

FOI DOF/2025-0671

Request

- a. The number of Job Evaluation and Grading Support (JEGS) carried out on existing NICS posts over each of the last five calendar years, starting 2021;
- b. The number of those JEGS which resulted in a post being evaluated as being at a higher grade;
- c. Of those evaluated at a higher grade, the number of cases in which backpay was paid; and for each case, the number of months backpay covered;
- d. Confirmation if backpay was paid in any cases (and if so, the number of cases) from before or at the point at which the JEGS process was initiated; and
- e. Any policy/policies setting out the arrangements for backpay where a post is JEGS to a higher grade.

DoF Response

I can confirm the Department holds some of the information requested.

- a. The number of Job Evaluation and Grading Support (JEGS) grading evaluations carried out on existing NICS positions from 2021 to 2025 is as follows:

Year	Number of JEGS carried out
2021	362
2022	327
2023	153
2024	175
2025	118

- b. The number of JEGS that resulted in NICS positions evaluated as being at a higher grade was 22.
- c.-e. This information is not held. Established practice in the NICS, supported by case law, is that any change to the grade of a role or post is applied from the date of the grading decision only i.e. at the end of the JEGS

process. It is not NICS practice to apply changes retrospectively to any period before the grading decision has been made.

Responsibility for managing and recording temporary promotions rests with individual business areas within Departments. Temporary promotions may be used for various reasons, such as covering a vacancy, maternity leave, or special projects. They can also be applied when a role is upgraded but remains occupied, pending a decision on the future of the post, as outlined in paragraph 6.3 of the job evaluation policy available here: [4.02 Job evaluation and organisational review in the NICS - November 2015](#).