

FOI DOF/2025-0533

Request

Re: Staff Officer Vacancies

1. I would like a list of the current Staff Officer vacancies declared as of today 15/09/2025 by all Departments that are fit to be filled by a General Service competition.
2. I would also like details of all current Staff Officer vacancies not declared that are currently filled by long term Temporary Promotion, that is a temporary promotion of more than 12 months.
3. I would like this information broken down by department and location.

DoF Response

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

1. Details of the total vacancies in each department are not held centrally by Department of Finance. Each Civil Service department is responsible for managing its resources – both financial and staff. Each department determines its individual workforce needs and is responsible for ensuring that any additional staffing resources are affordable. When a department identifies a vacancy that needs filled, the request is referred to NICSHR to initiate the process to fill the post. NICSHR liaises with all departments on an ongoing basis to seek to prioritise recruitment activity within allocated financial and staff resources.

As at the end of August 2025, (the most recent figures available at time of the request), NICSHR was managing a caseload of 189 Staff Officer vacancies that may be filled from a General Service competition. The current vacancies are listed in the response to question 3.

2. As set out above, the Department of Finance (DoF) does not hold data relating to undeclared vacancies. Furthermore, the data is not held in a way that enables DoF to identify whether a declared vacancy is currently being covered through a temporary promotion arrangement.

Responsibility for the management and recording of temporary promotions lies with individual business areas within Departments. Temporary promotions may be implemented for a variety of operational reasons, including the need to cover vacant posts, support special projects, or other business requirements. The HR system provides line managers with a predefined list of reasons for temporary promotions, one of which is “Vacant Post.”

The table below presents the number of General Service staff who have been temporarily promoted to General Service Staff Officer grade for more than 12 months, with “Vacant Post” recorded as the reason. The table provides the position as at the end of August 2025 (the most recent figures available at the time of the request).

Department / Location	Headcount
DAERA	16
Armagh	1
Belfast	4
Cookstown	2
Derry-Londonderry	2
Dungannon	1
Limavady	4
Lisburn	1
Strabane	1
DE	8
Bangor	7
Derry-Londonderry	1
DfC	19
Ballymena	1
Belfast	14
Derry-Londonderry	1
Lisburn	2
Newtownabbey	1
DfE	3
Belfast	3
DfI	3
Belfast	2
Craigavon	1
DoF	7
Belfast	7
DoH	5
Belfast	5
DOJ	10
Antrim	1
Belfast	8
Coleraine	1
TEO	3
Belfast	3
Total	74

Source: HR Connect month end August 2025. Figures exclude Northern Ireland Prison Service Uniform Grades.

3. The breakdown of the departments and locations of the 189 General Service Staff Officer vacancies which may be filled from a General Service competition is shown in the table below.

	DAERA	DE	DfC	DfE	DfI	DoF	DoH	DOJ	TEO	Total
Antrim	2									2
Ballykelly	20									20
Ballymena	1		1							2
Banbridge			1							1
Bangor		17								17
Belfast	22		19	15	6	17	20	6	8	113
Coleraine	1									1
Cookstown	1									1
Derry-Londonderry	5	5						1		11
Downpatrick	9									9
Dungannon	1									1
Enniskillen	3									3
Larne	1									1
Lisburn	4							1		5
Omagh	1		1							2
Total	71	22	22	15	6	17	20	8	8	189