

FOI DOF/2024-0204

Request

Can you please provide the following information under FOI:

1. How many staff officers are there in the NICS
2. How many staff officers work reduced hours across all departments within the NICS
3. How many staff officers who do work reduced hours are female and how many are male
4. How many staff officers job share across all departments within the NICS
5. How many staff officers who do job share are female and how many are male
6. Under the recent staff officer recruitment campaign, IRC275969, how many people applied
7. Under the recent staff officer recruitment campaign, IRC275969, to date how many people have been offered a position with the NICS
8. Under the recent staff officer recruitment campaign, IRC275969, out of those who have been offered a post, how many turned down the offer
9. Under the recent staff officer recruitment campaign, IRC275969, how many of those who did turn down an offer were female and how many were male

DoF Response

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

1. As at end of March 2024 (most current information held at time of request), the NICS employed a total of 3,317 permanent / fixed term substantive analogous staff officers. Of this total, 1,942 are within the General Service occupational group.
2. As at end of March 2024 (most current information held at time of request), 601 permanent / fixed term substantive analogous staff officers in the NICS work reduced hours. Of this total, 376 are within the General Service occupational group.

- The table below provides the number of NICS permanent / fixed term substantive analogous staff officers by gender, who are working reduced hours i.e. working less than 1 full-time equivalent*.

NICS Substantive analogous staff officers working part time, split by gender as at end March 2024.

Gender	General Service	Non-General Service	Total
Female	280	125	405
Male	96	100	196
Total	376	225	601

Source: HR Connect

* Full-time staff are employees who work 37 hours per week and so have an FTE of 1.0. Part-time staff have an FTE of less than 1 and represent staff who over the course of a year work an average of less than 37 hours per week. As such, job share, and term time staff are deemed to be part-time.

- The department of Finance does not hold data on the number of NICS staff who job share. Job sharing is one type of alternative and flexible working pattern available to staff in the NICS. Policy guidance is set out in the [NICS Staff Handbook](#), section [3:10 Alternative and Flexible Working Patterns](#). The decision as to whether a job share arrangement can be accommodated is made by line management within departments and is based on business need.
- As per response at question 4.
- 4,975 candidates applied for IRC275969.
- As at end of March 2024 (most current information held at time of request), 589 candidates have been offered a post from SO competition IRC275969.
- As at end of March 2024 (most current information held at time of request), out of those who have been offered a post, 46 candidates have declined their offer.
- As at end of March 2024 (most current information held at time of request), of those who declined their offer 18 were female and 28 were male.