



A National Statistics publication for Scotland



The Scottish
Government
Riaghaltas na h-Alba

ECONOMY AND LABOUR MARKET

PUBLIC SECTOR EMPLOYMENT IN SCOTLAND STATISTICS FOR 3rd QUARTER 2015

About this publication

The statistics in this release are based on administrative records and surveys of individual public sector bodies carried out by the Scottish Government and the Office for National Statistics (ONS). This is a snapshot of employment as at September 2015. The publication includes information on public sector employment in Scotland with distinctions made for employment in devolved bodies and reserved bodies (located in Scotland).

Contents

About this publication	1
Contents	2
Summary	3
Major Reclassifications	4
National Accounts Classifications.....	4
Public Sector Employment Web section.....	4
UK Comparisons.....	5
Background Notes	5
1. Total Employment and Public and Private Sector Employment in Scotland; Headcount	6
2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount	9
3. Devolved Public Sector Employment in Scotland; Headcount	11
4. Reserved Public Sector Employment in Scotland; Headcount	13
5. Civil Service Employment in Scotland; Headcount	15
List of Tables	19
A National Statistics publication for Scotland	31

Summary

Some of the key points (based on headcount) are as follows:

- There were 2,610,000 people employed in Scotland in Q3 2015, an increase of 19,800 (+0.8%) over the year.
- In Q3 2015, there were 544,700 people employed in the public sector in Scotland, a decrease of 500 (-0.1%) since Q3 2014. This is lower than the level seen in 1999, when the series began. In Q3 2015, public sector employment accounted for 20.9% of total employment, down from 21.0% in the previous year.
- In Q3 2015, there were an estimated 2,065,500 people employed in the private sector in Scotland, an increase of 20,200 (+1.0%) over the year. Private sector employment in Scotland accounts for 79.1% of total employment.
- Of the total 544,700 people employed in the public sector in Scotland, 89.5% are accounted for by employment in the devolved public sector. Employment in the devolved public sector increased by 500 (+0.1%) over the last year 487,600 in Q3 2015.
- Over the year, employment in the devolved public sector decreased in Police and Fire Related Services by 500 (-1.9%) and Local Government by 1,500 (-0.6%). This is mainly due to local government staff transferring to arms' length external organisations (ALEOs) which are part of the private sector. Employment in the devolved public sector increased in NHS by 1,100 (+0.7%), Civil Service by 700 (+4.2%), Public Corporations by 200 (+2.3%) and Further Education Colleges by 400 (+2.9%).
- 10.5% of the total public sector employment relates to employment in the reserved public sector in Scotland. The reserved sector saw a decrease of 1,000 (-1.6%) in headcount between Q3 2014 and Q3 2015.
- Employment within the reserved public sector increased in Public Bodies by 100 (+1.3%) and decreased in Civil Service by 100 (-0.2%), while employment in the Armed Forces remained fairly constant.

Major Reclassifications¹

On 17th December 2013, the Office for National Statistics (ONS) announced that from 1st September 2014, Network Rail will be reclassified as a Central Government body in the public sector and will apply from April 2004.

On 30th April 2014, ONS announced the reclassification of Lloyds Banking Group plc. (and subsidiaries) as a former Public Corporation into the private sector (with effect from March 2014). Subsidiaries of Lloyds Banking Group plc. include: Scottish Widows Bank plc. TSB Bank plc., Lloyds Bank plc., Black Horse Limited, AMC Bank Limited and Bank of Scotland plc. This reclassification has resulted in approximately 19,400 staff (headcount) moving into the private sector. More information on this can be found in [Classification of Lloyds Banking Group and Subsidiaries](#)

ONS announced the reclassification of both Royal Mail Group plc. (effective from October 2013) and Direct Line Group (effective from September 2013), as former Public Corporations. This resulted in approximately 12,400 staff (headcount) moving into the private sector.

A separate public sector series excluding the effects of major reclassifications has been included in this publication to show the impact of the reclassifications on the number of people employed in the public sector.

More information is available on the Public Sector Employment Web Section.

National Accounts Classifications

On 30th November, the Office for National Statistics (ONS) announced that from 22nd November 2013, Glasgow Prestwick Airport Limited will be classified as a Non-financial Public Corporation. Therefore, Glasgow Prestwick Airport Limited has been included in the Public Sector series from Q4 2013.

Public Sector Employment Web section

The Public Sector Employment Web section provides additional information to this National Statistics publication

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

It contains detailed information including:

- Employment levels for public bodies in Scotland for 16-24 year olds (Q1 2013, Q1 2014 and Q1 2015). Information by age is considered Official Statistics rather than National Statistics due to it being a new data series.

- Local government employment by local authority for the current quarter. A time series of total local government employment from Q1 1999 and by gender from Q1 2011.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are also available to download.
- Background notes outlining the methodology used to compile this series.

UK Comparisons

Public Sector Employment for Government Office Regions and Nations of the UK can be found in the Office for National Statistics Publication.

Comparisons to UK data should be made using non-seasonally adjusted UK data.

See the regional tables at <http://www.ons.gov.uk/ons/rel/pse/public-sector-employment/index.html>.

Background Notes

Statistics prior to Q1 2008 are estimates. These have been calculated using the total UK reserved public sector employment figure and applying to Scotland on a pro-rata basis as regional level data has only been collected from Q1 2008 onwards.

Background notes about the information contained in our PSE series are available at the following web section:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/SourcesDef>

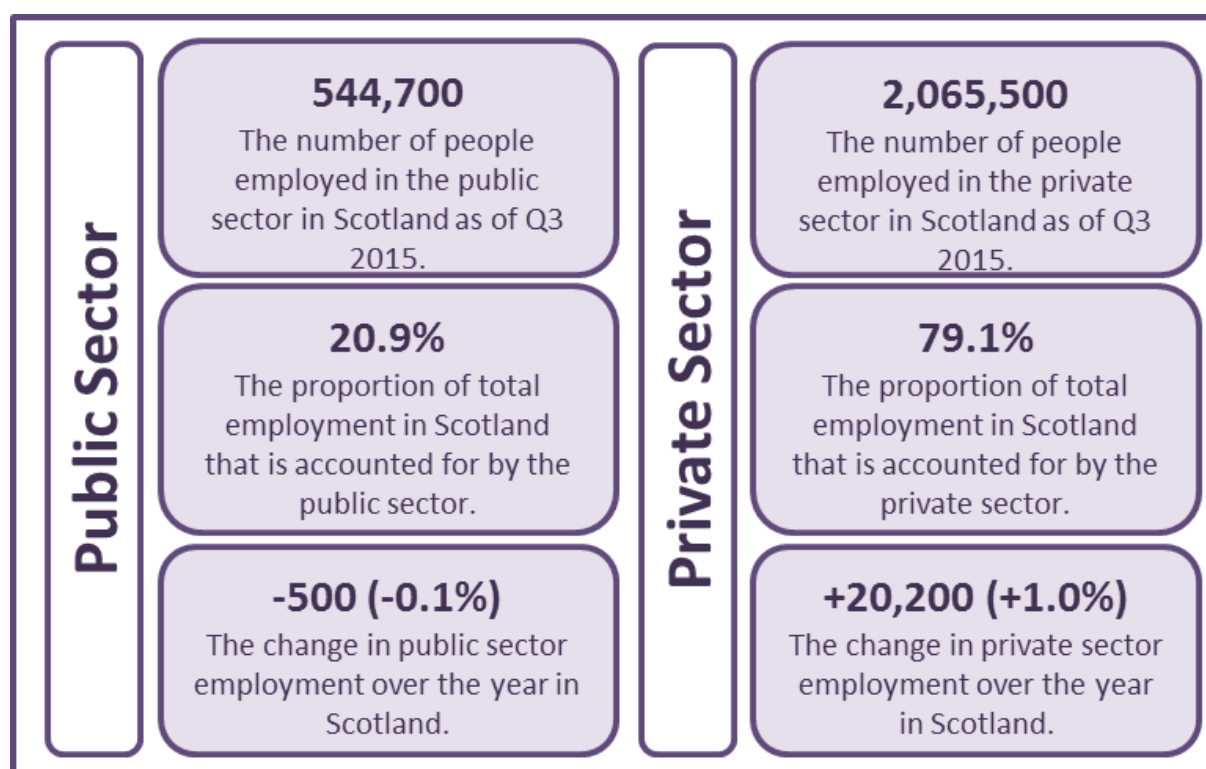
Next Publication: 16th March 2016

Note: In this publication, the reduction in Local Government staffing in the devolved public sector was mainly due to staff transferring to arms' length external organisations (ALEOs) which are part of the private sector. For the next public sector employment publication, we plan to produce a series which accounts for these changes over time.

