full-time hours worked.

~ Excluding Executive Units of Customs and Excise, Executive Offices of the Inland Revenue, the Crown Prosecution Service and the Serious Fraud Office.

\* Trading Funds.

† Executive Agencies

° Defence figures do not include service personnel

^ Joint responsibility with the Welsh Office.

**TABLE A: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY AT 1 APRIL 2000**

FULL-TIME EQUIVALENTS AND HEADCOUNT										
CASUAL										
FULL-TIME EQUIVALENT			HEADCOUNT							
Total staff	Total non-industrial	Total industrial	Total staff	Total non-industrial	Total industrial	of whom:				
						Non-industrial full-time	Non-industrial part-time	Industrial full-time	Industrial part-time	
Departments and their agencies <sup>(1)</sup>										
0	0	0	0	0	0	0	0	0	0	<b>NORTHERN IRELAND OFFICE</b>
0	0	0	0	0	0	0	0	0	0	<b>PRIVY COUNCIL OFFICE</b>
<b>SCOTLAND</b>										
90	90	0	90	90	0	90	10	0	0	Scottish Executive (excl. agencies)
10	10	0	10	10	0	10	0	0	0	Fisheries Research Services <sup>†</sup>
90	90	0	110	110	0	50	60	0	0	Historic Scotland <sup>(5)</sup>
10	10	0	10	10	0	10	0	0	0	Scottish Agricultural Science Agency <sup>†</sup>
70	70	0	80	80	0	60	20	0	0	Scottish Court Service <sup>†</sup>
20	10	10	20	10	10	10	10	10	0	Scottish Fisheries Protection Agency <sup>†</sup>
30	30	0	40	40	0	30	0	0	0	Scottish Public Pensions Agency <sup>†</sup>
30	30	0	30	30	0	30	0	0	0	Scottish Prison Service <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Student Awards Agency for Scotland <sup>†</sup>
340	340	10	380	380	10	280	100	10	0	<b>Scottish Executive TOTAL</b>
30	30	0	30	30	0	30	10	0	0	<b>Crown Office and Procurator Fiscal</b>
10	10	0	10	10	0	10	0	0	0	<b>General Register Office – Scotland</b>
0	0	0	10	10	0	0	0	0	0	<b>National Archive for Scotland<sup>†</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>Registers of Scotland<sup>††</sup></b>
0	0	0	0	0	0	0	0	0	0	<b>SCOTLAND OFFICE</b>
<b>SOCIAL SECURITY</b>										
80	80	0	90	90	0	80	10	0	0	Department of Social Security (excl. agencies)
1,260	1,260	0	1,330	1,330	0	1,160	170	0	0	Benefits Agency <sup>†</sup>
240	240	0	260	260	0	230	30	0	0	Child Support Agency <sup>†</sup>
40	40	0	40	40	0	40	10	0	0	IT Services Agency <sup>†</sup>
40	30	10	40	30	10	30	0	10	0	War Pensions Agency <sup>†</sup>
1,660	1,660	10	1,750	1,750	10	1,530	220	10	0	<b>Department of Social Security TOTAL</b>
<b>TRADE AND INDUSTRY</b>										
60	60	0	70	70	0	60	0	0	0	Department of Trade and Industry (excl. agencies) <sup>(4)</sup>
60	60	0	80	80	0	50	30	0	0	Companies House <sup>††</sup>
100	100	0	100	100	0	100	0	0	0	Employment Tribunals Service <sup>†</sup>
20	20	0	20	20	0	20	0	0	0	Insolvency Service <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	National Weights & Measures Laboratory <sup>†</sup>
0	0	0	0	0	0	0	0	0	0	Patent Office <sup>††</sup>
10	10	0	10	10	0	10	0	0	0	Radiocommunications Agency <sup>†</sup>
250	250	0	270	270	0	230	40	0	0	<b>Department of Trade and Industry TOTAL</b>
10	10	0	10	10	0	10	0	0	0	<b>Advisory Conciliation and Arbitration Service (ACAS)</b>
0	0	0	0	0	0	0	0	0	0	<b>Export Credit Guarantee Department</b>
10	10	0	10	10	0	10	0	0	0	<b>Office of Fair Trading</b>
40	40	0	40	40	0	30	0	0	0	<b>OFGEM</b>
10	10	0	10	10	0	10	0	0	0	<b>Office of Telecommunications</b>
<b>WALES</b>										
200	200	0	200	200	0	200	0	0	0	National Assembly for Wales (excl. agency)
20	20	0	30	30	0	10	20	0	0	Cadw (Welsh Historic Monuments) <sup>†</sup>
210	210	0	230	220	0	200	20	0	0	<b>National Assembly for Wales TOTAL</b>
0	0	0	0	0	0	0	0	0	0	<b>Estyn (Office of the Chief Inspector of Schools in Wales)</b>
0	0	0	0	0	0	0	0	0	0	<b>Office of the Secretary of State for Wales</b>

<sup>†</sup> Departments operating fully on Next Steps lines. Inland Revenue figure excludes the Valuation Office, which is a free-standing agency.

(1) Listed by Ministerial responsibility. Excludes Northern Ireland Civil Service and its agencies.

(2) Includes Government Office staff – 666.6 (FTE) permanent non-industrial and 8.6 (FTE) casual non-industrial.

(3) Includes Government Office staff – 942.8 (FTE) permanent non-industrial and 53.4 (FTE) casual non-industrial.

(4) Includes Government Office staff – 656.3 (FTE) permanent non-industrial and 12.4 (FTE) casual non-industrial.

(5) Historic Scotland were unable to supply 1st April 2000 figures. The figures are for 1st April 1999.

CO/ECSO (PS 1)/Nov 2000

Source: Departmental Returns and MANDATE



**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

DEPARTMENTS AND AGENCIES <sup>(1)</sup>	NON-INDUSTRIAL STAFF						INDUSTRIAL STAFF		
	Full-time			Part-time			Full-time		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>TOTAL STAFF IN ALL DEPARTMENTS AND AGENCIES</b>	<b>220,380</b>	<b>183,330</b>	<b>403,710</b>	<b>4,110</b>	<b>59,950</b>	<b>64,060</b>	<b>25,380</b>	<b>3,440</b>	<b>28,820</b>
<b>AGRICULTURE, FISHERIES AND FOOD</b>									
Ministry of Agriculture, Fisheries and Food (excl. agencies)	3,420	2,770	6,190	70	620	690	0	0	0
Centre for Environment, Fisheries and Aquaculture Science	260	140	390	0	40	40	40	0	40
Central Science Laboratory	330	220	550	0	30	30	0	0	0
Farming and Rural Conservation Agency	300	180	480	10	50	50	0	0	0
Pesticides Safety Directorate	110	80	190	0	20	20	0	0	0
Veterinary Laboratories Agency	490	510	1,000	10	130	140	0	0	0
Veterinary Medicines Directorate	60	60	110	0	10	10	0	0	0
<b>Ministry of Agriculture, Fisheries and Food TOTAL</b>	<b>4,970</b>	<b>3,940</b>	<b>8,910</b>	<b>100</b>	<b>890</b>	<b>990</b>	<b>40</b>	<b>0</b>	<b>40</b>
<b>Intervention Board</b>	<b>580</b>	<b>570</b>	<b>1,150</b>	<b>10</b>	<b>110</b>	<b>120</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>ATTORNEY GENERAL</b>									
<b>Crown Prosecution Service</b>	<b>2,070</b>	<b>2,810</b>	<b>4,870</b>	<b>40</b>	<b>850</b>	<b>890</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Legal Secretariat</b>	<b>20</b>	<b>10</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Serious Fraud Office</b>	<b>100</b>	<b>70</b>	<b>170</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Treasury Solicitor's Department (obsolete)	200	200	400	0	20	30	0	0	0
Government Property Lawyers (TSOL)	0	0	0	0	0	0	0	0	0
<b>Treasury Solicitor's Department TOTAL</b>	<b>200</b>	<b>210</b>	<b>410</b>	<b>0</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CABINET OFFICE</b>									
Cabinet Office (excl. agencies)	680	580	1,260	10	80	90	0	0	0
Government Car and Despatch Agency	30	10	30	0	0	0	180	10	190
<b>Cabinet Office TOTAL</b>	<b>890</b>	<b>720</b>	<b>1,620</b>	<b>10</b>	<b>130</b>	<b>130</b>	<b>260</b>	<b>20</b>	<b>270</b>
<b>Central Office of Information</b>	<b>190</b>	<b>160</b>	<b>350</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Security and Intelligence Services</b>	<b>3,140</b>	<b>1,130</b>	<b>4,270</b>	<b>20</b>	<b>370</b>	<b>390</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CHANCELLOR OF THE EXCHEQUER</b>									
<b>Treasury</b>	<b>510</b>	<b>300</b>	<b>800</b>	<b>10</b>	<b>40</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Government Commerce</b>	<b>20</b>	<b>10</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Government Centre for Information Systems (CCTA)	130	70	200	0	10	10	0	0	0
Property Advisers to the Civil Estate Agency (PACE)	110	60	170	0	10	10	0	0	0
The Buying Agency	70	40	110	0	10	10	0	0	0
<b>Office of Government Commerce TOTAL</b>	<b>330</b>	<b>180</b>	<b>510</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Customs and Excise</b>	<b>12,980</b>	<b>7,630</b>	<b>20,610</b>	<b>110</b>	<b>1,920</b>	<b>2,030</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Debt Management Office</b>	<b>20</b>	<b>10</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Government Actuary</b>	<b>70</b>	<b>20</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Inland Revenue (excl. agency)	24,850	29,190	54,040	560	12,260	12,830	0	0	0
Valuation Office	2,260	1,300	3,570	30	450	490	0	0	0
<b>Inland Revenue TOTAL</b>	<b>27,110</b>	<b>30,500</b>	<b>57,610</b>	<b>600</b>	<b>12,720</b>	<b>13,310</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Department for National Savings</b>	<b>60</b>	<b>50</b>	<b>110</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>National Investment and Loans Office</b>	<b>20</b>	<b>10</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office for National Statistics</b>	<b>1,200</b>	<b>1,350</b>	<b>2,550</b>	<b>30</b>	<b>470</b>	<b>500</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Registry of Friendly Societies</b>	<b>30</b>	<b>20</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Royal Mint</b>	<b>230</b>	<b>130</b>	<b>360</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>640</b>	<b>30</b>	<b>670</b>
<b>CULTURE, MEDIA AND SPORT</b>									
Culture, Media and Sport (excl. agency)	220	170	390	10	20	20	0	0	0
Royal Parks Agency	150	70	220	0	0	0	0	0	0
<b>Culture, Media and Sport TOTAL</b>	<b>370</b>	<b>240</b>	<b>610</b>	<b>10</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

INDUSTRIAL STAFF			NON-INDUSTRIAL FTE			INDUSTRIAL FTE			DEPARTMENTS AND AGENCIES <sup>(1)</sup>
Male	Female	Total	Male	Female	Total	Male	Female	Total	
Part-time									
140	910	1,050	223,150	222,820	445,970	25,470	3,970	29,440	<b>TOTAL STAFF IN ALL DEPARTMENTS AND AGENCIES</b>
<b>AGRICULTURE, FISHERIES AND FOOD</b>									
0	0	0	3,470	3,160	6,630	0	0	0	Ministry of Agriculture, Fisheries and Food (excl. agencies)
0	0	10	260	160	420	40	0	50	Centre for Environment, Fisheries and Aquaculture Science
0	0	0	330	240	570	0	0	0	Central Science Laboratory
0	0	0	310	200	510	0	0	0	Farming and Rural Conservation Agency
0	0	0	110	90	200	0	0	0	Pesticides Safety Directorate
0	0	0	500	590	1,090	0	0	0	Veterinary Laboratories Agency
0	0	0	60	60	120	0	0	0	Veterinary Medicines Directorate
0	0	10	5,030	4,510	9,540	40	0	50	<b>Ministry of Agriculture, Fisheries and Food TOTAL</b>
0	0	0	590	640	1,230	0	0	0	<b>Intervention Board</b>
<b>ATTORNEY GENERAL</b>									
0	0	0	2,090	3,350	5,450	0	0	0	<b>Crown Prosecution Service</b>
0	0	0	20	10	30	0	0	0	<b>Legal Secretariat</b>
0	0	0	100	70	170	0	0	0	<b>Serious Fraud Office</b>
0	0	0	200	220	420	0	0	0	Treasury Solicitor's Department (obsolete)
0	0	0	0	0	0	0	0	0	Government Property Lawyers (TSOL)
0	0	0	200	220	420	0	0	0	<b>Treasury Solicitor's Department TOTAL</b>
<b>CABINET OFFICE</b>									
0	0	0	680	630	1,320	0	0	0	Cabinet Office (excl. agencies)
20	0	20	30	10	30	180	10	200	Government Car and Despatch Agency
20	0	20	900	810	1,710	260	20	280	<b>Cabinet Office TOTAL</b>
0	0	0	190	180	360	0	0	0	<b>Central Office of Information</b>
0	0	0	3,160	1,360	4,520	0	0	0	<b>Security and Intelligence Services</b>
<b>CHANCELLOR OF THE EXCHEQUER</b>									
0	0	0	510	320	830	0	0	0	<b>Treasury</b>
0	0	0	20	10	30	0	0	0	<b>Office of Government Commerce</b>
0	0	0	130	70	210	0	0	0	Government Centre for Information Systems (CCTA)
0	0	0	110	60	170	0	0	0	Property Advisers to the Civil Estate Agency (PACE)
0	0	0	70	50	120	0	0	0	The Buying Agency
0	0	0	330	190	530	0	0	0	<b>Office of Government Commerce TOTAL</b>
0	0	0	13,060	8,850	21,910	0	0	0	<b>Customs and Excise</b>
0	0	0	20	10	30	0	0	0	<b>Debt Management Office</b>
0	0	0	70	20	100	0	0	0	<b>Government Actuary</b>
0	0	0	25,250	37,210	62,460	0	0	0	Inland Revenue (excl. agency)
0	0	0	2,280	1,590	3,880	0	0	0	Valuation Office
0	0	0	27,530	38,800	66,330	0	0	0	<b>Inland Revenue TOTAL</b>
0	0	0	60	50	110	0	0	0	<b>Department for National Savings</b>
0	0	0	20	10	30	0	0	0	<b>National Investment and Loans Office</b>
0	0	0	1,220	1,650	2,870	0	0	0	<b>Office for National Statistics</b>
0	0	0	30	20	50	0	0	0	<b>Registry of Friendly Societies</b>
0	0	0	230	140	370	640	30	670	<b>Royal Mint</b>
<b>CULTURE, MEDIA AND SPORT</b>									
0	0	0	220	180	400	0	0	0	Culture, Media and Sport (excl. agency)
0	0	0	150	70	220	0	0	0	Royal Parks Agency
0	0	0	370	250	620	0	0	0	<b>Culture, Media and Sport TOTAL</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

DEPARTMENTS AND AGENCIES <sup>(1)</sup>	NON-INDUSTRIAL STAFF						INDUSTRIAL STAFF		
	Full-time			Part-time			Full-time		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>DEFENCE</b>									
Ministry of Defence (excl. agencies)	15,580	10,460	26,040	90	1,500	1,590	8,610	1,660	10,270
Armed Forces Personnel Administration Agency	50	60	110	0	10	10	0	0	0
Army Base Repair Organisation	360	170	540	0	20	20	1,860	80	1,940
Army Training and Recruiting Agency	1,760	1,340	3,100	20	220	250	920	130	1,050
Army Personnel Centre	560	600	1,160	0	60	60	0	0	0
Army Technical Support Agency	0	0	0	0	0	0	0	0	0
Defence Analytical Services Agency	70	40	110	0	10	10	0	0	0
Defence Aviation Repair Agency	1,290	440	1,730	0	60	70	2,880	110	3,000
Defence Bills Agency	260	290	550	0	80	80	0	0	0
Defence Clothing and Textile Agency	220	220	440	0	20	20	20	10	30
Defence Communication Services Agency	880	310	1,200	0	40	40	210	10	220
Defence Dental Agency	20	130	150	0	20	30	0	0	0
Defence Estates Organisation	710	340	1,050	0	50	50	120	0	120
Defence Evaluation and Research Agency	7,770	1,970	9,740	150	300	450	990	80	1,080
Defence Housing Executive	480	350	830	0	30	40	80	10	90
Defence Intelligence and Security Centre	60	60	110	0	10	10	20	0	20
Defence Medical Training Organisation	50	70	120	0	10	20	20	0	30
Defence Postal & Courier Services Agency	190	120	300	10	20	20	30	0	30
Defence Procurement Agency	3,010	810	3,820	10	140	150	10	0	10
Defence Secondary Care Agency	200	350	550	0	50	60	80	50	130
Defence Storage & Distribution Agency	530	580	1,110	0	70	70	1,560	540	2,100
Defence Transport & Movement Executive	70	100	170	0	10	10	30	0	30
Defence Vetting Agency	210	140	340	0	20	20	0	0	0
Disposal Sales Agency	60	20	70	0	0	0	0	0	0
Duke of York's Royal Military School	40	40	80	0	10	10	10	0	10
Hydrographer of the Navy	570	200	770	10	70	80	20	0	20
Joint Air Reconnaissance Intelligence Centre	120	40	160	0	10	10	0	0	0
Logistic Information Systems Agency	110	100	210	0	10	20	0	0	0
Medical Supplies Agency	40	80	120	0	20	20	50	50	100
Meteorological Office	1,750	440	2,180	10	90	90	0	0	0
Military Survey	420	190	610	0	60	60	20	10	30
Ministry of Defence Police	3,030	360	3,390	10	50	60	10	10	20
Naval Bases and Supplies Agency	2,740	1,140	3,880	10	220	230	3,230	350	3,580
Naval Manning Agency	40	60	90	0	10	10	0	0	0
Naval Recruiting and Training Agency	710	210	920	0	30	30	220	20	250
Pay and Personnel Agency	270	290	560	0	90	100	0	0	0
Queen Victoria School	30	20	50	0	0	0	10	0	10
RAF Logistics Support Services	320	210	540	0	20	20	0	0	0
RAF Personnel Management Agency	60	140	210	0	30	30	0	0	0
RAF Signals Engineering Establishment	510	130	640	10	30	30	70	10	80
RAF Training Group Defence Agency	1,060	630	1,700	10	90	100	240	50	290
Service Children's Education	350	370	710	0	0	0	0	0	0
Ship Support Agency	1,820	680	2,500	10	140	150	50	10	60
<b>Ministry of Defence TOTAL</b>	<b>48,350</b>	<b>24,300</b>	<b>72,650</b>	<b>380</b>	<b>3,700</b>	<b>4,070</b>	<b>21,380</b>	<b>3,200</b>	<b>24,580</b>
<b>EDUCATION &amp; EMPLOYMENT</b>									
Department for Education and Employment (excl. agency) <sup>2</sup>	2,300	2,330	4,640	30	460	490	0	0	0
Employment Service	9,290	16,390	25,680	300	7,750	8,050	0	0	0
<b>Department for Education and Employment TOTAL</b>	<b>11,590</b>	<b>18,720</b>	<b>30,310</b>	<b>330</b>	<b>8,210</b>	<b>8,550</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office for Standards in Education</b>	<b>260</b>	<b>160</b>	<b>420</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

