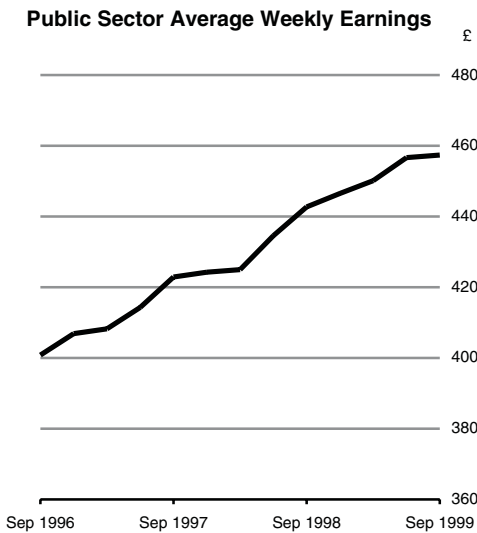




Public Sector Employment and Earnings September 1999



	Total Employment ¹	Average Weekly Earnings ¹	Average Earnings Index ¹
		£	
September 1998	216,300	442.71	166.2
June 1999	222,400	456.68	172.0
September 1999	210,100	457.36	171.9
Quarterly change	-12,300	+0.1%	-0.1%
Annual change	-6,200	+3.3%	+3.4%

¹ Excluding health sector

Average weekly earnings up 3.3%

Average weekly earnings in the public sector (excluding health) rose by 3.3% in the year to September 1999. The rise in the index of average earnings (which excludes effects of changes in employment composition) was slightly higher at 3.4%.

Employment down by 6,200

A total of 210,100 people were employed in the public sector (excluding health) in September 1999 compared to 216,300 in September 1998. This reduction, however, includes the effect of the privatisation of Telecom Eireann. When commercial semi-state companies are excluded from the total, there was a rise of 3,400 in the same period.

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Table 1 Public Sector Employment (000's)

Sectors	1995		1996				1997			
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	
Civil Service	32.0	32.1	32.2	32.1	31.6	32.1	32.0	32.2	31.8	
Prison Officers	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.5	
Administrative Civil Servants	27.0	26.9	26.9	26.8	26.8	26.7	26.5	26.6	26.6	
Industrial Civil Servants	2.0	2.1	2.2	2.2	1.9	2.1	2.2	2.1	1.8	
Others in the Civil Service	0.5	0.7	0.6	0.6	0.5	0.9	0.9	1.1	0.9	
Defence	14.0	13.9	13.8	13.5	13.1	13.2	13.1	12.6	12.8	
Garda Síochána	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.8	
Education	65.9	65.5	64.0	60.9	67.2	66.8	64.3	62.1	68.2	
Primary	21.5	21.6	21.6	21.4	21.7	21.7	21.7	21.4	21.7	
Secondary (excl. VEC & ITs)	17.7	17.7	17.7	17.6	18.0	18.0	18.0	17.6	18.1	
Third Level (excl. VEC & ITs)	9.0	8.5	8.1	7.7	9.4	9.0	8.4	8.4	9.8	
VEC and Institutes of Technology	17.7	17.7	16.6	14.2	18.2	18.1	16.1	14.6	18.7	
Regional Bodies	30.1	30.0	31.0	31.4	30.2	30.0	31.3	31.5	30.9	
Local Authorities	28.6	28.6	29.2	29.6	28.7	28.5	29.6	29.8	29.4	
Other	1.5	1.5	1.8	1.8	1.6	1.5	1.7	1.7	1.5	
Semi-state Companies¹	63.0	62.7	63.4	63.8	62.1	61.6	63.4	63.1	62.0	
Commercial ¹	55.0	54.7	55.3	55.7	54.0	53.6	55.2	54.7	53.7	
Non-commercial	7.9	8.1	8.1	8.1	8.1	8.1	8.1	8.4	8.3	
Total (excl. Health)¹	215.6	214.9	215.0	212.3	215.0	214.4	214.8	212.1	216.6	
Health	65.2				65.8				67.9	
Health Boards	41.8				42.0				44.3	
Voluntary Hospitals and Mental Handicap Homes	23.4				23.7				23.5	
Total Public Sector	280.8				280.8				284.5	

¹ Excluding Telecom Eireann from September 1999.

