4 Staff numbers & related costs

a) Staff costs consist of :

A. Staff costs consist of :	2004-05					2003-04
	£000	£000	£000	£000		£000
	Total	Officials	Ministers	Special Advisers		Total
Staff costs						
Wages and salaries	10,490	10,490	0	0		10,189
Social security costs	773	773	0	0		750
Other pension costs	1,297	1,297	0	0		1,251
less staff costs capitalised	(176)	(176)	0	0		(75)
	12,384	12,384	0	0		12,115

For the duration of the year ended 31 March 2005 the Department of Culture, Arts and Leisure was under the direction and control of Angela Smith MP. Her salary and allowances were paid by NIO or the Cabinet Office rather than the Northern Ireland Assembly. Details of Angela Smith's salary and allowances will be provided in the 2004-05 NIO resource accounts.

b) The average monthly number of whole-time equivalent persons employed (including senior management, ministers and special advisers) during the year was as follows:

	2004-05 Number	2003-04 Number
Objective 1	442	455
Total	442	455

c) The salary and pension entitlements of the most senior managers of the Department were as follows:

2004/05	Column 1 Salary, including performance pay	Column 2 Real increase in pension and related lump sum at age 60	Column 3 Total accrued Pension at age 60 at 31/03/05, or at date of leaving, and related lump sum (£k)	Column 4 CETV at 31/03/04 or at date of leaving (nearest £k)	Column 5 CETV at 31/03/05 or at date of leaving (nearest £k)	Column 6 Real Increase in CETV after adjustment for inflation and changes in Market Investment factor (to nearest £k)
	£'000	£'000	£'000	£'000	£'000	£'000
Officals						
A McGinley (Permanent Secretary)	105-110	0-2.5 plus 2.5 -5 lumpsum	35 -40 plus 105-110 lumpsum	506	559	23
C Moore (Deputy Secretary) (left office 29th October 2004)	50-55	0-2.5 plus 0 -2.5 lumpsum	30-35 plus 95-100 lumpsum	501	553	31
NHS Carson (Director)	Consent to disclosure witheld					
E Jardine (Deputy Secretary) (Commenced 25th October 2004)	30-35	0-2.5 plus 0 -2.5 lumpsum	30-35 plus 95-100 lumpsum	513	548	15
D Prince (Director)	50-55	0-2.5 plus 2.5 -5 lumpsum	15-20 plus 45-50 lumpsum	184	212	18
B Davis (Director) (left office 13th September 2004)	Consent to disclosure witheld					
GJ Slater (Chief Executive – PRONI)	70-75	0-2.5 plus 2.5 -5 lumpsum	25-30 plus 75-80 lumpsum	390	425	16
MJ Cory (Chief Executive – OSNI)	60-65	0-2.5 plus 0 -2.5 lumpsum	10-15 plus 40-45 lumpsum	174	196	12
C Jack (Director) (Commenced 13th September 2004)	25-30	0-2.5 plus 0 -2.5 lumpsum	5-10 plus 20-25 lumpsum	64	67	3

Salary

Note (i) ‘Salary’ includes gross salary; performance pay or bonuses; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation.

None of the above have received any benefits in kind.

Pension

Note (ii) Pension benefits are provided through the Civil Service pension arrangements. From 1 October 2002, civil servants may be in one of three statutory based “final salary” defined benefit schemes (*classic, premium, and classic plus*). New entrants after 1 October may choose between membership of *premium* or joining a good quality "money purchase" stakeholder based arrangement with a significant employer contribution (*partnership pension account*).

(a) Classic Scheme
Benefits accrue at the rate of 1/80th of pensionable salary for each year of service. In addition a lump sum equivalent to three years' pension is payable on retirement. Members pay contributions of 1.5% of pensionable earnings. On death pensions are payable to the surviving spouse at a rate of half the members' pension. On death in service, the scheme pays a lump sum benefit of twice pensionable pay and also provides a service enhancement on computing the spouse's pension. The enhancement depends on length of service and cannot exceed 10 years. Medical retirement is possible in the event of serious ill health. In this case, pensions are brought into payment immediately without actuarial reduction and with service enhanced as for widow(er) pensions.

