



Scottish Government
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A National Statistics publication for Scotland

ECONOMY AND LABOUR MARKET

PUBLIC SECTOR EMPLOYMENT IN SCOTLAND STATISTICS FOR 4th QUARTER 2017

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 2017. 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 2017, there were 559,900 people employed in the public sector in Scotland, an increase of 1,700 (+0.3%) since Q4 2016. In Q4 2017, public sector employment accounted for 21.4% of total employment, a decrease of 0.1 percentage points over the last year.
- Of the total 559,900 people employed in the public sector in Scotland, 90.1% are accounted for by employment in the devolved public sector. Headcount in the devolved public sector increased by 2,390 (+0.5%) over the last year to 504,300 in Q4 2017.
- Over the year, employment in the devolved public sector decreased in Police and Fire Related Services by 270 (-1.0%) and Further Education Colleges by 30 (-0.2%). Employment in the devolved public sector increased in the NHS by 1,140 (+0.7%), Local Government by 720 (+0.3%), Public Corporations by 310 (+1.4%) and Civil Service by 430 (+2.5%).
- 9.9% of the total public sector employment relates to employment in the reserved public sector in Scotland. The reserved sector saw a decrease of 680 (-1.2%) in headcount between Q4 2016 and Q4 2017.
- Employment within the reserved public sector decreased in Public Corporations & Public Sector Financial Institutions by 490 (-4.4%), in the Armed Forces by 170 (-1.7%) and in the Civil Service by 150 (-0.6%) and increased in Public Bodies by 130 (+1.3%).

Major Reclassifications

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

In September 2016, the Office for National Statistics announced that from 18th July 2001, Registered Social Landlords would be classified as Public Non-Financial Corporations. The series has been predominately estimated from annual values provided by the Scottish Housing Regulator.

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 would 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 has been 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.

In February 2017, the Office for National Statistics announced that from 1st October 2006, Community Safety Glasgow would be classified as Local Government. Therefore, Community Safety Glasgow has been included in the Local Government series from Q4 2006 onwards. The series has been estimated using annual administrative data from the inter-departmental business register.

In November 2017, the Office for National Statistics announced that from 1st April 2017, Crown Estate Scotland (Interim Management) would be classified as Public Non-Financial Corporation. Therefore, Crown Estate Scotland (Interim Management) has been included in the Public Sector series from Q2 2017. The series has been estimated using Q4 2017 data.

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, Q1 2016 and Q1 2017).
- 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 2018

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.

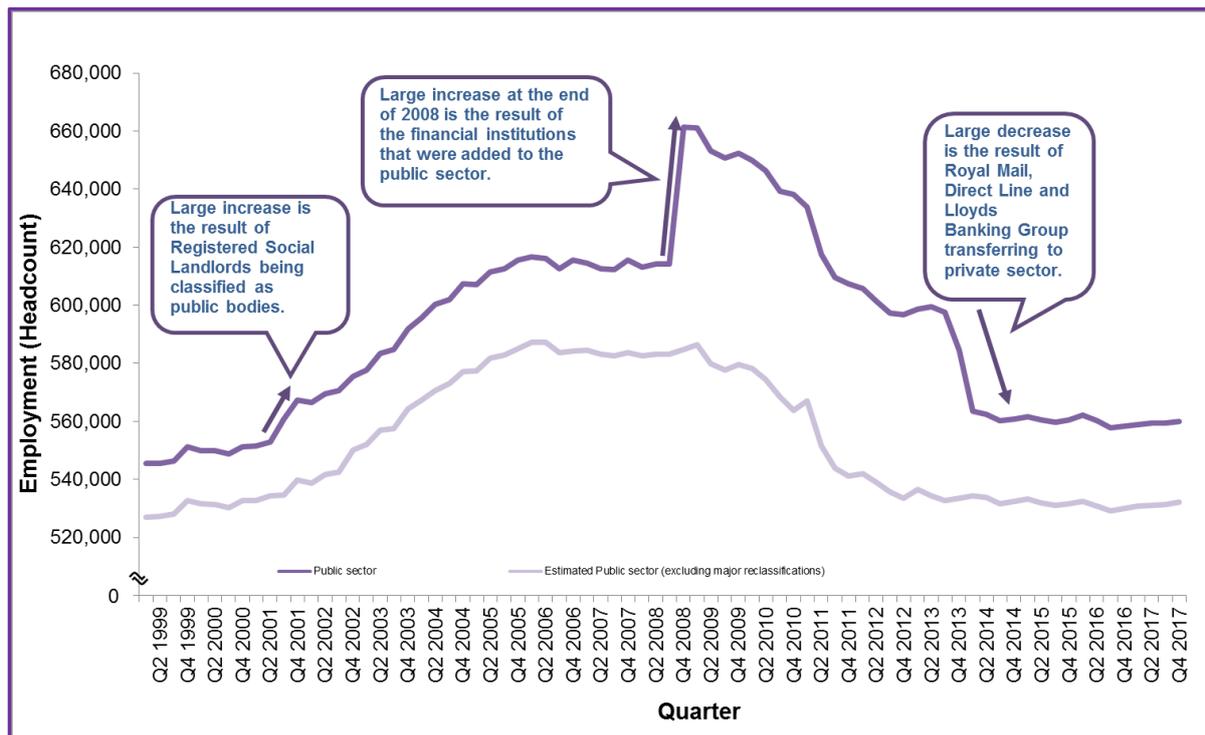
Figure 1: Public and Private Sector Employment, Scotland, Q4 2017



Source: Public Sector Employment in Scotland, Quarter 4 2017

¹ 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 2017, non-seasonally adjusted