INDUSTRIAL STAFF			NON-INDUSTRIAL FTE			INDUSTRIAL FTE			DEPARTMENTS AND AGENCIES <sup>(1)</sup>
Part-time									
Male	Female	Total	Male	Female	Total	Male	Female	Total	
<b>DEFENCE</b>									
50	580	640	15,630	11,400	27,020	8,640	2,000	10,640	Ministry of Defence (excl. agencies)
0	0	0	50	70	120	0	0	0	Armed Forces Personnel Administration Agency
10	10	20	360	180	550	1,870	90	1,950	Army Base Repair Organisation
0	20	20	1,770	1,480	3,250	920	140	1,060	Army Training and Recruiting Agency
0	0	0	560	630	1,190	0	0	0	Army Personnel Centre
0	0	0	0	0	0	0	0	0	Army Technical Support Agency
0	0	0	70	50	120	0	0	0	Defence Analytical Services Agency
0	0	0	1,290	480	1,770	2,890	110	3,000	Defence Aviation Repair Agency
0	0	0	260	340	600	0	0	0	Defence Bills Agency
0	0	0	220	230	450	20	10	30	Defence Clothing and Textile Agency
0	0	0	880	340	1,220	210	10	220	Defence Communication Services Agency
0	0	0	20	140	170	0	0	0	Defence Dental Agency
10	0	10	710	370	1,080	120	0	120	Defence Estates Organisation
0	10	10	7,880	2,170	10,050	1,000	80	1,080	Defence Evaluation and Research Agency
0	10	10	480	370	850	80	10	90	Defence Housing Executive
0	0	0	60	70	120	20	0	20	Defence Intelligence and Security Centre
0	0	10	50	80	130	30	10	30	Defence Medical Training Organisation
0	0	0	190	130	320	30	0	30	Defence Postal & Courier Services Agency
0	0	0	3,020	900	3,920	10	0	10	Defence Procurement Agency
0	20	20	200	380	580	80	60	140	Defence Secondary Care Agency
0	20	20	530	620	1,150	1,560	550	2,110	Defence Storage & Distribution Agency
0	0	0	70	100	170	30	0	30	Defence Transport & Movement Executive
0	0	0	210	150	360	0	0	0	Defence Vetting Agency
0	0	0	60	20	80	0	0	0	Disposal Sales Agency
0	10	10	40	40	90	10	10	20	Duke of York's Royal Military School
0	0	0	570	240	810	20	0	20	Hydrographer of the Navy
0	0	0	120	40	160	0	0	0	Joint Air Reconnaissance Intelligence Centre
0	0	0	110	110	220	0	0	0	Logistic Information Systems Agency
0	10	10	40	90	140	50	60	110	Medical Supplies Agency
0	0	0	1,750	490	2,240	0	0	0	Meteorological Office
0	10	10	420	230	650	20	10	30	Military Survey
0	10	10	3,030	390	3,430	10	20	30	Ministry of Defence Police
0	40	40	2,750	1,270	4,020	3,230	370	3,600	Naval Bases and Supplies Agency
0	0	0	40	60	100	0	0	0	Naval Manning Agency
0	10	20	710	230	930	230	30	260	Naval Recruiting and Training Agency
0	0	0	270	350	630	0	0	0	Pay and Personnel Agency
0	10	10	30	20	60	10	10	10	Queen Victoria School
0	0	0	320	220	550	0	0	0	RAF Logistics Support Services
0	0	0	60	160	220	0	0	0	RAF Personnel Management Agency
0	0	0	510	150	660	70	10	80	RAF Signals Engineering Establishment
10	40	50	1,070	690	1,750	240	80	320	RAF Training Group Defence Agency
0	0	0	350	370	710	0	0	0	Service Children's Education
0	0	0	1,820	780	2,600	50	10	60	Ship Support Agency
<b>100</b>	<b>810</b>	<b>910</b>	<b>48,600</b>	<b>26,620</b>	<b>75,220</b>	<b>21,440</b>	<b>3,680</b>	<b>25,110</b>	<b>Ministry of Defence TOTAL</b>
<b>EDUCATION &amp; EMPLOYMENT</b>									
0	0	0	2,330	2,650	4,970	0	0	0	Department for Education and Employment (excl. agency) <sup>2</sup>
0	0	0	9,510	21,570	31,090	0	0	0	Employment Service
<b>0</b>	<b>0</b>	<b>0</b>	<b>11,840</b>	<b>24,220</b>	<b>36,060</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Department for Education and Employment TOTAL</b>
<b>0</b>	<b>0</b>	<b>0</b>	<b>260</b>	<b>170</b>	<b>420</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Office for Standards in Education</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

DEPARTMENTS AND AGENCIES <sup>(1)</sup>	NON-INDUSTRIAL STAFF						INDUSTRIAL STAFF		
	Full-time			Part-time			Full-time		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>ENVIRONMENT, TRANSPORT AND THE REGIONS</b>									
Department of the Environment, Transport and the Regions (excl. agencies) <sup>2</sup>	2,840	1,760	4,600	30	310	340	0	0	0
Driver and Vehicle Licensing Agency	1,510	2,590	4,100	70	690	760	0	0	0
Driving Standards Agency	1,240	310	1,550	20	260	280	0	0	0
Highways Agency	1,100	460	1,570	10	100	110	0	0	0
Maritime and Coastguard Agency	710	280	980	10	70	80	0	0	0
Planning Inspectorate	430	200	620	40	40	80	0	0	0
QEII Conference Centre	30	30	50	0	0	0	0	0	0
The Rent Service	380	430	810	0	70	80	0	0	0
Vehicle Certification Agency	70	20	90	0	0	0	0	0	0
Vehicle Inspectorate	1,070	340	1,410	10	170	180	140	10	150
<b>Department of the Environment, Transport and the Regions TOTAL</b>	<b>9,370</b>	<b>6,400</b>	<b>15,770</b>	<b>200</b>	<b>1,720</b>	<b>1,910</b>	<b>140</b>	<b>10</b>	<b>150</b>
<b>Health and Safety Executive/Commission</b>	<b>2,250</b>	<b>1,300</b>	<b>3,550</b>	<b>40</b>	<b>380</b>	<b>420</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Shadow Strategic Rail Authority</b>	<b>110</b>	<b>70</b>	<b>180</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of the Rail Regulator</b>	<b>90</b>	<b>60</b>	<b>140</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Water Services</b>	<b>80</b>	<b>100</b>	<b>190</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Ordnance Survey</b>	<b>1,380</b>	<b>380</b>	<b>1,750</b>	<b>0</b>	<b>110</b>	<b>110</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>FOREIGN AND COMMONWEALTH</b>									
Foreign and Commonwealth Office (excl. agency)	3,420	1,940	5,360	20	100	120	0	0	0
Wilton Park <sup>1</sup>	20	20	30	0	10	10	0	0	0
<b>Foreign and Commonwealth Office TOTAL</b>	<b>3,440</b>	<b>1,960</b>	<b>5,390</b>	<b>20</b>	<b>110</b>	<b>130</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>HEALTH</b>									
Department of Health (excl. agencies)	1,530	1,830	3,360	40	260	300	0	10	10
Medical Devices Agency	80	50	130	10	10	10	0	0	0
Medicines Control Agency	200	230	420	10	30	30	0	0	0
National Health Service Estates	170	110	280	0	10	10	0	0	0
National Health Service Pensions Agency	170	220	390	0	60	60	0	0	0
National Health Service Purchasing and Supply Agency	140	140	280	0	10	10	0	0	0
<b>Department of Health TOTAL</b>	<b>2,290</b>	<b>2,570</b>	<b>4,860</b>	<b>50</b>	<b>380</b>	<b>430</b>	<b>0</b>	<b>10</b>	<b>10</b>
Food Standards Agency	220	180	400	0	10	20	0	0	0
Meat Hygiene Service	1,240	180	1,420	10	10	10	0	0	0
<b>Food Standards Agency TOTAL</b>	<b>1,460</b>	<b>360</b>	<b>1,810</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>HOME</b>									
Home Office (Main) (excl. agencies)	4,740	3,820	8,560	110	930	1,040	30	0	30
Fire Service College	80	50	130	0	10	10	40	0	40
Forensic Science Service	800	880	1,670	10	150	160	0	0	0
UK Passport Agency	470	680	1,150	40	270	300	0	0	0
<b>Home Office (Main) TOTAL</b>	<b>6,080</b>	<b>5,430</b>	<b>11,510</b>	<b>150</b>	<b>1,360</b>	<b>1,510</b>	<b>70</b>	<b>0</b>	<b>70</b>
<b>Charity Commission</b>	<b>230</b>	<b>240</b>	<b>470</b>	<b>10</b>	<b>60</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>HM Prison Service</b>	<b>27,720</b>	<b>9,320</b>	<b>37,040</b>	<b>240</b>	<b>1,190</b>	<b>1,430</b>	<b>2,490</b>	<b>180</b>	<b>2,660</b>
<b>INTERNATIONAL DEVELOPMENT, Department for</b>	<b>680</b>	<b>490</b>	<b>1,170</b>	<b>0</b>	<b>80</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>LORD CHANCELLOR</b>									
Lord Chancellor's Department (excl. agencies)	420	410	830	30	80	110	0	0	0
Court Service	3,260	4,840	8,100	160	1,530	1,690	0	0	0
Public Trust Office	260	240	500	10	30	40	0	0	0
<b>Lord Chancellor's Department TOTAL</b>	<b>3,940</b>	<b>5,490</b>	<b>9,430</b>	<b>190</b>	<b>1,640</b>	<b>1,830</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>HM Land Registry</b>	<b>2,980</b>	<b>3,490</b>	<b>6,470</b>	<b>100</b>	<b>1,820</b>	<b>1,920</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Public Record Office</b>	<b>240</b>	<b>150</b>	<b>390</b>	<b>20</b>	<b>50</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>0</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

INDUSTRIAL STAFF			NON-INDUSTRIAL FTE			INDUSTRIAL FTE			DEPARTMENTS AND AGENCIES <sup>(1)</sup>
Male	Female	Total	Male	Female	Total	Male	Female	Total	
Part-time									
0	0	0	2,860	1,970	4,830	0	0	0	<b>ENVIRONMENT, TRANSPORT AND THE REGIONS</b>
0	0	0	1,560	2,990	4,540	0	0	0	Department of the Environment, Transport and the Regions (excl. agencies) <sup>3</sup>
0	0	0	1,250	410	1,650	0	0	0	Driver and Vehicle Licensing Agency
0	0	0	1,110	530	1,640	0	0	0	Driving Standards Agency
0	0	0	710	310	1,020	0	0	0	Highways Agency
0	0	0	450	220	670	0	0	0	Maritime and Coastguard Agency
0	0	0	30	30	50	0	0	0	Planning Inspectorate
0	0	0	380	510	880	0	0	0	QEII Conference Centre
0	0	0	70	20	90	0	0	0	The Rent Service
20	20	40	1,070	450	1,520	150	20	170	Vehicle Certification Agency
									Vehicle Inspectorate
20	20	40	9,490	7,410	16,910	150	20	170	<b>Department of the Environment, Transport and the Regions TOTAL</b>
0	0	0	2,280	1,540	3,820	0	0	0	<b>Health and Safety Executive/Commission</b>
0	0	0	110	80	180	0	0	0	<b>Shadow Strategic Rail Authority</b>
0	0	0	90	60	150	0	0	0	<b>Office of the Rail Regulator</b>
0	0	0	80	120	200	0	0	0	<b>Office of Water Services</b>
0	0	0	1,380	440	1,820	0	0	0	<b>Ordnance Survey</b>
									<b>FOREIGN AND COMMONWEALTH</b>
0	0	0	3,430	1,990	5,420	0	0	0	Foreign and Commonwealth Office (excl. agency)
0	0	0	20	20	40	0	0	0	Wilton Park <sup>†</sup>
0	0	0	3,450	2,020	5,470	0	0	0	<b>Foreign and Commonwealth Office TOTAL</b>
									<b>HEALTH</b>
0	0	0	1,550	2,010	3,560	0	10	10	Department of Health (excl. agencies)
0	0	0	90	50	140	0	0	0	Medical Devices Agency
0	0	0	200	240	440	0	0	0	Medicines Control Agency
0	0	0	180	120	290	0	0	0	National Health Service Estates
0	0	0	170	260	430	0	0	0	National Health Service Pensions Agency
0	0	0	140	150	280	0	0	0	National Health Service Purchasing and Supply Agency
0	0	0	2,320	2,830	5,150	0	10	10	<b>Department of Health TOTAL</b>
0	0	0	220	190	410	0	0	0	Food Standards Agency
0	0	0	1,240	180	1,420	0	0	0	Meat Hygiene Service
0	0	0	1,460	370	1,830	0	0	0	<b>Food Standards Agency TOTAL</b>
									<b>HOME</b>
0	10	10	4,810	4,420	9,230	30	0	40	Home Office (Main) (excl. agencies)
0	0	0	80	60	140	40	0	40	Fire Service College
0	0	0	800	970	1,780	0	0	0	Forensic Science Service
0	0	0	480	840	1,320	0	0	0	UK Passport Agency
0	10	10	6,180	6,290	12,470	70	0	80	<b>Home Office (Main) TOTAL</b>
0	0	0	230	280	510	0	0	0	<b>Charity Commission</b>
10	60	70	27,820	10,030	37,850	2,490	220	2,710	<b>HM Prison Service</b>
0	0	0	680	530	1,210	0	0	0	<b>INTERNATIONAL DEVELOPMENT, Department for</b>
									<b>LORD CHANCELLOR</b>
0	0	0	450	460	910	0	0	0	Lord Chancellor's Department (excl. agencies)
0	0	0	3,370	5,830	9,200	0	0	0	Court Service
0	0	0	260	260	530	0	0	0	Public Trust Office
0	0	0	4,080	6,550	10,640	0	0	0	<b>Lord Chancellor's Department TOTAL</b>
0	0	0	3,050	4,700	7,750	0	0	0	<b>HM Land Registry</b>
0	0	0	250	180	430	0	0	0	<b>Public Record Office</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

DEPARTMENTS AND AGENCIES <sup>(1)</sup>	NON-INDUSTRIAL STAFF						INDUSTRIAL STAFF		
	Full-time			Part-time			Full-time		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>NORTHERN IRELAND OFFICE</b>	<b>90</b>	<b>90</b>	<b>170</b>	<b>0</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Privy Council Office</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SCOTLAND</b>									
Scottish Executive	2,050	1,560	3,610	10	310	320	0	0	0
Fisheries Research Services	170	80	250	0	10	10	0	0	0
Historic Scotland	250	200	450	10	40	50	220	0	220
Scottish Agricultural Science Agency	60	60	110	0	10	10	10	0	10
Scottish Court Service	360	360	720	40	100	130	0	0	0
Scottish Fisheries Protection Agency	150	40	190	10	10	20	70	0	70
Scottish Public Pensions Agency	80	70	150	0	10	10	0	0	0
Scottish Prison Service	3,760	780	4,540	90	70	170	10	0	10
Student Awards Agency for Scotland	50	70	120	0	10	10	0	0	0
<b>Scottish Executive TOTAL</b>	<b>6,940</b>	<b>3,210</b>	<b>10,140</b>	<b>170</b>	<b>560</b>	<b>730</b>	<b>310</b>	<b>0</b>	<b>310</b>
<b>Crown Office and Procurator Fiscal</b>	<b>380</b>	<b>640</b>	<b>1,020</b>	<b>0</b>	<b>160</b>	<b>160</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>General Register Office – Scotland</b>	<b>120</b>	<b>100</b>	<b>220</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>National Archive of Scotland</b>	<b>70</b>	<b>40</b>	<b>110</b>	<b>0</b>	<b>10</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Registers of Scotland</b>	<b>670</b>	<b>500</b>	<b>1,170</b>	<b>10</b>	<b>170</b>	<b>180</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Scotland Office</b>	<b>20</b>	<b>20</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SOCIAL SECURITY</b>									
Department of Social Security (excl. agencies)	1,290	1,360	2,640	40	290	330	0	0	0
Benefits Agency	21,770	35,250	57,020	890	16,770	17,660	0	0	0
Child Support Agency	2,730	4,420	7,150	180	1,890	2,060	0	0	0
IT Services Agency	1,150	710	1,860	10	160	160	0	0	0
War Pensions Agency	270	500	780	10	200	210	0	0	0
<b>Department of Social Security TOTAL</b>	<b>27,210</b>	<b>42,240</b>	<b>69,450</b>	<b>1,120</b>	<b>19,310</b>	<b>20,430</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TRADE AND INDUSTRY</b>									
Department of Trade and Industry (excl. agencies) <sup>4</sup>	2,690	1,760	4,460	40	330	370	0	0	0
Companies House	320	320	650	30	240	270	0	0	0
Employment Tribunals Service	210	330	540	0	70	70	0	0	0
Insolvency Service	690	540	1,230	20	160	170	0	0	0
National Weights & Measures Laboratory	40	10	50	0	10	10	0	0	0
Patent Office	490	300	790	10	50	60	0	0	0
Radiocommunications Agency	410	100	500	0	20	20	0	0	0
<b>Department of Trade and Industry TOTAL</b>	<b>4,840</b>	<b>3,360</b>	<b>8,200</b>	<b>110</b>	<b>880</b>	<b>980</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Advisory Conciliation and Arbitration Service (ACAS)</b>	<b>360</b>	<b>330</b>	<b>690</b>	<b>0</b>	<b>80</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Export Credit Guarantee Department</b>	<b>240</b>	<b>110</b>	<b>350</b>	<b>0</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Fair Trading</b>	<b>230</b>	<b>200</b>	<b>430</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OFGEM</b>	<b>220</b>	<b>190</b>	<b>410</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Telecommunications</b>	<b>110</b>	<b>80</b>	<b>200</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>WALES</b>									
National Assembly for Wales	1,170	1,070	2,240	10	210	210	0	0	0
Cadw (Welsh Historic Monuments) (WO)	70	60	120	0	20	20	60	0	60
<b>National Assembly for Wales TOTAL</b>	<b>1,240</b>	<b>1,120</b>	<b>2,360</b>	<b>10</b>	<b>220</b>	<b>230</b>	<b>60</b>	<b>0</b>	<b>60</b>
Office of HM Chief Inspector of Schools in Wales (Estyn)	30	40	70	0	0	0	0	0	0
<b>Office of the Secretary of State for Wales</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**TABLE B: PERMANENT STAFF IN POST FOR EACH DEPARTMENT AND EXECUTIVE AGENCY BY GENDER AT 1 APRIL 2000**

