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A National Statistics publication for Scotland

ECONOMY AND LABOUR MARKET

Public Sector Employment in Scotland Statistics for 2nd Quarter 2022

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 June 2022.

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

The public sector is defined based on UK National Accounts definitions. The statistics in this release were designated National Statistics in December 2009.

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Quarterly Public Sector Employment in Scotland

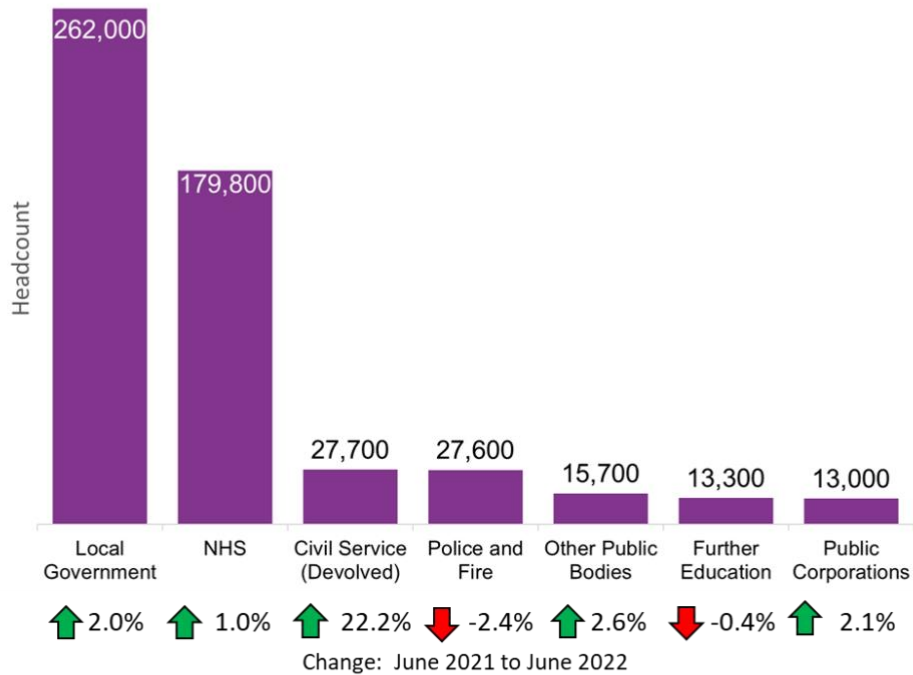
Q2 2022

Public Sector
Employment
Headcount
594,700
↑ 2.0%

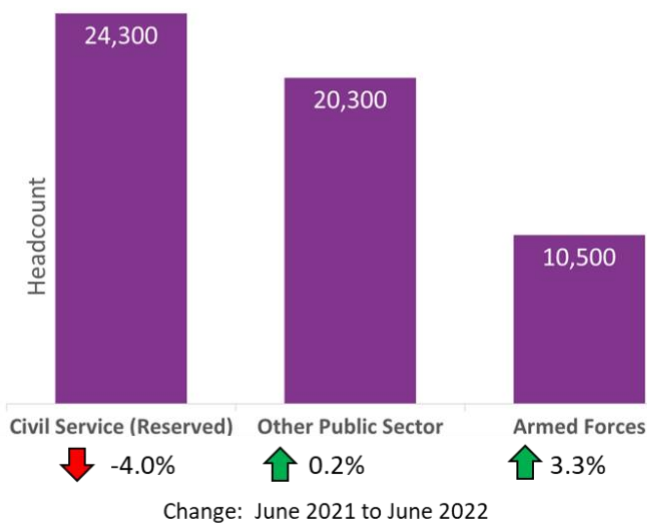


Private Sector
Employment
Headcount
2,095,300
↑ 2.1%

Devolved Public Sector Headcount: 539,600 ↑ 2.3%



Reserved Public Sector Headcount: 55,100 ↓ -1.2%



Over the year, the devolved public sector headcount increased, while the reserved public sector decreased.

'Devolved civil service' saw the largest percentage increase (22.2%), while 'Reserved Civil Service' saw the largest decrease (-4.0%).

Source: Public Sector Employment, Joint Staffing Watch, Scottish Government, ONS
Changes between June 2021 and June 2022 are shown

Summary

Key points (based on headcount data) include:

- In June 2022, there were 594,700 people employed in the public sector in Scotland, accounting for 22.1% of total employment¹.
- In June 2022, employment in the public sector was 11,410 (2.0%) more than in June 2021.
- When major reclassifications are excluded, the public sector increased between June 2021 and June 2022 by around 11,000 (2.0%)².
- Of the total 594,700 people employed in the public sector in Scotland, 539,600 (90.7%) were employed in the devolved public sector in June 2022. This was 12,060 (2.3%) more than in June 2021.
- Between June 2021 and June 2022, employment in the devolved public sector increased by:
 - 5,240 (2.0%) in Local Government
 - 5,030 (22.2%) in the devolved Civil Service
 - 1,820 (1.0%) in the NHS
 - 400 (2.6%) in Other Public Bodies
 - 280 (2.1%) in Public Corporations

Employment in the devolved public sector had decreased by:

- 670 (-2.4%) in Police and Fire Related Services
- 50 (-0.4%) in Further Education Colleges
- In June 2022, there were 55,100 people employed in the Reserved Public Sector in Scotland. This was 640 (-1.2%) less than in June 2021. The Reserved Public Sector accounts for 9.3% of total public sector employment.
- Between June 2021 and June 2022, employment within the Reserved Public Sector decreased in the reserved Civil Service by -1,010 (-4.0%). Employment increased in Armed Forces by 330 (3.3%), and in Other Public Sector³ by 40 (0.2%).

