



**Public Appointments Report for Northern Ireland:
2019/20; 2020/21; 2021/22**

Published: 28th March 2023

Key Findings: Public Appointments in Northern Ireland 2019/20, 2020/21, 2021/22

Applications

813

Applications received from 1st April 2019 to 31st March 2020



1,072

Applications received from 1st April 2020 to 31st March 2021

1,107

Applications received from 1st April 2021 to 31st March 2022

Member



36% female (2019/20)



40% female (2020/21)



38% female (2021/22)

Chair



27% female (2019/20)



34% female (2020/21)



23% female (2021/22)

Appointments made

361

Appointments made from 1st April 2019 to 31st March 2020



243

Appointments made from 1st April 2020 to 31st March 2021

212

Appointments made from 1st April 2021 to 31st March 2022

Appointments held

893

Appointments held at 31st March 2020



663

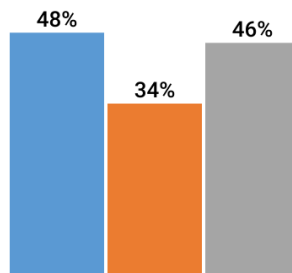
Appointments held at 31st March 2021

644

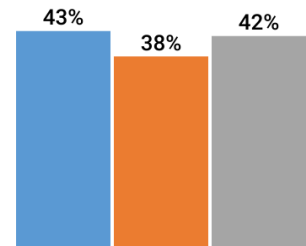
Appointments held at 31st March 2022

Female representation (where gender is known)

Appointments made



Appointments held



- 2019/20 (appointments made) / 31st March 2020 (appointments held)
- 2020/21 (appointments made) / 31st March 2021 (appointments held)
- 2021/22 (appointments made) / 31st March 2022 (appointments held)

Applications, gender is known for:

- 91% in 2019/20
- 95% in 2020/21
- 87% in 2021/22

Appointments made, gender is known for:

- 47% in 2019/20
- 65% in 2020/21
- 81% in 2021/22

Appointments held, gender is known for:

- 39% in 2020
- 64% in 2021
- 81% in 2022

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Introduction

Background

This report presents data on Public Appointments covering three financial years: 1st April 2019 and 31st March 2020; 1st April 2020 and 31st March 2021; and 1st April 2021 and 31st March 2022. The report has been prepared using information provided by the nine Government Departments and the Food Standards Agency. Data on multiple appointments have been extracted separately from the Public Appointments Database as this information cannot be derived from the information provided by individual departments.

This report includes information on:

- **Applications received for** public appointment competitions between:
 - 1st April 2019 and 31st March 2020;
 - 1 April 2020 and 31st March 2021;
 - 1st April 2021 and 31st March 2022.
- **Public Appointments made** between:
 - 1st April 2019 and 31st March 2020;
 - 1st April 2020 and 31st March 2021;
 - 1st April 2021 and 31st March 2022.
- **Public Appointments held** (including multiple appointments, reappointments and extensions) as at
 - 31st March 2020;
 - 31st March 2021;
 - 31st March 2022.

This report covers the applications received in response to vacancies advertised with a closing date within the 2019/2020; 2020/21 and 2021/22 financial years. However, appointments are not always made in the same year as an application has been received. For example, applications may have been received in 2021/22 with the appointment not made until the subsequent year, the data for these appointments will appear in the Public Appointments report for 2022/23. Similarly, for any public appointments made in 2019/20, where the applications were received prior to 1st April 2019, the application data will have been included in the 2018/19 report.

Therefore, care should be taken when considering the numbers of applications received and appointments made within a given financial year, as these figures are not directly comparable.

Due to a change in methodology, comparisons cannot be made prior to 2019/20. See the Technical notes for more details.

Copies of this report and the underlying data tables are available online at The Executive Office (TEO) website:

<https://www.executiveoffice-ni.gov.uk/publications/public-appointments-report-northern-ireland-201920-202021-202122>

What is a public appointment?

A public appointment is generally an appointment, made by a government Minister, to the Board of a public body. Public Bodies are not part of Government Departments, but carry out their functions, to differing extents, at arm's length from their sponsoring Department.

Ministers of the Northern Ireland Executive are ultimately accountable to the Northern Ireland Assembly for the activities of the Public Bodies, which their Department sponsors. In most cases – unless, for instance, there is separate statutory provision – Ministers make the appointments to the boards of Public Bodies.

In the absence of Executive Ministers, Departments must give consideration to the public body's founding legislation to determine what action can be taken in relation to appointments; and also seek advice from the Commissioner for Public Appointments for Northern Ireland (CPANI).

The CPANI regulates the public appointment process to ensure that appointments are made in accordance with the principles set out in the Commissioner's Code of Practice¹. Public appointments falling within the Commissioner's remit are shown in this Report as "CPANI Regulated". When Departments make public appointments to unregulated bodies, they still apply the Commissioner's Code of Practice.

The overarching principle for public appointments is that selection should be made on merit, using fair, open and transparent procedures that ensure that the best available candidate is selected and appointed to each post.

Ministerial targets relating to public appointments

In March 2016, the Northern Ireland Executive introduced official targets relating to public appointments. The two official targets are to achieve gender equality, at the aggregate level, in public appointments

1. By 2017/18 for all appointments in-year;
2. By 2020/21 for all appointees in post, with gender equality reflected at both membership and Chairperson level.

It should be noted that there was no functioning Executive in place for part of this report - the period 1 April 2019 to 10 January 2020. The absence of Ministers to perform their role in the public appointment process during this period had an adverse impact on the making of appointments. The introduction of the Northern Ireland (Executive and Exercise of Functions) Act in November 2018 and the Northern Ireland (Ministerial Appointment Functions) Regulations 2019 in February 2019 facilitated the making of specific public appointments during this period.

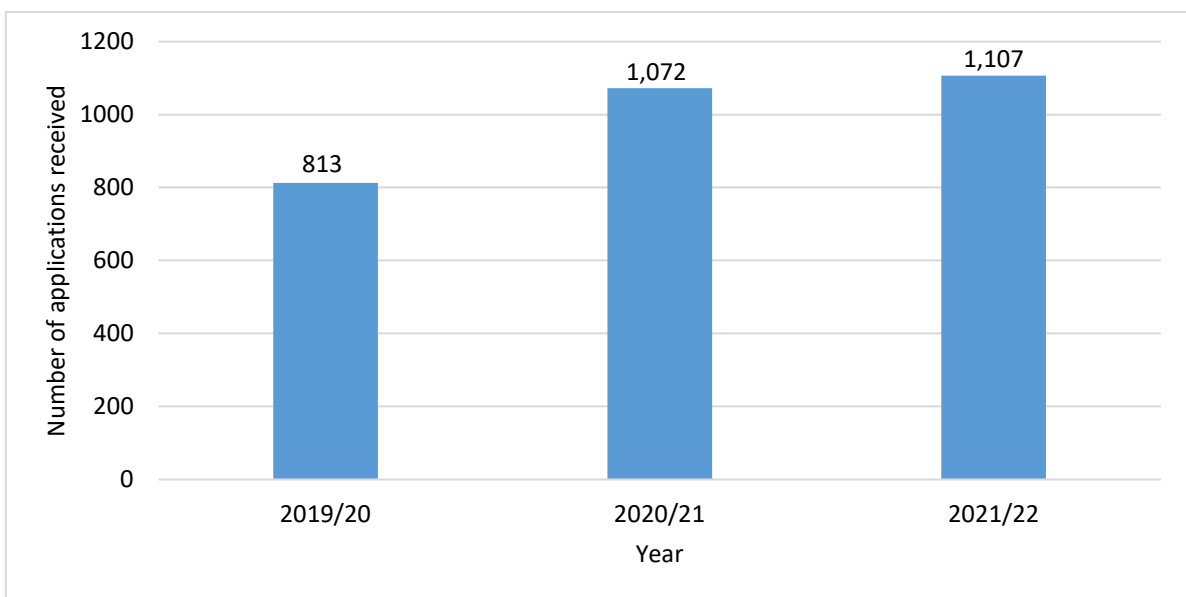
¹ Commissioner for Public Appointments for Northern Ireland, ['Code of Practice for Ministerial Public Appointments: December 2016'](#),

1. Applications, in 2019/20, 2020/21 and 2021/22

- Between 1st April 2019 and 31st March 2020, 813 applications were received for Public Appointment posts.
- Between 1st April 2020 and 31st March 2021, 1,072 applications were received for Public Appointment posts.
- Between 1st April 2021 and 31st March 2022, 1,107 applications were received for Public Appointment posts.

Equal Opportunities Monitoring Forms are included in the application pack for Public Appointments; however, completion is on a voluntary basis, in line with Equality Commission's guidance.

Figure 1: Public Appointment applications received in 2019/20, 2020/21 and 2021/22



1.1 Gender

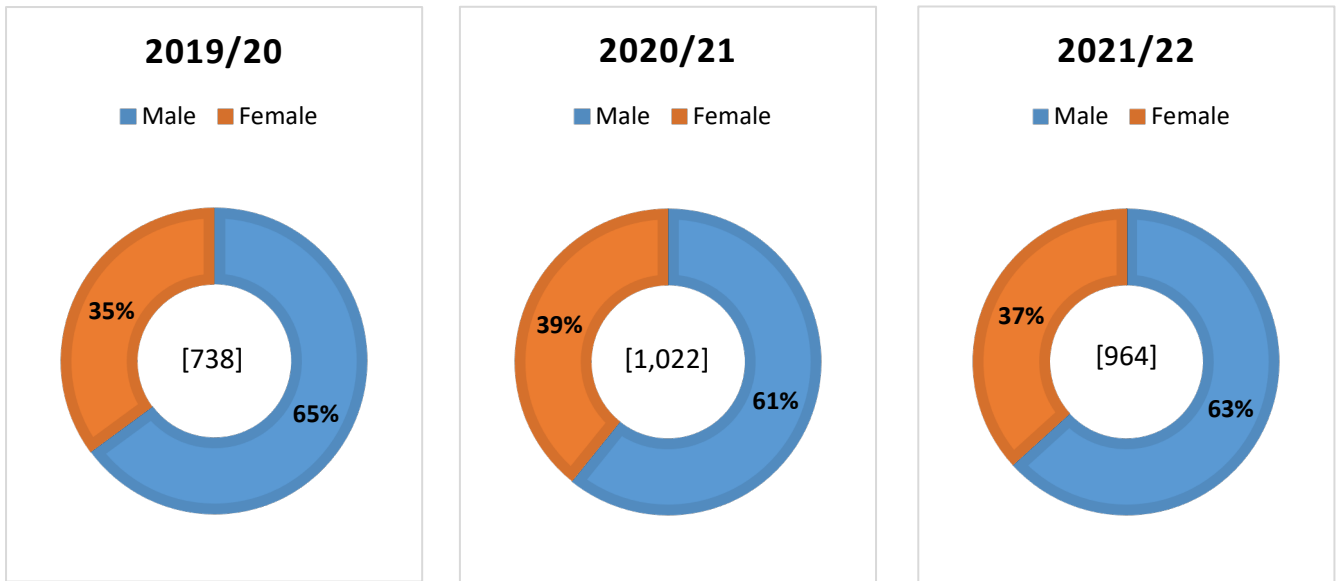
In 2019/20, Equal Opportunities information was provided by 91% of applicants. For applications where gender was known, 65% of applications were from males and 35% were from females.

