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A National Statistics publication for Scotland

ECONOMY AND LABOUR MARKET

PUBLIC SECTOR EMPLOYMENT IN SCOTLAND STATISTICS FOR 4th QUARTER 2016

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 December 2016. The publication includes information on public sector employment in Scotland with distinctions made for employment in devolved bodies and reserved bodies (located in Scotland).

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Summary

Key points (based on headcount data) include:

- In Q4 2016, there were 542,500 people employed in the public sector in Scotland, this is a decrease of 2,680 (-0.5%) since Q4 2015. In Q4 2016, public sector employment accounted for 20.9% of total employment, the same as the previous year.
- Of the total 542,500 people employed in the public sector in Scotland, 89.6% are accounted for by employment in the devolved public sector. Employment in the devolved public sector decreased by 1,780 (-0.4%) over the last year to 485,900 in Q4 2016.
- Over the year, employment in the devolved public sector decreased in Local Government by 2,880 (-1.2%)¹, Police and Fire Related Services by 260 (-0.9%) and Further Education Colleges by 30 (-0.2%). Employment in the devolved public sector increased in NHS by 890 (+0.5%), Public Corporations by 410 (+5.5%) and Civil Service by 20 (+0.1%).
- 10.4% of the total public sector employment relates to employment in the reserved public sector in Scotland. The reserved sector saw a decrease of 900 (-1.6%) in headcount between Q4 2015 and Q4 2016.
- Employment within the reserved public sector decreased in Public Corporations & Public Sector Financial Institutions by 710 (-6.0%) and in Public Bodies by 260 (-2.6%). Employment increased in the Armed Forces by 10 (+0.1%) and in the Civil Service by 60 (+0.2%).

¹ The reduction in Local Government staffing in the devolved public sector was partly due to staff transferring to organizations out with the public sector.

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 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 2015, 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.

On 1st October 2015, Historic Scotland (previously part of the devolved civil service) and the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body) merged to become Historic Environment Scotland. Historic Environment Scotland will be classified as a Non-Departmental Public Body.

On 1st October 2016, the Office for National Statistics announced that from 2nd December 2015, Aberdeen Harbour Board would no longer be classified as a public non-financial corporation but instead be classified as a National Private non-financial Corporation.

Public Sector Employment Web section

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

<http://www.gov.scot/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, Q1 2015 and Q1 2016).
- 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.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/SourcesDef>

Next Publication: June 2017

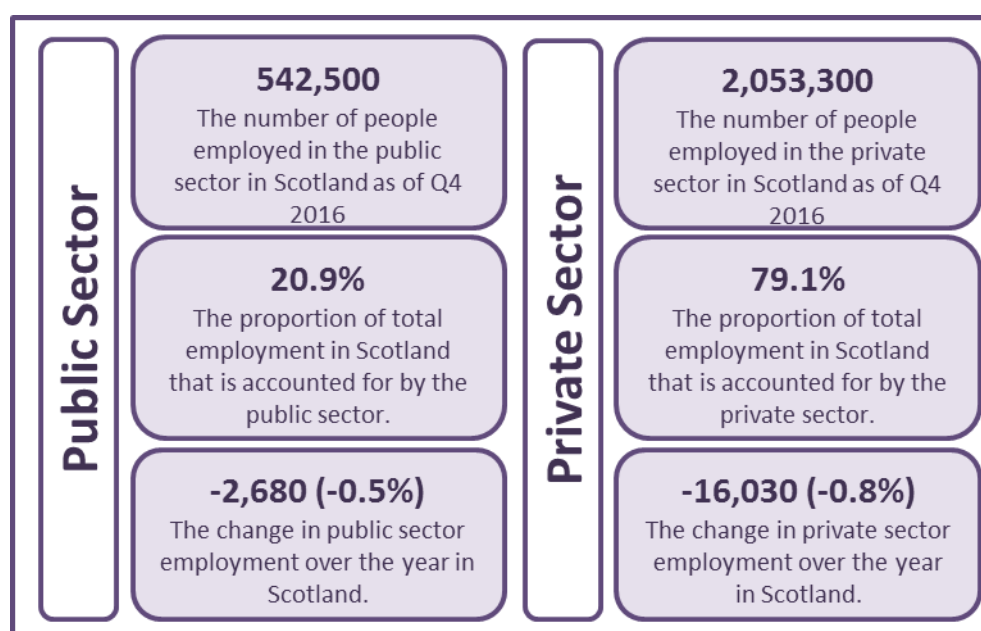
Note: In this publication, the reduction in Local Government staffing in the devolved public sector was partly due to staff transferring to arms' length external organisations (ALEOs) which are not part of the public sector. We

are in the process of collecting data on ALEOs from local authorities in order 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 Guide².