INDUSTRIAL STAFF			NON-INDUSTRIAL FTE			INDUSTRIAL FTE			DEPARTMENTS AND AGENCIES <sup>(1)</sup>
Part-time			Male	Female	Total	Male	Female	Total	
Male	Female	Total							
0	0	0	90	100	190	0	0	0	<b>NORTHERN IRELAND OFFICE</b>
0	0	0	10	20	30	0	0	0	<b>Privy Council Office</b>
<b>SCOTLAND</b>									
0	0	0	2,060	1,750	3,810	0	0	0	Scottish Executive
0	0	0	170	80	250	0	0	0	Fisheries Research Services
0	0	0	250	220	470	220	0	220	Historic Scotland
0	0	0	60	70	120	10	0	10	Scottish Agricultural Science Agency
0	0	0	390	410	800	0	0	0	Scottish Court Service
0	0	0	160	50	200	70	0	70	Scottish Fisheries Protection Agency
0	0	0	80	80	160	0	0	0	Scottish Public Pensions Agency
0	0	0	3,790	820	4,610	10	0	10	Scottish Prison Service
0	0	0	50	70	120	0	0	0	Student Awards Agency for Scotland
0	0	0	<b>7,010</b>	<b>3,530</b>	<b>10,540</b>	<b>310</b>	<b>0</b>	<b>310</b>	<b>Scottish Executive TOTAL</b>
0	0	0	<b>380</b>	<b>730</b>	<b>1,120</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Crown Office and Procurator Fiscal</b>
0	0	0	<b>120</b>	<b>110</b>	<b>230</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>General Register Office – Scotland</b>
0	0	0	<b>70</b>	<b>50</b>	<b>120</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>National Archive of Scotland</b>
0	0	0	<b>680</b>	<b>610</b>	<b>1,280</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Registers of Scotland</b>
0	0	0	<b>20</b>	<b>20</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Scotland Office</b>
<b>SOCIAL SECURITY</b>									
0	0	0	1,320	1,560	2,880	0	0	0	Department of Social Security (excl. agencies)
0	0	0	22,440	46,790	69,230	0	0	0	Benefits Agency
0	0	0	2,850	5,670	8,520	0	0	0	Child Support Agency
0	0	0	1,150	820	1,970	0	0	0	IT Services Agency
0	0	0	280	650	930	0	0	0	War Pensions Agency
0	0	0	<b>28,040</b>	<b>55,490</b>	<b>83,530</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Department of Social Security TOTAL</b>
<b>TRADE AND INDUSTRY</b>									
0	0	0	2,720	1,980	4,700	0	0	0	Department of Trade and Industry (excl. agencies) <sup>4</sup>
0	0	0	340	470	810	0	0	0	Companies House
0	0	0	210	370	580	0	0	0	Employment Tribunals Service
0	0	0	700	640	1,340	0	0	0	Insolvency Service
0	0	0	40	20	50	0	0	0	National Weights & Measures Laboratory
0	0	0	500	330	830	0	0	0	Patent Office
0	0	0	410	110	520	0	0	0	Radiocommunications Agency
0	0	0	<b>4,910</b>	<b>3,930</b>	<b>8,840</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Department of Trade and Industry TOTAL</b>
0	0	0	<b>360</b>	<b>380</b>	<b>740</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Advisory Conciliation and Arbitration Service (ACAS)</b>
0	0	0	<b>240</b>	<b>130</b>	<b>370</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Export Credit Guarantee Department</b>
0	0	0	<b>230</b>	<b>210</b>	<b>440</b>	<b>0</b>	<b>0</b>	<b>0</b>	
0	0	0	<b>220</b>	<b>200</b>	<b>420</b>	<b>0</b>	<b>0</b>	<b>0</b>	
0	0	0	<b>110</b>	<b>90</b>	<b>200</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Office of Telecommunications</b>
<b>WALES</b>									
0	0	0	1,180	1,200	2,370	0	0	0	National Assembly for Wales
0	0	0	70	60	130	60	0	60	Cadw (Welsh Historic Monuments) (WO)
0	0	0	<b>1,240</b>	<b>1,260</b>	<b>2,510</b>	<b>60</b>	<b>0</b>	<b>60</b>	<b>National Assembly for Wales TOTAL</b>
0	0	0	30	40	70	0	0	0	Office of HM Chief Inspector of Schools in Wales (Estyn)
0	0	0	<b>10</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Office of the Secretary of State for Wales</b>



**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

PERMANENT STAFF	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
DEPARTMENT/AGENCY <sup>(3)</sup>	1994	1995	1996	1997	1998	1999 <sup>R</sup>	2000
<b>TOTAL STAFF IN:</b>							
<b>ALL DEPARTMENTS AND AGENCIES</b>	<b>540,290</b>	<b>516,890</b>	<b>494,570</b>	<b>475,340</b>	<b>463,270</b>	<b>459,600</b>	<b>475,420</b>
Of whom:							
<b>EXECUTIVE AGENCIES<sup>-</sup></b>	<b>255,660</b>	<b>266,650</b>	<b>275,210</b>	<b>285,530</b>	<b>277,480</b>	<b>270,620</b>	<b>278,940</b>
<b>CUSTOMS AND EXCISE<sup>‡</sup></b>	<b>25,420</b>	<b>24,130</b>	<b>23,190</b>	<b>23,070</b>	<b>23,400</b>	<b>22,520</b>	<b>21,910</b>
<b>INLAND REVENUE<sup>‡</sup></b>	<b>58,540</b>	<b>54,560</b>	<b>52,010</b>	<b>49,730</b>	<b>49,380</b>	<b>57,460</b>	<b>62,460</b>
<b>CROWN PROSECUTION SERVICE<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>5,670</b>	<b>5,490</b>	<b>5,350</b>	<b>5,450</b>
<b>SERIOUS FRAUD OFFICE<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>160</b>	<b>150</b>	<b>140</b>	<b>170</b>
<b>TOTAL ON NEXT STEPS LINES</b>	<b>339,620</b>	<b>345,340</b>	<b>350,410</b>	<b>364,160</b>	<b>355,900</b>	<b>356,080</b>	<b>368,920</b>
<b>AGRICULTURE, FISHERIES AND FOOD</b>							
Ministry of Agriculture, Fisheries and Food (excl. agencies)	6,800	6,400	6,100	5,650	5,810	6,270	6,630
ADAS <sup>*</sup>	2,200	1,850	1,590	..	..	..	..
Centre for Environment, Fisheries and Aquaculture Science <sup>†</sup>	..	..	..	410	410	430	460
Central Science Laboratory <sup>†</sup>	430	610	560	520	550	540	570
Central Veterinary Laboratory	640	630	..	..	..	..	..
Farming and Rural Conservation Agency <sup>††</sup>	..	..	..	440	530	520	510
Meat Hygiene Service <sup>‡</sup>	..	810	780	800	1,030	1,380	..
Pesticides Safety Directorate <sup>†</sup>	170	170	190	190	190	200	200
Veterinary Laboratories Agency <sup>†</sup>	..	..	680	990	1,030	1,050	1,090
Veterinary Medicines Directorate <sup>†</sup>	90	80	100	100	100	110	120
<b>Ministry of Agriculture, Fisheries and Food TOTAL</b>	<b>10,330</b>	<b>10,570</b>	<b>9,990</b>	<b>9,090</b>	<b>9,660</b>	<b>10,490</b>	<b>9,590</b>
<b>Intervention Board<sup>†</sup></b>	<b>930</b>	<b>890</b>	<b>850</b>	<b>970</b>	<b>1,100</b>	<b>1,190</b>	<b>1,230</b>
<b>ATTORNEY GENERAL</b>							
<b>Crown Prosecution Service<sup>‡</sup></b>	<b>6,490</b>	<b>6,440</b>	<b>6,220</b>	<b>5,670</b>	<b>5,490</b>	<b>5,350</b>	<b>5,450</b>
<b>Legal Secretariat</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>20</b>	<b>30</b>	<b>30</b>	<b>30</b>
<b>Serious Fraud Office<sup>‡</sup></b>	<b>140</b>	<b>130</b>	<b>160</b>	<b>160</b>	<b>150</b>	<b>140</b>	<b>170</b>
Treasury Solicitor's Department <sup>†‡</sup>	390	370	380	380	370	370	..
Government Property Lawyers <sup>‡</sup>	130	120	110	100	90	80	..
<b>Treasury Solicitor's Department TOTAL</b>	<b>510</b>	<b>490</b>	<b>490</b>	<b>480</b>	<b>470</b>	<b>450</b>	<b>420</b>
<b>CABINET OFFICE</b>							
Cabinet Office (excl. agencies) <sup>‡</sup>	..	..	..	..	..	1,560	1,750
Cabinet Office (excl. Office of Public Service) <sup>‡</sup>	400	640	600	600	650	..	..
Office of Public Service (excl. agencies) <sup>‡</sup>	900	880	460	430	410	..	..
Chessington Computer Centre	420	400	380	..	..	..	..
CCTA <sup>‡</sup>	..	..	260	180	170	190	..
Civil Service College <sup>‡</sup>	260	260	250	230	220	220	..
Government Car and Despatch Agency <sup>†</sup>	..	..	..	220	220	230	230
Occupational Health and Safety Agency	120	100	100	..	..	..	..
Property Advisers to the Civil Estate (PACE) <sup>‡</sup>	..	..	280	200	190	80	..
Recruitment & Assessment Services Agency	140	130	140	..	..	..	..
Security Facilities Executive (SAFE)	..	..	1,090	570	470	..	..
The Buying Agency <sup>‡</sup>	..	..	120	140	130	130	..
<b>Cabinet Office (inc. Office of Public Service) TOTAL</b>	<b>1,840</b>	<b>1,770</b>	<b>3,090</b>	<b>1,970</b>	<b>1,820</b>	<b>2,510</b>	<b>1,980</b>
<b>Central Office of Information<sup>††</sup></b>	<b>510</b>	<b>510</b>	<b>440</b>	<b>370</b>	<b>310</b>	<b>340</b>	<b>360</b>
<b>HM Stationery Office</b>	<b>3,010</b>	<b>2,910</b>	<b>2,710</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>Privy Council Office<sup>‡</sup></b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>..</b>
<b>Security and Intelligence Services</b>	<b>6,530</b>	<b>5,900</b>	<b>5,420</b>	<b>4,900</b>	<b>4,810</b>	<b>4,690</b>	<b>4,520</b>
<b>CHANCELLOR OF THE EXCHEQUER</b>							
<b>Treasury</b>	<b>1,400</b>	<b>1,130</b>	<b>960</b>	<b>890</b>	<b>890</b>	<b>890</b>	<b>830</b>
<b>Office of Government Commerce<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>30</b>
CCTA <sup>‡</sup>	..	..	..	..	..	..	210
Property Advisers to the Civil Estate (PACE) <sup>†‡</sup>	..	..	..	..	..	..	170
The Buying Agency <sup>†‡</sup>	..	..	..	..	..	..	120
<b>Office of Government Commerce TOTAL</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>530</b>
<b>Central Statistical Office</b>	<b>1,280</b>	<b>1,270</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>Customs &amp; Excise<sup>‡</sup></b>	<b>25,420</b>	<b>24,130</b>	<b>23,190</b>	<b>23,070</b>	<b>23,400</b>	<b>22,520</b>	<b>21,910</b>

**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

DEPARTMENT/AGENCY <sup>(3)</sup>	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
	1994	1995	1996	1997	1998	1999 <sup>R</sup>	2000
<b>PERMANENT STAFF</b>							
<b>Debt Management Office</b>	..	..	..	..	20	20	30
<b>Government Actuary</b>	80	80	80	80	80	90	100
Inland Revenue (excl. agency) <sup>‡</sup>	58,540	54,560	52,010	49,730	49,380	57,460	62,460
Valuation Office	4,980	4,530	4,460	4,300	4,030	3,890	3,880
<b>Inland Revenue TOTAL</b>	<b>63,520</b>	<b>59,090</b>	<b>56,470</b>	<b>54,030</b>	<b>53,410</b>	<b>61,340</b>	<b>66,330</b>
<b>Department for National Savings<sup>†</sup></b>	<b>5,750</b>	<b>5,450</b>	<b>4,670</b>	<b>4,290</b>	<b>4,080</b>	<b>110</b>	<b>110</b>
<b>National Investment and Loans Office</b>	<b>40</b>	<b>30</b>	<b>30</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>30</b>
<b>Office for National Statistics</b>	..	..	3,140	2,890	2,970	2,910	2,870
<b>Registry of Friendly Societies</b>	180	170	160	170	150	50	50
<b>Royal Mint**<sup>†</sup></b>	<b>960</b>	<b>970</b>	<b>1,000</b>	<b>990</b>	<b>960</b>	<b>990</b>	<b>1,040</b>
<b>Paymaster</b>	<b>780</b>	<b>600</b>	<b>620</b>	..	..	..	..
<b>CULTURE, MEDIA AND SPORT</b>							
National Heritage (excl. agencies)	320	370	340	340	..	..	..
Historic Royal Palaces Agency	470	390	410	450	..	..	..
Royal Parks Agency	250	260	250	220	..	..	..
<b>National Heritage TOTAL</b>	<b>1,040</b>	<b>1,020</b>	<b>1,000</b>	<b>1,000</b>	..	..	..
<b>Office of the National Lottery</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>30</b>	..	..	..
Culture, Media and Sport (excl. agencies)	..	..	..	..	380	350	400
Royal Parks Agency <sup>†</sup>	..	..	..	..	230	230	220
<b>Culture, Media and Sport TOTAL</b>	..	..	..	..	<b>610</b>	<b>580</b>	<b>620</b>
<b>Office of the National Lottery</b>	..	..	..	..	<b>20</b>	..	..
<b>DEFENCE<sup>9</sup></b>							
Ministry of Defence (excl. agencies)	95,620	83,740	64,610	46,790	44,640	39,810	37,670
Armed Forces Personnel Administration Agency <sup>†</sup>	..	..	..	850	110	100	120
Army Base Repair Organisation <sup>†</sup>	3,460	3,260	3,140	2,950	2,720	2,490	2,500
Army Base Storage & Distribution Agency	..	..	3,810	3,700	3,370	..	..
Army Individual Training Organisation	..	..	4,190	..	..	..	..
Army Technical Support Agency	..	..	810	..	..	..	..
Army Training and Recruiting Agency <sup>†</sup>	..	..	..	4,410	4,490	4,250	4,310
Army Personnel Centre <sup>†</sup>	..	..	..	1,270	1,060	1,120	1,190
Army Technical Support Agency <sup>4</sup>	..	..	..	800	810	770	..
Chemical Biological Defence Est	620	..	..	..	..	..	..
Defence Accounts Agency	2,000	1,790	..	..	..	..	..
Defence Analytical Services Agency <sup>†</sup>	120	100	110	120	120	100	120
Defence Animal Centre	40	40	50	60	60	..	..
Defence Operational Analysis Centre	160	..	..	..	..	..	..
Defence Aviation Repair Agency <sup>†</sup>	..	..	..	..	..	4,860	4,770
Defence Bills Agency <sup>†</sup>	..	..	650	650	680	640	600
Defence Clothing and Textile Agency <sup>†</sup>	..	490	490	530	510	510	480
Defence Codification Agency <sup>†</sup>	..	..	..	150	120	..	..
Defence Communication Services Agency <sup>†</sup>	..	..	..	..	520	650	1,440
Defence Dental Agency <sup>†</sup>	..	..	10	110	130	150	170
Defence Estates Organisation <sup>†</sup>	..	..	..	1,170	1,110	1,190	1,210
Defence Evaluation and Research Agency <sup>*†</sup>	..	11,250	11,020	12,220	10,670	10,330	11,130
Defence Evaluation Postal & Courier Services	..	250	..	..	..	..	..
Defence Housing Executive <sup>4</sup>	..	..	..	..	..	..	950
Defence Intelligence and Security Centre <sup>†</sup>	..	..	..	100	140	140	140
Defence Medical Training Organisation <sup>†</sup>	..	..	..	80	100	160	160
Defence Postal & Courier Services Agency <sup>†</sup>	270	..	300	330	330	330	350
Defence Procurement Agency <sup>†</sup>	..	..	..	..	..	4,940	3,930
Defence Research Agency	8,770	..	..	..	..	..	..
Disposal Sales Agency	..	70	..	..	..	..	..
Defence Secondary Care Agency <sup>†</sup>	..	..	..	590	690	770	720
Defence Storage & Distribution Agency <sup>†</sup>	..	..	..	..	..	3,070	3,620
Defence Transport & Movement Executive <sup>†</sup>	..	..	140	140	150	170	210
Defence Vetting Agency <sup>†</sup>	..	..	..	50	340	340	360
Disposal Sales Agency <sup>†</sup>	..	..	60	60	60	60	80