¹ Estimates for **total employment and private sector employment** are based on the Labour Force Survey, ONS.

² Further details on major reclassifications are provided on page 5 and on the [About public sector employment statistics](#) page of the Scottish Government website.

³ Public corporations, public sector financial institutions and public bodies have been combined into 'other public sector' to ensure individual organisation employment figures are not disclosed.

About this publication

Major Reclassifications

An outline of major reclassifications which have taken place in the Scottish public sector since 2013 are summarised at: [about Public Sector Employment statistics - classifications](#)

A separate public sector series excluding the effects of these 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

An outline of National Accounts classifications which have taken place in the Scottish public sector since 2015 are summarised at: [about Public Sector Employment statistics - classifications](#)

Public Sector Employment Web section

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

[Public Sector Employment data web tables](#)

It contains detailed information including:

- 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 \(ONS\) Public Sector Employment publication tables](#).

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

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: [about Public Sector Employment statistics - background notes](#)

Devolved and Reserved Civil Service Tables

Tables and commentary on the devolved and reserved civil service are not included in this summary. However, the full time series of data for the devolved and reserved civil service including Scottish Government, Scottish Government Agencies, Crown Office and Procurator Fiscal and Non-Ministerial Departments are updated and published in our associated [Public Sector Employment statistics web tables](#). Tables 5 and 6 provide the headcount figures for the devolved and reserved civil service and Tables 12 and 13 provide the full-time equivalent figures.

Next Publication: December 2022

1. Total Employment and Public and Private Sector Employment in Scotland; Headcount

(see Table 1)

Public sector employment increased by 11,410 (2.0%) between June 2021 and June 2022. This increase in public sector employment is due to an increase in the devolved public sector.

The public sector is defined according to the [UK National Accounts Classifications Guide](#)

Figure 1 provides a summary of total employment in Scotland by public and private sector.

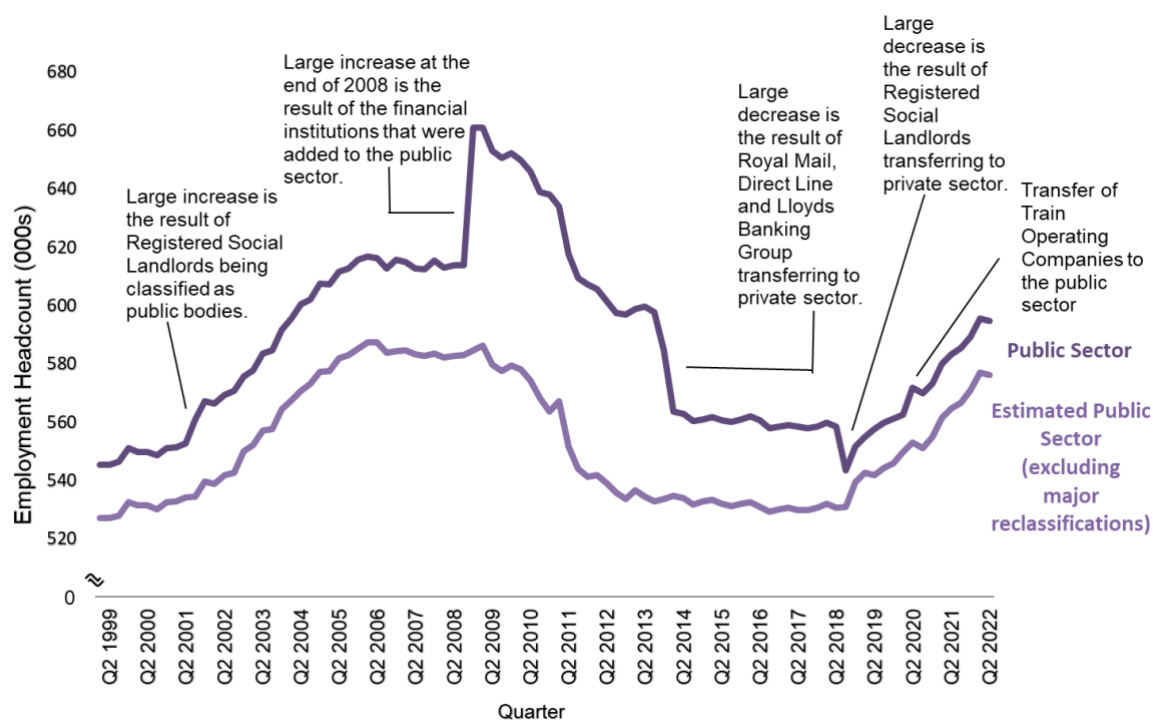
Figure 1: Public and Private⁴ Sector Employment in Scotland as at June 2022



Source: Public Sector Employment in Scotland, Quarter 2 2022

⁴ Estimates for **private sector employment** are based on total employment estimates from the Labour Force Survey, ONS and public sector employment figures.