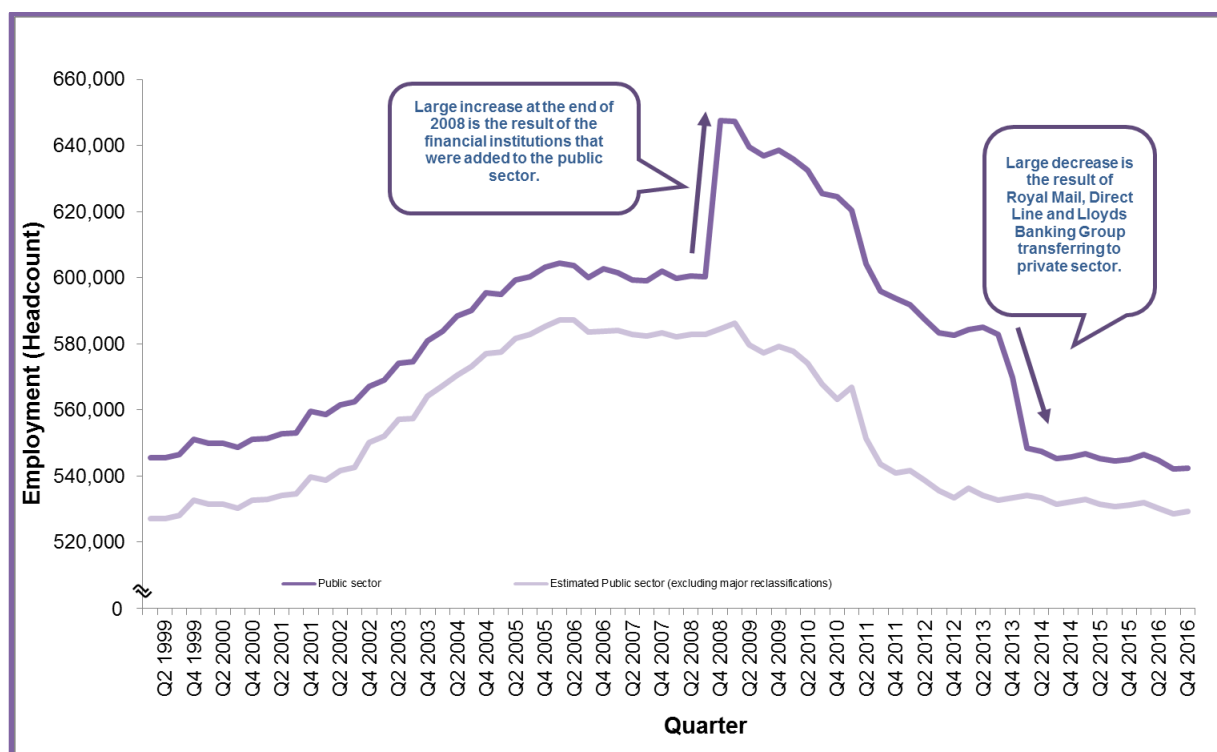
Figure 1: Public and Private Sector Employment, Scotland, Q4 2016



Source: Public Sector Employment in Scotland, Quarter 4 2016

² More information on the classification of organisations and institutions in the National Accounts are available in the Sector Classification Guide: <http://www.ons.gov.uk/economy/nationalaccounts/uksectoraccounts/articles/nationalaccountssectorclassifications/previousReleases>

Chart 1: Public Sector Employment in Scotland, Headcount, Q1 1999 – Q4 2016, non-seasonally adjusted

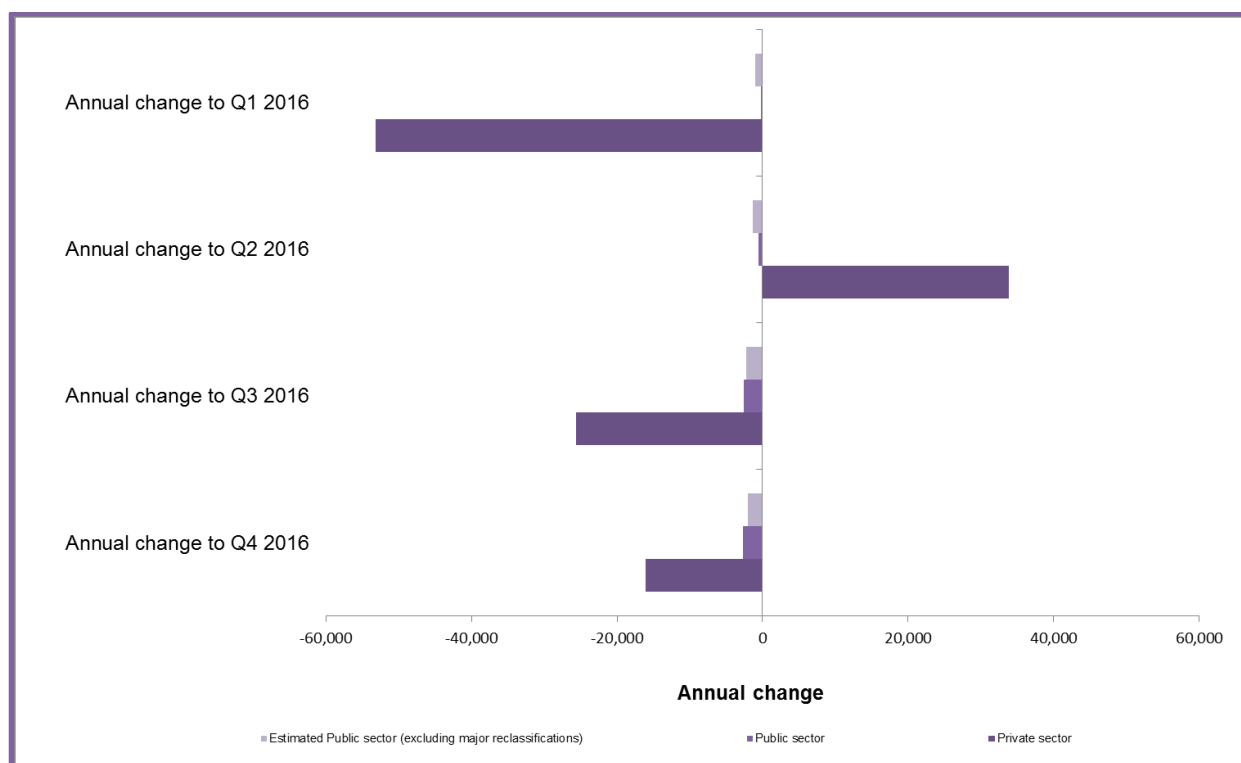


Source: Public Sector Employment in Scotland, Quarter 4 2016

Chart 1 shows that the number of people employed in the public sector has remained relatively constant since Q1 2014. Excluding the effects of major reclassifications², the number of people employed in the public sector gradually increased to a peak in Q2 2006, decreased to Q3 2013 and has remained relatively constant since then.

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

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



Source: Public Sector Employment in Scotland, Quarter 4 2016

Impact of Excluding Major Reclassifications from Public Sector

If the major reclassifications³ were to be excluded from the public sector series, there would be estimated to be 529,300 people employed in the public sector in Q4 2016. This would account for 20.4% of the total employment in Scotland (this compares to 20.9% if major reclassifications are included).

Public Sector employment excluding the effects of the major reclassifications, would have decreased by 1,990 (-0.4%) over the year to Q4 2016.

