

### Compensation in selected service occupations

Central government employees in service occupations work on the front line interacting with users of public services. Data are included for occupations related to law and order and tax administration: police inspectors and detectives (called police inspectors), police officers, immigration officers, customs inspectors and tax inspectors. Though all countries have employees in charge of these tasks, some of these functions are also carried out by sub-central governments. In some countries specific functions (immigration or tax) cannot be distinguished.

On average, police inspectors' compensation amounts to around USD 83 000 PPP, of which 18% represents employers' contributions and 19% working time adjustment. Police officers' compensation is approximately USD 63 000 PPP (including employers' social contributions and working hours and holidays).

Differences in compensation levels are rather small among the five occupations. A police inspector earns 33% more than a police officer on average. The United States and the United Kingdom invest proportionately more than other countries in their police inspectors compared to their police officers. On the contrary, police officers and inspectors earn nearly the same amount in Iceland, the Netherlands and Norway.

Central governments seem to pay tax inspectors more than police officers mostly in the Netherlands, Slovenia, Portugal and Spain. In addition, Portugal, the United Kingdom and the United States to a large extent seem to invest more in customs inspectors relative to police officers. The same group of countries plus the Netherlands seem to remunerate immigration officers more than police officers.

As is the case for other occupations, the structure of total remuneration between wages and salaries and employers' social contributions varies across countries. Those differences are linked to historical, cultural and political consensus on how to fund the social security system.

Relative to GDP per capita and when compared to the average tertiary-educated wage, two occupations were analysed: police inspectors and police officers. On average, the ratio of police inspectors' compensation to the average tertiary-educated compensation is nearly equal but slightly lower for police officers, meaning that earnings for these positions have the same level of attractiveness or lower than the average compensation of the whole economy.

#### Methodology and definitions

Data refer to 2011 and were collected by the 2012 OECD Survey on the Compensation of Employees in Central/Federal Governments. Officials from central Ministries and Agencies responded to the survey through the OECD Network on Public Employment and Management.

Data is for some frontline service delivery agents (detectives/police inspectors, police officers, immigration officers, customs inspectors and tax inspectors). The classification and the definition of the occupations are an adaptation of the International Standard Classification of Occupation (ISCO) developed by the International Labour Organization (ILO).

Total compensation includes gross wages and salaries, and employers' social contributions, both funded and unfunded, including pension payments paid through the state budget rather than through employer social contributions (mostly for some pay-as-you-go systems). Social contributions are restricted to health and pensions systems, in order to have consistent data across countries.

Compensation was converted to USD using PPPs for GDP from the OECD National Accounts Statistics (database). Working time adjustment compensates for differences in time worked, taking into account both the average number of working days/hours and the average number of holidays.

See Annex D for the full methodology.

#### Further reading

OECD (2012), *Public Sector Compensation in Times of Austerity*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264177758-en>.

#### Figure notes

Data for Canada, Chile, the Czech Republic, Germany, Greece, Hungary, Ireland, Japan, Luxembourg, Mexico, New Zealand, Switzerland and Turkey are not available.

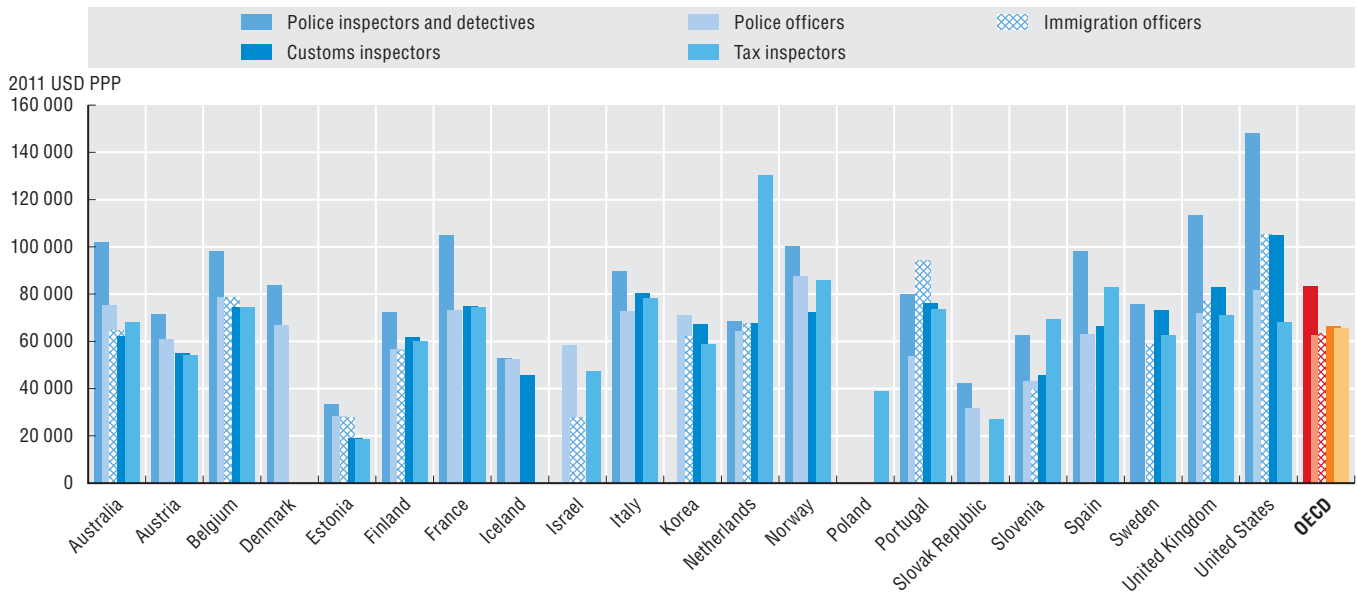
Immigration officers are included in police officers in Austria, Denmark, Iceland, Italy, Norway, the Slovak Republic and Spain. Police inspectors and police officers are mixed in Israel, Korea and Sweden. Customs officers are included in police officers in the Slovak Republic. Tax inspectors and immigration officers are included in police officers in Iceland. **Australia:** municipal and local police officers and inspectors represent the major share of police employees and are not included. **Austria:** only contractual workers are considered since they represent the majority of service delivery agents. **Poland:** services delivery occupations are outside the civil service except for tax inspectors. **The United Kingdom:** data are for 2012 (using PPP 2012). Only data on entry level and maximum level of compensation are available, the average is hence not the actual average but the mean between the entry level and the maximum level.

