

## FOI DOF/2024-0390

**Request**

Please can you provide the details as follows following the headcount/funding exercise issued out on 22/08/24 with a deadline of 04/09/24.

1. The total number of general service SO vacancies now identified to NICSHR following this headcount broken down by Department.
2. The total number of general service SO vacancies now identified to NICSHR following this headcount broken down by Area.
3. When the information gather from this headcount/funding exercise and the resulting list of identified vacancies was or is to be provided to your partner HRConnect and what instructions have been given to start filling vacancies.
4. The timescales NICSHR has identified and planned going forward in progressing the IRC275969 competition and ultimately now matching candidates from the merit lists to the identified vacancies now held.

**DoF Response**

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

1. 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 that 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 August 2024, (the most recent figures available at time of the request), NICSHR was managing a caseload of 262 General Service Staff Officer (SO) vacancies of which 215 may be filled from Competition IRC275969.

The breakdown of these 215 vacancies by Department is shown in the table below.

Competition IRC 275969 – vacancies by Department

<b>Dept</b>	<b>Number of vacancies</b>
DAERA	62
DE	14
DfC	34
DfE	19
DfI	25
DoF	26
DoH	20
DOJ	10
PPS	1
TEO	4
<b>Grand Total</b>	<b>215</b>

2. General Service Staff Officer vacancies are not categorised by Area; the Candidate Information Booklet for Competition IRC275969 advised that candidates must be prepared to work in any location in Northern Ireland.
3. and 4.

It is currently planned that the allocation details (candidates matched to declared vacancies) will be provided to the service delivery partner HRConnect by the end of September /early October 2024. HRConnect will then initiate the process to progress the filling of the vacancies. No date is yet available for the issue of preplacement or offer letters.