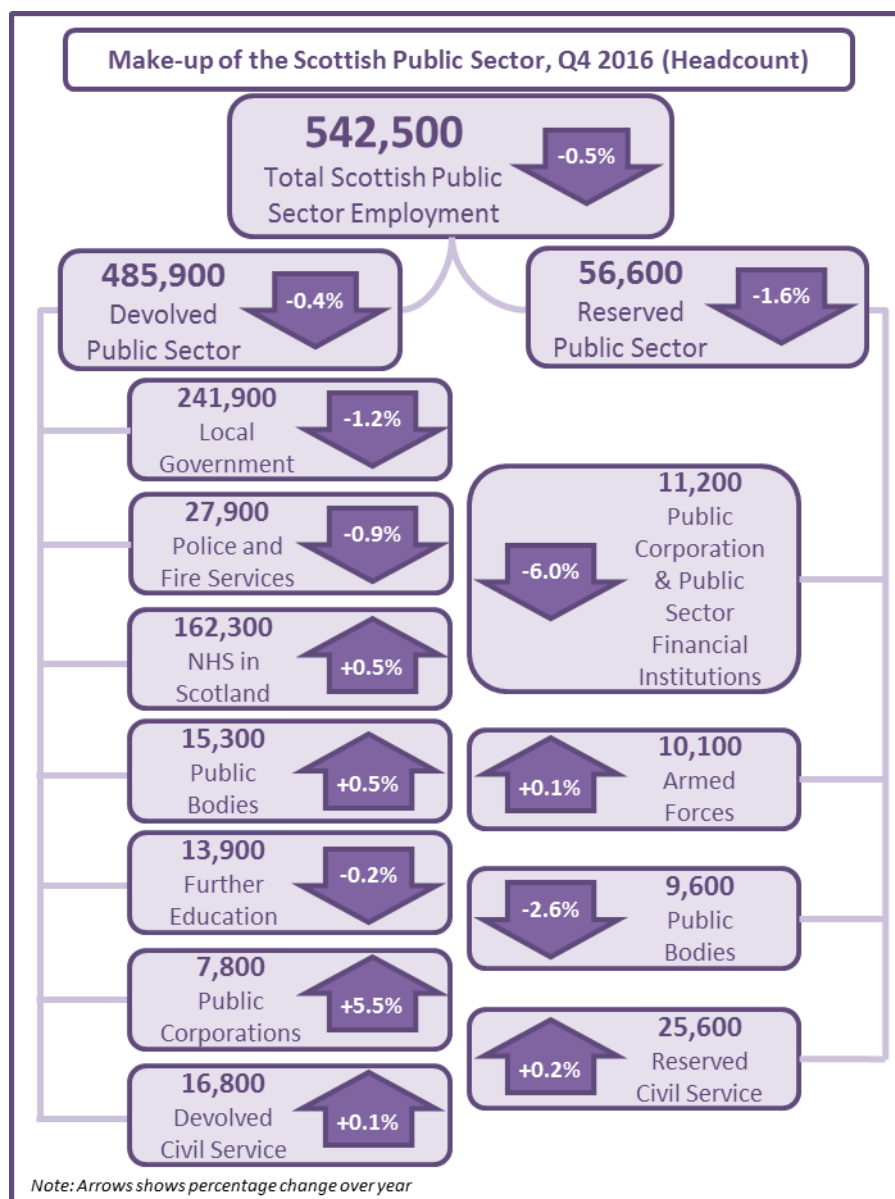
The major reclassifications are all included in the reserved public sector in Scotland; their impact in this sector is covered in section 4 of the publication.

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. In the last year major reclassifications excluded are Royal Bank of Scotland and Network Rail.

2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount (see Tables 3, 4 and 5)

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, Q4 2016, Headcount

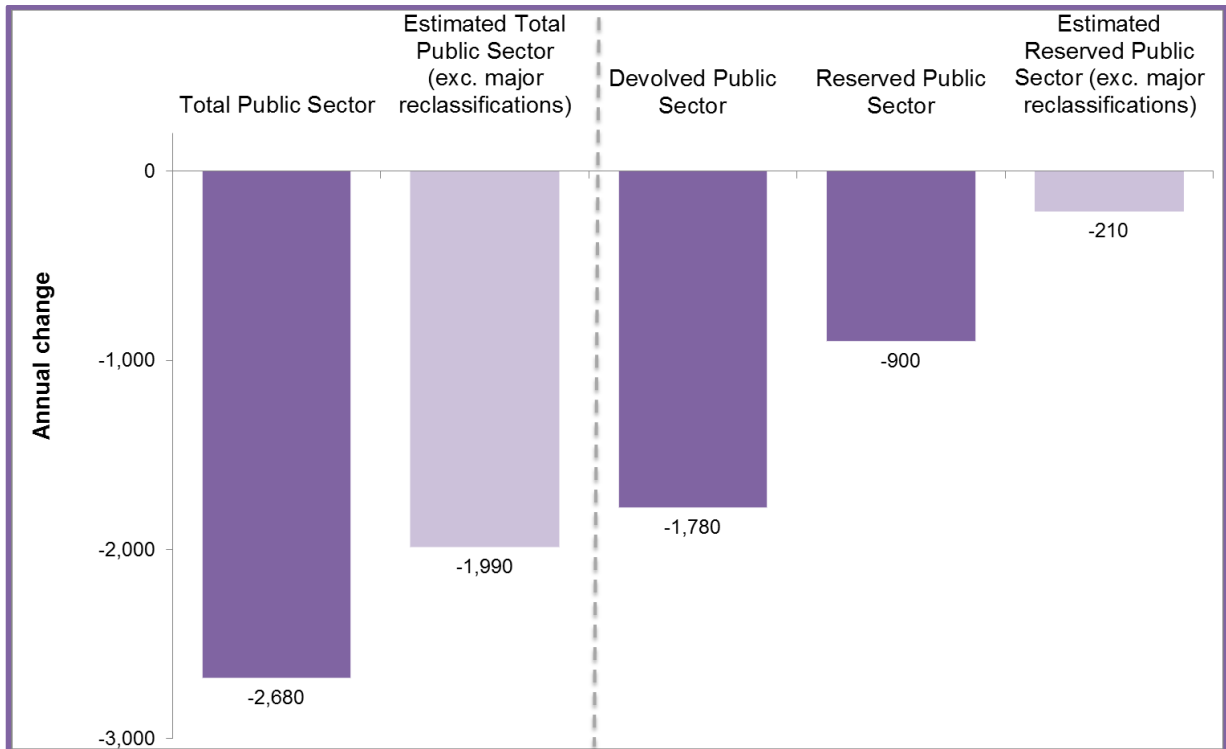


Source: Public Sector Employment in Scotland, Quarter 4 2016

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 2,680 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 Q4 2015 to Q4 2016) in Public Sector Employment by Devolved and Reserved Responsibility, Headcount