In 2020/21, Equal Opportunities information was provided by 95% of applicants. For applications where gender was known, 61% of applications were from males and 39% were from females.

In 2021/22, Equal Opportunities information was provided by 87% of applicants. For applications where gender was known, 63% of applications were from males and 37% were from females.

These gender breakdowns are shown in Figure 2.

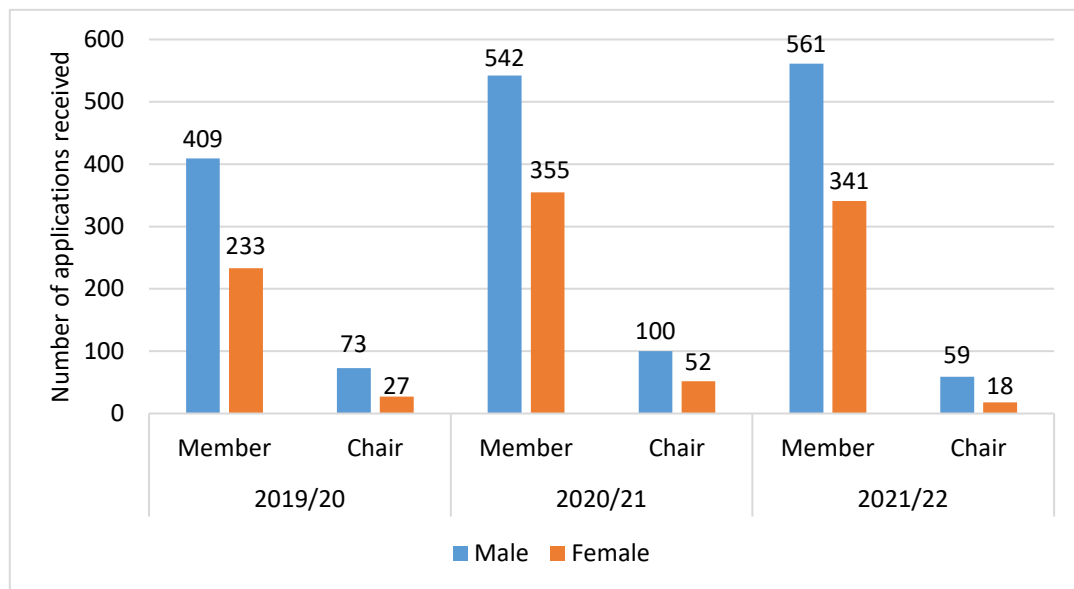
Figure 2: Public Appointment Applications in 2019/20, 2020/21 and 2021/22, by Gender



1.1a Board Position

A breakdown of those who applied for each board position (where gender is known) is shown for the three reported years in Figure 3 below.

Figure 3: Public Appointment Applications, by Gender and Board Position

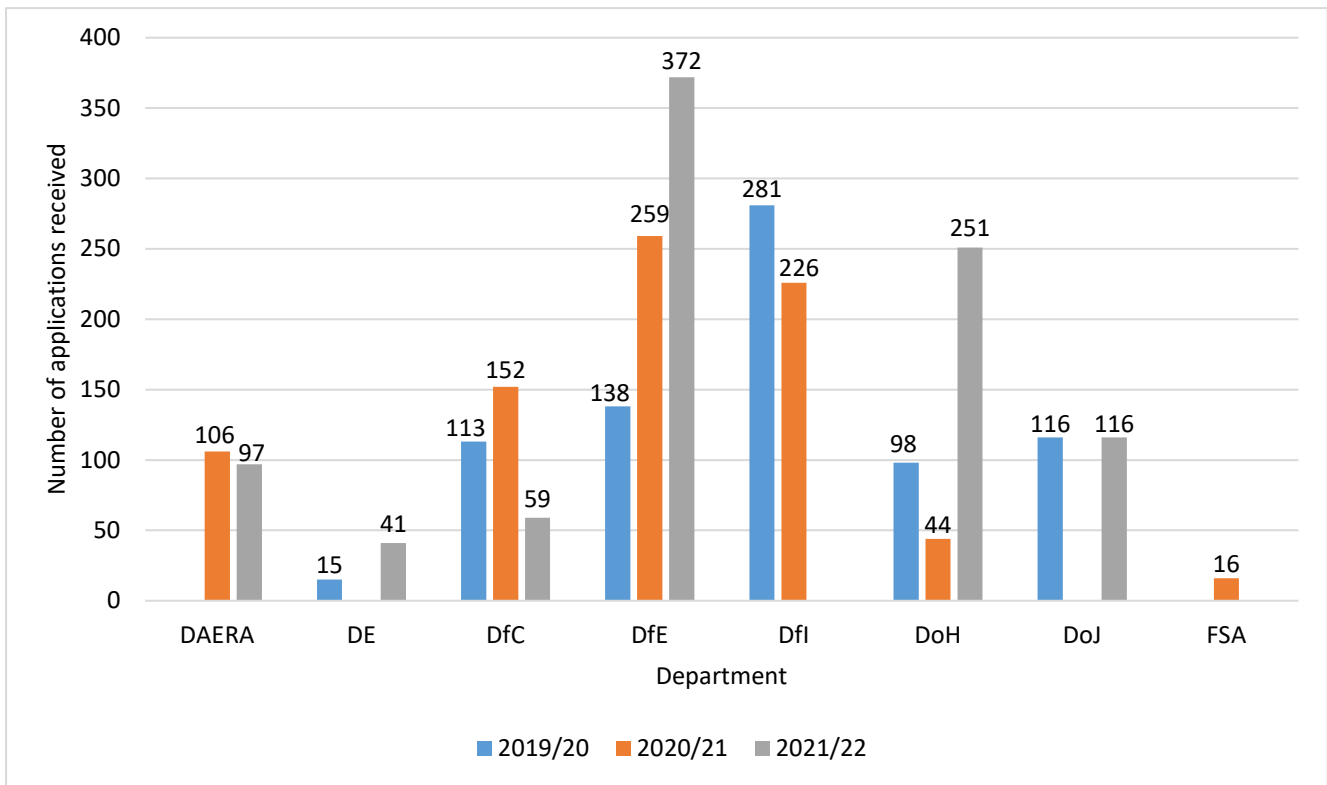


The proportion of females who applied to Member positions was 36% in 2019/20, 40% in 2020/21 and 38% in 2021/22. The proportion of females who applied to Chair positions was 27% in 2019/20, 34% in 2020/21 and 23% in 2021/22.

Note: Those who applied for both member and chair positions are included in both the 'Member' and 'Chair' categories in the chart above. Those in Director and Vice-Chair positions are included in the 'Member' category only.

1.1b Individual Departments

Figure 4: Applications by Department



Due to disclosure control, some departmental figures have been suppressed². There is no consistent trend across years at individual department level nor do departmental variations align with overall change in numbers across years

In 2019/20, where gender is known and where there is no risk of disclosure, the department with the highest proportion of female applicants was Department of Health with 51%. In 2020/21, Food Standards Agency had the highest proportion of female applicants (50%) and in 2021/22 Department of Health had the highest proportion of female applicants (41%).

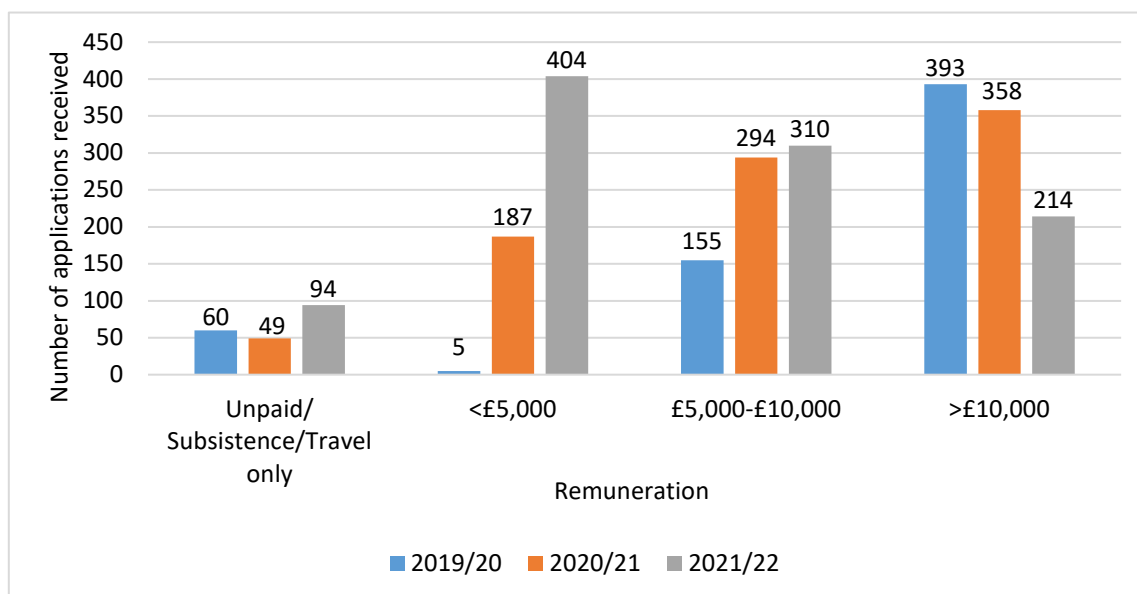
² The departmental figures that have been suppressed are: 2019/20- DAERA and DoF, 2020/21- DE, DoJ, DoF and TEO, 2021/22- DfI and TEO

1.1c Remuneration

There were 35 competitions that ran in the 2019/20 year, 33 competitions in 2020/21, and 42 in 2021/22.