Chart 1: Public Sector Employment in Scotland between March 1999 and June 2022, Headcount, non-seasonally adjusted



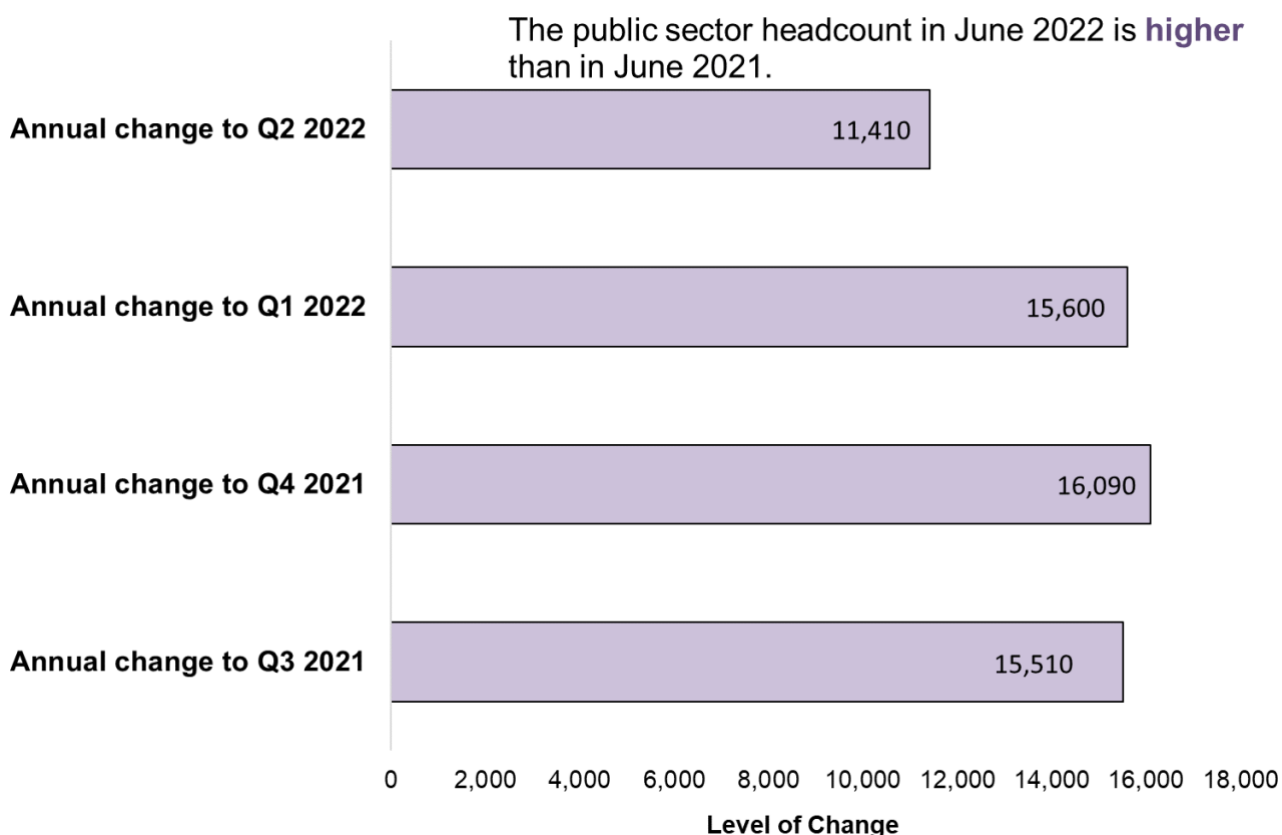
Source: Public Sector Employment in Scotland, Quarter 2 2022

Chart 1 shows that the number of people employed in the public sector remained relatively constant between Q1 2014 and Q2 2018, before falling in Q3 2018 and rising again from Q4 2018 onwards. Excluding the effects of major reclassifications⁵ (i.e. taking out the headcounts for all large organisations listed in footnote 6 from the overall numbers), the number of people employed in the public sector gradually reached a peak in Q2 2006, decreased until Q3 2013 and remained relatively constant until Q3 2018. The increase between Q3 2018 and Q4 2018 is mainly due to Cordia services moving back under Glasgow City Council services. The series has continued to rise from Q4 2018 onwards. Current figures show a small decrease on the previous quarter.

Chart 2 shows the annual change in employment for the public sector. Employment increased by 11,410 (2.0%) between June 2021 and June 2022, driven by increases in the devolved public sector headcount. The devolved public sector headcount has mainly risen due to increases in local government, the devolved Civil Service and the NHS.

⁵ Major reserved reclassifications include Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, (known as the Post Office Ltd (until Q2 2006) and Network Rail. Devolved reclassifications include Registered Social Landlords, with Train Operating Companies split across Reserved and Devolved responsibility.

Chart 2: Annual Change in Employment for Public Sector, Headcount



Source: Public Sector Employment in Scotland, Quarter 2 2022

Impact of Excluding Major Reclassifications from Public Sector

If the major reclassifications⁵ were to be excluded from the public sector series (i.e. the headcounts for all large organisations listed in footnote 5 were taken out of the overall numbers), there would be around 576,000 people employed in the public sector as at June 2022. This was 21.4% of the total employment in Scotland compared with 22.1% if major reclassifications are included.

Public sector employment, excluding the effects of the major reclassifications, would be around 11,000 (2.0%) higher in June 2022 compared with June 2021. As this increase is similar to the increase when major reclassifications are included (11,410), it shows that the change over the year is due to increases in substantive public sector organisations and is not overly influenced by reclassifications.

2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount

(see Tables 2, 3 and 4)

The devolved public sector headcount was 2.3% higher in June 2022 compared with June 2021 and the reserved public sector was 1.2% lower.

