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A National Statistics publication for Scotland

## ECONOMY AND LABOUR MARKET

# PUBLIC SECTOR EMPLOYMENT IN SCOTLAND STATISTICS FOR 3<sup>rd</sup> QUARTER 2016

### About this publication

The statistics in this release are based on administrative records and surveys of individual public sector bodies carried out by the Scottish Government and the Office for National Statistics (ONS). This is a snapshot of employment as at September 2016. The publication includes information on public sector employment in Scotland with distinctions made for employment in devolved bodies and reserved bodies (located in Scotland).

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## Summary

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

- In Q3 2016, there were 542,200 people employed in the public sector in Scotland, this is a decrease of 2,530 (-0.5%) since Q3 2015. In Q3 2016, public sector employment accounted for 21.0% of total employment, up from 20.9% in the previous year.
- Of the total 542,200 people employed in the public sector in Scotland, 89.5% are accounted for by employment in the devolved public sector. Employment in the devolved public sector decreased by 2,270 (-0.5%) over the last year to 485,200 in Q3 2016.
- Over the year, employment in the devolved public sector decreased in Local Government by 3,750 (-1.5%), Civil Service by 1,190 (-6.6%) and Police and Fire Related Services by 120 (-0.4%). The decrease in civil service employment is partly due to Historic Scotland no longer being part of the civil service (now a non-departmental public body, Historic Environment Scotland). Employment in the devolved public sector increased in NHS by 910 (+0.6%), Public Corporations by 360 (+4.9%) and Further Education Colleges by 180 (+1.3%).
- 10.5% of the total public sector employment relates to employment in the reserved public sector in Scotland. The reserved sector saw a decrease of 270 (-0.5%) in headcount between Q3 2015 and Q3 2016.
- Employment within the reserved public sector increased in the Armed Forces by 350 (+3.6%), decreased in the Civil Service by 170 (-0.7%) and decreased in Public Bodies by 90 (-0.9%).

## Major Reclassifications<sup>1</sup>

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

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

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

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

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

## National Accounts Classifications

On 30<sup>th</sup> November 2015, the Office for National Statistics (ONS) announced that from 22<sup>nd</sup> November 2013, Glasgow Prestwick Airport Limited will be classified as a Non-financial Public Corporation. Therefore, Glasgow Prestwick Airport Limited has been included in the Public Sector series from Q4 2013.

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

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

## Public Sector Employment Web section

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

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

It contains detailed information including:

- Employment levels for public bodies in Scotland for 16-24 year olds (Q1 2013, Q1 2014, Q1 2015 and Q1 2016).
- Local government employment by local authority for the current quarter. A time series of total local government employment from Q1 1999 and by gender from Q1 2011.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are also available to download.
- Background notes outlining the methodology used to compile this series.

## UK Comparisons

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

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

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

## Background Notes

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

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

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

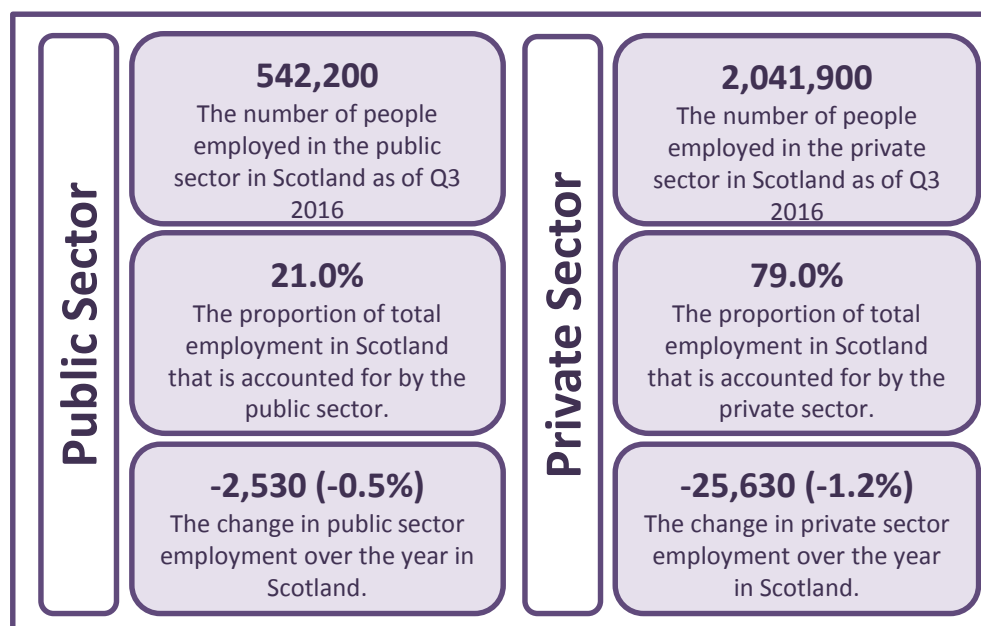
**Next Publication:** 15<sup>th</sup> March 2017

Note: In this publication, the reduction in Local Government staffing in the devolved public sector was partly due to staff transferring to arms' length external organisations (ALEOs) which are not part of the public sector. We are in the process of collecting data on ALEOs from local authorities in order to produce a series which accounts for these changes over time.

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

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

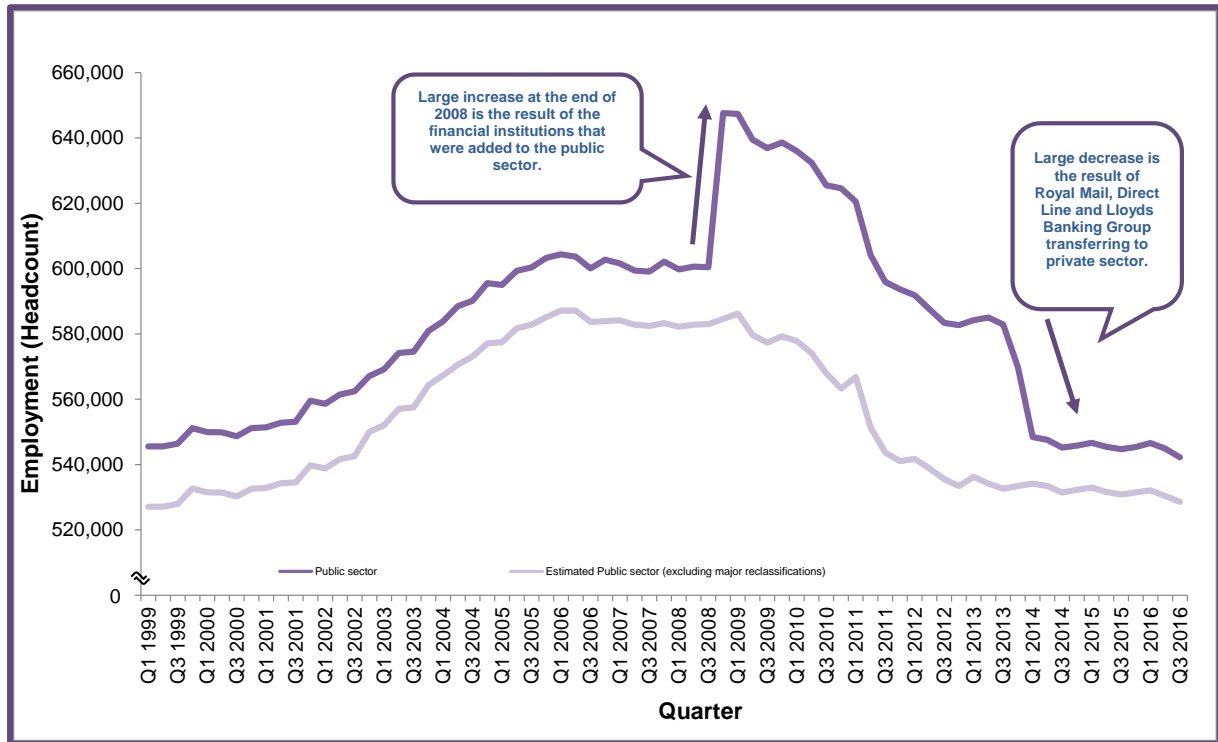
**Figure 1: Public and Private Sector Employment, Scotland, Q3 2016**



