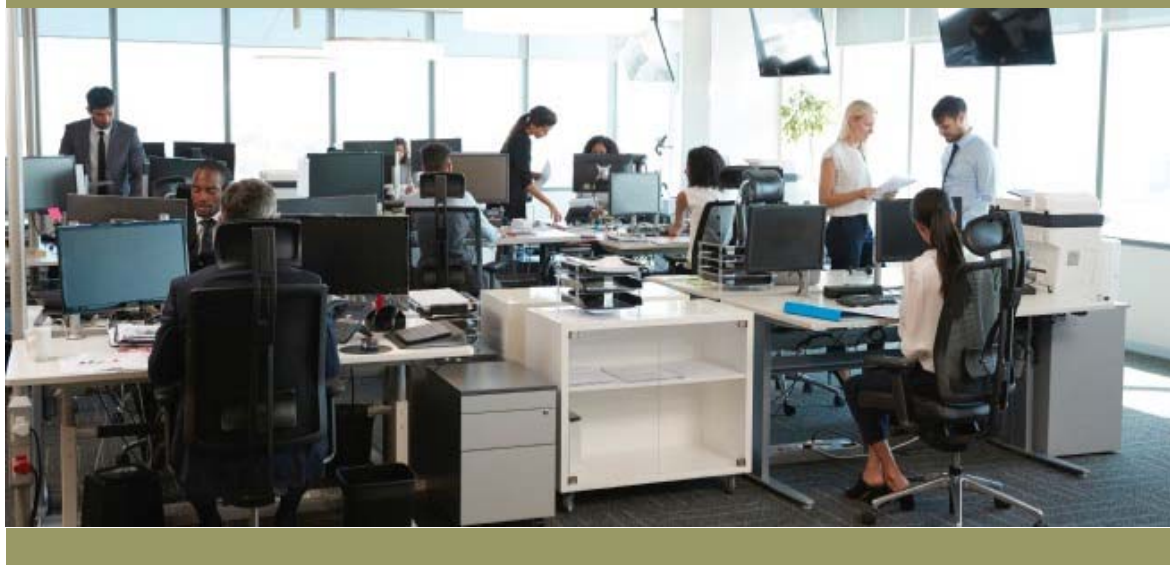


# Analysis of NICS Recruitment Competitions

1 January 2019 – 31 December 2019



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## Executive Summary

### Overview

- This report provides a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS) during 2019. It provides analysis of applicants across various equality categories and compares the profile of appointees and applicants at different stages in recruitment competitions with what might be expected if the groups within each equality category (e.g. males and females) had been equal in terms of merit.
- In 2019, 110 NICS recruitment competitions were held<sup>1</sup>, attracting 28,904 valid applications. By 1 March 2020, 839 appointments had been made. The competition which attracted the highest volume of applicants was for Administrative Officer (AO) (15,115 applicants). The number of competitions was similar to the 109 held in 2018, but the number of applicants was substantially higher than in that year (6,282).

### Permanent NICS jobs

- There were 103 competitions for permanent NICS jobs, which attracted a total of 28,710 applications.
- By 1 March 2020, 804 appointments had been made from these competitions. The gender profile of appointees was broadly in line with what would be expected. The number of appointees from a Not Determined community background was lower than expected. The number of appointees with NICS experience was higher than might have been expected. As regards age, there were fewer appointees than expected in the 25-39 and more than expected in the 50+ age categories. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- In relation to the first key selection stage (invitation to interview), the analysis shows that across most of the equality categories, the profile of candidates invited to interview was broadly in line with what was expected. However, applicants from a minority ethnic background, and applicants aged 50 or over were less likely than expected to be invited to interview.
- At the interview stage, the analysis shows that the profile of those passing the interview was broadly in line with what would be expected across the various equality groups.
- Of those candidates who passed the interview, the profile of applicants offered appointment across the equality categories was similar to the expected profile, although candidates with previous NICS experience who passed the interview were a little less likely to have been offered a job.

### Temporary NICS jobs

- There were seven recruitment competition for temporary NICS jobs. These competitions attracted 194 valid applications.
- By 1 March 2020, 35 appointments had been made from these competitions. The profile of appointees across the equality categories was broadly in line with the expected profile.
- At the interview stage, the outcomes for other equality groups at the interim stages of the competition were broadly in line with what would be expected, with only small differences.

### Senior Civil Service jobs

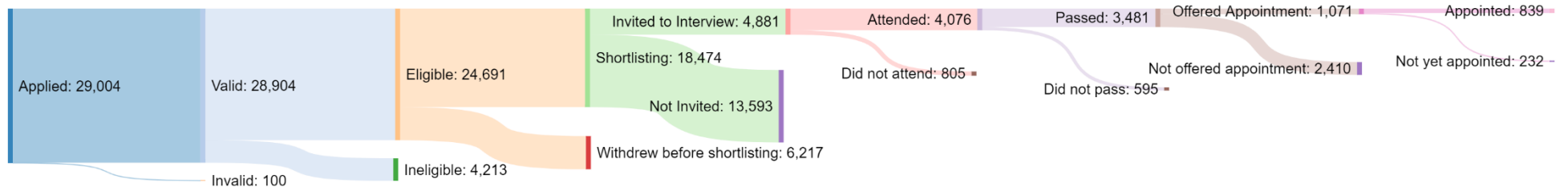
- There were 16 competitions for Senior Civil Service jobs, attracting 354 applications. By 1 March 2020, 18 appointments had been made from these competitions.
- Ten males and eight females were appointed, in line with what would be expected based on the applicant pool.
- In relation to the key interim stages, females, current NICS employees and candidates aged 50 or over were more likely to be deemed eligible for the competition. The profile of candidates who passed the interview was in line with what would be expected.

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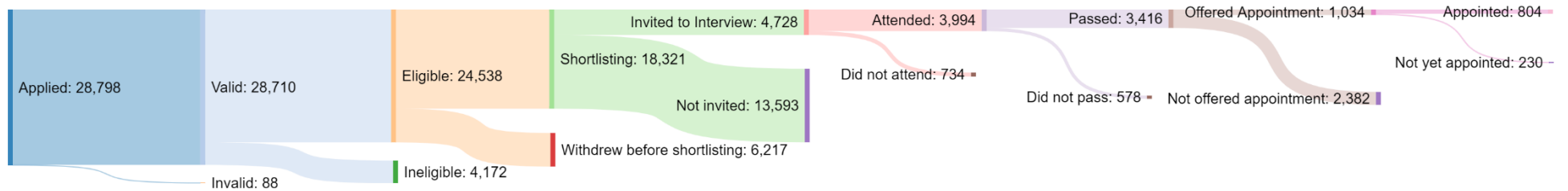
<sup>1</sup> Had a closing date for applications between 1 January and 31 December 2019.

# Analysis of NICS Recruitment Competitions 1 January 2019 – 31 December 2019

**Figure 1: Flowchart of stages of competitions for all NICS jobs in 2019<sup>2</sup>**



**Figure 2: Flowchart of stages of competitions for permanent NICS jobs in 2019<sup>2</sup>**



<sup>2</sup> As at 1 March 2020

## **1. Purpose of the report**

The purpose of this report is to provide a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS). It provides analysis of applicants across various equality categories and compares the profile of appointees and of candidates remaining in the competitions at interim stages with what might be expected if the groups within each equality category (e.g. males and females) had been equal in merit. While the assessment of whether or not differences are noteworthy is subjective, for this report a difference is commented on when the absolute difference is 5 or more and differs from the expected number by at least 10%.