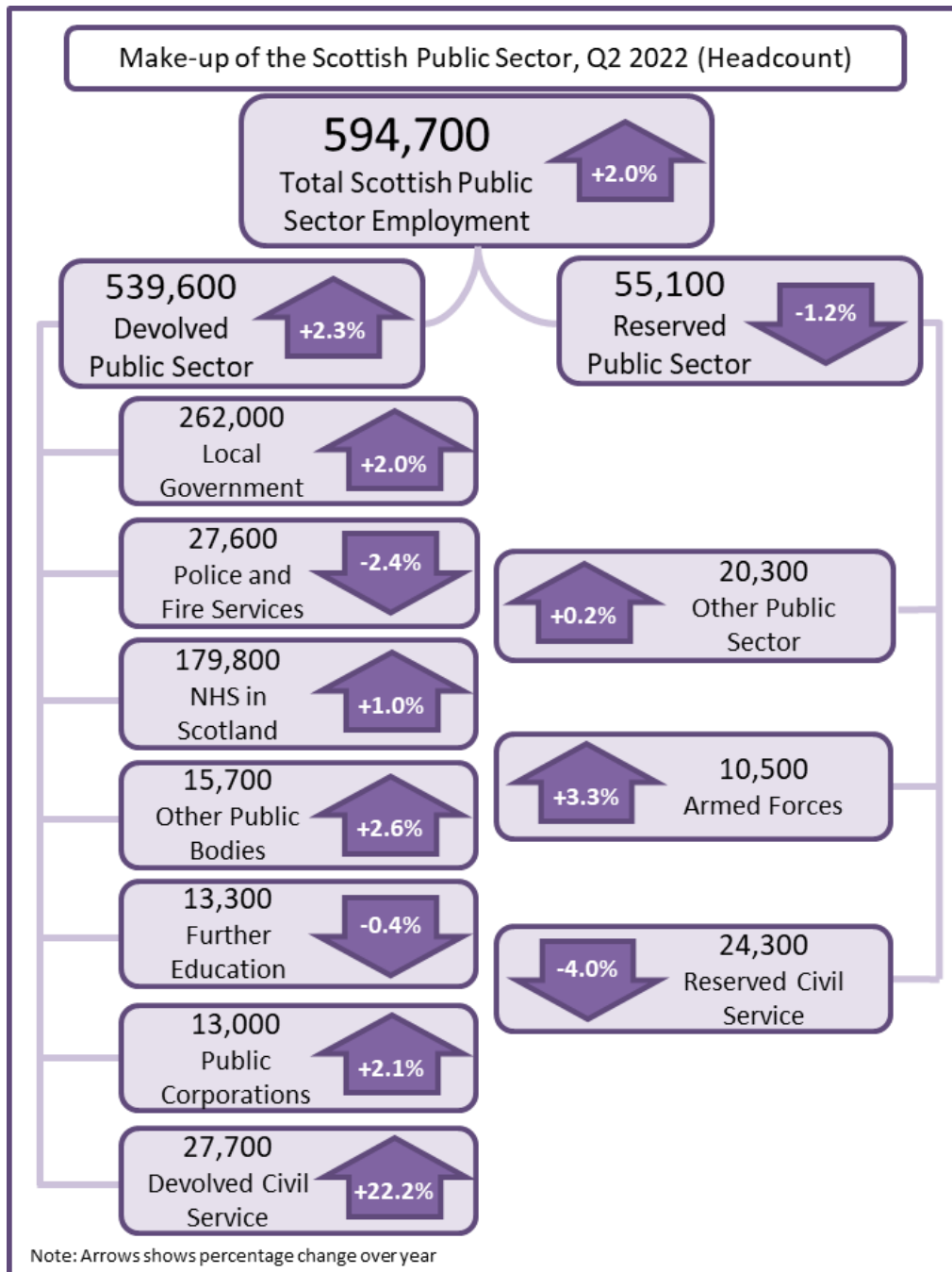
The devolved Civil Service saw the largest percentage increase (22.2%) in the devolved public sector, while Police and Fire Services had the largest percentage decrease (-2.4%).

In the Reserved public sector, the Armed Forces saw the largest percentage increase (3.3%), while the reserved Civil Service had the largest percentage decrease (-4.0%).

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

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 as at June 2022, Headcount⁶



Source: Public Sector Employment in Scotland, Quarter 2 2022

⁶ For further details on the make-up of the Scottish Public Sector, please see the background notes for this publication at: [About public sector employment statistics - background notes](#)

3. Devolved Public Sector Employment in Scotland; Headcount

(see Table 3)

Employment in the devolved public sector was 539,600 in June 2022. This is 12,060 (2.3%) higher than in June 2021.

There was a large increase in devolved Civil Service by 5,030 (22.2%) when compared to June 2021. This increase is mainly due to the inclusion of additional staff at the National Records of Scotland (NRS) in relation to work around the 2022 Scottish Census⁷ and increases in staffing at Social Security Scotland and in Scottish Government Core Departments.