1. Total Employment and Public and Private Sector Employment in Scotland; Headcount (see Table 1)

Figure 1 provides a summary of total employment in Scotland and the breakdown of public and private sector employment. The public sector is defined according to the UK National Accounts Classifications Guide¹.

Figure 1: Public and Private Sector Employment, Scotland, Q3 2015



¹ More information on the classification of organisations and institutions in the National Accounts are available in the Sector Classification Guide (MA23): <http://www.ons.gov.uk/ons/rel/na-classification/national-accounts-sector-classification/index.html>

Chart 1: Public Sector Employment in Scotland, Headcount, Q1 1999 – Q3 2015, non-seasonally adjusted

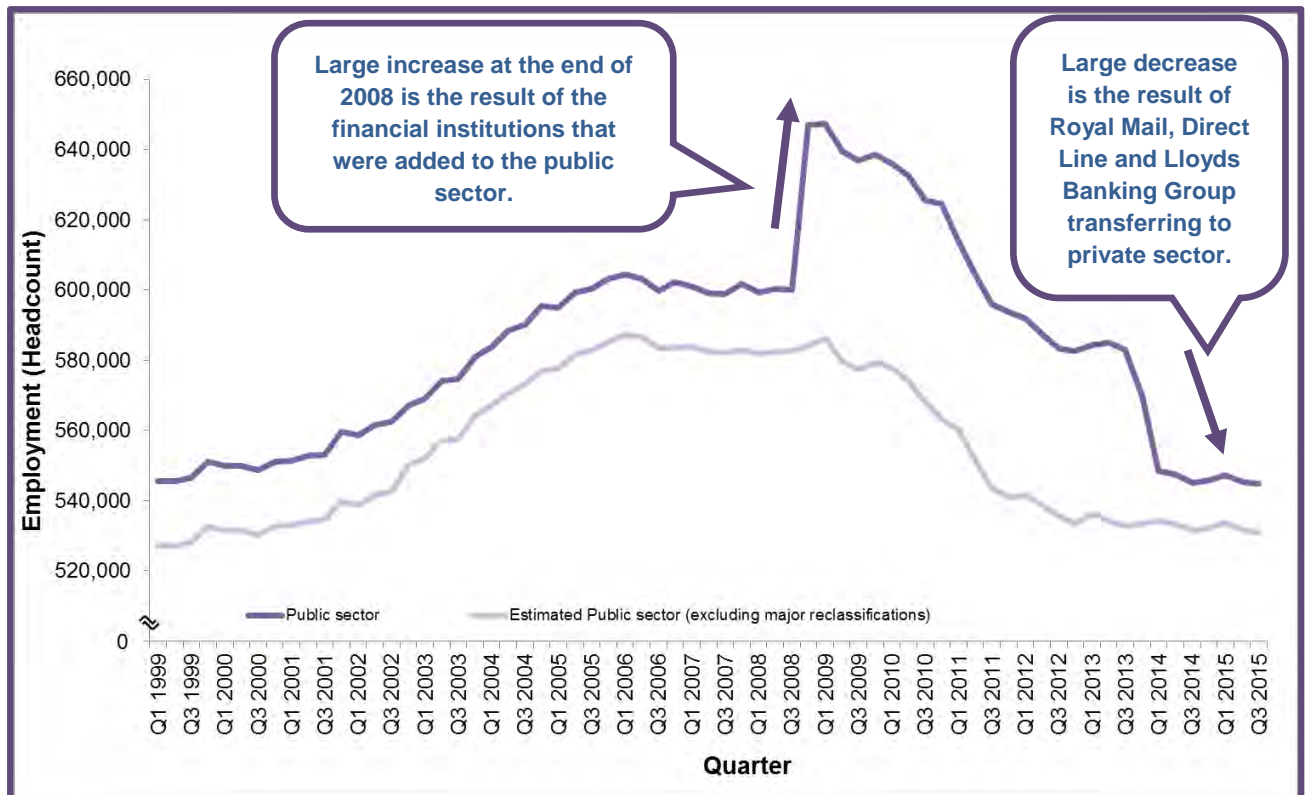
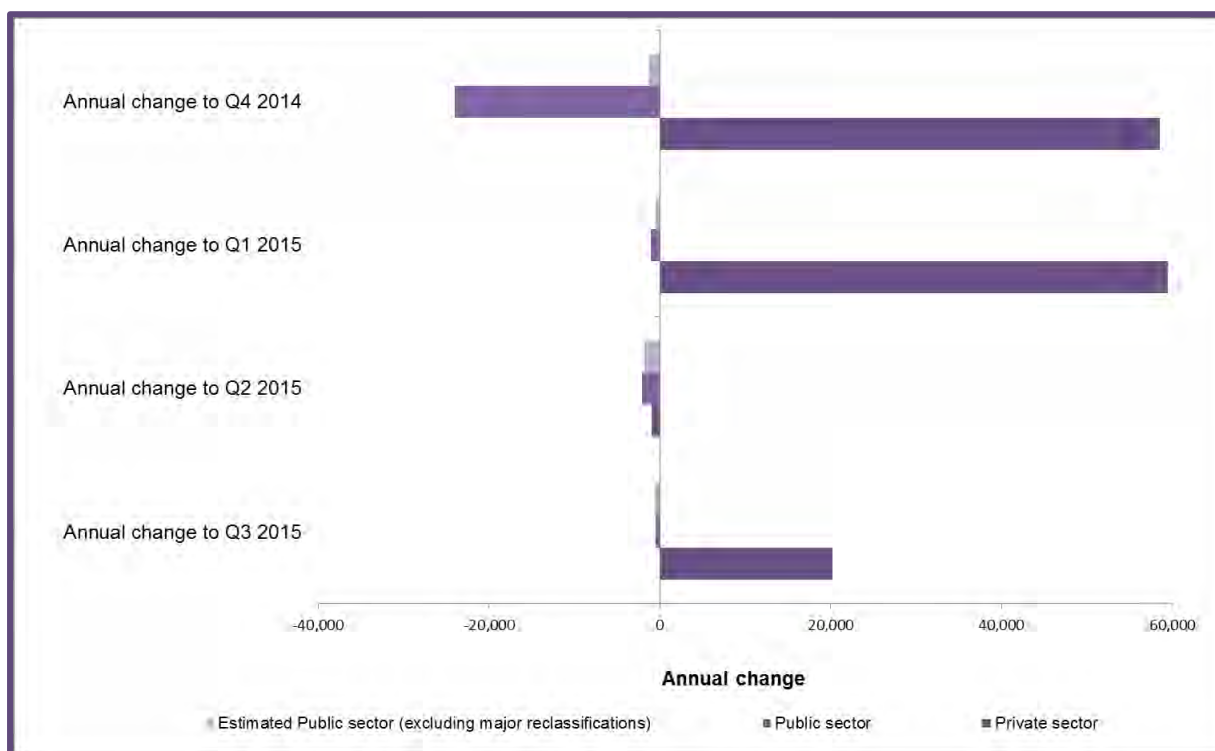


Chart 1 shows that the number of people employed in the public sector in Q3 2015 was the lowest level since the series began in 1999. Excluding the effects of major reclassifications², the number of people employed in the public sector gradually increased to a peak in Q1 2006, decreased to Q2 2013 and has remained relatively constant since Q2 2013.

Chart 2 shows the annual change in employment for the public and private sectors.

