

Statistics Publication Notice



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PUBLIC SECTOR EMPLOYMENT IN SCOTLAND STATISTICS FOR 4th QUARTER 2013

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

Key Changes to the public sector affecting this publication:

On 1 November 2013, the Office for National Statistics (ONS) announced the reclassification of Royal Mail as a former Public Corporation (with effect from October 2013). This reclassification has resulted in approximately 12,300 staff (headcount) moving into private sector.

Similarly Direct Line Group has been added to the Public Sector Classification Guide as a former Public Corporation from September 2013, resulting in the transfer of 96 staff (headcount) into the private sector. The impact of these reclassifications are covered in the key points below. Some secondary analysis is presented in this publication to provide users with a public sector employment series which allows a consistent comparison over time.

More information is available on the [Public Sector Employment Websection](#).

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

- In Q4 2013 there were 566,300 people employed in the public sector in Scotland, a decrease of 13,800 (2.4%) since Q4 2012. This level is similar to that seen in 2002.
- There were 2,559,000 people employed in Scotland in Q4 2013, an increase of 90,100 (3.6%) over the year. In Q4 2013 public sector employment accounted for 22.1% of total employment, down from 23.5% in the previous year; the lowest proportion seen since the series began in 1999.
- In Q4 2013, there were 1,992,200 people employed in the private sector in Scotland, an increase of 103,900 (5.5%) over the year. Private sector employment in Scotland accounts for 77.9% of total employment; the highest proportion seen since the series began in 1999.
- Of the total 566,300 people employed in the public sector in Scotland, 85.8% are accounted for by employment in the devolved public sector. Employment in the devolved public sector increased slightly (up 500 (0.1%)) over the year to 485,600 in Q4 2013.
- Over the year, employment in devolved public sector decreased in both further education colleges by 600 (4.0%) and local government by 30,700 (11.1%). Employment increased in central government by 29,200 (11.8%), as a result of transfer of police and fire services from local to central government. Employment also increased in NHS by 2,400 (1.5%).
- 14.2% of the total public sector employment relates to employment in the reserved public sector in Scotland. The reserved sector saw a decrease of 14,300 (15.0%) in headcount between Q4 2012 and Q4 2013. This was largely due to the reclassification of Royal Mail Plc. and Direct Line Group out of reserved public corporation and into private sector.
- Within the reserved public sector, employment in civil service decreased by 1,100 (3.7%), public bodies by 300 (3.7%) and public corporations by 15,100 (76.0%) over the year to Q4 2013. The significant decrease in employment in public corporations was driven by ONS reclassification of Royal Mail and Direct Line Group from reserved public corporations into Plcs, which amounted to a reduction of 12,400 (sum of Royal Mail Plc. and Direct Line Group) over the year to Q4 2013. Employment in public sector financial institutions increased over the year by 2,200 (7.5%).
- Overall, if banks were not included in the public sector, total reserved public sector employment would have decreased by 16,400 (24.8%), rather than 14,300 (15.0%) over the year. Over the year to Q4 2013 the total number of people employed in the public sector in Scotland would be lower to that seen in 1999.
N.B. Financial institutions are only included in the reserved public sector.

Public Sector Employment Websection

This Websection is in addition to this National Statistics publication <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

It contains detailed information including:

- Employment levels for public bodies in Scotland broken down by age (Q1 2012 and Q1 2013). Information by age is considered Official Statistics rather than National Statistics due to it being a new data series.
- Local government employment by local authority for the current quarter. A time series of total local government employment back to Q1 1999 and back to Q1 2011 by gender.
- 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>.

1. Total employment and public and private sector employment in Scotland; Headcount (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 2013

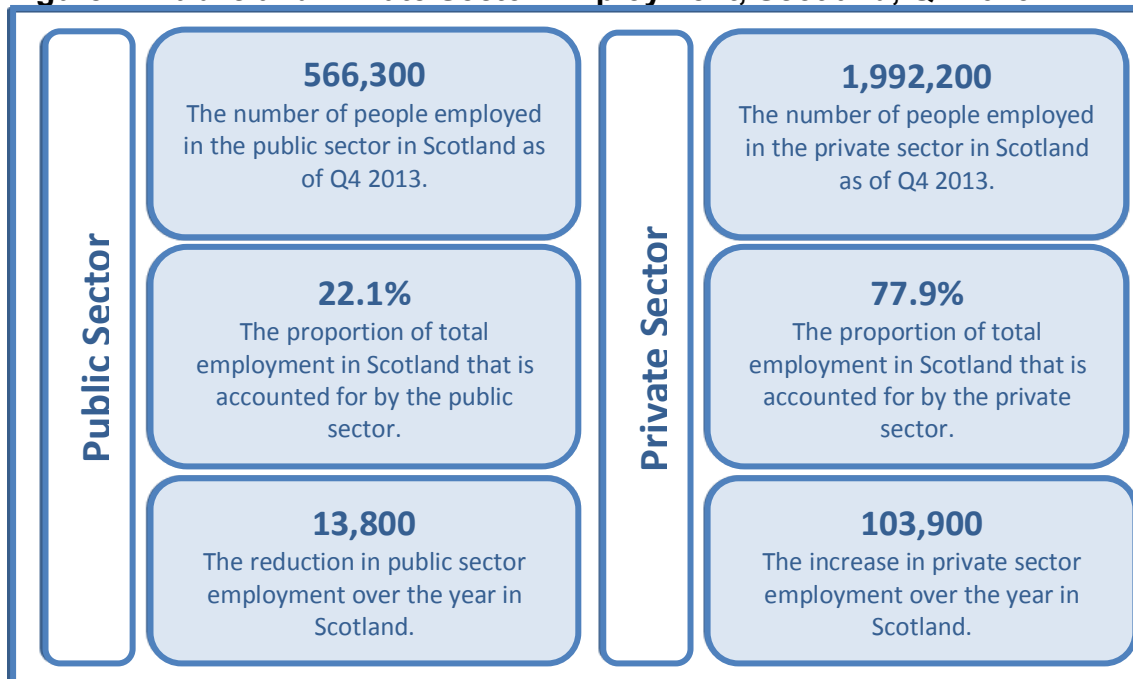
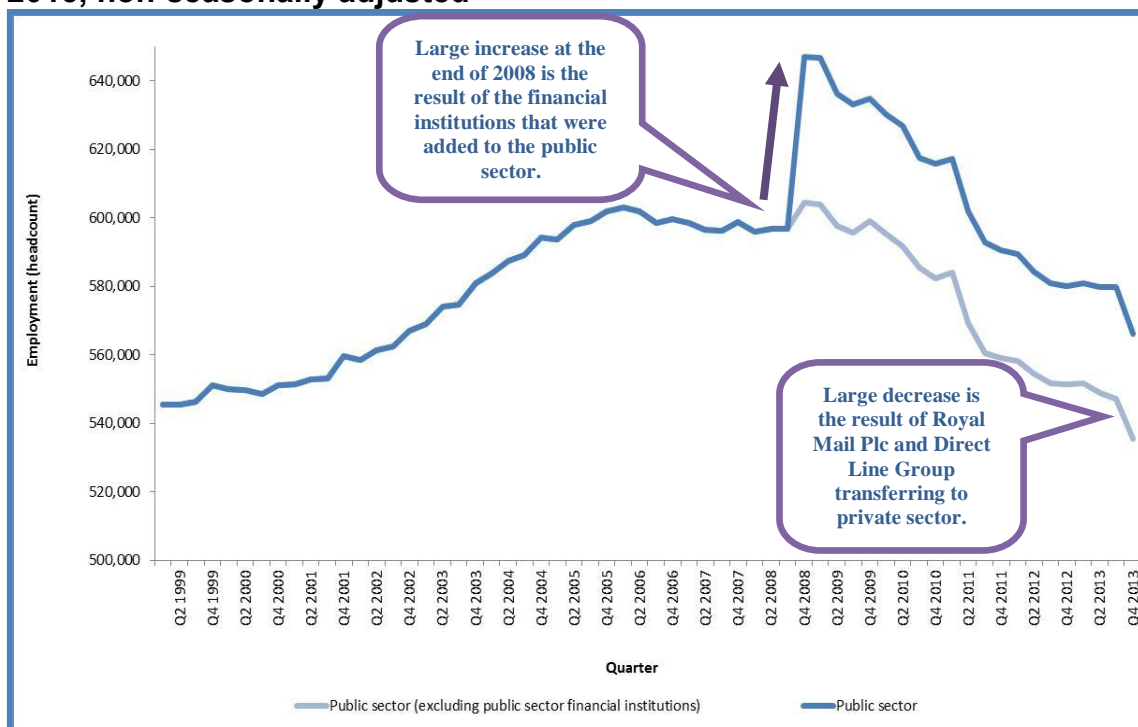


