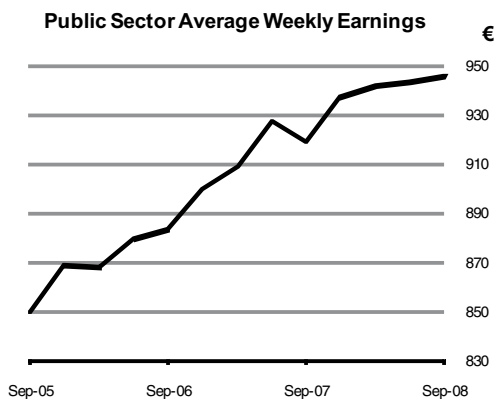




Public Sector Employment and Earnings September 2008



	Total Employment ¹	Average Weekly Earnings ¹	Average Earnings Index ¹
		€	
Sept 2007	251,100	918.31	277.9
June 2008	262,600	942.81	288.2
Sept 2008	258,200	945.18	287.8
Quarterly change	-4,400	+0.2%	-0.1%
Annual change	+7,100	+2.9%	+3.6%

¹ Excluding health sector

Average weekly earnings up 2.9% in year to September 2008

Average weekly earnings in the Public Sector (excluding Health) rose by 2.9% in the year to September 2008. The index of average earnings, which excludes some effects of changes in employment composition, rose by 3.6% for the same period. Average weekly earnings rose by 1.7% in the year to June 2008 while the index of average earnings rose by 2.5% for the same period.

Employment up by 7,100 in year to September 2008

A total of 258,200 people were employed in the Public Sector (excluding Health) in September 2008 compared to 251,100 in September 2007. In the year to September 2008 employment in the Education sector increased from 93,500 to 97,900, a rise of 4,400.

Overall employment in the Public Sector was 369,100 in September 2008, an increase of 5,200 compared with September 2007. In the year to September 2008 employment in Regional Bodies increased from 40,100 to 40,400 (a rise of 300). Employment in the Health Sector decreased from 112,800 in September 2007 to 110,800 in September 2008, a decrease of 2,000.

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Table 1 Public Sector Employment

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Sectors	2004	2005			2006			
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
Civil Service	36.5	36.5	36.7	36.7	36.2	36.6	37.0	37.3
Prison Officers	3.2	3.2	3.2	3.1	3.1	3.2	3.1	3.2
Administrative Civil Servants	31.5	31.5	31.3	31.3	31.2	31.5	31.6	31.9
Industrial Civil Servants	1.8	1.8	2.2	2.3	1.8	1.9	2.3	2.3
Defence	11.4	11.4	11.5	11.5	11.4	11.2	11.2	11.2
Garda Síochána	12.0	12.1	12.2	12.3	12.2	12.4	12.6	13.0
Education	91.7	91.4	90.5	84.7	92.9	92.5	91.7	88.2
Primary	32.2	32.5	32.6	32.1	33.8	33.6	34.1	33.6
Secondary (excl. VEC & ITs)	19.1	19.4	19.6	19.5	19.9	19.7	19.7	19.7
Third Level (excl. VEC & ITs)	12.9	13.3	12.1	11.5	13.0	13.4	12.4	12.1
VEC and Institutes of Technology	27.6	26.3	26.2	21.6	26.1	25.9	25.6	22.9
Regional Bodies	36.8	36.9	38.4	38.2	37.3	37.5	39.1	39.5
Local Authorities	35.6	35.8	37.0	36.9	36.1	36.4	37.8	38.1
Other	1.2	1.2	1.3	1.3	1.2	1.1	1.3	1.3
Semi-State Companies	56.6	56.1	57.6	57.4	56.5	55.9	57.1	57.0
Commercial ¹	46.5	46.0	47.2	46.8	46.1	45.4	46.4	46.2
Non-Commercial	10.1	10.0	10.4	10.5	10.4	10.5	10.7	10.7
Others in the Public Sector	0.8	1.1	1.1	1.3	1.4	2.0	1.4	1.4
Total (excl. Health)	245.9	245.6	248.0	242.1	247.9	248.2	250.1	247.6
Health²	98.7	99.7	100.9	101.5	102.0	103.3	104.8	105.9
Total Public Sector	344.6	345.3	348.9	343.6	349.9	351.3	354.9	353.5

¹ Excludes Aer Lingus from December 2006 and Agriculture Credit Bank from September 2007.