Source: Public Sector Employment in Scotland, Quarter 3 2016

<sup>1</sup> 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 – Q3 2016, non-seasonally adjusted**

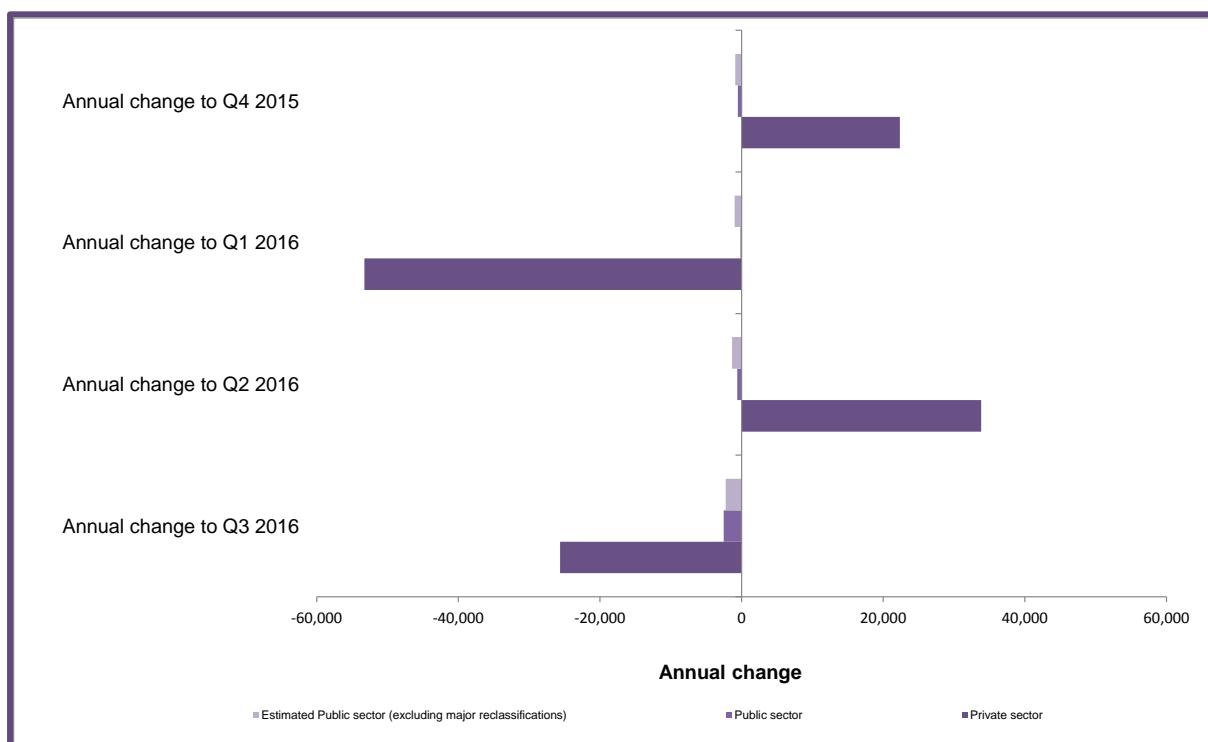


Source: Public Sector Employment in Scotland, Quarter 3 2016

Chart 1 shows that the number of people employed in the public sector has remained relatively constant since Q1 2014. Excluding the effects of major reclassifications<sup>2</sup>, 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 3 2016

### **Impact of Excluding Major Reclassifications from Public Sector**

If the major reclassifications<sup>2</sup> were to be excluded from the public sector series, there would be estimated to be 528,600 people employed in the public sector in Q3 2016. This would account for 20.5% of the total employment in Scotland (this compares to 21.0% if major reclassifications are included).

Public Sector employment excluding the effects of the major reclassifications, would have decreased by 2,250 (-0.1%) over the year to Q3 2016.

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

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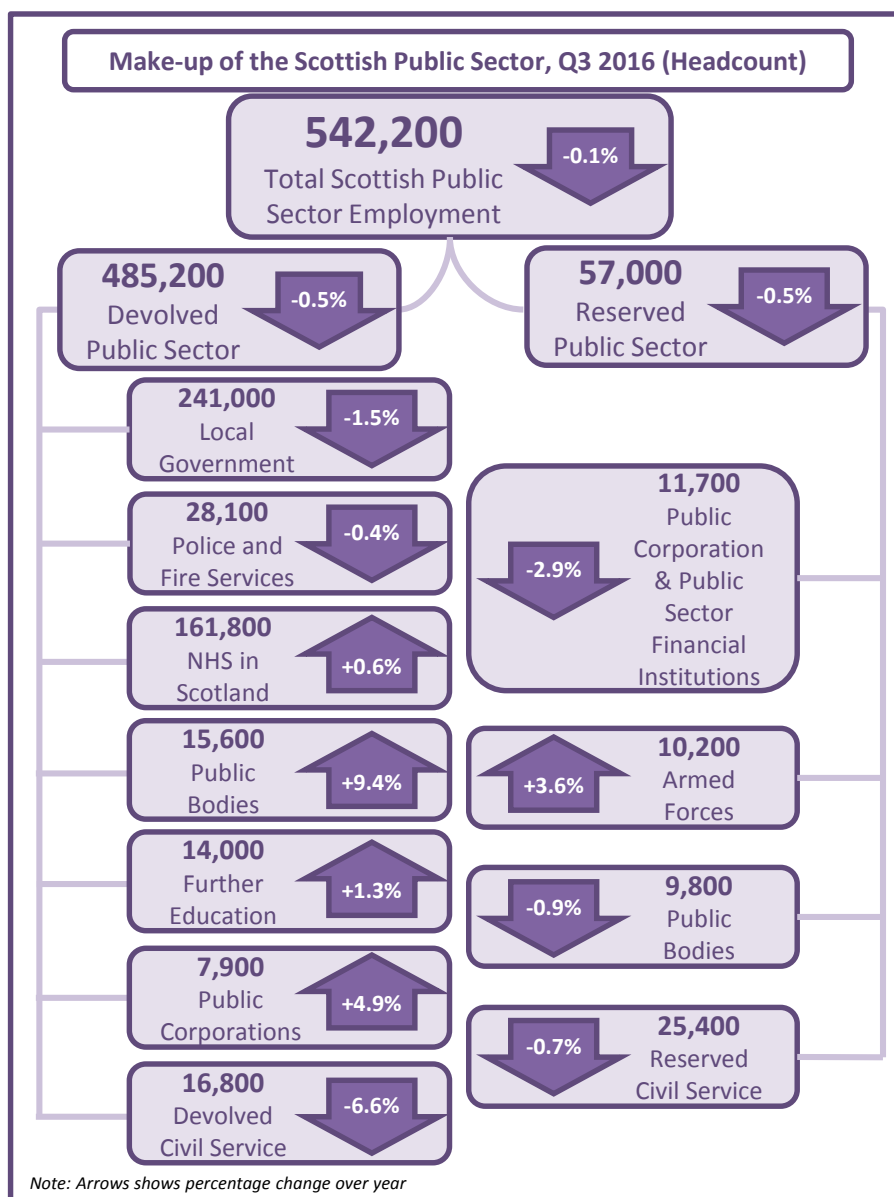
<sup>2</sup> Major reclassifications include Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, Post Office Ltd (until Q2 2006) and Network Rail. In the last year major reclassification excluded are Royal Bank of Scotland and Network Rail.