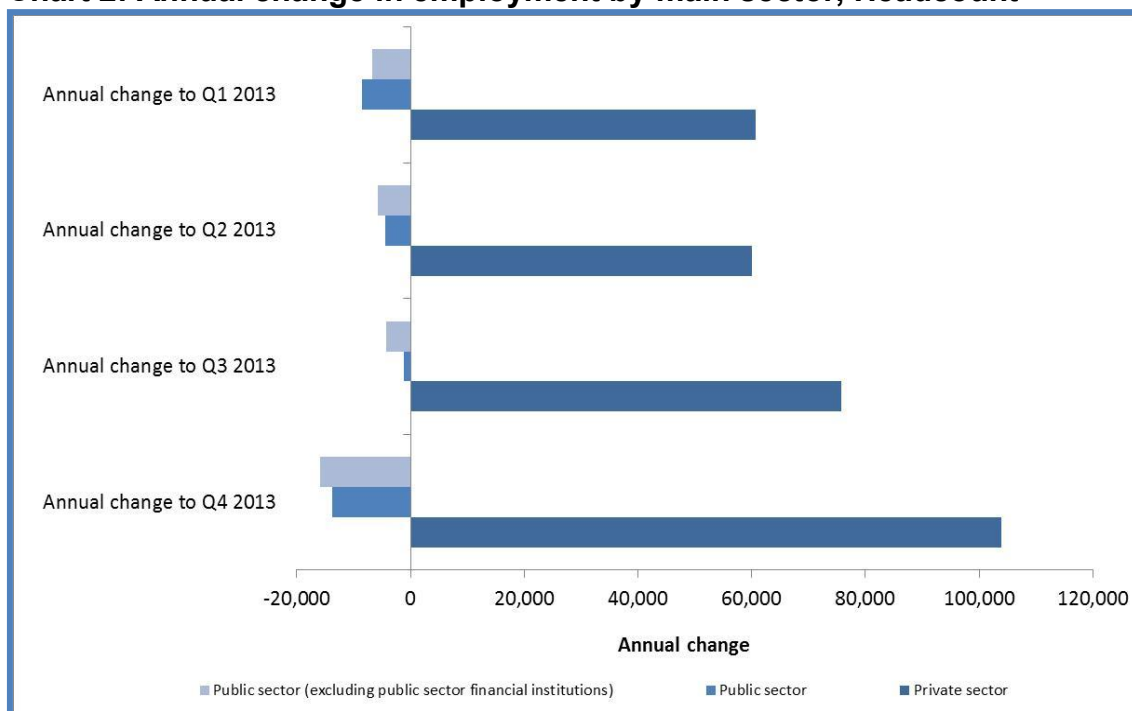
Chart 1: Public Sector Employment in Scotland, Headcount, Q1 1999 – Q4 2013, non-seasonally adjusted



¹ More information on the classification of organisations and institutions in the National Accounts are available in the Sector Classification Guide (MA23): <http://www.ons.gov.uk/ons/publications/reference-tables.html?edition=tc%3A77-224305>

As shown in Chart 1; the number of people employed in the public sector in Scotland is now at a similar level to that seen in 2002. The large increase in 2008 shows the inclusion of financial institutions (banks) in the public sector, however, if we exclude these banks it can be seen that the level is now lower to that seen in 1999.

Chart 2: Annual change in employment by main sector, Headcount



Impact of excluding Public Sector Financial Institutions

If we exclude public sector financial institutions² from the series, there would be 535,400 people employed in the public sector in Q4 2013, representing 20.9% of total employment in Scotland.

Excluding these banking groups, public sector employment would have decreased by 15,900 (2.9%) over the year to Q4 2013 and would be 15,700 (2.9%) lower than in Q4 1999.