Information is presented on those competitions which had a closing date for applications between 1 January 2019 and 31 December 2019.

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## **2. NICS recruitment competitions which closed for applications during 2019<sup>1</sup>**

### **2.1 Applications**

During 2019, there were 110 NICS recruitment competitions which closed for applications. The total number of valid applications received was 28,904.

#### **2.1.1 Applications for permanent jobs**

Of the 110 recruitment competitions which closed for applications during 2019, 103 were for permanent NICS jobs. These competitions attracted 28,710 valid applications. A profile of these applicants<sup>2</sup> is presented in Table 1.

Around half of applicants were male (49.8%), with females representing 50.2% of applicants. In terms of community background, 42.3% of applications were from Protestants, with a larger proportion from Catholics (47.2%) and 10.4% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.1% and the proportion of applicants who declared a disability was 6.9%. In terms of age, over half (52.4%) were aged 25-39, with 17.8% aged 16-24 and 19.8% aged 40-49. One in ten applicants were aged 50 or over (10.0%). In terms of sexual orientation, 93.8% of applicants stated their orientation was towards someone of a different sex, with 3.7% reporting orientation towards someone of the same sex and 2.5% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, just over a quarter (25.8%) reported they were a current NICS employee, 8.1% of applicants reported that they had previously been an NICS employee and 66.1% reported no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised and the numbers of applications for each competition. A different set of competitions being launched could yield a different applicant profile.

The number of applicants for each of the various competitions analysed ranged from 2 to 15,115.

#### **2.1.2 Applications for temporary jobs**

Of the 110 NICS recruitment competitions analysed in this report, 7 were for temporary NICS jobs. These competitions attracted 194 valid applications. A profile of these applicants is presented in Table 2.

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<sup>1</sup> Competitions for which applications closed between 1 January 2019 and 31 December 2019 are included.

<sup>2</sup> In this report, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

Just under three quarters of applications were from males (73.7%) with 26.3% from females. In terms of community background, the largest proportion of applications received was from Catholics (56.2%), with 26.3% from Protestants and 17.5% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 4.6% and the proportion of applicants who declared a disability was 3.6%. In terms of age, nine out of ten applicants were aged 16-24 (90.7%). In relation to sexual orientation, 91.8% of applicants stated their orientation was towards someone of a different sex, with 5.7% reporting orientation towards someone of the same sex and 2.6% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (4.2%), or had previously been an NICS employee (2.1%) while 93.8% reported no NICS employment history.

## **2.2 Analysis of appointments from the 2019 recruitment competitions**

In analysing the outcomes of recruitment competitions, it is important to ensure that any comparison is made on a 'like with like' basis. For each competition, the profile of applicants has been used to calculate the composition of appointees that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions.

### **2.2.1 Appointments from competitions held in 2019 for permanent NICS jobs**

By 1 March 2020, a total of 804 appointments had been made from 76 of the 103 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 27 competitions. Analysis of appointments from these 76 competitions reveals some disparities between the actual number of appointees and the number expected if applicants within each category had been equal in merit across a number of equality groups. Details are shown in Table 3. While some differences may appear to be large in absolute terms, in percentage terms they are relatively small. For this report a difference is commented on when the absolute difference is 5 or more and differs from the expected number by at least 10%.

The gender profile of appointees was broadly in line with what would be expected if male and female applicants were equal in merit. The analysis in terms of community background shows that fewer than expected candidates whose community background was not determined were appointed (65 rather than 83). Fewer candidates than expected from a minority ethnic background were appointed (7 rather than 17). The profile of appointees in terms of declared disability was in line with the expected profile. In terms of age there were more appointees than expected in the 25-39 age category, while there were fewer than expected appointees from the 16-24 and 50+ age categories. The number of appointees with NICS experience was considerably higher than might have been expected (490 rather than 360). Disparities in terms of equality categories between the actual and expected numbers of appointees on an individual competition basis are generally small (typically less than 3), so the appointment of one candidate from a different category could change the outcome of the competition. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

## 2.2.2 Appointments from competitions held in 2019 for temporary NICS jobs

By 1 March 2020, a total of 35 appointments had been made from six of the seven competitions for temporary NICS jobs. Analysis shows that the profile of appointees across gender, community background, ethnicity, age, sexual orientation and NICS employment history is broadly in line with what might be expected if applicants within each equality group were equal in merit. Details are shown in Table 4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

**Table 1 Recruitment competitions for permanent NICS jobs with application closing date in 2019: profile of applicants**

Equality Category	Description	Applicants	Percentage
<b>Overall</b>	Total	28,710	
<b>Gender</b>	Male	14,296	49.8%
	Female	14,414	50.2%
<b>Community Background</b> <sup>[1]</sup>	Protestant	12,157	42.3%
	Catholic	13,561	47.2%
	Not Determined	2,990	10.4%
<b>Ethnicity</b> <sup>[2]</sup>	White	28,115	97.9%
	Minority Ethnic Groups	593	2.1%
<b>Disability</b>	With a declared disability	1,978	6.9%
	Without a declared disability	26,732	93.1%
<b>Age-group</b> <sup>[3]</sup>	16-24	5,110	17.8%
	25-39	15,049	52.4%
	40-49	5,680	19.8%
	50+	2,867	10.0%
<b>Sexual Orientation</b> <sup>[4]</sup>	Both sexes	714	2.5%
	Different Sex	26,907	93.8%
	Same sex	1,067	3.7%
<b>NICS employment history</b> <sup>[5]</sup>	Current	7,383	25.8%
	Previous	2,308	8.1%
	None	18,899	66.1%

<sup>1</sup> Community Background missing for 2 applicants.

<sup>2</sup> Ethnicity missing for 2 applicants.

<sup>3</sup> Based on age at closing date for applications. Age missing for 4 applicants.

<sup>4</sup> Sexual Orientation missing for 22 applicants.

<sup>5</sup> NICS employment history missing for 120 applicants.

**Table 2 Recruitment competitions for temporary NICS jobs with application closing date in 2019: profile of applicants**

<b>Equality Category</b>	<b>Description</b>	<b>Applicants</b>	<b>Percentage</b>
<b>Overall</b>	Total	194	
<b>Gender</b>	Male	143	73.7%
	Female	51	26.3%
<b>Community Background</b>	Protestant	51	26.3%
	Catholic	109	56.2%
	Not Determined	34	17.5%
<b>Ethnicity</b>	White	185	95.4%
	Minority Ethnic Groups	9	4.6%
<b>Disability</b>	With a declared disability	7	3.6%
	Without a declared disability	187	96.4%
<b>Age-group</b> <sup>[1]</sup>	16-24	176	90.7%
	25-39	13	6.7%
	40+	5	2.6%
<b>Sexual Orientation</b>	Both sexes	5	2.6%
	Different Sex	178	91.8%
	Same sex	11	5.7%
<b>NICS employment history</b> <sup>[2]</sup>	Current	8	4.2%
	Previous	4	2.1%
	None	180	93.8%

<sup>1</sup> Based on age at closing date for applications.