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

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

**Figure 2:** Make-up of the Scottish Public Sector, Q3 2016, Headcount

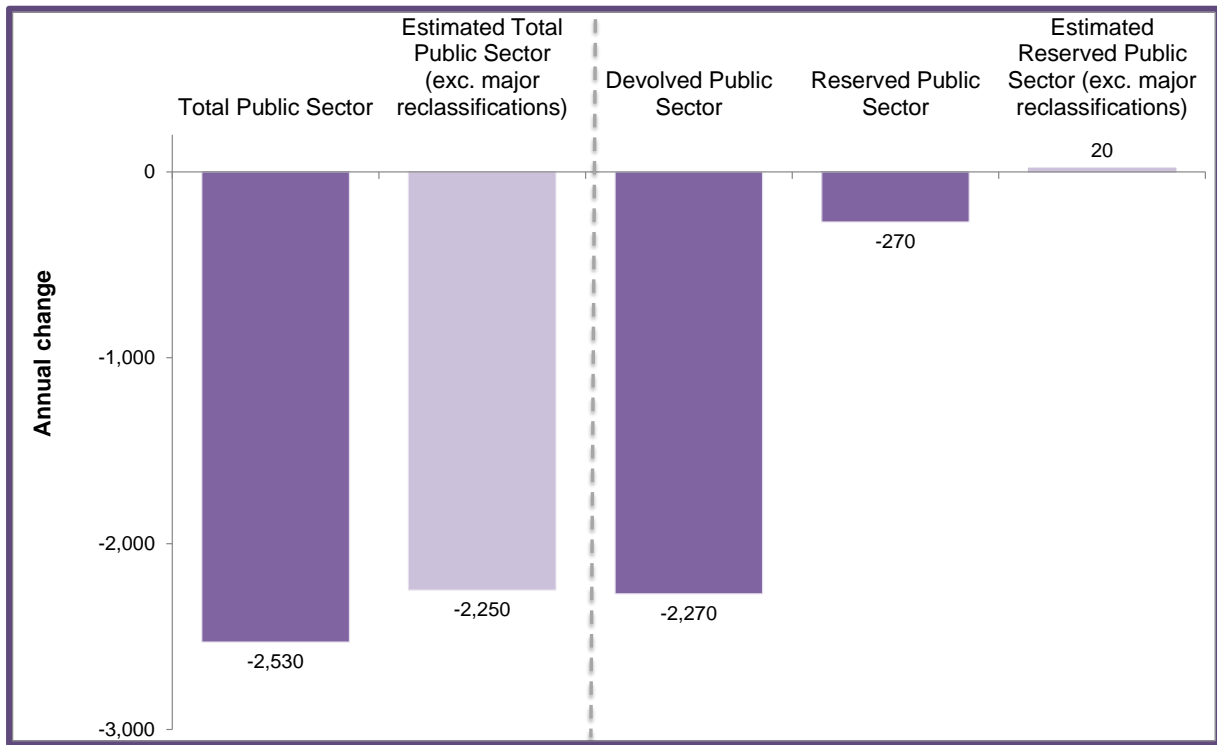


Source: Public Sector Employment in Scotland, Quarter 3 2016

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

Chart 3 below shows how the decrease of 2,530 seen for the overall public sector in Scotland is split between the devolved and reserved public sector. Chart 3 also shows the estimated impact of removing major reclassifications from the series.

**Chart 3:** Annual Change (from Q3 2015 to Q3 2016) in Public Sector Employment by Devolved and Reserved Responsibility, Headcount



Source: Public Sector Employment in Scotland, Quarter 3 2016

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

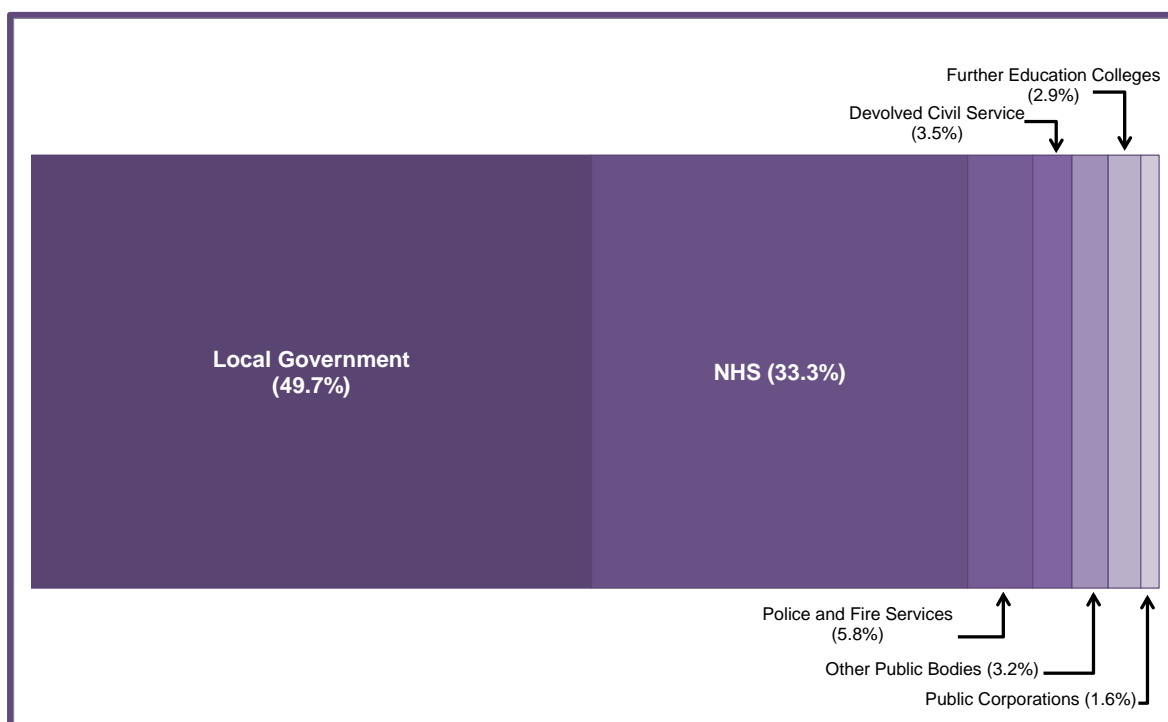
### 3. Devolved Public Sector Employment in Scotland; Headcount (see Table 4)

The devolved public sector includes:

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

The number of people employed in the devolved public sector has decreased by 2,270 (-0.5%) over the last year, from 487,500 in Q3 2015 to 485,200 in Q3 2016. Chart 4 shows the composition of the devolved public sector as at Q3 2016.

