

## ANNEX A

### FOI DOF/2023-0311

#### Request

1. Please advise the number of staff officer vacancies, broken down by Department, across NICS.
2. Please advise the number of staff officer posts currently filled by 'temporary promotion', broken down by department, across NICS.
3. Of those temporary promotions, how many have been filled by this person for more than - 1 year; 2 years; 5 years; 10 years.

#### DoF Response

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

1. Detail 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 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 July 2023 (the most recent figures available at time of request), NICS HR was managing a caseload of 236 Staff Officer and analogous grade vacancies. The table below shows the breakdown by department across the NICS.

Department	Number of Staff Officer and analogous grade vacancies
DAERA	31
DE	4
DfC	17
DfE	27
DfI	45
DoF	50
DoH	1
DOJ	51
PPS	4
TEO	6
<b>Total</b>	<b>236</b>

2. At the end of July 2023 (the most recent figures available at time of request), 441 temporary promotions were in place to Staff Officer and analogous grades. The table below sets out the detail by Department.

NICS Department	Headcount
DAERA	100
DE	14
DfC	112
DfE	22
DfI	54
DoF	63
DoH	15
DOJ	51
PPS	2
TEO	8
<b>Total</b>	<b>441</b>

*Source: HRConnect*

3. The table below provides details of the durations you have requested.

NICS Department	1-2 Years	2-5 Years	5-10 Years
DAERA	13	19	2
DE	4	6	
DfC	33	21	1
DfE	6	5	2
DfI	13	8	
DoF	15	13	1
DoH	2	8	
DOJ	14	12	
PPS		2	
TEO	2	1	
<b>Total</b>	<b>102</b>	<b>95</b>	<b>6</b>

*Source: HRConnect*

Management of temporary promotions is the responsibility of individual business areas in departments. Temporary promotions can be for a number of different business reasons such as covering vacant posts, special exercises etc.