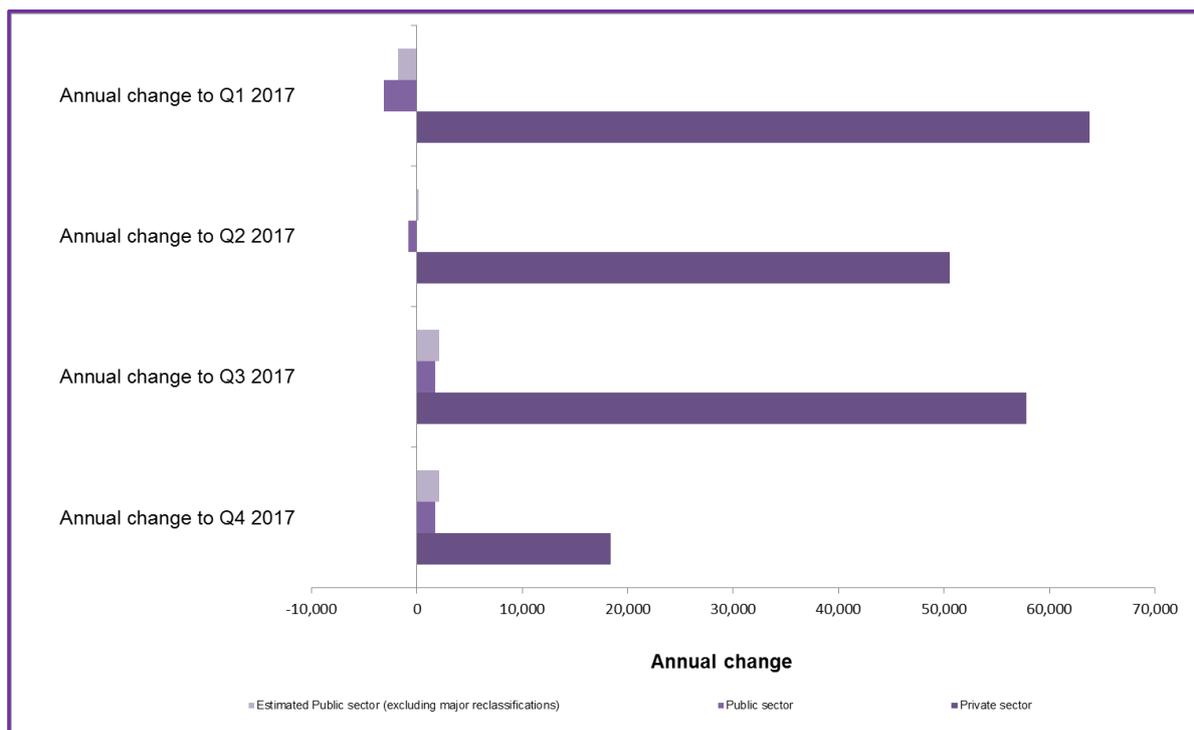


Source: Public Sector Employment in Scotland, Quarter 4 2017

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 2017

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 532,000 people employed in the public sector in Q4 2017. This would account for 20.3% of the total employment in Scotland (this compares to 21.4% if major reclassifications are included).

Public Sector employment excluding the effects of the major reclassifications, would have increased by 2,090 (+0.4%) over the year to Q4 2017.

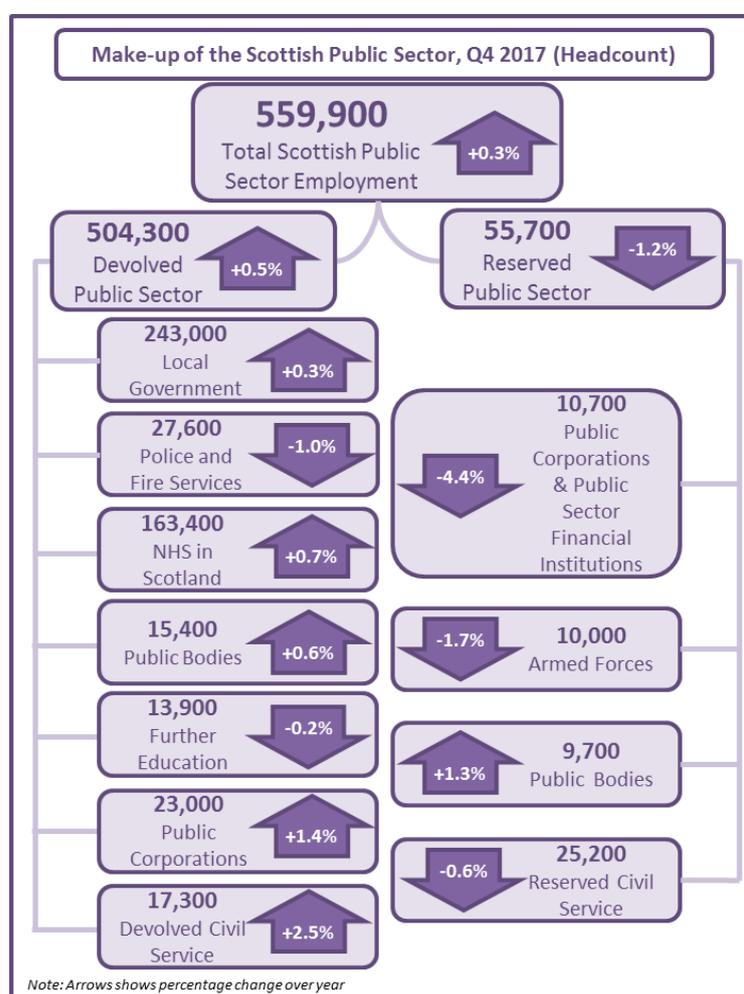
The majority of major reclassifications are included in the reserved public sector in Scotland; their impact in this sector is covered in section 4 of the publication.

