

NICS Recruitment Planning General Service E01

PSS – Friday 5 March 2021



Current Position [REDACTED] E01



General Service Grade	Demand @ end February	Immediately available supply
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
E01	245 (or <u>120</u> excluding DfC**) <i>Estimated that this will <u>increase by around 150</u> as a consequence of completing remaining stages of external recruitment for SOs [incl DfC demand]</i>	Less than 20 candidates to be placed from phase 3 published list from the 2014 internal promotion competition

* [REDACTED]

** At PSS on 26 February, T Meharg indicated that the DfC vacancies it has advised NICSHR of require different Ts & Cs than the existing NICS General Service E01 [REDACTED]

Vacancies advised to NICSHR @ end Feb 2021		
	E01	[REDACTED]
DAERA	12	[REDACTED]
DE	5	[REDACTED]
DfC	125	[REDACTED]
DfE	24	[REDACTED]
DfI	8	[REDACTED]
DoF	23	[REDACTED]
DoH	5	[REDACTED]
DOJ	31	[REDACTED]
HSENI	1	[REDACTED]
PPS	4	[REDACTED]
TEO	7	[REDACTED]
Total	245	[REDACTED]

2014 E01

- Internal promotion competition launched in 2014
- Due to NICS recruitment embargo, first promotions from this competition were not until 2017
- Three lists published to date [764 staff listed for promotion]
- c360 candidates found suitable for promotion but not yet promoted from this competition

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



KEY CONSIDERATIONS

- ❖ **Workforce demographics:** all options will result in new entrants (whether at [REDACTED] or E01 grades, positively impacting the make-up of our workforce [in particular, age profile, BAME, disability]. It might be argued that the biggest impact on age profile of the workforce would be through new entrants at [REDACTED] grade (albeit no evidence available to substantiate this)
- ❖ **Culture:** all options will result in new entrants that should impact any future People Survey results in relation to culture
- ❖ **Staff morale:** closure of existing internal competitions likely to negatively impact on staff motivation / morale
- ❖ **Timescale for meeting demand:** each option means differing lead in times for filling vacancies
- ❖ **Local employment:** all options will result in new entrants (whether at [REDACTED] or E01 grades)
- ❖ **TUS position:** meaningful consultation applies whatever the option but risk of challenge (registered disagreement / JR) differs for each option



Option	Sub-option	Pros	Cons
Publish further list of successful candidates from from 2014 E01 internal promotion competition	in parallel launch <u>external</u> E01 recruitment competition	<ul style="list-style-type: none"> • Immediate supply up to 360 • Assuming appropriate outreach activity and use of guaranteed interview scheme, should begin to address current under-presentation of BAME / Disability • Supports cultural change [People Survey found that 76% of staff with < 3 years service would recommend the NICS as a great place to work compared to 49% of colleagues with 3+ years service; and 60% of staff with < 3 years service feel that their Department motivates them to help it achieve its objectives compared to 39% with 3+ years service] 	<ul style="list-style-type: none"> • Internal candidate pool analysis suggests 89% of those staff applicable to apply are over the age of 35. • The internal candidate analysis also shows an underrepresentation in those with a BAME background when considered against the NI comparator. • Analysis shows that fewer Civil Servants have declared a disability when compared with those economically active within the general population.
	in parallel launch <u>internal</u> E01 promotion competition	<ul style="list-style-type: none"> • Immediate supply up to 360 • Supported by internal candidate pool analysis 	<ul style="list-style-type: none"> • Doesn't address under-representation of BAME / Disability at the E01 grade
Close 2014 E01 competition	in parallel launch external E01 recruitment competition	<ul style="list-style-type: none"> • Assuming appropriate outreach activity and possible guaranteed interview scheme, should begin to address current under-presentation of BAME / Disability • Supports cultural change 	<ul style="list-style-type: none"> • Supply unlikely to be available until Autumn • Risk of TUS registered disagreement / JR
	in parallel launch internal E01 promotion competition		<ul style="list-style-type: none"> • Supply unlikely to be available until Autumn • Doesn't address under-representation of BAME / Disability at the E01 grade

Supply Options - [REDACTED]



Option	Sub-option	Pros	Cons
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