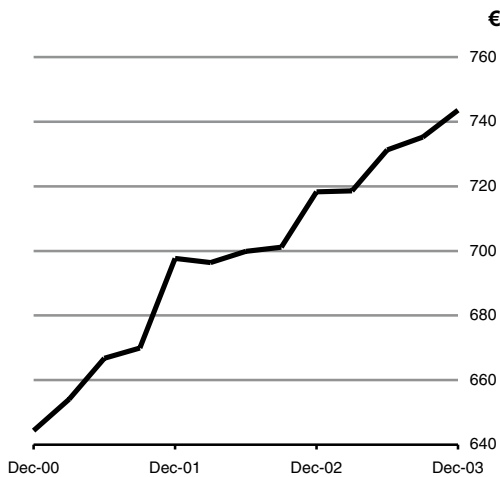




Public Sector Employment and Earnings December 2003

Public Sector Average Weekly Earnings



	Total Employment ¹	Average Weekly Earnings ¹	Average Earnings Index ¹
		€	
December 2002	240,100	718.27	215.2
September 2003	236,000*	735.24*	219.9
December 2003	241,200	743.53	223.2
Quarterly change	+ 5,200	+ 1.1%	+ 1.5%
Annual change	+ 1,100	+ 3.5%	+ 3.7%

¹ Excluding health sector
* Revised

Average weekly earnings up 3.5%

Average weekly earnings in the Public Sector (excluding Health) rose by 3.5% in the year to December 2003. The index of average earnings, which excludes some effects of changes in employment composition, rose by 3.7% for the same period.

A total of 241,200 people were employed in the Public Sector (excluding Health) in December 2003 compared to 240,100 in December 2002.

Employment in the Health Sector increased from 95,700 to 96,500 in the same period.

Overall, employment in the Public Sector was 337,700 in December 2003.

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Table 1 Public Sector Employment

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Sectors	2000				2001			
	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec
Civil Service	33.5	33.9	34.5	34.3	34.9	36.1	36.5	36.4
Prison Officers	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2
Administrative Civil Servants	27.5	27.8	28.2	28.6	29.2	29.8	30.2	30.6
Industrial Civil Servants	1.8	2.0	2.2	1.9	1.9	2.2	2.2	2.0
Others in the Civil Service	1.1	1.0	1.0	0.6	0.6	1.0	0.8	0.6
Defence	12.1	11.9	12.0	11.8	11.7	11.6	11.7	11.7
Garda Síochána	11.5	11.3	11.4	11.5	11.6	11.6	11.6	11.8
Education	71.0	69.9	67.1	73.0	73.5	74.1	69.9	77.0
Primary	22.8	22.9	22.8	23.2	23.4	25.6	26.0	27.2
Secondary (excl. VEC & ITs)	18.0	18.0	17.7	18.4	18.3	18.3	17.8	18.6
Third Level (excl. VEC & ITs)	10.3	10.5	9.9	10.8	10.7	10.4	9.7	10.6
VEC and Institutes of Technology	19.9	18.5	16.8	20.6	21.0	19.8	16.4	20.6
Regional Bodies	32.3	34.1	34.2	33.3	33.6	35.4	35.9	35.1
Local Authorities	30.9	32.4	32.6	31.9	32.2	33.8	34.3	33.7
Other	1.5	1.7	1.6	1.4	1.4	1.5	1.6	1.4
Semi-State Companies	54.3	55.9	56.1	55.9	55.3	57.4	58.9	58.2
Commercial	45.4	46.9	47.3	47.0	46.2	48.2	49.4	48.8
Non-Commercial	8.9	9.0	8.8	8.9	9.0	9.2	9.6	9.4
Total (excl. Health)	214.9	217.1	215.4	220.0	220.4	226.2	224.5	230.0
Health				81.5				93.0
Total Public Sector				301.5				323.0

¹Revised since published on the 18th February, 2004.²Excluding Telecom Eireann from September 1999. Including Ordnance Survey from March 2002.