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, (known as the Post Office Ltd (until Q2 2006)), Network Rail and Registered Social Landlords. Registered Social Landlords have recently been classified as being part of the public sector since Q3 2001 and have been included as a major reclassification.

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 2017, Headcount³



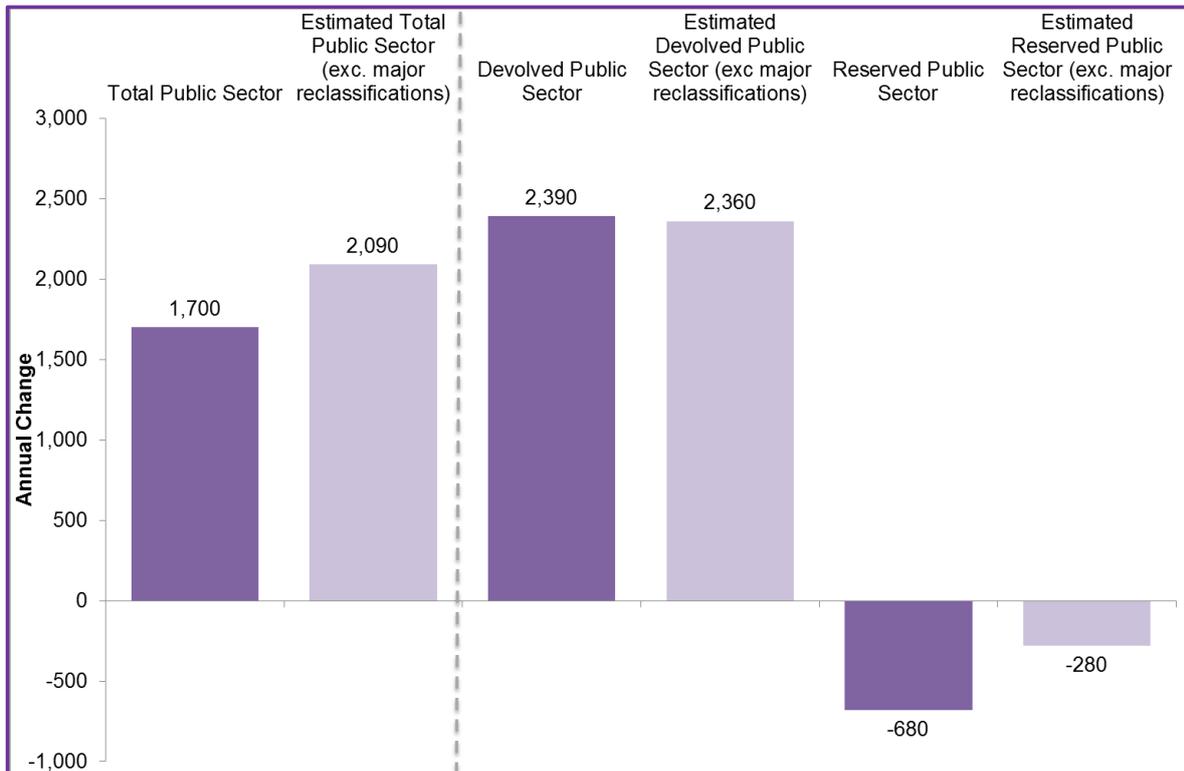
Source: Public Sector Employment in Scotland, Quarter 4 2017

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

³ For further details on the make-up of the Scottish Public Sector, please see the background notes for this publication: <http://www.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/SourcesDef>

Chart 3 below shows how the increase of 1,700 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 2016 to Q4 2017) in Public Sector Employment by Devolved and Reserved Responsibility, Headcount



Source: Public Sector Employment in Scotland, Quarter 4 2017
 Note: Totals may not equal the sum of individual parts due to rounding

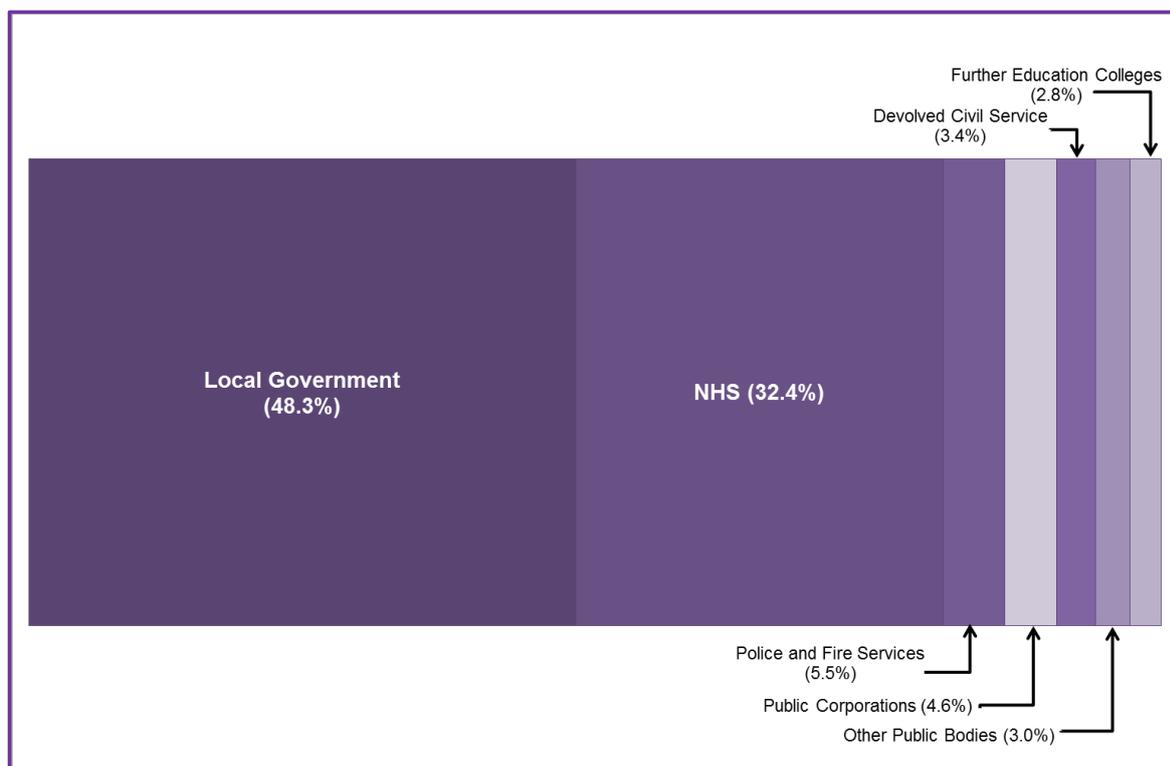
3. Devolved Public Sector Employment in Scotland; Headcount (see Table 4)