**Chart 4:** Breakdown of Devolved Public Sector Employment by Category, Headcount, Q3 2016



Source: Public Sector Employment in Scotland, Quarter 3 2016  
Note: Totals may not equal the sum of the individual parts due to rounding

## Over the year:

Employment in Scottish Local Government decreased by -3,750 (-1.5%) over the year to 241,000 in Q3 2016. This is partly due to staff transferring to arms' length external organisations (ALEOs) which are not part of the public sector.

Employment in the NHS increased by 910 (+0.6%) over the year to 161,800 in Q3 2016. A detailed breakdown on this information by staffing group was published by ISD on the 6<sup>th</sup> December 2016:

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

The number of Police and Fire Service employees decreased by 120 (-0.4%), from 28,200 in Q3 2015 to 28,100 in Q3 2016.

The devolved civil service saw a decrease of 1,190 (-6.6%) in employment between Q3 2015 and Q3 2016.

Over the year, employment in other public bodies increased by 1,340 (9.4%). This was mainly due to Historic Scotland (previously part of the devolved civil service) merging with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body) to become Historic Environment Scotland, a non-departmental public body.

Employment in Further Education colleges increased by 180 (+1.3%) to 14,000 in Q3 2016.

Employment in public corporations increased by 360 (+4.9%) over the year to Q3 2016, increasing from 7,500 in Q3 2015 to 7,900 in Q3 2016.

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

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

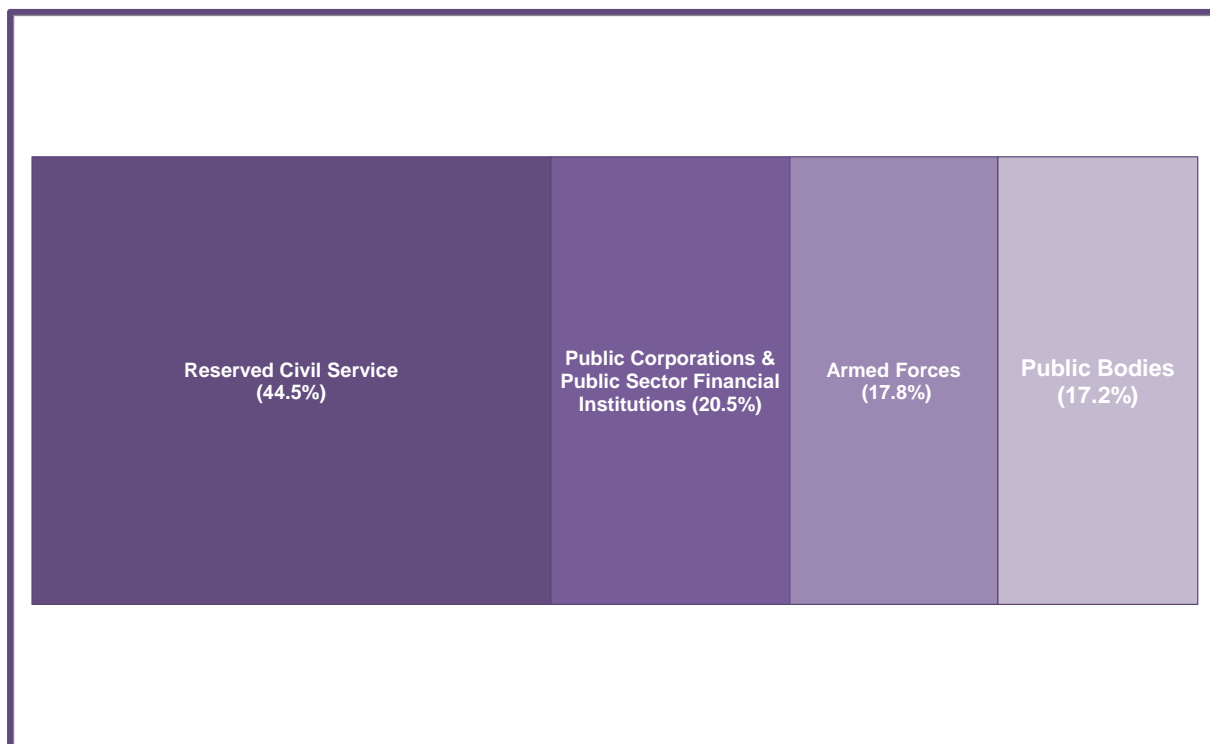
- Reserved Civil Service (see section 5);
- Armed Forces;
- Reserved Public Corporations and Public Sector Financial Institutions;
- Other Reserved Public Bodies (which covers Non-Departmental Bodies and other bodies).

The number of people employed in the reserved public sector decreased by 270 (-0.5%) to 57,000 in Q3 2016.

The estimated reserved public sector excluding the effects of the major reclassifications remained fairly constant (increasing by 20 (+0.0%)) to 43,400 in Q3 2016.

Chart 5 shows the composition of the reserved public sector as at Q3 2016.

**Chart 5:** Breakdown of Reserved Public Sector Employment by Sector, Headcount, Q3 2016



Source: Public Sector Employment in Scotland, Quarter 3 2016  
Note: Totals may not equal the sum of the individual parts due to rounding.

#### Over the year:

- Employment levels for the Reserved Civil Service decreased by 170 (-0.7%);
- Employment levels for Public Corporations & Public Sector Financial Institutions<sup>3</sup> decreased by 360 (-2.9%) from 12,000 in Q3 2015 to 11,700 in Q3 2016;
- Employment levels for the Armed Forces increased by 350 (+3.6%);
- Employment levels for Public Bodies decreased by 90 (-0.9%).

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<sup>3</sup> The reclassification of Lloyds Banking Group plc. has meant it is no longer possible to produce a separate public sector financial institutions employment series to ensure individual organisation employment figures are not disclosed. Public corporations have been combined with public sector financial institutions to create a new grouping.

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

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

The **devolved civil service** is made up of:

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

The **reserved civil service** is made up of:

- UK Government Departments
- Scotland Office

In Q3 2016, there were 42,200 people employed as civil servants in Scotland. This is made up of 16,800 (39.9%) people working in the devolved civil service and 25,400 (60.1%) working in UK government departments. The total number of civil servants has decreased by 1,360 (-3.1%) over the year from 43,600 in Q3 2015 to 42,200 in Q3 2016.

### Devolved Civil Service

The devolved civil service has decreased by 1,190 (-6.6%) since Q3 2015.

