

FOI DOF/2024-0388

Request

I am interested in staffing numbers leaving DfE Energy Group. I understand these numbers are likely linked to HR records.

1. How many members of staff have left DfE energy group since January 2021, broken down by month? The detail should cover all moves outside energy group, whether remaining in DfE, another NICS department, or leaving the NI civil service.

Please show results as -

1a) the total monthly figure across all grades since Jan 2021

1b) as the percentage of the total staff complement for Energy Group at that time.

The total complement figure should exclude unfilled or undeclared vacancies.

2. Of the numbers of staff who left, how many completed a formal exit interview prior to leaving?
3. How many (total number) members of DfE energy group staff, since Jan 2021, have reported a period of sick leave due to work related stress? Please show total number (figure) and as a percentage of the energy group staff complement (excluding unfilled or undeclared vacancies).

DoF Response

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

1.
 - a) Tables 1-3 below provide a breakdown of staff by analogous grade who have left the NICS or transferred out of DfE Energy Group since January 2021 to end of June 2024.

Staff movement reports are reported two months in arrears to allow sufficient processing time for the HR Connect system to be updated. The figures are provided up to end of June 2024 as these are the most accurate reports held at the time of request, however this information is subject to change dependant on parties updating or retrospectively amending system records. The reports detail permanent moves and exclude moves on a temporary basis such as temporary promotion or secondment/on-loan.

DfE, ENERGY GROUP

Table 1: Staff leaving the NICS: January 2021 – June 2024

Month-Year	Analogous Grade at Leaving the Service						Total
	G5 & above	G7	DP	SO	EO1	EO2	
Jan-21			1				1
Feb-21			2				2
Mar-21			1				1
May-21			1				1
Jun-21					1		1
Jul-21		1					1
Sep-21				2			2
Jan-22				1			1
Apr-22			1			1	2
Jul-22			1				1
Aug-22	1						1
Sep-22		3		1			4
Oct-22			1				1
Apr-23			1				1
May-23			1				1
Jul-23				1			1
Sep-23			1				1
Dec-23				1			1
Jan-24	1	1					2
Feb-24				1			1
Apr-24				1			1
Jun-24				1			1
Total	2	5	11	9	1	1	29

Note: Figures include Permanent, Fixed Term, and Casual Staff. Figures exclude Career Breaks, Contingent Workers, Secondments In and Out, Sandwich Students, Non-Civil Servants, Employment Support placements and Agency Workers.

Table 2: Staff transferring out of DfE Energy Group to other NICS Departments: January 2021 – June 2024

Month-Year	Analogous Grade at Transfer (Out)						Total
	G5 & above	G6	G7	SO	DP	AO	
Jan-21					1		1
Apr-21		1	1		1		3
Jul-21			2				2
Sep-21						1	1
Dec-21	1		1				2
Mar-22					1		1
Feb-24				4			4
Total	1	1	4	4	3	1	14

Note: Figures include Permanent, Fixed Term, and Casual Staff. Figures exclude Career Breaks, Contingent Workers, Secondments In and Out, Sandwich Students, Non-Civil Servants, Employment Support placements and Agency Workers.

Table 3: Staff transferring out of DfE Energy Group but remaining within DfE: January 2021 – June 2024

Month-Year	Analogous Grade at Transfer (Out)							Total
	G7	DP	SO	EO1	EO2	AO	AA	
Jun-21		1			1			2
Jul-21						1		1
Aug-21	1							1
Dec-21					1			1
Feb-22	1		1					2
Mar-22		1						1
Apr-22							1	1
Jun-22		1	1			1		3
Aug-22			1					1
Sep-22			1					1
Oct-22		1		2				3
Nov-22						1		1
Jan-23	1							1
Mar-23					1			1
Apr-23	1		3			1		5
May-23	1					1		2
Jun-23		1						1
Feb-24	1							1
Apr-24	1				1			2
May-24		1						1
Grand Total	7	6	7	2	4	5	1	32

Note: Figures include Permanent, Fixed Term, and Casual Staff. Figures exclude Career Breaks, Contingent Workers, Secondments In and Out, Sandwich Students, Non-Civil Servants, Employment Support placements and Agency Workers.

b) Details of the resourcing complement for each department is not held centrally by Department of Finance therefore the percentage requested cannot be provided. To be helpful we have provided staff in post information and vacancy figures. 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. DoF does hold the number of staff in post, and the number of vacancies that have been referred to NICSHR by a Department to initiate the process to fill the post.

The number of staff in post in DfE Energy Group as at month end from January 2021 until August 24 (the most current records held at time of request) is provided at Table 4. The breakdown is based on permanent staff at substantive analogous grade.

A breakdown of the vacancy caseload NICSHR was managing for DfE Energy Group by analogous grade, at the end of each month from January 2021 to end of August 2024 (the most current records held at the time of request) is provided at Table 5.