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).

Employment in the devolved public sector has increased by 2,390 (+0.5%) over the last year, from 501,900 in Q4 2016 to 504,300 in Q4 2017. Chart 4 shows the composition of the devolved public sector as at Q4 2017.

Chart 4: Breakdown of Devolved Public Sector Employment by Category, Headcount, Q4 2017



Source: Public Sector Employment in Scotland, Quarter 4 2017
Note: Totals may not equal the sum of the individual parts due to rounding

Over the year:

Employment in Scottish Local Government increased by 720 (+0.3%) over the year to 243,000 in Q4 2017.

Employment in the NHS increased by 1,140 (+0.7%) over the year to 163,400 in Q4 2017. A detailed breakdown on this information by staffing group was published by ISD on the 6th March 2018: <http://www.isdscotland.org/Health-Topics/Workforce/>

The number of Police and Fire Service employees decreased by 270 (-1.0%) to 27,600 in Q4 2017.

The devolved civil service saw an increase of 430 (+2.5%) in employment between Q4 2016 and Q4 2017.

Employment in other public bodies increased by 90 (+0.6%) to 15,400 in Q4 2017.

Employment in Further Education colleges decreased by 30 (-0.2%) to 13,900 in Q4 2017.

Employment in public corporations increased by 310 (+1.4%) over the year to 23,000 in Q4 2017.

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 680 (-1.2%) to 55,700 in Q4 2017.

The estimated reserved public sector excluding the effects of the major reclassifications decreased by 280 (-0.6%) to 42,900 in Q4 2017.

Chart 5 shows the composition of the reserved public sector as at Q4 2017.

Chart 5: Breakdown of Reserved Public Sector Employment by Sector, Headcount, Q4 2017



Source: Public Sector Employment in Scotland, Quarter 4 2017
Note: Totals may not equal the sum of the individual parts due to rounding.

Over the year:

- Employment levels for the Reserved Civil Service decreased by 150 (-0.6%);
- Employment levels for Public Corporations & Public Sector Financial Institutions⁴ decreased by 490 (-4.4%) from 11,200 in Q4 2016 to 10,700 in Q4 2017;
- Employment levels for the Armed Forces decreased by 170 (-1.7%);
- Employment levels for Public Bodies increased by 130 (+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 Q4 2017, there were 42,500 people employed as civil servants in Scotland. This is made up of 17,300 (40.6%) people working in the devolved civil service and 25,200 (59.4%) working in UK government departments. The total number of civil servants has increased by 280 (+0.7%) over the year from 42,200 in Q4 2016 to 42,500 in Q4 2017.