Chart 2: Annual Change in Employment by Main Sector, Headcount



Impact of Excluding Major Reclassifications from Public Sector

If the major reclassifications² were to be excluded from the public sector series, there would be estimated to be 530,800 people employed in the public sector in Q3 2015. This would account for 20.3% of the total employment in Scotland.

Public Sector employment excluding the effects of the major reclassifications, would have decreased by 600 (-0.1%) over the year to Q3 2015 and decreased by 2,800 (+0.5%) since Q3 1999.

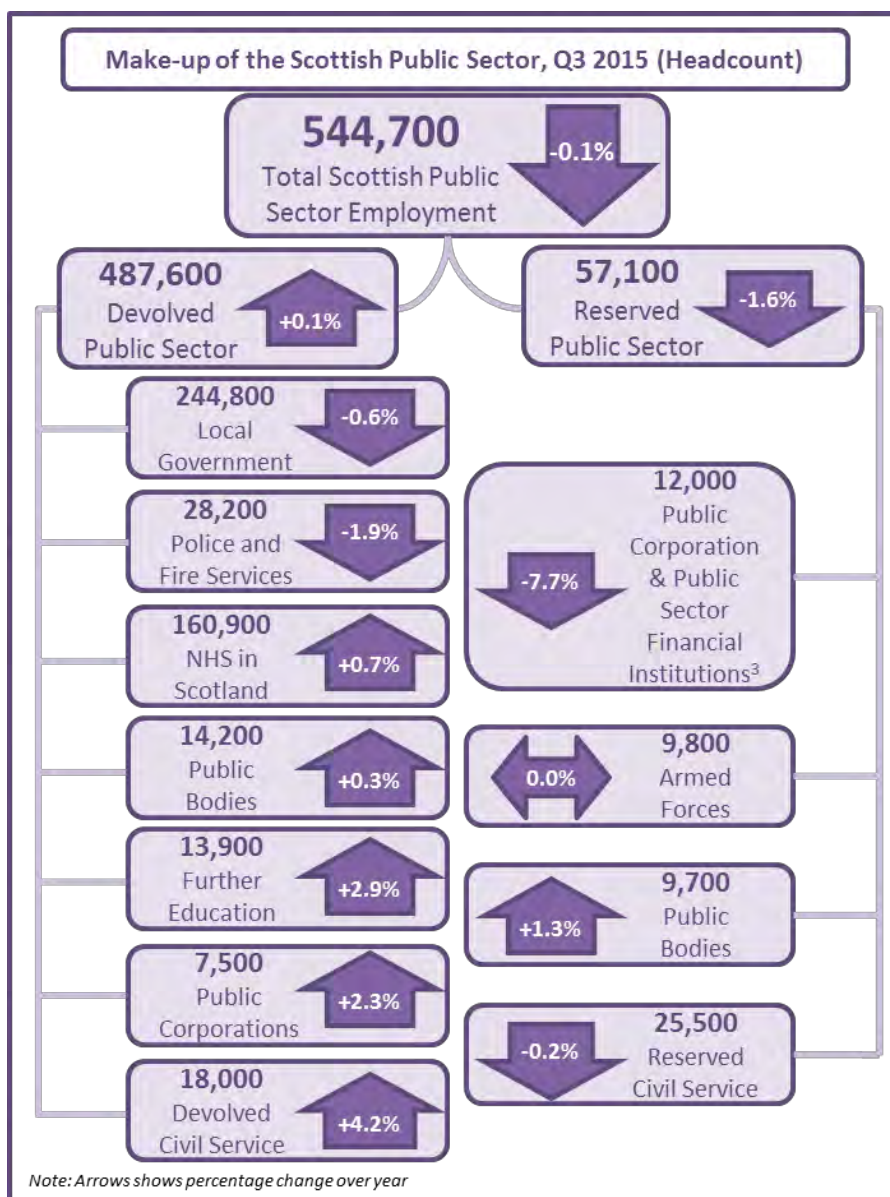
The major reclassifications are all included in the reserved public sector in Scotland; their impact in this sector is covered in section 4 of the publication.

² Major reclassifications include Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, Post Office Ltd (until Q2 2006) and Network Rail.

2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount (see Table 3)

The devolved public sector covers those bodies which are the responsibility of the Scottish Government or Scottish Parliament while the reserved public sector in Scotland covers those bodies for which the UK Government has ministerial responsibility.

Figure 2: Make-up of the Scottish Public Sector, Q3 2015, Headcount³

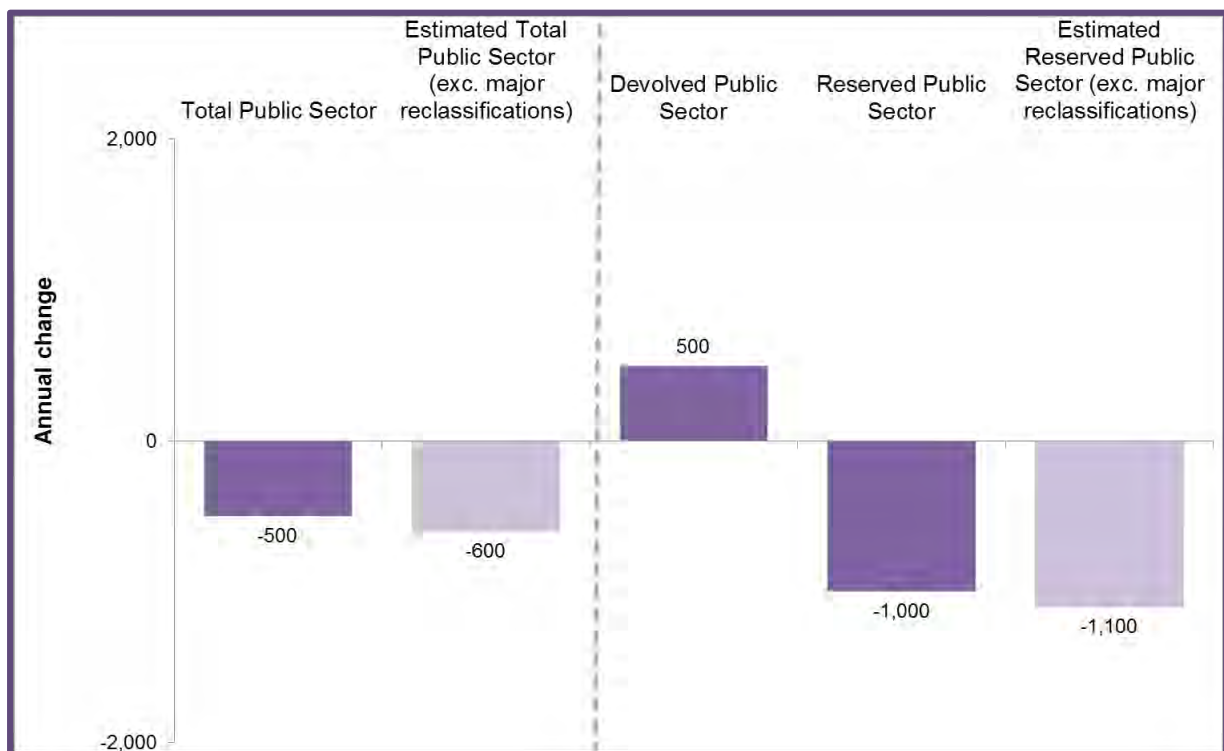


³ Employment in reserved public corporations and public sector financial institutions over the last year has been significantly affected by the reclassification of both Royal Mail Group plc., Direct Line Group and Lloyds Banking Group plc. (and subsidiaries) into the private sector.

Changes in the devolved and reserved public sector are explored in more detail in sections 3 and 4 respectively.

Chart 3 below shows how the decrease of 500 seen for the overall public sector in Scotland is split between the devolved and reserved public sector. Chart 3 also shows the estimated impact of removing major reclassifications from the series.