² Data from March 2007 includes certain categories of staff not previously included.

Table 1 (contd.) Public Sector Employment

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2006		2007			2008			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
37.0	37.3	38.0	38.4	37.9	38.6	39.5	39.3	Civil Service
3.2	3.2	3.3	3.3	3.4	3.4	3.4	3.5	Prison Officers
31.9	32.2	32.3	32.6	32.5	33.1	33.8	33.5	Administrative Civil Servants
1.9	1.9	2.5	2.5	2.0	2.1	2.4	2.3	Industrial Civil Servants
11.3	11.2	11.1	11.2	11.2	11.2	11.2	11.3	Defence
12.9	12.8	13.3	13.4	13.7	13.8	14.0	14.2	Garda Síochána
96.9	97.7	97.0	93.5	100.9	101.4	101.6	97.9	Education
35.0	35.2	35.5	35.6	37.1	37.4	37.5	37.0	Primary
20.0	20.0	20.0	20.2	20.9	20.9	21.0	20.6	Secondary (excl. VEC & ITs)
14.5	15.0	14.2	14.1	15.6	15.5	15.2	15.2	Third Level (excl. VEC & ITs)
27.4	27.4	27.3	23.6	27.3	27.6	27.9	25.2	VEC and Institutes of Technology
38.0	38.1	40.0	40.1	38.8	39.0	41.2	40.4	Regional Bodies
36.9	37.0	38.9	38.9	37.7	37.9	40.1	39.3	Local Authorities
1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	Other
52.9	53.0	53.3	53.0	52.8	52.8	53.8	53.9	Semi-State Companies
41.9	42.0	42.3	42.0	41.3	41.3	42.2	42.3	Commercial ¹
11.0	11.0	11.1	11.0	11.5	11.5	11.6	11.6	Non-Commercial
1.4	1.6	1.3	1.6	1.2	1.2	1.2	1.2	Others in the Public Sector
250.3	251.7	254.0	251.1	256.6	258.0	262.6	258.2	Total (excl. Health)
106.3	110.4	111.6	112.8	111.5	110.3	110.5	110.8	Health²
356.6	362.1	365.6	363.9	368.1	368.3	373.1	369.1	Total Public Sector

Table 2 Public Sector Average Earnings Indices

Base year: March 1988=100

Sectors	2004	2005			2006			
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
Civil Service	232.1	233.4	236.1	239.3	246.0	248.8	250.8	252.1
Prison Officers	253.9	258.0	255.3	240.3	257.8	253.3	263.5	262.2
Administrative Civil Servants	228.9	229.8	232.9	239.2	244.3	248.0	248.6	250.3
Industrial Civil Servants	233.7	235.7	247.6	239.6	251.8	253.7	262.7	260.4
Defence	264.2	264.7	266.1	266.8	269.1	271.4	283.5	288.1
Garda Síochána	262.5	261.0	264.6	266.4	279.6	271.6	277.0	281.9
Education	234.9	233.5	245.6	242.6	249.9	248.6	252.8	250.8
Primary	208.6	209.9	218.7	219.1	220.9	221.4	220.9	225.6
Secondary (excl. VEC & ITs)	224.7	221.9	232.9	225.4	231.3	234.2	234.7	233.3
Third Level (excl. VEC & ITs)	269.5	264.0	275.9	277.6	280.4	282.5	287.1	282.9
VEC and Institutes of Technology	279.6	277.4	297.2	290.7	313.4	301.6	318.9	304.6
Regional Bodies	265.0	275.1	270.4	277.5	279.2	287.4	286.2	290.5
Local Authorities	264.2	274.5	269.7	277.1	278.7	286.9	285.6	290.0
Other	271.3	275.7	273.9	271.1	273.3	284.4	285.4	285.5
Semi-State Companies	258.9	258.9	262.2	264.0	276.1	274.0	278.6	278.4
Commercial	266.6	266.0	269.8	271.1	284.4	282.8	288.0	286.2
Non-Commercial	221.6	224.8	225.8	230.6	238.4	237.5	236.5	237.4
Others in the Public Sector	271.7	275.9	278.6	289.8	294.5	303.6	304.1	303.1
Total Public Sector (excl. Health)	247.3	248.0	253.8	254.5	262.5	262.4	266.0	266.0
Selected series with overtime excluded								
Garda Síochána	241.4	243.6	241.8	247.4	253.7	247.9	249.6	252.1

