

FOI DOF/2023-0167

Request

I would like to request information under the freedom of information act on temporary promotions within all of NICS HR.

Since 2020 to date please provide

- The NICS HR Business area for the temporary promotion
- The Temporary promotion grade
- The Substantive grade
- The Reason for the Temporary promotion
- The Duration of the Temporary promotion
- The Method used to fill the temporary promotion opportunity, ie was it paper sift , interview , automatic selection etc
- Has the temporary promotion opportunity been rotated among successful candidates, if not why not?

I would like to request information under the freedom of information act on temporary promotions within DOF People and Organisational Development from November 2022 to date

please provide

- The Temporary promotion grade
- The Substantive grade
- The Reason for the Temporary promotion
- The Duration of the Temporary promotion
- The Method used to fill the temporary promotion opportunity, ie was it paper sift , interview , automatic selection etc
- Has the temporary promotion opportunity been rotated among successful candidates, if not why not?

DoF Response

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

Details of temporary promotions periods in **NICSHR** from 1 January 2020 showing business area, temporary promotion grade, substantive grade, reason for temporary promotion and duration of temporary promotion are set out in Table 1 below.

Details of the method used to fill temporary promotion opportunities and whether or not they are rotated among successful candidates is not held.

It is the responsibility of line management within individual business areas to decide when a TP arrangement is necessary, including detailing the reason for the TP, deciding on the length of the TP and subsequently making the appropriate arrangements through HRConnect. It is also the responsibility of line management within individual business areas to decide whether or not the TP should be rotated however this information is not recorded on HRConnect.

Details of the temporary promotion periods in **People and Organisation Development** from 1 November 2022, showing business area, temporary promotion grade, substantive grade, reason for temporary promotion and duration of temporary promotion are set out in Table 2 below.

Due to the reasons outlined above, details of the method used to fill temporary promotion opportunities and whether or not they are rotated among successful candidates is not held.

Table 1: NICS HR Temporary Promotions from 1 January 2020 to 30 April 2023

NICS HR	Substantive Grade	TP Grade	TP Duration	TP Reason						
				Leave	Chain	Maternity	Sick Leave	Special Exercise	Vacant Post	Not Recorded
DoF, NICS HR Employee Relations	Nurse Grade G	Nursing Officer	1-2 Years				1			
	Senior Occ Health Nurse	Nursing Officer	1-2 Years						1	
	Deputy Principal	Principal	6-12 Months						1	
			1-2 Years		1		2	1		
			3-4 Years					3		
	Staff Officer	Deputy Principal	0-6 Months		1		2	2	3	
			6-12 Months		3		1			
			1-2 Years		4			4	1	
			2-3 Years		1			2		
	Executive Officer I	Staff Officer	0-6 Months		1			2	1	
			6-12 Months					1		
			1-2 Years		1		1		4	
			2-3 Years					2	2	
			3-4 Years		1				1	
	Executive Officer II	Executive Officer I	0-6 Months		2		1		2	
			6-12 Months				1		1	
			1-2 Years		1				3	
			2-3 Years		2				1	
			3-4 Years		3					
	Administrative Officer	Executive Officer I	0-6 Months						1	
Executive Officer II		0-6 Months		3	1	1	2	3		
		6-12 Months		4		1		1		
		1-2 Years						2		
		2-3 Years		1						
		3-4 Years		2	1					
DoF, NICS HR Analytics and Workforce Planning Division	Deputy Principal	Principal	6-12 Months						1	
	Executive Officer I	Staff Officer	2-3 Years						1	
	Executive Officer II	Executive Officer I	0-6 Months		3					
2-3 Years				1						
DoF, NICS HR Analytics, WFP, Employee Records & Data Man Div	Grade 6	Assistant Secretary	0-6 Months					1		