Chart 3: Annual Change (from Q3 2014 to Q3 2015) in Public Sector Employment by Devolved and Reserved Responsibility, Headcount



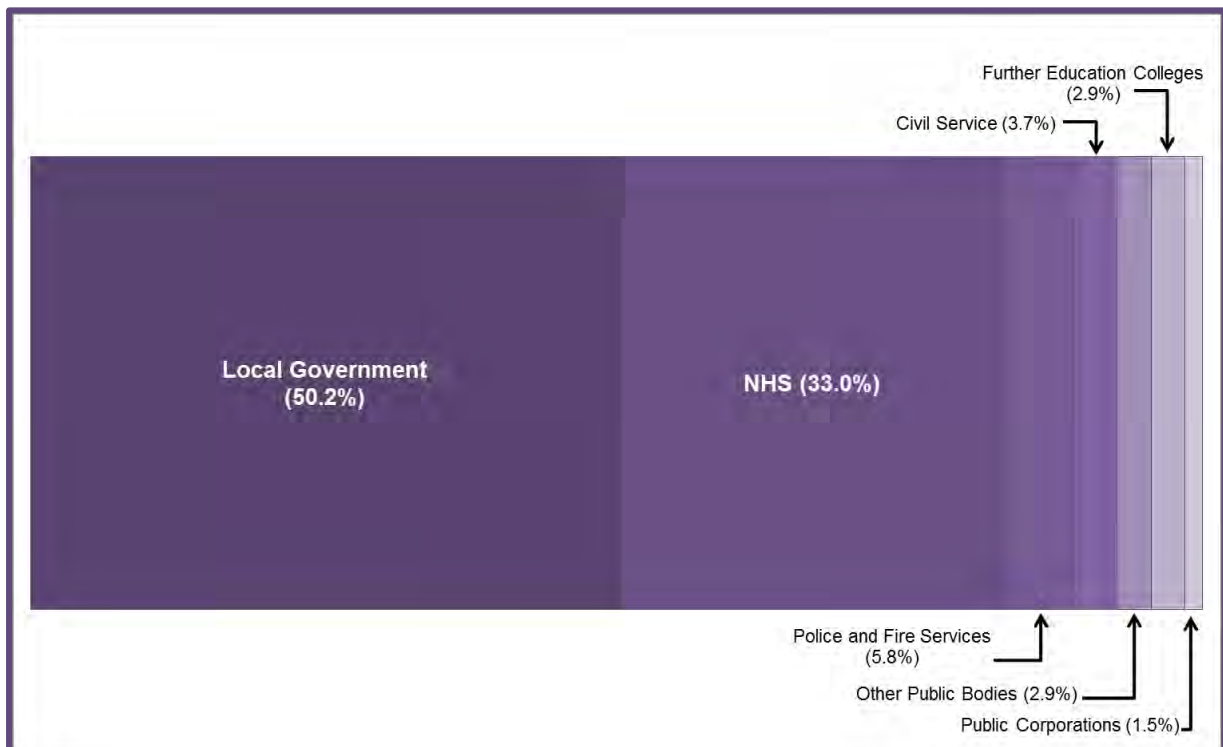
3. Devolved Public Sector Employment in Scotland; Headcount (see Table 4)

The devolved public sector includes:

- Devolved Civil Service (see section 5);
- Local Government, covering Scottish Local Authorities, Police and Fire Services (up to Q1 2013), Valuation Joint Boards and Regional Transport Partnerships;
- Police and Fire Services (Q2 2013 onwards)
- NHS in Scotland;
- Further Education Colleges;
- Devolved Public Corporations;
- Other Devolved Public Bodies (which covers Non-Departmental Bodies and other bodies).

The number of people employed in the devolved public sector has increased by 500 (+0.1%) over the last year, from 487,100 in Q3 2014 to 487,600 in Q3 2015. Chart 4 shows the composition of the devolved public sector as at Q3 2015.

Chart 4: Breakdown of Devolved Public Sector Employment by Category, Headcount, Q3 2015



Over the year:

Employment in Scottish Local Government decreased by 1,500 (-0.6%) over the year to 244,800 in Q3 2015. This is mainly due to staff transferring to arms' length external organisations (ALEOs) which are part of the private sector. On 1st April 2015, 883 staff transferred from Scottish Borders Council to SB Cares and 255 staff transferred from East Refrewshire Council to East Refrewshire Culture and Leisure Limited.

Employment in the NHS increased by 1,100 (+0.7%) over the year to 160,900 in Q3 2015. A detailed breakdown on this information by staffing group was published by ISD on the 1st December 2015.

<http://www.isdscotland.org/Health-Topics/Workforce/>

The number of Police and Fire Service employees decreased by 500 (-1.9%), from 28,800 in Q3 2014 to 28,200 in Q3 2015.

The devolved civil service saw an increase of 700 (+4.2%) in employment between Q3 2014 and Q3 2015.

Employment in Further Education colleges increased by 400 (+2.9%) to 13,900 in Q3 2015.

Employment in public corporations increased by 200 (+2.3%) over the year to Q3 2015, increasing from 7,300 in Q3 2014 to 7,500 in Q3 2015.

4. Reserved Public Sector Employment in Scotland; Headcount (see Table 5)

This section provides a summary of reserved public sector employment which includes:

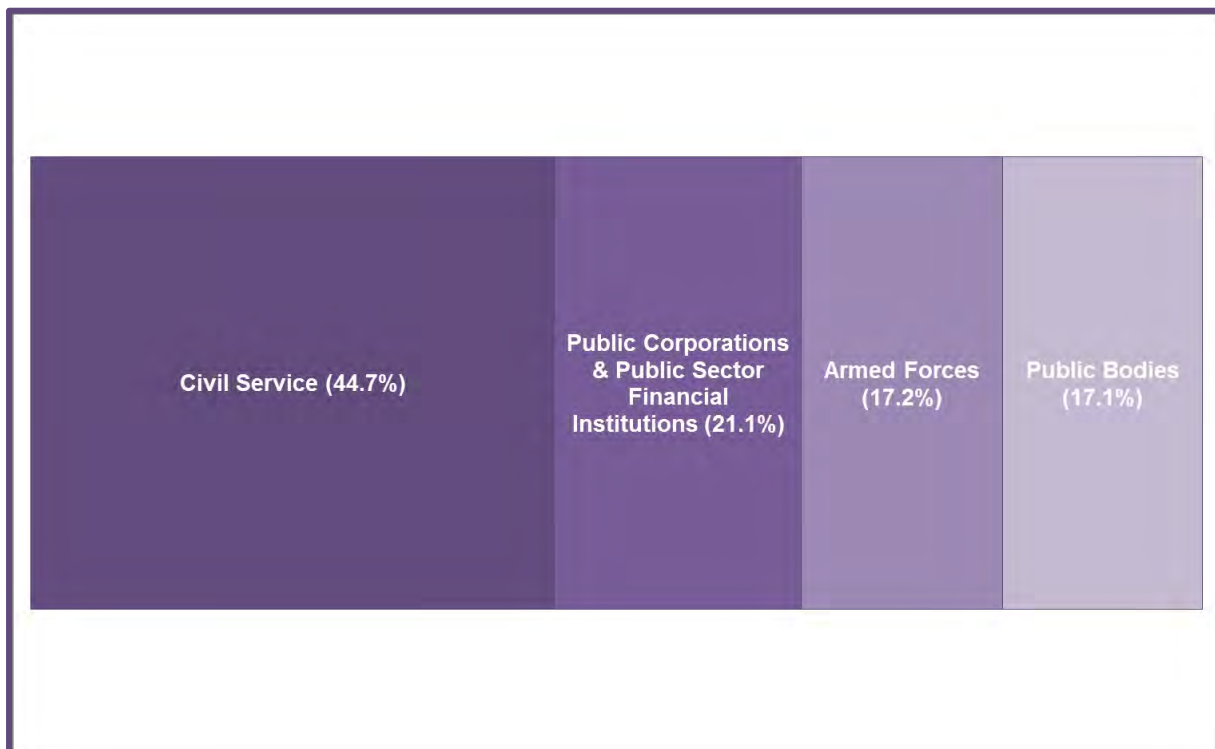
- Reserved Civil Service (see section 5);
- Armed Forces;
- Reserved Public Corporations and Public Sector Financial Institutions;
- Other Reserved Public Bodies (which covers Non-Departmental Bodies and other bodies).

