

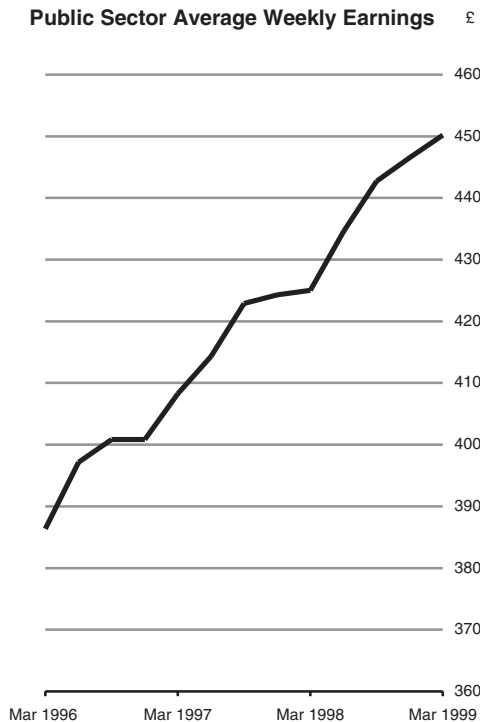


**Central Statistics Office**  
An Phríomh-Oifig Staidrimh



21 September 1999

## Public Sector Average Earnings March 1999



	Average Weekly Earnings *	Average Earnings Index *
	£	
<b>March 1998</b>	425.00	160.5
<b>December 1998</b>	446.54	169.2
<b>March 1999</b>	450.18	169.9
<b>Quarterly change</b>	+ 0.8%	+ 0.4%
<b>Annual change</b>	+ 5.9%	+ 5.9%

\*Excluding health sector.

### Average weekly earnings up 5.9%

Public sector average earnings were up 5.9% in March 1999 when compared with March 1998 and up 0.8% since December 1998. The average earnings index is up 5.9% when compared with March 1998 and up 0.4% since December 1998.

Comparing March 1999 with March 1998 shows that (*see Table 2*):

- ◆ In the Defence sector earnings increased by 8.7% from £343.22 per week to £373.04.
- ◆ Weekly earnings (including overtime) in the Garda Síochána sector rose by 7.7% from £534.77 to £575.87. Excluding overtime the rise was 6.9%.
- ◆ Earnings in the Regional Bodies sector rose by 7.5% from £336.47 per week to £361.74.
- ◆ Earnings (including overtime) in the Prison Officers sector fell by 0.7%. Excluding overtime they rose by 1.9%.

*For more information contact Paul M. Crowley at 021-535502 or Michael Lovett at 021-535513.*

Published by the Central Statistics Office, Ireland.

Ardee Road  
Dublin 6  
Ireland

Skehard Road  
Cork  
Ireland

Tel: +353-1 497 7144  
Fax: +353-1 497 2360

Tel: +353-21 535000  
Fax: +353-21 535555

LoCall: 1890 313 414

Both offices may be contacted through any of these telephone numbers.

CSO on the Web: <http://www.cso.ie>

Director General: Donal Murphy

Enquiries:

Quarterly Statistics Queries and Sales	Quarterly Section, ext 5513 Information Section, ext 5032 <a href="mailto:information@cso.ie">information@cso.ie</a>
Diskette Service	Databank, ext 5301/5302 <a href="mailto:eirestat@cso.ie">eirestat@cso.ie</a>

© Central Statistics Office  
The contents of this release may be quoted provided the source is given clearly and accurately. Reproduction for own or internal use is permitted.