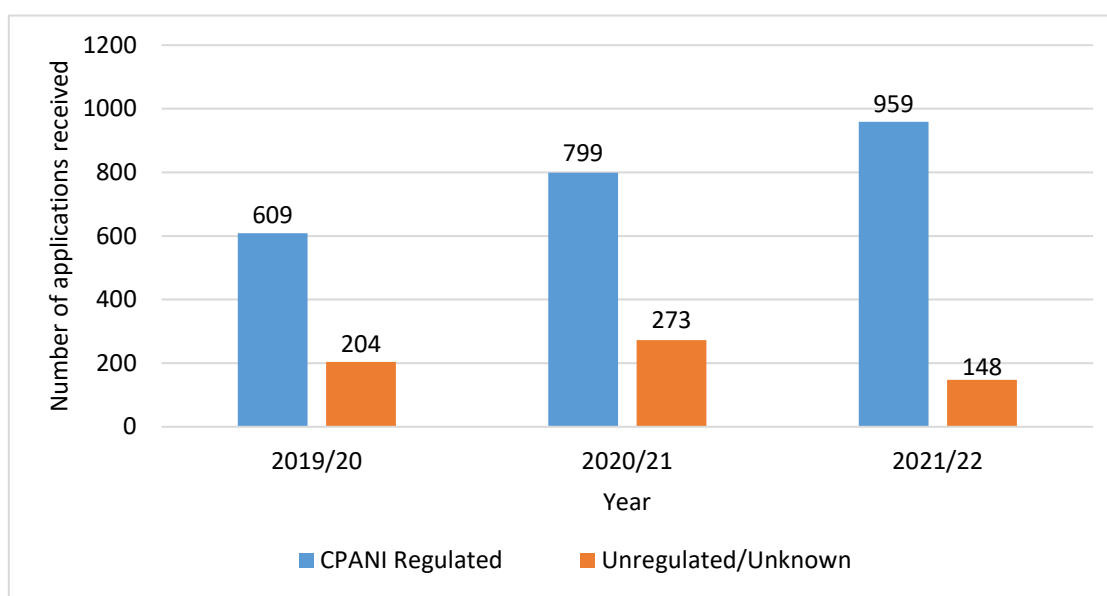
In 2019/20, the proportion of females who applied for Public Appointments with remuneration greater than £10,000 was 31% (where gender was known). This increased to 37% in 2020/21, and then decreased again to 29% in 2021/22³.

Figure 5: Applications by Remuneration



1.1d CPANI Regulated and Unregulated Appointments

Figure 6: Regulated and Unregulated Appointments⁴



³ Note: Unpaid and Subsistence/Travel only have been combined due to statistical disclosure

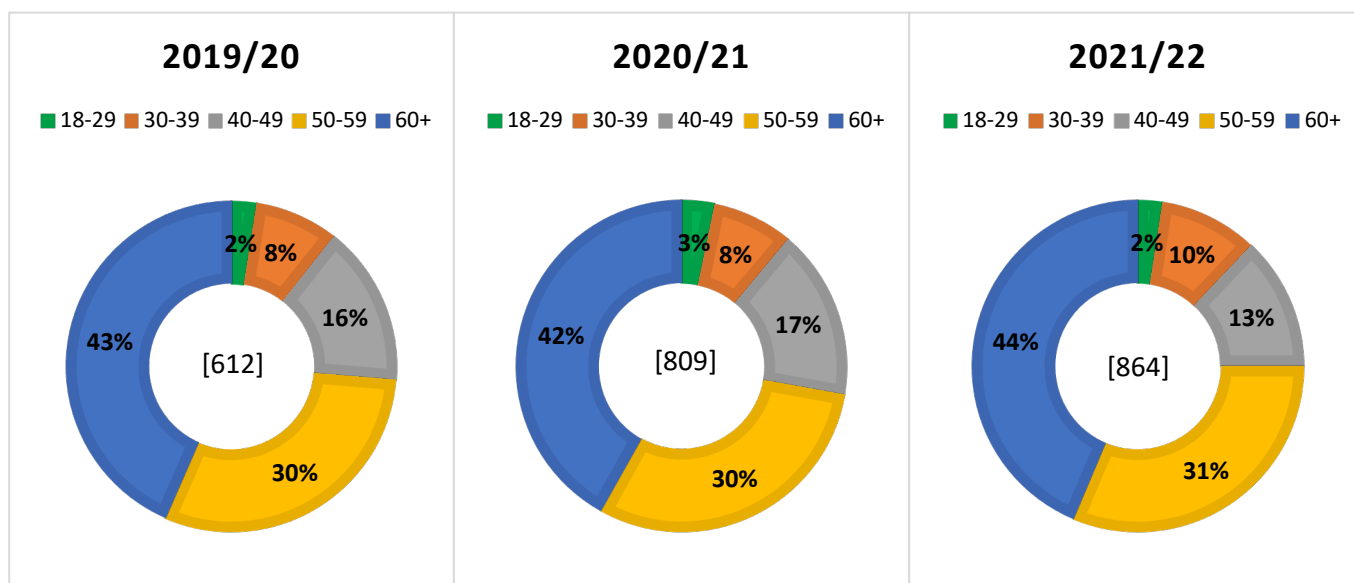
⁴ Note: Unregulated appointments and Unknown have been combined due to statistical disclosure

Where Regulated/Unregulated and Gender were declared, the proportion of female applicants for Regulated appointments increased by 5 percentage points from 32% in 2019/20 to 37% in 2020/21 and remained 37% in 2021/22.

1.2 Age

Age is known for 75% of all applications received in 2019/20 and 2020/21, and is known for 78% in 2021/22.

Figure 7: Applications by Age



Where age is known, the smallest proportions of applications received were from individuals aged 18-29 (2% in 2019/20; 3% in 2020/21; and 2% in 2021/22). These are significantly lower than the proportion of 18-29 year olds from the relevant mid-year population estimates/Census data (19% in 2020⁵; 18% in 2021⁶; and 18% in 2022⁷).

Around three quarters of the applications received within these 3 years were from individuals over the age of 50 (74% in 2019/20; 72% in 2020/21; and 75% in 2021/22). These figures are significantly higher than the relevant population estimates/Census data of individuals over the age of 50 (47% in 2020; 48% in 2021; and 48% in 2022).

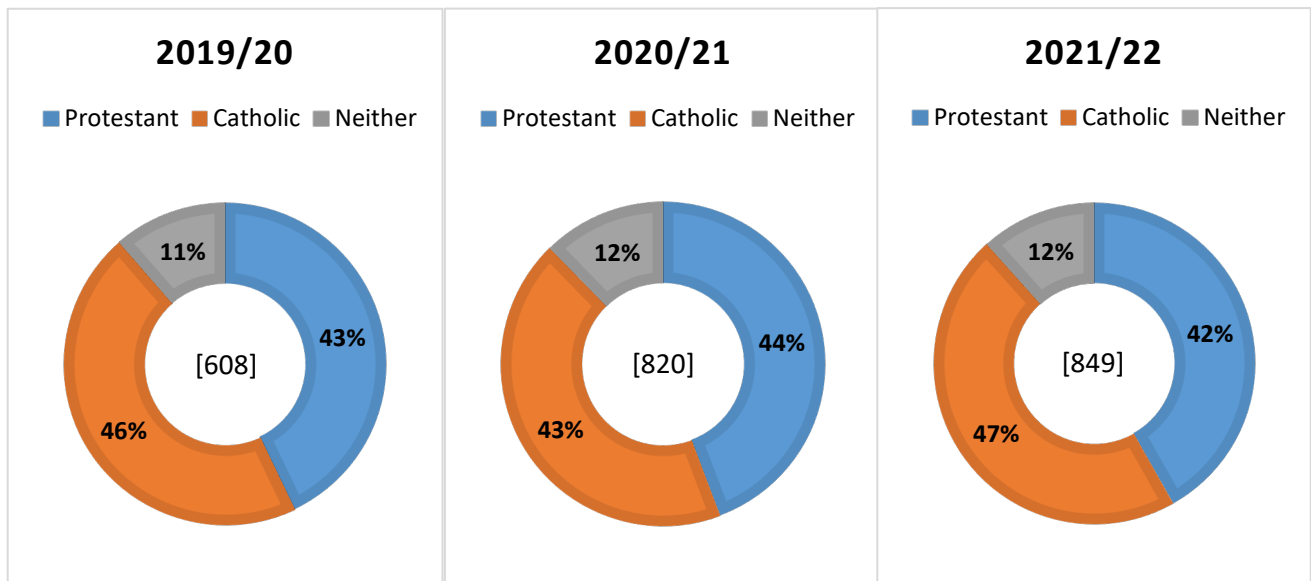
⁵ [2020 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/mid-year-population-estimates-for-northern-ireland)

⁶ [2021 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/mid-year-population-estimates-for-northern-ireland)

⁷ <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex>

1.3 Community Background

Figure 8: Applications by Community background



Community background is known for 75% of all applications in 2019/20, 76% in 2020/21 and 77% in 2021/22.

The proportion of applications from individuals from a Protestant background were 43% in 2019/20, 44% in 2020/21 and 42% in 2021/22. The proportion of those appointed from a Catholic background were 46% in 2019/20, 43% in 2020/21 and 47% in 2021/22. The remaining applicants self-classified as neither Protestant nor Catholic.

In the 2011, Census data, 44% of the population aged 18 years and over were Catholic or brought up as Catholic and 51% belonged to or were brought up in Protestant, other Christian or Christian-related denominations⁸.

⁸ See Northern Ireland Statistics & Research Agency, [http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20\(a\).ZIP](http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20(a).ZIP)

1.4 Ethnicity

Ethnicity is known for 75% of all applications in 2019/20, 77% in 2020/21 and 79% in 2021/22.

The proportion of applicants who considered themselves to be from a minority ethnic group were 3% in 2019/20, 3% in 2020/21, and 2% in 2021/22. In the 2011 Census data, 2% of the population of Northern Ireland aged 18 years and over belong to a minority ethnic group⁹.

1.5 Disability

Disability is known for 76% of all applications in 2019/20, 77% in 2020/21 and 78% in 2021/22.

Where disability is known, the proportion of applicants who considered themselves to have a disability were 6% in 2019/20, 7% in 2020/21 and 9% in 2021/22. This compares to 25% of the Northern Ireland population aged 18 years and over with a long-term health problem or disability which limits their day-to-day activities¹⁰.

1.6 Marital Status

Marital status is known for 75% of all applications in 2019/20, 75% in 2020/21 and 77% in 2021/22. Where marital status is known, the proportion of applicants who were married or in a civil partnership was 80% in 2019/20, 79% in 2020/21 and 80% in 2021/22.

1.7 Sexual Orientation

Sexual orientation is known for 75% of all applications in 2019/20, 75% in 2020/21 and 77% in 2021/22. Where known, the proportion of applicants who identified as gay/lesbian, bisexual or other was 3% in 2019/20, 3% in 2020/21 and 4% in 2021/22.

