

FOI DOF/2022-0039

Request

1. Please send me number of EO2 posts registered on departmental transfer lists, DDA pools lists and Welfare lists as per policy 1.04 Vacancy Management, 3 Priority Pools from 1/9/21.
2. Please also send me current number of EO2 vacancies within NICS departments (Belfast City Centre) broken down by department and location/building.
3. Please confirm number of substantive EO2 posts filled by 2021 external competition per department for Belfast City Centre and if above lists were considered on each occasion as per policy?
4. Please confirm if the review of the management of the pools list has completed, the outcome and any change/s to such.

DoF Response

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

1. The NICS Pools lists are produced weekly therefore numbers will fluctuate as staff are added and removed each week. Number of EO2 (and analogous) staff listed on each NICS priority pool at 1st September 2021 and 31st January 2022 is shown below.

Pool Type	No. individuals listed on NICS Pool - EO2 & analogous at 1/9/2021
DDA	23
Surplus	0
Welfare	8

Pool Type	No. individuals listed on NICS Pool - EO2 & analogous at 31/1/2022
DDA	19
Surplus	0
Welfare	9

Source: HRConnect & NICSHR

2. 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 the end of January 2022 NICSHR was managing a caseload of 170 EO2 vacancies located in Belfast City Centre. Table 1 below provides the detail requested.

3. The number of Belfast City Centre EO2 posts filled by 2021 external competition IRC265817 is 101.

All available sources of supply, including those existing employees on any of the three priority pools, as at 6/8/21, 29/9/21 and 19/1/22 were included in the allocation process to fill any General Service EO2 vacancies referred to NICSHR by 6/8/21, 29/9/21 and 19/1/22. In accordance with the Vacancy Management policy, the allocation process considered all employees on the priority pools first, followed by any employees still to be placed from previous published lists and, finally, those on the IRC265817 merit list. This process included 189 vacancies located in Belfast City Centre and suitable candidates were identified to fill 101 of these vacancies. As not all start dates for these posts have been reached, we do not have the information regarding how many individuals are now in post. A breakdown is set out in Table 2 below.

4. I can confirm the review of the management of the pools list is currently being carried out; it has not yet completed.

Table 1

Belfast City Centre EO2 Vacancies - Month Ending January 2022

Building	DAERA	DfC	DfE	DfI	DoF	DoH	DOJ	PPS	Total
9 Lanyon Place		2							2
Adelaide House			9						9
Belfast Chambers								2	2
Belfast Port	1								1
Belfast Test Centre				2					2
Bruce Street					1				1
Castle Court		24							24
Causeway Exchange		7							7
Clarence Court				3					3
Cleaver House		1							1
College Street		3							3
Conor Building		1							1
Consumer Affairs Building			1						1
Corporation Street		1		6					7
Design Centre		8							8
Fermanagh House			2						2
Goodwood House					5				5
Great Northern Tower		21							21
Headline Building							1		1
James House					1				1
Killymeal House			1						1
Laganside Courts							2		2
Laganside House							6		6
Lanyon Place		6							6
Lanyon Plaza		2			8				10
Milewater Road	3								3
Plaza Building		13							13
Public Records Office		2							2
Queen's Court							11		11
Royal Avenue		1							1
Royal Courts of Justice							9		9
Waring Street							1		1
Waterfront Plaza							2		2
Not Recorded		1							1
Total	4	93	13	11	15	0	32	2	170

Source: NICSHR

Table 2**Number of EO2 posts located in Belfast City Centre filled by 2021 external competition IRC265817 by Department & Building**

Building	DAERA	DfC	DfI	DoF	DOJ	Total
Castle Court		20				20
Causeway Exchange		3				3
Clarence Court			1			1
Cleaver House		4				4
Colby House				1		1
College Street		5				5
Design Centre		3				3
Goodwood House				2		2
Great Northern Tower		24				24
Headline Buildings					2	2
Klondyke Building	3					3
Laganside Courts					1	1
Laganside House					9	9
Lanyon Plaza				3		3
Plaza Belfast		5				5
Queens Court					2	2
Royal Courts of Justice					3	3
Waterfront Plaza					10	10
Grand Total	3	64	1	6	27	101

Source: NICSHR