

FOI DOF/2024-0207

**Request**

In relation to DP recruitment IRC277837:

1. How many DP posts have been filled via this recruitment so far.
2. How many DP posts remain vacant or filled by temporary promotions / recruitment agency staff.
3. How many DP posts are Job Share across the NICS.
4. How many DPs from this list already in post have subsequently moved from full-time to part-time / reduced hours.

**DoF Response**

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

1. As at month end March 2024, 297 DP posts have been filled from DP recruitment competition IRC277837.
2. a) 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, it 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 month end March 2024, (the most recent figures available at time of the request), NICSHR was managing a caseload of 62 Deputy Principal (General Service) vacancies, 32 of which may be filled by competition IRC277837.

2. b) As at month end March 2024 (the most recent figures available at time of the request), 483 NICS staff are temporarily promoted to DP analogous grade, 311 of whom are TPd to Deputy Principal (General Service) grade.

2. c) At month end March 2024 (the most recent figures available at time of the request), there were according to our records, 19 agency workers on assignment at Deputy Principal grade (Analogous/Non-General Service). The Agency worker contract does not include NICS General Services Roles EO1 to G6 therefore there are no agency workers on assignment at Deputy Principal (General service) grade.
3. DOF does not hold data on the number of posts where a job share arrangement is in place. Job Sharing is just one type of alternative and flexible working patterns offered in the NICS. Policy guidance as set out in the [NICS Staff Handbook](#), section [3:10 Alternative and Flexible Working Patterns](#) recommends that no fulltime post in the NICS should be automatically excluded from consideration of job sharing. The decision as to whether a full-time post is suitable for this arrangement is made by line management within departments and is based on business need.
4. According to records held by DOF, at month end March 2024 (the most recent figures available at time of the request), no Deputy Principal (General Service) grade staff, appointed from IRC recruitment competition IRC277837, have moved from full time hours to reduced hours.