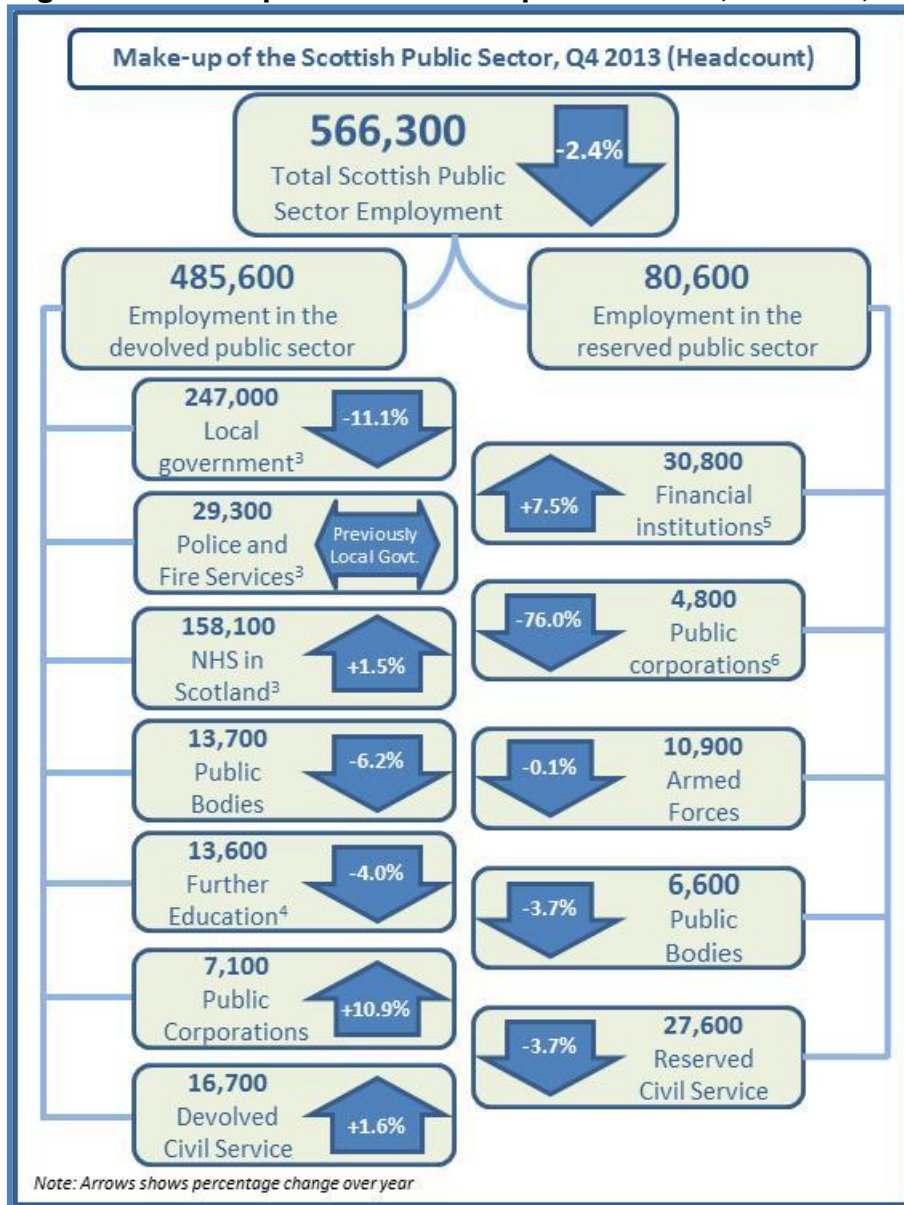
The public sector financial institutions are all included in the reserved public sector in Scotland; their impact in this sector is covered in section 4 of this publication.

² Public Sector Financial Institutions includes: Royal Bank of Scotland Group plc, Lloyds Banking Group plc, Northern Rock plc and Lloyds TSB commercial banking. These are Public Financial Corporations and SIC 64

2. Public sector employment by devolved and reserved responsibility; headcount (Table 3)

The devolved public sector covers those bodies which are the responsibility of the Scottish Government or Scottish Parliament. Whereas 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 2013, headcount^{3,4,5,6}



³ Employment in Local Government in Scotland over the last year has been largely affected by the reclassification of police and fire services to central government and transfers of staff to the NHS.

⁴ In April 2013 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.

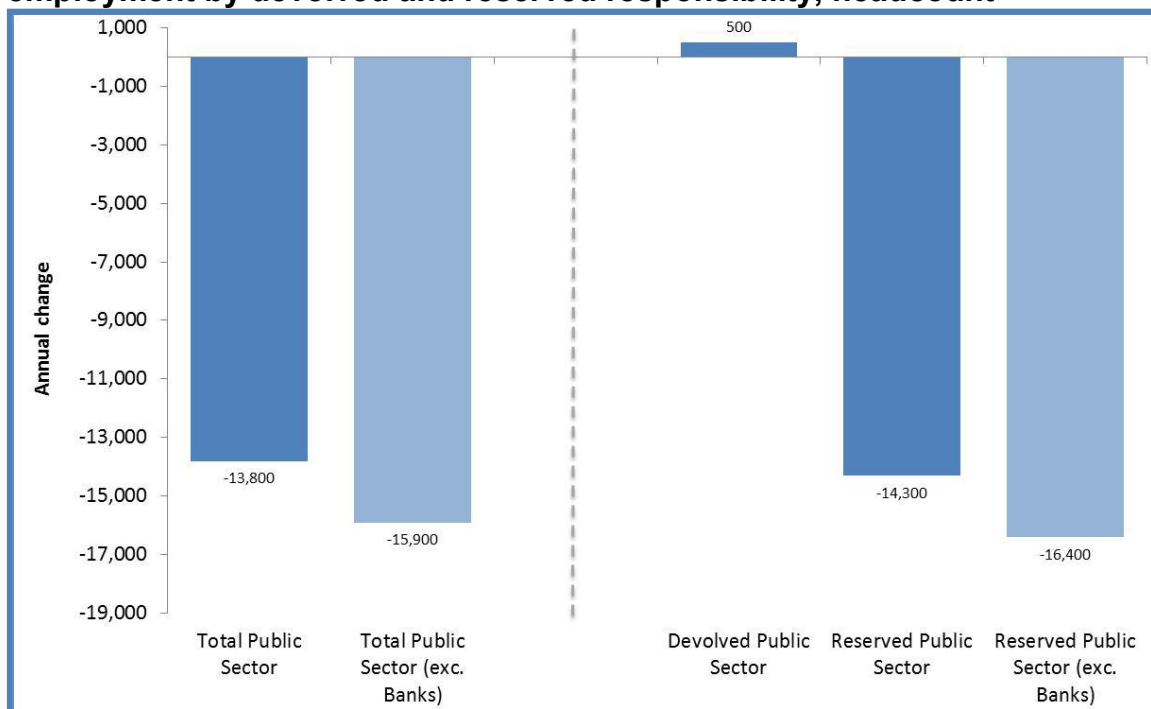
⁵ The increase in employment in the public sector financial institutions is the result of a revision to the underlying data, implemented by the Office for National Statistics (ONS). Because of the way in which the underlying data are reported to the ONS this change has resulted in a step change seen in the PSE data series in 2013.