**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

PERMANENT STAFF	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
DEPARTMENT/AGENCY <sup>(3)</sup>	1994	1995	1996	1997	1998	1999 <sup>R</sup>	2000
Duke of York's Royal Military School†	100	90	100	100	100	100	100
Flag Officer Naval Training/Reserves	..	1,470	..	..	..	..	..
Hydrographer of the Navy*†4	..	..	..	..	..	..	830
Joint Air Reconnaissance Intelligence Centre†	..	..	..	140	150	140	160
Logistic Information Systems Agency†	..	310	200	160	190	200	230
Maintenance Group Defence Agency	..	4,490	..	..	..	..	..
Medical Supplies Agency†	..	..	170	220	230	240	250
Meteorological Office*†	2,410	2,190	2,180	2,090	2,140	2,000	2,240
Military Survey†	800	770	770	710	690	690	680
Ministry of Defence Police†	..	..	3,880	3,730	3,590	3,510	3,450
Naval Aircraft Repair Organisation	1,530	1,530	1,520	1,540	1,520	..	..
Naval Bases and Supplies Agency†	..	..	..	9,170	7,820	7,780	7,620
Naval Manning Agency†	..	..	..	80	100	90	100
Naval Recruiting and Training Agency†	..	..	1,560	1,580	1,500	1,190	1,190
Pay and Personnel Agency†	..	..	910	900	850	670	630
Queen Victoria School†	70	70	60	70	70	70	70
RAF Logistics Support Services†	..	..	..	440	370	500	550
RAF Maintenance Group Defence Agency	4,560	..	4,520	4,460	4,380	..	..
RAF Personnel Management Agency†	..	..	..	210	220	230	220
RAF Signals Engineering Establishment†	..	720	660	570	580	580	730
RAF Training Group Defence Agency†	..	2,080	2,420	2,130	2,160	2,090	2,070
Service Children's Education†	880	640	770	750	710	720	710
Ship Support Agency†	..	..	..	2,300	2,290	2,330	2,650
Specialist Procurement Services	..	..	..	..	820	..	..
UK Hydrographic Office*4	820	790	750	750	750	760	..
<b>Ministry of Defence TOTAL</b>	<b>122,240</b>	<b>116,140</b>	<b>109,860</b>	<b>109,210</b>	<b>104,160</b>	<b>100,830</b>	<b>100,330</b>
<b>EDUCATION AND EMPLOYMENT</b>							
Department for Education (excl. agency)	1,610	1,630	..	..	..	..	..
Teachers' Pensions Agency	330	390	..	..	..	..	..
<b>EDUCATION TOTAL</b>	<b>1,940</b>	<b>2,030</b>	..	..	..	..	..
<b>Office for Standards in Education</b>	<b>480</b>	<b>480</b>	..	..	..	..	..
Employment Department (excl. agency)	5,750	4,890	..	..	..	..	..
Employment Service Agency	43,740	39,850	..	..	..	..	..
ACAS	630	600	..	..	..	..	..
Health & Safety Executive	4,400	4,230	..	..	..	..	..
<b>EMPLOYMENT GROUP TOTAL</b>	<b>54,530</b>	<b>49,570</b>	..	..	..	..	..
Department for Education and Employment (excl. agency)	..	..	5,050	4,480	4,500	4,560	4,970
Employment Service†	..	..	34,910	29,180	28,610	29,520	31,090
Teachers' Pensions Agency	..	..	370	..	..	..	..
<b>Department for Education and Employment (TOTAL)</b>	..	..	<b>40,330</b>	<b>33,660</b>	<b>33,120</b>	<b>34,090</b>	<b>36,060</b>
<b>Office for Standards in Education</b>	..	..	<b>470</b>	<b>480</b>	<b>450</b>	<b>470</b>	<b>420</b>
<b>ENVIRONMENT, TRANSPORT AND REGIONS</b>							
Department of the Environment (excl. agencies)	4,730	4,510	3,360	3,010	..	..	..
Building Research Establishment†	690	670	660	..	..	..	..
Planning Inspectorate^	600	580	590	630	..	..	..
QEI Conference Centre	70	60	70	50	..	..	..
Security Facilities Executive	1,060	1,120	..	..	..	..	..
The Buying Agency	100	110	..	..	..	..	..
<b>Department of the Environment TOTAL</b>	<b>7,240</b>	<b>7,050</b>	<b>4,680</b>	<b>3,690</b>	..	..	..
<b>Health &amp; Safety Executive</b>	..	..	<b>4,020</b>	<b>3,970</b>	..	..	..
<b>Office of Water Services</b>	<b>160</b>	<b>160</b>	<b>180</b>	<b>170</b>	..	..	..
<b>Ordnance Survey</b>	<b>2,120</b>	<b>1,990</b>	<b>1,990</b>	<b>1,810</b>	..	..	..
<b>PSAS</b>	<b>550</b>	<b>210</b>	..	..	..	..	..

**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

DEPARTMENT/AGENCY <sup>(3)</sup>	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
	1994	1995	1996	1997	1998	1999 <sup>R</sup>	2000
<b>PERMANENT STAFF</b>							
Department of Transport (excl. agencies)	2,420	2,300	1,970	1,660	..	..	..
Coastguard	550	540	540	650	..	..	..
Driver and Vehicle Licensing Agency	4,140	3,780	3,570	3,500	..	..	..
Driving Standards Agency	1,770	1,680	1,590	1,940	..	..	..
Highways Agency	2,320	2,130	1,520	1,550	..	..	..
Marine Safety Agency	380	390	340	310	..	..	..
Transport Research Laboratory	530	420	..	..	..	..	..
Vehicle Certification Agency	70	80	70	70	..	..	..
Vehicle Inspectorate	1,600	1,480	1,470	1,460	..	..	..
<b>Department of Transport TOTAL</b>	<b>13,790</b>	<b>12,790</b>	<b>11,070</b>	<b>11,150</b>	..	..	..
<b>Office of Passenger Rail Franchising</b>	<b>30</b>	<b>60</b>	<b>100</b>	<b>100</b>	..	..	..
<b>Office of the Rail Regulator</b>	<b>40</b>	<b>100</b>	<b>110</b>	<b>110</b>	..	..	..
Department of the Environment, Transport & Regions (excl. agencies)	..	..	..	..	4,760	4,540	4,830
Driver and Vehicle Licensing Agency <sup>†</sup>	..	..	..	..	3,930	4,140	4,540
Driving Standards Agency <sup>†</sup>	..	..	..	..	1,760	1,710	1,660
Highways Agency <sup>†</sup>	..	..	..	..	1,540	1,550	1,640
Maritime and Coastguard Agency <sup>†</sup>	..	..	..	..	940	950	1,020
Planning Inspectorate <sup>††</sup>	..	..	..	..	640	630	670
QEI Conference Centre <sup>†</sup>	..	..	..	..	60	50	50
The Rent Service <sup>†4</sup>	..	..	..	..	..	..	880
Vehicle Certification Agency <sup>†</sup>	..	..	..	..	80	90	90
Vehicle Inspectorate <sup>†</sup>	..	..	..	..	1,510	1,570	1,690
<b>Department of the Environment, Transport and Regions TOTAL</b>	..	..	..	..	<b>15,220</b>	<b>15,230</b>	<b>17,070</b>
<b>Health &amp; Safety Executive</b>	..	..	..	..	<b>3,720</b>	<b>3,780</b>	<b>3,820</b>
<b>Office of Passenger Rail Franchising</b>	..	..	..	..	<b>120</b>	<b>130</b>	..
<b>Office of the Rail Regulator</b>	..	..	..	..	<b>130</b>	<b>130</b>	<b>150</b>
<b>Office of Water Services</b>	..	..	..	..	<b>170</b>	<b>190</b>	<b>200</b>
<b>Ordnance Survey<sup>†</sup></b>	..	..	..	..	<b>1,860</b>	<b>1,860</b>	<b>1,820</b>
<b>Shadow Strategic Rail Authority</b>	..	..	..	..	..	..	<b>180</b>
<b>FOREIGN AND COMMONWEALTH</b>							
Foreign and Commonwealth Office (excl. agency)	6,290	5,950	5,790	5,540	5,410	5,430	5,420
Wilton Park	30	30	30	40	40	40	40
<b>Foreign and Commonwealth Office TOTAL</b>	<b>6,320</b>	<b>5,980</b>	<b>5,810</b>	<b>5,570</b>	<b>5,450</b>	<b>5,470</b>	<b>5,470</b>
<b>HEALTH</b>							
Department of Health (excl. agencies)	3,680	3,440	3,730	3,680	3,490	3,540	3,570
Medical Devices Agency	..	160	140	120	130	140	140
Medicines Control Agency <sup>††</sup>	400	340	360	390	440	450	440
National Health Service Estates <sup>†</sup>	100	100	140	140	130	250	290
National Health Service Pensions Agency <sup>†</sup>	540	450	430	360	400	430	430
National Health Service Purchasing and Supply Agency <sup>†4</sup>	..	..	..	..	..	..	280
<b>Department of Health TOTAL</b>	<b>4,720</b>	<b>4,500</b>	<b>4,800</b>	<b>4,700</b>	<b>4,600</b>	<b>4,810</b>	<b>5,160</b>
Food Standards Agency <sup>†</sup>	..	..	..	..	..	..	410
Meat Hygiene Service <sup>†</sup>	..	..	..	..	..	..	1,420
<b>Food Standards Total</b>	..	..	..	..	..	..	<b>1,830</b>
<b>OPCS</b>	<b>1,880</b>	<b>1,740</b>	..	..	..	..	..
<b>HOME</b>							
Home Office (Main) (excl. agencies)	10,250	9,570	9,450	9,360	8,070	7,710	9,270
Fire Service College <sup>††</sup>	260	260	230	220	250	190	180
Forensic Science Service	670	670	1,040	1,180	1,240	1,640	1,780
UK Passport Agency <sup>†</sup>	1,370	1,460	1,510	1,410	1,280	1,250	1,320
<b>Home Office (Main) TOTAL</b>	<b>12,550</b>	<b>11,950</b>	<b>12,220</b>	<b>12,170</b>	<b>10,840</b>	<b>10,780</b>	<b>12,540</b>
<b>Charity Commission</b>	<b>580</b>	<b>510</b>	<b>520</b>	<b>530</b>	<b>510</b>	<b>500</b>	<b>510</b>
<b>HM Prison Service<sup>†</sup></b>	<b>38,070</b>	<b>38,940</b>	<b>38,010</b>	<b>37,700</b>	<b>39,360</b>	<b>38,720</b>	<b>40,560</b>

**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

PERMANENT STAFF	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
	DEPARTMENT/AGENCY <sup>(3)</sup>	1994	1995	1996	1997	1998	1999 <sup>R</sup>
<b>INTERNATIONAL DEVELOPMENT</b>							
<b>Overseas Development Administration</b>							
Overseas Development Administration (excl. agency)	1,140	1,090	1,010	1,000	..	..	..
Natural Resources Institute	410	380	300	..	..	..	..
<b>Overseas Development Administration TOTAL</b>	<b>1,560</b>	<b>1,470</b>	<b>1,310</b>	<b>1,000</b>	..	..	..
<b>International Development, Department for</b>	..	..	..	..	<b>1,050</b>	<b>1,160</b>	<b>1,210</b>
<b>LORD CHANCELLOR</b>							
Lord Chancellor's Department	11,730	1,220	850	880	830	810	910
Court Service <sup>†</sup>	..	9,840	9,830	9,200	8,670	8,890	9,200
Public Trust Office <sup>†</sup>	..	540	550	550	540	530	530
<b>Lord Chancellor's Department TOTAL</b>	<b>11,730</b>	<b>11,600</b>	<b>11,230</b>	<b>10,620</b>	<b>10,050</b>	<b>10,230</b>	<b>10,640</b>
<b>HM Land Registry<sup>†</sup></b>	<b>8,920</b>	<b>8,510</b>	<b>8,150</b>	<b>7,870</b>	<b>7,810</b>	<b>7,790</b>	<b>7,750</b>
<b>Public Record Office<sup>†</sup></b>	<b>460</b>	<b>440</b>	<b>450</b>	<b>430</b>	<b>420</b>	<b>430</b>	<b>430</b>
<b>NORTHERN IRELAND OFFICE</b>	<b>210</b>	<b>210</b>	<b>210</b>	<b>200</b>	<b>200</b>	<b>220</b>	<b>190</b>
<b>Privy Council Office<sup>4</sup></b>	..	..	..	..	..	..	<b>30</b>
<b>SCOTLAND</b>							
Scottish Office (excl. agencies) <sup>4</sup>	4,730	4,270	3,820	3,510	3,440	3,710	..
Scottish Executive (excl. agencies) <sup>4</sup>	..	..	..	..	..	..	3,810
Fisheries Research Services <sup>†</sup>	..	..	..	200	230	260	260
Historic Scotland	650	630	570	590	630	680	690
Scottish Agricultural Science Agency <sup>†</sup>	140	140	130	120	120	110	130
Scottish Court Service <sup>4</sup>	..	..	..	..	..	..	800
Scottish Fisheries Protection Agency <sup>†</sup>	250	240	240	250	260	270	270
Scottish Office Pensions Agency <sup>4</sup>	180	160	170	150	140	140	..
Scottish Prison Service <sup>4</sup>	..	..	..	..	..	..	4,620
Scottish Public Pensions Agency <sup>4</sup>	..	..	..	..	..	..	160
Student Awards Agency for Scotland <sup>†</sup>	140	140	120	120	130	130	120
<b>Scottish Office TOTAL<sup>4</sup></b>	<b>6,090</b>	<b>5,580</b>	<b>5,050</b>	<b>4,950</b>	<b>4,940</b>	<b>5,290</b>	..
<b>Scottish Executive Total<sup>4</sup></b>	..	..	..	..	..	..	<b>10,850</b>
<b>Crown Office and Procurator Fiscal</b>	<b>1,100</b>	<b>1,070</b>	<b>1,080</b>	<b>1,100</b>	<b>1,110</b>	<b>1,080</b>	<b>1,120</b>
<b>General Register Office – Scotland</b>	<b>250</b>	<b>230</b>	<b>210</b>	<b>210</b>	<b>200</b>	<b>210</b>	<b>230</b>
<b>Lord Advocates Department</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	..	..
<b>Registers of Scotland<sup>**†</sup></b>	<b>1,200</b>	<b>1,080</b>	<b>1,070</b>	<b>1,060</b>	<b>1,060</b>	<b>1,130</b>	<b>1,280</b>
<b>Scottish Courts Administration<sup>4</sup></b>	..	..	..	120	130	130	..
<b>Scottish Court Service<sup>4</sup></b>	<b>980</b>	<b>830</b>	<b>830</b>	<b>820</b>	<b>830</b>	<b>830</b>	..
<b>Scottish Prison Service<sup>4</sup></b>	<b>4,530</b>	<b>4,230</b>	<b>4,440</b>	<b>4,510</b>	<b>4,700</b>	<b>4,820</b>	..
<b>National Archive for Scotland<sup>†</sup></b>	..	..	..	..	..	110	120
<b>Scottish Record Office</b>	<b>120</b>	<b>120</b>	<b>120</b>	<b>120</b>	<b>110</b>	..	..
<b>Scotland Office<sup>4</sup></b>	..	..	..	..	..	..	<b>40</b>
<b>SOCIAL SECURITY</b>							
Department of Social Security (excl. agencies)	2,920	2,790	2,750	2,680	2,770	2,860	2,880
Benefits Agency <sup>†</sup>	67,850	66,650	71,590	72,000	66,300	68,250	69,230
Child Support Agency <sup>†</sup>	4,860	5,980	6,530	7,860	7,910	7,710	8,520
Contributions Agency	10,010	8,900	7,460	7,380	7,380	..	..
IT Services Agency <sup>†</sup>	4,030	3,540	1,950	1,930	1,910	1,940	1,970
Resettlement Agency	280	90	..	..	..	..	..
War Pensions Agency <sup>†</sup>	..	1,300	1,230	1,200	950	840	930
<b>Department of Social Security TOTAL</b>	<b>89,960</b>	<b>89,250</b>	<b>91,520</b>	<b>93,060</b>	<b>87,220</b>	<b>81,600</b>	<b>83,530</b>

**TABLE C: STAFF NUMBERS IN EACH DEPARTMENT AND EXECUTIVE AGENCY,  
1994 TO 2000<sup>(1)</sup>**

PERMANENT STAFF	AT 1 APRIL: FULL-TIME EQUIVALENTS <sup>(2)</sup>						
DEPARTMENT/AGENCY <sup>(3)</sup>	1994	1995	1996	1997	1998	1999 <sup>R</sup>	2000
<b>TRADE AND INDUSTRY</b>							
Department of Trade and Industry (excl. agencies)	5,510	5,140	5,680	4,500	4,430	4,450	4,700
Accounts Services Agency	90	..	..	..	..	..	..
Companies House <sup>†</sup>	980	950	870	800	840	850	810
Employment Tribunals Service <sup>†</sup>	..	..	..	550	570	560	580
Insolvency Service <sup>†</sup>	1,620	1,500	1,330	1,290	1,350	1,310	1,340
Lab. of the Government Chemist	300	270	..	..	..	..	..
National Engineering Laboratory	280	250	..	..	..	..	..
National Physical Laboratory	700	670	..	..	..	..	..
National Weights & Measures Laboratory <sup>†</sup>	50	50	50	50	50	50	50
Patent Office <sup>†</sup>	950	880	790	710	750	800	830
Radiocommunications Agency <sup>†</sup>	530	540	510	510	510	480	520
<b>Department of Trade and Industry TOTAL</b>	<b>11,020</b>	<b>10,250</b>	<b>9,230</b>	<b>8,400</b>	<b>8,490</b>	<b>8,520</b>	<b>8,840</b>
<b>Advisory Conciliation and Arbitration Service (ACAS)</b>	<b>..</b>	<b>..</b>	<b>610</b>	<b>590</b>	<b>640</b>	<b>660</b>	<b>740</b>
<b>Export Credit Guarantee Department</b>	<b>530</b>	<b>470</b>	<b>430</b>	<b>410</b>	<b>380</b>	<b>390</b>	<b>370</b>
<b>Office of Electricity Regulation<sup>‡</sup></b>	<b>220</b>	<b>210</b>	<b>230</b>	<b>230</b>	<b>240</b>	<b>250</b>	<b>..</b>
<b>Office of Fair Trading</b>	<b>410</b>	<b>400</b>	<b>390</b>	<b>400</b>	<b>410</b>	<b>410</b>	<b>440</b>
<b>Office of Gas Supply<sup>‡</sup></b>	<b>40</b>	<b>60</b>	<b>100</b>	<b>110</b>	<b>120</b>	<b>130</b>	<b>..</b>
<b>OFGEM<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>420</b>
<b>Office of Telecommunications</b>	<b>150</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>160</b>	<b>170</b>	<b>200</b>
<b>WALES</b>							
Welsh Office (excl. agency)	2,040	1,920	1,860	1,940	1,880	2,030	..
National Assembly for Wales	..	..	..	..	..	..	2,380
Cadw (Welsh Historic Monuments)	230	230	210	180	170	170	190
<b>Welsh Office TOTAL</b>	<b>2,270</b>	<b>2,150</b>	<b>2,070</b>	<b>2,120</b>	<b>2,050</b>	<b>2,210</b>	<b>2,570</b>
<b>Office of HM's Chief Inspector of Schools (Wales)<sup>‡</sup></b>	<b>70</b>	<b>70</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>..</b>
<b>ESTYN (Office of the Chief Inspector of Schools in Wales)<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>70</b>
<b>Office of the Secretary of State for Wales<sup>‡</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>40</b>
<b>OTHERS</b>							
<b>Crown Estate Office</b>	<b>40</b>	<b>30</b>	<b>30</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>

## Notes:

(1) All figures include industrial and non-industrial staff. Casual staff are excluded.