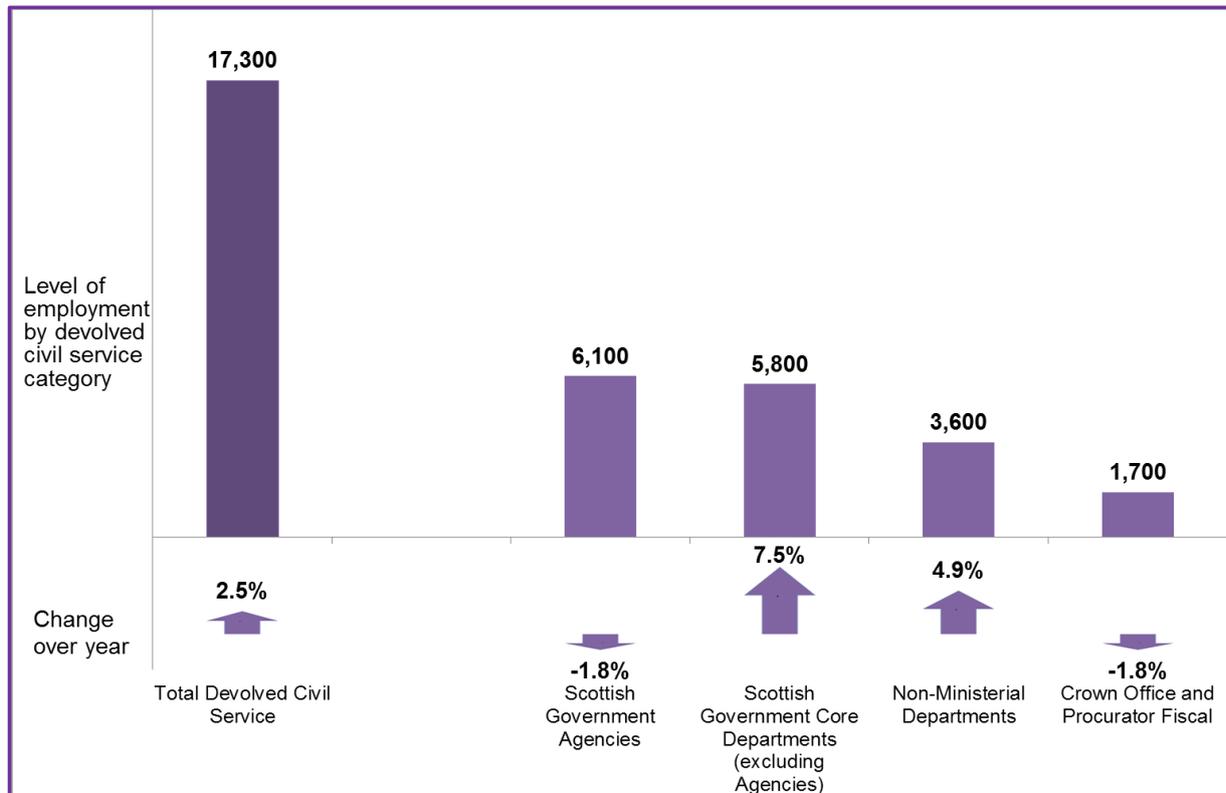
Devolved Civil Service

The devolved civil service has increased by 430 (+2.5%) since Q4 2016.

Chart 6 shows a breakdown of the devolved civil service in Scotland as of Q4 2017⁵.

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 2017



Source: Public Sector Employment in Scotland, Quarter 4 2017
 Note: Totals may not equal the sum of individual parts due to rounding.

Scottish Government Core

In Q4 2017, there were 5,800 people employed in Scottish Government (SG) core directorates, representing 33.5% of the devolved civil service in Scotland. Over the year to Q4 2017, employment in SG core directorates increased by 400 (+7.5%).

Scottish Government Agencies⁶

There were 6,100 people employed in Scottish Government agencies in Q4 2017. Employment in SG agencies has decreased by 110 (-1.8%) over the year.

⁶ Scottish Government Agencies includes Scottish Prison Service, Disclosure Scotland, Transport Scotland, Student Awards Agency for Scotland, Scottish Public Pensions Agency, Accountant in Bankruptcy and Historic Scotland until Q3 2015.

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 2017, there were 3,600 people employed in these NMDs. This increased by 170 (+4.9%) over the year.

Crown Office & Procurator Fiscal

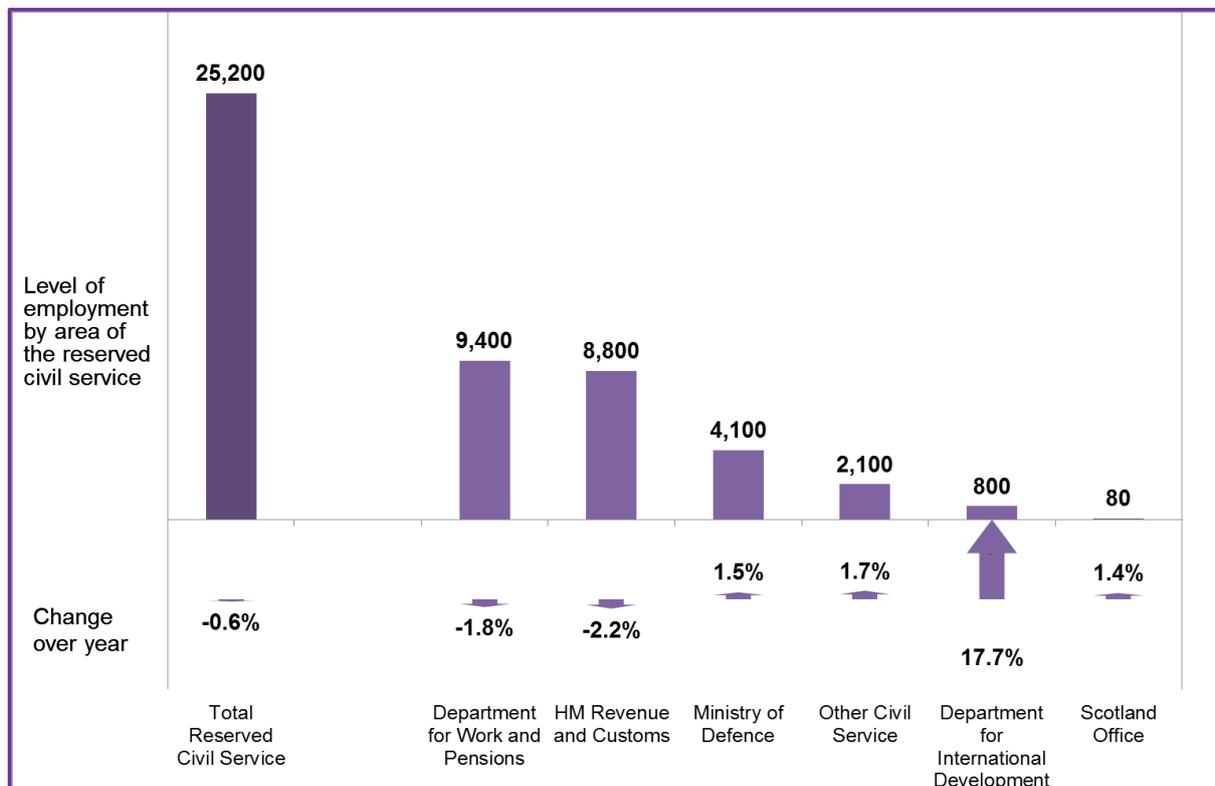
In Q4 2017, there were 1,700 people employed in the Crown Office & Procurator Fiscal. Over the year to Q4 2017, employment in the Crown Office & Procurator Fiscal decreased by 30 (-1.8%).