⁶ Employment in reserved public corporations over the last year has been significantly affected by the reclassification of both Royal Mail Plc. and Direct Line Group now into the private sector.

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

Chart 3 below shows how the decrease of 13,800 seen for the overall public sector in Scotland is split between the devolved and reserved public sector. The majority of the reduction in reserved public sector was the result of the reclassification of Royal Mail Plc and Direct Line Group noted previously. Chart 3 also shows the impact that removing the public sector financial institutions from the series has on this change over the year.

Chart 3: Annual change (from Q4 2012 to Q4 2013) in public sector employment by devolved and reserved responsibility, headcount



3. Devolved public sector employment in Scotland; headcount (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;
- NHS in Scotland;
- Further Education Colleges;
- Devolved Public Corporations;
- Other Devolved Public Bodies (which covers Non-Departmental Bodies and other bodies).

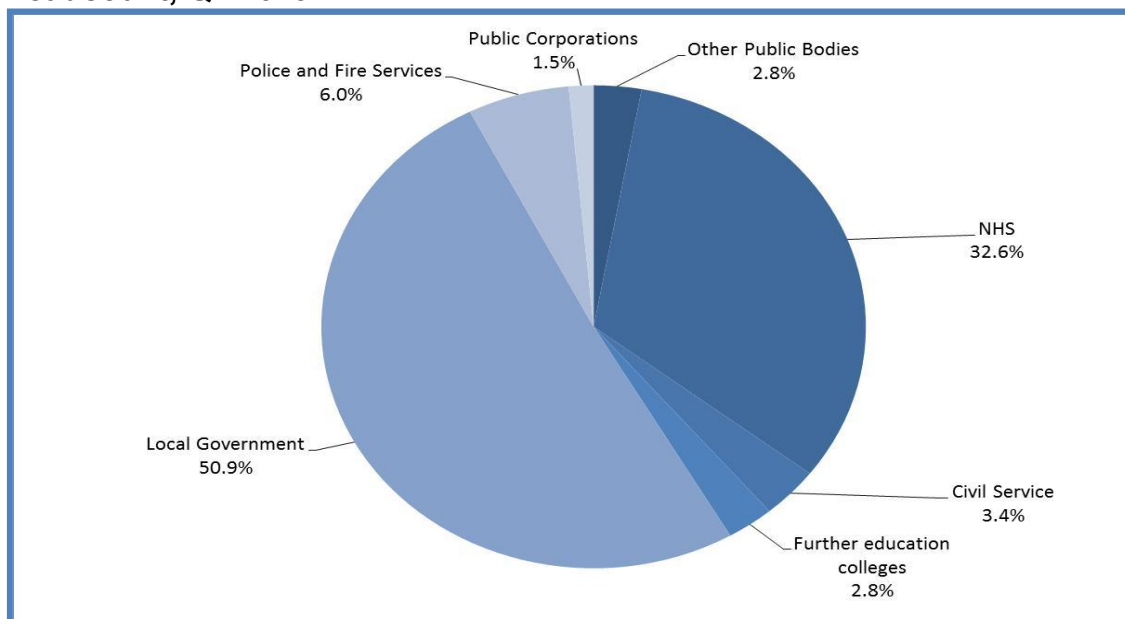
The number of people employed in the devolved public sector has risen by 500 (0.1%) over the year to Q4 2013, increasing from 485,100 in Q4 2012 to 485,600. Chart 4 shows the composition of the devolved public sector as at Q4 2013.

Interpreting Change Over Time in Devolved Public Sector

There have been a number of changes to the classification of organisations in the devolved public sector that make interpreting change over the year difficult. These include:

- Police and Fire Services moving from local to central government: This reclassification resulted in approximately 29,000 staff (headcount) moving to the central government category in Q2 2013. Also, from Q2 onwards the Scottish Police Authority (SPA), which replaced the Scottish Police Services Authority (SPSA) is included within the Police and Fire Services category rather than in the Other Public Bodies category.
- Staff transfers from Local Government to the NHS: NHS Highland and The Highland Council are working towards developing an integrated model for health and social care. Staff involved in the delivery of these core services started to transfer between the two organisations in June 2012.
- In April 2013 the Scottish Agricultural College (SAC) merged with three Further Education Institutes. The new organisation (Scotland's Rural College, SRUC) is classified as a public body (as SAC was previously). This has resulted in an approximately 500 headcount transfer from Further Education Colleges to Other Public Bodies.

Chart 4: Breakdown of devolved public sector employment by category, headcount, Q4 2013



Over the year:

Employment in Scottish local government decreased by 30,700 (11.1%) to 247,000 in Q4 2013. However, the majority of this change was the result of the reclassification of Police and Fire services in Scotland from local government to central government.

Other public bodies saw a decrease of 900 (6.2%) over the year but this is largely due to the re-categorisation of the Scottish Police Authority, see point above.

Employment in further Education colleges decreased by 600 (4.0%) to 13,600 in Q4 2013

Employment in the NHS increased by 2,400 (1.5%) over the year, to 158,100 in Q4 2013. A detailed breakdown on this information by staffing group was published by ISD on the 25th February 2014. <http://www.isdscotland.org/Health-Topics/Workforce/>

The devolved civil service saw an increase of 300 (1.6%) in employment between Q4 2012 and Q4 2013. A large proportion of this was as a result of increased employment in the Scottish Prison Service, in preparation for the opening of a new prison.

Employment in public corporations grew by 700 (10.9%) over the year to Q4 2013.

