ANNEX A

FOI DOF/2026-0026

Request

Re: IRC306699

1. How many successful candidates from this competition remain as yet to be listed for promotion?

2. How many Grade 6 vacancies have been declared across the NICS following the most recent request to the departments to declare vacancies?

3. a) How many staff across NICS are currently promoted to Grade 6?

   b) If the answer to question 3 is more than the number of vacancies declared at question 2, what steps are NICS HR taking to ensure successful candidates from this competition are promoted and placed to fill these temporary promotion posts?

DoF response

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

1. As at the date of the request, a total of 68 successful candidates from Competition IRC306699 remain to be listed for promotion.

2. 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 December 2025 (the most recent figures at the date of request), NICSHR was managing a caseload of 9 Grade 6 vacancies which may be filled from Competition IRC306699.

3a. The management and recording of temporary promotions are the responsibility of individual business areas in Departments. Temporary promotions can be for several different business reasons, such as sick absence, maternity, vacant post, special exercises etc. As at month end December 2025 (the most recent figures available at the time of request) the number of NICS staff on a temporary promotion arrangement to Grade 6 (and analogous) was 145.

3b. As noted in paragraph 3a above, Temporary Promotion arrangements are managed directly by line management within Departments and can be for a number of different reasons – not just vacant posts. The Communication which issued from NICSHR on 11 December 2025 seeking declarations of vacancies to be filled from Competition IRC306699, recommended to Departments that merit lists should be used to fill vacancies that are currently occupied through temporary promotion, to ensure vacant positions do not remain open when qualified candidates exist on merit lists.