(2) Part-time staff are recorded according to the proportion of full-time hours worked.

(3) Listed by Ministerial responsibility. Excludes Northern Ireland Civil Service and its agencies.

(4) Annex A lists changes in machinery of Government.

~ Excluding Executive Units of Customs and Excise, Executive Offices of Inland Revenue, the Crown Prosecution Service and Serious Fraud Office.

Defence figures do not include service personnel.

^ Joint responsibility with the Welsh Office.

\* Departments operating fully on Next Steps lines:

Customs and Excise started to work on Next Steps lines on 1 April 1991.

Inland Revenue (excluding the Valuation Office) started to work on Next Steps lines on 1 April 1992. Inland Revenue figure excludes the Valuation Office, which is a free-standing agency.

Crown Prosecution Service started to work on Next Steps lines on 20 March 1997.

Serious Fraud Office started to work on Next Steps lines on 20 March 1997.

R Revised Figures for 1999.

SOURCE: MANDATE AND DEPARTMENTAL RETURNS

**TABLE D: REGIONAL DISTRIBUTION OF STAFF AT 1 APRIL 2000**

Department (Including agencies)	GOVERNMENT OFFICE REGION							
	LONDON AND SOUTH EAST			South West	West Midlands	North West	North East	Merseyside
	London	South East	Total London and South East					
Agriculture, Fisheries and Food	3,030	770	3,800	1,210	440	880	110	0
Cabinet Office	1,520	270	1,800	0	0	0	0	0
Crown Prosecution Service	1,300	520	1,820	330	530	620	320	200
Customs and Excise	5,510	3,530	9,040	940	1,040	1,490	520	1,040
Culture, Media and Sport	620	0	620	0	0	0	0	0
Ministry of Defence	8,640	22,620	31,260	22,770	8,010	1,320	490	840
Education and Employment	6,850	2,340	9,190	2,360	2,830	3,480	2,500	960
Environment, Transport and the Regions	4,350	870	5,220	1,760	790	730	370	80
Health and Safety Executive/Commission	660	140	810	70	160	150	70	1,290
Foreign and Commonwealth Office	4,600	40	4,640	0	0	0	0	0
Health	2,480	290	2,780	230	230	690	130	0
HM Land Registry	780	510	1,300	1,500	630	470	660	500
Home Office	6,990	1,180	8,170	250	740	400	80	960
HM Prison Service	4,720	6,930	11,650	3,050	3,830	4,270	3,040	780
Inland Revenue	8,370	6,370	14,750	4,000	4,080	7,920	7,640	3,840
International Development	720	0	720	0	0	0	0	0
Intervention Board	0	950	950	0	0	0	280	0
Lord Chancellor's Department	5,490	1,070	6,560	400	710	750	130	320
Office for National Statistics	730	640	1,380	0	0	100	0	540
Ordnance Survey	20	1,420	1,450	50	40	40	20	10
Registers of Scotland	0	0	0	0	0	0	0	0
Scottish Executive	10	0	10	0	0	0	0	0
Social Security	9,100	5,780	14,890	5,060	6,840	15,660	9,780	3,810
Trade and Industry	4,750	250	4,990	240	410	290	220	50
Treasury	830	0	830	0	0	0	0	0
National Assembly for Wales	0	0	0	0	0	0	0	0
Royal Mint	20	0	20	0	0	0	0	0
Other Departments	4,080	120	4,200	5,040	750	250	430	220
<b>ALL PERMANENT STAFF</b>	<b>86,190</b>	<b>56,630</b>	<b>142,820</b>	<b>49,250</b>	<b>32,080</b>	<b>39,504</b>	<b>26,780</b>	<b>15,440</b>
<b>All casual staff</b>	<b>1,790</b>	<b>1,090</b>	<b>2,990</b>	<b>610</b>	<b>615</b>	<b>815</b>	<b>800</b>	<b>330</b>

**TABLE D: REGIONAL DISTRIBUTION OF STAFF AT 1 APRIL 2000****FULL-TIME EQUIVALENTS<sup>(1)</sup>**

GOVERNMENT OFFICE REGION								
Yorkshire & Humberside	East Midlands	Eastern	Wales	Scotland	Northern Ireland	Unreported & elsewhere	All areas	Department (including agencies)
1,540	400	860	200	110	0	30	9,590	Agriculture, Fisheries and Food
0	0	20	10	0	0	150	1,980	Cabinet Office
600	380	300	350	0	0	0	5,450	Crown Prosecution Service
910	850	3,730	490	1,270	530	50	21,910	Customs and Excise
0	0	0	0	0	0	0	620	Culture, Media and Sport
2,990	2,630	6,400	4,980	9,400	3,230	6,040	100,330	Ministry of Defence
5,630	1,920	1,940	1,890	3,360	0	0	36,060	Education and Employment
740	550	840	3,690	390	0	1,930	17,070	Environment, Transport and the Regions
450	270	180	110	280	0	0	3,820	Health and Safety Executive/Commission
0	0	820	0	0	0	0	5,470	Foreign and Commonwealth Office
1,040	20	20	0	0	0	10	5,160	Health
430	850	820	590	0	0	0	7,750	HM Land Registry
400	40	610	460	240	130	50	12,550	Home Office
4,550	3,500	3,750	750	0	0	1,370	40,560	HM Prison Service
5,240	4,010	3,510	3,870	6,090	1,400	10	66,330	Inland Revenue
0	0	0	0	430	0	50	1,210	International Development
0	0	0	0	0	0	0	1,230	Intervention Board
520	410	570	270	0	0	0	10,640	Lord Chancellor's Department
0	0	0	850	0	0	0	2,870	Office for National Statistics
40	40	50	30	50	0	0	1,820	Ordnance Survey
0	0	0	0	1,280	0	0	1,280	Registers of Scotland
0	0	0	0	10,340	0	500	10,850	Scottish Executive
7,590	3,500	3,350	3,880	9,160	10	10	83,530	Social Security
310	190	200	1,690	230	10	10	8,840	Trade and Industry
0	0	0	0	0	0	0	830	Treasury
0	0	0	2,570	0	0	0	2,570	National Assembly for Wales
0	0	0	1,020	0	0	0	1,030	Royal Mint
100	100	270	380	1,750	110	480	14,080	Other Departments
<b>33,060</b>	<b>19,650</b>	<b>28,220</b>	<b>28,080</b>	<b>44,390</b>	<b>5,400</b>	<b>10,710</b>	<b>475,410</b>	<b>ALL PERMANENT STAFF</b>
<b>680</b>	<b>340</b>	<b>550</b>	<b>950</b>	<b>1,090</b>	<b>40</b>	<b>1,600</b>	<b>11,300</b>	<b>All casual staff</b>



**TABLE E: STAFF NUMBERS BY RESPONSIBILITY LEVEL AND GENDER, 1997 TO 2000****NON-INDUSTRIAL STAFF<sup>(1)</sup>**

1 APRIL 2000	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>RESPONSIBILITY LEVEL</b>									
<b>ALL NON-INDUSTRIAL STAFF</b>	<b>220,380</b>	<b>183,330</b>	<b>403,710</b>	<b>4,110</b>	<b>59,950</b>	<b>64,060</b>	<b>223,150</b>	<b>222,820</b>	<b>445,970</b>
SCS level	2,980	660	3,640	40	80	130	3,000	720	3,720
6 and 7	16,900	4,530	21,430	320	990	1,320	17,110	5,210	22,320
Senior/Higher Executive Officer	51,440	19,470	70,910	530	3,480	4,020	51,800	21,880	73,670
Executive Officer	56,010	43,740	99,750	830	14,010	14,830	56,560	53,340	109,890
Administrative Officer/Assistant	91,390	114,110	205,500	2,370	41,220	43,590	93,030	140,720	233,750
Unknown	1,660	820	2,480	10	170	190	1,650	960	2,610
<b>ALL INDUSTRIAL STAFF</b>	<b>25,380</b>	<b>3,440</b>	<b>28,820</b>	<b>140</b>	<b>910</b>	<b>1,050</b>	<b>25,470</b>	<b>3,970</b>	<b>29,440</b>
<b>ALL STAFF</b>	<b>245,760</b>	<b>186,770</b>	<b>432,530</b>	<b>4,250</b>	<b>60,860</b>	<b>65,110</b>	<b>248,620</b>	<b>226,790</b>	<b>475,410</b>

**1 APRIL 1999**

1 APRIL 1999	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>RESPONSIBILITY LEVEL</b>									
<b>ALL NON-INDUSTRIAL STAFF</b>	<b>214,880</b>	<b>176,360</b>	<b>391,230</b>	<b>3,510</b>	<b>55,070</b>	<b>58,580</b>	<b>217,160</b>	<b>212,140</b>	<b>429,300</b>
SCS level	2,940	540	3,480	40	80	120	2,970	600	3,570
6 and 7	16,750	4,120	20,870	300	950	1,250	16,940	4,760	21,690
Senior/Higher Executive Officer	52,780	17,960	70,740	550	2,920	3,470	53,080	19,930	73,010
Executive Officer	53,490	41,010	94,500	660	12,310	12,970	53,920	49,180	103,110
Administrative Officer/Assistant	88,730	112,560	201,290	1,960	38,780	40,740	90,050	137,480	227,540
Unknown	190	170	360	0	30	30	190	190	380
<b>ALL INDUSTRIAL STAFF</b>	<b>26,490</b>	<b>3,620</b>	<b>30,110</b>	<b>160</b>	<b>910</b>	<b>1,070</b>	<b>26,590</b>	<b>4,160</b>	<b>30,750</b>
<b>ALL STAFF</b>	<b>241,370</b>	<b>179,980</b>	<b>421,350</b>	<b>3,670</b>	<b>55,980</b>	<b>59,650</b>	<b>243,750</b>	<b>216,300</b>	<b>460,050</b>

**1 APRIL 1998**

1 APRIL 1998	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>RESPONSIBILITY LEVEL</b>									
<b>ALL NON-INDUSTRIAL STAFF</b>	<b>217,010</b>	<b>177,080</b>	<b>394,090</b>	<b>3,410</b>	<b>53,440</b>	<b>56,850</b>	<b>219,130</b>	<b>211,330</b>	<b>430,460</b>
SCS level	3,100	540	3,630	40	80	120	3,120	590	3,720
6 and 7	16,490	3,930	20,420	290	850	1,150	16,630	4,500	21,130
Senior/Higher Executive Officer	51,440	16,660	68,100	470	2,590	3,070	51,680	18,380	70,060
Executive Officer	56,400	40,910	97,310	510	11,330	11,840	56,740	48,330	105,070
Administrative Officer/Assistant	89,590	115,050	204,640	2,090	38,580	40,670	90,940	139,530	230,480
<b>ALL INDUSTRIAL STAFF</b>	<b>28,220</b>	<b>3,890</b>	<b>32,120</b>	<b>160</b>	<b>990</b>	<b>1,150</b>	<b>28,320</b>	<b>4,490</b>	<b>32,800</b>
<b>ALL STAFF</b>	<b>245,230</b>	<b>180,970</b>	<b>426,210</b>	<b>3,570</b>	<b>54,430</b>	<b>59,730</b>	<b>247,450</b>	<b>215,820</b>	<b>463,260</b>

**1 APRIL 1997**

1 APRIL 1997	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>RESPONSIBILITY LEVEL</b>									
<b>ALL NON-INDUSTRIAL STAFF</b>	<b>221,360</b>	<b>182,960</b>	<b>404,320</b>	<b>3,240</b>	<b>51,720</b>	<b>54,970</b>	<b>223,410</b>	<b>215,890</b>	<b>439,310</b>
SCS level	3,140	490	3,630	40	70	100	3,160	540	3,700
6 and 7	15,890	3,250	19,130	290	660	940	16,060	3,680	19,740
Senior/Higher Executive Officer	51,800	16,600	68,400	630	2,530	3,160	52,160	18,250	70,420
Executive Officer	58,360	41,890	100,250	490	11,080	11,570	58,700	49,130	107,830
Administrative Officer/Assistant	92,180	120,730	212,900	1,790	37,400	39,190	93,330	144,290	237,620
<b>ALL INDUSTRIAL STAFF</b>	<b>30,790</b>	<b>4,460</b>	<b>35,260</b>	<b>150</b>	<b>1,140</b>	<b>1,290</b>	<b>30,890</b>	<b>5,140</b>	<b>36,030</b>
<b>ALL STAFF</b>	<b>252,150</b>	<b>187,420</b>	<b>439,580</b>	<b>3,390</b>	<b>52,860</b>	<b>58,140</b>	<b>254,300</b>	<b>221,030</b>	<b>475,340</b>

**SOURCE: MANDATE AND DEPARTMENTAL RETURNS**

- (1) This table shows staff in their substantive responsibility level unless on temporary promotion, in which case staff are recorded at the higher responsibility level.  
(2) Part-time staff are recorded according to the proportion of full-time hours worked.

**TABLE F: STAFF NUMBERS BY GROSS SALARY BAND AND GENDER, 1999 AND 2000****STAFF IN POST****NON-INDUSTRIAL STAFF****1 APRIL 2000**

SALARY BAND <sup>(1)</sup>	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>NON-INDUSTRIAL STAFF</b>									
£1–5,000	0	0	0	0	0	0	0	0	0
£5,001–10,000	9,390	14,580	23,960	490	4,970	5,460	9,700	17,590	27,290
£10,001–15,000	54,840	86,570	141,410	1,730	32,870	34,600	56,040	108,060	164,100
£15,001–20,000	46,250	46,890	93,140	720	14,350	15,070	46,730	56,720	103,450
£20,001–25,000	52,580	19,560	72,140	370	3,610	3,970	52,840	22,060	74,900
£25,001–30,000	23,480	6,420	29,900	160	1,090	1,250	23,600	7,170	30,770
£30,001–35,000	11,910	2,700	14,610	110	420	530	11,980	2,980	14,970
£35,001–40,000	6,690	1,380	8,070	80	370	450	6,750	1,630	8,370
£40,001–45,000	4,830	1,000	5,820	70	270	340	4,870	1,180	6,060
£45,001–50,000	2,740	590	3,330	40	100	140	2,770	660	3,430
£50,001–55,000	1,690	260	1,950	20	40	60	1,700	290	1,990
£55,001–60,000	970	170	1,130	20	30	40	980	190	1,160
£60,001–65,000	700	130	830	10	20	30	700	150	850
£65,001–70,000	280	50	330	0	10	10	290	50	340
£70,001–75,000	260	50	310	0	0	0	260	50	310
£75,000+	420	70	490	10	0	20	420	70	500
Not reported	3,380	2,920	6,310	280	1,810	2,090	3,510	3,980	7,490
<b>TOTAL</b>	<b>220,380</b>	<b>183,340</b>	<b>403,720</b>	<b>4,110</b>	<b>59,950</b>	<b>64,060</b>	<b>223,140</b>	<b>222,830</b>	<b>445,970</b>
Lower quartile <sup>(4)</sup>	£14,060	£12,030	£13,020	£10,450	£12,120	£11,940	£13,990	£12,060	£12,770
Median <sup>(4)</sup>	£19,970	£14,360	£16,990	£13,790	£13,840	£13,840	£19,680	£14,130	£15,850
Upper quartile <sup>(4)</sup>	£25,030	£18,560	£22,380	£17,770	£16,900	£17,060	£24,970	£18,130	£21,630

**1 APRIL 1999**

SALARY BAND <sup>(1)</sup>	HEADCOUNT WHOLE-TIME STAFF			HEADCOUNT PART-TIME STAFF			FULL-TIME EQUIVALENT ALL STAFF <sup>(2)</sup>		
	MALE	FEMALE	TOTAL <sup>(3)</sup>	MALE	FEMALE	TOTAL <sup>(3)</sup>	MALE	FEMALE	TOTAL
<b>NON-INDUSTRIAL STAFF</b>									
£1–5,000	0	0	0	0	0	0	0	0	0
£5,001–10,000	12,610	18,980	31,590	640	6,010	6,640	13,000	22,670	35,670
£10,001–15,000	52,350	84,960	137,310	1,340	31,560	32,910	53,250	105,410	158,670
£15,001–20,000	48,230	43,640	91,870	580	11,910	12,480	48,630	51,600	100,230
£20,001–25,000	51,100	17,080	68,180	260	2,730	2,990	51,280	18,930	70,220
£25,001–30,000	21,720	5,460	27,180	140	780	920	21,810	5,990	27,790
£30,001–35,000	10,660	2,250	12,900	80	360	440	10,710	2,490	13,200
£35,001–40,000	6,560	1,240	7,810	80	340	420	6,620	1,470	8,090
£40,001–45,000	4,510	870	5,370	120	190	320	4,550	990	5,540
£45,001–50,000	2,440	390	2,830	20	50	80	2,460	420	2,880
£50,001–55,000	1,400	230	1,630	20	30	50	1,410	250	1,670
£55,001–60,000	990	160	1,160	20	40	50	1,000	190	1,190
£60,001–65,000	500	80	590	0	10	20	510	90	600
£65,001–70,000	310	50	360	10	10	10	310	50	360
£70,001–75,000	170	20	190	0	0	10	170	20	190
£75,001+	340	50	390	10	0	10	350	50	400
Not reported	990	890	1,900	190	1,050	1,230	1,080	1,510	2,590
<b>TOTAL</b>	<b>214,870</b>	<b>176,350</b>	<b>391,240</b>	<b>3,510</b>	<b>55,070</b>	<b>58,570</b>	<b>217,150</b>	<b>212,130</b>	<b>429,300</b>
Lower quartile <sup>(4)</sup>	£13,650	£11,820	£12,680	£10,570	£11,880	£11,810	£13,640	£11,840	£12,520
Median <sup>(4)</sup>	£19,430	£13,820	£16,460	£13,510	£13,390	£13,390	£19,370	£13,600	£15,550
Upper quartile <sup>(4)</sup>	£24,310	£17,870	£21,830	£19,600	£16,500	£16,670	£24,230	£17,590	£21,100

**SOURCES: MANDATE AND DEPARTMENTAL RETURNS**

(1) Salary in this table is gross salary and rounded to the nearest 10. See Definitions and Sources, page 65.