Please see Annex D for additional notes.

Information on data for Israel: <http://dx.doi.org/10.1787/888932315602>.

### 5.13. Average annual compensation of employees in service delivery occupations (2011)

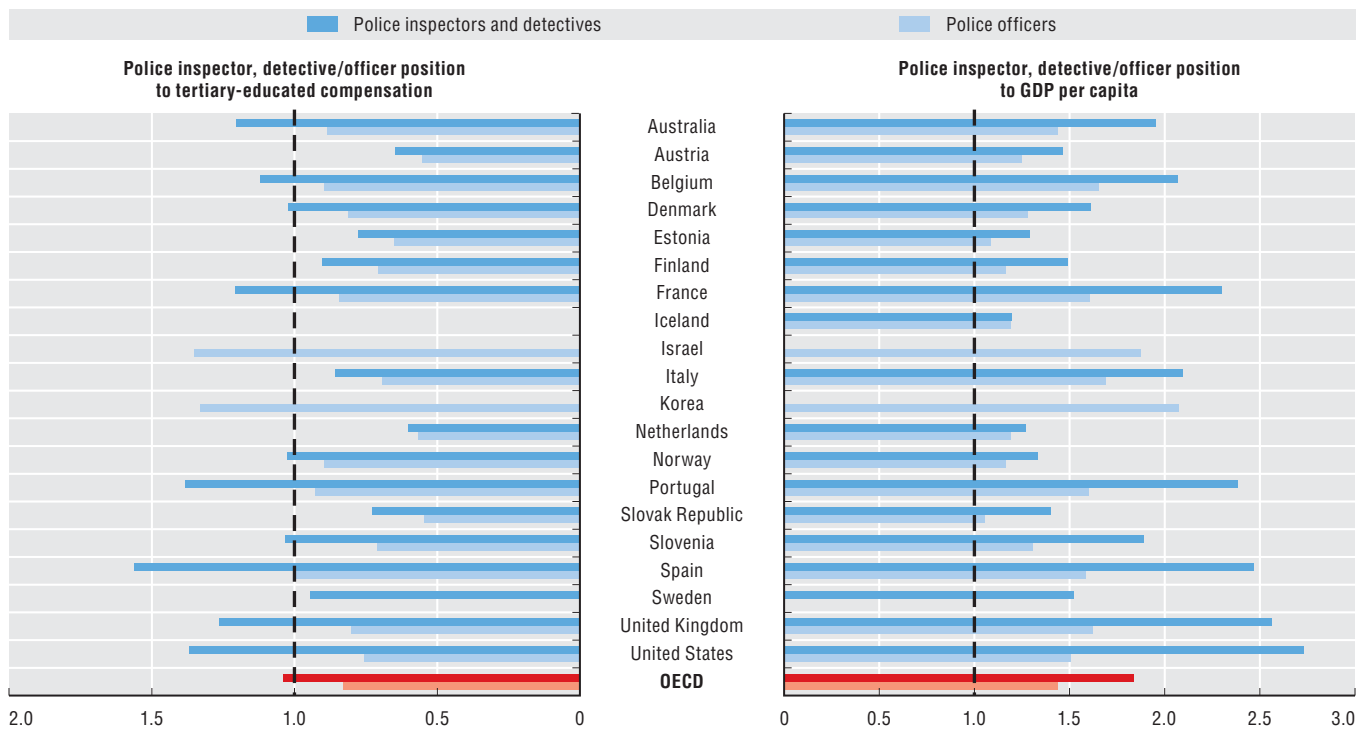
Adjusted for differences in working hours and holidays



Sources: 2012 OECD Survey on Compensation of Employees in Central/Federal Governments, OECD STAN/National Accounts Statistics (database).  
 StatLink <http://dx.doi.org/10.1787/888932942469>

### 5.14. Average annual compensation of central government police inspectors and officers relative to GDP per capita and to compensation of tertiary-educated workers

Ratio in 2011



Sources: 2012 OECD Survey on Compensation of Employees in Central/Federal Governments; OECD STAN/National Accounts Statistics (database); OECD (2013), Education at a Glance 2013: OECD Indicators, OECD Publishing, Paris, <http://dx.doi.org/10.1787/eag-2013-en>.  
 StatLink <http://dx.doi.org/10.1787/888932942488>



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