

FOI DOF/2026-0292

Request

RE: IRC306699 – Grade 6 General Service Competition

1. Confirmation that the panel/successful candidate list remains active
2. Details of the validity period for the panel/when the list will expire
3. Details of whether the current Grade 6 vacancy caseload is expected to be filled from the panel
4. Details of what steps are being taken by HR to address the continued existence of Temporary Promotions to Grade 6 level across the system despite the existence of a live Grade 6 list
5. Whether further tranches of appointments are anticipated and the timeline for same

DoF response

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

1. The merit list for competition IRC306699 is still live.
2. The merit list for competition IRC306699 is due to expire on 6 October 2027.
3. 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 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 May 2026 (the most recent information available at the date of the request), NICS HR was managing a caseload of 14 Grade 6 General Service vacancies), 2 of which may be filled from competition IRC306699. The remaining General Service Grade 6 vacancies have not been assigned to Competition IRC306699 because it was intended that they were to be filled by separate competitions designed to meet the specific skills/specialist eligibility requirements that those particular vacancies required.

4. It is not possible to tell from central records held, how many vacancies which have been declared to NICS HR are currently being filled by individuals serving on temporary promotion. Temporary promotion arrangements are managed

directly by line management within Departments and can be for a number of different reasons – not just vacant posts.

NICSHR has 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.

It should also be noted that not all TP arrangements to General Service Grade 6 will be for a post which is suitable to filled by Competition IRC306699 due to some posts at this grade having specific skills/specialist eligibility requirements.

5. As at the date of the request, a further tranche of appointments was anticipated from Competition IRC306699 but the start dates had not been confirmed.