Table 1 (contd.) Public Sector Employment

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2002				2003				Sectors
Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	
37.2	37.3	37.9	37.4	37.2	37.5	37.5	36.9	Civil Service
3.2	3.2	3.3	3.3	3.3	3.3	3.3	3.2	Prison Officers
30.8	31.2	31.5	31.5	31.3	31.3	31.3	31.2	Administrative Civil Servants
2.1	2.2	2.4	1.9	1.9	2.3	2.2	1.9	Industrial Civil Servants
1.0	0.7	0.8	0.7	0.7	0.6	0.7	0.5	Others in the Civil Service
11.6	11.6	11.5	11.5	11.4	11.4	11.4	11.4	Defence
11.7	11.7	11.7	11.7	11.8	11.7	11.7	12.0	Garda Síochána
79.4	80.1	76.1	84.9	85.1	84.2	80.0¹	86.7	Education
27.7	28.1	28.9	30.7	31.3	31.7	30.7	31.7	Primary
18.6	18.5	18.4	18.7	18.7	18.7	18.5	18.8	Secondary (excl. VEC & ITs)
11.0	11.6	11.2	12.3	12.0	11.4	11.2	13.0	Third Level (excl. VEC & ITs)
22.1	21.8	17.6	23.2	23.1	22.4	19.7 ¹	23.2	VEC and Institutes of Technology
35.7	37.1	37.6	36.8	36.2	37.7	37.6¹	36.6	Regional Bodies
34.4	35.7	36.1	35.5	35.0	36.3	36.3 ¹	35.4	Local Authorities
1.3	1.5	1.5	1.3	1.2	1.4	1.3	1.2	Other
57.3	58.1	58.1	57.8	57.7	58.2	57.9	57.7	Semi-State Companies²
47.1	47.8	47.7	47.7	47.5	48.0	47.7	47.4	Commercial ²
10.2	10.4	10.3	10.1	10.2	10.2	10.2	10.3	Non-Commercial
232.9	235.9	233.0	240.1	239.4	240.7	236.0¹	241.2	Total (excl. Health)²
			95.7		96.6	96.6	96.5	Health
			335.8		337.3	332.6	337.7	Total Public Sector

Table 2 Public Sector Average Earnings Indices

Base year: March 1988=100

Sectors	2000				2001			
	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec
Civil Service	169.7	171.0	172.5	188.0	188.2	190.2	192.9	202.9
Prison Officers	201.7	210.5	212.1	235.8	230.9	231.2	226.9	254.3
Administrative Civil Servants	163.8	163.8	165.1	178.1	179.6	181.4	185.0	193.8
Industrial Civil Servants	180.2	180.9	179.1	202.9	186.3	202.6	212.4	214.9
Others in the Civil Service	144.3	145.0	149.7	154.7	163.4	172.3	187.8	195.3
Defence	187.0	191.0	192.9	215.2	205.6	213.7	210.7	223.7
Garda Síochána	197.3	213.6	199.7	207.0	217.1	236.5	222.6	239.9
Education	173.9	175.8	176.3	189.1	191.4	192.4	191.2	198.8
Primary	178.8	180.0	179.7	195.1	195.2	188.6	185.9	194.8
Secondary (excl. VEC & ITs)	157.4	159.2	160.0	165.2	173.2	177.2	177.0	178.6
Third Level (excl. VEC & ITs)	184.9	184.3	190.1	199.8	199.2	203.1	206.3	216.0
VEC and Institutes of Technology	184.2	188.9	186.8	208.8	208.2	214.8	212.2	224.6
Regional Bodies	178.0	183.6	182.1	202.9	206.4	209.5	208.2	214.6
Local Authorities	177.5	183.0	181.6	202.5	206.0	208.0	206.7	212.4
Other	184.8	190.8	188.3	207.3	211.2	236.1	235.7	256.0
Semi-State Companies	180.5	181.3	180.9	188.2	192.3	196.7	202.1	210.0
Commercial	186.1	186.2	186.5	191.4	197.4	202.2	208.0	215.7
Non-Commercial	153.4	155.9	152.0	170.4	167.2	170.1	171.1	180.2
Total Public Sector (excl. Health)	177.2	180.0	179.3	191.9	194.5	198.4	198.7	207.5
Selected series with overtime excluded								
Prison Officers	171.5	171.4	171.7	183.5	183.4	185.4	184.5	196.7
Garda Síochána	179.3	194.1	187.2	190.0	191.6	202.8	200.7	210.0