Reserved Civil Service

Employment in the reserved civil service has decreased by 150 (-0.6%), from 25,400 in Q4 2016 to 25,200 in Q4 2017.

Chart 7 identifies the breakdown of headcount employment in UK government departments as at Q4 2017.

Chart 7: Breakdown of Headcount Employment in the UK Government Departments as of Q4 2017



Source: Public Sector Employment in Scotland, Quarter 4 2017
 Note: Totals may not equal the sum of individual parts due to rounding.

Department for Work and Pensions

In Q4 2017, there were 9,400 people employed in the Department for Work and Pensions (DWP). Over the year from Q4 2016, employment in DWP has decreased by 170 (-1.8%).

HM Revenue and Customs

There were 8,800 people employed in HM Revenue and Customs in Q4 2017, a decrease of 200 (-2.2%) since Q4 2016.

Ministry of Defence

There were 4,100 people employed in the Ministry of Defence in Q4 2017. This has increased by 60 (+1.5%) since Q4 2016.

Other Civil Service⁷

The number of people employed in Other Reserved Civil Service in Q4 2017 was 2,100. This has increased by 40 (+1.7%) since Q4 2016.

Department for International Development

The number of people employed in the Department for International Development in Q4 2017 was 800, an increase of 120 (+17.7%) over the year.

Scotland Office

In Q4 2017, there were 80 people employed in the Scotland Office, an increase of less than 10 (+1.4%) over the year.

⁷ 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, Energy and Industrial Strategy, Chancellor's Other Departments, Department for International Trade, HM Treasury, Office of Gas and Electricity Markets, Office of Rail and Road, UK Export Finance and Cabinet Office.

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These tables include comparisons for Q4 in 1999 and 2011 to 2017 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>

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 2011	2,478,000	1,870,400	75.5%	607,300	24.5%	1,936,500	78.2%	541,200	21.8%
Q4 2012	2,484,000	1,886,900	76.0%	596,900	24.0%	1,950,200	78.5%	533,600	21.5%
Q4 2013	2,557,000	1,972,400	77.1%	584,500	22.9%	2,023,300	79.1%	533,600	20.9%
Q4 2014	2,596,000	2,034,800	78.4%	560,800	21.6%	2,063,000	79.5%	532,500	20.5%
Q4 2015	2,617,000	2,056,400	78.6%	560,400	21.4%	2,085,200	79.7%	531,600	20.3%
Q4 2016	2,595,000	2,036,800	78.5%	558,200	21.5%	2,065,100	79.6%	529,900	20.4%
Q4 2017	2,615,000	2,055,200	78.6%	559,900	21.4%	2,083,100	79.7%	532,000	20.3%
Change on year to:									
Q4 2017	20,100	18,390	0.1 p.p.	1,700	-0.1 p.p.	18,010	0.1 p.p.	2,090	-0.1 p.p.
% change on year:									
Q4 2017	0.8%	0.9%		0.3%		0.9%		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. Totals may not equal the sum of individual parts due to rounding.

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), Network Rail and Registered Social Landlords.

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. Total employment 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 ^{4,6,8,10,13,15}	Public Corporations ²	Public Sector Financial Institutions ²	Public Corporations & Public Sector Financial Institutions ^{2,3,14,16}
			NHS ⁸	Civil Service ^{11,12}	Police and Fire ⁴	Further Education Colleges ^{5,7}	Armed Forces	Other Public Bodies ^{5,11}				
Q4 1999	551,200	223,500	129,800	48,300	-	15,700	15,100	14,600	296,000	31,000	-	31,000
Q4 2011	607,300	252,100	154,400	46,600	-	15,000	11,600	24,500	284,000	40,000	31,000	72,000
Q4 2012	596,900	249,500	155,800	44,900	-	13,600	10,400	24,900	278,000	40,000	29,000	69,000
Q4 2013	584,500	279,000	158,100	44,000	29,300	13,600	10,900	23,100	248,000	27,000	31,000	58,000
Q4 2014	560,800	278,900	160,500	42,500	28,600	13,900	9,700	23,700	247,000	*	*	35,000
Q4 2015	560,400	280,900	161,400	42,100	28,200	13,900	10,100	25,100	245,000	*	*	34,000
Q4 2016	558,200	281,300	162,300	42,200	27,900	13,900	10,100	24,900	243,000	*	*	34,000
Q4 2017	559,900	282,500	163,400	42,500	27,600	13,900	10,000	25,100	243,000	*	*	34,000
Change on year to:												
Q4 2017	1,700	1,170	1,140	280	-270	-30	-170	210	720	n/a	n/a	-180
% change on year:												
Q4 2017	0.3%	0.4%	0.7%	0.7%	-1.0%	-0.2%	-1.7%	0.9%	0.3%	n/a	n/a	-0.5%

Notes:

- Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures. Change on year rounded to the nearest ten. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons. Totals may not equal the sum of individual parts due to rounding.
- 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.
- 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.
- 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 and from Angus Council to Angus Alive on 1st December 2015 thus explaining part of the decrease in local government employment.
- 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.
- 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 2011 1,491 & 1,062 FTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
- 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/ons/rei/na-classification/national-accounts-sector-classification/index.html>
- 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.
- 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.
- From Q2 2017, the Civil Service figures include the Scottish Fiscal Commission.
- From Q4 2006, the Local Government figures include Community Safety Glasgow. The series has been estimated using annual administrative data from the inter-departmental business register.
- From Q3 2001, the Public Corporations & Public Sector Financial Institutions include Registered Social Landlords. This series uses estimates which are predominantly based on annual values provided by the Scottish Housing Regulator.
- Prior to Q1 2016, Aberdeen Council headcount and FTE figures may be an underestimate due to methods used to collate this data.
- From Q2 2017, the Public Corporations & Public Sector Financial Institutions includes the Crown Estate Scotland (Interim Management).