1.8 Dependants

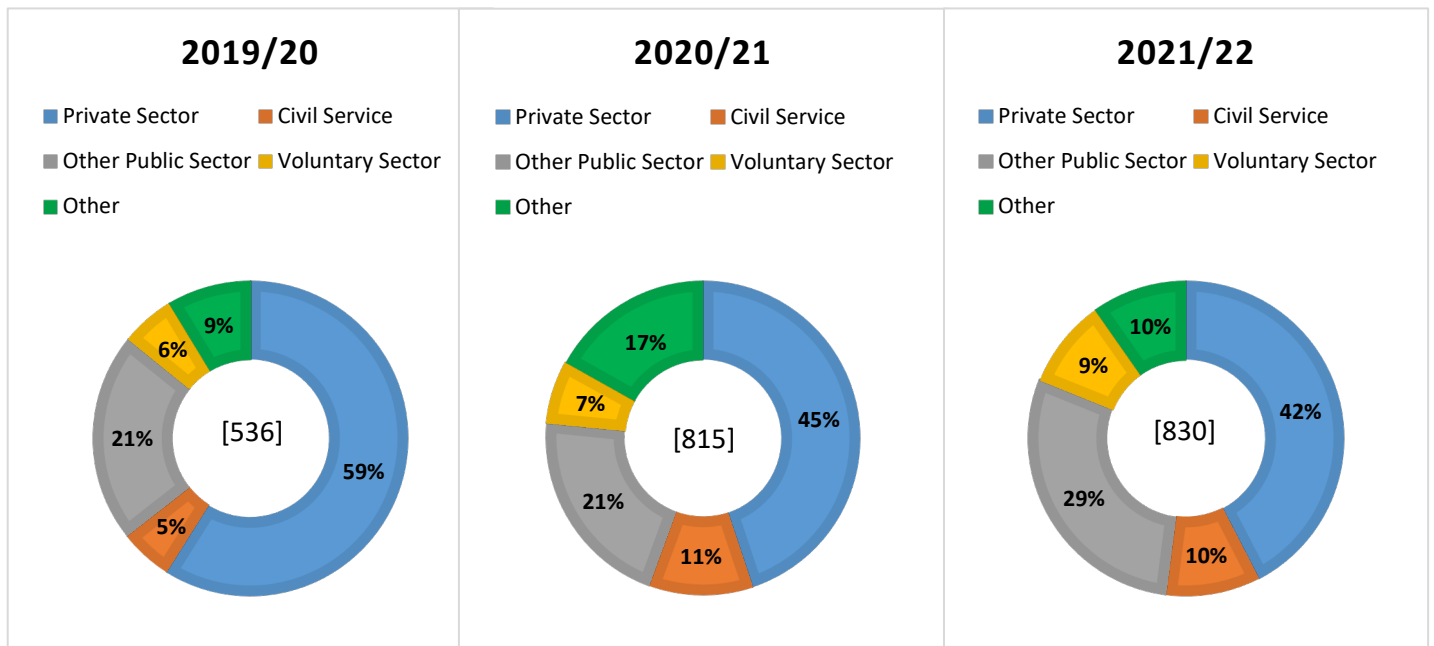
Information on whether applicants had dependants or not is known for 72% of all applications in 2019/20, 2020/21 and 2021/22. Where dependants information is known, 33% of applicants had dependants in 2019/20, 31% in 2020/21 and 38% in 2021/22.

⁹ See Northern Ireland Statistics & Research Agency, <https://www.ninis2.nisra.gov.uk/Download/Census%202011/CT0523NI.ods>

¹⁰ See Northern Ireland Statistics & Research Agency, <https://www.ninis2.nisra.gov.uk/Download/Census%202011/CT0251NI.ods>

1.9 Employment

Figure 9: Applications by Employment



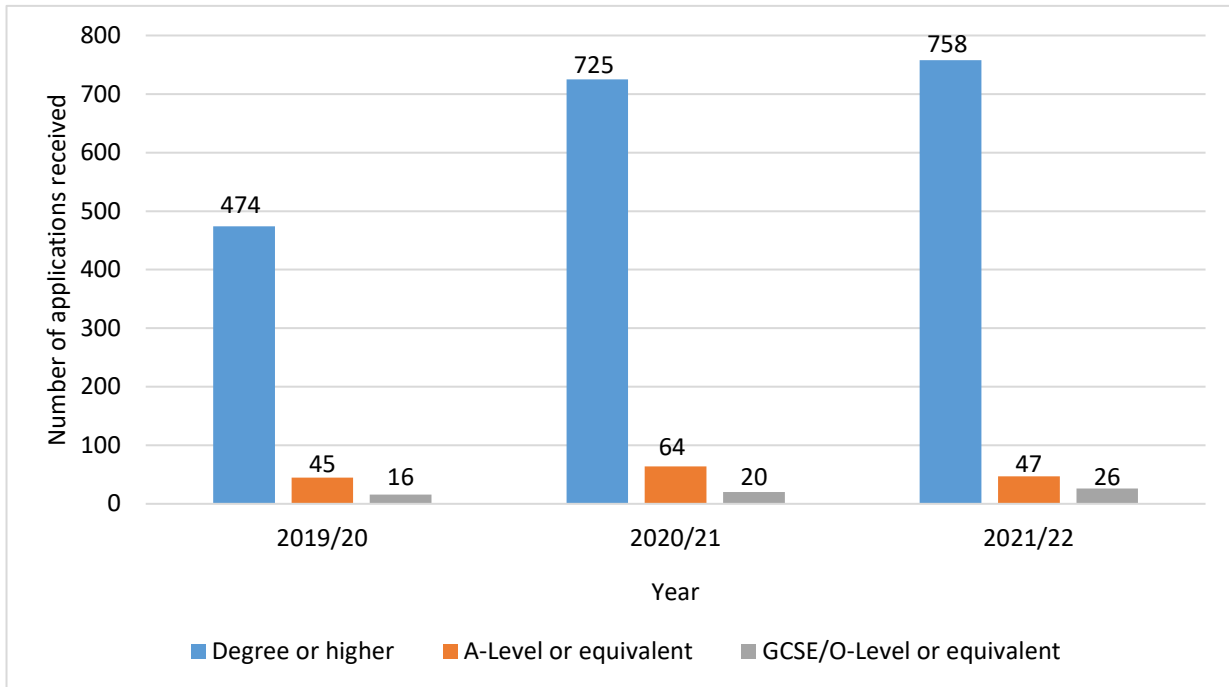
Employment status is known for 66% of all applications in 2019/20, 76% in 2020/21 and 75% in 2021/22. The largest proportion of applicants each year worked in the Private Sector (59% in 2019/20; 45% in 2020/21; and 42% in 2021/22).

In addition to the higher proportion of males than females across all years (where gender is known), males outnumber females across all but one work area. In the Voluntary Sector, there was either a higher or an equal proportion of females (70% female in 2019/20; 66% female in 2020/21; and 49% female in 2021/22).

1.10 Qualifications

Qualification information is known for 66% of all applications in 2019/20, 76% in 2020/21 and 75% in 2021/22. A large proportion of these applicants across all three years held a degree qualification or higher (88% in 2019/20; 89% in 2020/21; and 91% in 2021/22).

Figure 10: Applications by Qualifications¹¹



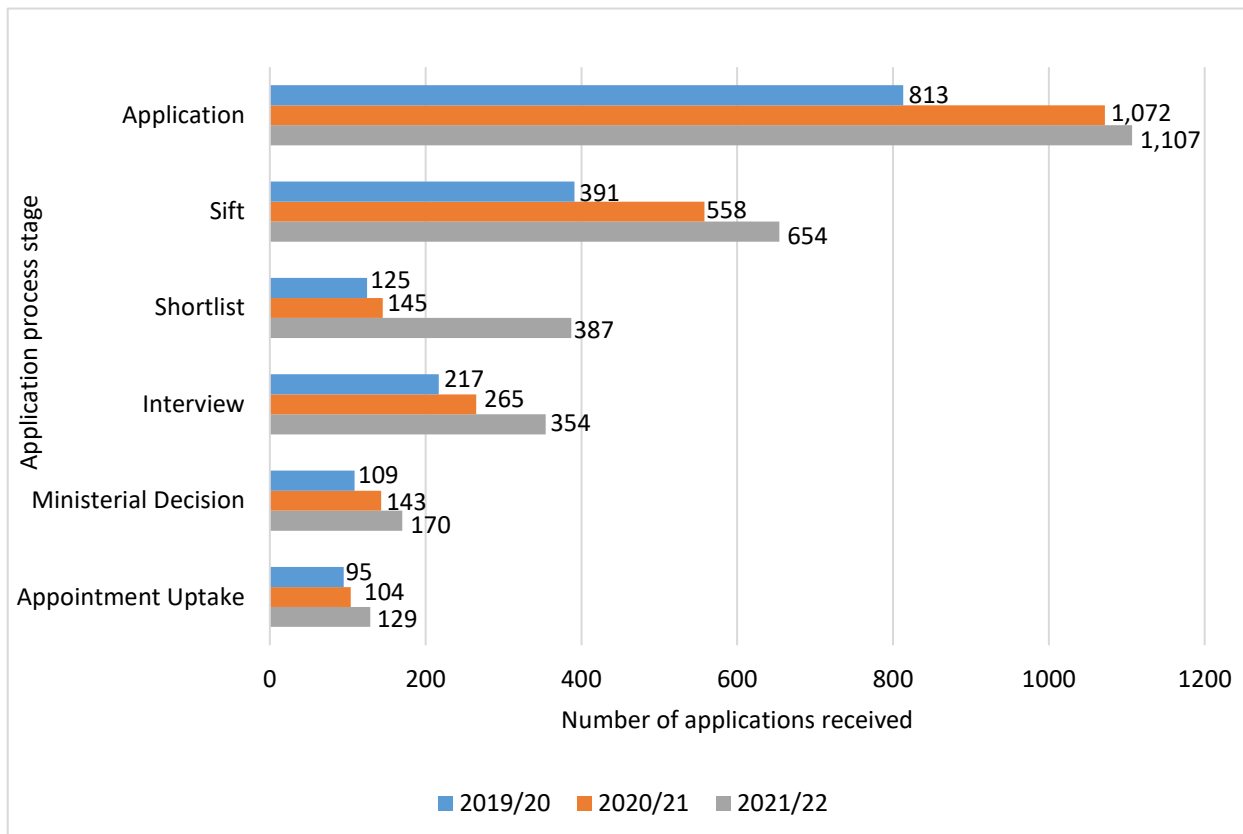
¹¹ Note: No Qualifications has not been included in this figure due to statistical disclosure

1.11 Application Process

There are a number of different stages in the application process before an applicant is successful in taking up an appointment. A breakdown of those who passed each stage is shown in Figure 11 below.

Note: Not all appointments go through the same application process and therefore, not all applications go through each stage shown in Figure 11.