Source: Public Sector Employment in Scotland, Quarter 4 2016
 Note: Totals may not equal the sum of individual parts due to rounding

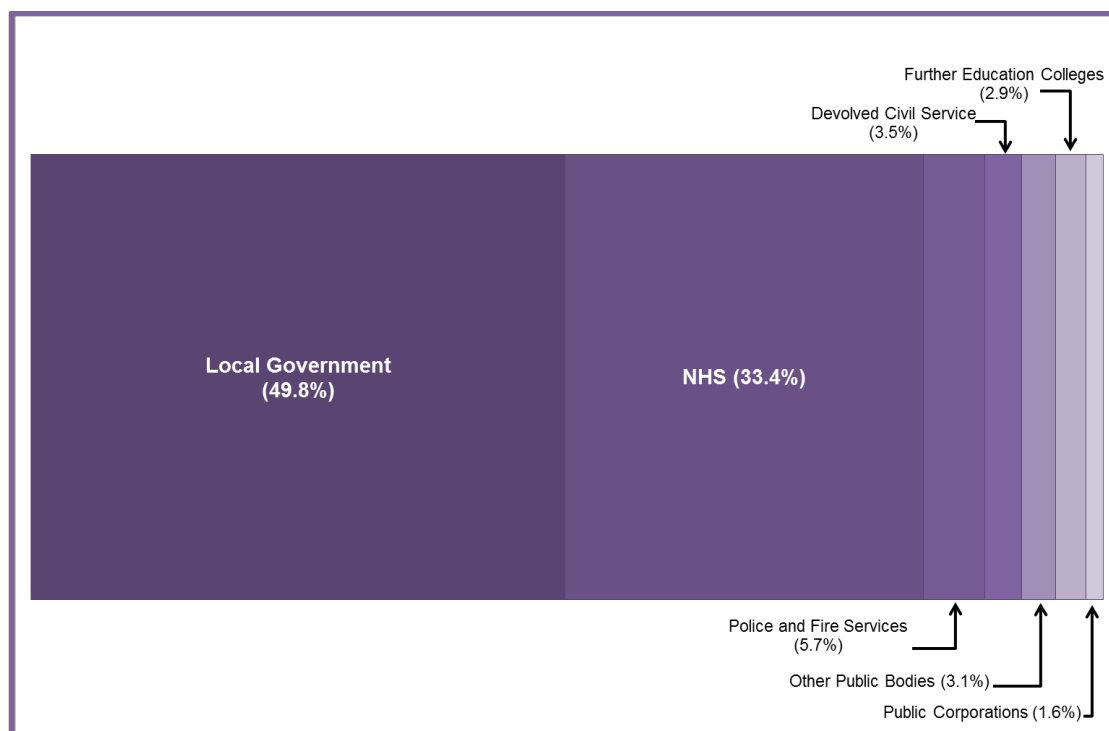
3. Devolved Public Sector Employment in Scotland; Headcount (see Table 4)

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 decreased by 1,780 (-0.4%) over the last year, from 487,700 in Q4 2015 to 485,900 in Q4 2016. Chart 4 shows the composition of the devolved public sector as at Q4 2016.

Chart 4: Breakdown of Devolved Public Sector Employment by Category, Headcount, Q4 2016



Source: Public Sector Employment in Scotland, Quarter 4 2016
Note: Totals may not equal the sum of the individual parts due to rounding

Over the year:

Employment in Scottish Local Government decreased by 2,880 (-1.2%) over the year to 241,900 in Q4 2016. This is partly due to staff transferring to external organisations which are not part of the public sector.

Employment in the NHS increased by 890 (+0.5%) over the year to 162,300 in Q4 2016. A detailed breakdown on this information by staffing group was published by ISD on the 7th March 2017: <http://www.isdscotland.org/Health-Topics/Workforce/>

The number of Police and Fire Service employees decreased by 260 (-0.9%), from 28,200 in Q4 2015 to 27,900 in Q4 2016.

The devolved civil service saw an increase of 20 (+0.1%) in employment between Q4 2015 and Q4 2016.

Employment in other public bodies increased by 80 (+0.5%) to 15,300 in Q4 2016.

Employment in Further Education colleges decreased by 30 (-0.2%) to 13,900 in Q4 2016.

Employment in public corporations increased by 410 (+5.5%) over the year to Q4 2016, increasing from 7,400 in Q4 2015 to 7,800 in Q4 2016.