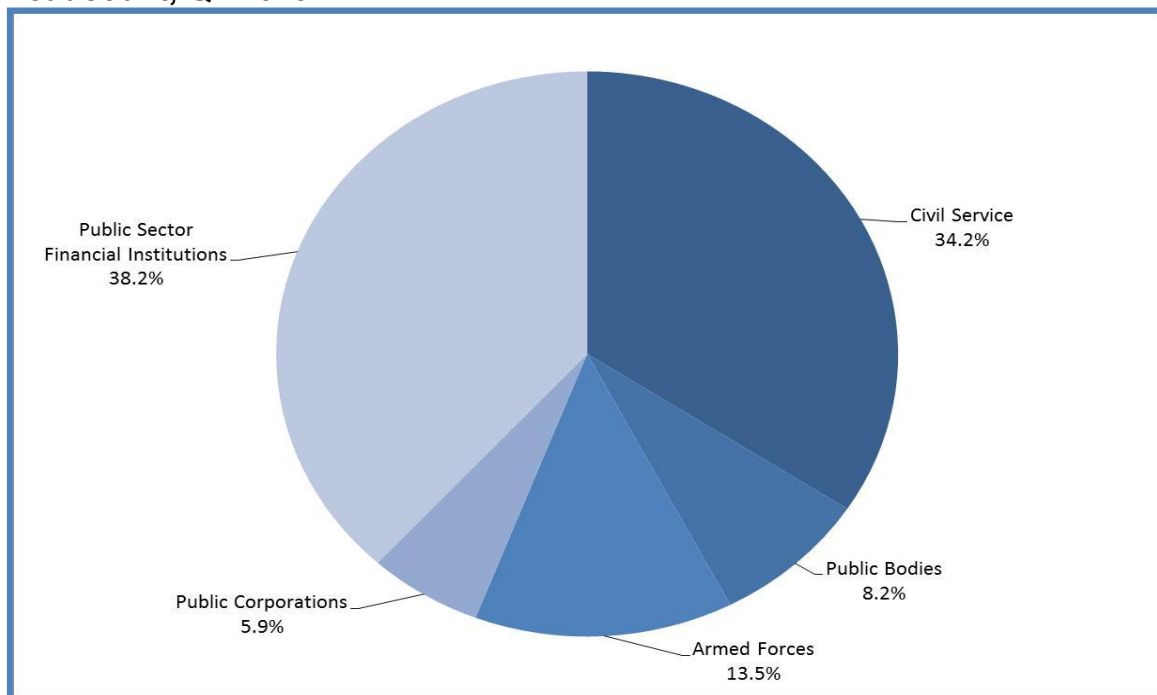
4. Reserved public sector employment in Scotland; headcount (Table 5)

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

- Reserved Civil Service (see section 5);
- Armed Forces;
- Reserved Public Corporations;
- 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 14,300 (15.0%) to 80,600 in Q4 2013. This was predominantly as a result of the reclassification of both Royal Mail Plc. and Direct Line Group out of reserved public corporations and into private sector, which amounted to a reduction in employment of 12,400 over the year to Q4 2013. In addition the number of people employed in reserved public sector has been impacted by revisions to headcount in the public sector financial institutions (up 2,200 (7.5%))⁷. Chart 5 shows the make-up of the reserved public sector as at Q4 2013.

Chart 5: Breakdown of reserved public sector employment by sector, headcount, Q4 2013



⁷The increase in employment in the public sector financial institutions is the result of a revision to the underlying data, implemented by the Office for National Statistics (ONS). Because of the way in which the underlying data are reported to the ONS this change has resulted in a step change seen in the PSE data series in 2013.

Employment levels in all categories of the reserved public sector, except for the banks and armed forces, have decreased over the year:

- Reserved Civil Service down by 1,100 (3.7%);
- Public Corporations down by 15,100 (76.0%);
- Armed Forces remained unchanged;
- Public Bodies down 300 (3.7%); while
- Financial Institutions saw an increase of 2,200 (7.5%).

5. Civil Service employment in Scotland; headcount (Table 6, Table 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 2013 there were 44,300 people employed as civil servants in Scotland. This is made up of 16,700 (37.7%) people working in the devolved civil service and 27,600 (62.3%) working in UK government departments. The total number of civil servants has decreased by 800 (1.8%) over the year from 45,100 in Q4 2012.

Devolved Civil Service

The devolved civil service has increased by 300 (1.6%) since Q4 2012. Chart 6 shows a breakdown of the devolved civil service in Scotland as at Q4 2013⁸.

Scottish Government Core

In Q4 2013, there were 5,200 people employed in Scottish Government (SG) core directorates, representing 31.2% of the devolved civil service in Scotland. Over the year from Q4 2012, employment in SG core directorates has increased by 100 (2.1%).

Scottish Government Agencies

There were 6,900 people employed in Scottish Government agencies in Q4 2013. Employment in SG agencies has increased by 200 (2.9%) over the year. This increase is largely due to increases in the Scottish Prison Service in preparation for the opening of a new prison.

Non Ministerial Departments

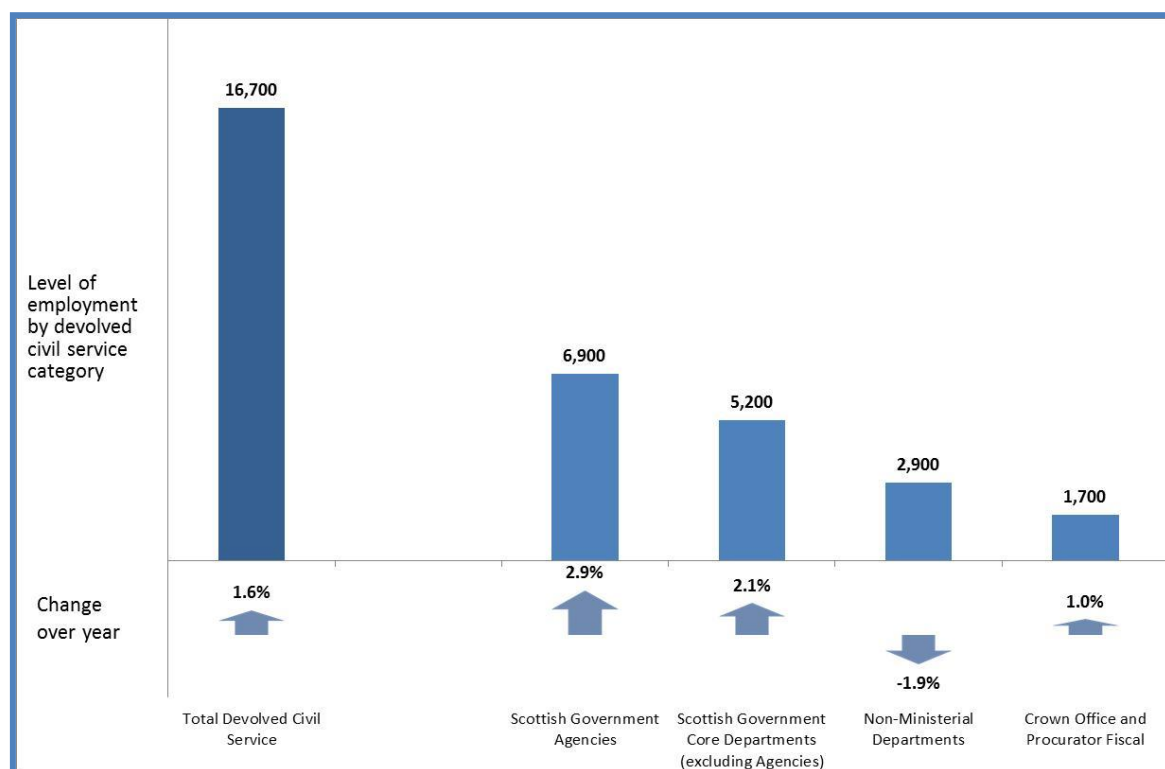
Non Ministerial Departments (NMD) include the National Records of Scotland, Registers of Scotland, the Office of the Scottish Charity Regulator the Scottish Courts Service (SCS) and the Scottish Housing Regulator from (April 2012). In Q4 2013, there were 2,900 people employed in these NMDs, a decrease of 100 (1.9%) over the year.