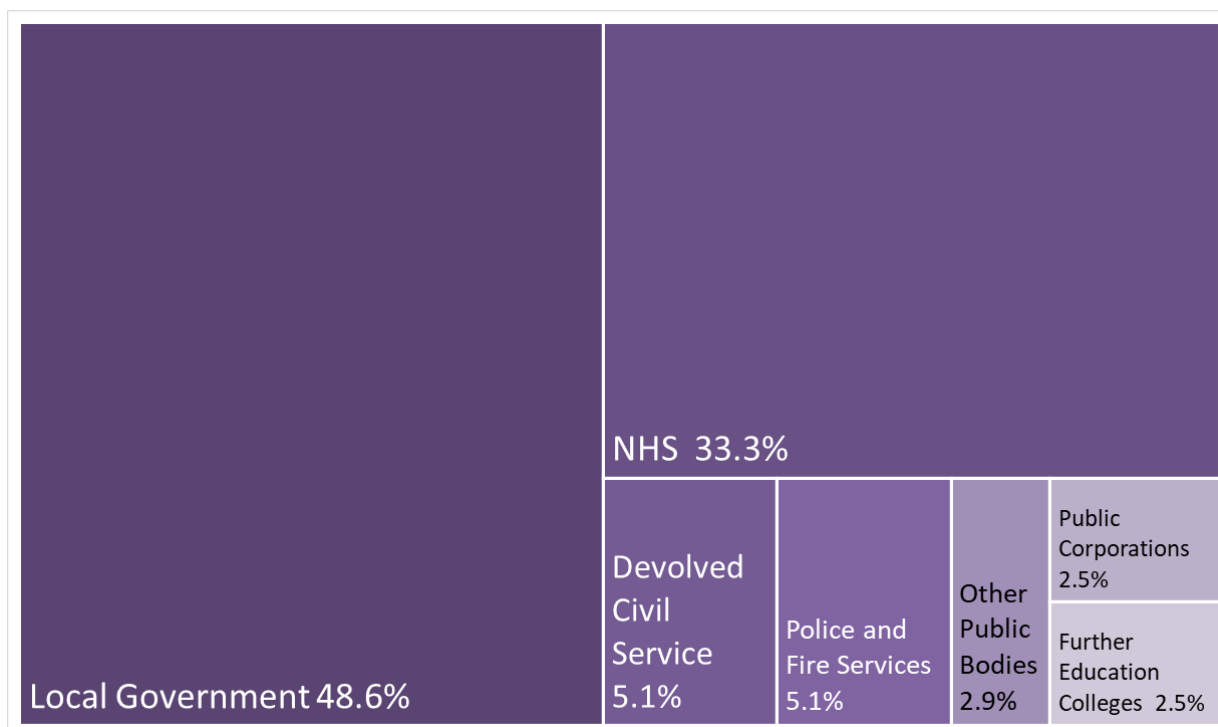
The devolved public sector includes:

- Devolved Civil Service
- 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).

⁷ Figures for the additional Scottish Census 2022 workers at the National Records of Scotland (NRS) have been included for Q1 2022 and Q2 2022.

Chart 3 shows the size of each group in the devolved public sector as at June 2022. Local Government and NHS employ the largest proportion of employees in the devolved public sector.

Chart 3: Breakdown of Devolved Public Sector Employment by Category as at June 2022, Headcount



Note: Totals may not equal the sum of the individual parts due to rounding
 Source: Public Sector Employment in Scotland, Quarter 2 2022

The increase over the year in the devolved public sector headcount was due to (changes are given from June 2021 to June 2022):

- employment in Scottish Local Government increasing by 5,240 (2.0%) to 262,000
- employment in the Devolved Civil Service increasing by 5,030 (22.2%) to 27,700 ⁸
- employment in the NHS increasing by 1,820 (1.0%) to 179,800 ⁹
- employment in Other Public Bodies increasing by 400 (2.6%) to 15,700

⁸ A more detailed breakdown of the Devolved Civil Service data is published in the associated [Public Sector Employment data web tables](#)

⁹ A detailed breakdown of NHS employment by staffing group was published by NHS Education for Scotland (NES) on 6 September 2022, with data relating to 30 June 2022 in their [NHS Scotland official workforce statistics publication](#)

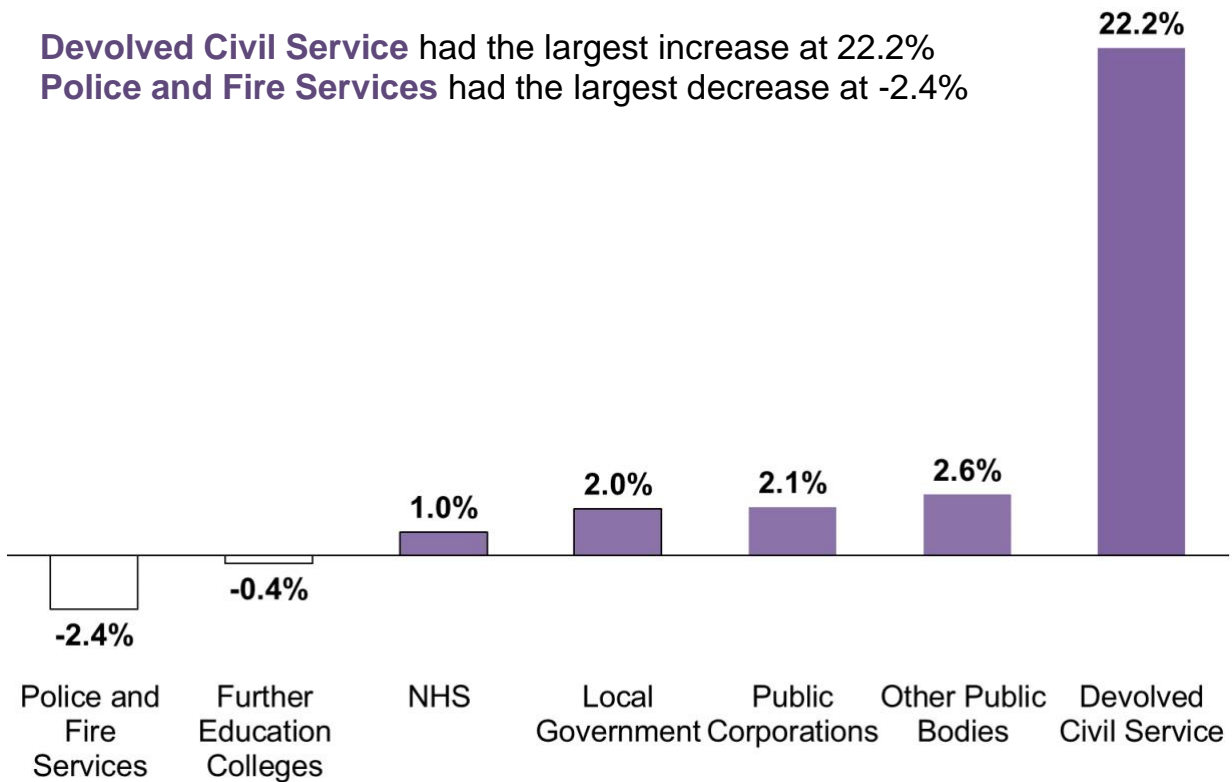
- employment in Public Corporations increasing by 280 (2.1%) to 13,000