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

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

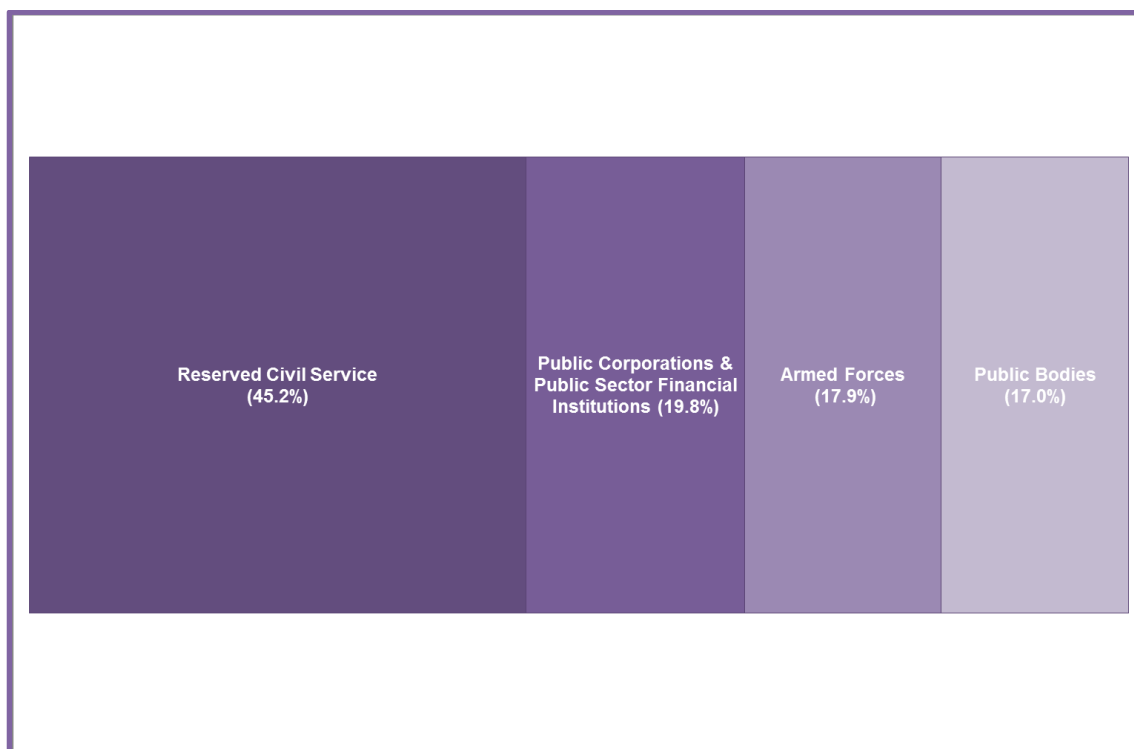
- Reserved Civil Service (see section 5);
- Armed Forces;
- Reserved Public Corporations and Public Sector Financial Institutions;
- Other Reserved Public Bodies (which covers Non-Departmental Bodies and other bodies).

The number of people employed in the reserved public sector decreased by 900 (-1.6%) to 56,600 in Q4 2016.

The estimated reserved public sector excluding the effects of the major reclassifications decreased by 210 (-0.5%) to 43,400 in Q4 2016.

Chart 5 shows the composition of the reserved public sector as at Q4 2016.

Chart 5: Breakdown of Reserved Public Sector Employment by Sector, Headcount, Q4 2016



Source: Public Sector Employment in Scotland, Quarter 4 2016
Note: Totals may not equal the sum of the individual parts due to rounding.

Over the year:

- Employment levels for the Reserved Civil Service increased by 60 (+0.2%);
- Employment levels for Public Corporations & Public Sector Financial Institutions⁴ decreased by 710 (-6.0%) from 11,900 in Q4 2015 to 11,200 in Q4 2016;
- Employment levels for the Armed Forces increased by 10 (+0.1%);
- Employment levels for Public Bodies decreased by 260 (-2.6%).

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 Q4 2016, there were 42,400 people employed as civil servants in Scotland. This is made up of 16,800 (39.7%) people working in the devolved civil service and 25,600 (60.3%) working in UK government departments. The total number of civil servants has increased by 80 (+0.2%) over the year from 42,300 in Q4 2015 to 42,400 in Q4 2016.

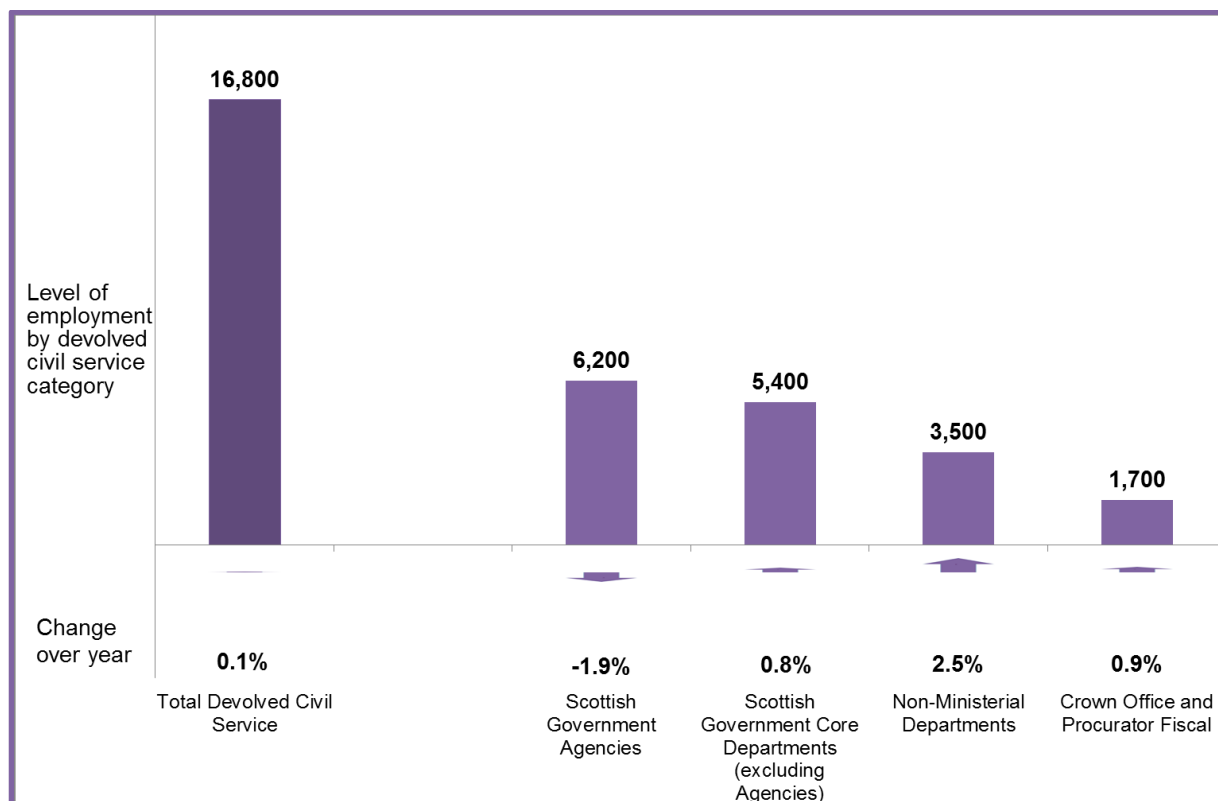
Devolved Civil Service

The devolved civil service has increased by 20 (+0.1%) since Q4 2015.

Chart 6 shows a breakdown of the devolved civil service in Scotland as of Q4 2016⁵.