<sup>2</sup> NICS employment history missing for 2 applicants.

**Table 3 Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Appointees (based on proportionate success of applicants) <sup>[1]</sup></b>	<b>Actual Appointees</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	804	804	0
<b>Gender</b>	Male	444	469	24
	Female	360	335	-24
<b>Community Background</b>	Protestant	323	344	21
	Catholic	398	395	-3
	Not Determined	83	65	-20
<b>Ethnicity</b>	White	787	797	10
	Minority Ethnic Groups	17	7	-10
<b>Disability</b>	With a declared disability	51	49	-2
	Without a declared disability	753	755	2
<b>Age-group <sup>[2]</sup></b>	16-24	71	58	-13
	25-39	393	432	39
	40-49	220	231	9
	50+	120	83	-37
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	12	10	-2
	Different Sex	768	773	5
	Same sex	23	18	-5
<b>NICS <sup>[4]</sup> employment history</b>	Current	360	490	130
	Previous	54	34	-20
	None	380	274	-106

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 3 appointees.

<sup>4</sup> NICS employment history missing for 6 appointees.

Note: Figures as at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

Analysis of NICS Recruitment Competitions 1 January 2019 – 31 December 2019

**Table 4 Recruitment competitions for NICS temporary jobs with application closing date in 2019: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Appointees (based on proportionate success of applicants) <sup>[1]</sup></b>	<b>Actual Appointees</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	35	35	0
<b>Gender</b>	Male	25	25	0
	Female	10	10	0
<b>Community Background</b>	Protestant	10	12	2
	Catholic	20	16	-4
	Not Determined	5	7	2
<b>Ethnicity</b>	White	33	#	#
	Minority Ethnic Groups	2	*	#
<b>Disability</b>	With a declared disability	1	*	#
	Without a declared disability	34	#	#
<b>Age-group <sup>[2]</sup></b>	16-24	32	#	#
	25+	3	*	#
<b>Sexual Orientation</b>	Both sexes/same sex	1	*	#
	Different Sex	32	#	#
<b>NICS employment history</b>	Current	2	#	#
	Previous	1	*	#
	None	32	28	-4

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers (<5) of appointees in these groups.

\* Number of cases too small to publish (i.e. below 5).

# Number has been suppressed to avoid disclosing another number that is too small to publish.

Note: Figures as at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

## **2.3 Analysis of interim stages of the 2019 recruitment competitions for permanent NICS jobs**

### **2.3.1 Eligible applicants**

Overall, 24,538 of the 28,710 applicants (85.5%) were deemed to be eligible for the competition for which they had applied. For each competition, the profile of applicants has been used to calculate the composition of eligible applicants that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions reported in Table 5.

In general, the analysis revealed only relatively small differences between the actual and expected numbers of eligible applicants. It may be worth noting that the eligibility stage may not be complete for all competitions held in 2019, so different results could emerge when this stage is complete.

### **2.3.2 Applicants who withdrew prior to shortlisting**

The shortlisting stage can take different forms, depending on the competition, e.g. paper sift, shortlisting test, etc or even a combination of these. Of the 24,538 eligible applicants, a total of 6,217 (25.3%) withdrew prior to shortlisting. The actual and expected numbers of applicants who withdrew prior to shortlisting (based on the assumption that eligible applicants in each of the groups are equally likely to withdraw) are presented in Table 6.

The analysis shows that candidates aged 16-24 were more likely to withdraw from the competition prior to shortlisting. Applicants who were serving NICS staff were less likely to withdraw, while candidates with no NICS experience were more likely to withdraw. Across the other categories the differences are relatively small.

### **2.3.3 Applicants invited to interview**

Following shortlisting, 4,728 (or 25.8%) of the remaining 18,321 candidates were invited to interview.

The analysis presented in Table 7 shows that applicants from a minority ethnic background, and applicants aged 50 or over were less likely to be invited to interview, while applicants whose sexual orientation was towards both sexes were more likely to be invited to interview.

The profiles of applicants invited to interview in terms of gender, community background, disability and NICS employment status were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit.

**Table 5 Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected eligible applicants**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Eligible Applicants (based on proportionate success of applicants) <sup>[1]</sup></b>	<b>Actual Eligible Applicants</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	24,538	24,538	0
<b>Gender</b>	Male	12,009	11,906	-103
	Female	12,529	12,632	103
<b>Community Background</b>	Protestant	10,331	10,368	37
	Catholic	11,693	11,678	-15
	Not Determined	2,514	2,492	-22
<b>Ethnicity</b>	White	24,023	24,049	26
	Minority Ethnic Groups	514	489	-25
<b>Disability</b>	With a declared disability	1,724	1,699	-25
	Without a declared disability	22,814	22,839	25
<b>Age-group <sup>[2]</sup></b>	16-24	4,601	4,561	-40
	25-39	12,937	12,774	-163
	40-49	4,647	4,748	101
	50+	2,350	2,453	103
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	639	638	-1
	Different Sex	22,939	22,949	10
	Same sex	944	935	-9
<b>NICS employment history <sup>[4]</sup></b>	Current	5,940	6,073	133
	Previous	2,013	2,027	14
	None	16,505	16,367	-138

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. Age missing for 2 eligible applicants.

<sup>3</sup> Sexual Orientation missing for 16 eligible applicants.

<sup>4</sup> NICS employment history missing for 71 eligible applicants.

Note: Figures as at 1 March 2020.



**Table 6 Recruitment competitions for NICS permanent jobs with application closing date in 2019: comparison of actual and expected applicants who withdrew prior to shortlisting**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants who withdrew prior to shortlisting (based on proportionate withdrawal) <sup>[1]</sup></b>	<b>Actual Applicants who withdrew prior to shortlisting</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	6,217	6,217	0
<b>Gender</b>	Male	2,913	2,864	-49
	Female	3,304	3,353	49
<b>Community Background</b>	Protestant	2,591	2,561	-30
	Catholic	3,004	3,007	3
	Not Determined	622	649	27
<b>Ethnicity</b>	White	6,098	6,098	0
	Minority Ethnic Groups	119	119	0
<b>Disability</b>	With a declared disability	459	419	-40
	Without a declared disability	5,758	5,798	40
<b>Age-group <sup>[2]</sup></b>	16-24	1,035	1,143	108
	25-39	3,323	3,266	-57
	40-49	1,263	1,236	-27
	50+	595	571	-24
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	160	163	3
	Different Sex	5,810	5,793	-17
	Same sex	243	259	16
<b>NICS <sup>[4]</sup> employment history</b>	Current	1,726	1,351	-375
	Previous	509	469	-40
	None	3,974	4,388	414

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who withdrew prior to shortlisting with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. Age missing for one applicant who withdrew prior to shortlisting.

<sup>3</sup> Sexual Orientation missing for 2 applicants who withdrew prior to shortlisting.

<sup>4</sup> NICS employment history missing for 9 applicants who withdrew prior to shortlisting.

Note: Figures as at 1 March 2020.