(b) Premium Scheme
Benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum, but members may commute some of their pension to provide a lump sum to a maximum of 3/80ths of final pensionable earnings for each year of service or 2.25 times pension if greater (the commutation rate is £12 of lump sum for each £1 of pension given up). For the purposes of pension disclosure the tables assume maximum commutation. Members pay contributions of 3.5% of pensionable earnings. On death pensions are payable to the surviving spouse or eligible partner at a rate of 3/8ths of the members pension (before any commutation). On death in service, the scheme pays a lump sum benefit of three times pensionable earnings and also provides a service enhancement on computing the spouse's pension. The enhancement depends on length of service and cannot exceed 10 years. Medical retirement is possible in the event of serious ill health. In this case pensions are brought into payment immediately without actuarial reduction. Where the member's ill health is such that it permanently prevents them undertaking any gainful employment, service is enhanced to what they would have accrued at age 60.

(c) ***Classic Plus Scheme***
This is essentially a variation of the *premium,* but with the benefits in respect of service before 1 October 2002 calculated broadly as per *classic* .

All staff in service at 1 October 2002 were given the option to join the *premium* or *classic plus* arrangements.

Pensions payable under *classic, premium,* and *classic plus* are increased in line with the Retail Price Index.

(d) Partnership Pension Account

This is a stakeholder-type arrangement where the employer pays a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product. The employee does not have to contribute but where they do make contributions, these will be matched by the employer up to a limit of 3% (in addition to the employers' basic contribution) Employers also contribute 0.8% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement). The member may retire at any time between the ages of 50 and 75 and use the accumulated fund to purchase a pension. The member may choose to take up to 25% as a lump sum.

Further details about the CSP arrangements can be found at the website: www.civilservicepensions-ni.gov.uk

Columns 4 and 5 of the above table show the member's cash equivalent transfer value (CETV) accrued at the beginning and the end of the reporting period. Column 6 reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The CETV figures, and from 2004-05 the other pension details, include the value of any pension beneft in another scheme or arrangement which the individual has transferred to the CSP arrangements and for which the CS Vote has received a transfer payment commensurate to the additional pension liabilities being assumed. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETV's are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

The information above relates to the Permanent Secretary and senior managers of the Department. Equivalent information relating to any supply-financed agencies consolidated into the Departmental Resource Account is given in their separate accounts.

The information above relates to the Permanent Secretary and senior managers of the Department. Equivalent information relating to any supply-financed agencies consolidated into the Departmental Resource Account is given in their separate accounts.

Pension benefits to Ministers are provided by the Ministerial Pension Scheme (MPS) which is part of the Parliamentary Contributory Pension Fund (PCPF) for Members of Parliament. The MPS provides benefits on a "final salary" basis with a 1/50th accrual rate taking account of all service as a Minister. Benefits are payable on retirement from Ministerial office on or after the age of 65, or on the payment of benefits under the main PCPF scheme. Members pay contributions of 6 per cent of their Ministerial salary. There is also an employer contribution of 7.5 per cent of the Ministerial salary, paid by the Exchequer. In the event of retirement because of serious ill health, the MPS pension is brought into payment immediately. On death, pensions are payable to the surviving spouse at a rate of five-eighths of the Minister's Pension. On death in service the MPS provides for a lump sum gratuity of three times the ministerial salary. Pensions increase in payment in line with changes in the Retail Price Index. On retirement, it is possible to commute part of the pension for a lump sum.

This presentation is based on payments made by the Department and thus recorded in these accounts. In respect of Ministers in the House of Commons, departments bear only the cost of the additional ministerial remuneration; the salary for their services as an MP (£57,500, 2003-04 £56,358) and various allowances to which they are entitled are borne centrally. (However, the arrangements for ministers in the House of Lords is different in that they do not receive a salary but rather an additional remuneration which cannot be quantified separately from their ministerial salaries. This total remuneration, as well as the allowances to which they are entitled, is paid by the Department and is therefore shown in full in the figures above.)