The number of people employed in the reserved public sector decreased by 1,000 (-1.6%) to 57,100 in Q3 2015. This is mainly due to some reserved public sector organisations being sold to private companies.

The estimated reserved public sector excluding the effects of the major reclassifications would have decreased by 1,100 (-2.4%) from 44,300 in Q3 2014 to 43,200 in Q3 2015.

Chart 5 shows the composition of the reserved public sector as at Q3 2015.

Chart 5: Breakdown of Reserved Public Sector Employment by Sector, Headcount, Q3 2015



Over the year:

- Employment levels for the Reserved Civil Service down by 100 (-0.2%);
- Employment levels for Public Corporations & Public Sector Financial Institutions⁴ down by 1,000 (-7.7%);
- Employment levels for the Armed Forces down by 10 (-0.1%);
- Employment levels for Public Bodies up by 100 (+1.3%).

⁴ The reclassification of Lloyds Banking Group plc. has meant it is no longer possible to produce a separate public sector financial institutions employment series to ensure individual organisation employment figures are not disclosed. Public corporations have been combined with public sector financial institutions to create a new grouping.

5. Civil Service Employment in Scotland; Headcount (see Tables 6 and 7)

This section provides a summary of the civil service in Scotland.

The devolved civil service is made up of:

- Scottish Government Core Departments
- Scottish Government Agencies
- Crown Office and Procurator Fiscal Service
- Non-Ministerial Departments

The reserved civil service is made up of:

- UK Government Departments
- Scotland Office

In Q3 2015, there were 43,500 people employed as civil servants in Scotland. This is made up of 18,000 (41.4%) people working in the devolved civil service and 25,500 (58.6%) working in UK government departments. The total number of civil servants has increased by 700 (+1.6%) over the year from 42,900 in Q3 2014 to 43,500 in Q3 2015.

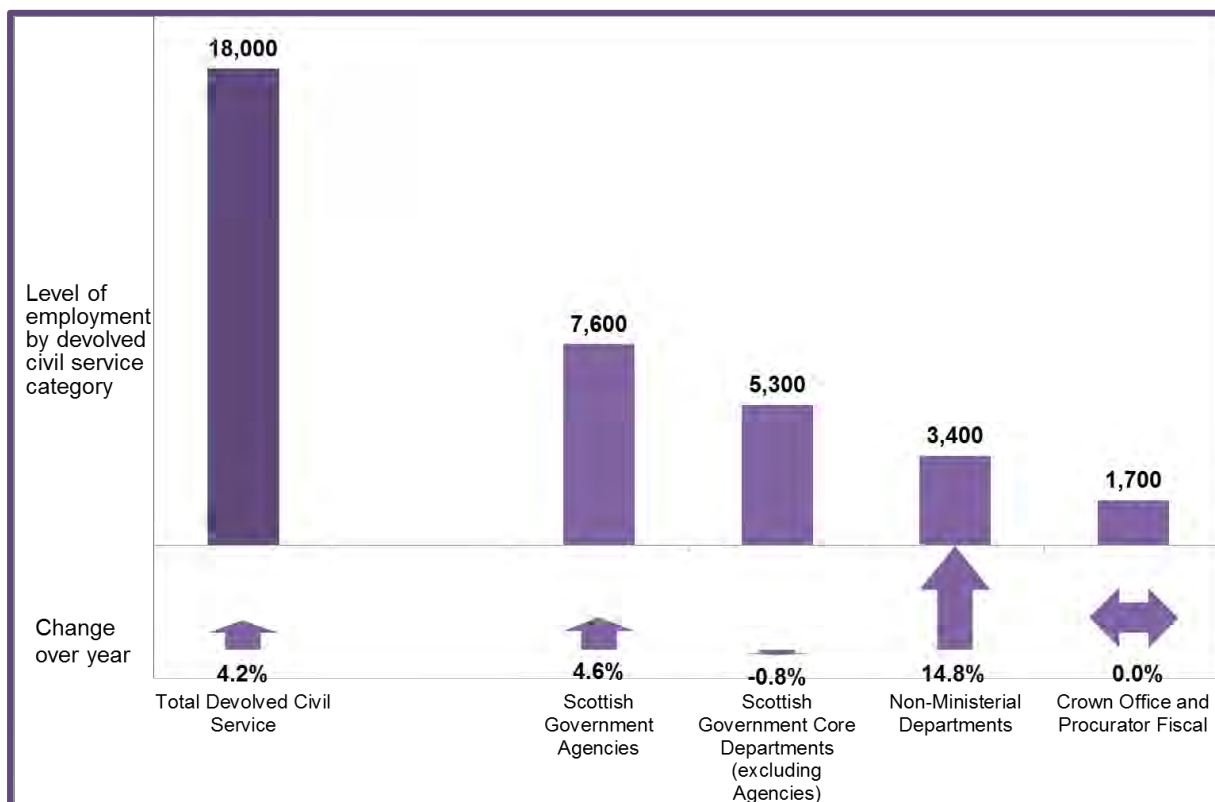
Devolved Civil Service

The devolved civil service has increased by 700 (+4.2%) since Q3 2014.

Chart 6 shows a breakdown of the devolved civil service in Scotland as at Q3 2015⁵.

⁵ When interpreting changes over time in the devolved civil service in Scotland it should be noted that due to organisational changes, staff have transferred between the Scottish Government core directorates and agencies. Detail about the above changes can be found in the background notes. <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/SourcesDef>

Chart 6: Breakdown of Devolved Civil Service Employment, Scotland, Headcount, Q3 2015



Scottish Government Core

In Q3 2015, there were 5,300 people employed in Scottish Government (SG) core directorates, representing 29.5% of the devolved civil service in Scotland. Over the year to Q3 2015, employment in SG core directorates has decreased by 40 (-0.8%).

Scottish Government Agencies

There were 7,600 people employed in Scottish Government agencies in Q3 2015. Employment in SG agencies has increased by 300 (+4.6%) over the year.

Non Ministerial Departments

Non Ministerial Departments (NMD) include the National Records of Scotland, Registers of Scotland, the Office of the Scottish Charity Regulator, the Scottish Courts and Tribunals Service and the Scottish Housing Regulator (from April 2012), Revenue Scotland (from January 2015) and Food Standards Scotland (from April 2015). In Q3 2015, there were 3,400 people employed in these NMDs, an increase of 400 (+14.8%) since Q3 2014. This increase is partly due to two new public bodies becoming operational during the year - Revenue Scotland and Food Standards Scotland.

Crown Office & Procurator Fiscal

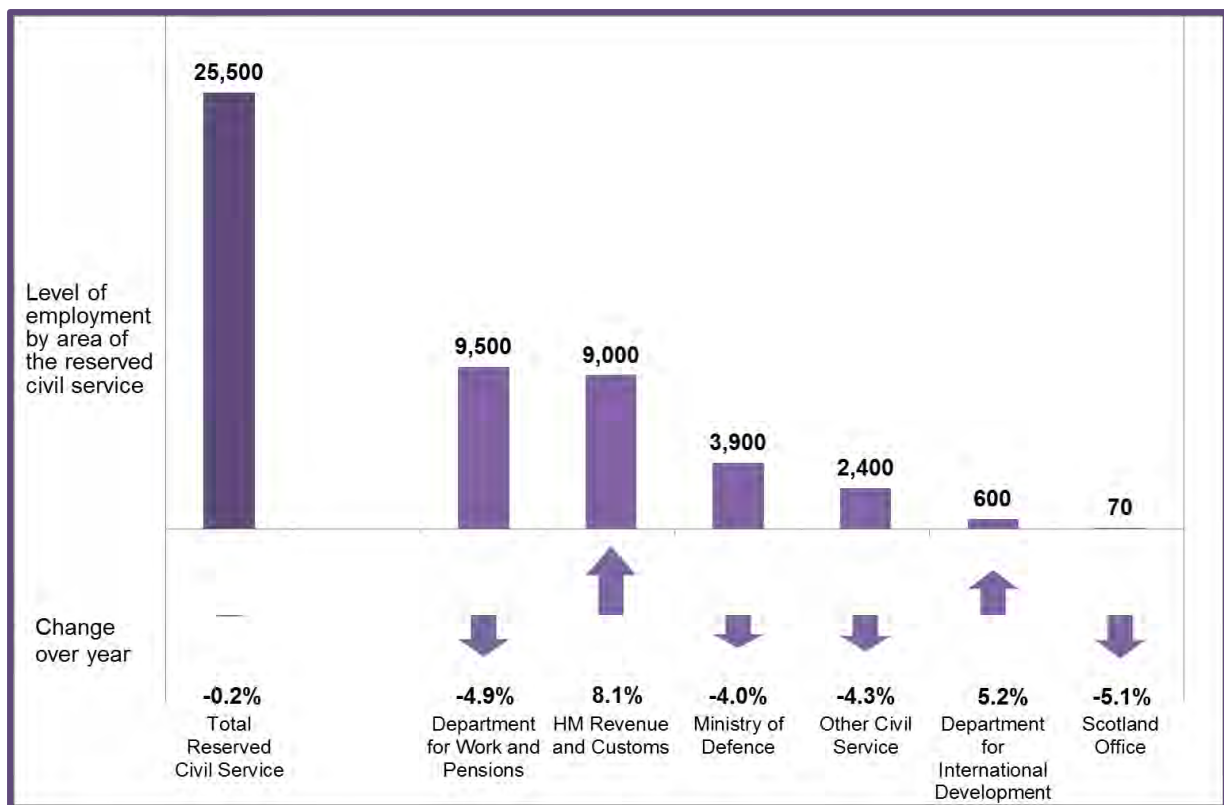
In Q3 2015, there were 1,700 people employed in the Crown Office & Procurator Fiscal. Over the year from Q3 2015, employment in the Crown Office & Procurator Fiscal remained unchanged.