Ref 198/1999

ISSN 1393-3876

**Table 1 Public Sector Average Earnings Indices**

March 1998 = 100

Sectors	1995		1996				1997	
	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun
<b>Civil Service</b>	<b>139.2</b>	<b>138.5</b>	<b>139.7</b>	<b>142.2</b>	<b>146.6</b>	<b>146.4</b>	<b>150.2</b>	<b>151.7</b>
Prison Officers	157.2	139.5	159.8	167.4	168.9	147.5	176.9	184.0
Administrative Civil Servants	136.9	138.1	137.8	139.8	143.7	146.1	146.8	147.4
Industrial Civil Servants	148.8	149.0	140.3	136.1	146.2	155.5	154.8	151.4
Others in the Civil Service	120.8	121.6	121.6	122.0	122.1	122.3	129.1	118.1
<b>Defence</b>	<b>157.8</b>	<b>158.1</b>	<b>158.4</b>	<b>161.5</b>	<b>162.1</b>	<b>165.6</b>	<b>165.9</b>	<b>168.9</b>
<b>Garda Síochána</b>	<b>151.4</b>	<b>151.1</b>	<b>154.6</b>	<b>163.3</b>	<b>168.4</b>	<b>169.2</b>	<b>169.6</b>	<b>169.3</b>
<b>Education</b>	<b>146.8</b>	<b>146.7</b>	<b>146.2</b>	<b>148.9</b>	<b>150.4</b>	<b>151.8</b>	<b>152.7</b>	<b>154.3</b>
Primary	150.8	150.9	150.8	153.2	154.0	156.0	157.6	158.6
Secondary(excl. VEC & IT's)	134.8	133.6	133.8	135.9	137.0	138.0	139.5	140.4
Third Level(excl. VEC & IT's)	150.7	150.7	152.0	150.7	155.8	154.2	154.8	156.3
VEC and Institutes of Technology	156.0	157.5	153.8	160.3	161.6	164.2	163.2	167.1
<b>Regional Bodies</b>	<b>145.0</b>	<b>146.8</b>	<b>145.3</b>	<b>147.6</b>	<b>149.5</b>	<b>156.0</b>	<b>151.5</b>	<b>156.6</b>
Local Authorities	145.1	146.8	145.2	147.9	149.7	156.0	151.1	156.6
Others	143.1	146.8	147.3	141.7	145.6	155.6	157.8	155.8
<b>Semi-State</b>	<b>138.4</b>	<b>153.1</b>	<b>145.9</b>	<b>149.6</b>	<b>145.4</b>	<b>152.0</b>	<b>153.4</b>	<b>155.1</b>
Commercial	139.2	156.0	147.6	152.0	146.9	154.0	155.6	157.6
Non-Commercial	132.0	134.1	134.0	133.8	134.5	138.3	138.2	138.6
<b>Total Public Sector (excl. Health)</b>	<b>143.5</b>	<b>148.1</b>	<b>146.1</b>	<b>149.4</b>	<b>149.6</b>	<b>153.1</b>	<b>153.9</b>	<b>155.8</b>
<b>Selected series with overtime excluded</b>								
Prison Officers	145.8	147.7	148.1	150.0	150.3	149.2	150.9	150.2
Garda Síochána	149.3	148.9	148.7	149.6	149.7	151.3	152.5	152.8

**Table 1 (contd.) Public Sector Average Earnings Indices**

March 1988 = 100

1997		1998				1999	Employment Mar 1999	Sectors
Sep	Dec	Mar	Jun	Sep	Dec	Mar		
<b>155.4</b>	<b>161.2</b>	<b>159.1</b>	<b>161.8</b>	<b>165.7</b>	<b>167.7</b>	<b>165.1</b>	<b>32.4</b>	<b>Civil Service</b>
201.1	207.8	205.7	207.1	212.7	216.7	205.0	2.8	Prison Officers
148.8	155.0	152.5	154.8	158.5	160.7	159.0	26.8	Administrative Civil Servants
156.3	146.5	144.1	154.4	156.8	148.7	152.0	1.8	Industrial Civil Servants
120.2	120.3	121.2	125.3	121.7	121.7	131.3	1.0	Others in the Civil Service
<b>168.4</b>	<b>168.4</b>	<b>167.7</b>	<b>169.1</b>	<b>170.5</b>	<b>180.7</b>	<b>183.7</b>	<b>12.3</b>	<b>Defence</b>
<b>170.6</b>	<b>170.4</b>	<b>165.2</b>	<b>169.5</b>	<b>183.6</b>	<b>180.7</b>	<b>178.2</b>	<b>11.1</b>	<b>Garda Síochána</b>
<b>158.8</b>	<b>157.9</b>	<b>157.4</b>	<b>159.8</b>	<b>165.5</b>	<b>167.8</b>	<b>167.4</b>	<b>68.9</b>	<b>Education</b>
163.4	163.1	163.8	167.1	172.4	173.1	173.2	22.0	Primary
144.8	143.2	143.4	145.8	151.1	152.6	153.1	18.0	Secondary (excl. VEC & IT's)
162.6	158.5	159.9	164.8	169.0	173.1	173.3	9.6	Third Level (excl. VEC & IT's)
169.8	171.5	166.7	166.4	174.3	179.1	176.3	19.3	VEC and Institutes of Technology
<b>156.1</b>	<b>162.0</b>	<b>161.0</b>	<b>165.5</b>	<b>167.7</b>	<b>173.0</b>	<b>171.1</b>	<b>31.3</b>	<b>Regional Bodies</b>
156.0	162.2	160.8	165.6	168.1	173.4	170.8	29.7	Local Authorities
155.9	156.1	162.2	161.4	159.5	163.4	174.6	1.6	Others
<b>156.2</b>	<b>161.1</b>	<b>163.5</b>	<b>166.5</b>	<b>163.8</b>	<b>167.4</b>	<b>172.2</b>	<b>63.9</b>	<b>Semi-State</b>
158.9	164.2	166.5	169.9	166.4	170.6	175.8	55.4	Commercial
139.1	141.7	144.2	144.5	146.8	147.1	148.5	8.5	Non-Commercial
<b>158.1</b>	<b>160.8</b>	<b>160.5</b>	<b>163.4</b>	<b>166.2</b>	<b>169.2</b>	<b>169.9</b>	<b>219.9</b>	<b>Total Public Sector (excl. Health)</b>
								<b>Selected series with overtime excluded</b>
163.7	166.9	166.0	165.7	168.7	170.5	169.6		Prison Officers
152.7	153.7	152.1	154.0	162.2	164.0	162.9		Garda Síochána

