

**FOI DOF/2022-0351**

**Request**

1. Can you please confirm how many AGENCY staff were hired across the Northern Ireland Civil Service in the following years:
  - 2017/18
  - 2018/19
  - 2019/20
  - 2020/21
  - 2021/22
2. Can you please confirm the annual cost of hiring agency staff for each of the same years (salaries).
3. Can you confirm how many staff were hired on CASUAL/TEMPORARY contracts for the same years.
4. Can you confirm the total cost of CASUAL/TEMPORARY workers salaries for the same period.

Can this information please be grouped by Department.

**Clarification for Q.2 received 22<sup>nd</sup> July 2022**

The total figure of annual cost of hiring agency staff - which includes salaries, deductions, employer contributions and a service fee to the agency service provider will suffice.

**Further request following original response to DoF/2022-0260**

The table in question 2 contains figures significantly higher than the cost of casual workers in table 4.

Can I deduce that the difference accounts for the cost of agency workers?

**DoF Response**

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

1. Information on the number of recruitment agency workers hired across the Northern Ireland Civil Service is not held centrally by Department of Finance (DoF).

2. Information on the annual cost of hiring recruitment agency workers across the Northern Ireland Civil Service is not held centrally by DoF. This information may be found through published Departmental Annual Report and Accounts or by contacting individual Departments.

In order to assist with the FoI request, the table below provides DoF expenditure in relation to temporary workers, contract staff and recruitment agency workers. Although the majority of the expenditure will relate to recruitment agency workers, the total figure may include the recruitment of temporary workers and fixed term contract staff costs across DoF:

Year	Cost (£'000) <sup>1, 2</sup>
<b>2017/18</b>	£5,061
<b>2018/19</b>	£5,875
<b>2019/20</b>	£6,875
<b>2020/21</b>	£6,715
<b>2021/22</b>	£7,155

<sup>1</sup> Costs include recruitment agency workers in the Northern Ireland Statistics & Research Agency

<sup>2</sup> Costs may include recruitment agency workers, temporary workers and fixed term contract staff costs across DoF

3. NICS Temporary/Fixed Term contract appointees by Department 2017/18 – 2021/22 <sup>1</sup>

Department	Number of New Temporary/Fixed Term Recruits				
	2017/18	2018/19	2019/20 <sup>2</sup>	2020/21 <sup>2</sup>	2021/22
DAERA	1	1	4	0	34
DE	0	0	1	1	6
DfC	90	2	2	17	233
DfE	2	2	3	1	24
DfI	4	2	2	2	14
DoF	17	16	28	26	35
DoH	0	0	0	0	1
DoJ	0	0	0	1	9
PPS	4	6	2	0	6
TEO	0	0	0	1	2
<b>TOTAL</b>	<b>118</b>	<b>29</b>	<b>42</b>	<b>49</b>	<b>364</b>

Source: HR Connect

<sup>1</sup> Includes staff on Temporary/Fixed Term contracts only. Prison staff not recorded on HR Connect have been excluded.

<sup>2</sup> Excludes 36 staff in 2019/20 and 1,445 staff in 2020/21 who were non-salaried and working in a temporary capacity in DoF to deliver the 2021 Census

4. Total cost of Temporary/Fixed Term contract employee salaries for the same period.

Salary Total for Temporary/Fixed Term contract appointees by Department  
2017/18 - 2021/22<sup>1,2,3</sup>

Department	New Temporary/Fixed Term Recruit Salary Total				
	2017/18	2018/19	2019/20	2020/21	2021/22
DAERA	£9,977	£12,108	£33,004	£0	£336,137
DE	£0	£0	£9,668	£10,630	£60,804
DfC	£1,136,476	£24,216	£21,076	£0	£3,341,386
DfE	£18,605	£20,252	£36,080	£11,749	£230,256
DfI	£20,231	£26,829	£20,926	£26,649	£132,357
DoF	£206,620	£176,620	£323,551	£250,149	£301,730
DoH	£0	£0	£0	£0	£20,332
DoJ	£0	£0	£0	£9,138	£71,416
PPS	£56,596	£116,918	£41,620	£0	£149,805
TEO	£0	£0	£0	£21,464	£19,522
<b>TOTAL</b>	<b>£1,448,505</b>	<b>£376,943</b>	<b>£485,925</b>	<b>£329,779</b>	<b>£4,663,745</b>

Source: HR Connect

<sup>1</sup> Figures include staff in the Health and Safety Executive for Northern Ireland and the Office of the Attorney General for Northern Ireland.

<sup>2</sup> Excludes 36 staff in 2019/20 and 1,445 staff in 2020/21 who were non-salaried and working in a temporary capacity in DoF to deliver the 2021 Census

<sup>3</sup> Salary data is not included for new recruits who start in March of each financial year, as they do not receive their salary until April in the following financial year.

In relation to your subsequent clarification request, I can confirm that the response to question 2 includes costs for recruitment agency workers within DoF however, these may also include temporary workers and fixed term contract staff costs.

The response to question 4 refers to the salary costs for temporary/fixed term contract appointees who are DoF employees. It is not, therefore, correct to deduce that the difference accounts for the cost of recruitment agency workers.