

FOI DOF/2026-0148

**Request**

Please see the excerpt from a letter I received last week below:

*Elective transfers are considered on an individual basis and assessed in line with the NICS Elective Transfer policy. They are used as a method to fill vacancies at the same grade and discipline across the NICS, and is not a process that is specific to DAERA. In November 2025, NICSHR placed a temporary pause on the use of the Elective Transfer process. This pause remains under review.*

I would be grateful if you can confirm that a temporary pause was placed on the use of the Elective transfer process and that this pause remains in place. Please also confirm the date when all staff were informed of this policy suspension and a copy of the communication issued to all staff informing them of this.

Grateful if you can also confirm if and when NIPSA were consulted if the above is correct.

Please also confirm that an elective transfer opportunity was advertised on the NICS Weekly Opportunity Bulletin dated 2<sup>nd</sup> February 2026 and again on 9<sup>th</sup> February 2026.

**DoF response**

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

As at 23 March 2026, a temporary pause on Elective Transfers is in place. This pause is currently under review. Staff were not informed of the temporary pause. NIPSA were not consulted.

An Elective Transfer Opportunity was advertised on 2 February and 9 February.