¹Revised since published on the 18th February, 2004.

Table 2 (contd.) Public Sector Average Earnings Indices

Base year: March 1988=100

2002				2003				Sectors
Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	
201.6	199.5	197.9	208.2	206.4	205.1	208.2	211.8	Civil Service
249.4	243.2	237.0	255.8	252.8	252.1	242.9	249.6	Prison Officers
192.5	190.2	189.7	199.6	197.3	195.8	201.2	204.8	Administrative Civil Servants
209.9	211.0	212.3	208.8	217.0	208.7	212.5	218.3	Industrial Civil Servants
209.0	251.4	237.0	258.4	240.0	256.4	256.5	250.2	Others in the Civil Service
225.4	226.1	225.1	235.0	233.5	233.3¹	235.6¹	239.6	Defence
226.4	231.3	225.8	238.4	230.1	237.4	230.9	237.9	Garda Síochána
197.8	199.1	198.5	206.6	205.6	212.9	209.4	207.7	Education
193.4	190.7	189.2	193.0	192.0	195.8	188.1	186.6	Primary
185.6	186.8	184.7	194.1	195.7	201.6	200.4	198.1	Secondary (excl. VEC & ITs)
219.8	231.5	227.7	241.9	234.8	245.7	243.1	236.0	Third Level (excl. VEC & ITs)
210.9	212.9	217.7	228.6	227.7	241.3	242.7	245.0	VEC and Institutes of Technology
215.6	214.9	216.3	210.9	210.1	219.3	222.7	225.8	Regional Bodies
214.8	213.5	215.1	209.3	208.0	217.2	220.5	223.8	Local Authorities
227.4	239.6	236.4	239.2	249.3	255.4	252.0	249.2	Other
218.3	222.5	219.8	225.2	230.4	236.3	236.5	245.9	Semi-State
225.3	230.0	227.0	231.2	237.4	243.3	242.7	253.7	Commercial
181.9	185.4	184.0	195.9	196.5	196.7	200.4	202.1	Non-Commercial
208.3	209.9	208.6	215.2	215.2	220.4	219.9	223.2	Total Public Sector (excl. Health)
								Selected series with overtime excluded
196.5	195.9	193.3	202.8	203.0	203.5	203.5	207.9	Prison Officers
205.4	213.3	211.4	222.2	217.5	221.9	219.9	219.5	Garda Síochána