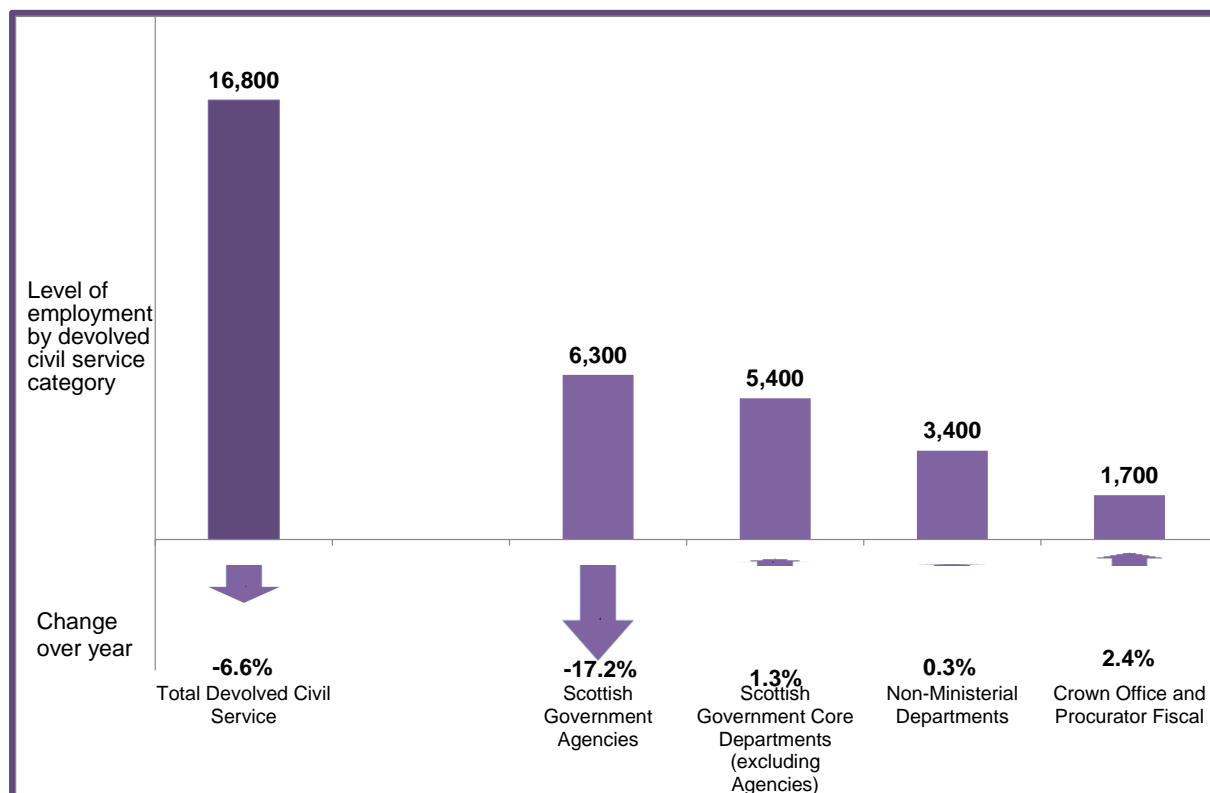
Chart 6 shows a breakdown of the devolved civil service in Scotland as at Q3 2016<sup>4</sup>.

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<sup>4</sup> When interpreting changes over time in the devolved civil service in Scotland it should be noted that due to organisational changes, staff have transferred between the Scottish Government core directorates and agencies. Detail about the above changes can be found in the background notes.

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

**Chart 6: Breakdown of Devolved Civil Service Employment, Scotland, Headcount, Q3 2016**



Source: Public Sector Employment in Scotland, Quarter 3 2016  
 Note: Totals may not equal the sum of individual parts due to rounding.

### Scottish Government Core

In Q3 2016, there were 5,400 people employed in Scottish Government (SG) core directorates, representing 32.0% of the devolved civil service in Scotland. Over the year to Q3 2016, employment in SG core directorates increased by 70 (+1.3%).

### Scottish Government Agencies

There were 6,300 people employed in Scottish Government agencies in Q3 2016. Employment in SG agencies has decreased by 1,310 (-17.2%) over the year. This was mainly due to Historic Scotland no longer being part of the civil service and merging with the Royal Commission on the Ancient and Historical Monuments of Scotland to become Historic Environment Scotland, a non-departmental public body.

### 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 Q3 2016, there were 3,400 people employed in these NMDs. This remained fairly constant over the year (increased by 10 (+0.3%)).

### Crown Office & Procurator Fiscal

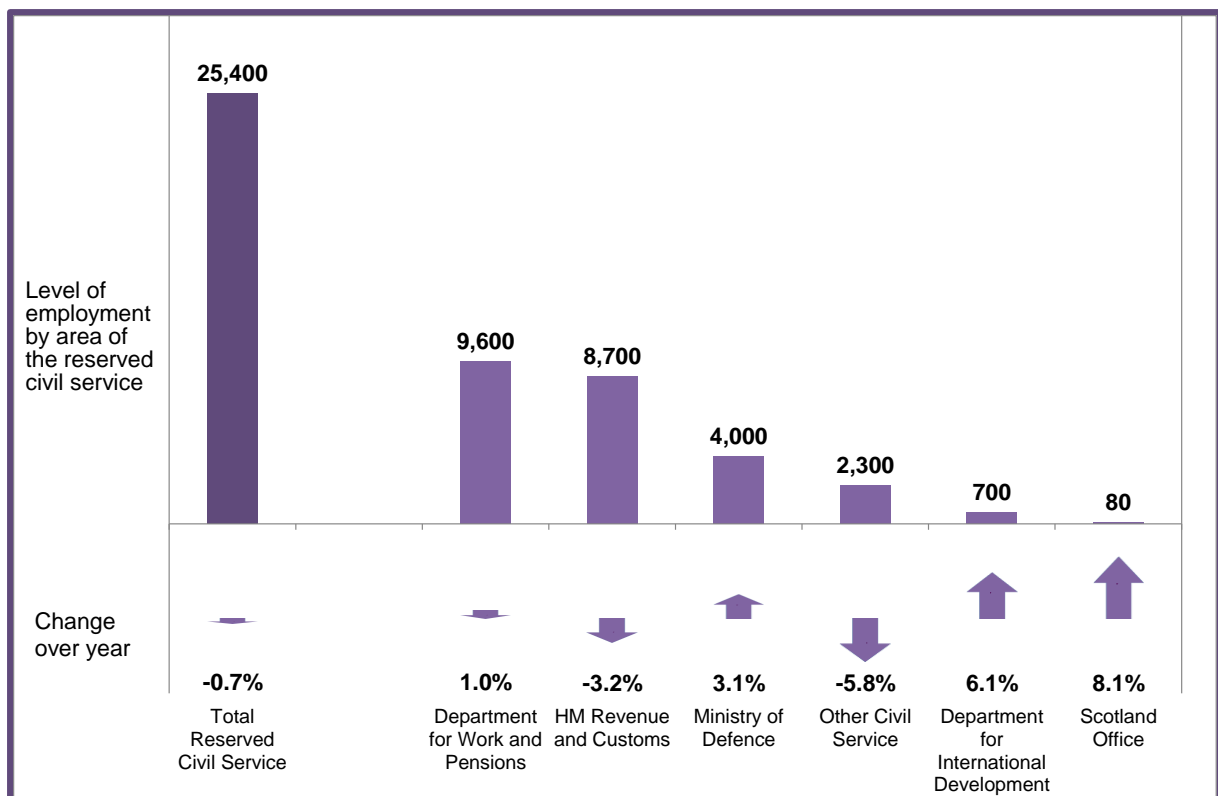
In Q3 2016, there were 1,700 people employed in the Crown Office & Procurator Fiscal. Over the year to Q3 2016, employment in the Crown Office & Procurator Fiscal remained fairly constant (increased by 40 (+2.4%)).