**Table 2 Public Sector Average Weekly Earnings**

Sectors	1995		1996				1997	
	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun
	£	£	£	£	£	£	£	£
<b>Civil Service</b>	<b>345.05</b>	<b>345.14</b>	<b>347.28</b>	<b>356.34</b>	<b>366.11</b>	<b>369.03</b>	<b>374.74</b>	<b>375.89</b>
Prison Officers	545.04	483.85	555.07	581.14	586.47	519.23	623.56	648.76
Administrative Civil Servants	336.35	339.68	338.59	345.53	355.83	361.97	363.23	364.34
Industrial Civil Servants	285.19	285.64	272.19	263.82	283.33	301.65	298.99	291.83
Others in the Civil Service	207.66	236.58	214.07	236.35	218.13	246.00	202.34	172.54
<b>Defence</b>	<b>325.96</b>	<b>326.39</b>	<b>327.09</b>	<b>333.88</b>	<b>334.29</b>	<b>341.84</b>	<b>340.13</b>	<b>343.25</b>
<b>Garda Síochána</b>	<b>489.83</b>	<b>488.84</b>	<b>500.26</b>	<b>528.42</b>	<b>544.74</b>	<b>547.29</b>	<b>548.73</b>	<b>547.71</b>
<b>Education</b>	<b>434.22</b>	<b>417.74</b>	<b>418.98</b>	<b>430.68</b>	<b>447.81</b>	<b>433.71</b>	<b>436.64</b>	<b>450.14</b>
Primary	453.09	453.52	452.70	459.87	463.05	468.36	472.70	475.97
Secondary (excl. VEC & IT's)	454.14	449.74	450.40	457.47	461.35	464.46	469.57	472.48
Third Level (excl. VEC & IT's)	418.39	394.39	411.13	421.67	437.27	405.98	418.10	427.59
VEC and Institutes of Technology	390.54	354.27	349.94	368.27	413.92	376.36	369.86	402.08
<b>Regional Bodies</b>	<b>306.21</b>	<b>310.64</b>	<b>307.08</b>	<b>311.66</b>	<b>314.80</b>	<b>328.95</b>	<b>319.00</b>	<b>327.56</b>
Local Authorities	303.83	307.88	304.03	309.66	312.59	327.69	317.04	326.21
Others	360.64	373.86	379.73	357.12	365.99	354.21	358.37	355.30
<b>Semi-State</b>	<b>382.32</b>	<b>423.39</b>	<b>403.49</b>	<b>412.62</b>	<b>400.86</b>	<b>420.34</b>	<b>423.70</b>	<b>427.74</b>
Commercial	377.32	423.25	400.47	411.28	397.43	417.76	421.73	426.33
Non-Commercial	417.83	424.28	424.08	421.79	424.48	437.63	436.75	437.28
<b>Total Public Sector (excl. Health)</b>	<b>382.32</b>	<b>391.21</b>	<b>386.34</b>	<b>397.17</b>	<b>400.84</b>	<b>406.86</b>	<b>408.26</b>	<b>414.33</b>
<b>Selected series with overtime excluded</b>								
Prison Officers	425.62	431.25	432.66	438.22	439.02	440.06	445.23	443.52
Garda Síochána	462.22	461.06	460.57	463.18	463.40	468.60	472.24	473.40