Table 2 (contd.) Public Sector Average Earnings Indices

Base year: March 1988=100

2006		2007			2008			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
255.8	261.0	263.3	264.0	265.4	271.8	268.2	275.3	Civil Service
258.6	266.6	276.5	269.9	263.3	264.7	267.6	273.4	Prison Officers
254.6	260.0	261.3	262.9	265.5	271.2	267.8	275.1	Administrative Civil Servants
272.6	266.2	269.3	269.8	266.2	306.1	273.7	280.8	Industrial Civil Servants
285.3	284.8	285.2	300.2	311.1	304.7	307.8	316.3	Defence
315.2	296.4	305.4	269.8	308.8	300.0	308.2	295.2	Garda Síochána
252.6	260.5	268.2	263.4	266.1	270.4	273.0	271.0	Education
224.5	230.7	234.7	233.0	231.9	236.4	237.1	237.6	Primary
236.2	244.7	251.2	240.8	246.6	252.5	253.5	250.4	Secondary (excl. VEC & ITs)
290.7	299.1	307.6	310.3	308.5	312.0	306.7	320.1	Third Level (excl. VEC & ITs)
307.4	317.5	333.4	324.0	334.5	331.6	349.8	332.4	VEC and Institutes of Technology
294.5	305.4	305.9	304.9	310.3	309.8	314.0	304.5	Regional Bodies
293.9	305.0	305.3	304.2	309.7	309.1	313.2	303.6	Local Authorities
293.7	299.5	306.6	307.7	309.7	312.9	320.2	324.3	Other
288.4	287.0	289.2	291.4	301.1	301.3	298.7	301.4	Semi-State
300.1	295.3	301.0	302.8	316.0	315.4	322.7	325.9	Commercial
235.8	240.7	241.3	244.2	244.9	247.0	242.6	244.1	Non-Commercial
306.5	306.4	307.2	306.7	308.0	318.7	321.4	330.3	Others in the Public Sector
272.5	276.0	281.2	277.9	285.0	287.0	288.2	287.8	Total Public Sector (excl. Health)
								Selected series with overtime excluded
256.1	259.3	270.4	258.8	238.0	269.2	281.9	277.7	Garda Síochána

Table 3 Public Sector Average Weekly Earnings

€

Sectors	2004	2005				2006		
	Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep
Civil Service	776.35	780.44	782.29	797.37	823.39	830.74	829.13	837.80
Prison Officers	1,124.28	1,142.94	1,128.52	1,061.88	1,138.37	1,117.97	1,165.97	1,159.41
Administrative Civil Servants	752.86	755.95	759.76	785.37	803.89	813.86	808.72	818.51
Industrial Civil Servants	602.53	607.53	637.68	616.03	649.27	654.93	676.63	670.23
Defence	682.47	682.87	685.77	691.28	700.70	705.46	736.72	748.77
Garda Síochána	1,075.61	1,068.79	1,083.37	1,090.62	1,144.30	1,111.74	1,132.75	1,150.51
Education	818.07	816.02	861.17	872.98	876.46	869.30	885.48	888.90
Primary	781.14	785.73	819.04	820.29	823.74	824.84	821.38	842.16
Secondary (excl. VEC & ITs)	957.66	945.31	992.14	959.67	984.36	997.20	999.24	993.32
Third Level (excl. VEC & ITs)	872.39	857.45	918.27	934.63	921.08	928.81	961.63	957.34
VEC and Institutes of Technology	739.23	735.66	788.56	839.80	840.14	798.94	846.51	831.64
Regional Bodies	700.95	735.97	720.92	739.27	743.30	767.34	762.20	774.29
Local Authorities	699.74	732.24	717.31	736.62	740.32	764.03	758.78	771.46
Other	852.85	864.65	844.08	828.03	842.84	883.54	876.61	866.56
Semi-State	888.63	888.18	898.01	902.95	945.36	946.00	956.65	956.14
Commercial	896.22	893.94	904.36	906.22	950.83	952.26	967.34	962.59
Non-Commercial	853.77	861.73	869.12	888.36	921.16	918.86	910.24	928.16
Others in the Public Sector	540.26	448.08	438.19	427.20	408.63	402.37	422.78	418.56
Total Public Sector (excl. Health)	817.47	820.83	838.35	848.94	868.51	867.62	878.65	883.19
Selected series with overtime excluded								
Garda Síochána	946.84	954.70	947.87	969.62	993.71	971.65	977.11	985.17