Table 1 (contd.) Public Sector Employment (000's)

1998				1999			Sectors
Mar	Jun	Sep	Dec	Mar	Jun	Sep	
31.5	32.1	32.2	32.2	32.4	33.1	33.6	Civil Service
2.5	2.6	2.7	2.7	2.8	2.9	3.0	Prison Officers
26.6	26.5	26.5	26.7	26.8	27.1	27.4	Administrative Civil Servants
1.8	2.2	2.1	1.9	1.8	2.0	2.1	Industrial Civil Servants
0.6	0.7	0.9	0.9	1.0	1.1	1.1	Others in the Civil Service
12.6	12.8	12.7	12.5	12.3	12.2	12.2	Defence
10.9	11.1	11.0	11.0	11.1	11.1	11.2	Garda Síochána
67.5	65.7	64.0	69.2	68.9	67.3	65.4	Education
21.7	21.8	21.5	21.9	22.0	22.1	22.3	Primary
18.1	18.1	17.4	18.1	18.0	18.0	17.4	Secondary (excl. VEC & ITs)
9.2	8.8	8.8	10.2	9.6	9.0	9.1	Third Level (excl. VEC & ITs)
18.5	17.1	16.3	19.1	19.3	18.2	16.6	VEC and Institutes of Technology
30.8	32.0	32.1	31.3	31.3	32.8	32.9	Regional Bodies
29.3	30.3	30.5	29.8	29.7	31.1	31.1	Local Authorities
1.5	1.7	1.7	1.5	1.6	1.8	1.8	Other
62.0	64.2	64.3	63.7	63.9	65.9	54.8	Semi-state Companies¹
53.8	55.6	55.7	55.3	55.4	57.3	46.1	Commercial ¹
8.2	8.5	8.5	8.4	8.5	8.6	8.8	Non-commercial
215.3	218.0	216.3	220.0	219.9	222.4	210.1	Total (excl. Health)¹
			69.7				Health
			46.1				Health Boards
			23.6				Voluntary Hospitals and Mental Handicap Homes
			289.7				Total Public Sector

Table 2 Public Sector Average Earnings Indices

Sectors	March 1988 = 100							
	1995	1996				1997		
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
Civil Service	138.5	139.7	142.2	146.6	146.4	150.2	151.7	155.4
Prison Officers	139.5	159.8	167.4	168.9	147.5	176.9	184.0	201.1
Administrative Civil Servants	138.1	137.8	139.8	143.7	146.1	146.8	147.4	148.8
Industrial Civil Servants	149.0	140.3	136.1	146.2	155.5	154.8	151.4	156.3
Others in the Civil Service	121.6	121.6	122.0	122.1	122.3	129.1	118.1	120.2
Defence	158.1	158.4	161.5	162.1	165.6	165.9	168.9	168.4
Garda Síochána	151.1	154.6	163.3	168.4	169.2	169.6	169.3	170.6
Education	146.7	146.2	148.9	150.4	151.8	152.7	154.3	158.8
Primary	150.9	150.8	153.2	154.0	156.0	157.6	158.6	163.4
Secondary(excl. VEC & ITs)	133.6	133.8	135.9	137.0	138.0	139.5	140.4	144.8
Third Level(excl. VEC & ITs)	150.7	152.0	150.7	155.8	154.2	154.8	156.3	162.6
VEC and Institutes of Technology	157.5	153.8	160.3	161.6	164.2	163.2	167.1	169.8
Regional Bodies	146.8	145.3	147.6	149.5	156.0	151.5	156.6	156.1
Local Authorities	146.8	145.2	147.9	149.7	156.0	151.1	156.6	156.0
Others	146.8	147.3	141.7	145.6	155.6	157.8	155.8	155.9
Semi-State	153.1	145.9	149.6	145.4	152.0	153.4	155.1	156.2
Commercial	156.0	147.6	152.0	146.9	154.0	155.6	157.6	158.9
Non-Commercial	134.1	134.0	133.8	134.5	138.3	138.2	138.6	139.1
Total Public Sector (excl. Health)	148.1	146.1	149.4	149.6	153.1	153.9	155.8	158.1
Selected series with overtime excluded								
Prison Officers	147.7	148.1	150.0	150.3	149.2	150.9	150.2	163.7
Garda Síochána	148.9	148.7	149.6	149.7	151.3	152.5	152.8	152.7