⁸ 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>

Crown Office & Procurator Fiscal

In Q4 2013 the amount of people employed in the Crown Office & Procurator Fiscal remained unchanged over the year.

Chart 6: Breakdown of devolved civil service employment, Scotland, headcount, Q4 2013



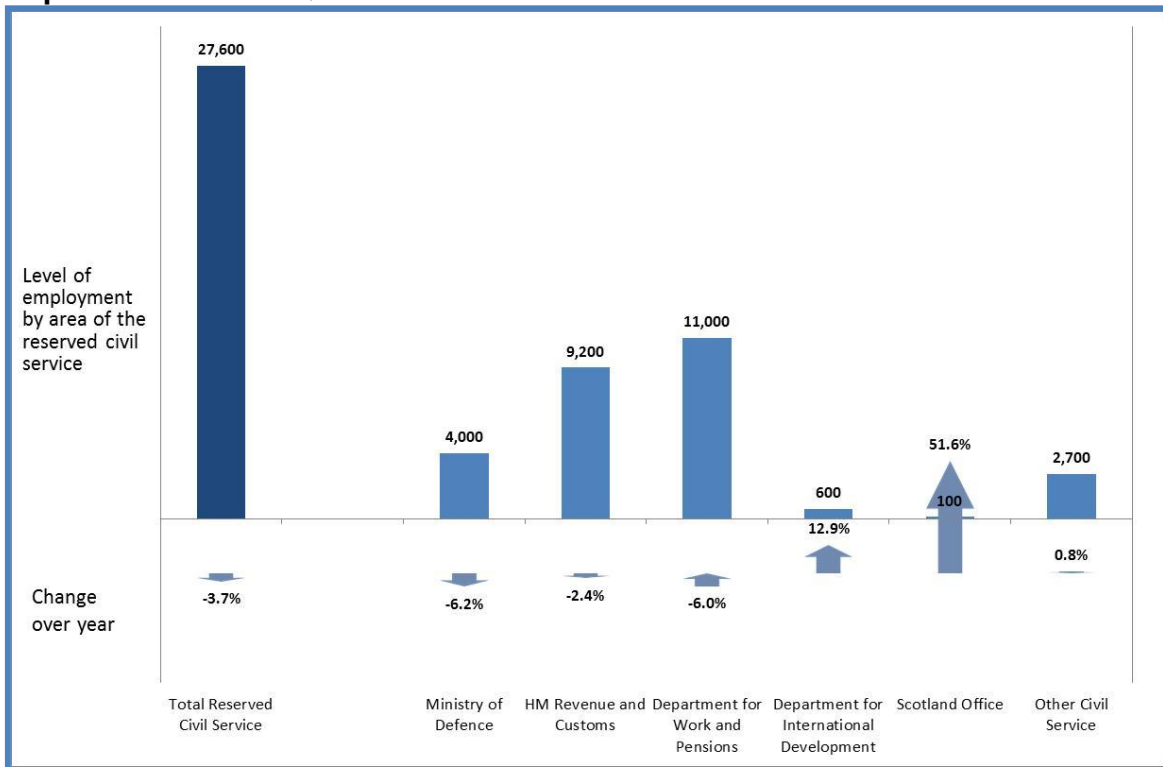
Reserved Civil Service

Employment in the reserved civil service has decreased by 1,100 (3.7%), from 28,700 in Q4 2012 to 27,600 in Q4 2013.

This has been driven by: Ministry of Defence decreasing by 300 (6.2%), HM Revenues and Customs decreasing by 200 (2.4%). Other civil service remained unchanged at 2,700. Despite staff transfers to the Department for Work and Pensions (DWP) from Q3 2012 onwards; DWP saw a decrease of 700 headcount (6.0%) over the year.

There were increases in employment in the Department for International Development, up 100 (12.9%) and the Scotland Office, up 30 (51.6%), over the last year. Chart 7 identifies the breakdown of headcount employment in UK government departments as at Q4 2013.

Chart 7: Breakdown of headcount employment in the UK government departments as at Q4 2013



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These tables include comparisons for Q4 in 1999 and 2007 to 2013 only. A complete time series, including all quarters back to Q1 1999 is provided in the excel spreadsheets published at the public sector employment web section

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

Background Notes

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

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

Next Publication: 18th June 2014

Table 1: Number of people employed by public and private sector; Scotland, Headcount
Not Seasonally Adjusted

	Total Employment	Private Sector		Public Sector		Private Sector <i>Including public sector financial institutions</i>		Public Sector <i>Excluding public sector financial institutions</i>	
	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%	1,725,000	75.8%	551,200	24.2%
Q4 2007	2,541,000	1,941,800	76.4%	598,900	23.6%	1,941,800	76.4%	598,900	23.6%
Q4 2008	2,532,000	1,885,300	74.4%	647,100	25.6%	1,927,900	76.1%	604,500	23.9%
Q4 2009	2,464,000	1,829,300	74.2%	634,700	25.8%	1,865,000	75.7%	599,000	24.3%
Q4 2010	2,480,000	1,864,300	75.2%	615,700	24.8%	1,897,800	76.5%	582,300	23.5%
Q4 2011	2,464,000	1,873,100	76.0%	590,400	24.0%	1,904,500	77.3%	559,000	22.7%
Q4 2012	2,468,000	1,888,400	76.5%	580,100	23.5%	1,917,100	77.7%	551,400	22.3%
Q4 2013	2,559,000	1,992,200	77.9%	566,300	22.1%	2,023,100	79.1%	535,400	20.9%
Change on year to:									
Q4 2013	90,100	103,900		-13,800		106,000		-15,900	
% change on year:									
Q4 2013	3.6%	5.5%		-2.4%		5.5%		-2.9%	

Notes:

1. Figures have been rounded to the nearest hundred. Total employment has been rounded to the nearest thousand.
2. Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HMOS/Lloyds Banking Group plc (both classified to the public sector from Q4 2008), Lloyds TSB Commercial Banking. Those organisations classified as Public Sector Financial Institutions and SIC 64.
3. Public 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). For Q1 the Feb-Apr 2013 rolling estimate from the LFS was used.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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