while:

- employment in the Police and Fire Services decreased by 670 (-2.4%) to 27,600
- employment in Further Education Colleges decreased by 50 (-0.4%) to 13,300

Figure 3: Percentage Change (from June 2021 to June 2022) in the Devolved Public Sector, Headcount

Devolved Civil Service had the largest increase at 22.2%
Police and Fire Services had the largest decrease at -2.4%



4. Reserved Public Sector Employment in Scotland; Headcount

(see Table 4)

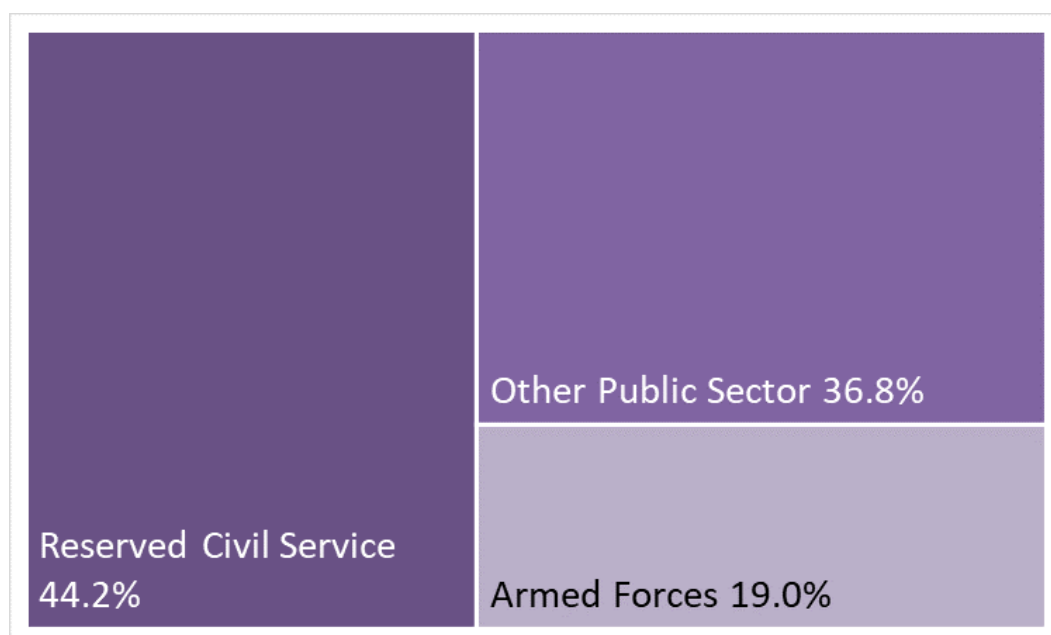
The number of people employed in the reserved public sector in June 2022 was 55,100. This was 640 (-1.2%) lower than in June 2021.

The reserved public sector employment includes:

- Reserved Civil Service
- Armed Forces
- Other Public Sector (which covers Public Sector Financial Institutions, Non-Departmental Bodies and Other Bodies)

Chart 4 shows the size of each group in the reserved public sector as at June 2022. The reserved civil service employs the largest proportion of employees in the reserved public sector.

Chart 4: Breakdown of Reserved Public Sector Employment by Sector as at June 2022, Headcount



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

Source: Public Sector Employment in Scotland, Quarter 2 2022

The decrease over the year in the overall reserved public sector headcount was due to (changes are given from June 2021 to June 2022):