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, Q4 2016



Source: Public Sector Employment in Scotland, Quarter 4 2016
 Note: Totals may not equal the sum of individual parts due to rounding.

Scottish Government Core

In Q4 2016, there were 5,400 people employed in Scottish Government (SG) core directorates, representing 32.0% of the devolved civil service in Scotland. Over the year to Q4 2016, employment in SG core directorates increased by 40 (+0.8%).

Scottish Government Agencies

There were 6,200 people employed in Scottish Government agencies in Q4 2016. Employment in SG agencies has decreased by 120 (-1.9%) over the year.

Non Ministerial Departments

Non Ministerial Departments (NMD) include National Records of Scotland, Registers of Scotland, Office of the Scottish Charity Regulator, Scottish Courts and Tribunals Service, Scottish Housing Regulator (from April 2012), Revenue Scotland (from January 2015) and Food Standards Scotland (from April 2015). In Q4 2016, there were 3,500 people employed in these NMDs. This increased by 80 (+2.5%) over the year.

Crown Office & Procurator Fiscal

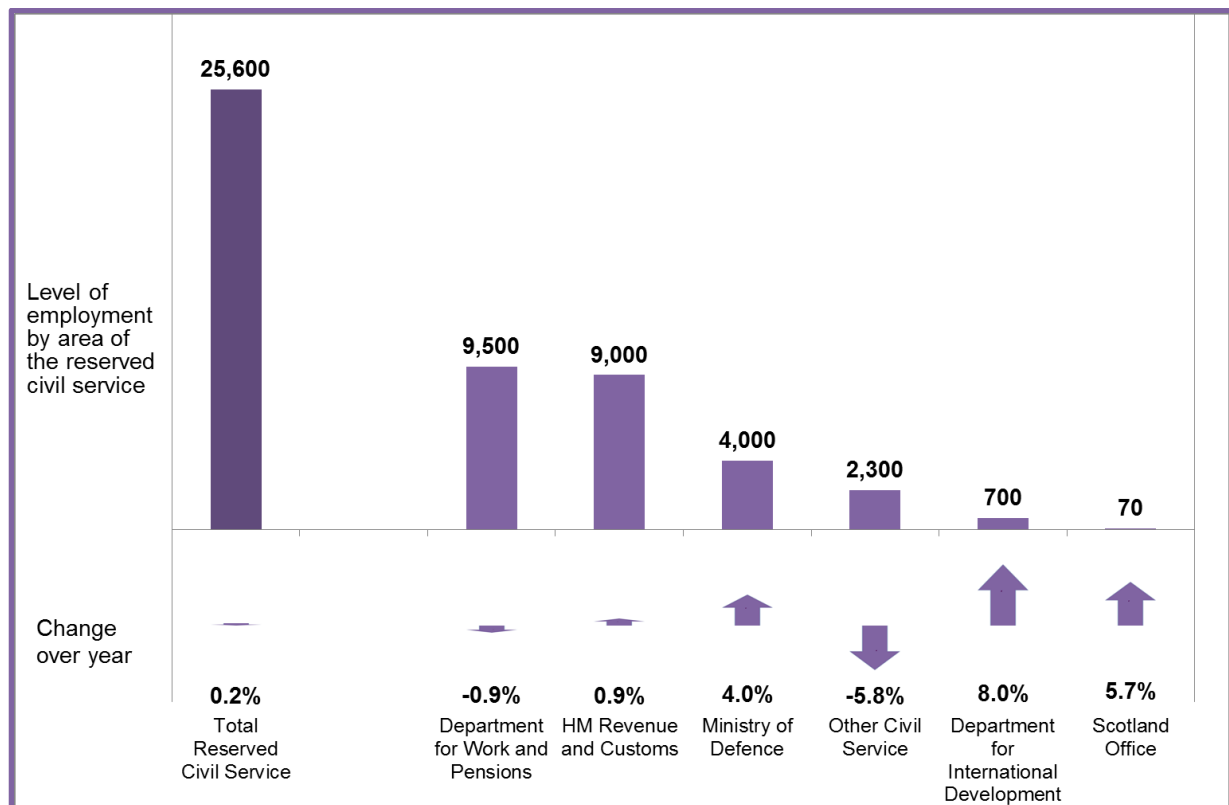
In Q4 2016, there were 1,700 people employed in the Crown Office & Procurator Fiscal. Over the year to Q4 2016, employment in the Crown Office & Procurator Fiscal remained fairly constant (increased by 20 (+0.9%)).

Reserved Civil Service

Employment in the reserved civil service has increased by 60 (+0.2%), from 25,500 in Q4 2015 to 25,600 in Q4 2016.

Chart 7 identifies the breakdown of headcount employment in UK government departments as at Q4 2016.

Chart 7: Breakdown of Headcount Employment in the UK Government Departments as of Q4 2016



Source: Public Sector Employment in Scotland, Quarter 4 2016

Note: Totals may not equal the sum of individual parts due to rounding.

Department for Work and Pensions

In Q4 2016, there were 9,500 people employed in the Department for Work and Pensions (DWP). Over the year from Q4 2015, employment in DWP has decreased by 90 (-0.9%).

HM Revenue and Customs

There were 9,000 people employed in HM Revenue and Customs in Q4 2016, an increase of 80 (+0.9%) since Q4 2015.

Ministry of Defence

There were 4,000 people employed in the Ministry of Defence in Q4 2016. This has increased by 160 (+4.0%) since Q4 2015.

Other Civil Service⁶

The number of people employed in Other Reserved Civil Service in Q4 2016 was 2,300. This is a decrease of 140 (-5.8%) since Q4 2015.

Department for International Development

The number of people employed in the Department for International Development in Q4 2016 was 700, an increase of 50 (+8.0%) over the year.

Scotland Office

In Q4 2016, there were 70 people employed in the Scotland Office.

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.

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These tables include comparisons for Q4 in 1999 and 2010 to 2016 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.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

Note: Totals may not equal the sum of individual parts due to rounding.