Reserved Civil Service

Employment in the reserved civil service has decreased by 100 (-0.2%), from 25,600 in Q3 2014 to 25,500 in Q3 2015.

Chart 7 identifies the breakdown of headcount employment in UK government departments as at Q3 2015.

Chart 7: Breakdown of Headcount Employment in the UK Government Departments as at Q3 2015



Department for Work and Pensions

In Q3 2015, there were 9,500 people employed in the Department for Work and Pensions (DWP). Over the year from Q3 2014, employment in DWP has decreased by 500 (-4.9%).

HM Revenue and Customs

There were 9,000 people employed in HM Revenue and Customs in Q3 2015, an increase of 700 (+8.1%) since Q3 2014.

Ministry of Defence

There were 3,900 people employed in the Ministry of Defence in Q3 2015. This has decreased by 200 (-4.0%) since Q3 2014.

Other Civil Service⁶

The number of people employed in Other Civil Service in Q3 2015 was 2,400, a decrease of 100 (-4.3%).

Department for International Development

The number of people employed in the Department for International Development in Q3 2015 was 600, an increase of 30 (+5.2%) over the year.

Scotland Office

In Q3 2015, there were 70 people employed in the Scotland Office. Over the year from Q3 2014, employment in the Scotland Office decreased by less than 5 (-5.1%).

⁶ Other Civil Service includes Home Office, Ministry of Justice, Department for Transport, Food Standards Agency (until 31 March 2015), Department for Environment, Food and Rural Affairs, Business, Innovation and Skills, Energy and Climate Change, Chancellor's Other Departments and Other Cabinet Office Agencies.

List of Tables

	<i>Page</i>
Table 1: Number of people employed by public and private sector; Scotland, Headcount	20
Table 2: Public sector employment by National Accounts Sector Classification; Scotland, Headcount	21
Table 3: Public sector employment by devolved and reserved sector; Scotland, Headcount and Full-time equivalent	22
Table 4: Total devolved public sector employment by sector; Scotland, Headcount	23
Table 5: Total reserved public sector employment by sector; Scotland, Headcount	24
Table 6: Devolved civil service employment; Scotland, Headcount	25
Table 7: Reserved civil service employment; Scotland, Headcount	26
Table 8: Total devolved public sector employment by sector; Scotland, Full-time equivalent	27
Table 9: Total reserved public sector employment by sector; Scotland, Full-time equivalent	28
Table 10: Devolved civil service employment; Scotland, Full-time equivalent	29
Table 11: Reserved civil service employment; Scotland, Full-time equivalent	30

These tables include comparisons for Q3 in 1999 and 2009 to 2015 only. A complete time series, including all quarters back to Q1 1999 is provided in the excel spreadsheets published at the public sector employment web section <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 1: Number of people employed by public and private sector; Scotland, Headcount

Not Seasonally Adjusted

	Total Employment ⁶	Private Sector ²		Public Sector		Estimated Private Sector including major reclassifications ^{3, 4}		Estimated Public Sector excluding major reclassifications ^{3, 5}	
	Level	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment
Q3 1999	2,293,000	1,746,200	76.2%	546,400	23.8%	1,764,600	77.0%	528,000	23.0%
Q3 2009r	2,513,000	1,876,400	74.7%	636,900	25.3%	1,936,000	77.0%	577,300	23.0%
Q3 2010r	2,490,000	1,864,100	74.9%	625,500	25.1%	1,921,700	77.2%	567,900	22.8%
Q3 2011r	2,502,000	1,906,000	76.2%	595,900	23.8%	1,958,300	78.3%	543,700	21.7%
Q3 2012r	2,488,000	1,904,300	76.6%	583,300	23.4%	1,952,200	78.5%	535,500	21.5%
Q3 2013r	2,555,000	1,972,500	77.2%	582,900	22.8%	2,022,800	79.2%	532,600	20.8%
Q3 2014r	2,590,000	2,045,300	79.0%	545,200	21.0%	2,059,000	79.5%	531,400	20.5%
Q3 2015	2,610,000	2,065,500	79.1%	544,700	20.9%	2,079,400	79.7%	530,800	20.3%
Change on year to:									
Q3 2015	19,800	20,200	0.2 p.p.	-500	-0.2 p.p.	20,400	0.2 p.p.	-600	-0.2 p.p.
% change on year:									
Q3 2015	0.8%	1.0%		-0.1%		1.0%		-0.1%	

p.p. - percentage points

r = Revision - previous estimates have been revised due to revisions to Scottish Borders Council data (Q1 2009 onwards), Armed Forces data (Q3 and Q4 2012) and the inclusion of Glasgow Prestwick Airport

Notes:

1. Figures have been rounded to the nearest hundred, unless otherwise stated.
2. Private sector is derived as the difference between the Labour Force Survey 'Total employment' workforce based estimate for the whole of Scotland (not seasonally adjusted) and the public sector estimate (derived from individual organisation statistical returns).
3. Major reclassifications include: Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, Post Office Ltd (until Q2 2006) and Network Rail.
4. Private sector including major reclassifications includes the figures for the above organisations in the private sector series when they were part of the public sector.
5. Public sector excluding major reclassifications excludes the figures for the above organisations from the public sector series when they were part of the public sector.
6. Figures are rounded to the nearest thousand.
7. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment

Websection: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 2: Public sector employment by National Accounts Sector Classification; Scotland, Headcount
Not Seasonally Adjusted

	Total Public Sector	Total Central Government	National Accounts Central Government Categories ⁹						Local Government ^{4,6,8}	Public Corporations ²	Public Sector Financial Institutions ²	Public Corporations & Public Sector Financial Institutions ^{2,3}
			NHS	Civil Service	Police and Fire ⁴	Further Education Colleges ^{5,7}	Armed Forces	Other Public Bodies ⁵				
Q3 1999	546,400	223,400	129,700	48,500	-	15,700	15,000	14,400	293,600	29,400	-	29,400
Q3 2009r	636,900	265,900	159,800	51,300	-	16,000	11,900	26,900	304,400	28,500	38,100	66,600
Q3 2010r	625,500	263,500	158,800	49,100	-	17,100	12,300	26,200	298,100	27,000	36,900	63,900
Q3 2011r	595,900	253,700	154,500	47,700	-	15,100	11,700	24,800	284,200	25,700	32,300	58,000
Q3 2012r	583,300	250,800	155,300	45,500	-	14,200	11,000	24,800	278,900	24,400	29,200	53,600
Q3 2013r	582,900	280,000	157,400	44,700	29,800	13,500	11,100	23,600	246,300	24,300	32,300	56,600
Q3 2014r	545,200	278,600	159,700	42,900	28,800	13,500	9,800	23,800	246,300	*	*	20,400
Q3 2015	544,700	280,400	160,900	43,500	28,200	13,900	9,800	24,000	244,800	*	*	19,500
Change on year to:												
Q3 2015	-500	1,800	1,100	700	-500	400	0	200	-1,500	n/a	n/a	-800
% change on year:												
Q3 2015	-0.1%	0.7%	0.7%	1.6%	-1.9%	2.9%	-0.1%	0.7%	-0.6%	n/a	n/a	-4.1%

r = Revision - previous estimates have been revised due to revisions to Scottish Borders Council data (Q1 2009 onwards), Armed Forces data (Q3 and Q4 2012) and the inclusion of Glasgow Prestwick Airport
Notes:

1. Figures have been rounded to the nearest hundred. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.

2. Due to the recent reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector, a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to produce a backseries prior to the reclassification to allow for calculation of year on year changes.