**Table 7 Recruitment competitions for NICS permanent jobs with application closing date in 2019: comparison of actual and expected applicants invited to interview**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants invited to interview (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants invited to interview</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	4,728	4,728	0
<b>Gender</b>	Male	2,573	2,625	52
	Female	2,155	2,103	-52
<b>Community Background</b>	Protestant	2,071	2,212	141
	Catholic	2,153	2,011	-142
	Not Determined	504	505	1
<b>Ethnicity</b>	White	4,636	4,645	9
	Minority Ethnic Groups	92	83	-9
<b>Disability</b>	With a declared disability	271	259	-12
	Without a declared disability	4,457	4,469	12
<b>Age-group <sup>[2]</sup></b>	16-24	879	842	-37
	25-39	2,411	2,620	209
	40-49	924	883	-41
	50+	513	383	-130
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	113	132	19
	Different Sex	4,454	4,426	-28
	Same sex	154	162	8
<b>NICS employment history <sup>[4]</sup></b>	Current	1,213	1,277	64
	Previous	389	385	-4
	None	3,088	3,026	-62

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 8 applicants invited to interview.

<sup>4</sup> NICS employment history missing for 40 applicants invited to interview.

### **2.3.4 Applicants who attended interview**

The profile of candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview, in Table 8. Of the 4,728 candidates invited to interview, 3,994 (or 84.5%) attended interview.

Some small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed, but none are particularly noteworthy.

### **2.3.5 Applicants who passed interview**

A total of 3,416 candidates out of the 3,994 who attended interview (85.5%) passed the interview. In Table 9, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that across the various equality categories the profile of applicants who passed the interview is broadly in line with what would be expected if interviewed applicants were equal in merit.

### **2.3.6 Applicants offered appointment**

By 1 March 2020, a total of 1,034 out of the 3,416 applicants who passed the interview (30.3%) had been offered a job. A profile of those candidates who had been offered a job is presented in Table 10 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows the profile of applicants offered appointment across all equality categories was broadly similar to the expected profile. Candidates with previous NICS experience were a little more likely to have been offered a job.

### **2.3.7 Appointed candidates.**

Of the 1,034 applicants offered appointment, 804 (or 77.8%) had started in post by 1 March 2020. A profile of these appointees is compared with the expected profile, if appointments were in line with those offered appointment, in Table 11.

The analysis shows the profile of appointees across all equality categories was very similar to the expected profile. Applicants with previous NICS experience were a little less likely to have taken up their post by 1 March 2020.

**Table 8 Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected applicants who attended interview**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants who attended interview (based on proportionate attendance) <sup>[1]</sup></b>	<b>Actual Applicants who attended interview</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	3,994	3,994	0
<b>Gender</b>	Male	2,169	2,172	3
	Female	1,825	1,822	-3
<b>Community Background</b>	Protestant	1,853	1,841	-12
	Catholic	1,734	1,744	10
	Not Determined	407	409	2
<b>Ethnicity</b>	White	3,926	3,927	1
	Minority Ethnic Groups	68	67	-1
<b>Disability</b>	With a declared disability	236	241	5
	Without a declared disability	3,758	3,753	-5
<b>Age-group <sup>[2]</sup></b>	16-24	663	667	4
	25-39	2,238	2,236	-2
	40-49	769	761	-8
	50+	325	330	5
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	110	109	-1
	Different sex	3,736	3,739	3
	Same Sex	140	139	-1
<b>NICS employment history <sup>[4]</sup></b>	Current	1,150	1,174	24
	Previous	336	325	-11
	None	2,477	2,464	-13

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who attended interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 7 applicants who attended interview.

<sup>4</sup> NICS employment history missing for 31 applicants who attended interview.

Analysis of NICS Recruitment Competitions 1 January 2019 – 31 December 2019

**Table 9** Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected applicants who passed interview

<b>Equality Category</b>	<b>Description</b>	<b>‘Expected’ Applicants who passed interview (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants who passed interview</b>	<b>Difference (Actual minus ‘Expected’)</b>
<b>Overall</b>	Total	3,416	3,416	0
<b>Gender</b>	Male	1,819	1,801	-18
	Female	1,597	1,615	18
<b>Community Background</b>	Protestant	1,591	1,590	-1
	Catholic	1,480	1,494	14
	Not Determined	345	332	-15
<b>Ethnicity</b>	White	3,358	3,362	4
	Minority Ethnic Groups	58	54	-4
<b>Disability</b>	With a declared disability	217	220	3
	Without a declared disability	3,199	3,196	-3
<b>Age-group <sup>[2]</sup></b>	16-24	570	571	1
	25-39	1,966	1,980	14
	40-49	626	625	-1
	50+	255	240	-15
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	100	100	0
	Different Sex	3,183	3,182	-1
	Same Sex	128	127	-1
<b>NICS employment history <sup>[4]</sup></b>	Current	985	997	12
	Previous	279	283	4
	None	2,131	2,116	-15

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 7 applicants who passed interview.

<sup>4</sup> NICS employment history missing for 20 applicants who passed interview.

**Table 10 Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected applicants offered appointment**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants offered appointment (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants Offered Appointment</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	1,034	1,034	0
<b>Gender</b>	Male	584	571	-13
	Female	450	463	13
<b>Community Background <sup>[2]</sup></b>	Protestant	441	447	6
	Catholic	498	495	-3
	Not Determined	95	92	-3
<b>Ethnicity</b>	White	1,024	1,023	-1
	Minority Ethnic Groups	10	11	1
<b>Disability</b>	With a declared disability	58	55	-3
	Without a declared disability	976	979	3
<b>Age-group <sup>[2]</sup></b>	16-24	93	91	-2
	25-39	557	557	0
	40-49	283	284	1
	50+	101	102	1
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	13	12	-1
	Different Sex	994	996	2
	Same Sex	24	23	-1
<b>NICS <sup>[4]</sup> employment history</b>	Current	545	558	13
	Previous	60	54	-6
	None	418	414	-4

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants offered appointment with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 3 applicants who were offered an appointment.

<sup>4</sup> NICS employment history missing for 8 applicants who were offered an appointment.

Analysis of NICS Recruitment Competitions 1 January 2019 – 31 December 2019

**Table 11 Recruitment competitions for permanent NICS jobs with application closing date in 2019: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Appointees (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Appointees</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	804	804	0
<b>Gender</b>	Male	449	469	20
	Female	355	335	-20
<b>Community Background <sup>[2]</sup></b>	Protestant	342	344	2
	Catholic	393	395	2
	Not Determined	70	65	-5
<b>Ethnicity</b>	White	797	797	0
	Minority Ethnic Groups	7	7	0
<b>Disability</b>	With a declared disability	46	49	3
	Without a declared disability	758	755	-3
<b>Age-group <sup>[2]</sup></b>	16-24	60	58	-2
	25-39	432	432	0
	40-49	229	231	2
	50+	83	83	0
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes	9	10	1
	Different Sex	775	773	-2
	Same Sex	17	18	1
<b>NICS <sup>[4]</sup> employment history</b>	Current	454	490	36
	Previous	41	34	-7
	None	303	274	-29

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> Sexual Orientation missing for 3 applicants who were appointed.

<sup>4</sup> NICS employment history missing for 6 applicants who were appointed.

Note: Figures as at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

## **2.4 Analysis of interim stages of the 2019 recruitment competitions for temporary NICS jobs**

### **2.4.1 Eligible applicants**

Overall, 153 of the 194 applicants (78.9%) were deemed eligible for the competition for which they had applied.

In Table 12, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit. The analysis shows that the profile of eligible applicants was in line with what would be expected.

