

FOI DOF/2022-0350

Request

Can you please provide an update on the external grade 7 recruitment competition? Is this still planned to go ahead, and if so, is there an expected timeframe for advertisement.

Please also confirm the number of grade 7 vacancies at present across the NICS, by department.

DoF Response

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

Recruitment to fill Grade 7 vacancies forms part of a rolling recruitment plan for the NICS. The method to fill vacancies is dependent on a range of factors, such as skills and qualifications required for the role(s) and equality considerations in relation to the applicant pool. A number of external Grade 7 recruitment competitions have recently been advertised and work is ongoing with departments to agree the appropriate method of filling current vacancies at this analogous grade.

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 it 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 end of August 2022, NICSHR is managing a caseload of 174 vacancies at general service and analogous Grade 7. Details requested are provided in the table below.

Department	Vacancies
DAERA	57
DE	3
DfC	17
DfE	9
DfI	8
DoF	41
DoH	10
DOJ	14
PPS	1
TEO	14
Total	174