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
Q4 1999	2,276,000	1,725,000	75.8%	551,200	24.2%	1,743,500	76.6%	532,700	23.4%
Q4 2010	2,494,000	1,869,700	75.0%	624,600	25.0%	1,931,000	77.4%	563,300	22.6%
Q4 2011	2,478,000	1,884,100	76.0%	593,700	24.0%	1,936,700	78.2%	541,100	21.8%
Q4 2012	2,483,000	1,900,500	76.5%	582,700	23.5%	1,949,800	78.5%	533,400	21.5%
Q4 2013	2,556,000	1,986,400	77.7%	569,800	22.3%	2,022,700	79.1%	533,500	20.9%
Q4 2014	2,593,000	2,046,800	78.9%	545,800	21.1%	2,060,400	79.5%	532,300	20.5%
Q4 2015	2,614,000	2,069,300	79.1%	545,200	20.9%	2,083,200	79.7%	531,300	20.3%
Q4 2016	2,596,000	2,053,300	79.1%	542,500	20.9%	2,066,400	79.6%	529,300	20.4%
Change on year to:									
Q4 2016	-18,710	-16,030	0 p.p.	-2,680	0 p.p.	-16,720	-0.1 p.p.	-1,990	0.1 p.p.
% change on year:									
Q4 2016	-0.7%	-0.8%		-0.5%		-0.8%		-0.4%	

Notes:

p.p. - percentage points

1. Employment figures have been rounded to the nearest hundred, unless otherwise stated. Change on year rounded to the nearest ten.
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.

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 ⁹	Police and Fire ⁴	Further Education Colleges ^{5,7}	Armed Forces	Other Public Bodies ^{5,9}				
Q4 1999	551,200	223,500	129,800	48,300	-	15,700	15,100	14,600	296,300	31,300	-	31,300
Q4 2010	624,600	261,400	158,000	48,700	-	16,800	12,300	25,700	295,900	28,100	39,200	67,300
Q4 2011	593,700	252,400	154,400	46,900	-	15,000	11,600	24,500	283,100	26,800	31,400	58,200
Q4 2012	582,700	249,800	155,800	45,200	-	13,600	10,400	24,900	277,900	26,200	28,700	54,900
Q4 2013	569,800	279,400	158,100	44,400	29,300	13,600	10,900	23,100	247,400	12,200	30,800	43,000
Q4 2014	545,800	279,200	160,500	42,700	28,600	13,900	9,700	23,700	246,700	*	*	20,000
Q4 2015	545,200	281,100	161,400	42,300	28,200	13,900	10,100	25,100	244,800	*	*	19,400
Q4 2016	542,500	281,600	162,300	42,400	27,900	13,900	10,100	24,900	241,900	*	*	19,100
Change on year to:												
Q4 2016	-2,680	510	890	80	-260	-30	10	-180	-2,880	n/a	n/a	-300
% change on year:												
Q4 2016	-0.5%	0.2%	0.5%	0.2%	-0.9%	-0.2%	0.1%	-0.7%	-1.2%	n/a	n/a	-1.6%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.
2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), 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.
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 and from Angus Council to Angus Alive on 1st December 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 Q2 2006, 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.
9. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.

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
Q4 1999	551,200	474,400	76,700	460,200	387,100	73,100
Q4 2010	624,600	509,900	114,700	534,700	427,900	106,800
Q4 2011	593,700	489,900	103,700	509,100	412,500	96,600
Q4 2012	582,700	485,300	97,400	502,100	411,200	91,000
Q4 2013	569,800	486,300	83,500	490,100	412,500	77,700
Q4 2014	545,800	488,300	57,500	467,300	413,600	53,700
Q4 2015	545,200	487,700	57,500	466,200	412,400	53,800
Q4 2016	542,500	485,900	56,600	463,800	410,700	53,100
Change on year to:						
Q4 2016	-2,680	-1,780	-900	-2,370	-1,680	-690
% change on year:						
Q4 2016	-0.5%	-0.4%	-1.6%	-0.5%	-0.4%	-1.3%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. 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).

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

	Total Devolved Public Sector	NHS⁶	Civil Service⁸	Police and Fire Services²	Further Education Colleges^{3,5}	Other Public Bodies^{3,8}	Local Government^{2,4,7}	Public Corporations
Q4 1999	474,400	129,800	14,500	-	15,700	8,600	296,300	9,500
Q4 2010	509,900	158,000	17,700	-	16,800	15,300	295,900	6,200
Q4 2011	489,900	154,400	16,600	-	15,000	14,600	283,100	6,300
Q4 2012	485,300	155,800	16,400	-	13,600	15,100	277,900	6,400
Q4 2013	486,300	158,100	16,700	29,300	13,600	13,700	247,400	7,400
Q4 2014	488,300	160,500	17,300	28,600	13,900	14,100	246,700	7,200
Q4 2015	487,700	161,400	16,800	28,200	13,900	15,200	244,800	7,400
Q4 2016	485,900	162,300	16,800	27,900	13,900	15,300	241,900	7,800
Change on year to:								
Q4 2016	-1,780	890	20	-260	-30	80	-2,880	410
% change on year:								
Q4 2016	-0.4%	0.5%	0.1%	-0.9%	-0.2%	0.5%	-1.2%	5.5%

Notes:

1. Employment figures have been rounded to the nearest hundred; change on year rounded to the nearest ten; 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 and from Angus Council to Angus Alive on 1st December 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.
7. Prior to Q2 2006, 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. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.

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 Corporations ²	Public Sector Financial Institutions ²	Public Corporations & Public Sector Financial Institutions ^{2,3}	Estimated Total Reserved Public Sector excluding major reclassifications
Q4 1999	76,700	33,800	6,000	15,100	21,900	-	21,900	58,300
Q4 2010	114,700	31,000	10,400	12,300	21,900	39,200	61,000	53,400
Q4 2011	103,700	30,300	9,900	11,600	20,500	31,400	51,900	51,100
Q4 2012	97,400	28,800	9,700	10,400	19,800	28,700	48,500	48,100
Q4 2013	83,500	27,700	9,400	10,900	4,800	30,800	35,600	47,200
Q4 2014	57,500	25,400	9,600	9,700	*	*	12,700	44,000
Q4 2015	57,500	25,500	9,900	10,100	*	*	11,900	43,600
Q4 2016	56,600	25,600	9,600	10,100	*	*	11,200	43,400
Change on year to:								
Q4 2016	-900	60	-260	10	n/a	n/a	-710	-210
% change on year:								
Q4 2016	-1.6%	0.2%	-2.6%	0.1%	n/a	n/a	-6.0%	-0.5%

Notes:

1. Figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.
2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), 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.

