

FOI DOF/2026-0188

**Request**

**Re: Grade 7 posts across NICS**

1. What is the current number of declared vacancies at G7 across the NICS (broken down by Department and by general service & non general service).
2. Are there any declared G7 Policy & Legislation vacancies and if yes, which Departments are they in?
3. What is the current number of temporary promotions to G7 broken down by Dept and length of time the person has been temporarily promoted (ie: up to 6mths, 6-12 mths, 12-18 mths, 18- 24 mths, 2-3 yrs, 3-4 yrs, 5yrs +).

**Re: IRC313501 - Head of Policy & Legislation, Grade 7**

4. How many candidates attended interview broken down by Department, substantive grade and age bands 20-29, 30-39, 40-49, 50-59 and 60+ years?
5. How many candidates passed the interview broken down by Department, substantive grade and age bands 20-29, 30-39, 40-49, 50-59 and 60+ years?
6. How many of the successful candidates have been offered a post and how many remain on the merit list?
7. Of those who have been offered a post, how many have been placed/promoted in their existing branch/office, how many have been placed/promoted in a different office within the same Department, and how many have been placed/promoted in a different Department?

**DoF response**

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

**Grade 7 posts across NICS**

1. Details of the total vacancies in each department is 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 NICS HR to initiate the process to fill the post. NICS HR 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 March 2026, (the most recent figures available at time of the request), NICSHR was managing a caseload of 170 vacancies at Grade 7 and analogous grades. The breakdown by Department and General Service and Non-General Service is shown in Table 1 below.

Table 1

<b>G7 Vacancies by Department for General Service and Non-General Service vacancies</b>			
<b>Department</b>	<b>General Service</b>	<b>Non-General Service</b>	<b>Total</b>
DAERA	6	81	<b>87</b>
DE	4	1	<b>5</b>
DfC	3	1	<b>4</b>
DfE	2	0	<b>2</b>
DfI	2	20	<b>22</b>
DoF	13	13	<b>26</b>
DoH	4	2	<b>6</b>
DOJ	4	6	<b>10</b>
PPS	0	1	<b>1</b>
TEO	3	4	<b>7</b>
<b>Grand Total</b>	<b>41</b>	<b>129</b>	<b>170</b>

- As at the end of March 2026 NICS HR was managing a caseload of 10 Grade 7 vacancies which may be filled from Competition IRC313501 (Policy and Legislation Grade 7). Please note that a vacancy is counted on the NICSHR caseload until confirmation is received that a successful candidate has reported for duty on the agreed start date.

The breakdown by Department is shown in Table 2 below. (Note these vacancies are included in Table 1 above).

Table 2

<b>G7 Vacancies for Competition IRC313501 by Department</b>	
<b>Department</b>	<b>Total</b>
DAERA	4
DE	1
DfI	1
DOJ	3
TEO	1
<b>Grand Total</b>	<b>10</b>

- 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 covering vacant posts, special exercises etc.

Table 3 below sets out the total number of NICS staff temporarily promoted to Grade 7 (and analogous), along with the duration of these promotions. The table is split by Department and General / Non-General Service, as at the end of March 2026 (the latest data available at the time of the request).

**Table 3**

Dept	TP Duration								Total
	< 6 months	6 to 12 months	12 to 18 months	18 to 24 months	2 to 3 years	3 to 4 years	4 to 5 years	5+ years	
<b>DAERA</b>	<b>12</b>	<b>12</b>	<b>10</b>	<b>10</b>	<b>12</b>	<b>12</b>	<b>6</b>	<b>3</b>	<b>77</b>
General Service	4	9	5	3	8	7	3	2	41
Non-General Service	8	3	5	7	4	5	3	1	36
<b>DE</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>4</b>			<b>3</b>	<b>22</b>
General Service	3	9	2	1	4			3	22
<b>DfC</b>	<b>12</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>45</b>
General Service	11	5	5	7	4	1	4	4	41
Non-General Service	1	2				1			4
<b>DfE</b>	<b>5</b>	<b>1</b>		<b>1</b>	<b>2</b>	<b>3</b>		<b>2</b>	<b>14</b>
General Service	5	1			2	1		2	11
Non-General Service				1		2			3
<b>DfI</b>	<b>12</b>	<b>7</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>34</b>
General Service	7	4	3						14
Non-General Service	5	3	5	1	2	2	1	1	20
<b>DoF</b>	<b>14</b>	<b>12</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>47</b>
General Service	7	6	7	5	1		1	1	28
Non-General Service	7	6	4		1	1			19
<b>DoH</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>1</b>			<b>2</b>	<b>3</b>	<b>18</b>
General Service	5	1	3				2	3	14
Non-General Service		2	1	1					4
<b>DOJ</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>33</b>
General Service	3	3	4	2	3	5	2	2	24
Non-General Service	3	5			1				9
<b>PPS</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>					<b>9</b>
Non-General Service	3	3	2	1					9
<b>TEO</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>		<b>1</b>	<b>14</b>
General Service	4	1	1	1	3	2		1	13
Non-General Service	1								1
<b>Grand Total</b>	<b>77</b>	<b>63</b>	<b>47</b>	<b>30</b>	<b>33</b>	<b>27</b>	<b>16</b>	<b>20</b>	<b>313</b>

Source: HRConnect & COMPASS Month End March 2026

Note: Figures reflect Permanent and Fixed Term Casual staff only, except for those in HSENI, Crown Solicitor Office, and AGNI

4. The number of candidates who attended interview broken down by Department and substantive grade is captured in the table below:

	<b>Total</b>
<b>Deputy Principal</b>	<b>61</b>
DAERA	15
DE	3
DFC	8
DFE	8
DFI	7
DoF	4
DoH	7
DoJ	7
TEO	2
<b>Grade 7</b>	<b>1</b>
DFE	1
<b>Staff Officer</b>	<b>3</b>
DAERA	1
DFI	1
TEO	1
<b>Total</b>	<b>65*</b>

\*Whilst 97 were invited to interview, 32 withdrew or did not attend

Some of the information you have requested is being withheld because it is exempt under section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would, amongst other things, contravene one of the data protection principles of the Data Protection Act.

In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly. Section 40(2) is an absolute exemption and the Department is not obliged to consider whether the public interest favours disclosing the information.

Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex C), the department has established that, on balance, there is no lawful basis for the disclosure of the remaining third-party personal data falling within the scope of the request of which the requester is not the data subject.

5. The number of candidates who passed the interview broken down by Department, and substantive grade is captured in the table below:

	<b>Total</b>
<b>Deputy Principal</b>	<b>46</b>
DAERA	14
DE	2
DfC	6
DfE	6
DfI	7
DoF	2
DoH	2
DOJ	6
TEO	1
<b>Grade 7</b>	<b>1</b>
DfE	1
<b>Staff Officer</b>	<b>1</b>
DAERA	1
<b>Total</b>	<b>48</b>

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6. The number of successful candidates who have been offered a post is 48. Therefore, there are no candidates remaining on the merit list.

7. Of those who have been offered a post, the numbers that have been:  
a) placed/promoted in their existing branch/office

	<b>Total</b>
Placed/promoted in their existing branch/office	20
<b>Total</b>	<b>20</b>

b) placed/promoted in a different office within the same Department

	<b>Total</b>
Placed/promoted in a different office within the same Department	10
<b>Total</b>	<b>10</b>

c) placed/promoted in a different Department

	<b>Total</b>
Placed/promoted in a different Department	4
<b>Total</b>	<b>4</b>

Please note the information provided reflects the position at the date of the request; a number of offers were still underway at this time.