### **2.4.2 Applicants who withdrew prior to shortlisting**

No applicants withdrew prior to shortlisting.

### **2.4.3 Applicants invited to interview**

All eligible applicants were invited to interview.

### **2.4.4 Applicants who attended interview**

A total of 82 of the 153 applicants (or 53.6%) invited to interview actually attended. In Table 13, the profile of the 82 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

The analysis shows that across the equality categories no noteworthy differences were observed.



**Table 12 Recruitment competitions for temporary NICS jobs with application closing date in 2019: comparison of actual and expected eligible applicants**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Eligible Applicants (based on proportionate success of applicants) <sup>[1]</sup></b>	<b>Actual Eligible Applicants</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	153	153	0
<b>Gender</b>	Male	113	111	-2
	Female	40	42	2
<b>Community Background</b>	Protestant	41	42	1
	Catholic	86	88	2
	Not Determined	25	23	-2
<b>Ethnicity</b>	White	146	145	-1
	Minority Ethnic Groups	7	8	1
<b>Disability</b>	With a declared disability	6	6	0
	Without a declared disability	147	147	0
<b>Age-group <sup>[2]</sup></b>	16-24	141	141	0
	25+	12	12	0
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes/Same Sex	12	13	1
	Different Sex	141	140	-1
<b>NICS <sup>[4]</sup> employment history</b>	Current	6	#	#
	Previous	3	*	#
	None	142	141	-1

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers in the latter two categories.

<sup>3</sup> Categories combined due to small numbers (<5) in the 'Both sexes' category.

<sup>4</sup> NICS employment history missing for 1 eligible applicant.

\* Number of cases too small to publish (i.e. below 5).

# Number has been suppressed to avoid disclosing another number that is too small to publish.

**Table 13 NICS recruitment competitions for temporary jobs with application closing date in 2019: comparison of actual and expected applicants who attended interview**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants who attended interview (based on proportionate attendance) <sup>[1]</sup></b>	<b>Actual Applicants who attended interview</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	82	82	0
<b>Gender</b>	Male	57	57	0
	Female	25	25	0
<b>Community Background</b>	Protestant	23	24	1
	Catholic	48	47	-1
	Not Determined	11	11	0
<b>Ethnicity</b>	White	77	#	#
	Minority Ethnic Groups	5	*	#
<b>Disability</b>	With a declared disability	4	6	2
	Without a declared disability	78	76	-2
<b>Age-group <sup>[2]</sup></b>	16-24	76	#	#
	25+	4	*	#
<b>Sexual Orientation</b>	Both sexes/same sex	6	7	1
	Different sex	76	75	-1
<b>NICS employment history</b>	Current	5	#	#
	Previous	1	*	#
	None	75	74	-1

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who attended interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers in these categories.

\* Number of cases too small to publish (i.e. below 5).

# Number has been suppressed to avoid disclosing another number that is too small to publish.

#### **2.4.5 Applicants who passed interview**

Of the 82 candidates who attended interview, 65 candidates (79.3%) passed the interview. In Table 14, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that the profile of applicants who passed the interview was broadly in line with what would be expected.

#### **2.4.6 Applicants offered appointment**

By 1 March 2020, a total of 37 out of the 65 applicants who passed the interview had been offered a job (56.9%). A profile of these candidates is presented in Table 15 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

The analysis shows no noteworthy differences between the actual and expected profiles of applicants offered appointment.

#### **2.4.7 Appointed candidates.**

By 1 March 2020, 35 of the 37 applicants offered appointment (94.6%) had been appointed.

**Table 14 NICS recruitment competitions for temporary jobs with application closing date in 2019: comparison of actual and expected applicants who passed interview**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants who passed interview (based on proportionate attendance) <sup>[1]</sup></b>	<b>Actual Applicants who passed interview</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	65	65	0
<b>Gender</b>	Male	45	46	1
	Female	20	19	-1
<b>Community Background</b>	Protestant	19	21	2
	Catholic	37	34	-3
	Not Determined	9	10	1
<b>Ethnicity</b>	White	62	#	#
	Minority Ethnic Groups	3	*	#
<b>Disability</b>	With a declared disability	5	5	0
	Without a declared disability	60	60	0
<b>Age-group <sup>[2]</sup></b>	16-24	60	60	0
	25+	5	5	0
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes/same sex	6	6	0
	Different Sex	59	59	0
<b>NICS employment history</b>	Current	6	#	#
	Previous	1	*	#
	None	59	58	-1

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers in these categories.

<sup>3</sup> The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who passed the interview (<5) in these categories.

\* Number of cases too small to publish (i.e. below 5).

# Number has been suppressed to avoid disclosing another number that is too small to publish.

**Table 15 Recruitment competitions for temporary NICS jobs with application closing date in 2019: comparison of actual and expected applicants offered appointment**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants offered appointment (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants Offered Appointment</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	37	37	0
<b>Gender</b>	Male	26	26	0
	Female	11	11	0
<b>Community Background</b>	Protestant	12	13	1
	Catholic	19	17	-2
	Not Determined	6	7	1
<b>Ethnicity</b>	White	34	#	#
	Minority Ethnic Groups	3	*	#
<b>Disability</b>	With a declared disability	3	*	#
	Without a declared disability	34	#	#
<b>Age-group <sup>[2]</sup></b>	16-24	34	#	#
	25+	3	*	#
<b>Sexual Orientation</b>	Both sexes/same sex	4	*	#
	Different Sex	33	#	#
<b>NICS employment history</b>	Current	4	#	#
	Previous	1	*	#
	None	33	30	-3

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants offered appointment with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers in these categories.

\* Number of cases too small to publish (i.e. below 5).

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### **3. NICS Senior Civil Service recruitment competitions which closed for applications during 2019 <sup>1</sup>**

#### **3.1 Applications**

A total of 16 Senior Civil Service competitions with a closing date for applications in 2019 were held. The total number of applications received was 354. A profile of the applicants is presented in Table 16.

Over half of applications were from males (57.6%), with 42.4% of applications from females. In terms of community background, similar proportions of applications were from Protestants (45.2%) and Catholics (42.9%), with 11.9% from candidates whose community background was not determined. The proportion of applicants from a minority ethnic background was 1.4%. Around one in twenty applicants for Senior Civil Service jobs (5.9%) declared a disability. In terms of age, around two out of five applicants were aged 40-49 (42.4%) with a similar proportion (42.7%) aged 50 or over and 15.0% aged under 40. In terms of sexual orientation, 2.0% of applicants reported orientation to both sexes or to the same sex. Just under half of candidates (48.7%) reported that they were a current NICS employee, while 40.1% reported no NICS employment history.

It should be noted that the profile of applicants may vary in accordance with the posts advertised. A different set of competitions being launched could yield a different applicant profile.

#### **3.2 Appointments**

By 1 March 2020, a total of 18 candidates had been appointed from 14 competitions, while no appointments had yet been made from the other two competitions. Ten males and eight females were appointed, which was in line with what would be expected given the applicant profile of the competitions which made appointments. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

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<sup>1</sup> Competitions for which applications closed between 1 January 2019 and 31 December 2019 are included.