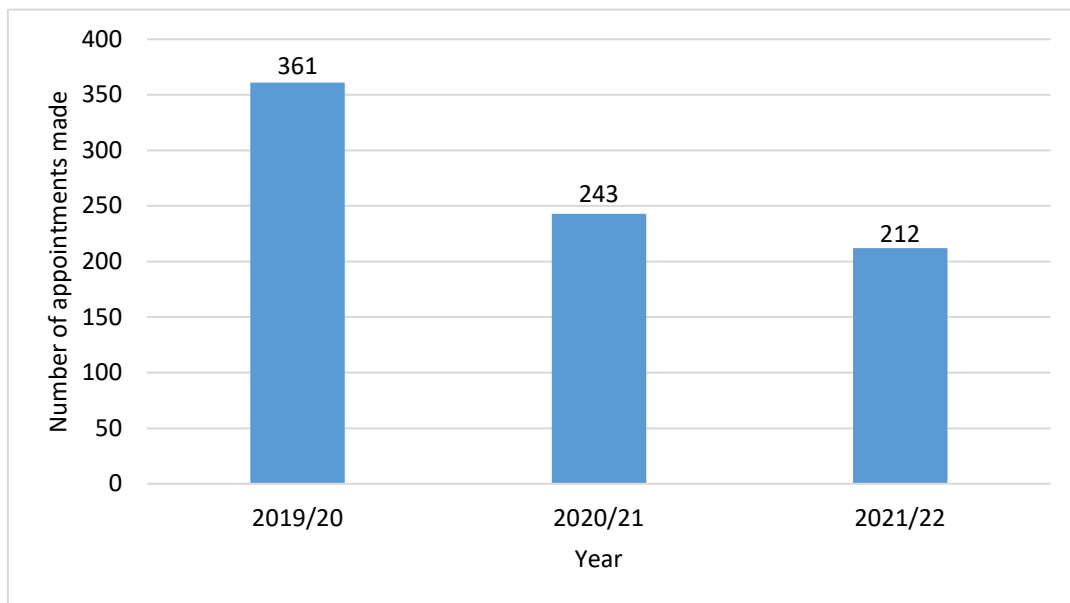
Figure 11: Applications process



2. Appointments Made, in 2019/20, 2020/21 and 2021/22

- Between 1st April 2019 and 31st March 2020, 361 appointments were made to Public Appointment posts.
- Between 1st April 2020 and 31st March 2021, 243 appointments were made to Public Appointment posts.
- Between 1st April 2021 and 31st March 2022, 212 appointments were made to Public Appointment posts.

Figure 12: Appointments made by year

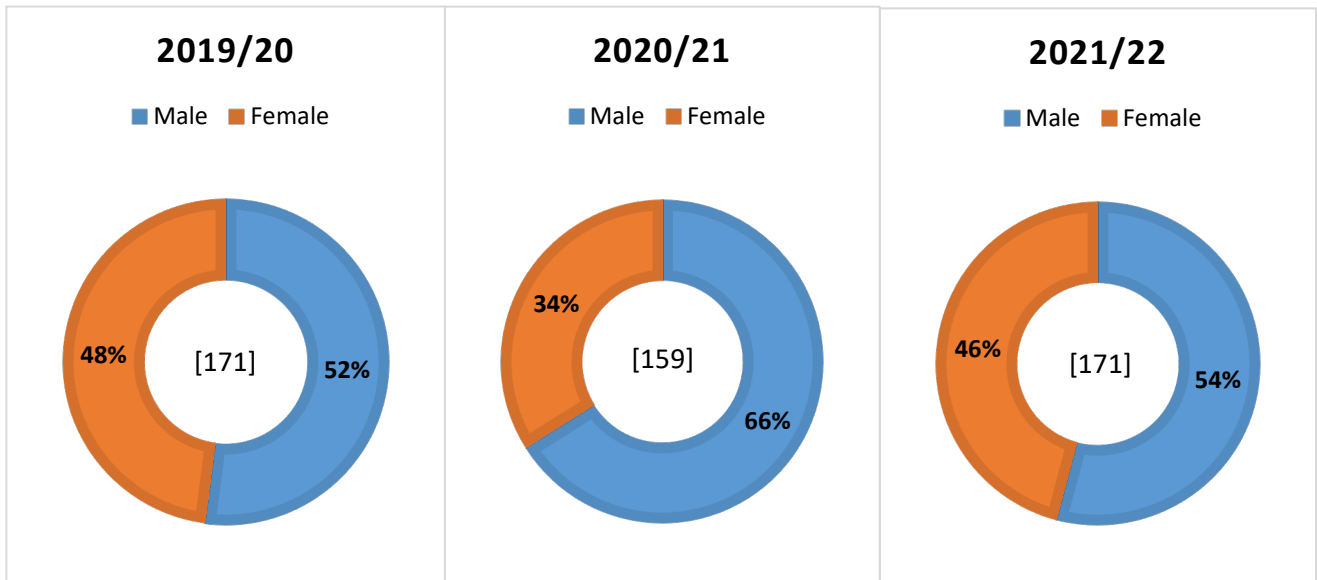


The absence of Ministers potentially contributed to some of the reductions in the numbers of appointments made across the years.

2.1 Gender

Gender is known for 47% of appointments made in 2019/20, 65% of appointments in 2020/21 and 81% in 2021/22. Where gender is known, the proportion of females who were appointed to public appointments in 2019/20 was 48%; this decreased by 14 percentage points to 34% in 2020/21, and then increased again by 12 percentage points to 46% in 2021/22.

Figure 13: Appointments made by Gender



2.1a Individual Departments

Due to disclosure control, appointments by gender cannot be provided for all Departments. Where gender is known and where there is no risk of disclosure, the department with the highest proportion of appointments made to females in 2019/20 was Department of Justice (53% of 30 appointments). In 2020/21, the department with the highest proportion of female appointments made was Department of Health (50% of 32 appointments). In 2021/22, the department with the highest proportion of female appointments made was Department for Economy (63% of 35 appointments).

2.1b Remuneration

Remuneration data is known for 86% of appointments made in 2019/20 and 2020/21, and 94% in 2021/22.

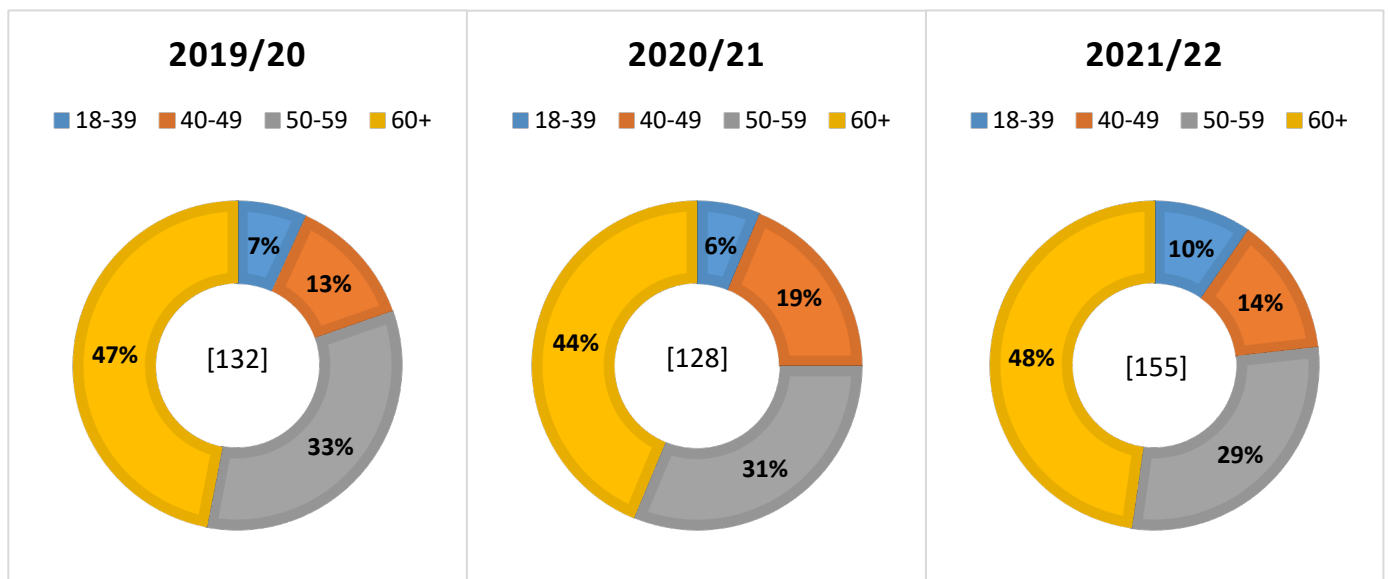
The proportion of appointments made with a remuneration of over £10,000 was 22% in 2019/20, 20% in 2020/21 and 17% in 2021/22. Where gender is known, the proportion of females who were appointed to positions with remuneration of over £10,000 was 37% in 2019/20, 24% in 2020/21 and 46% in 2021/22.

2.2 Age

Age data was provided for 37% appointments made in 2019/20, 53% in 2020/21 and 73% in 2021/22. Of those appointed in 2019/20, where age is known, 80% were aged 50 or older, this compares to 47% of that age group in the population aged 18 years and older¹². Of those appointed in 2020/21, 75% were aged 50 or older, comparing to 48% of the population¹³. Of those appointed in 2021/22, 77% were aged 50 or older, comparing to 48% of the population¹⁴.

Disclosure control necessitated merging the 18-29 and 30-39 age groups.

Figure 14: Appointments Made by Age



¹² [2020 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex)

¹³ [2021 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex)

¹⁴ <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex>

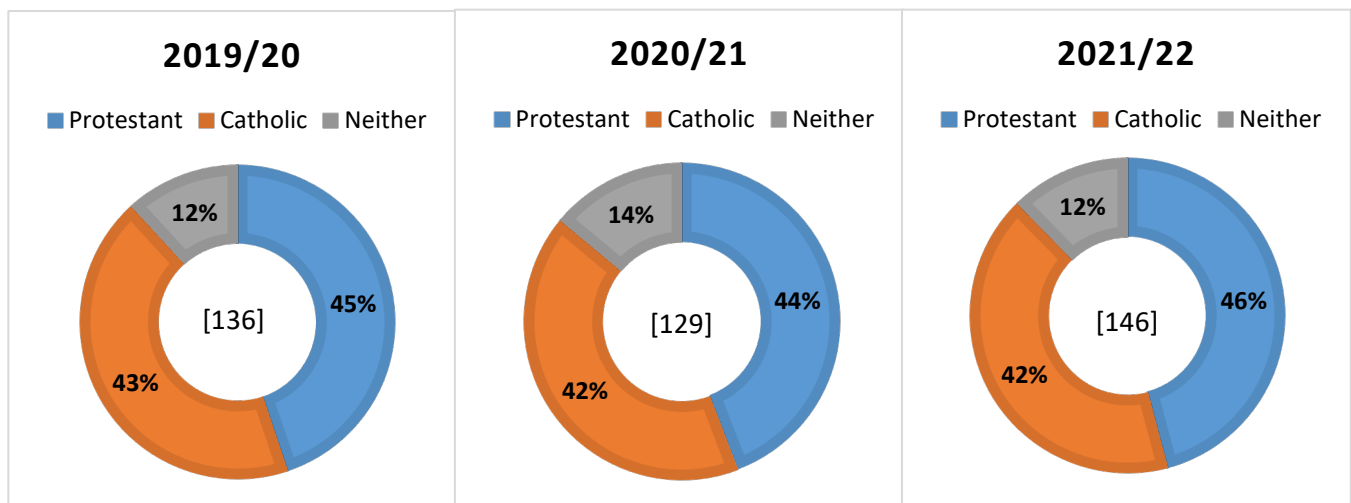
2.3 Community Background

Community background information was provided by 38% of appointees in 2019/20, 53% in 2020/21 and 69% in 2021/22.