(2) Part-time staff are assigned to the salary band corresponding to their full-time equivalent salary.

(3) Includes a few staff whose gender was not specified in 1999.

(4) Pay quartiles calculated using new method (see Annex B).

**TABLE G: STAFF NUMBERS IN MAJOR DEPARTMENTS BY SALARY BAND, 1999 AND 2000<sup>(1)</sup>****NON-INDUSTRIAL STAFF**

	MINISTRY OF AGRICULTURE, FISHERIES AND FOOD	CUSTOMS AND EXCISE	MINISTRY OF DEFENCE	DEPARTMENT FOR EDUCATION AND EMPLOYMENT (inc. Employment Service)	DEPARTMENT OF THE ENVIRONMENT, TRANSPORT AND THE REGIONS	HOME OFFICE (inc. HM Prison Service)
<b>1 APRIL 2000</b>						
£5,001–10,000	800	1,170	5,320	370	1,430	700
£10,001–15,000	4,270	4,750	22,090	19,150	4,800	11,110
£15,001–20,000	2,230	5,460	15,140	11,770	3,970	9,660
£20,001–25,000	1,340	4,730	14,710	2,900	2,260	20,190
£25,001–30,000	800	3,290	7,560	820	1,000	3,630
£30,001–35,000	440	1,510	4,050	420	760	1,310
£35,001–40,000	310	550	1,840	270	510	750
£40,001–45,000	260	210	1,070	160	440	390
£45,001–50,000	130	100	520	50	180	260
£50,001–55,000	50	30	280	40	90	120
£55,001–60,000	30	30	110	30	80	100
£60,001–65,000	30	10	90	30	60	80
£65,001–70,000	10	10	30	10	30	10
£70,001–75,000	10	10	20	10	30	10
£75,001+	10	10	30	20	30	30
Not reported	30	50	2,370	0	1,260	1,970
<b>TOTAL</b>	<b>10,770</b>	<b>21,910</b>	<b>75,220</b>	<b>36,060</b>	<b>16,910</b>	<b>50,320</b>
Lower quartile <sup>(4)</sup>	£11,730	£11,470	£13,190	£12,910	£12,770	£14,580
Median <sup>(4)</sup>	£15,700	£19,380	£17,930	£14,800	£17,130	£20,910
Upper quartile <sup>(4)</sup>	£22,840	£25,250	£24,030	£17,880	£22,910	£23,470
<b>1 APRIL 1999</b>						
£5,001–10,000	1,610	1,400	7,090	3,120	1,900	770
£10,001–15,000	3,230	5,010	22,100	17,700	4,590	9,590
£15,001–20,000	2,530	6,040	15,630	9,240	4,020	9,100
£20,001–25,000	1,160	4,820	15,160	2,380	2,000	19,800
£25,001–30,000	690	3,140	7,010	690	870	3,090
£30,001–35,000	430	1,240	3,850	350	720	1,180
£35,001–40,000	330	470	1,690	260	490	650
£40,001–45,000	210	180	1,070	140	390	360
£45,001–50,000	100	80	400	50	140	200
£50,001–55,000	50	40	250	40	80	150
£55,001–60,000	40	20	140	30	90	80
£60,001–65,000	20	10	50	20	50	50
£65,001–70,000	10	10	20	10	30	10
£70,001–75,000	10	0	10	10	10	10
£75,001+	10	10	20	20	20	20
Not reported	20	50	0	30	90	1,740
<b>TOTAL</b>	<b>10,450</b>	<b>22,520</b>	<b>74,490</b>	<b>34,090</b>	<b>15,490</b>	<b>46,800</b>
Lower quartile <sup>(4)</sup>	£11,470	£13,890	£12,690	£12,220	£12,660	£15,090
Median <sup>(4)</sup>	£15,290	£18,590	£17,510	£14,030	£17,000	£21,050
Upper quartile <sup>(4)</sup>	£22,630	£24,260	£23,320	£17,340	£22,260	£22,900

**SOURCES: MANDATE AND DEPARTMENTAL RETURNS**

- (1) For machinery of government changes during the period see Section 2 and Annex A.  
(2) Salary in this table is gross salary and rounded to the nearest 10. See Definitions and Sources page.  
(3) Part-time staff are assigned to the salary band corresponding to their full-time equivalent salary.  
(4) Pay quartiles calculated using new method (see Annex B).

**TABLE G: STAFF NUMBERS IN MAJOR DEPARTMENTS BY SALARY BAND, 1999 AND 2000<sup>(1)</sup>**

FULL-TIME EQUIVALENTS						
LORD CHANCELLOR'S DEPARTMENT (inc. INLAND REVENUE	Land Registry and Public Record Office)	DEPARTMENT OF SOCIAL SECURITY	DEPARTMENT OF TRADE AND INDUSTRY	OTHER DEPARTMENTS	ALL NON- INDUSTRIAL STAFF	SALARY BAND <sup>(2), (3)</sup>
6,840	710	7,250	270	2,420	27,290	£5,001-10,000
25,040	9,110	47,690	2,350	13,740	164,100	£10,001-15,000
15,180	5,090	20,430	2,080	12,440	103,450	£15,001-20,000
9,420	1,970	5,770	1,360	10,260	74,900	£20,001-25,000
5,300	830	1,250	810	5,480	30,770	£25,001-30,000
1,300	370	510	600	3,690	14,970	£30,001-35,000
1,050	150	250	350	2,350	8,370	£35,001-40,000
900	140	140	260	2,080	6,060	£40,001-45,000
490	60	70	210	1,360	3,430	£45,001-50,000
460	30	60	130	700	1,990	£50,001-55,000
190	40	20	80	440	1,160	£55,001-60,000
70	20	30	50	380	850	£60,001-65,000
40	10	20	30	150	340	£65,001-70,000
20	10	10	20	170	310	£70,001-75,000
20	20	20	30	280	500	£75,001+
10	260	0	210	1,380	7,490	Not reported
<b>66,330</b>	<b>18,820</b>	<b>83,530</b>	<b>8,840</b>	<b>57,270</b>	<b>445,970</b>	<b>TOTAL</b>
£12,030	£12,770	£11,130	£14,150	£13,920	£12,770	
£15,040	£14,470	£13,810	£18,990	£19,560	£15,850	
£20,280	£18,640	£17,070	£26,740	£27,120	£21,630	
6,130	760	9,370	380	3,140	35,670	£5,001-10,000
24,000	9,270	47,060	2,280	13,840	158,670	£10,001-15,000
14,840	4,920	18,320	2,020	13,570	100,230	£15,001-20,000
8,030	1,900	4,870	1,280	8,820	70,220	£20,001-25,000
4,530	770	1,050	740	5,210	27,790	£25,001-30,000
810	310	340	600	3,370	13,200	£30,001-35,000
1,160	150	230	290	2,370	8,090	£35,001-40,000
800	130	110	290	1,860	5,540	£40,001-45,000
600	50	70	160	1,030	2,880	£45,001-50,000
230	30	40	100	660	1,670	£50,001-55,000
100	40	40	80	530	1,190	£55,001-60,000
60	20	20	40	260	600	£60,001-65,000
30	10	10	20	200	360	£65,001-70,000
10	10	10	20	90	190	£70,001-75,000
10	10	20	30	230	400	£75,001+
0	70	20	190	390	2,600	Not reported
<b>61,340</b>	<b>18,450</b>	<b>81,580</b>	<b>8,520</b>	<b>55,570</b>	<b>429,300</b>	<b>TOTAL</b>
£12,370	£12,680	£11,200	£13,650	£12,440	£12,520	
£14,870	£14,410	£13,340	£18,450	£18,960	£15,550	
£19,890	£18,460	£16,690	£25,910	£26,220	£21,100	

**TABLE H: STAFF NUMBERS BY SALARY BAND AND RESPONSIBILITY LEVEL, 1999 AND 2000****1 APRIL 2000****FULL-TIME EQUIVALENTS<sup>(1)</sup>****NON-INDUSTRIAL STAFF IN MANDATE DEPARTMENTS: 1 APRIL 2000**

SALARY BAND <sup>(2)</sup>	SCS LEVEL	RESPONSIBILITY LEVEL			
		6 AND 7	SEO/HEO	EO	AO/AA
£1–5,000	0	0	0	0	0
£5,001–10,000	0	0	0	20	26,450
£10,001–15,000	0	0	430	12,790	147,650
£15,001–20,000	0	0	7,370	62,420	30,730
£20,001–25,000	0	100	27,680	25,850	19,150
£25,001–30,000	0	840	23,280	4,920	1,980
£30,001–35,000	0	4,300	9,500	770	0
£35,001–40,000	0	5,840	2,080	50	0
£40,001–45,000	130	5,280	400	0	0
£45,001–50,000	320	2,730	140	0	0
£50,001–55,000	470	1,400	10	0	0
£55,001–60,000	670	410	0	0	0
£60,001–65,000	650	40	0	0	0
£65,001–70,000	320	10	0	0	0
£70,001–75,000	230	0	0	0	0
£75,001+	440	0	0	0	0
Not reported	110	370	400	670	1,660
<b>TOTAL</b>	<b>3,340</b>	<b>21,320</b>	<b>71,300</b>	<b>107,510</b>	<b>227,610</b>
Lower quartile <sup>(3)</sup>	£54,040	£35,000	£22,240	£16,550	£10,900
Median <sup>(3)</sup>	£60,220	£39,530	£24,980	£18,360	£13,100
Upper quartile <sup>(3)</sup>	£67,270	£44,130	£28,310	£20,400	£14,710

**NON-INDUSTRIAL STAFF IN MANDATE DEPARTMENTS: 1 APRIL 1999**

1 April 1999 SALARY BAND <sup>(2)</sup>	SCS LEVEL	RESPONSIBILITY LEVEL			
		6 AND 7	SEO/HEO	EO	AO/AA
£1–5,000	0	0	0	0	0
£5,001–10,000	0	0	0	0	35,010
£10,001–15,000	0	0	560	14,100	141,730
£15,001–20,000	0	0	7,800	62,750	25,960
£20,001–25,000	0	0	29,460	21,220	19,250
£25,001–30,000	0	1,310	20,530	4,280	790
£30,001–35,000	0	4,420	7,610	510	0
£35,001–40,000	10	6,200	1,440	20	0
£40,001–45,000	120	4,690	310	0	0
£45,001–50,000	320	2,330	110	0	0
£50,001–55,000	560	950	0	0	0
£55,001–60,000	810	200	0	0	0
£60,001–65,000	500	30	0	0	0
£65,001–70,000	270	0	0	0	0
£70,001–75,000	160	0	0	0	0
£75,001+	350	0	0	0	0
Not reported	80	390	340	580	990
<b>TOTAL</b>	<b>3,180</b>	<b>20,530</b>	<b>68,150</b>	<b>103,450</b>	<b>223,740</b>
Lower quartile <sup>(3)</sup>	£53,144	£34,253	£21,938	£16,646	£10,859
Median <sup>(3)</sup>	£58,405	£38,623	£24,466	£18,061	£12,828
Upper quartile <sup>(3)</sup>	£65,000	£42,826	£27,707	£19,963	£14,335

**SOURCE: MANDATE**

(1) Part-time staff are recorded according to the proportion of full-time hours worked.

(2) Salary in this table is gross salary and rounded to the nearest 10. See Definitions and Sources page.

(3) Pay quartiles calculated using new method (see Annex B).

## TABLE I: ENTRANTS AND LEAVERS – NON-INDUSTRIAL STAFF, 1993–94 TO 1999–2000

## ESTIMATED TOTALS FOR ALL DEPARTMENTS

## HEADCOUNT

	1993–94	1994–95	1995–96	1996–97	1997–98	1998–99	1999–2000
<b>TOTAL ENTRANTS<sup>1</sup></b>	<b>24,560</b>	<b>20,610</b>	<b>27,330</b>	<b>29,100</b>	<b>26,720</b>	<b>29,880</b>	<b>43,430</b>
of whom:							
Male	12,080	9,610	12,640	13,370	12,720	12,480	17,580
Female	12,490	11,000	14,700	15,730	14,000	17,400	25,850
by method of entry:							
Recruitment	23,370	18,810	25,120	27,910	25,970	29,230	37,900
Reinstatement	650	590	640	1,090	670	540	800
Inward loans and transfers	540	1,200	1,570	100	80	110	260
<b>TOTAL LEAVERS<sup>2,3</sup></b>	<b>38,800</b>	<b>38,820</b>	<b>43,680</b>	<b>47,900</b>	<b>35,070</b>	<b>31,440</b>	<b>28,050</b>
of whom:							
Male	21,580	16,700	22,360	22,980	16,900	14,750	13,350
Female	17,220	22,130	21,330	24,920	18,170	16,690	14,700
by cause of leaving:							
Early departure	7,440	9,430	13,480	11,870	4,060	1,620	2,000
of whom:							
Early retirement	4,920	6,460	9,090	7,580	2,340	1,220	1,560
Early severance	2,510	2,970	4,380	4,290	1,720	400	470
Transfers out of the service	6,660	1,750	4,490	7,210	4,930	6,970	700
of whom:							
Privatisation	4,000	1,560	3,990	7,040	3,790	6,640	130
Outward loans and transfers	2,650	180	500	170	1,140	330	570
Wastage	24,710	27,650	25,720	28,820	26,080	22,650	24,690
of whom:							
Retirement at minimum age	3,370	3,510	3,570	3,550	2,500	2,440	2,430
Retirement above minimum age	4,310	4,440	3,010	2,780	2,360	2,140	1,900
Resignation	10,890	13,000	13,140	15,150	15,420	14,080	14,630
End of fixed-term appointment	1,150	2,060	2,270	3,740	2,950	1,940	3,800
Dismissals and discharges	1,000	880	750	870	650	590	740
Ill health	3,260	3,090	2,480	2,270	1,790	1,060	850
Death	740	670	490	460	400	400	340

## SOURCE: MANDATE AND CABINET OFFICE ESTIMATES

1 Includes 4,464 staff whose method of entry was unknown in 1999–2000.

2 Includes 210 staff whose leaving cause was unknown in 1998–99.

3 Includes 639 staff whose leaving cause was unknown in 1999–2000.

**TABLE J: ENTRANTS BY RESPONSIBILITY LEVEL, AGE AND GENDER, 1995–96 TO 1999–2000**

NON-INDUSTRIAL STAFF IN MANDATE DEPARTMENTS: 1995–96 TO 1999–2000

HEADCOUNT

RESPONSIBILITY LEVEL	YEAR	AGE DISTRIBUTION									TOTAL <sup>(1)</sup>	OF WHOM:	
		16–17	18–19	20–24	25–29	30–34	35–39	40–44	45–49	50 AND OVER		MALE	FEMALE
<b>All non-industrial staff</b>	1995–96	410	1,910	7,130	4,230	2,750	2,100	2,020	1,870	2,280	24,710	11,270	13,440
	1996–97	540	1,970	7,360	5,350	4,250	3,330	2,840	2,550	2,990	31,200	13,720	17,480
	1997–98	540	1,790	6,090	4,220	3,040	2,530	2,330	1,970	2,750	25,290	11,670	13,620
	1998–99	890	2,850	6,960	4,630	3,380	2,950	2,790	2,290	2,960	29,690	12,390	17,290
	1999–00	1,180	4,090	10,790	6,750	5,100	4,390	3,880	3,200	4,030	43,430	17,580	25,850
<b>SCS level<sup>3</sup></b>	1995–96	0	0	0	0	0	10	10	10	20	40	40	10
	1996–97	0	0	0	0	0	10	20	20	30	80	70	10
	1997–98	0	0	0	0	10	10	20	20	30	90	70	20
	1998–99	0	0	0	0	0	10	20	20	30	70	60	20
	1999–00	0	0	0	10	10	30	40	40	50	180	120	60
<b>Level 6 and 7</b>	1995–96	0	0	0	30	70	80	80	100	90	440	300	140
	1996–97	0	0	0	30	60	60	60	60	80	360	240	120
	1997–98	0	0	0	50	60	70	70	60	70	380	230	150
	1998–99	0	0	10	50	100	90	100	100	90	540	340	200
	1999–00	0	0	0	90	160	140	140	150	140	830	500	330
<b>Senior/Higher Executive Officer level</b>	1995–96	0	0	100	270	180	150	110	160	290	1,270	930	340
	1996–97	0	0	140	270	220	190	170	200	330	1,530	1,100	420
	1997–98	10	10	160	320	270	200	180	190	380	1,710	1,140	570
	1998–99	0	10	140	350	290	200	190	160	330	1,670	1,040	620
	1999–00	0	0	230	570	450	350	280	210	350	2,430	1,500	930
<b>Executive Officer level</b>	1995–96	0	0	650	420	310	200	240	200	230	2,250	1,420	840
	1996–97	0	10	570	550	630	620	530	370	400	3,700	2,310	1,390
	1997–98	10	30	520	470	300	290	340	230	320	2,510	1,550	960
	1998–99	0	20	530	450	310	270	250	220	300	2,350	1,400	960
	1999–00	0	20	1,230	790	590	480	450	300	340	4,200	2,270	1,930
<b>Administrative Officer/Assistant level</b>	1995–96	400	1,910	6,320	3,450	2,160	1,640	1,560	1,390	1,640	20,470	8,440	12,030
	1996–97	500	1,810	6,250	4,240	3,120	2,290	1,870	1,740	1,960	23,810	9,130	14,680
	1997–98	520	1,730	5,270	3,250	2,320	1,890	1,660	1,420	1,890	19,970	8,330	11,630
	1998–99	880	2,810	6,270	3,770	2,670	2,380	2,220	1,790	2,200	25,000	9,540	15,460
	1999–00	1,140	3,920	8,870	5,040	3,700	3,230	2,820	2,380	3,000	34,110	12,610	21,510

## SOURCE: MANDATE

- 1 Includes Recruitment, Reinstatement and Inward loans and transfers.
- 2 Totals include responsibility levels, genders and ages not reported to MANDATE.
- 3 Includes level 1.