Table 3 (contd.) Public Sector Average Weekly Earnings

€

2006		2007			2008			Sectors
Dec	Mar	Jun	Sep	Dec	Mar	Jun	Sep	
855.74	870.81	870.83	879.58	889.80	912.35	889.82	921.24	Civil Service
1,153.12	1,179.85	1,222.53	1,193.50	1,162.79	1,172.33	1,184.57	1,209.70	Prison Officers
836.84	852.56	850.91	862.98	874.96	893.66	873.55	905.10	Administrative Civil Servants
703.02	687.10	693.94	694.61	688.36	792.74	708.18	727.16	Industrial Civil Servants
738.10	740.88	741.82	778.14	807.18	788.18	799.65	820.12	Defence
1,286.01	1,209.20	1,248.26	1,104.22	1,262.10	1,226.16	1,247.74	1,196.19	Garda Síochána
875.90	900.87	931.32	930.16	921.63	932.28	944.97	944.49	Education
836.07	859.11	873.59	867.21	861.30	878.20	880.52	883.24	Primary
1,004.91	1,041.04	1,068.73	1,024.49	1,048.76	1,073.95	1,078.05	1,064.73	Secondary (excl. VEC & ITs)
949.04	978.18	1,035.56	1,055.97	1,010.53	1,035.62	1,035.15	1,079.46	Third Level (excl. VEC & ITs)
793.75	809.40	851.44	869.22	855.32	840.30	886.04	860.48	VEC and Institutes of Technology
785.17	814.52	813.92	811.36	830.41	832.64	838.55	815.58	Regional Bodies
781.75	811.57	810.50	807.96	826.97	828.71	834.56	810.27	Local Authorities
892.66	912.89	929.87	926.95	949.99	973.19	988.52	1,007.04	Other
1,000.02	992.30	1,007.55	999.23	1,033.54	1,044.40	1,036.55	1,047.07	Semi-State
1,016.50	1,003.55	1,023.17	1,008.02	1,052.71	1,069.06	1,050.40	1,060.45	Commercial
924.72	949.18	947.69	958.65	964.75	975.07	997.11	1,009.07	Non-Commercial
428.47	394.60	442.92	400.49	454.02	467.89	469.93	483.29	Others in the Public Sector
898.63	908.32	926.64	918.31	936.56	941.01	942.81	945.18	Total Public Sector (excl. Health)
								Selected series with overtime excluded
1,000.46	1,012.91	1,058.02	1,013.65	931.32	1,054.34	1,093.16	1,077.55	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. This is the case for Administrative Civil Servants, the Health Sector and some Third Level Institutions.

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. the Garda Síochána) and earnings excluding overtime are separately provided in these cases.

In the case of Prison Officers, the Irish Prison Service introduced a system of annualised hours in early 2006. This abolished overtime and made new arrangements for the payment of additional hours, over and above the basic rostered hours.

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 (Administrative) The number employed is taken from the Civil Service Staff Information System (SIS) 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 work share employees;
- Department of Foreign Affairs staff working abroad are included;
- Civil Servants working in other parts of the public sector are included;
- Special advisors, etc. in Ministers' Offices are included;
- The earnings details are taken from the Civil Service payroll system.

December 2005 is the latest date for which SIS data is available. Figures for the numbers employed post December 2005 are provided by the Department of Finance based on data supplied to them by the relevant Departments/Offices.

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 Environment, Heritage and Local Government. The numbers are a mix of the actual numbers engaged and full-time equivalents, depending on the information received.

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 include City Councils, County Councils and Town Councils. 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.
- 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.
- Others in the Public Sector** Includes persons not elsewhere classified i.e. Dáil Éireann TDs, Garda students and CSO temporary field staff. In September 2008 there were 166 Dáil TDs, 1,100 Garda students and approximately 12 CSO temporary field staff. This category was previously included under the Civil Service sub-sector but they are now included as a sub-sector on their own.
- Health** The employment details for this sector are obtained from the quantity census conducted by the Health Service Executive and are recorded on a full-time equivalent basis. Earnings information is not available at present. From March 2007 certain grades, categories and subsumed agencies are included. A direct comparison with previous data is not possible.

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