Where community background is known, the proportion of appointments made to individuals from a Protestant background was 45% in 2019/20, 44% in 2020/21 and 46% in 2021/22. The proportion of those appointed from a Catholic background was 43% in 2019/20, 42% in 2020/21 and 42% in 2021/22. These figures are shown in Figure 15.

In the 2011 Census data, 44% of the population aged 18 years and over were Catholic or brought up as Catholic and 51% belonged to or were brought up in Protestant, other Christian or Christian-related denominations¹⁵.

Figure 15: Appointments Made by Community Background



2.4 Ethnicity

Of those whose ethnicity is known, five or fewer appointments in 2019/20, 2020/21 and 2021/22 were individuals from a minority ethnic group (the precise figure and percentage cannot be released due to disclosure control.)

2.5 Disability

Disability is known for 39% of appointments made in 2019/20, 54% in 2020/21 and 72% in 2021/22. Where disability is known, the proportion of appointments made to individuals who considered themselves to have a disability were 5% in 2019/20, 8% in 2020/21, and 6% in 2021/22. This compares to 25% of the Northern Ireland population aged 18 years and over with a long-term health problem or disability which limits their day-to-day activities¹⁶.

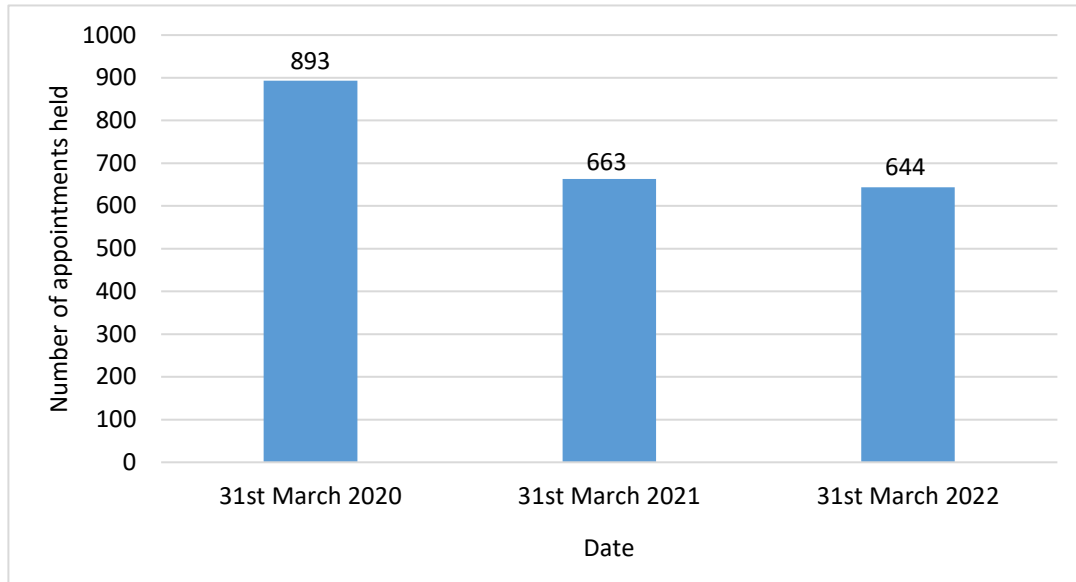
¹⁵ See Northern Ireland Statistics & Research Agency, [http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20\(a\).ZIP](http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20(a).ZIP)

¹⁶ See Northern Ireland Statistics & Research Agency, <https://www.ninis2.nisra.gov.uk/Download/Census%202011/CT0251NI.ods>

3. Appointments held, 31st March 2020, 2021 and 2022

- At 31st March 2020, 893 Public Appointments were held.
- At 31st March 2021, 663 Public Appointments were held.
- At 31st March 2022, 644 public appointments were held.

Figure 16: Appointments held on 31st March 2020, 2021 and 2022



3.1 Gender

Gender is known for 39% of individuals holding appointments on 31st March 2020, 64% of appointments in 2021 and 81% in 2022.

Of those appointments for which gender is known, 43% were female on 31st March 2020. There was a decrease in the proportion of females holding appointments in March 2021 (38%), and then an increase in this proportion in March 2022 (42%).

The 3 pie charts included in Figure 17 show the gender distribution of Appointments held (where gender is known) on the 31st March 2020, 2021 and 2022.

Figure 17: Appointments Held on 31st March 2020, 2021 and 2022 by Gender

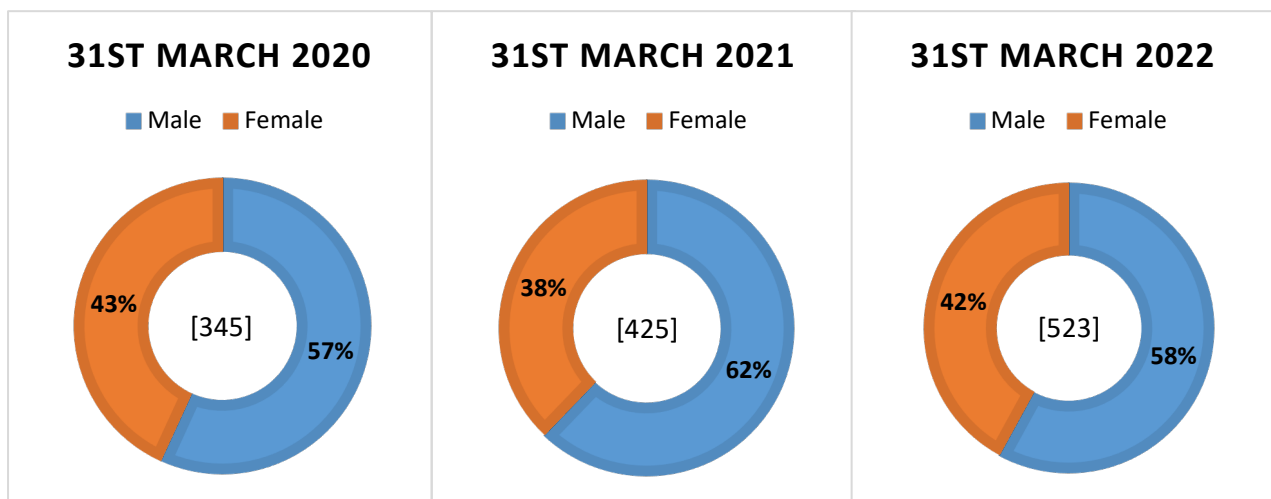
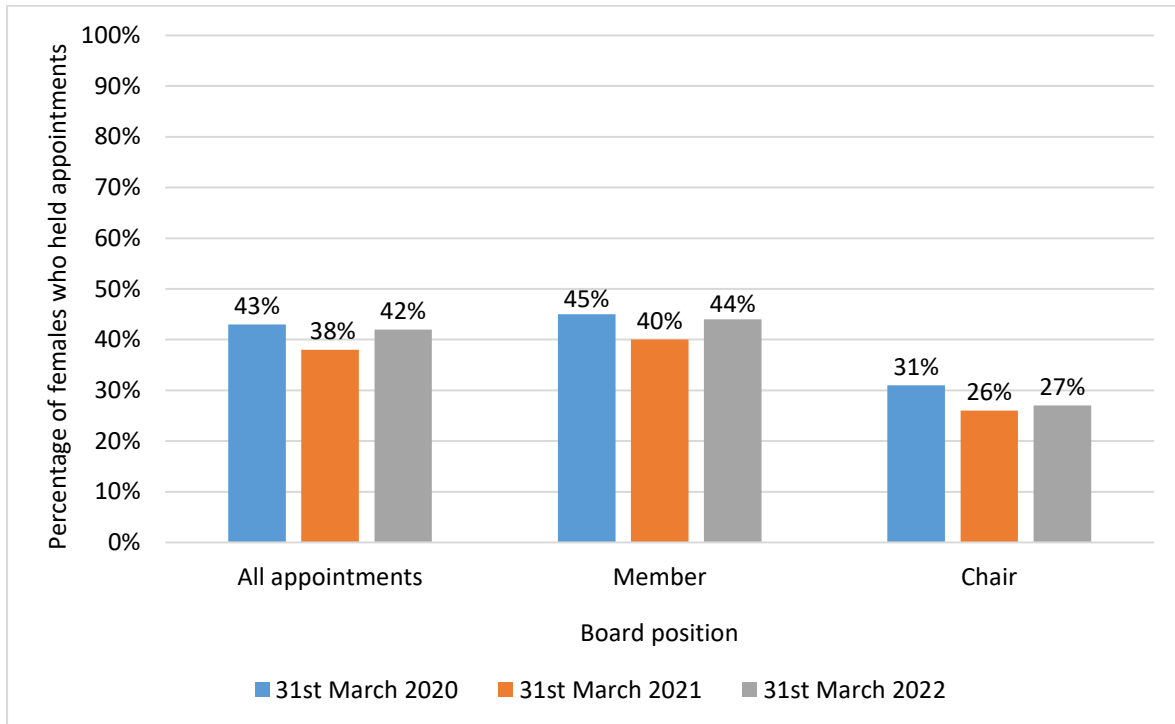


Figure 18 shows the percentage appointments held by females broken down by board position on 31st March 2020, 2021 and 2022. While there is little change from year to year in the proportion of females holding appointments, there was a consistently smaller proportion of females holding Chair appointments than holding Member appointments.