Table 2 (contd.) Public Sector Average Earnings Indices

March 1988 = 100

1997		1998			1999			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
161.2	159.1	161.8	165.7	167.7	165.1	165.4	165.5	Civil Service
207.8	205.7	207.1	212.7	216.7	205.0	200.0	194.5	Prison Officers
155.0	152.5	154.8	158.5	160.7	159.0	159.2	160.2	Administrative Civil Servants
146.5	144.1	154.4	156.8	148.7	152.0	179.6	176.7	Industrial Civil Servants
120.3	121.2	125.3	121.7	121.7	131.3	140.8	145.6	Others in the Civil Service
168.4	167.7	169.1	170.5	180.7	183.7	185.1	186.9	Defence
170.4	165.2	169.5	183.6	180.7	178.2	184.1	180.8	Garda Síochána
157.9	157.4	159.8	165.5	167.8	167.4	169.8	173.5	Education
163.1	163.8	167.1	172.4	173.1	173.2	172.9	177.6	Primary
143.2	143.4	145.8	151.1	152.6	153.1	152.7	158.1	Secondary (excl. VEC & ITs)
158.5	159.9	164.8	169.0	173.1	173.3	177.9	182.5	Third Level (excl. VEC & ITs)
171.5	166.7	166.4	174.3	179.1	176.3	185.5	184.9	VEC and Institutes of Technology
162.0	161.0	165.5	167.7	173.0	171.1	175.9	174.5	Regional Bodies
162.2	160.8	165.6	168.1	173.4	170.8	176.0	174.5	Local Authorities
156.1	162.2	161.4	159.5	163.4	174.6	171.7	171.3	Others
161.1	163.5	166.5	163.8	167.4	172.2	173.3	169.6	Semi-State
164.2	166.5	169.9	166.4	170.6	175.8	177.0	173.0	Commercial
141.7	144.2	144.5	146.8	147.1	148.5	148.9	147.6	Non-Commercial
160.8	160.5	163.4	166.2	169.2	169.9	172.0	171.9	Total Public Sector (excl. Health)
								Selected series with overtime excluded
166.9	166.0	165.7	168.7	170.5	169.6	167.9	167.9	Prison Officers
153.7	152.1	154.0	162.2	164.0	162.9	167.1	163.0	Garda Síochána