**Table 16 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2019: profile of applicants**

<b>Equality Category</b>	<b>Description</b>	<b>Applicants</b>	<b>Percentage</b>
<b>Overall</b>	Total	354	
<b>Gender</b>	Male	204	57.6%
	Female	150	42.4%
<b>Community Background</b>	Protestant	160	45.2%
	Catholic	152	42.9%
	Not Determined	42	11.9%
<b>Ethnicity</b>	White	349	98.6%
	Minority Ethnic Groups	5	1.4%
<b>Disability</b>	With a declared disability	21	5.9%
	Without a declared disability	333	94.1%
<b>Age-group</b> <sup>[1]</sup>	16-24	0	0.0%
	25-39	53	15.0%
	40-49	150	42.4%
	50+	151	42.7%
<b>Sexual Orientation</b> <sup>[2]</sup>	Both sexes/same sex	7	2.0%
	Different Sex	346	98.0%
<b>NICS employment history</b> <sup>[3]</sup>	Current	170	48.7%
	Previous	39	11.2%
	None	140	40.1%

<sup>1</sup> Based on age at closing date for applications.

<sup>2</sup> The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants in these categories. Sexual orientation missing for 1 applicant.

<sup>3</sup> NICS employment history missing for 5 applicants.



### **3.3 Analysis of key interim stages of the 2019 recruitment competitions for NICS Senior Civil Service jobs**

#### **3.3.1 Eligible applicants**

Overall, 154 of the 354 applicants (43.5%) were deemed eligible for the competition for which they had applied.

In Table 17, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit.

The analysis shows that females were more likely than males to be deemed eligible for the competition for which they had applied. Candidates aged under 40 were less likely to be eligible. The analysis also shows that current NICS employees were more likely to meet the eligibility criteria.

#### **3.3.3 Applicants who passed interview**

A total of 61 candidates out of the 106 who attended interview (57.5%) passed the interview. In Table 18, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

For the groups within each equality category, the number who passed the interview was broadly in line with what would be expected if the groups within each equality category were equal in merit.

#### **3.3.4 Applicants who were offered appointment**

A total of 21 applicants out of the 61 who passed the interview (34.4%) were offered an appointment. In Table 19, the profile of candidates who were offered an appointment (and who may or may not have accepted the job) is presented alongside the profile that would be expected if each group who passed interview were equal in merit.

The profile of those applicants who were offered appointment was broadly in line with what would be expected if the groups within each equality category were equal in merit.

**Table 17 Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2019: comparison of actual and expected eligible applicants**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Eligible Applicants (based on proportionate success of applicants) <sup>[1]</sup></b>	<b>Actual Eligible Applicants</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	154	154	0
<b>Gender</b>	Male	86	75	-11
	Female	68	79	11
<b>Community Background</b>	Protestant	73	77	4
	Catholic	63	57	-6
	Not Determined	18	20	2
<b>Ethnicity</b>	White	153	#	#
	Minority Ethnic Groups	1	*	#
<b>Disability</b>	With a declared disability	9	6	-3
	Without a declared disability	145	148	3
<b>Age-group <sup>[2]</sup></b>	16-24	0	0	0
	25-39	27	21	-6
	40-49	58	58	0
	50+	68	75	7
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes/same sex	3	*	#
	Different Sex	151	#	#
<b>NICS employment history <sup>[4]</sup></b>	Current	70	91	21
	Previous	15	13	-2
	None	67	49	-18

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

<sup>2</sup> Based on age at closing date for applications.

<sup>3</sup> The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants in these categories.

<sup>4</sup> Employment history missing for one eligible applicant.

# Number has been suppressed, to avoid disclosing another number that is too small to publish.

\* Number of cases too small to publish (i.e. below 5).

**Table 18 Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2019: comparison of actual and expected applicants who passed interview**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants who passed interview (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants who passed interview</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	61	61	0
<b>Gender</b>	Male	30	28	-2
	Female	31	33	2
<b>Community Background</b>	Protestant	31	30	-1
	Catholic	25	26	1
	Not Determined	5	5	0
<b>Ethnicity</b>	White	61	#	#
	Minority Ethnic Groups	1	*	#
<b>Disability</b>	With a declared disability	3	*	#
	Without a declared disability	58	#	#
<b>Age-group <sup>[2]</sup></b>	16-49	28	28	0
	50+	33	33	0
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes/same sex	1	*	#
	Different Sex	60	#	#
<b>NICS employment history <sup>[4]</sup></b>	Current	44	45	1
	Previous	5	*	#
	None	12	#	#

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of candidates passing interview with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 16-24, 25-39 and 40-49 categories were combined due to small numbers of applicants who passed the interview.

<sup>3</sup> The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who passed the interview in these categories.

<sup>4</sup> Employment history missing for one applicant who passed the interview.

# Number has been suppressed, to avoid disclosing another number that is too small to publish.

\* Number of cases too small to publish (i.e. below 5).

**Table 19 Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2019: comparison of actual and expected applicants offered appointment.**

<b>Equality Category</b>	<b>Description</b>	<b>'Expected' Applicants offered appointment (based on proportionate success) <sup>[1]</sup></b>	<b>Actual Applicants Offered Appointment</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	21	21	0
<b>Gender</b>	Male	10	11	1
	Female	11	10	-1
<b>Community Background</b>	Protestant/Not Determined	10	10	0
	Catholic	11	11	0
<b>Ethnicity</b>	White	21	#	#
	Minority Ethnic Groups	0	*	#
<b>Disability</b>	With a declared disability	1	*	#
	Without a declared disability	20	#	#
<b>Age-group <sup>[2]</sup></b>	16-49	8	7	-1
	50+	13	14	1
<b>Sexual Orientation <sup>[3]</sup></b>	Both sexes/same sex	0	*	#
	Different Sex	21	#	#
<b>NICS employment history</b>	Current	17	#	#
	Previous	1	*	#
	None	3	*	#

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of candidates offered appointment with missing information within that category.

<sup>2</sup> Based on age at closing date for applications. The 16-24, 25-39 and 40-49 categories were combined due to small numbers of applicants offered appointment in these categories.

<sup>3</sup> The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment in these categories.

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## 4. Further Information

### 4.1 Background Quality Report

#### **Introduction – *Context for the quality report***

This bulletin is the latest in an annual series which began in 2009. It was designed to provide easy access to summary information on recruitment to the Northern Ireland Civil Service during a particular year. NICS recruitment figures are compiled from HRConnect, the human resources service for the NICS, but appointments to the Northern Ireland Prison Service are verified using Compass, the NIPS system. Databases are compiled and analysis produced, with publication of figures relating to the stage reached in competitions with a closing date for applications during a calendar year by 1 March of the following year. The report is published in March on a pre-announced date. A set of open source downloadable tables are produced at the same time. Further details are available in the Quality Assurance of Administrative Data (QAAD) report published at [www.nisra.gov.uk/publications/hrcs-qualityassurance-administrative-data-report-march-2018](http://www.nisra.gov.uk/publications/hrcs-qualityassurance-administrative-data-report-march-2018).

#### **Relevance - *The degree to which the statistical product meets user needs in both coverage and content.***

The initial consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users. The February 2018 user survey indicated that the report is used for policy making and monitoring, performance monitoring and to aid decisions on resource allocation.