NICS HR	Substantive Grade	TP Grade	TP Duration	TP Reason						
				Leave	Chain	Maternity	Sick Leave	Special Exercise	Vacant Post	Not Recorded
DoF, NICS HR Workforce Planning & Resourcing	Executive Officer I	Staff Officer	1-2 Years						1	
	Executive Officer II	Executive Officer I	6-12 Months						1	
			1-2 Years		1					
Administrative Officer	Executive Officer II	1-2 Years						1		
DoF, NICS HR Business Support	Deputy Principal	Principal	2-3 Years						1	
	Staff Officer	Deputy Principal	0-6 Months				1		1	1
			6-12 Months				1			
			2-3 Years		1					
	Executive Officer I	Staff Officer	6-12 Months		1					
	Executive Officer II	Executive Officer I	6-12 Months						1	
1-2 Years								1		
Administrative Officer	Executive Officer II	1-2 Years		1						
DoF, NICS HR Learning & Development	Staff Officer	Deputy Principal	0-6 Months						4	
			6-12 Months				1			
			1-2 Years				2			
	Executive Officer I	Staff Officer	0-6 Months				1			
			1-2 Years						1	
	Executive Officer II	Staff Officer	0-6 Months						1	
Administrative Officer			Executive Officer II	0-6 Months	1				8	
				6-12 Months					1	
1-2 Years		1								
DoF, NICS HR Pay and Reward	Principal	Assistant Secretary	0-6 Months						1	
			3-4 Years						1	
	Deputy Principal	Principal	0-6 Months						2	
			6-12 Months						1	
			1-2 Years						2	
	Staff Officer	Deputy Principal	0-6 Months				6			1
			1-2 Years					1		
	Executive Officer I	Staff Officer	3-4 Years						2	
Executive Officer II	Executive Officer I	0-6 Months						5		
		6-12 Months						1		
		1-2 Years						1		

NICS HR	Substantive Grade	TP Grade	TP Duration	TP Reason						
				Leave	Chain	Maternity	Sick Leave	Special Exercise	Vacant Post	Not Recorded
DoF, NICS HR People Strategy Unit	Deputy Principal	Principal	0-6 Months				1			
			1-2 Years				1			
			2-3 Years				1			
	Staff Officer	Deputy Principal	0-6 Months						1	
			6-12 Months						1	
Executive Officer II	Executive Officer I	1-2 Years					1			
DoF, NICS HR Resourcing	Senior Principal (G6)	Assistant Secretary	6-12 Months						1	
	Deputy Principal	Principal	0-6 Months					1	1	
			6-12 Months		2					
			1-2 Years				1	1		
			3-4 Years		1					
	Staff Officer	Deputy Principal	0-6 Months		1		2		2	
			6-12 Months		4		2	2	1	
	Executive Officer I	Staff Officer	0-6 Months		3		1			
			6-12 Months		2			1		
			1-2 Years		1		1			
			2-3 Years						1	
	Executive Officer II	Executive Officer I	0-6 Months	1	2	4			2	
			6-12 Months		2					
			1-2 Years					1		
		Staff Officer	6-12 Months		1					
			1-2 Years					1		
	Administrative Officer	Executive Officer II	0-6 Months		1					1
			6-12 Months		4					
			1-2 Years		1					
			2-3 Years		1					
DoF, NICS HR Strategic Business Partnering	Principal	Assistant Secretary	3-4 Years						1	
	Deputy Principal	Principal	0-6 Months						1	
			6-12 Months						2	
			3-4 Years		1				1	
		Principal Legal Officer	3-4 Years						1	

NICS HR	Substantive Grade	TP Grade	TP Duration	TP Reason						
				Leave	Chain	Maternity	Sick Leave	Special Exercise	Vacant Post	Not Recorded
DoF, NICS HR Strategic Business Partnering	Staff Officer	Deputy Principal	0-6 Months		1					
			6-12 Months					1		
			1-2 Years					1		
	Executive Officer I	Staff Officer	1-2 Years				1			
	Executive Officer II	Executive Officer I	1-2 Years					1		

Notes: Table reflects the number of occasions a temporary promotion arrangement was in place and the duration periods are calculated from 1 January 2020 to 30 April 2023.

Table reports on the NICSHR Business Group name, as held on HR Connect, when the temporary promotion arrangement was in place.

Table 2: People & Organisational Development Temporary Promotions from 1 November 2022 to 30 April 2023

People & OD	Substantive Grade	TP Grade	TP Duration	TP Reason		
				Chain	Special Exercise	Vacant Post
DoF, People & OD Director	Staff Officer	Deputy Principal	0-6 Months	1	1	
DoF, People & OD HR Policy	Principal	Assistant Secretary	0-6 Months			1
	Deputy Principal	Principal	0-6 Months	1	3	1
	Staff Officer	Deputy Principal	0-6 Months	2		
DoF, People & OD Pay, Grading & HR Litigation	Principal	Assistant Secretary	0-6 Months			1
	Deputy Principal	Principal	0-6 Months			2
	Executive Officer I	Staff Officer	0-6 Months			2
	Executive Officer II	Executive Officer I	0-6 Months			1
DoF, People & OD Workforce Strategy, Data & Analytics	Senior Principal (G6)	Assistant Secretary	0-6 Months		1	
	Deputy Principal	Principal	0-6 Months			1
	Executive Officer I	Staff Officer	0-6 Months		2	1
	Executive Officer II	Executive Officer I	0-6 Months	1		

Notes: Table reflects the number of occasions a temporary promotion arrangement was in place and the duration periods are calculated from 1 November 2022 to 30 April 2023.