3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc. Over the last year, employment in public corporations has decreased mainly due to people no longer being employed as part of the Glasgow 2014 Commonwealth Games, East Coast Mainline Company and Remploy being taken over by private companies and the Defence Support Group being privatised with some employees moving to Babcock and others transferring to main MOD.

4. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).

5. In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).

6. A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 thus explaining part of the decrease in local government employment.

7. Information for further education colleges in Scotland is based on actual information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.

8. Prior to Q1 2009, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE

9. Detailed tables showing a full time series of data - all quarters back to Q1 1999 - are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 3: Public sector employment by devolved and reserved sector; Scotland, Headcount and Full-time equivalent
Not Seasonally Adjusted

	Headcount			Full-time equivalent		
	Total Public Sector	Devolved Public Sector ²	Reserved Public Sector ³	Total Public Sector	Devolved Public Sector ²	Reserved Public Sector ³
Q3 1999	546,400	471,700	74,700	457,600	386,400	71,200
Q3 2009r	636,900	520,000	116,900	545,400	436,600	108,900
Q3 2010r	625,500	513,700	111,800	535,400	431,400	104,000
Q3 2011r	595,900	491,800	104,100	511,400	414,700	96,700
Q3 2012r	583,300	486,200	97,100	500,900	410,600	90,300
Q3 2013r	582,900	484,600	98,200	502,100	410,800	91,300
Q3 2014r	545,200	487,100	58,100	467,000	412,700	54,300
Q3 2015	544,700	487,600	57,100	466,800	413,300	53,600
Change on year to:						
Q3 2015	-500	500	-1,000	-100	600	-700
% change on year:						
Q3 2015	-0.1%	0.1%	-1.6%	0.0%	0.1%	-1.3%

r = Revision - previous estimates have been revised due to revisions to Scottish Borders Council data (Q1 2009 onwards), Armed Forces data (Q3 and Q4 2012) and the inclusion of Glasgow Prestwick Airport

Notes:

1. Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
2. Devolved Public Sector consists of the following staff groups: Civil Service, Other Public Bodies, NHS, Further Education Colleges, Local Government and Public Corporations (as shown in Table 4).
3. Reserved Public Sector consists of the following staff groups: Civil Service, Public Bodies, Armed Forces, Public Corporations, Public Sector Financial Institutions (as shown in Table 5).
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 4: Total devolved public sector employment by sector; Scotland, Headcount
Not Seasonally Adjusted

	Total Devolved Public Sector	NHS ⁶	Civil Service	Police and Fire Services ²	Further Education Colleges ^{3,5}	Other Public Bodies ³	Local Government ^{2,4,7}	Public Corporations
Q3 1999	471,700	129,700	14,600	-	15,700	8,600	293,600	9,500
Q3 2009r	520,000	159,800	17,600	-	16,000	16,000	304,400	6,300
Q3 2010r	513,700	158,800	17,600	-	17,100	15,700	298,100	6,400
Q3 2011r	491,800	154,500	16,900	-	15,100	14,800	284,200	6,300
Q3 2012r	486,200	155,300	16,500	-	14,200	14,900	278,900	6,500
Q3 2013r	484,600	157,400	16,800	29,800	13,500	13,900	246,300	7,100
Q3 2014r	487,100	159,700	17,300	28,800	13,500	14,200	246,300	7,300
Q3 2015	487,600	160,900	18,000	28,200	13,900	14,200	244,800	7,500
Change on year to:								
Q3 2015	500	1,100	700	-500	400	50	-1,500	200
% change on year:								
Q3 2015	0.1%	0.7%	4.2%	-1.9%	2.9%	0.3%	-0.6%	2.3%

r = Revision - previous estimates have been revised due to revisions to Scottish Borders Council data (Q1 2009 onwards) and the inclusion of Glasgow Prestwick Airport
Notes:

- Figures have been rounded to the nearest hundred except change on year for Other Public Bodies; percentages are based on unrounded figures. "-" denotes blank entries
- Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
- In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
- A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 thus explaining part of the decrease in local government employment.
- Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
- From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, in Q2 2012 1,491 & 1062.1 FTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care
- Prior to Q1 2009, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE for Scottish Borders Council.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 5: Total reserved public sector employment by sector; Scotland, Headcount
Not Seasonally Adjusted

	Total Reserved Public Sector	Civil Service	Public Bodies	Armed Forces	Public Corporations²	Public Sector Financial Institutions²	Public Corporations & Public Sector Financial Institutions^{2,3}	Estimated Total Reserved Public Sector excluding major reclassifications
Q3 1999	74,700	33,900	5,900	15,000	19,900	-	19,900	56,300
Q3 2009	116,900	33,800	10,900	11,900	22,300	38,100	60,400	57,300
Q3 2010	111,800	31,400	10,500	12,300	20,600	36,900	57,500	54,200
Q3 2011	104,100	30,800	10,000	11,700	19,400	32,300	51,700	51,800
Q3 2012 ^r	97,100	29,000	10,000	11,000	17,900	29,200	47,100	49,300
Q3 2013	98,200	28,000	9,700	11,100	17,200	32,300	49,500	48,000
Q3 2014	58,100	25,600	9,600	9,800	*	*	13,000	44,300
Q3 2015	57,100	25,500	9,700	9,800	*	*	12,000	43,200
Change on year to:								
Q3 2015	-1,000	-100	100	-10	n/a	n/a	-1,000	-1,100
% change on year:								
Q3 2015	-1.6%	-0.2%	1.3%	-0.1%	n/a	n/a	-7.7%	-2.4%

r = Revision - previous estimates have been revised due to revisions to Armed Forces data (Q3 and Q4 2012)

Notes:

1. Figures have been rounded to the nearest hundred, except change on year for Armed Forces. Percentages are based on unrounded figures. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.

2. Due to the recent reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector, a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to a backseries prior to the reclassification to allow for calculation of year on year changes.

3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc. Over the last year, employment in public corporations decreased mainly due to East Coast Mainline Company and Remploy being taken over by private companies and the Defence Support Group being privatised with some employees moving to Babcock and others transferring to main MOD.