Table 3 Public Sector Average Weekly Earnings

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Sectors	2000				2001			
	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec
Civil Service	546.61	548.08	551.99	613.27	615.70	615.85	620.05	662.75
Prison Officers	891.33	929.54	936.13	1,039.86	1,018.41	1,024.97	1,005.94	1,126.60
Administrative Civil Servants	526.62	523.73	529.06	574.89	583.03	587.60	594.33	626.53
Industrial Civil Servants	448.13	446.90	439.57	509.25	468.88	504.56	520.93	533.59
Others in the Civil Service	268.08	283.35	287.91	398.63	431.28	336.35	401.98	542.93
Defence	480.66	492.73	496.01	553.77	530.04	551.31	541.68	572.04
Garda Síochána	808.47	875.46	819.04	848.50	890.54	970.84	913.68	983.62
Education	622.60	632.29	648.89	674.51	682.04	689.61	704.54	717.55
Primary	673.01	677.54	678.73	732.12	730.76	708.06	699.82	729.66
Secondary (excl. VEC & ITs)	672.33	679.84	683.08	704.81	739.27	756.48	755.18	761.91
Third Level (excl. VEC & ITs)	608.32	595.52	653.89	650.66	659.03	676.43	709.77	722.13
VEC and Institutes of Technology	525.61	551.08	569.66	595.08	589.48	610.62	654.06	658.96
Regional Bodies	477.64	491.58	488.28	540.73	550.06	558.35	554.44	572.73
Local Authorities	472.29	486.32	483.40	535.54	544.84	550.69	547.32	564.00
Other	592.45	605.13	599.00	664.63	675.89	757.47	731.20	792.78
Semi-State	628.80	630.06	626.78	654.27	671.30	687.35	701.07	728.23
Commercial	629.00	628.61	627.39	646.23	668.76	686.22	703.82	729.91
Non-Commercial	627.72	637.50	623.50	696.43	684.57	697.57	686.85	719.42
Total Public Sector (excl. Health)	594.06	603.23	604.47	644.38	654.05	666.71	669.97	697.68
Selected series with overtime excluded								
Prison Officers	637.75	637.19	638.41	681.96	682.00	692.54	688.81	734.03
Garda Síochána	703.30	767.91	734.61	745.37	752.23	796.68	788.49	824.18

¹ Revised since published on the 18th February, 2004

Table 3 (contd.) Public Sector Average Weekly Earnings

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2002				2003				Sectors
Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	
652.01	641.34	643.22	679.65	673.96	663.82	680.17	698.46	Civil Service
1,104.88	1076.69	1054.82	1136.92	1123.50	1119.28	1077.53	1106.52	Prison Officers
621.40	607.57	614.30	644.22	640.40	631.73	654.08	668.32	Administrative Civil Servants
520.23	524.11	524.55	527.97	544.43	514.45	525.04	552.97	Industrial Civil Servants
474.54	626.27	540.95	602.51	511.27	564.71	561.46	623.04	Others in the Civil Service
582.57	582.57	581.75	604.95	603.74	603.22¹	611.25¹	618.75	Defence
928.68	948.45	926.07	977.65	943.69	973.67	947.19	974.87	Garda Síochána
705.66	709.74	728.00	732.33	726.04	753.10	756.88	737.60	Education
722.98	713.21	710.26	721.05	715.41	729.76	705.91	698.89	Primary
791.82	797.00	788.09	827.85	834.75	859.70	854.32	844.87	Secondary (excl. VEC & ITs)
735.36	762.00	777.26	777.05	773.16	817.86	827.17	781.07	Third Level (excl. VEC & ITs)
596.58	603.17	663.34	646.36	627.67	664.22	704.65	679.60	VEC and Institutes of Technology
574.48	573.11	572.88	567.90	567.60	579.83	586.52	596.19	Regional Bodies
569.98	567.02	567.43	561.70	560.33	572.50	580.26	590.24	Local Authorities
698.10	745.27	734.72	746.07	788.60	803.47	780.78	777.92	Other
755.94	770.71	758.22	779.36	795.36	808.14	809.21	840.36	Semi-State
764.36	779.60	766.78	783.05	806.07	821.48	818.87	855.02	Commercial
717.23	729.76	718.70	761.92	754.42	753.10	770.40	785.93	Non-Commercial
696.38	699.85	701.14	718.27	718.56	731.24¹	735.24¹	743.53	Total Public Sector (excl. Health)
								Selected series with overtime excluded
733.64	731.37	724.30	759.85	760.32	762.59	762.00	778.48	Prison Officers
806.51	837.44	829.82	872.49	853.70	871.08	863.49	861.15	Garda Síochána

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 number employed is 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, City Councils, 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 (including those which have become State commercial companies) are also assigned to this category.

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.