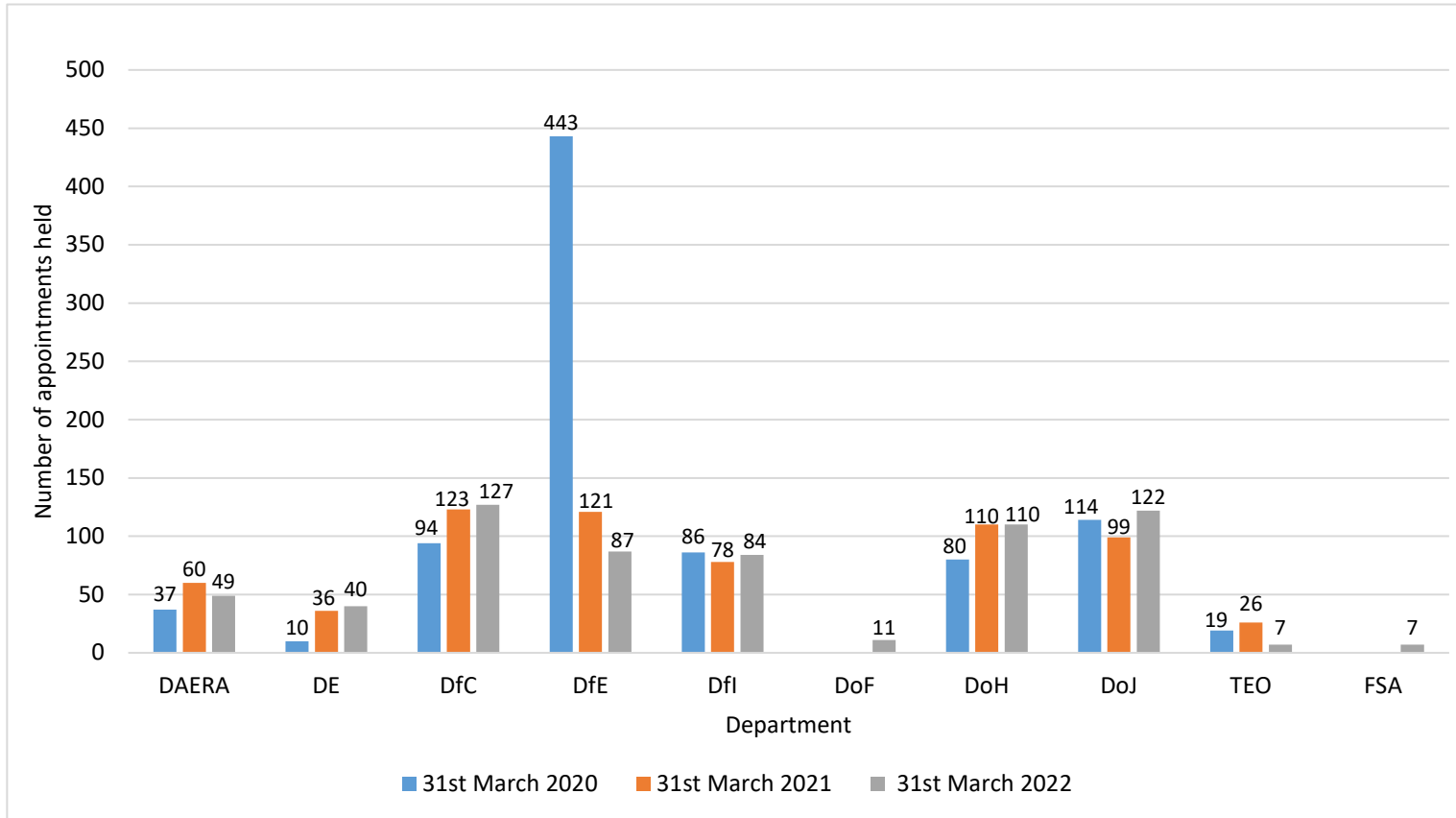
Figure 18: Percentage of board position appointments held by females



3.1a Individual departments

In addition to variation in the number of appointments held by departments, there was variation across years within individual departments. Returns from some departments have been suppressed for disclosure control and thus are not included in Figure 19¹⁷.

Figure 19: Appointments held by individual departments



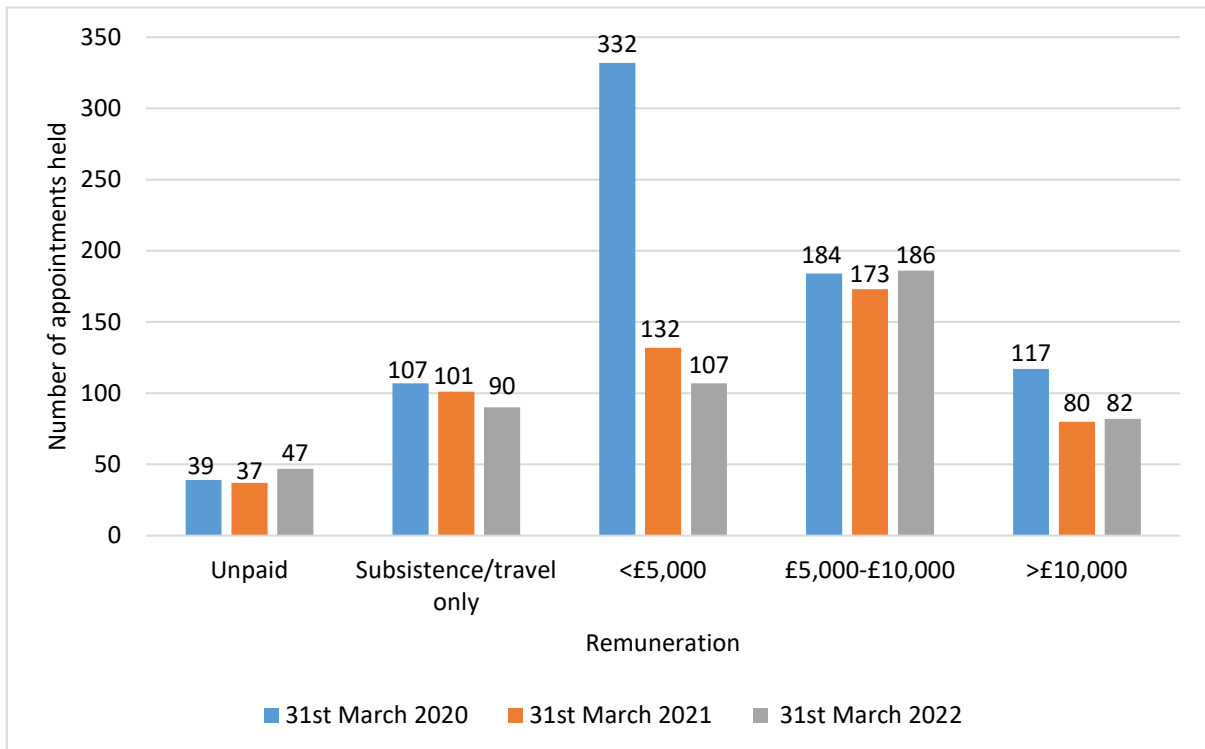
¹⁷ The departmental figures that have been suppressed are: 31st March 2020- DoF and FSA, 31st March 2021- DoF and FSA

3.1b Remuneration

Remuneration details are known for 87% of appointments held in March 2020, 79% in 2021 and 80% in 2022.

Where remuneration is known, the proportion of appointments held with remuneration of over £10,000 was 15% in March 2020, 15% in 2021 and 16% in 2022.

Figure 20: Appointments held by Remuneration

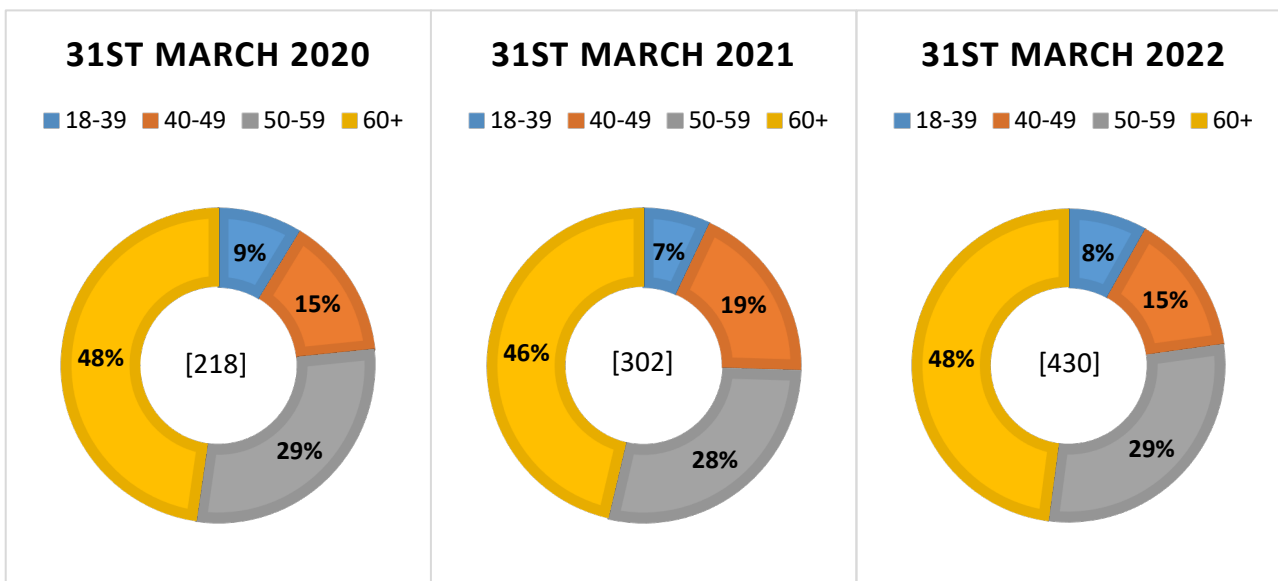


3.2 Age

Age is known for 24% of appointments held at 31st March 2020, 46% in 2021 and 67% in 2022. Where age is known, the proportion of appointments held by individuals aged 40 or older was 91% in March 2020, 93% in 2021 and 92% in 2022. These are all much higher than the proportion of the population (aged 18 and over) in those particular years (64% in 2020¹⁸, 2021¹⁹ and 2022²⁰)

The pie charts in Figure 21 show the age distributions of appointments held (where age is known).

Figure 21: Appointments Held on 31st March 2020, 2021 and 2022 by Age



¹⁸ [2020 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex)

¹⁹ [2021 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex)

²⁰ <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex>

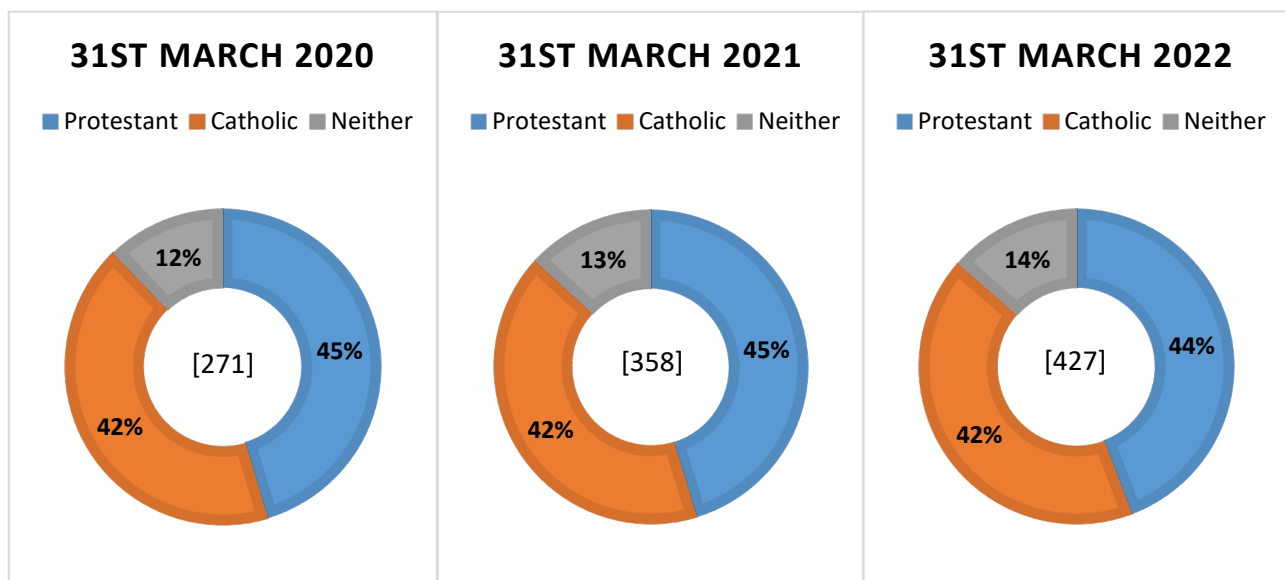
3.3 Community Background

Community background is known for 30% of appointments held in March 2020, 54% in 2021 and 66% in 2022.