**Table 3 Summary of Public Sector Average Weekly Earnings (in Euro currency)<sup>1</sup>**

Sectors	1995		1996				1997	
	Sep	Dec	Mar	Jun	Sep	Dec	Mar	Jun
<b>Civil Service</b>	438.12	438.24	440.95	452.46	464.86	468.57	475.82	477.28
<b>Defence</b>	413.88	414.43	415.32	423.94	424.46	434.05	431.88	435.84
<b>Garda Síochána</b>	621.16	620.70	635.20	670.95	691.68	694.91	696.74	695.45
<b>Education</b>	551.35	530.42	531.99	546.85	568.60	550.70	554.42	571.56
<b>Regional Bodies</b>	388.81	389.91	394.43	395.73	399.71	417.68	405.05	415.92
<b>Semi-State</b>	485.45	512.33	537.59	523.92	508.99	533.72	537.99	543.12
<b>Total Public Sector (excl. Health)</b>	485.45	490.55	496.73	504.30	508.96	516.61	518.38	526.09

<sup>1</sup> Converted at the EU official exchange rate conversion factor, fixed at 0.787564, effective from 1 January 1999.

**Table 2 (contd.) Public Sector Average Weekly Earnings**

1997		1998				1999	Employment Mar 1999	Sectors
Sep	Dec	Mar	Jun	Sep	Dec	Mar		
£	£	£	£	£	£	£		
<b>382.90</b>	<b>400.38</b>	<b>398.24</b>	<b>406.57</b>	<b>415.00</b>	<b>423.02</b>	<b>416.82</b>	<b>32.4</b>	<b>Civil Service</b>
710.00	733.19	724.70	727.84	747.15	761.59	719.85	2.8	Prison Officers
368.93	385.26	379.14	389.05	399.05	406.25	402.72	26.8	Administrative Civil Servants
300.35	286.18	281.37	297.95	303.64	290.20	296.83	1.8	Industrial Civil Servants
171.61	183.92	250.75	222.27	191.92	193.98	192.72	1.0	Others in the Civil Service
<b>346.60</b>	<b>342.10</b>	<b>343.22</b>	<b>342.09</b>	<b>346.39</b>	<b>365.56</b>	<b>373.04</b>	<b>12.3</b>	<b>Defence</b>
<b>552.18</b>	<b>551.49</b>	<b>534.77</b>	<b>547.91</b>	<b>593.49</b>	<b>584.11</b>	<b>575.87</b>	<b>11.1</b>	<b>Garda Síochána</b>
<b>472.31</b>	<b>446.86</b>	<b>446.10</b>	<b>460.96</b>	<b>480.30</b>	<b>469.42</b>	<b>471.01</b>	<b>68.9</b>	<b>Education</b>
490.30	488.66	491.09	500.99	517.10	517.61	517.72	22.0	Primary
487.64	481.94	482.50	490.64	508.64	513.53	515.10	18.0	Secondary (excl. VEC & IT's)
453.00	408.08	423.48	443.10	460.82	439.84	452.01	9.6	Third Level (excl. VEC & IT's)
438.48	384.50	368.92	387.69	411.92	387.91	386.23	19.3	VEC and Institutes of Technology
<b>325.81</b>	<b>336.68</b>	<b>336.47</b>	<b>344.78</b>	<b>351.44</b>	<b>363.40</b>	<b>361.74</b>	<b>31.3</b>	<b>Regional Bodies</b>
324.50	335.80	334.15	343.30	350.49	362.58	357.55	29.7	Local Authorities
352.14	355.01	384.75	379.10	375.87	384.83	437.48	1.6	Others
<b>430.96</b>	<b>445.00</b>	<b>451.77</b>	<b>460.05</b>	<b>452.88</b>	<b>461.91</b>	<b>476.12</b>	<b>63.9</b>	<b>Semi-State</b>
429.46	444.71	451.46	460.45	450.93	462.82	476.41	55.4	Commercial
440.76	446.77	453.72	457.76	465.57	455.90	474.19	8.5	Non-Commercial
<b>422.88</b>	<b>424.28</b>	<b>425.00</b>	<b>434.58</b>	<b>442.71</b>	<b>446.54</b>	<b>450.18</b>	<b>219.9</b>	<b>Total Public Sector (excl. Health)</b>
								<b>Selected series with overtime excluded</b>
483.70	492.84	489.88	487.93	496.63	502.11	499.19		Prison Officers
473.23	475.99	471.29	476.45	501.92	507.14	503.76		Garda Síochána