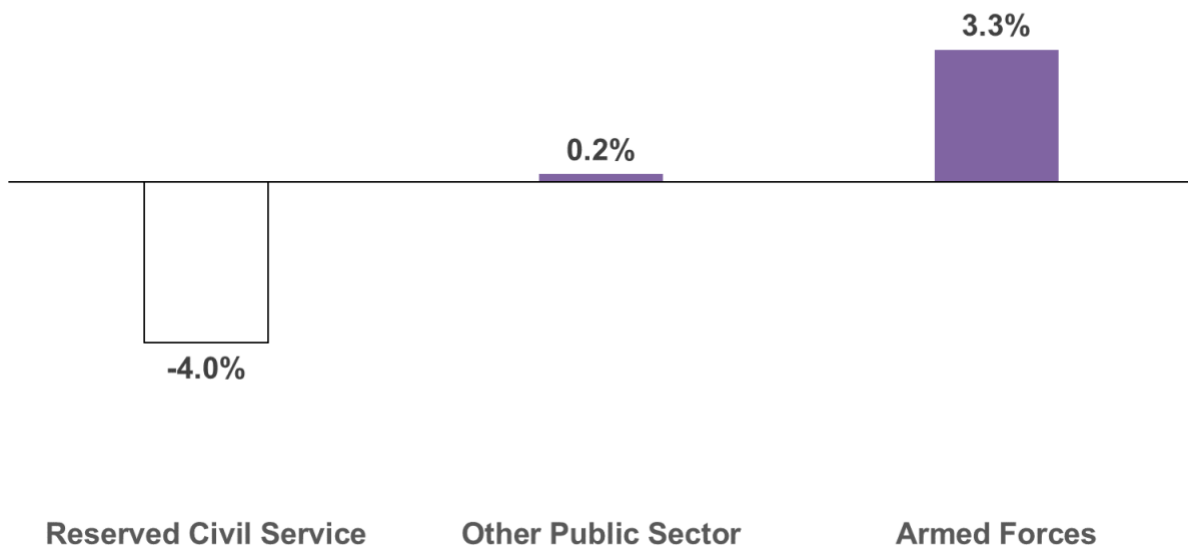
- employment levels for the Reserved Civil Service decreasing by 1,010 (-4.0%) to 24,300

while:

- employment levels for the Armed Forces increased by 330 (3.3%) to 10,500
- employment levels for Other Public Sector increased by 40 (0.2%) to 20,300

Figure 4: Percentage Change (from June 2021 to June 2022) in the Reserved Public Sector, Headcount

Reserved Civil Service decreased by 4.0%.
Armed Forces increased by 3.3%.



List of Tables

Please note: figures for previous years in the tables may differ from those in the 'Public Sector Employment in Scotland, Statistics for 2nd Quarter of 2021' publication released in September 2021 due to reclassifications of organisations out of the public sector and reweighting of the ONS Labour Force Survey estimates.

These tables are also provided in ODS (OpenDocument Spreadsheet) format as a supplementary document accompanying this publication. The ODS version conforms to the Scottish Governments accessibility guidelines.

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These tables include comparisons for Q1 in 1999 and 2015 to 2022 only. A complete time series, including all quarters back to Q1 1999, is provided in the [Public Sector Employment web tables](#)

Table 1: Number of people employed by public and private sector; Scotland, Headcount¹

Not Seasonally Adjusted

Quarter	Total Employment ⁶	Private Sector ²		Public Sector		Estimated Private Sector including major reclassifications ^{3, 4}		Estimated Public Sector excluding major reclassifications ^{3, 5}	
	Level	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment
Q2 1999	2,245,000	1,699,200	75.7%	545,500	24.3%	1,718,000	76.5%	527,000	23.5%
Q2 2016	2,645,000	2,084,500	78.8%	560,500	21.2%	2,114,000	79.9%	531,000	20.1%
Q2 2017	2,700,000	2,141,900	79.3%	558,300	20.7%	2,170,000	80.4%	530,000	19.6%
Q2 2018	2,677,000	2,119,100	79.1%	558,400	20.9%	2,147,000	80.2%	531,000	19.8%
Q2 2019	2,665,000	2,107,100	79.1%	557,600	20.9%	2,123,000	79.7%	542,000	20.3%
Q2 2020	2,627,000	2,055,000	78.2%	572,000	21.8%	2,074,000	78.9%	553,000	21.1%
Q2 2021	2,635,000	2,051,500	77.9%	583,300	22.1%	2,070,000	78.6%	565,000	21.4%
Q2 2022	2,690,000	2,095,300	77.9%	594,700	22.1%	2,114,000	78.6%	576,000	21.4%
Change on year to Q2 2022	55,280	43,870	0 p.p.	11,410	0 p.p.	44,000	0 p.p.	11,000	0 p.p.
% change on year Q2 2022	2.1%	2.1%		2.0%		2.1%		2.0%	

Notes:

p.p. - percentage points

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

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

2. Private sector is derived as the difference between the Labour Force Survey 'Total employment' workforce based estimate for the whole of Scotland (not seasonally adjusted) and the public sector estimate (derived from individual organisation statistical returns).

3. Major reclassifications include: Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, Post Office Ltd (until Q2 2006), Network Rail, Registered Social Landlords and Train Operating Companies.

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 and are rounded to the nearest thousand.

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 and are rounded to the nearest thousand.

6. Total employment figures are rounded to the nearest thousand and are taken from Labour Force Survey (LFS).

Table 2: Public sector employment by devolved and reserved sector; Scotland, Headcount and Full-time equivalent¹
Not Seasonally Adjusted

Quarter	Headcount			Full-time equivalent		
	Total Public Sector	Devolved Public Sector ²	Reserved Public Sector ³	Total Public Sector	Devolved Public Sector ²	Reserved Public Sector ³
Q2 1999	545,500	470,800	74,700	455,900	384,600	71,300
Q2 2016	560,500	502,500	58,100	479,400	425,000	54,400
Q2 2017	558,300	501,600	56,700	478,700	425,400	53,300
Q2 2018	558,400	503,000	55,400	478,100	426,100	52,100
Q2 2019	557,600	500,200	57,400	476,900	422,900	54,000
Q2 2020	572,000	517,500	54,400	489,500	438,300	51,200
Q2 2021	583,300	527,600	55,700	502,000	449,300	52,700
Q2 2022	594,700	539,600	55,100	511,500	459,300	52,300
Change on year to Q2 2022	11,410	12,060	-640	9,500	9,950	-450
% change on year Q2 2022	2.0%	2.3%	-1.2%	1.9%	2.2%	-0.9%

Notes:

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

2. 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 3).