#### **Accuracy and Reliability - *The proximity between an estimate and the unknown true value***

Coverage of applicants is believed to be 100%. While care is taken to ensure the competition list is accurate, it is possible that competitions could be included when they should be omitted or vice versa. However this process is managed by the statisticians within HRCS and it is felt that the risk of this happening is relatively low. While the vast majority of entries are complete, there can be missing values, particularly when a paper application is made. These are all footnoted in the report and no assumptions are made once all avenues for completion have been exhausted. Another potential source of bias is the requirement to publish while competitions are ongoing. This means that the stage reached by 1st March may not be the final stage reached in the competition. To mitigate against this aspect, updated appointment figures for the three previous years are provided in the appendix. However, information on key interim stages may be missing from the publications. This information however would form part of the reports on individual competitions provided to NICS HR. A further potential source of bias is that in providing an overall summary of competitions, the overall picture may be

influenced by one large competition. Similarly differences between actual and expected outcomes may cancel each other out – e.g. one competition with more males than expected appointed cancelled out in the tables by another with more females than expected appointed.

**Timeliness and Punctuality - *Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.***

The publication relates to the stage reached in the competition by 1<sup>st</sup> March, and the report is published around 3 weeks after this date. The extraction of the database on 1<sup>st</sup> March ensures the data on applicants for the previous calendar year are as complete and accurate as possible, as it allows time for applications to be updated on HRConnect. Information on the outcomes of the various stages of the recruitment competitions is updated on a daily basis by HRConnect staff, so the information on stage reached should be up-to-date as possible. The publication date allows time for all the analysis and quality assurance to be undertaken. The latest survey of users in February 2018 indicated that 86% of users were satisfied with the timeliness of the report but at that time the report was taken at 1<sup>st</sup> February, so this edition represents an improvement.

**Accessibility and Clarity - *Accessibility is the ease with which users are able to access the data, also reflecting the format in which the data are available and the availability of supporting information. Clarity refers to the quality and sufficiency of the metadata, illustrations and accompanying advice.***

The bulletin, together with open source data files, is published on the NISRA website. All respondents to the February 2018 user survey were satisfied with the content and presentation of data, with large proportions satisfied with the ease of finding the relevant statistics on the NISRA website (93%) and the format of reports (86%).

**Coherence and Comparability - *Coherence is the degree to which data that are derived from different sources or methods, but refer to the same topic, are similar. Comparability is the degree to which data can be compared over time and domain.***

Information on applicants and appointees from recruitment competitions is provided in the annual NISRA 'Equality Statistics for the NICS' report – it uses the same basis for applicants as this report. However as it is published later in the year, additional appointments may have been made and so are included. As the NICS holds different recruitment competitions each year, year-on-year comparisons in terms of equality are not appropriate because different competitions attract different profiles of candidates.

**Trade-offs between Output Quality Components - *Trade-offs are the extent to which different aspects of quality are balanced against each other.***

There is a trade-off between the timeliness of the report and its accuracy and reliability, with timeliness deemed more important to users.

**Assessment of User Needs and Perceptions - *The processes for finding out about users and uses, and their views on the statistical products.***

Staff involved in the production of the bulletin are in regular telephone and email contact with the key users of their statistics throughout the year, typically with specialist staff within NICS HR who have responsibility for the relevant work area and with staff in the Office of the Civil Service Commissioners. In addition to these meetings, HRCS staff would also have regular telephone and email contact with key users. The most recent user survey was conducted in February 2018. The main reasons for using the publication were for policy making and monitoring, performance monitoring and to aid decisions on resource allocation. Overall satisfaction with the report was 100%, with all respondents saying that the statistics they used fully or mostly met their needs. One comment suggested that the lack of comment on significance of results from small samples may lead to unwarranted conclusions being drawn. To address this aspect, the commentary only draws attention to aspects which are worthy of mention, when the under-representation is 5 people or more and the size of the under-representation is 10% lower than would be expected.

**Performance, Cost and Respondent Burden - *The effectiveness, efficiency and economy of the statistical output.***

The operational cost (staff time) of producing each issue of the bulletin is approximately £6,000. There is no respondent burden, since the data are held on an administrative system.

**Confidentiality, Transparency and Security - The procedures and policy used to ensure sound confidentiality, security and transparent practices.**

Data are held on a network that is only accessible to the few statisticians who need access. Suppression would be applied where the number of cases in a cell containing personal information is disclosive; this is described in table footnotes. If appropriate, cells are merged. More detailed information on the processes used to produce the database and output are outlined in the QAAD.

**4.2 Next Publication:**

March 2021

**4.3 Further Information**

All media enquiries should be directed to DoF Communications Office:  
028 9081 6724 or 028 9081 6895.

Further statistical information can be obtained from:

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## **ANNEX A – Departmental information and updated appointee profiles for competitions held during 2016, 2017 and 2018**

### **A.1 Departmental Information**

#### **Notes on tables**

The following tables provide an update on the number and profile of appointees from NICS competitions with a closing date for applications during 2016, 2017 and 2018, as well as high-level departmental information for these years, and for 2019. The figures are as at 1 March 2020 and there may still be further appointments from these competitions, which could change the profile of appointees. The profile of appointees is compared with the profile that would be expected if candidates in each group of applicants were equal in merit.

In addition, departmental applicant and appointee figures are provided. For the purpose of this report, all applicants and all appointees for a particular competition are included in the figures for a department which made an appointment from a competition. For example someone who applies for a competition from which appointments are made in two departments will be included in the applicant (and if appropriate appointee) figures for each of these two departments.

Figures relating to eligible applicants may differ from previously published figures as the eligibility sift may not have taken place by the time of publication. All figures are taken from HRConnect as at 1 March 2020.

Some competitions are resources for all departments and so are counted as corporate competitions in this report.

For competitions with a closing date in 2016, reporting is done in terms of the departments which came into being on 9 May 2016, since posts were advertised either by the new department or relate to a function which transferred directly to a new department.

**Number of competitions, applications and appointments by Department - 2019**

<b>2019</b>			
	<b>Number of competitions included in the analysis<sup>1</sup></b>	<b>Eligible Applications</b>	<b>Appointments by 1 March 2020</b>
<b>NICS</b>	<b>110</b>	<b>24,691</b>	<b>839</b>
<b>DAERA</b>	<b>26</b>	<b>702</b>	<b>99</b>
<b>DfC</b>	<b>11</b>	<b>72</b>	<b>11</b>
<b>DfE</b>	<b>2</b>	<b>20</b>	<b>1</b>
<b>DE</b>	<b>1</b>	<b>9</b>	<b>0</b>
<b>DoF</b>	<b>27</b>	<b>1,091</b>	<b>144</b>
<b>DoH</b>	<b>5</b>	<b>33</b>	<b>6</b>
<b>DfI</b>	<b>12</b>	<b>475</b>	<b>93</b>
<b>DoJ</b>	<b>12</b>	<b>690</b>	<b>23</b>
<b>TEO</b>	<b>3</b>	<b>96</b>	<b>15</b>
<b>PPS</b>	<b>1</b>	<b>68</b>	<b>5</b>
<b>Other NICS organisations</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>Corporate competitions</b>	<b>10</b>	<b>21,524</b>	<b>457</b>

<sup>1</sup> One competition is included in both the DoF and DoJ figures, as both departments recruited from the same competition and one competition is included in both the DE and DfE figures.