Table 3 Public Sector Average Weekly Earnings

Sectors	1995	1996				1997		
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
	£	£	£	£	£	£	£	£
Civil Service	345.14	347.28	356.34	366.11	369.03	374.74	375.89	382.90
Prison Officers	483.85	555.07	581.14	586.47	519.23	623.56	648.76	710.00
Administrative Civil Servants	339.68	338.59	345.53	355.83	361.97	363.23	364.34	368.93
Industrial Civil Servants	285.64	272.19	263.82	283.33	301.65	298.99	291.83	300.35
Others in the Civil Service	236.58	214.07	236.35	218.13	246.00	202.34	172.54	171.61
Defence	326.39	327.09	333.88	334.29	341.84	340.13	343.25	346.60
Garda Síochána	488.84	500.26	528.42	544.74	547.29	548.73	547.71	552.18
Education	417.74	418.98	430.68	447.81	433.71	436.64	450.14	472.31
Primary	453.52	452.70	459.87	463.05	468.36	472.70	475.97	490.30
Secondary (excl. VEC & ITs)	449.74	450.40	457.47	461.35	464.46	469.57	472.48	487.64
Third Level (excl. VEC & ITs)	394.39	411.13	421.67	437.27	405.98	418.10	427.59	453.00
VEC and Institutes of Technology	354.27	349.94	368.27	413.92	376.36	369.86	402.08	438.48
Regional Bodies	310.64	307.08	311.66	314.80	328.95	319.00	327.56	325.81
Local Authorities	307.88	304.03	309.66	312.59	327.69	317.04	326.21	324.50
Others	373.86	379.73	357.12	365.99	354.21	358.37	355.30	352.14
Semi-State	423.39	403.49	412.62	400.86	420.34	423.70	427.74	430.96
Commercial	423.25	400.47	411.28	397.43	417.76	421.73	426.33	429.46
Non-Commercial	424.28	424.08	421.79	424.48	437.63	436.75	437.28	440.76
Total Public Sector (excl. Health)	391.21	386.34	397.17	400.84	406.86	408.26	414.33	422.88
Selected series with overtime excluded								
Prison Officers	431.25	432.66	438.22	439.02	440.06	445.23	443.52	483.70
Garda Síochána	461.06	460.57	463.18	463.40	468.60	472.24	473.40	473.23

Table 4 Summary of Public Sector Average Weekly Earnings (in Euro currency)¹

Sectors	1995	1996				1997		
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
Civil Service	438.24	440.95	452.46	464.86	468.57	475.82	477.28	486.18
Defence	414.43	415.32	423.94	424.46	434.05	431.88	435.84	440.09
Garda Síochána	620.70	635.20	670.95	691.68	694.91	696.74	695.45	701.12
Education	530.42	531.99	546.85	568.60	550.70	554.42	571.56	599.71
Regional Bodies	389.91	394.43	395.73	399.71	417.68	405.05	415.92	413.69
Semi-State	512.33	537.59	523.92	508.99	533.72	537.99	543.12	547.21
Total Public Sector (excl. Health)	490.55	496.73	504.30	508.96	516.61	518.38	526.09	536.95

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

Table 3 (contd.) Public Sector Average Weekly Earnings

1997	1998				1999			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
£	£	£	£	£	£	£		
400.38	398.24	406.57	415.00	423.02	416.82	417.02	417.74	Civil Service
733.19	724.70	727.84	747.15	761.59	719.85	699.40	678.18	Prison Officers
385.26	379.14	389.05	399.05	406.25	402.72	401.49	404.24	Administrative Civil Servants
286.18	281.37	297.95	303.64	290.20	296.83	350.26	344.12	Industrial Civil Servants
183.92	250.75	222.27	191.92	193.98	192.72	202.69	208.11	Others in the Civil Service
342.10	343.22	342.09	346.39	365.56	373.04	376.40	379.50	Defence
551.49	534.77	547.91	593.49	584.11	575.87	594.77	583.77	Garda Síochána
446.86	446.10	460.96	480.30	469.42	471.01	483.64	507.48	Education
488.66	491.09	500.99	517.10	517.61	517.72	517.13	530.07	Primary
481.94	482.50	490.64	508.64	513.53	515.10	513.77	531.64	Secondary (excl. VEC & ITs)
408.08	423.48	443.10	460.82	439.84	452.01	475.54	497.25	Third Level (excl. VEC & ITs)
384.50	368.92	387.69	411.92	387.91	386.23	417.20	457.36	VEC and Institutes of Technology
336.68	336.47	344.78	351.44	363.40	361.74	370.28	366.95	Regional Bodies
335.80	334.15	343.30	350.49	362.58	357.55	367.13	363.91	Local Authorities
355.01	384.75	379.10	375.87	384.83	437.48	424.28	422.11	Others
445.00	451.77	460.05	452.88	461.91	476.12	479.24	462.14	Semi-State
444.71	451.46	460.45	450.93	462.82	476.41	479.02	459.28	Commercial
446.77	453.72	457.76	465.57	455.90	474.19	480.63	477.20	Non-Commercial
424.28	425.00	434.58	442.71	446.54	450.18	456.68	457.36	Total Public Sector (excl. Health)
								Selected series with overtime excluded
492.84	489.88	487.93	496.63	502.11	499.19	492.95	491.59	Prison Officers
475.99	471.29	476.45	501.92	507.14	503.76	516.61	503.91	Garda Síochána