4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 6: Devolved civil service employment; Scotland, Headcount
Not Seasonally Adjusted

	Devolved Civil Service				
	Total Devolved Civil Service	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q3 2009	17,600	5,700	1,900	8,300	1,800
Q3 2010	17,600	5,600	1,800	6,900	3,400
Q3 2011	16,900	5,200	1,700	6,800	3,100
Q3 2012	16,500	5,000	1,600	6,800	3,000
Q3 2013	16,800	5,100	1,700	7,100	2,900
Q3 2014	17,300	5,400	1,700	7,200	3,000
Q3 2015	18,000	5,300	1,700	7,600	3,400
Change on year to:					
Q3 2015	700	-40	0	300	400
% change on year:					
Q3 2015	4.2%	-0.8%	0.0%	4.6%	14.8%

Notes:

1. Figures have been rounded to the nearest hundred except for change on year for Scottish Government Core. Percentages are based on unrounded figures.
2. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). In Q2 2012 1,491 & 1062.1 FTE / headcount staff transferred from Highland Council to NHS Highland.
3. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:
<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 7: Reserved civil service employment; Scotland, Headcount
Not Seasonally Adjusted

	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions ²	Department for International Development	Scotland Office	Other Civil Service ^{2,3}
Q3 2009	33,800	6,000	10,500	12,400	500	70	4,300
Q3 2010	31,400	5,800	9,700	11,600	500	70	3,900
Q3 2011	30,800	5,400	10,100	10,500	500	70	4,300
Q3 2012	29,000	4,400	9,400	10,300	500	60	4,200
Q3 2013	28,000	4,100	9,300	11,200	600	70	2,700
Q3 2014	25,600	4,000	8,300	10,000	600	80	2,500
Q3 2015	25,500	3,900	9,000	9,500	600	70	2,400
Change on year to:							
Q3 2015	-100	-200	700	-500	30	0	-100
% change on year:							
Q3 2015	-0.2%	-4.0%	8.1%	-4.9%	5.2%	-5.1%	-4.3%

Notes:

1. Figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures which are rounded to the nearest ten as well as change on year for DFID. Percentages are based on unrounded figures.

2. From Q3 2012 DWP includes CMEC staff.

From Q4 2008 Staff, employed in the Child Support Agency within DWP, transferred to the Child Maintenance and Enforcement Commission (CMEC). CMEC is a Non-Departmental Public Body. However, CMEC staff were included in the 'Other Civil Service' category as staff have retained their civil service contracts. From Q3 2012 CMEC staff have moved into DWP again.

3. Other Civil Service includes Home Office, Ministry of Justice, Department for Transport, Food Standards Agency (until 31 March 2015), Department for Environment, Food and Rural Affairs, Business, Innovation and Skills, Energy and Climate Change, Chancellor's Other Departments and Other Cabinet Office Agencies.

4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 8: Total devolved public sector employment by sector; Scotland, Full-time equivalent
Not Seasonally Adjusted

	Total Devolved Public Sector	NHS⁶	Civil Service	Police and Fire Services²	Further Education Colleges^{3,5}	Other Public Bodies³	Local Government^{2,4,7}	Public Corporations
Q3 1999	386,400	107,000	14,100	-	11,500	7,900	236,700	9,200
Q3 2009r	436,600	135,800	16,800	-	11,700	14,900	251,400	6,000
Q3 2010r	431,400	135,000	16,800	-	12,400	14,400	246,900	6,000
Q3 2011r	414,700	131,300	16,100	-	11,300	13,600	236,300	6,100
Q3 2012r	410,600	131,800	15,700	-	10,600	13,500	232,800	6,200
Q3 2013r	410,800	134,200	15,900	28,700	10,200	12,500	202,400	6,800
Q3 2014r	412,700	136,700	16,400	27,900	10,200	12,700	201,800	7,000
Q3 2015	413,300	137,700	17,100	27,500	10,400	13,500	200,100	7,100
Change on year to:								
Q3 2015	600	1,000	700	-500	100	700	-1,700	100
% change on year:								
Q3 2015	0.1%	0.8%	4.2%	5.8%	1.4%	5.8%	-0.8%	1.6%

r = Revision - previous estimates have been revised due to revisions to Scottish Borders Council data (Q1 2009 onwards) and the inclusion of Glasgow Prestwick Airport

Notes:

1. Figures have been rounded to the nearest hundred; percentages are based on unrounded figures. "-" denotes blank entries.
2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
3. In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
4. A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 thus explaining part of the decrease in local government employment.
5. Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
6. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, in Q2 2012 1,491 & 1062.1 FTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
7. Prior to Q1 2009, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE for Scottish Borders Council.
8. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 9: Total reserved public sector employment by sector; Scotland, Full-time equivalent
Not Seasonally Adjusted

	Total Reserved Public Sector	Civil Service	Public Bodies	Armed Forces	Public Corporations²	Public Sector Financial Institutions²	Public Corporations & Public Sector Financial Institutions^{2,3}
Q3 1999	71,200	32,000	5,500	15,000	18,700	-	18,700
Q3 2009	108,900	31,300	10,400	11,900	20,500	34,700	55,300
Q3 2010	104,000	29,000	10,000	12,300	18,900	33,800	52,700
Q3 2011	96,700	28,100	9,600	11,700	17,800	29,600	47,400
Q3 2012 ^r	90,300	26,300	9,600	11,000	16,500	26,800	43,300
Q3 2013	91,300	25,200	9,400	11,100	15,900	29,600	45,500
Q3 2014	54,300	23,100	9,300	9,800	*	*	12,100
Q3 2015	53,600	23,100	9,500	9,800	*	*	11,200
Change on year to:							
Q3 2015	-700	30	200	-10	n/a	n/a	-900
% change on year:							
Q3 2015	-1.3%	0.1%	2.1%	-0.1%	n/a	n/a	-7.7%

r = Revision - previous estimates have been revised due to revisions to Armed Forces data (Q3 and Q4 2012)

Notes:

1. Figures have been rounded to the nearest hundred, except for change on year for Civil Service and Armed Forces. Percentages are based on unrounded figures. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.

2. Due to the recent reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector, a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to produce a backseries prior to the reclassification to allow for calculation of year on year changes.

3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc. Over the last year, employment in public corporations decreased mainly due to East Coast Mainline Company and Remploy being taken over by private companies and the Defence Support Group being privatised with some employees moving to Babcock and others transferring to main MOD.

4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 10: Devolved civil service employment; Scotland, Full-time equivalent
Not Seasonally Adjusted

Devolved Civil Service					
	Total Devolved Civil Service	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q3 2009	16,700	5,400	1,800	7,900	1,700
Q3 2010	16,700	5,300	1,700	6,600	3,100
Q3 2011	16,100	5,000	1,600	6,600	2,900
Q3 2012	15,700	4,800	1,500	6,500	2,800
Q3 2013	15,900	4,900	1,600	6,800	2,700
Q3 2014	16,400	5,100	1,600	6,900	2,700
Q3 2015	17,100	5,100	1,600	7,200	3,200
Change on year to:					
Q3 2015	700	-40	-10	300	400
% change on year:					
Q3 2015	4.2%	-0.8%	-0.7%	4.3%	15.7%

Notes:

1. Figures have been rounded to the nearest hundred, except for change on year for Scottish Government Core and Crown Office and Procurator Fiscal. Percentages are based on unrounded figures.
2. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). In Q2 2012 1,491 & 1062.1 FTE / headcount staff transferred from Highland Council to NHS Highland.
3. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:
<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Table 11: Reserved civil service employment; Scotland, Full-time equivalent
Not Seasonally Adjusted

	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions ²	Department for International Development	Scotland Office	Other Civil Service ²
Q3 2009	31,300	5,800	9,500	11,400	500	70	4,000
Q3 2010	29,000	5,600	8,700	10,600	500	70	3,600
Q3 2011	28,100	5,200	8,900	9,400	500	60	4,000
Q3 2012	26,300	4,300	8,200	9,300	500	60	3,900
Q3 2013	25,200	4,000	8,100	9,900	600	70	2,600
Q3 2014	23,100	3,900	7,300	8,900	600	80	2,400
Q3 2015	23,100	3,800	8,000	8,400	600	70	2,200
Change on year to:							
Q3 2015	30	-200	700	-400	30	-10	-100
% change on year:							
Q3 2015	0.1%	-4.1%	9.6%	-4.7%	5.3%	-9.1%	-4.7%

Notes:

1. Figures have been rounded to the nearest hundred, with the exception of Scotland Office figures which are rounded to the nearest ten as well as change on year for Total Reserved Civil Service and DFID. Percentages are based on unrounded figures.

2. From Q3 2012 DWP includes CMEC staff. From Q4 2008 Staff, employed in the Child Support Agency within DWP, transferred to the Child Maintenance and Enforcement Commission (CMEC). CMEC is a Non-Departmental Public Body. However, CMEC staff were included in the 'Other Civil Service' category as staff have retained their civil service contracts. From Q3 2012 CMEC staff have moved into DWP again.

3. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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