Table 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						Local Government	Public Corporations	Public Sector Financial
			NHS	Civil Service	Police and Fire	Further Education Colleges	Armed Forces	Other Public Bodies			
Q4 1999	551,200	223,500	129,800	48,300		15,700	15,100	14,600	296,300	31,300	
Q4 2007	598,900	255,900	154,500	49,800		16,900	12,200	22,600	316,000	26,900	
Q4 2008	647,100	259,500	157,400	49,800		16,900	12,000	23,400	313,600	31,300	
Q4 2009	634,700	262,700	160,800	51,100		16,000	11,900	22,900	305,800	30,500	35,700
Q4 2010	615,700	258,400	158,000	48,700		16,800	12,300	22,700	295,500	28,400	33,500
Q4 2011	590,400	249,500	154,400	46,900		15,000	11,600	21,500	282,800	26,800	31,400
Q4 2012	580,100	247,300	155,800	45,100		14,100	10,900	21,500	277,700	26,300	28,700
Q4 2013	566,300	276,500	158,100	44,300	29,300	13,600	10,900	20,300	247,000	11,900	30,800
Change on year to:											
Q4 2013	-13,800	29,200	2,400	-800	29,300	-600	0	-1,200	-30,700	-14,400	2,200
% change on year:											
Q4 2013	-2.4%	11.8%	1.5%	-1.8%	n/a	-4.0%	-0.1%	-5.4%	-11.1%	-54.7%	7.5%

Notes:

- Figures have been rounded to the nearest hundred.
- Police and Fire Reform: Some of the change on year estimates will be affected by reclassification of organisations as a result of reforms to the police and fire services in Scotland. From Q2 2013 Police and Fire services have been reclassified as central government rather than local government. This reclassification has had an impact on the staffing numbers in both these categories. Also, from Q2 2013 staffing levels for the Scottish Police Authority (previously Scottish Police Services Authority) are included within the Police and Fire Services category in the table above (previously included in other public bodies).
- In April 2013 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.
- Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HBOS/Lloyds Banking Group plc (both classified).
- 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
- 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 WTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	Headcount				Full-time equivalent			
	Total Public Sector	Devolved Public Sector	Reserved Public Sector	Reserved Public Sector (Excluding Financial Institutions)	Total Public Sector	Devolved Public Sector	Reserved Public Sector	Reserved Public Sector (Excluding Financial Institutions)
Q4 1999	551,200	474,400	76,700	76,700	460,200	387,100	73,100	73,100
Q4 2007	598,900	526,400	72,500	72,500	507,100	438,700	68,400	68,400
Q4 2008	647,100	527,000	120,100	77,500	551,900	439,800	112,100	72,800
Q4 2009	634,700	522,300	112,400	76,700	542,600	437,900	104,700	72,100
Q4 2010	615,700	509,500	106,200	72,800	526,700	427,800	98,900	68,200
Q4 2011	590,400	489,700	100,800	69,400	506,200	412,500	93,700	64,900
Q4 2012	580,100	485,100	94,900	66,200	499,500	411,100	88,400	62,100
Q4 2013	566,300	485,600	80,600	49,800	487,200	412,400	74,800	46,500
Change on year to:								
Q4 2013	-13,800	500	-14,300	-16,400	-12,300	1,300	-13,600	-15,600
% change on year:								
Q4 2013	-2.4%	0.1%	-15.0%	-24.8%	-2.5%	0.3%	-15.4%	-25.1%

Notes:

- Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
- 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).
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).
- Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HBOS/Lloyds Banking Group plc (both classified to the public sector from Q4 2008) Lloyds TSB Commercial Banking. Those organisation classified as Public Sector Financial Institutions and SIC
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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

	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services	Further Education Colleges	Other Public Bodies	Local Government	Public Corporations
Q4 1999	474,400	129,800	14,500		15,700	8,600	296,300	9,500
Q4 2007	526,400	154,500	16,600		16,900	15,500	316,000	6,900
Q4 2008	527,000	157,400	16,900		16,900	15,500	313,600	6,700
Q4 2009	522,300	160,800	17,500		16,000	15,800	305,800	6,400
Q4 2010	509,500	158,000	17,700		16,800	15,300	295,500	6,200
Q4 2011	489,700	154,400	16,600		15,000	14,600	282,800	6,300
Q4 2012	485,100	155,800	16,400		14,100	14,600	277,700	6,400
Q4 2013	485,600	158,100	16,700	29,300	13,600	13,700	247,000	7,100
Change on year to:								
Q4 2013	500	2,400	300	29,300	-600	-900	-30,700	700
% change on year:								
Q4 2013	0.1%	1.5%	1.6%	n/a	-4.0%	-6.2%	-11.1%	10.9%

Notes:

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- Police and Fire Reform: Some of the change on year estimates will be affected by reclassification of organisations as a result of reforms to the police and fire services in Scotland. From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government. This reclassification has had an impact on the staffing numbers in both these categories. Also, from Q2 2013 staffing levels for the Scottish Police Authority (previously Scottish Police Services Authority) are included within the Police and Fire Services category in the table above (previously included in other public bodies).
- In April 2013 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.
- Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HBOS/Lloyds Banking Group plc (both classified to the public sector from Q4 2008) Lloyds TSB Commercial Banking. Those organisation classified as Public Sector Financial Institutions and SIC 64.
- 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 Glasgow City Council to Cordia Limited Liability Partnership from 1 April 2009 thus explaining the decrease in local government employment between 2008 and 2009.
- Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
- From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, In Q2 2012 1,491 & 1062.1 WTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	Total Reserved Public Sector	Civil Service	Public Bodies	Armed Forces	Public Corporations	Public Sector Financial Institutions
Q4 1999	76,700	33,800	6,000	15,100	21,900	
Q4 2007	72,500	33,200	7,100	12,200	20,000	
Q4 2008	120,100	32,900	8,000	12,000	24,600	
Q4 2009	112,400	33,600	7,100	11,900	24,100	35,700
Q4 2010	106,200	31,000	7,400	12,300	22,200	33,500
Q4 2011	100,800	30,300	6,900	11,600	20,500	31,400
Q4 2012	94,900	28,700	6,800	10,900	19,900	28,700
Q4 2013	80,600	27,600	6,600	10,900	4,800	30,800
Change on year to:						
Q4 2013	-14,300	-1,100	-300	0	-15,100	2,200
% change on year:						
Q4 2013	-15.0%	-3.7%	-3.7%	-0.1%	-76.0%	7.5%

Notes:

1. Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
2. Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HBOS/Lloyds Banking Group plc (both classified to the public sector from Q4 2008) Lloyds TSB Commercial Banking. Those organisation classified as Public Sector Financial Institutions and SIC 64.
3. Where the change over the year is less than 50 this rounds to '0'.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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