### Reserved Civil Service

Employment in the reserved civil service has decreased by 170 (-0.7%), from 25,500 in Q3 2015 to 25,400 in Q3 2016.

Chart 7 identifies the breakdown of headcount employment in UK government departments as at Q3 2016.

**Chart 7: Breakdown of Headcount Employment in the UK Government Departments as at Q3 2016**



Source: Public Sector Employment in Scotland, Quarter 3 2016

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

### Department for Work and Pensions

In Q3 2016, there were 9,600 people employed in the Department for Work and Pensions (DWP). Over the year from Q3 2015, employment in DWP has increased by 90 (+1.0%).



## **HM Revenue and Customs**

There were 8,700 people employed in HM Revenue and Customs in Q3 2016, an decrease of 290 (-3.2%) since Q3 2015.

## **Ministry of Defence**

There were 4,000 people employed in the Ministry of Defence in Q3 2016. This has increased by 120 (+3.1%) since Q3 2015.

## **Other Civil Service<sup>5</sup>**

The number of people employed in Other Civil Service in Q3 2016 was 2,300, this is a decrease of 140 (-5.8%) since Q3 2015.

## **Department for International Development**

The number of people employed in the Department for International Development in Q3 2016 was 700, an increase of 40 (+6.1%) over the year.

## **Scotland Office**

In Q3 2016, there were 80 people employed in the Scotland Office.

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<sup>5</sup> Other Civil Service includes Home Office, Ministry of Justice, Department for Transport, Food Standards Agency (until 31 March 2015), Department for Environment, Food and Rural Affairs, Business, Innovation and Skills, Energy and Climate Change, Chancellor's Other Departments and Other Cabinet Office Agencies.

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These tables include comparisons for Q3 in 1999 and 2010 to 2016 only. A complete time series, including all quarters back to Q1 1999 is provided in the excel spreadsheets published at the public sector employment web section <http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

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

	Total Employment <sup>6</sup>	Private Sector <sup>2</sup>		Public Sector		Estimated Private Sector including major reclassifications <sup>3, 4</sup>		Estimated Public Sector excluding major reclassifications <sup>3, 5</sup>	
	Level	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment
Q3 1999	2,293,000	1,746,200	76.2%	<b>546,400</b>	<b>23.8%</b>	1,764,600	77.0%	528,000	23.0%
Q3 2010	2,490,000	1,864,100	74.9%	<b>625,500</b>	<b>25.1%</b>	1,921,700	77.2%	567,900	22.8%
Q3 2011	2,502,000	1,906,000	76.2%	<b>595,900</b>	<b>23.8%</b>	1,958,300	78.3%	543,700	21.7%
Q3 2012	2,488,000	1,904,300	76.6%	<b>583,300</b>	<b>23.4%</b>	1,952,100	78.5%	535,500	21.5%
Q3 2013	2,555,000	1,972,200	77.2%	<b>582,900</b>	<b>22.8%</b>	2,022,400	79.2%	532,600	20.8%
Q3 2014	2,591,000	2,045,700	79.0%	<b>545,200</b>	<b>21.0%</b>	2,059,500	79.5%	531,400	20.5%
Q3 2015	2,612,000	2,067,500	79.1%	<b>544,700</b>	<b>20.9%</b>	2,081,400	79.7%	530,800	20.3%
Q3 2016	2,584,000	2,041,900	79.0%	<b>542,200</b>	<b>21.0%</b>	2,055,500	79.5%	528,600	20.5%
<b>Change on year to:</b>									
Q3 2016	-28,160	-25,630	-0.1 p.p.	-2,530	0.1 p.p.	-25,910	-0.1 p.p.	-2,250	0.1 p.p.
<b>% change on year:</b>									
Q3 2016	-1.1%	-1.2%		-0.5%		-1.2%		-0.4%	

Notes:

p.p. - percentage points

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

<http://www.gov.scot/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 <sup>9</sup>						Local Government <sup>4,6,8</sup>	Public Corporations <sup>2</sup>	Public Sector Financial Institutions <sup>2</sup>	Public Corporations & Public Sector Financial Institutions <sup>2,3</sup>
			NHS	Civil Service <sup>9</sup>	Police and Fire <sup>4</sup>	Further Education Colleges <sup>5,7</sup>	Armed Forces	Other Public Bodies <sup>5,9</sup>				
Q3 1999	<b>546,400</b>	<b>223,400</b>	129,700	48,500	-	15,700	15,000	14,400	<b>293,600</b>	29,400	-	<b>29,400</b>
Q3 2010	<b>625,500</b>	<b>263,500</b>	158,800	49,100	-	17,100	12,300	26,200	<b>298,100</b>	27,000	36,900	<b>63,900</b>
Q3 2011	<b>595,900</b>	<b>253,700</b>	154,500	47,700	-	15,100	11,700	24,800	<b>284,200</b>	25,700	32,300	<b>58,000</b>
Q3 2012	<b>583,300</b>	<b>250,800</b>	155,300	45,500	-	14,200	11,000	24,800	<b>278,900</b>	24,400	29,200	<b>53,600</b>
Q3 2013	<b>582,900</b>	<b>280,000</b>	157,400	44,700	29,800	13,500	11,100	23,600	<b>246,300</b>	24,300	32,300	<b>56,600</b>
Q3 2014	<b>545,200</b>	<b>278,600</b>	159,700	42,900	28,800	13,500	9,800	23,800	<b>246,300</b>	*	*	<b>20,400</b>
Q3 2015	<b>544,700</b>	<b>280,400</b>	160,900	43,600	28,200	13,800	9,800	24,100	<b>244,800</b>	*	*	<b>19,500</b>
Q3 2016	<b>542,200</b>	<b>281,600</b>	161,800	42,200	28,100	14,000	10,200	25,400	<b>241,000</b>	*	*	<b>19,500</b>
<b>Change on year to:</b>												
Q3 2016	-2,530	1,210	910	-1,360	-120	180	350	1,250	-3,750	n/a	n/a	10
<b>% change on year:</b>												
Q3 2016	-0.5%	0.4%	0.6%	-3.1%	-0.4%	1.3%	3.6%	5.2%	-1.5%	n/a	n/a	0.0%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. "-" denotes blank entries and "\*\*\*" denotes entries that have been suppressed for disclosure reasons.
2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to produce a backseries prior to the reclassification to allow for calculation of year on year changes.
3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc.
4. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
5. In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
6. A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 and from Angus Council to Angus Alive on 1st December 2015 thus explaining part of the decrease in local government employment.
7. Information for further education colleges in Scotland is based on actual information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
8. Prior to Q2 2006, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE for Scottish Borders Council.
9. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.
10. 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.gov.scot/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 <sup>2</sup>	Reserved Public Sector <sup>3</sup>	Total Public Sector	Devolved Public Sector <sup>2</sup>	Reserved Public Sector <sup>3</sup>
Q3 1999	546,400	471,700	74,700	457,600	386,400	71,200
Q3 2010	625,500	513,700	111,800	535,400	431,400	104,000
Q3 2011	595,900	491,800	104,100	511,400	414,700	96,700
Q3 2012	583,300	486,200	97,100	500,900	410,600	90,300
Q3 2013	582,900	484,600	98,200	502,100	410,800	91,300
Q3 2014	545,200	487,100	58,100	467,000	412,700	54,300
Q3 2015	544,700	487,500	57,200	466,400	412,800	53,600
Q3 2016	542,200	485,200	57,000	465,000	411,500	53,500
<b>Change on year to:</b>						
Q3 2016	-2,530	-2,270	-270	-1,350	-1,250	-100
<b>% change on year:</b>						
Q3 2016	-0.5%	-0.5%	-0.5%	-0.3%	-0.3%	-0.2%

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.