3. Reserved Public Sector consists of the following staff groups: Civil Service, Armed Forces, Other Public Sector (as shown in Table 4)

Table 3: Total devolved public sector employment by sector; Scotland, Headcount^{1,4}

Not Seasonally Adjusted

Quarter	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services ²	Further Education Colleges ³	Other Public Bodies ³	Local Government ²	Public Corporations
Q2 1999	470,800	129,100	14,600	-	15,700	8,400	294,000	9,000
Q2 2016	502,500	161,300	16,800	28,100	14,100	15,600	244,000	23,000
Q2 2017	501,600	162,200	17,100	27,700	13,900	15,700	242,000	23,000
Q2 2018	503,000	162,300	17,500	27,600	13,800	16,000	243,000	23,000
Q2 2019	500,200	163,600	20,000	28,000	14,000	16,200	250,000	8,000
Q2 2020	517,500	171,600	21,400	28,300	13,800	15,700	253,000	14,000
Q2 2021	527,600	178,000	22,700	28,200	13,400	15,300	257,000	13,000
Q2 2022	539,600	179,800	27,700	27,600	13,300	15,700	262,000	13,000
Change on year to Q2 2022	12,060	1,820	5,030	-670	-50	400	5,240	280
% change on year Q2 2022	2.3%	1.0%	22.2%	-2.4%	-0.4%	2.6%	2.0%	2.1%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures which are rounded to the nearest thousand; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.

2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland.

3. 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.

4. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

Table 4: Total reserved public sector employment by sector; Scotland, Headcount^{1,3}

Not Seasonally Adjusted

Quarter	Total Reserved Public Sector	Civil Service	Armed Forces	Other Public Sector ²
Q2 1999	74,700	33,800	14,900	25,900
Q2 2016	58,100	25,700	10,000	22,400
Q2 2017	56,700	25,900	9,800	21,100
Q2 2018	55,400	25,100	9,700	20,600
Q2 2019	57,400	24,900	9,700	22,800
Q2 2020	54,400	24,300	9,800	20,400
Q2 2021	55,700	25,300	10,100	20,200
Q2 2022	55,100	24,300	10,500	20,300
Change on year to Q2 2022	-640	-1010	330	40
% change on year Q2 2022	-1.2%	-4.0%	3.3%	0.2%

Notes:

1. Figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten.

Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

2. Public corporations, public sector financial institutions and public bodies, have been combined into 'other public sector' to ensure individual organisation figures are not disclosed.

3. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

Table 5: Total devolved public sector employment by sector; Scotland, Full-time equivalent ^{1,4}

Not Seasonally Adjusted

Quarter	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services ²	Further Education Colleges ³	Other Public Bodies	Local Government ²	Public Corporations
Q2 1999	384,600	106,200	14,100	-	11,500	7,700	236,000	9,000
Q2 2016	425,000	138,100	16,000	27,300	10,600	14,000	199,000	20,000
Q2 2017	425,400	138,900	16,100	27,000	10,300	14,200	198,000	21,000
Q2 2018	426,100	139,100	16,500	26,900	10,200	14,400	198,000	21,000
Q2 2019	422,900	140,300	18,900	27,300	10,500	14,600	203,000	8,000
Q2 2020	438,300	147,300	20,200	27,600	10,300	14,200	206,000	13,000
Q2 2021	449,300	152,600	21,500	27,600	10,400	13,900	211,000	13,000
Q2 2022	459,300	155,200	26,000	26,900	10,300	14,300	214,000	13,000
Change on year to Q2 2022	9,950	2,590	4,490	-640	-80	410	3,130	70
% change on year Q2 2022	2.2%	1.7%	20.9%	-2.3%	-0.8%	2.9%	1.5%	0.5%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures which are rounded to the nearest thousand; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.

2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland.

3. 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.

4. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

Table 6: Total reserved public sector employment by sector; Scotland, Full-time equivalent ^{1,3}
Not Seasonally Adjusted

Quarter	Total Reserved Public Sector	Civil Service	Armed Forces	Other Public Sector²
Q2 1999	71,300	32,000	14,900	24,300
Q2 2016	54,400	23,300	10,000	21,200
Q2 2017	53,300	23,600	9,800	20,000
Q2 2018	52,100	22,800	9,700	19,600
Q2 2019	54,000	22,600	9,700	21,700
Q2 2020	51,200	22,000	9,800	19,500
Q2 2021	52,700	23,200	10,100	19,400
Q2 2022	52,300	22,300	10,500	19,500
Change on year to Q2 2022	-450	-860	330	80
% change on year Q2 2022	-0.9%	-3.7%	3.3%	0.4%

Notes:

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

2. Public corporations, public sector financial institutions and public bodies, have been combined into 'other public sector' to ensure individual organisation figures are not disclosed.

3. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

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- meet identified user needs
- are produced, managed and disseminated to high standards
- are explained well

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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 [Public Sector Employment Statistics web tables](#).

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