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

	Devolved Civil Service				
	Total Devolved Civil Service	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q4 2007	16,600	4,400	1,600	8,900	1,700
Q4 2008	16,900	5,000	1,700	8,400	1,800
Q4 2009	17,500	5,700	1,900	8,200	1,700
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
Change on year to:					
Q4 2013	300	100	0	200	-100
% change on year:					
Q4 2013	1.6%	2.1%	1.0%	2.9%	-1.9%

Notes:

1. Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
2. Increases in Scottish Government Agencies are largely due to increased employment in the Scottish Prison Service in preparation for the opening of a new prison.
3. 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 WTE / headcount staff transferred from Highland Council to NHS Highland.
4. Where the change over the year is less than 50 this rounds to '0'.
5. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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

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

	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions	Department for International Development	Scotland Office	Other Civil Service
Q4 2007	33,200	6,500	10,900	12,400	500	60	2,800
Q4 2008	32,900	6,000	11,100	10,800	500	70	4,500
Q4 2009	33,600	6,000	10,300	12,500	500	70	4,300
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	28,700	4,200	9,400	11,700	500	60	2,700
Q4 2013	27,600	4,000	9,200	11,000	600	100	2,700
Change on year to:							
Q4 2013	-1,100	-300	-200	-700	100	30	0
% change on year:							
Q4 2013	-3.7%	-6.2%	-2.4%	-6.0%	12.9%	51.6%	0.8%

Notes:

1. Figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures which are rounded to the nearest ten.
2. From Q3 2012 DWP includes CMEC staff.
3. Where the change on the year is less than 50 this rounds to '0'.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services	Further Education Colleges	Other Public Bodies	Local Government	Public Corporations
Q4 1999	387,100	106,900	14,000		11,500	8,000	237,600	9,200
Q4 2007	438,700	131,300	15,800		12,400	14,300	258,300	6,600
Q4 2008	439,800	133,500	16,200		12,300	14,300	257,000	6,400
Q4 2009	437,900	136,700	16,700		11,700	14,700	252,000	6,100
Q4 2010	427,800	134,300	16,700		12,300	14,200	244,500	5,900
Q4 2011	412,500	131,300	15,800		11,100	13,500	234,800	6,000
Q4 2012	411,100	132,500	15,600		10,900	13,500	232,300	6,200
Q4 2013	412,400	135,000	15,900	28,400	10,500	12,500	203,200	6,900
Change on year to:								
Q4 2013	1,300	2,500	200	28,400	-400	-1,000	-29,100	700
% change on year:								
Q4 2013	0.3%	1.9%	1.6%	n/a	-3.8%	-7.4%	-12.5%	11.2%

Notes:

- Figures have been rounded to the nearest hundred; percentages are based on unrounded figures.
- Police and Fire Reform: Some of the change on year estimates will be affected by reclassification of organisations as a result of reforms to the police and fire services in Scotland. From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government. This reclassification has had an impact on the staffing numbers in both these categories. Also, from Q2 2013 staffing levels for the Scottish Police Authority (previously Scottish Police Services Authority) are included within the Police and Fire Services category in the table above (previously included in other public bodies).
- In April 2013 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.
- Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc, HBOS/Lloyds Banking Group plc (both classified to the public sector from Q4 2008) Lloyds TSB Commercial Banking. Those organisation classified as Public Sector Financial Institutions and SIC 64.
- 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 Glasgow City Council to Cordia Limited Liability Partnership from 1 April 2009 thus explaining the decrease in local government employment between 2008 and 2009.
- Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
- From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, In Q2 2012 1,491 & 1062.1 WTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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

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

	Total Reserved Public Sector	Civil Service	Public Bodies	Armed Forces	Public Corporations	Public Sector Financial Institutions
Q4 1999	73,100	31,900	5,600	15,100	20,500	
Q4 2007	68,400	30,900	6,500	12,200	18,800	
Q4 2008	112,100	30,500	7,400	12,000	22,900	
Q4 2009	104,700	31,100	6,600	11,900	22,500	32,600
Q4 2010	98,900	28,500	6,900	12,300	20,500	30,700
Q4 2011	93,700	27,600	6,600	11,600	19,100	28,800
Q4 2012	88,400	26,000	6,700	10,900	18,500	26,400
Q4 2013	74,800	24,900	6,300	10,900	4,500	28,300
Change on year to:						
Q4 2013	-13,600	-1,100	-400	0	-14,000	2,000
% change on year:						
Q4 2013	-15.4%	-4.2%	-6.4%	-0.1%	-75.6%	7.5%

Notes:

1. Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
2. Public sector financial institutions include Northern Rock (classified to the public sector from Q4 2007), Royal Bank of Scotland Group plc and Lloyds Banking Group plc (both classified to the public sector from Q4 2008).
3. Where the change on the year is less than 50 this rounds to '0'.
4. Since Q3 2013 Royal Mail Plc and Direct Line Group have been reclassified as former public corporations into private sector.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	Devolved Civil Service				
	Total Devolved Civil Service	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q4 2007	15,800	4,200	1,500	8,400	1,600
Q4 2008	16,200	4,800	1,600	8,100	1,700
Q4 2009	16,700	5,500	1,800	7,800	1,600
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
Change on year to:					
Q4 2013	200	100	0	200	-100
% change on year:					
Q4 2013	1.6%	2.1%	1.2%	2.9%	-2.2%

Notes:

1. Figures have been rounded to the nearest hundred. Percentages are based on unrounded figures.
2. Increases in Scottish Government Agencies are largely due to increased employment in the Scottish Prison Service in preparation for the opening of a new prison.
3. 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 WTE / headcount staff transferred from Highland Council to NHS Highland.
4. Where the change over the year is less than 50 this rounds to '0'.
5. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:
<http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions	Department for International Development	Scotland Office	Other Civil Service
Q4 2007	30,900	6,400	10,000	11,300	500	60	2,700
Q4 2008	30,500	5,900	10,100	9,900	500	60	4,200
Q4 2009	31,100	5,800	9,300	11,500	400	70	4,000
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	26,000	4,100	8,200	10,500	500	60	2,600
Q4 2013	24,900	3,800	8,000	9,800	600	90	2,700
Change on year to:							
Q4 2013	-1,100	-300	-200	-700	100	30	0
% change on year:							
Q4 2013	-4.2%	-6.3%	-2.9%	-6.9%	13.0%	47.6%	0.9%

Notes:

1. Figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures which are rounded to the nearest ten.
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. Where the change on the year is less than 50 this rounds to '0'.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection:

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