In both 2020 and 2021, there was a 3 percentage point difference in appointments held by individuals of a Protestant background (45%) and a Catholic background (42%). In 2021/22, there was a 2 percentage point difference between individuals from a Protestant (44%) and Catholic (42%) background. These figures are shown in Figure 22.

In the 2011 Census data, 44% of the population aged 18 years and over were Catholic or brought up as Catholic and 51% belonged to or were brought up in Protestant, other Christian or Christian-related denominations²¹.

Figure 22: Appointments Held on 31st March 2020, 2021 and 2022 by Community Background



3.4 Ethnicity

Of those whose ethnicity is known, five or fewer appointments in 2019/20, 2020/21 and 2021/22 were individuals from a minority ethnic group. (The precise figure and percentage cannot be released due to disclosure control.)

²¹ See Northern Ireland Statistics & Research Agency, [http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20\(a\).ZIP](http://www.ninis2.nisra.gov.uk/Download/Census%202011_Winzip/2011/DC2117NI%20(a).ZIP)

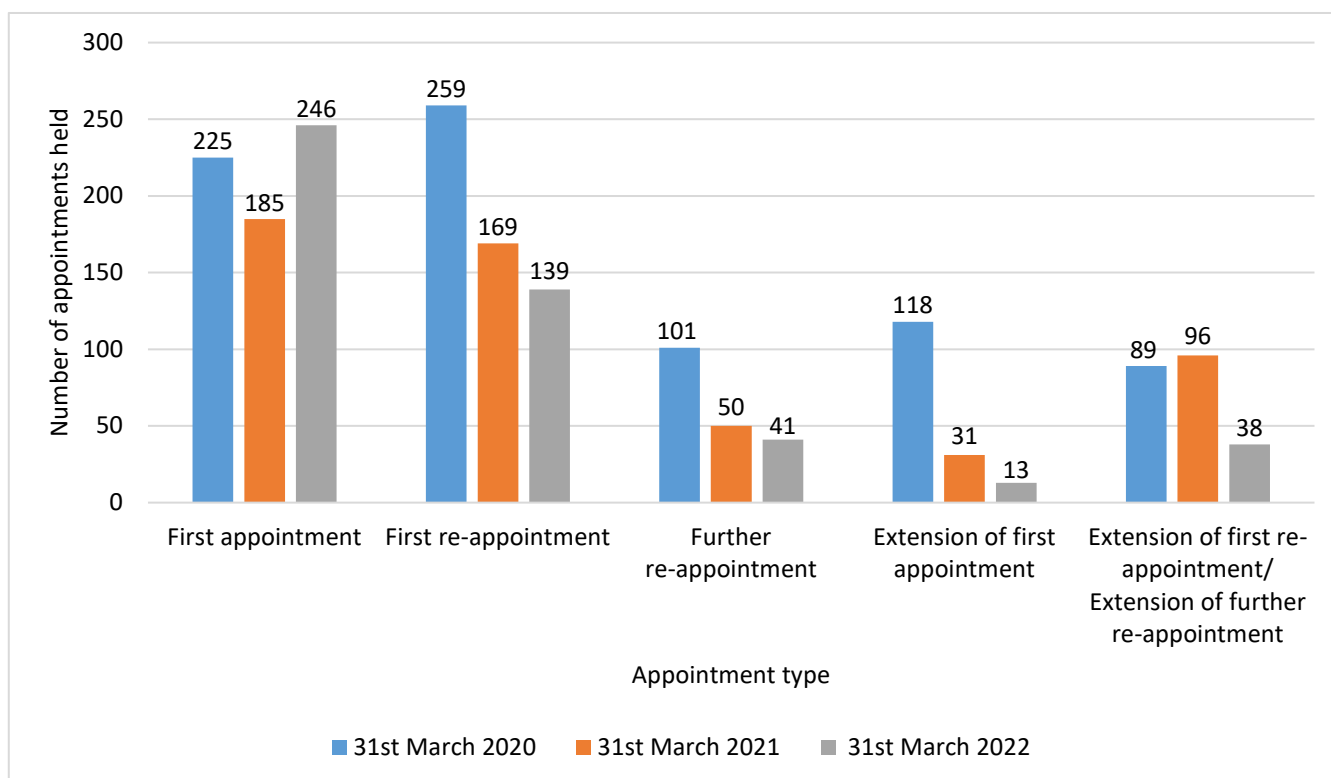
3.5 Disability

Disability is known for 31% of appointments held at 31st March 2020, 54% in 2021 and 67% in 2022. Where disability is known, the proportion of those who considered themselves to have a disability were 4% in 2020, 4% in 2021 and 5% in 2022. This compares to 25% of the Northern Ireland population aged 18 years and over with a long-term health problem or disability which limits their day-to-day activities²².

3.6 Appointment type

Of appointments held at 31st March 2020, where appointment type was known, 28% were first appointments and 33% were first re-appointments. In 2021, 35% of appointments held were first appointments and 32% were first re-appointments. In 2022, 52% of appointments held were first appointments and 29% were first re-appointments.

Figure 23: Appointments Held on 31st March 2020, 2021 and 2022 by Appointment type



²² See Northern Ireland Statistics & Research Agency, <https://www.ninis2.nisra.gov.uk/Download/Census%202011/CT0251NI.ods>

3.7 Multiple Appointments

There is currently no limit on the number of Public Appointments an individual can hold at one time. A judgement is made by the appointing department on a candidate's availability for a new appointment in light of the time commitment involved in his/her existing appointments.

The total number of appointments held on 31st March 2020, 2021 and 2022 detailed at the beginning of section 3, are based on departmental returns; whilst the total number of appointments given in the figure below is extracted from the Public Appointments Database. Data from the two sources are not comparable.

Figure 24 below shows that of those who held Public Appointments, the proportion of individuals who held multiple appointments was 19% in March 2020, 17% in 2021 and 16% in 2022.

Figure 24: Number of Appointments Held On 31st March 2020, 2021 and 2022

No. of Appointments held	2020		2021		2022	
	No. of people	No. of appointments	No. of people	No. of appointments	No. of people	No. of appointments
1	615	615	628	628	670	670
2	130	260	116	232	113	226
3 or more	12	37	16	49	11	33
Total	757	912	760	909	794	929

Technical notes

Data quality & assurance

Statisticians based in The Executive Office have produced this report and the underlying data tables.

The statistics in this report have been compiled from data provided by the nine Northern Ireland Executive Departments and the Food Standards Agency (Northern Ireland), both in the form of direct Departmental submissions to Statisticians based in The Executive Office, and, in the case of multiple appointments, to The Executive Office's Central Appointments Unit database.

Department of Education data on Board of Governors (BOG) was included in previous Public Appointment Annual reports, up to and including 2018-19. In this report, data on Board of Governors has not been included. It has been clarified that as there are a number of appointing authorities for school governors and the data provided by the Department of Education only includes a small proportion of the overall Board of Governor figure, the data is not statistically robust. In addition, Board of Governor appointments have a different recruitment process and are flux in nature in comparison with other public appointments.

Data is not provided for Exceptional Circumstances Body (ECB) panel members as these are not ministerial appointments and the characteristics of the Body and the roles differ from public appointments. The ECB is a specialist tribunal body, to which panel members are appointed by the Department of Education.

Please note reappointments are included in the appointments made section.

Some data relating to characteristics such as gender, age and ethnicity are unknown; where there are unknown data, proportions such as male-female are calculated with reference to those individuals for whom the information is known.

The underlying data tables that inform these statistics are available and note where data are unknown.

Percentages

Percentages in this report and the underlying data tables may not always sum to 100, due to the effect of rounding.

In some cases, where answer categories have been combined, figures presented in the graphs may not sum to the same total as figures presented in the relevant commentary, due to rounding.

Disclosure prevention

Statistical disclosure control has been applied to this report: in order to minimise the likelihood of individuals being identified, counts of less than five have been suppressed. Other figures in the report have also been suppressed in order to prevent values of less than five from being calculated.

Contextual figures

Throughout the report, contextual figures are provided for the population aged 18 years and over.

- Figures for age have been sourced from the Mid-Year Population Estimates for 2019/20²³ and for 2020/21²⁴ and from the 2021 Census for 2021/22²⁵.
- Figures for community background, disability and ethnicity have been sourced from the 2011 Census²⁶

²³ [2020 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/mid-year-population-estimates-for-northern-ireland)

²⁴ [2021 Mid Year Population Estimates for Northern Ireland | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/mid-year-population-estimates-for-northern-ireland)

²⁵ <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex>

²⁶ See Northern Ireland Statistics & Research Agency, <https://www.nisra.gov.uk/statistics/census/2011-census>,

Glossary & definitions

1. Government Departments and agencies:
 - **DAERA** – Department of Agriculture, Environment & Rural Affairs;
 - **DE** – Department of Education;
 - **DfC** – Department for Communities;
 - **DfE** – Department for the Economy;
 - **DfI** – Department for Infrastructure;
 - **DoF** – Department of Finance;
 - **DoH** – Department of Health;
 - **DoJ** – Department of Justice;
 - **TEO** – The Executive Office;
 - **FSA (NI)** – Food Standards Agency (Northern Ireland).
2. **“CAU”**: The Central Appointments Unit.
A unit of The Executive Office with policy responsibilities including encouraging best practice across Departments in public appointments; and advertisement of vacancies.
3. **“CPANI”**: The Commissioner for Public Appointments for Northern Ireland.
The role of the Commissioner was created in 1995 and regulates, monitors and reports on the process for making public appointments. Not all public appointments fall within the Commissioner’s remit – see page 6.
4. **“Community Background”**: Data from Equal Opportunities Monitoring Forms were used to determine an individual’s community background. Individuals chose either: ‘I have a Protestant community background’; ‘I have a Roman Catholic community background’; or ‘I have neither a Protestant or Roman Catholic community background’.
5. **“Disability”**: Data from Equal Opportunities Monitoring Forms were used to determine the proportion of individuals who considered themselves to have a disability. The definition of disability used on the Form is derived from the Disability Discrimination Act 1995, which defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day to day activities.”
6. **“Minority ethnic”**: Data from Equal Opportunities Monitoring Forms were used to determine the proportion of individuals from a minority ethnic background. Individuals were classified as being minority ethnic if they self-classified as any ethnic group other than “white”.
7. **“NISRA”**: The Northern Ireland Statistics and Research Agency.
This statistical report and underlying data tables are produced by NISRA staff out-posted to The Executive Office.