**Table 3 (contd.) Summary of Public Sector Average Weekly Earnings (in Euro currency)<sup>1</sup>**

1997		1998				1999	Sectors
Sep	Dec	Mar	Jun	Sep	Dec	Mar	
486.18	508.38	505.66	516.24	526.94	537.12	529.25	<b>Civil Service</b>
440.09	434.38	435.80	434.36	439.82	464.17	473.66	<b>Defence</b>
701.12	700.25	679.02	695.70	753.58	741.67	731.20	<b>Garda Síochána</b>
599.71	567.40	566.43	585.30	609.86	596.04	598.06	<b>Education</b>
413.69	427.50	427.23	437.78	446.24	461.42	459.32	<b>Regional Bodies</b>
547.21	565.03	573.63	584.14	575.04	586.50	604.55	<b>Semi-State</b>
536.95	538.72	539.64	551.80	562.13	566.99	571.61	<b>Total Public Sector (excl. Health)</b>

## Background Notes

**Scope and Coverage** The public sector is defined for the purposes of the series in accordance with criteria in the study “Information on public sector employment and manpower” published by the Institute of Public Administration.<sup>1</sup> The sectors covered are:

- Civil Service;
- Defence forces;
- Garda Síochána;
- Local authorities;
- Education (excluding private institutions);
- Semi-state bodies (excluding their subsidiary companies).

**Sources** Data are extracted directly, where feasible, from administrative sources (primarily government payroll systems); otherwise they are supplied on questionnaires completed by the organisations concerned. Estimates for non-respondents are included based on trends in earnings for respondents in similar sectors. Information suitable for publication is not available at present for the Health sector.

**Earnings** Earnings represents the gross amount (before deduction of tax, PRSI, superannuation) payable by the organisation to its employees. It includes:

- Normal wages, salaries and overtime;
- taxable allowances, regular bonuses and commissions;
- holiday or sick pay for the period in question.

It excludes:

- employer's PRSI;
- redundancy payments and back-pay.

Respondents are requested to provide details of aggregate earnings and employment for major categories of employees in their organisation (e.g. managerial, technical, clerical, etc.). Standard categories are not specified by the CSO; the number and delineation of categories is left to the discretion of organisations so that they can extract details already available in their records and, thereby, minimise the burden of the inquiry.

Many public sector employees are paid on the basis of incremental scales with the result that significant recruitment, which usually occurs at the lower levels, can depress the average earnings for a sector, and thereby affect the index levels (an example of this effect can be seen in the differential between the indices for Primary Education and Secondary Education). In addition, certain categories of staff (e.g. temporary, part-time) cannot be separately distinguished by some organisations and short-term changes in their numbers can also influence the index levels. Allowances should be made for these issues in interpreting the trends shown for different sectors.

The earnings are inclusive of overtime so that trends can reflect its variable impact (e.g. average earnings fall when overtime working is reduced). Some groups are characterised by high levels of overtime on a regular basis (e.g. Prison Officer and the Garda Síochána) and earnings excluding overtime are separately provided in these cases.

**Employment** Employment covers all persons engaged by public bodies in the state including:

- full-time employees (permanent and temporary);
- part-time employees;
- persons on holidays, on maternity leave or temporarily absent due to illness.

The following persons are not covered:

- persons on long-term absence without pay (e.g. career breaks, secondments);
- certain categories of part-time employee paid on a fee basis for occasional duties.

In principle the total number of persons engaged is shown. However, in a number of instances, it is necessary to use the full-time equivalents of part-time employees because this is the basis on which the organisations concerned can readily report employment and earnings.

## Methodology

**Averages:** Average weekly earnings reflect the mix of employees on different pay rates.

Average weekly earnings are calculated by

- deriving average weekly earnings for each staff category, distinguished by each relevant organisation.
- weighting these earnings by employment in each category to derive the average weekly earnings for each relevant organisation;
- weighting these weekly earnings by the employment of relevant organisation to obtain the average weekly earnings for each sector;
- weighting the sectoral average weekly earnings by the total employment of all organisations in the sector to obtain the overall quarterly average weekly earnings.

**Indices:** The earnings index is designed to measure the quarterly trend in average weekly earnings. It excludes the effect of changes in employment composition implicitly reflected in the corresponding absolute average earnings estimates.

The index of weekly earnings for any quarter is calculated by:

- deriving average weekly earnings for each staff category distinguished by each respondent organisation for the current and previous quarters;
- calculating the percentage quarterly change in average weekly earnings for each category;
- weighting these quarterly changes by total earnings in each category in the previous quarter to derive the quarterly change for each individual organisation;
- weighting these quarterly changes by the total earnings of each organisation in the preceding quarter to obtain the estimated quarterly change for each sector;
- weighting the sectoral quarterly changes by the estimated total earnings of all organisations in the sector to obtain the estimated overall quarterly change;
- updating the indices for the preceding quarter using these estimates of the quarterly change in earnings.

<sup>1</sup> "Information on public sector employment and manpower," Humphreys, Peter C. and Gorman, Patricia, Institute of Public Administration, 1987.