

FOI DOF/2025-0078

Request

I am writing to request information under the Freedom of Information Act 2000 regarding the payment of Recruitment and Retention Allowances (RRA) within the Northern Ireland Civil Service (NICS).

I would be grateful if you could provide the following:

- 1 A detailed breakdown of all NICS staff currently in receipt of a Recruitment and Retention Allowance. This should include:
 - o The number of staff receiving the allowance, broken down by department and grade.
 - o The total amount paid in RRAs per department.
 - o The average RRA payment per recipient by department and grade.

- 2 A summary table detailing the reasons for the application of the RRA across NICS. This should include:
 - o The general rationale for awarding the allowance.
 - o A breakdown of how many staff receive the allowance under each category of justification (e.g., skills shortages, market pressures, specialist roles).

If any part of this request exceeds cost limits, please provide the information in a way that maximises disclosure within the available budget. If clarification is needed, I am happy to refine my request.

I look forward to your response within the statutory deadline. Please provide the data in an electronic format if possible.

DoF Response

I can confirm the department holds the information requested.

1. All NICS staff currently in receipt of a Recruitment and Retention Allowance (RRA) are in The Executive Office.

No of Staff	7
Grades	Grade 7 (1), Senior Civil Service (6)
Total amount paid	£9,750 per month*
Average amount paid	£1,392.86

*this is the total actual amount paid after pro-rating is applied

2. The rationale for awarding the RRA in TEO is based on a combination of skills shortages and market pressures for these specialist roles, resulting in recruitment and retention issues. This rationale applies to all the TEO staff in receipt of the RRA.