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 ^{2, 3}	Non-Ministerial Departments
Q4 2010	17,700	5,600	1,800	6,700	3,600
Q4 2011	16,600	5,200	1,700	6,500	3,100
Q4 2012	16,400	5,100	1,700	6,700	3,000
Q4 2013	16,700	5,200	1,700	6,900	2,900
Q4 2014	17,300	5,400	1,700	7,200	3,000
Q4 2015	16,800	5,300	1,700	6,400	3,400
Q4 2016	16,800	5,400	1,700	6,200	3,500
Change on year to:					
Q4 2016	20	40	20	-120	80
% change on year:					
Q4 2016	0.1%	0.8%	0.9%	-1.9%	2.5%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. 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. The decrease in Scottish Government Agencies from 2014 to 2015 is mainly due to Historic Scotland no longer being part of the civil service. In Q4 2015, Historic Scotland merged with the Royal Commission on the Ancient and Historical Monuments of Scotland to become Historic Environment Scotland, a non-departmental public body.

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}
Q4 2010	31,000	5,700	9,600	11,300	500	70	3,800
Q4 2011	30,300	5,100	9,900	10,400	500	80	4,300
Q4 2012	28,800	4,300	9,400	11,700	500	60	2,700
Q4 2013	27,700	4,000	9,200	11,000	600	70	2,700
Q4 2014	25,400	4,000	8,200	10,000	600	80	2,500
Q4 2015	25,500	3,900	8,900	9,600	600	70	2,400
Q4 2016	25,600	4,000	9,000	9,500	700	70	2,300
Change on year to:							
Q4 2016	60	160	80	-90	50	0	-140
% change on year:							
Q4 2016	0.2%	4.0%	0.9%	-0.9%	8.0%	5.7%	-5.8%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures. Change on year rounded to the nearest ten. 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.

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

	Total Devolved Public Sector	NHS⁶	Civil Service⁸	Police and Fire Services²	Further Education Colleges^{3,5}	Other Public Bodies^{3,8}	Local Government^{2,4,7}	Public Corporations
Q4 1999	387,100	106,900	14,000	-	11,500	8,000	237,600	9,200
Q4 2010	427,900	134,300	16,700	-	12,300	14,200	244,500	5,900
Q4 2011	412,500	131,300	15,800	-	11,100	13,500	234,900	6,000
Q4 2012	411,200	132,500	15,600	-	10,600	13,800	232,400	6,200
Q4 2013	412,500	135,000	15,900	28,400	10,300	12,500	203,200	7,200
Q4 2014	413,600	137,500	16,400	27,800	10,500	12,700	201,800	6,900
Q4 2015	412,400	138,300	15,900	27,400	10,600	13,700	199,300	7,100
Q4 2016	410,700	139,300	15,900	27,200	10,100	13,800	197,000	7,500
Change on year to:								
Q4 2016	-1,680	950	-40	-280	-460	30	-2,240	350
% change on year:								
Q4 2016	-0.4%	0.7%	-0.2%	-1.0%	-4.4%	0.2%	-1.1%	5.0%

Notes:

1. Employment figures have been rounded to the nearest hundred; change on year rounded to the nearest ten; 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 and from Angus Council to Angus Alive on 1st December 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 Q2 2006, 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. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.

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}
Q4 1999	73,100	31,900	5,600	15,100	20,500	-	20,500
Q4 2010	106,800	28,500	9,900	12,300	20,300	35,900	56,200
Q4 2011	96,600	27,600	9,500	11,600	19,100	28,800	47,900
Q4 2012	91,000	26,100	9,600	10,400	18,600	26,300	44,900
Q4 2013	77,700	24,900	9,000	10,900	4,500	28,300	32,800
Q4 2014	53,700	22,900	9,300	9,700	*	*	11,800
Q4 2015	53,800	23,100	9,500	10,100	*	*	11,100
Q4 2016	53,100	23,200	9,300	10,100	*	*	10,500
Change on year to:							
Q4 2016	-690	150	-210	10	n/a	n/a	-650
% change on year:							
Q4 2016	-1.3%	0.7%	-2.2%	0.1%	n/a	n/a	-5.8%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons.

2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), 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.

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^{2,3}	Non-Ministerial Departments
Q4 2010	16,700	5,300	1,700	6,500	3,100
Q4 2011	15,800	5,000	1,600	6,300	2,900
Q4 2012	15,600	4,900	1,600	6,400	2,800
Q4 2013	15,900	5,000	1,600	6,600	2,700
Q4 2014	16,400	5,200	1,600	6,900	2,800
Q4 2015	15,900	5,100	1,600	6,100	3,100
Q4 2016	15,900	5,100	1,600	6,000	3,200
Change on year to:					
Q4 2016	-40	30	10	-140	80
% change on year:					
Q4 2016	-0.2%	0.6%	0.3%	-2.4%	2.4%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. 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. The decrease in Scottish Government Agencies is mainly due to Historic Scotland no longer being part of the civil service. In Q4 2015, Historic Scotland merged with the Royal Commission on the Ancient and Historical Monuments of Scotland to become Historic Environment Scotland, a non-departmental public body.

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
Q4 2010	28,500	5,500	8,600	10,300	500	60	3,600
Q4 2011	27,600	4,900	8,700	9,400	500	70	4,000
Q4 2012	26,100	4,200	8,200	10,500	500	60	2,600
Q4 2013	24,900	3,900	8,000	9,800	600	70	2,600
Q4 2014	22,900	3,900	7,200	8,800	600	80	2,400
Q4 2015	23,100	3,800	7,800	8,600	600	70	2,200
Q4 2016	23,200	3,900	8,000	8,500	700	70	2,100
Change on year to:							
Q4 2016	150	150	130	-50	50	0	-130
% change on year:							
Q4 2016	0.7%	3.9%	1.7%	-0.6%	7.7%	2.9%	-5.8%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of Scotland Office figures which are rounded to the nearest ten. Change on year rounded to the nearest ten. 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 an 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.

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