Table 4: Staff in Post: Month End January 2021 – August 2024

Month-Year	Substantive Analogous Grade									Total
	G5 & above	G6	G7	DP	SO	EO1	EO2	AO	AA	
Jan-21	2	3	26	26	25	11	17	14	2	126
Feb-21	2	3	26	25	26	11	16	14	2	125
Mar-21	2	3	26	35	31	10	14	14	2	137
Apr-21	2	2	24	38	29	10	14	14	2	135
May-21	2	2	24	38	29	11	14	14	2	136
Jun-21	2	2	25	38	32	10	13	14	2	138
Jul-21	2	2	24	39	31	10	14	14	2	138
Aug-21	2	2	22	39	31	10	14	14	2	136
Sep-21	2	2	22	40	31	10	14	14	2	137
Oct-21	2	2	22	40	31	10	14	12	2	135
Nov-21	2	2	21	39	31	11	15	12	2	135
Dec-21	1	2	20	39	30	12	15	12	2	133
Jan-22	1	2	20	38	30	12	14	12	3	132
Feb-22	1	2	20	39	30	12	15	12	2	133
Mar-22	1	2	19	39	31	12	15	12	3	134
Apr-22	1	2	19	37	31	12	15	12	2	131
May-22	1	2	19	36	31	11	15	12	2	129
Jun-22	1	2	20	35	31	11	15	11	2	128

Month-Year	Substantive Analogous Grade									Total
	G5 & above	G6	G7	DP	SO	EO1	EO2	AO	AA	
Jul-22	1	2	25	37	28	11	15	11	2	132
Aug-22	1	1	25	38	33	10	15	11	2	136
Sep-22	1	1	23	38	36	10	14	11	2	136
Oct-22	1	1	24	37	36	9	14	11	2	135
Nov-22	1	1	23	38	36	8	14	10	2	133
Dec-22	1	1	22	39	36	8	14	10	2	133
Jan-23	1		22	39	40	9	13	10	2	136
Feb-23	1		23	44	46	8	13	10	2	147
Mar-23	1		24	44	47	7	12	9	2	146
Apr-23	2		22	43	48	7	12	9	2	145
May-23	3		20	43	46	7	12	9	2	142
Jun-23	4		21	43	47	7	13	9	2	146
Jul-23	5		21	42	46	7	13	9	2	145
Aug-23	5		21	42	47	7	13	9	2	146
Sep-23	5		20	41	48	7	13	9	2	145
Oct-23	5		20	40	48	7	13	8	2	143
Nov-23	5		19	40	47	7	13	8	2	141
Dec-23	5		19	41	46	7	13	8	2	141
Jan-24	4		19	41	45	8	13	8	2	140
Feb-24	4		19	43	45	10	13	8	2	144
Mar-24	4		19	43	46	11	13	8	2	146
Apr-24	4		18	42	45	12	13	8	2	144
May-24	4		18	43	48	12	14	9	2	150
Jun-24	4		17	44	49	12	15	9	2	152
Jul-24	4		17	43	45	12	14	9	2	146
Aug-24	4		17	43	44	12	13	9	2	144
	109	46	937	1,731	1,669	428	610	472	90	6,092

Note: Figures include Permanent, Fixed Term, and Casual Staff. Figures exclude Career Breaks, Contingent Workers, Secondments In and Out, Sandwich Students, Non-Civil Servants, Employment Support placements and Agency Workers.

Table 5: Vacancies: Month End January 2021 – August 2024

Month-Year	Substantive Analogous Grade								Total
	G5 & above	G7	DP	SO	EO1	EO2	AO	AA	
Jan-21			0	0	3	1			4
Feb-21			7	1	0				8
Mar-21			3	0	0				3
Apr-21			3	2	0				5

Month-Year	Substantive Analogous Grade								Total
	G5 & above	G7	DP	SO	EO1	EO2	AO	AA	
May-21			3	3	0				6
Jun-21			4	0	0				4
Jul-21		2	1	1	0	0		0	4
Aug-21		2	1	1	0	0		5	9
Sep-21		0	0	1	0	4		1	6
Oct-21		4	3	16	3	3			29
Nov-21		4	5	14	1	3	1	1	29
Dec-21		4	5	13	1	3	1	1	28
Jan-22		5	5	14	1	1	1	1	28
Feb-22		5	5	13	1		1	1	26
Mar-22		5	4	12	1				22
Apr-22		5	4	13	1				23
May-22		7	9	12	1				29
Jun-22		3	4	17	1	1		1	27
Jul-22		3	3	17	1	1		1	26
Aug-22		3	2	10	1	1			17
Sep-22		1	1	8	1	1			12
Oct-22			3	9	1	1			14
Nov-22	3		7	14	3	1			28
Dec-22	3		8	15	3	1			30
Jan-23	3		8	15	3	1			30
Feb-23	4		2	4	1	1			12
Mar-23	4	1	2	3	1	1			12
Apr-23	4	1	2	2	1	1			11
May-23	2	1	2	2	1	1			9
Jun-23	1	1	2	2	1	1			8
Jul-23		1	2	2	1	1			7
Aug-23		1	2	1	1	1			6
Sep-23		1	2	1	1	1			6
Oct-23		6	5	5	4		1		21
Nov-23		6	5	5	4	4	1		25
Dec-23		6	6	6	3	3	1		25
Jan-24		6	4	5	2	3	1	2	23
Feb-24		5	5	5	1	4	1	2	23
Mar-24		5	5	7	1	5		2	25
Apr-24		7	5	7		3		2	24
May-24		7	3	5		3		2	20
Jun-24		8	4	5	1	3		2	23

	Substantive Analogous Grade								
Month-Year	G5 & above	G7	DP	SO	EO1	EO2	AO	AA	Total
Jul-24		7	7	11	1	3		2	31
Aug-24		7	7	13	1	2		1	31
Total	24	130	170	312	53	64	9	27	789

2. The Department of Finance does not hold this information.
3. The total number of staff in DfE Energy Group who reported a period of sick leave due to work-related stress from January 2021 to March 2024 is 5. Out of the 226 staff working in DfE Energy Group during this period, this equates to 2.2%.