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 2011	607,300	503,900	103,400	520,800	424,500	96,300
Q4 2012	596,900	499,800	97,000	514,300	423,600	90,700
Q4 2013	584,500	501,400	83,200	502,800	425,400	77,300
Q4 2014	560,800	503,500	57,300	480,200	426,700	53,500
Q4 2015	560,400	503,200	57,300	479,300	425,600	53,700
Q4 2016	558,200	501,900	56,400	477,500	424,600	53,000
Q4 2017	559,900	504,300	55,700	479,200	426,900	52,400
Change on year to:						
Q4 2017	1,700	2,390	-680	1,690	2,300	-610
% change on year:						
Q4 2017	0.3%	0.5%	-1.2%	0.4%	0.5%	-1.2%

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. Totals may not equal the sum of individual parts due to rounding.
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	NHS ⁵	Civil Service ^{8,9}	Police and Fire Services ²	Further Education Colleges ^{3,5}	Other Public Bodies ^{3,8}	Local Government ^{2,4,6,7,11,12}	Public Corporations ^{10,13}	Estimated Total Devolved Public Sector excluding major reclassifications
Q4 1999	474,400	129,800	14,500	-	15,700	8,600	296,000	9,000	474,400
Q4 2011	503,900	154,400	16,600	-	15,000	14,600	284,000	20,000	490,400
Q4 2012	499,800	155,800	16,400	-	13,600	15,100	278,000	20,000	485,800
Q4 2013	501,400	158,100	16,700	29,300	13,600	13,700	248,000	22,000	486,800
Q4 2014	503,500	160,500	17,300	28,600	13,900	14,100	247,000	22,000	488,800
Q4 2015	503,200	161,400	16,800	28,200	13,900	15,200	245,000	22,000	488,200
Q4 2016	501,900	162,300	16,800	27,900	13,900	15,300	243,000	23,000	486,800
Q4 2017	504,300	163,400	17,300	27,600	13,900	15,400	243,000	23,000	489,100
Change on year to:									
Q4 2017	2,390	1,140	430	-270	-30	90	720	310	2,360
% change on year:									
Q4 2017	0.5%	0.7%	2.5%	-1.0%	-0.2%	0.6%	0.3%	1.4%	0.5%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.
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 all police staff have been included within Police and Fire (and not the Other Public Bodies category) from Q2 2013.
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 not part of the public 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.
9. From Q2 2017, the Civil Service figures include the Scottish Fiscal Commission.
10. From Q3 2001, the Public Corporations include Registered Social Landlords. This series uses estimates which are predominantly based on annual values provided by the Scottish Housing Regulator.
11. From Q3 2006, the Local Government figures include Community Safety Glasgow. The series has been estimated using annual administrative data from the inter-departmental business register.
12. Prior to Q1 2016, Aberdeen Council headcount and FTE figures may be an underestimate due to methods used to collate this data.
13. From Q2 2017, the Public Corporations includes the Crown Estate Scotland (Interim Management).

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 2011	103,400	30,000	9,900	11,600	20,500	31,400	51,900	50,800
Q4 2012	97,000	28,400	9,700	10,400	19,800	28,700	48,500	47,800
Q4 2013	83,200	27,300	9,400	10,900	4,800	30,800	35,600	46,800
Q4 2014	57,300	25,200	9,600	9,700	*	*	12,700	43,800
Q4 2015	57,300	25,300	9,900	10,100	*	*	11,900	43,400
Q4 2016	56,400	25,400	9,600	10,100	*	*	11,200	43,200
Q4 2017	55,700	25,200	9,700	10,000	*	*	10,700	42,900
Change on year to:								
Q4 2017	-680	-150	130	-170	n/a	n/a	-490	-280
% change on year:								
Q4 2017	-1.2%	-0.6%	1.3%	-1.7%	n/a	n/a	-4.4%	-0.6%

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. Totals may not equal the sum of individual parts due to rounding.
2. Due to the reclassification from the public sector to the private sector of Lloyds Banking Group plc. (Q1 2014), Royal Mail Group plc. (Q4 2013) and Direct Line Group (Q3 2013), 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 6: Devolved civil service employment; Scotland, Headcount
Not Seasonally Adjusted

	Devolved Civil Service				
	Total Devolved Civil Service ^{3,4}	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies ^{2,3}	Non-Ministerial Departments ⁵
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
Q4 2017	17,300	5,800	1,700	6,100	3,600
Change on year to:					
Q4 2017	430	400	-30	-110	170
% change on year:					
Q4 2017	2.5%	7.5%	-1.8%	-1.8%	4.9%

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. Totals may not equal the sum of individual parts due to rounding.
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. Historic Scotland is no longer part of the Civil Service (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.
4. From Q1 2015, Revenue Scotland (new body established on 1st January 2015) has been included as part of the devolved civil service. From Q2 2015, Food Standards Scotland (new body as of 1st April 2015) has been included as part of the devolved civil service. Therefore, Food Standards Agency is no longer included in the reserved civil service.
5. From Q2 2017, the Non-Ministerial Departments figures include the Scottish Fiscal Commission.