**TABLE K: RESIGNATIONS BY RESPONSIBILITY LEVEL, LENGTH OF SERVICE AND AGE, 1999–2000**

NON-INDUSTRIAL AND INDUSTRIAL STAFF

HEADCOUNT

HEADCOUNT	LENGTH OF SERVICE IN YEARS							AGE					TOTAL
	<1	1–<2	2–<3	3–<4	4–<5	5–<9	10+	<20	20–24	25–29	30–39	40+	
SCS <sup>1</sup>	0	0	10	20	0	10	30	0	0	0	10	60	70
Grades 6/7	20	40	20	20	10	50	90	0	0	10	120	120	250
SEO/HEO	120	140	120	100	60	250	380	0	40	210	520	400	1,170
EO	310	200	150	120	60	370	470	0	130	410	660	490	1,690
AO/AA	5,140	1,930	920	660	420	1,390	970	960	2,990	2,470	2,680	2,320	11,430
Industrial	410	270	210	160	80	240	180	70	220	230	450	570	1,540
<b>TOTAL<sup>2</sup></b>	<b>6,010</b>	<b>2,590</b>	<b>1,440</b>	<b>1,080</b>	<b>640</b>	<b>2,310</b>	<b>2,120</b>	<b>1,040</b>	<b>3,390</b>	<b>3,330</b>	<b>4,430</b>	<b>3,970</b>	<b>16,170</b>

RESIGNATION RATES <sup>3</sup>	LENGTH OF SERVICE IN YEARS							AGE					TOTAL
	<1	1–<2	2–<3	3–<4	4–<5	5–<9	10+	<20	20–24	25–29	30–39	40+	
SCS <sup>1</sup>	3.0%	3.3%	6.3%	9.8%	5.5%	3.7%	1.2%	0.0%	0.0%	0.0%	5.7%	1.9%	2.2%
Grades 6/7	2.7%	7.1%	4.7%	3.3%	2.8%	1.6%	0.6%	0.0%	15.4%	3.7%	2.8%	0.7%	1.2%
SEO/HEO	5.8%	7.2%	6.2%	5.0%	3.5%	2.8%	0.7%	0.0%	8.1%	5.5%	2.5%	0.9%	1.7%
EO	10.2%	7.2%	4.9%	4.0%	3.5%	2.1%	0.6%	12.5%	6.9%	4.4%	1.6%	0.9%	1.6%
AO/AA	19.6%	11.2%	6.4%	5.0%	5.3%	2.3%	1.0%	23.1%	15.8%	6.9%	3.3%	2.3%	4.8%
Industrial	17.0%	12.0%	8.1%	8.6%	4.2%	4.2%	1.3%	8.5%	14.5%	10.0%	6.2%	3.0%	5.0%
<b>TOTAL<sup>2</sup></b>	<b>17.4%</b>	<b>10.4%</b>	<b>6.3%</b>	<b>5.1%</b>	<b>4.6%</b>	<b>2.4%</b>	<b>0.8%</b>	<b>20.6%</b>	<b>14.8%</b>	<b>6.5%</b>	<b>2.9%</b>	<b>1.7%</b>	<b>3.4%</b>

SOURCE: MANDATE ONLY

1 Includes level 1.

2 Totals include responsibility levels and ages not reported to MANDATE.

3 Resignations during the year as a percentage of the number of staff at that responsibility level at the start of the year.



## TABLE L: RESIGNATIONS BY RESPONSIBILITY LEVEL, 1994–95 TO 1999–2000

### NON-INDUSTRIAL STAFF IN MANDATE DEPARTMENTS

HEADCOUNT

RESPONSIBILITY LEVEL	NUMBERS					
	1994–95	1995–96	1996–97	1997–98	1998–99	1999–2000
SCS level <sup>1</sup>	50	40	60	50	50	70
Level 6 and 7	190	200	200	310	300	250
Senior/Higher Executive Officer level	1,040	930	920	1,180	1,310	1,170
Executive Officer level	1,620	1,590	1,570	1,940	1,870	1,690
Administrative Officer/Assistant level	9,160	9,020	9,770	11,310	10,420	11,430
<b>ALL NON-INDUSTRIAL STAFF<sup>2</sup></b>	<b>12,170</b>	<b>11,810</b>	<b>12,690</b>	<b>14,880</b>	<b>13,990</b>	<b>14,630</b>

RESPONSIBILITY LEVEL	RESIGNATION RATES (PERCENTAGES) <sup>3</sup>					
	1994–95	1995–96	1996–97	1997–98	1998–99	1999–2000
SCS level <sup>1</sup>	1.3%	1.1%	2.0%	1.5%	1.6%	2.1%
Level 6 and 7	0.9%	1.0%	1.0%	1.5%	1.4%	1.2%
Senior/Higher Executive Officer level	1.3%	1.3%	1.3%	1.7%	1.9%	1.6%
Executive Officer level	1.4%	1.4%	1.4%	1.8%	1.7%	1.5%
Administrative Officer/Assistant level	3.3%	3.4%	3.8%	4.7%	4.4%	4.7%
<b>ALL NON-INDUSTRIAL STAFF<sup>2</sup></b>	<b>0.6%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>3.4%</b>	<b>3.2%</b>	<b>3.2%</b>

## SOURCE : MANDATE

- 1 Includes level 1.
- 2 Totals include responsibility levels not reported to MANDATE.
- 3 Resignations during the year as a percentage of the number of staff at that responsibility level at the start of the year.

**TABLE M: ESTIMATED HISTORICAL SERIES, 1974 TO 2000****NON-INDUSTRIAL AND INDUSTRIAL STAFF**

THOUSANDS AT 1 APRIL EACH YEAR								
FULL-TIME EQUIVALENT BASIS						HEADCOUNT BASIS		
PERMANENT STAFF				CASUAL STAFF	ALL STAFF			
YEAR	NON-INDUSTRIAL	INDUSTRIAL	TOTAL			FULL-TIME	PART-TIME	ALL STAFF
1974	514	181	695	17	712	678	28	706
1975	526	178	705	17	721	686	30	716
1976	571	180	751	11	762	732	31	763
1977	573	176	749	7	756	730	31	761
1978	569	170	739	6	745	721	30	751
1979	568	168	735	8	743	717	30	747
1980	549	159	708	6	714	691	29	720
1981	542	151	693	6	699	676	27	703
1982	530	139	669	7	676	654	25	679
1983	520	131	651	9	660	638	22	660
1984	506	120	626	7	634	613	21	634
1985	500	102	601	11	612	588	22	610
1986	500	96	596	11	607	582	25	607
1987	510	91	601	12	613	584	28	612
1988	510	73	583	10	593	564	31	595
1989	503	70	573	11	584	552	35	587
1990	499	67	567	13	580	543	40	582
1991	495	64	559	14	572	532	43	576
1992	509	61	571	17	588	542	46	588
1993	509	52	560	18	579	529	50	579
1994	494	46	540	21	561	507	52	559
1995	475	42	517	18	535	483	54	537
1996	459	36	495	20	515	460	55	515
1997	439	36	475	19	495	440	56	496
1998	431	33	463	18	481	426	58	484
1999 <sup>R</sup>	429	31	460	17	476	421	60	481
2000	446	29	475	11	487	433	65	498

## NOTES:

- Changes in the scope of the Civil Service between 1970 and 1992 had the following effects on the numbers:
  - Staff of the Manpower Services Commission and its agencies (18,600 at 1 January 1985) were excluded from the manpower count up to 1975; following the Employment Protection Act of 1975 they were counted as civil servants with effect from 1 January 1976.
  - 5,600 non-industrial and 13,400 industrial staff in Royal Ordnance Factories are excluded from 1985 onwards.
  - Some 4,100 non-industrial and 12,500 industrial staff in the Devonport and Rosyth Dockyards are excluded from 1988.
  - Some 3,300 non-industrial staff in the Department of Health Special Hospitals are excluded from 1990.
  - Some 460 non-industrial staff in the Insurance Services Group of ECGD are excluded from 1991.
- For changes after 1994 see Annex A (page 57).

## TABLE N: ETHNIC ORIGIN OF STAFF BY RESPONSIBILITY LEVEL\*, 1999 AND 2000

### NON-INDUSTRIAL AND INDUSTRIAL STAFF

HEADCOUNT

#### 1 APRIL 2000

	WHITE	ETHNIC MINORITY	NON RESPONSE	TOTAL STAFF	ETHNIC MINORITY AS PERCENTAGE OF KNOWN ETHNIC ORIGIN
<b>Non-industrial staff</b>					
SCS level	3,250	70	440	3,760	2.2%
Grade 6 and 7	19,550	520	2,680	22,750	2.6%
SEO/HEO	63,240	2,020	9,660	74,920	3.1%
EO	92,450	5,620	16,510	114,580	5.7%
AO/AA	191,560	15,600	41,930	249,090	7.5%
Unknown (R)	230	10	2,440	2,670	2.5%
<b>Non-industrial staff TOTAL</b>	<b>370,270</b>	<b>23,840</b>	<b>73,660</b>	<b>467,770</b>	<b>6.0%</b>
Industrial	16,820	170	12,880	29,870	1.0%
<b>TOTAL</b>	<b>387,090</b>	<b>24,010</b>	<b>86,540</b>	<b>497,640</b>	<b>5.8%</b>

#### 1 APRIL 1999

	WHITE	ETHNIC MINORITY	NON RESPONSE	TOTAL STAFF	ETHNIC MINORITY AS PERCENTAGE OF KNOWN ETHNIC ORIGIN
<b>Non-industrial staff</b>					
SCS level	3,180	60	370	3,600	1.7%
Grade 6 and 7	19,070	530	2,520	22,120	2.7%
SEO/HEO	59,890	1,720	12,610	74,220	2.8%
EO	80,940	4,150	22,370	107,460	4.9%
AO/AA	181,780	13,880	46,370	242,040	7.1%
Unknown (R)	340	30	10	380	8.4%
<b>Non-industrial staff TOTAL</b>	<b>345,200</b>	<b>20,360</b>	<b>84,250</b>	<b>449,810</b>	<b>5.6%</b>
Industrial	21,000	210	9,970	31,180	1.0%
<b>TOTAL</b>	<b>366,190</b>	<b>20,570</b>	<b>94,230</b>	<b>480,990</b>	<b>5.3%</b>

#### SOURCE: MANDATE AND DEPARTMENTAL RETURNS

\*DFID, Cabinet Office, OFTEL and HM Prison Service 2000 figures have been revised for all grade levels.

(R) Revised figures. November 2000 Press Release did not include unknown grade levels for MANDATE departments.

**TABLE O: DISABLED STAFF BY RESPONSIBILITY LEVEL\*, 1999 AND 2000****NON-INDUSTRIAL AND INDUSTRIAL STAFF** **HEADCOUNT****1 APRIL 2000**

	DISABLED	TOTAL STAFF	DISABLED PERCENTAGE
<b>Non-industrial staff</b>			
SCS level	60	3,770	1.7%
Grade 6 and 7	550	22,750	2.4%
SEO/HEO	2,380	74,920	3.2%
EO	4,610	114,580	4.0%
AO/AA	10,140	249,090	4.1%
Unknown (R)	20	2,670	0.6%
<b>Non-industrial staff TOTAL</b>	<b>17,750</b>	<b>467,780</b>	<b>3.8%</b>
Industrial	670	29,870	2.3%
<b>TOTAL</b>	<b>18,420</b>	<b>497,650</b>	<b>3.7%</b>

**1 APRIL 1999**

	DISABLED	TOTAL STAFF	DISABLED PERCENTAGE
<b>Non-industrial staff#</b>			
SCS level	60	3,600	1.6%
Grade 6 and 7	500	22,120	2.3%
SEO/HEO	2,190	74,220	2.9%
EO	4,140	107,460	3.9%
AO/AA	9,490	242,040	3.9%
<b>Non-industrial staff TOTAL</b>	<b>16,380</b>	<b>449,430</b>	<b>3.6%</b>
Industrial	840	31,180	2.7%
<b>TOTAL</b>	<b>17,210</b>	<b>480,610</b>	<b>3.6%</b>

**SOURCE: MANDATE AND DEPARTMENTAL RETURNS**

\*DfID and HM Prison Service figures have been revised for all grade levels.

(R) Revised figures. November 2000 Press Release did not include unknown grade levels for MANDATE departments.

#Excludes around 400 staff with unknown grade level.

## TABLE P: STAFF IN POST BY AGE, 1999 AND 2000

### NON-INDUSTRIAL AND INDUSTRIAL STAFF

HEADCOUNT

#### 1 APRIL 2000

AGE	HEADCOUNT			PERCENTAGE OF STAFF GROUP		
	NON-INDUSTRIAL	INDUSTRIAL	TOTAL	NON-INDUSTRIAL	INDUSTRIAL	TOTAL
16-19	5,140	770	5,910	1.1	2.6	1.2
20-24	24,400	1,460	25,860	5.4	4.9	5.4
25-29	46,590	2,160	48,750	10.3	7.3	10.1
30-34	70,700	2,990	73,700	15.6	10.1	15.3
35-39	77,340	3,890	81,230	17.1	13.2	16.8
40-44	69,030	4,050	73,080	15.2	13.7	15.1
45-49	60,770	3,710	64,490	13.4	12.6	13.4
50-54	58,070	4,240	62,310	12.8	14.3	12.9
55-59	33,590	3,770	37,360	7.4	12.8	7.7
60-75	7,790	2,520	10,320	1.7	8.5	2.1
<b>TOTAL</b>	<b>453,430</b>	<b>29,560</b>	<b>482,990</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

#### 1 APRIL 1999

AGE	HEADCOUNT			PERCENTAGE OF STAFF GROUP		
	NON-INDUSTRIAL	INDUSTRIAL	TOTAL	NON-INDUSTRIAL	INDUSTRIAL	TOTAL
16-19	4,197	839	5,036	1.0	2.7	1.1
20-24	21,365	1,533	22,898	4.9	5.0	4.9
25-29	49,194	2,305	51,499	11.2	7.5	10.9
30-34	73,632	3,184	76,816	16.7	10.4	16.3
35-39	74,197	4,011	78,208	16.9	13.1	16.6
40-44	64,910	4,020	68,930	14.8	13.1	14.6
45-49	59,207	3,851	63,058	13.5	12.6	13.4
50-54	54,421	4,372	58,793	12.4	14.3	12.5
55-59	30,875	3,931	34,806	7.0	12.8	7.4
60-75	7,884	2,616	10,500	1.8	8.5	2.2
<b>TOTAL</b>	<b>439,882</b>	<b>30,662</b>	<b>470,544</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

SOURCE: MANDATE ONLY

# ANNEX A: DIARY OF EVENTS – MACHINERY OF GOVERNMENT CHANGES 1994 TO 2000

## 2000

- 1 April 2000 Food Standards Agency launched.
- 1 April 2000 Office of Government Commerce launched.
- 1 April 2000 National Health Service Purchasing and Supply Agency set up.
- 1 April 2000 Staff transferred from local government to the Rent Service (800 staff).

## 1999

- 1 October 1999 The Rent Service launched.
- 1 October 1999 Merger of OFGAS and OFFER to form OFGEM.
- 1 July 1999 Devolution in Scotland and Wales.
- 1 July 1999 Office of Advocate General and Scottish Courts Administration absorbed by Scottish Executive.
- 1 July 1999 Scotland Office launched.
- 1 July 1999 National Assembly for Wales took over functions from Welsh Office.
- 1 April 1999 Contributions Agency transferred from Department of Social Security to Inland Revenue (7,580 staff).
- 1 April 1999 Ministry of Defence further privatisations/reorganisations (around 1,200 staff overall).
- 1 April 1999 Defence Animal Centre merged with Army Training & Recruitment Agency.
- 1 April 1999 Defence Codification Agency, subsumed by Ministry of Defence Royal Air Force.
- 1 April 1999 Maintenance Group Defence Agency subsumed with Defence Aviation Repair Agency.
- 1 April 1999 Office of the National Lottery became an NDPB outside the Civil Service and was renamed The National Lottery Commission, (33 non-industrial staff).