Table 4 (contd.) Summary of Public Sector Average Weekly Earnings (in Euro currency)¹

1997	1998				1999			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
508.38	505.66	516.24	526.94	537.12	529.25	529.51	530.42	Civil Service
434.38	435.80	434.36	439.82	464.17	473.66	477.93	481.87	Defence
700.25	679.02	695.70	753.58	741.67	731.20	755.20	741.23	Garda Síochána
567.40	566.43	585.30	609.86	596.04	598.06	614.10	644.37	Education
427.50	427.23	437.78	446.24	461.42	459.32	470.16	465.93	Regional Bodies
565.03	573.63	584.14	575.04	586.50	604.55	608.51	586.80	Semi-State
538.72	539.64	551.80	562.13	566.99	571.61	579.86	580.73	Total Public Sector (excl. Health)

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.¹ 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 is 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 for respondents in similar sectors.

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.

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.

Civil Service (Administrative) The employment details are taken from the Civil Service Staff Information System maintained by the Department of Finance. This primarily covers non-industrial civil servants and differs from the standard definition used for the series in the following respects:

- Full-time equivalents are used for part-time employees (e.g. two job sharers = one employee);
- Department of Foreign Affairs staff working abroad are included;
- Civil Servants working in other parts of the public sector are included.
- The earnings details are taken from the Civil Service payroll system.
- Special advisors, etc. in Ministers' Offices are included.

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 previous quarter to obtain the estimated quarterly change for each sector;
- weighting the sectoral quarterly changes by the total earnings of each sector in the previous quarter to obtain the estimated overall quarterly change;
- updating the indices for the preceding quarter using these estimates of the quarterly change in earnings.

Civil Service (Industrial) Persons are included in this category on the basis of their conditions of service. They are primarily employed by the Office of Public Works and the Department of Arts, Heritage, Gaeltacht and the Islands

Civil Service (Others) Includes certain categories of persons who are not strictly civil servants.

Primary Education Secretarial staff and caretakers are included if paid directly by Department of Education. Substitute teachers are excluded.

Secondary Education (excluding VEC & ITs) Part-time teachers paid through the standard Department of Education payment system are included while other part-time and substitute teachers are not. Non-teaching staff are included when paid directly by the Department.

Third Level Education (excluding VEC & ITs) In this sector there are some exceptions to the standard definition because some organisations could provide details on a full-time equivalent basis only.

Regional Bodies The Local Authorities includes Corporations, County Councils, Urban District Councils and Town Commissioners. Included in the residual category are Regional Fisheries and Tourism Organisations, together with Traffic Wardens. Harbour Authorities are also assigned to this category including those which have become State commercial companies.

Health The employment details for this sector are obtained from the annual census conducted by the Department of Health and are recorded on a full-time equivalent basis. Earnings information is not available at present.

Semi-state Bodies The definition of the Public Sector used for the compilation of the series excludes subsidiaries of Semi-state Bodies. However, employees of subsidiaries are included if they cannot be readily distinguished by their parent organisation. The main operating companies (Iarnrod Éireann, Bus Éireann and Bus Átha Cliath) within CIE have been included in the series.

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