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 ^{2,4}	Department for International Development	Scotland Office	Other Civil Service ^{2,3}
Q4 2011	30,000	5,100	9,900	10,400	500	80	4,000
Q4 2012	28,400	4,300	9,400	11,700	500	60	2,400
Q4 2013	27,300	4,000	9,200	11,000	600	70	2,400
Q4 2014	25,200	4,000	8,200	10,000	600	80	2,300
Q4 2015	25,300	3,900	8,900	9,600	600	70	2,200
Q4 2016	25,400	4,000	9,000	9,500	700	70	2,100
Q4 2017	25,200	4,100	8,800	9,400	800	80	2,100
Change on year to:							
Q4 2017	-150	60	-200	-170	120	0	40
% change on year:							
Q4 2017	-0.6%	1.5%	-2.2%	-1.8%	17.7%	1.4%	1.7%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures, which have been rounded to the nearest ten. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

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.

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, Energy and Industrial Strategy, Chancellor's Other Departments, Department for International Trade, Department of Health, HM Treasury, National Crime Agency, Office of Gas and Electricity Markets, Office of Rail and Road, UK Export Finance, UK Statistics Authority and Cabinet Office .

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

	Total Devolved Public Sector	NHS ⁶	Civil Service ^{8,9}	Police and Fire Services ²	Further Education Colleges ^{3,5}	Other Public Bodies ^{3,8}	Local Government ^{2,4,6,7,10,12}	Public Corporations ^{11,13}
Q4 1999	387,100	106,900	14,000	-	11,500	8,000	238,000	9,000
Q4 2011	424,500	131,300	15,800	-	11,100	13,500	235,000	18,000
Q4 2012	423,600	132,500	15,600	-	10,600	13,800	233,000	18,000
Q4 2013	425,400	135,000	15,900	28,400	10,300	12,500	204,000	20,000
Q4 2014	426,700	137,500	16,400	27,800	10,500	12,700	202,000	19,000
Q4 2015	425,600	138,300	15,900	27,400	10,600	13,700	200,000	20,000
Q4 2016	424,600	139,300	15,900	27,200	10,300	13,800	198,000	21,000
Q4 2017	426,900	140,300	16,300	26,900	10,400	13,800	198,000	21,000
Change on year to:								
Q4 2017	2,300	1,000	400	-260	140	70	600	350
% change on year:								
Q4 2017	0.5%	0.7%	2.5%	-1.0%	1.4%	0.5%	0.3%	1.7%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.
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 all police staff have been included within Police and Fire (and not the Other Public Bodies category) from Q2 2013.
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.
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.
9. From Q2 2017, the Civil Service figures include the Scottish Fiscal Commission.
10. From Q4 2006, the Local Government figures include Community Safety Glasgow. The series has been estimated using annual administrative data from the inter-departmental business register.
11. From Q3 2001, the Public Corporations include Registered Social Landlords. This series uses estimates which are predominantly based on annual values provided by the Scottish Housing Regulator.
12. Prior to Q1 2016, Aberdeen Council headcount and FTE figures may be an underestimate due to methods used to collate this data.
13. From Q2 2017, the Public Corporations include the Crown Estate Scotland (Interim Management).

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 2011	96,300	27,200	9,500	11,600	19,100	28,800	47,900
Q4 2012	90,700	25,800	9,600	10,400	18,600	26,300	44,900
Q4 2013	77,300	24,600	9,000	10,900	4,500	28,300	32,800
Q4 2014	53,500	22,700	9,300	9,700	*	*	11,800
Q4 2015	53,700	22,900	9,500	10,100	*	*	11,100
Q4 2016	53,000	23,100	9,300	10,100	*	*	10,500
Q4 2017	52,400	23,000	9,400	10,000	*	*	10,000
Change on year to:							
Q4 2017	-610	-100	110	-170	n/a	n/a	-450
% change on year:							
Q4 2017	-1.2%	-0.4%	1.2%	-1.7%	n/a	n/a	-4.3%

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. "-" denotes blank entries and "*" denotes entries that have been suppressed for disclosure reasons. Totals may not equal the sum of individual parts due to rounding.
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^{3,4}	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies^{2,3}	Non-Ministerial Departments⁵
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
Q4 2017	16,300	5,500	1,600	5,800	3,400
Change on year to:					
Q4 2017	400	390	-30	-120	170
% change on year:					
Q4 2017	2.5%	7.5%	-1.8%	-2.1%	5.2%

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

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. Historic Scotland is no longer part of the Civil Service (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.

4. From Q1 2015, Revenue Scotland (new body established on 1st January 2015) has been included as part of the devolved civil service. From Q2 2015, Food Standards Scotland (new body as of 1st April 2015) has been included as part of the devolved civil service. Therefore, Food Standards Agency is no longer included in the reserved civil service.

5. From Q2 2017, the Non-Ministerial Departments figures include the Scottish Fiscal Commission.

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 ^{2,4}	Department for International Development	Scotland Office	Other Civil Service ^{2,3}
Q4 2011	27,200	4,900	8,700	9,400	500	70	3,700
Q4 2012	25,800	4,200	8,200	10,500	500	60	2,300
Q4 2013	24,600	3,900	8,000	9,800	600	70	2,300
Q4 2014	22,700	3,900	7,200	8,800	600	80	2,100
Q4 2015	22,900	3,800	7,800	8,600	600	70	2,100
Q4 2016	23,100	3,900	8,000	8,500	700	70	1,900
Q4 2017	23,000	4,000	7,800	8,400	800	70	2,000
Change on year to:							
Q4 2017	-100	50	-160	-150	120	0	40
% change on year:							
Q4 2017	-0.4%	1.3%	-2.0%	-1.8%	18.3%	2.9%	1.9%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures, which have been rounded to the nearest ten. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

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, Energy and Industrial Strategy, Chancellor's Other Departments, Department for International Trade, Department of Health, HM Treasury, National Crime Agency, Office of Gas and Electricity Markets, Office of Rail and Road, UK Export Finance, UK Statistics Authority and Cabinet Office .

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ISBN 978-1-78851-735-5 (web only)

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