1 April 1999	Much of National Savings privatised (around 4,000 non-industrial staff).
1 April 1999	Lord Advocate's Department subsumed in Scottish Office (19 non-industrial staff).
18 January 1999	Scottish Records Office announced their new name – The National Archives of Scotland.
1 January 1999	UK Anti-Drugs Co-ordination Unit was transferred from Privy Council Office to the Cabinet Office.

## 1998

28 July 1998	The Women's Unit transferred from the DSS to the Cabinet Office (43 non-industrial staff).
28 July 1998	Office of Public Service no longer identified as a separate part of the Cabinet Office.
1 July 1998	Security and Facilities Executive (SAFE) ceased to be an executive agency. Services to be provided within the Cabinet Office.
1 April 1998	Marine Safety and Coastguard Agencies merged to form Maritime and Coastguard Agency (941 staff).
1 April 1998	Historic Royal Palaces Agency (HRP) became an Executive NDPB <sup>1</sup> outside the Civil Service (414 non-industrial and 41 industrial staff).
1 April 1998	Defence Communication Services Agency (MoD) launched (517 staff).
1 April 1998	Debt Management Office (HMT) established, including staff from Bank of England (23 staff).
1 April 1998	National Criminal Intelligence Service (HO) became a Service Authority (similar to a Police Authority), outside the Civil Service (564 staff).
1 April 1998	Police Information & Technology Organisation became an Executive NDPB <sup>1</sup> outside the Civil Service (325 staff).
March 1998	Privatisation of Fleet Maintenance & Repair by FSL in Naval Bases & Supplies Agency (MoD) (310 non-industrial and 820 industrial staff).

<sup>1</sup> Executive Non-Departmental Public Bodies (NDPBs) – operate under statutory provisions, employ their own staff and have responsibility for their own budgets.

## 1997

- 31 December 1997 Armed Forces Personnel Administration (an executive agency of the MoD) contracted out some 650 permanent non-industrial staff to EDS.
- 29 August 1997 Commander-in-Chief of Land Command (MoD) contracted out 83 permanent non-industrial staff to Primary Management Aldershot Ltd (PMAL).
- 16 June 1997 Following the General Election, the Departments of the Environment and Transport merged under one Minister to form the Department of the Environment, Transport and the Regions.
- 1 June 1997 A new agency of the Ministry of Defence was formed – Specialist Procurement Services Agency (820 staff).
- 6 May 1997 Following the General Election, the Competitiveness Division of the Office of Public Service (27 staff) transferred to the DTI.
- 3 May 1997 Following the General Election, the responsibility for voluntary organisations and charities (18 staff) was transferred from the Department for National Heritage to the Home Office.
- 3 May 1997 Following the General Election, the Overseas Development Administration was renamed Department for International Development and made independent of the Foreign and Commonwealth Office.
- 24 April 1997 Ministry of Defence Support Services Division (DERA) sold to Cinven (1,440 staff).
- 1 April 1997 A new agency of the DTI formed – Employment Tribunals Service (550 permanent staff).
- 1 April 1997 A new agency of the MoD formed – Defence Vetting Agency (50 permanent staff).
- 1 April 1997 A new agency of the MoD formed – Armed Forces Personnel Administration Agency (850 permanent staff).
- 1 April 1997 A new agency of the MoD formed – Defence Medical Training Organisation (80 permanent staff).
- 1 April 1997 A new agency of the MoD formed – Defence Estates Organisation (1,170 permanent staff).
- 1 April 1997 Government Car and Despatch Agency became an executive agency (220 permanent staff); formerly part of SAFE (Office of Public Service).



1 April 1997	Centre for Environment, Fisheries and Aquaculture Science became an executive agency (410 permanent staff); formerly part of the Ministry of Agriculture, Fisheries and Food.
1 April 1997	ADAS (an executive agency of MAFF) (1,190 staff) became ADAS plc on moving to private sector.
1 April 1997	Farming and Rural Conservation Agency (440 permanent staff), formerly part of ADAS (an executive agency of MAFF), formed to take over functions that remain in the public sector.
1 April 1997	Fisheries Research Service became an executive agency (200 permanent staff); formerly part of the Scottish Office.
1 April 1997	Paymaster (an executive agency of HM Treasury) (560 staff) sold to EDS.
1 April 1997	Department for Education and Employment Information Services Division (150 permanent staff) transferred to F1 Group plc.
31 March 1997	Logistic Information Systems Agency (an executive agency of the MoD) transferred 21 non-industrial staff to EDS.
31 March 1997	RAF Training Group Defence Agency (an executive agency of the MoD) transferred 29 non-industrial and 137 industrial staff to Brown & Root, and Marshall Aerospace; 22 non-industrial and 96 industrial staff to SERCO; 116 industrial staff to an in-house bid alliance with SERCO and 12 non-industrial and 147 industrial staff to Hunting Aviation Ltd.
20 March 1997	Crown Prosecution Service (565 permanent staff and 184 casual staff) and Serious Fraud Office (165 permanent staff and 12 casual staff) now operating on Next Steps lines.
19 March 1997	Building Research Establishment (BRE) agency (630 staff) (Department of the Environment) sold to the BRE Management Bid team.
2 February 1997	A new agency of the MoD formed – RAF Personnel Management Agency (475 permanent staff).
31 January 1997	RAF Signals Engineering Establishment (an executive agency of the MoD) transferred 27 industrial staff to Granada and 37 non-industrial and 12 industrial staff to SERCO.
16 January 1997	Office of Public Service (OPS) IT support staff (6 permanent staff) transferred to Digital.

## 1996

- 11 December 1996 A new agency of the MoD formed – Naval Bases and Supplies Agency (9,240 permanent staff).
- 11 December 1996 A new agency of the MoD formed – Ship Support Agency (2,230 permanent staff).
- 9 December 1996 A new agency of the MoD formed – RAF Logistics Support Services (740 permanent staff).
- 2 December 1996 A new agency of the MoD formed – The Army Personnel Centre (1,530 permanent staff).
- 1 October 1996 A new agency of the MoD formed – Defence Intelligence and Security Agency (111 permanent staff).
- 1 October 1996 Employment Service transferred 3,450 non-industrial staff to Benefits Agency (an executive agency of the DSS) due to the introduction of the Job Seekers Allowance.
- 30 September 1996 HM Stationery Office (an executive agency of the OPS) trading operations sold to National Publishing Group (2,580 permanent staff).
- 30 September 1996 Occupational Health and Safety Agency (an executive agency of the OPS) sold to BMI Health Services (100 permanent staff).
- 30 September 1996 Teachers Pension Agency (an executive agency of the Department for Education and Employment) transferred to Capita Managed Services Ltd (380 permanent staff).
- 5 September 1996 Recruitment and Assessment Services Agency (an executive agency of the OPS) sold to Capita Group plc (140 permanent staff).
- 1 August 1996 Chessington Computer Centre (an executive agency of the OPS) sold to a consortium made up of a management and employee buyout team, Integris UK and Close Brothers (370 permanent staff).
- 1 July 1996 Companies House (an executive agency of DTI) transferred 47 permanent staff to Capita, a private sector company.
- 1 May 1996 Voluntary and Community Division staff transferred from Home Office to Department of National Heritage (26 permanent staff).
- 1 May 1996 Natural Resources Institute (an executive agency of ODA) transferred to University of Greenwich (303 permanent staff).
- 1 April 1996 OFGAS took on responsibility for the Gas and Oil Measurement Branch of the Department of Trade and Industry.

1 April 1996	Some 870 staff transferred from Regional Health Authorities to the Department of Health.
1 April 1996	Property Advisors to the Civil Estate (PACE) Agency formed out of Property Holdings (DOE). As a result 355 permanent staff transferred from DOE to PACE, which became an agency of OPS.
1 April 1996	The CSO (1,376 permanent staff and 85 casual staff at 1 January 1996) and OPCS (1,772 permanent staff and 121 casual staff at 1 January 1996) merged to form the Office for National Statistics.
1 April 1996	PSA: remaining 43 permanent staff transferred to DOE.
1 April 1996	Service Children's Schools (NW Europe) merged with Service Children's Education Authority to become Service Children's Education. Increase of 180 staff.
1 April 1996	Eight permanent staff dealing with Pay and Grading Delegation transferred from HM Treasury to Cabinet Office (OPS).
1 April 1996	The Metropolitan Police Forensic Science Laboratory (361 permanent staff) merged with the Forensic Science Service (an executive agency of the Home Office).
1 April 1996	HM Inspectorate of Pollution (DOE) (340 permanent staff) transferred to the Environment Protection Agency (an NDPB).
31 March 1996	Laboratory of the Government Chemist privatised (268 permanent staff and 11 casual staff at 1 January 1996).
31 March 1996	Transport Research Laboratory privatised (450 permanent staff and 1 casual staff at 1 January 1996).
1 February 1996	Pay and Personnel Agency was formed (MoD) from remainder of staff (1,048 permanent staff and 10 casual staff at 1 January 1996) in the Defence Accounts Agency. The Defence Accounts Agency ceased to exist.
1 January 1996	Responsibility for the Security Facilities Agency (1,088 permanent staff and 110 casual staff) and the Buying Agency (117 permanent staff and 2 casual staff) transferred from DOE to OPS.
January 1996	Further 800 staff transferred from Inland Revenue IT Services to EDS in the private sector.

## 1995

- 1 November 1995 National Engineering Laboratory was privatised (217 staff transferred to the private sector).
- 1 October 1995 The Central Veterinary Laboratory became the Veterinary Laboratories Agency (400 staff transferred from MAFF's Veterinary Investigation Service).
- October 1995 IT services at Health and Safety Executive (HSE) sold to Integris (76 staff transferred to the private sector).
- 30 September 1995 National Physical Laboratory was privatised (533 staff transferred to the private sector).
- 5 July 1995 Employment (ED) Group abolished:
- Employment (Main) (3,863 permanent and 399 casual staff) and Employment Service Agency (38,495 permanent and 1,922 casual staff) merged with the Department for Education (DFE) (2,027 permanent and 68 casual staff) to become the Department for Education and Employment (DfEE) (44,246 permanent and 2,389 casual staff).
  - Health and Safety Executive (HSE) went to Department of the Environment (DOE) (4,127 permanent and 147 casual staff).
  - Advisory Conciliation and Arbitration Service (ACAS) went to DTI (602 staff).
  - Labour Market Statistics Group went to CSO (192 permanent staff).
  - Industrial Relations Division of ED moved to DTI (746 permanent staff).
  - Office of Science and Technology moved from OPSS (now OPS) to DTI (96 permanent staff).
  - Competitiveness Division and Deregulation Unit moved from DTI to OPS (69 permanent staff).
  - Office for Manpower Economics moved from Employment (Main) to DTI.
- 3 April 1995 The Court Service was established (Lord Chancellor's Department).
- 3 April 1995 The Scottish Court Service was established.
- 1 April 1995 Part-time staff (including those working less than 10 hours per week) are recorded according to the proportion of full-time hours worked.

- 1 April 1995 Three divisions moved from HM Treasury to Cabinet Office (OPS): Civil Service Pensions Division – 34 permanent staff; Personnel Management & Conditions of Service Division – 77 permanent staff; Senior Pay & Contracts Division – 14 permanent staff.
- 1 April 1995 The Meat Hygiene Service Executive Agency was formed (MAFF). It was staffed by personnel transferred from local authorities resulting in 813 permanent and 114 casual staff joining the Civil Service.
- 1 April 1995 The Defence Evaluation and Research Agency was formed from former Defence Research Agency, the Chemical and Biological Defence Establishment and the Defence Operational Analysis Centre, all three of which were formerly executive agencies; and the Directorate General of Test and Evaluation; the Institute of Aviation Medicine and small parts of the Army Personnel Research Establishment.
- 1 April 1995 The Accounts Services Agency (DTI) was privatised (84 staff transferred to the private sector).

## 1994

- 1 October 1994 Fuel Suppliers Branch moved from DOE (Main) to the Buying Agency (14 permanent staff).
- 1 September 1994 The Public Trust Office was established (LCD).
- July 1994 Some 1,000 staff of Inland Revenue IT Services transferred to EDS.
- 1 April 1994 Security and Intelligence Services staff were placed under the Cabinet Office. Previously they had been included in the MoD (4,900 permanent staff) and FCO (1,630 permanent staff).
- 1993/94 The sale of the PSA Services Building Management businesses during 1993–94 resulted in the transfer of some 8,500 staff to the private sector.

**Details of events between 1985 and 1993 can be found on our website:**

[www.civil-service.gov.uk/statistics](http://www.civil-service.gov.uk/statistics)

## ANNEX B: DEFINITIONS AND SOURCES

Note: The box Counting Civil Servants, in Section 2, summarises key definitions used in this publication.

The **DEFINITIONS** used in the **CIVIL SERVICE STATISTICS** are as follows:

The **CIVIL SERVICE** comprises the Home Civil Service and Diplomatic Service but not the Northern Ireland Civil Service, locally engaged staff overseas nor employees of Non-Departmental Public Bodies – other than those in the HSE and ACAS.

A **CIVIL SERVANT** is a servant of the Crown working in a civil capacity who is not: the holder of a political (or judicial) office; the holder of certain other office in respect of whose tenure of office special provision has been made; a servant of the Crown in a personal capacity paid from the Civil List.

The distinction between **NON-INDUSTRIAL** and **INDUSTRIAL** civil servants is, in general, comparable to that in outside industry between white and blue-collar workers, and is reflected in membership of different trade unions. This distinction is gradually becoming less meaningful for many purposes, owing to the introduction of departmental grades. If these do not make a distinction, staff are included in the non-industrial category.

**CASUAL STAFF**, normally engaged for up to 12 months, but exceptionally up to two years, are shown separately from permanent staff.

**PART-TIME STAFF** are those who work less than the normal weekly hours (usually 36 in London, 37 elsewhere).

**FULL-TIME EQUIVALENTS** staff in post figures include part-time staff according to the proportion of full-time hours worked. Before 1995 part-time staff working 10 hours or more per week were each counted as half a member of staff in arriving at a full-time equivalent figure, and those working fewer than 10 hours per week were excluded. Figures for earlier years in **CIVIL SERVICE STATISTICS** have been re-estimated on the basis of the new methodology (see Table M, page 53).

**HEADCOUNT** staff in post figures give part-time staff equal weight with full-time staff.

**PERIOD APPOINTMENTS** are made where duration of the job is known to be limited or where there are management reasons for appointing someone for only a limited period to an ongoing post. They are included in permanent staff.

**GROSS SALARY** is the annual salary including basic pay, consolidated performance pay and pay-related allowances such as regional allowances, skill allowances and recruitment and retention allowances. It does not include non-consolidated bonuses, overtime and reimbursement-type allowances. The salary information presented for part-time staff is that which the employee would receive if working full time. This is described as **FULL-TIME EQUIVALENT SALARY**.

**RESPONSIBILITY LEVELS** are an approximate assignment of personnel to a level of seniority broadly equivalent to the former service-wide grades based on considerations of salary and other job weight indicators. For the purposes of Civil Service Statistics the description **SENIOR CIVIL SERVICE LEVEL** includes the Senior Civil Service and also Permanent Secretaries, senior Diplomatic Service personnel and a number of other staff at a similar level.

## DATA SOURCES

There are two main data sources used in this publication; sources are listed at the foot of each table and chart.

**MANDATE** is a central computer-based record of basic information supplied by departments for almost all non-industrial civil servants in the Home Civil Service (98 per cent). Individual level data are received from departmental staff records showing each person's gender, age, grade, location, etc. The following departments and agencies did not report to **MANDATE** at 1 April 2000:

Foreign and Commonwealth Office

Wilton Park

Meat Hygiene Service

Car and Despatch Agency

Debt Management Office

Shadow Strategic Rail Authority

Office of Telecommunications

Office of the Rail Regulator

Property Advisers Civil Estate

Serious Fraud Office

The Buying Agency

The Rent Service

Food Standards Agency

Office of Government Commerce

Security and Facilities Executive (SAFE)

National Health Service Purchasing and Supply Agency

## **MANUAL RETURNS**

For these and some other departments and agencies, manual returns are provided summarising the numbers and characteristics of their staff. In some cases, Mandate information is not always fully consistent with the manual returns, for example because of minor differences in timing. There may therefore be minor inconsistencies between tables based on data from different sources.

## **ROUNDING**

Figures are rounded as appropriate. Rounding may lead to inconsistencies between the sum of individual cells and the totals in some tables, because totals are calculated from the unrounded numbers. Figures in the reference tables are rounded to the nearest ten. Caution should in all cases be used in interpreting small differences or changes.

In all tables a dash (–) means nil or negligible and two dots (..) means not applicable or not available.

## **SALARY DISTRIBUTIONS**

Median salary is that which would be received by the person in the middle, if all staff in the particular category were placed in a row according to the size of their salary.

The lower quartile is the salary of the person one quarter of the way along from the lower end, and the upper quartile that of the person one quarter of the way along from the upper end. Medians and quartiles have, as in past years, been calculated from data aggregated into the salary bands (see tables F and G).

## **UPDATES POLICY**

While every effort is made to ensure the accuracy of information presented here, occasionally new information is received which causes the figures to require revision. When this happens, it will be announced in the next Civil Service Statistics press notice, and revised figures will be posted on the Cabinet Office website.



## **CIVIL SERVICE STATISTICS 2000**

**CIVIL SERVICE STATISTICS** has been merged with  
**EQUAL OPPORTUNITIES IN THE CIVIL SERVICE**

Data Summary, to present facts and figures on staffing  
in the Civil Service for the financial year 1999–2000.

It highlights the key trends, covering staff numbers,  
diversity, entrants, leavers and resignations. **CIVIL SERVICE  
STATISTICS** also provides additional details of numbers by  
location, by responsibility level and by salary band.