2. Devolved Public Sector consists of the following staff groups: Civil Service, Other Public Bodies, NHS, Further Education Colleges, Local Government and Public Corporations (as shown in Table 4).

3. Reserved Public Sector consists of the following staff groups: Civil Service, Public Bodies, Armed Forces, Public Corporations, Public Sector Financial Institutions (as shown in Table 5).

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

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

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

	<b>Total Devolved Public Sector</b>	<b>NHS<sup>6</sup></b>	<b>Civil Service<sup>8</sup></b>	<b>Police and Fire Services<sup>2</sup></b>	<b>Further Education Colleges<sup>3,5</sup></b>	<b>Other Public Bodies<sup>3,8</sup></b>	<b>Local Government<sup>2,4,7</sup></b>	<b>Public Corporations</b>
Q3 1999	<b>471,700</b>	129,700	14,600	-	15,700	8,600	293,600	9,500
Q3 2010	<b>513,700</b>	158,800	17,600	-	17,100	15,700	298,100	6,400
Q3 2011	<b>491,800</b>	154,500	16,900	-	15,100	14,800	284,200	6,300
Q3 2012	<b>486,200</b>	155,300	16,500	-	14,200	14,900	278,900	6,500
Q3 2013	<b>484,600</b>	157,400	16,800	29,800	13,500	13,900	246,300	7,100
Q3 2014	<b>487,100</b>	159,700	17,300	28,800	13,500	14,200	246,300	7,300
Q3 2015	<b>487,500</b>	160,900	18,000	28,200	13,800	14,300	244,800	7,500
Q3 2016	<b>485,200</b>	161,800	16,800	28,100	14,000	15,600	241,000	7,900
<b>Change on year to:</b>								
Q3 2016	-2,270	910	-1,190	-120	180	1,340	-3,750	360
<b>% change on year:</b>								
Q3 2016	-0.5%	0.6%	-6.6%	-0.4%	1.3%	9.4%	-1.5%	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. "-" denotes blank entries.
2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
3. In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
4. A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 and from Angus Council to Angus Alive on 1st December 2015 thus explaining part of the decrease in local government employment.
5. Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
6. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, in Q2 2012 1,491 & 1062.1 FTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care.
7. Prior to Q2 2006, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE for Scottish Borders Council.
8. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.
9. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection: <http://www.gov.scot/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 <sup>2</sup>	Public Sector Financial Institutions <sup>2</sup>	Public Corporations & Public Sector Financial Institutions <sup>2,3</sup>	Estimated Total Reserved Public Sector excluding major reclassifications
Q3 1999	74,700	33,900	5,900	15,000	19,900	-	19,900	56,300
Q3 2010	111,800	31,400	10,500	12,300	20,600	36,900	57,500	54,200
Q3 2011	104,100	30,800	10,000	11,700	19,400	32,300	51,700	51,800
Q3 2012	97,100	29,000	10,000	11,000	17,900	29,200	47,100	49,300
Q3 2013	98,200	28,000	9,700	11,100	17,200	32,300	49,500	48,000
Q3 2014	58,100	25,600	9,600	9,800	*	*	13,000	44,300
Q3 2015	57,200	25,500	9,900	9,800	*	*	12,000	43,300
Q3 2016	57,000	25,400	9,800	10,200	*	*	11,700	43,400
<b>Change on year to:</b>								
Q3 2016	-270	-170	-90	350	n/a	n/a	-360	20
<b>% change on year:</b>								
Q3 2016	-0.5%	-0.7%	-0.9%	3.6%	n/a	n/a	-2.9%	0.0%

Notes:

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

2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to a backseries prior to the reclassification to allow for calculation of year on year changes.

3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc.

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.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	<b>Devolved Civil Service</b>				
	<b>Total Devolved Civil Service</b>	<b>Scottish Government Core Directorates (excluding Agencies)</b>	<b>Crown Office and Procurator Fiscal</b>	<b>Scottish Government Agencies<sup>2, 3</sup></b>	<b>Non-Ministerial Departments</b>
Q3 2010	<b>17,600</b>	5,600	1,800	6,900	3,400
Q3 2011	<b>16,900</b>	5,200	1,700	6,800	3,100
Q3 2012	<b>16,500</b>	5,000	1,600	6,800	3,000
Q3 2013	<b>16,800</b>	5,100	1,700	7,100	2,900
Q3 2014	<b>17,300</b>	5,400	1,700	7,200	3,000
Q3 2015	<b>18,000</b>	5,300	1,700	7,600	3,400
Q3 2016	<b>16,800</b>	5,400	1,700	6,300	3,400
<b>Change on year to:</b>					
Q3 2016	-1,190	70	40	-1,310	10
<b>% change on year:</b>					
Q3 2016	-6.6%	1.3%	2.4%	-17.2%	0.3%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures.
2. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). In Q2 2012 1,491 & 1062.1 FTE / headcount staff transferred from Highland Council to NHS Highland.
3. The decrease in Scottish Government Agencies is mainly due to Historic Scotland no longer being part of the civil service. In Q4 2015, Historic Scotland merged with the Royal Commission on the Ancient and Historical Monuments of Scotland to become Historic Environment Scotland, a non-departmental public body.
4. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from <http://www.gov.scot/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 <sup>2</sup>	Department for International Development	Scotland Office	Other Civil Service <sup>2,3</sup>
Q3 2010	<b>31,400</b>	5,800	9,700	11,600	500	70	3,900
Q3 2011	<b>30,800</b>	5,400	10,100	10,500	500	70	4,300
Q3 2012	<b>29,000</b>	4,400	9,400	10,300	500	60	4,200
Q3 2013	<b>28,000</b>	4,100	9,300	11,200	600	70	2,700
Q3 2014	<b>25,600</b>	4,000	8,300	10,000	600	80	2,500
Q3 2015	<b>25,500</b>	3,900	9,000	9,500	600	70	2,400
Q3 2016	<b>25,400</b>	4,000	8,700	9,600	700	80	2,300
<b>Change on year to:</b>							
Q3 2016	-170	120	-290	90	40	10	-140
<b>% change on year:</b>							
Q3 2016	-0.7%	3.1%	-3.2%	1.0%	6.1%	8.1%	-5.8%

Notes:

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

2. From Q3 2012 DWP includes CMEC staff.

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

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

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

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

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

	Total Devolved Public Sector	NHS <sup>6</sup> Civil Service <sup>8</sup>	Police and Fire Services <sup>2</sup>	Further Education Colleges <sup>3,5</sup>	Other Public Bodies <sup>3,8</sup>	Local Government <sup>2,4,7</sup>	Public Corporations	
Q3 1999	<b>386,400</b>	107,000	14,100	-	11,500	7,900	236,700	9,200
Q3 2010	<b>431,400</b>	135,000	16,800	-	12,400	14,400	246,900	6,000
Q3 2011	<b>414,700</b>	131,300	16,100	-	11,300	13,600	236,300	6,100
Q3 2012	<b>410,600</b>	131,800	15,700	-	10,600	13,500	232,800	6,200
Q3 2013	<b>410,800</b>	134,200	15,900	28,700	10,200	12,600	202,400	6,800
Q3 2014	<b>412,700</b>	136,700	16,400	27,900	10,200	12,800	201,800	7,000
Q3 2015	<b>412,800</b>	137,700	17,100	27,500	10,500	12,900	200,100	7,100
Q3 2016	<b>411,500</b>	138,700	15,900	27,400	10,100	14,600	197,300	7,400
<b>Change on year to:</b>								
Q3 2016	-1,250	920	-1,130	-90	-310	1,750	-2,750	360
<b>% change on year:</b>								
Q3 2016	-0.3%	0.7%	-6.6%	-0.3%	-2.9%	13.6%	-1.4%	5.0%

Notes:

1. Employment figures have been rounded to the nearest hundred; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries.
2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
3. In October 2012 the Scottish Agricultural College (SAC) merged with 3 colleges to form Scotland's Rural College. This new organisation is classified as a public body as the SAC was. This has resulted in staffing levels moving from the Further Education to Other Public Bodies categories to reflect the merger of these organisations. Although the SPA is an 'Other Public Body' to avoid duplication and ensure comprehensive numbers are reported for the Police and Fire category, from Q2 2013 all police staff have been included within the Police and Fire category (and not in the Other Public Bodies category).
4. A number of local government staff have transferred to arms length organisations which are part of the private sector under National Accounts definitions. For example, staff transferred from Scottish Borders Council to SB Cares on 1st April 2015 and from Angus Council to Angus Alive on 1st December 2015 thus explaining part of the decrease in local government employment.
5. Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
6. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). Also, in Q2 2012 1,491 & 1062.1 FTE headcount staff transferred from Highland Council to NHS Highland as a result of the move to integrated health and social care services.
7. Prior to Q2 2006, Scottish Borders Council headcount and FTE figures do not include Casual/Relief employees who were paid in the reference period. This means that these figures underestimate the true headcount and FTE for Scottish Borders Council.
8. In Q4 2015, Historic Scotland (previously part of the devolved civil service) merged with the Royal Commission on the Ancient and Historical Monuments of Scotland (a non-departmental public body in the other public bodies category) to become Historic Environment Scotland in the Other Public Bodies category.
9. Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are available to download from the Public Sector Employment Websection: <http://www.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment>

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

	<b>Total Reserved Public Sector</b>	<b>Civil Service</b>	<b>Public Bodies</b>	<b>Armed Forces</b>	<b>Public Corporations<sup>2</sup></b>	<b>Public Sector Financial Institutions<sup>2</sup></b>	<b>Public Corporations &amp; Public Sector Financial Institutions<sup>2,3</sup></b>
Q3 1999	<b>71,200</b>	<b>32,000</b>	<b>5,500</b>	<b>15,000</b>	18,700	-	<b>18,700</b>
Q3 2010	<b>104,000</b>	<b>29,000</b>	<b>10,000</b>	<b>12,300</b>	18,900	33,800	<b>52,700</b>
Q3 2011	<b>96,700</b>	<b>28,100</b>	<b>9,600</b>	<b>11,700</b>	17,800	29,600	<b>47,400</b>
Q3 2012	<b>90,300</b>	<b>26,300</b>	<b>9,600</b>	<b>11,000</b>	16,500	26,800	<b>43,300</b>
Q3 2013	<b>91,300</b>	<b>25,200</b>	<b>9,400</b>	<b>11,100</b>	15,900	29,600	<b>45,500</b>
Q3 2014	<b>54,300</b>	<b>23,100</b>	<b>9,300</b>	<b>9,800</b>	*	*	<b>12,100</b>
Q3 2015	<b>53,600</b>	<b>23,100</b>	<b>9,500</b>	<b>9,800</b>	*	*	<b>11,200</b>
Q3 2016	<b>53,500</b>	<b>23,000</b>	<b>9,400</b>	<b>10,200</b>	*	*	<b>10,900</b>
<b>Change on year to:</b>							
Q3 2016	-100	-50	-90	350	n/a	n/a	-310
<b>% change on year:</b>							
Q3 2016	-0.2%	-0.2%	-0.9%	3.6%	n/a	n/a	-2.8%

Notes:

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

2. Due to the reclassification of Lloyds Banking Group plc from public sector financial institutions to the private sector (Q1 2014), a new category has been created combining public corporations with public sector financial institutions to ensure employment figures are not disclosed. Both categories have been merged to produce a backseries prior to the reclassification to allow for calculation of year on year changes.

3. Employment in public corporations & public sector financial institutions has been largely affected by the reclassification of Lloyds Banking Group plc. (and subsidiaries), as well as Royal Mail plc. and Direct Line Group plc.

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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**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 <sup>2,3</sup>	Non-Ministerial Departments
Q3 2010	<b>16,700</b>	5,300	1,700	6,600	3,100
Q3 2011	<b>16,100</b>	5,000	1,600	6,600	2,900
Q3 2012	<b>15,700</b>	4,800	1,500	6,500	2,800
Q3 2013	<b>15,900</b>	4,900	1,600	6,800	2,700
Q3 2014	<b>16,400</b>	5,100	1,600	6,900	2,700
Q3 2015	<b>17,100</b>	5,100	1,600	7,200	3,200
Q3 2016	<b>15,900</b>	5,200	1,600	6,000	3,200
<b>Change on year to:</b>					
Q3 2016	-1,130	60	30	-1,220	10
<b>% change on year:</b>					
Q3 2016	-6.6%	1.1%	1.9%	-17.0%	0.3%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures.
2. From Q4 2011, NHS has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). In Q2 2012 1,491 & 1062.1 FTE / headcount staff transferred from Highland Council to NHS Highland.
3. The decrease in Scottish Government Agencies is mainly due to Historic Scotland no longer being part of the civil service. In Q4 2015, Historic Scotland merged with the Royal Commission on the Ancient and Historical Monuments of Scotland to become Historic Environment Scotland, a non-departmental public body.
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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**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 <sup>2</sup>	Department for International Development	Scotland Office	Other Civil Service <sup>2</sup>
Q3 2010	<b>29,000</b>	5,600	8,700	10,600	500	70	3,600
Q3 2011	<b>28,100</b>	5,200	8,900	9,400	500	60	4,000
Q3 2012	<b>26,300</b>	4,300	8,200	9,300	500	60	3,900
Q3 2013	<b>25,200</b>	4,000	8,100	9,900	600	70	2,600
Q3 2014	<b>23,100</b>	3,900	7,300	8,900	600	80	2,400
Q3 2015	<b>23,100</b>	3,800	8,000	8,400	600	70	2,200
Q3 2016	<b>23,000</b>	3,900	7,700	8,600	600	80	2,100
<b>Change on year to:</b>							
Q3 2016	-50	120	-220	140	30	10	-130
<b>% change on year:</b>							
Q3 2016	-0.2%	3.2%	-2.8%	1.7%	5.6%	7.1%	-5.8%

Notes:

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

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

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

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

# A National Statistics publication for Scotland

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be interpreted to mean that the statistics: meet identified user needs; are produced, managed and disseminated to high standards; and are explained well.

## Correspondence and enquiries

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## How to access background or source data

The data collected for this statistical publication are available via web-tables on the [Scottish Government website](#).

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