**Number of competitions, applications and appointments by Department - 2018**

<b>2018</b>			
	<b>Number of competitions included in the analysis</b>	<b>Eligible Applications</b>	<b>Appointments by 1 March 2020</b>
<b>NICS</b>	<b>109</b>	<b>4,007</b>	<b>660</b>
<b>DAERA</b>	<b>24</b>	<b>737</b>	<b>174</b>
<b>DfC</b>	<b>9</b>	<b>109</b>	<b>18</b>
<b>DfE</b>	<b>4</b>	<b>78</b>	<b>13</b>
<b>DE</b>	<b>2</b>	<b>21</b>	<b>4</b>
<b>DoF</b>	<b>16</b>	<b>499</b>	<b>91</b>
<b>DoH</b>	<b>7</b>	<b>55</b>	<b>7</b>
<b>DfI</b>	<b>8</b>	<b>416</b>	<b>119</b>
<b>DoJ</b>	<b>19</b>	<b>1,407</b>	<b>92</b>
<b>TEO</b>	<b>2</b>	<b>12</b>	<b>1</b>
<b>PPS</b>	<b>5</b>	<b>196</b>	<b>34</b>
<b>Other NICS organisations</b>	<b>5</b>	<b>73</b>	<b>11</b>
<b>Corporate competitions</b>	<b>8</b>	<b>404</b>	<b>96</b>

**Number of competitions, applications and appointments by Department - 2017**

<b>2017</b>			
	<b>Number of competitions included in the analysis<sup>1</sup></b>	<b>Eligible Applications</b>	<b>Appointments by 1 March 2020</b>
<b>NICS</b>	<b>88</b>	<b>4,230</b>	<b>566</b>
<b>DAERA</b>	<b>13</b>	<b>215</b>	<b>30</b>
<b>DfC</b>	<b>4</b>	<b>283</b>	<b>17</b>
<b>DfE</b>	<b>2</b>	<b>46</b>	<b>13</b>
<b>DE</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DoF</b>	<b>26</b>	<b>749</b>	<b>128</b>
<b>DoH</b>	<b>6</b>	<b>57</b>	<b>5</b>
<b>DfI</b>	<b>13</b>	<b>350</b>	<b>63</b>
<b>DoJ</b>	<b>10</b>	<b>2,116</b>	<b>241</b>
<b>TEO</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>PPS</b>	<b>2</b>	<b>151</b>	<b>24</b>
<b>Other NICS organisations</b>	<b>3</b>	<b>68</b>	<b>5</b>
<b>Corporate competitions</b>	<b>9</b>	<b>446</b>	<b>84</b>

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<sup>1</sup> One competition is included in both the DoF and DoJ figures, as both departments recruited from the same competition.

**Number of competitions, applications and appointments by Department - 2016**

<b>2016</b>			
	<b>Number of competitions included in the analysis</b>	<b>Eligible Applications</b>	<b>Appointments by 1 March 2020</b>
<b>NICS</b>	<b>51</b>	<b>2,975</b>	<b>436</b>
<b>DAERA</b>	<b>9</b>	<b>58</b>	<b>12</b>
<b>DfC</b>	<b>2</b>	<b>889</b>	<b>176</b>
<b>DfE</b>	<b>1</b>	<b>6</b>	<b>2</b>
<b>DE</b>	<b>4</b>	<b>31</b>	<b>6</b>
<b>DoF</b>	<b>12</b>	<b>416</b>	<b>75</b>
<b>DoH</b>	<b>3</b>	<b>30</b>	<b>2</b>
<b>DfI</b>	<b>5</b>	<b>595</b>	<b>45</b>
<b>DoJ</b>	<b>5</b>	<b>350</b>	<b>18</b>
<b>TEO</b>	<b>2</b>	<b>227</b>	<b>4</b>
<b>PPS</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other NICS organisations</b>	<b>3</b>	<b>12</b>	<b>2</b>
<b>Corporate competitions</b>	<b>5</b>	<b>361</b>	<b>94</b>

**Table A.1 Recruitment competitions for NICS jobs with application closing date in 2018: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>Eligible Applicants</b>	<b>'Expected' Appointees (based on proportionate success of eligible applicants) [1]</b>	<b>Actual Appointees [2]</b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	4,007	660	660	0
<b>Gender [3]</b>	Male	2,303	397	367	-30
	Female	1,703	263	293	30
<b>Community Background [4]</b>	Protestant	1,859	272	278	6
	Catholic	1,662	311	322	11
	Not Determined	485	76	59	-17
<b>Ethnicity</b>	White	3,943	649	653	4
	Minority Ethnic Groups	64	11	7	-4
<b>Disability</b>	With a declared disability	166	29	19	-10
	Without a declared disability	3,841	631	641	10
<b>Age-group [5]</b>	16-24	947	116	107	-9
	25-39	2,065	362	389	27
	40-49	653	116	108	-8
	50+	342	66	56	-10
<b>Sexual Orientation [6]</b>	Both sexes	90	13	12	-1
	Different Sex	3,771	629	634	5
	Same sex	143	17	12	-5
<b>NICS employment history [7]</b>	Current	829	156	202	46
	Previous	290	61	42	-19
	None	2,074	406	373	-33

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> As at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

<sup>3</sup> Gender missing for one eligible applicant.

<sup>4</sup> Community background missing for one eligible applicant and one appointee.

<sup>5</sup> Based on age at closing date for applications.

<sup>6</sup> Sexual Orientation missing for 3 eligible applicants and 2 appointees.

<sup>7</sup> NICS employment history missing for 814 eligible applicants and 43 appointees.

**Table A.2 Recruitment competitions for NICS jobs with application closing date in 2017: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>Eligible Applicants</b>	<b>'Expected' Appointees (based on proportionate success of eligible applicants) <sup>[1]</sup></b>	<b>Actual Appointees <sup>[2]</sup></b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	4,230	566	566	0
<b>Gender</b>	Male	2,474	329	322	-7
	Female	1,756	237	244	7
<b>Community Background</b>	Protestant	2,086	267	279	12
	Catholic	1,667	240	227	-13
	Not Determined	477	58	60	2
<b>Ethnicity <sup>[3]</sup></b>	White	4,152	555	558	3
	Minority Ethnic Groups	77	11	7	-4
<b>Disability</b>	With a declared disability	135	19	18	-1
	Without a declared disability	4,095	547	548	1
<b>Age-group <sup>[4]</sup></b>	16-24	1,001	106	105	-1
	25-39	2,263	305	316	11
	40-49	697	105	94	-11
	50+	268	48	50	2
<b>Sexual Orientation <sup>[5]</sup></b>	Both sexes	84	10	11	1
	Different Sex	4,015	541	542	1
	Same sex	129	14	12	-2
<b>NICS employment history <sup>[6]</sup></b>	Current	579	100	121	21
	Previous	262	39	37	-2
	None	1,814	270	255	-15

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> As at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

<sup>3</sup> Ethnicity missing for one eligible applicant and one appointee.

<sup>4</sup> Based on age at closing date for applications. Age missing for one eligible applicant and one appointee.

<sup>5</sup> Sexual Orientation missing for two eligible applicants and one appointee.

<sup>6</sup> NICS employment history missing for 1575 eligible applicants and 153 appointees.

**Table A.3 Recruitment competitions for NICS jobs with application closing date in 2016: comparison of actual and expected appointees**

<b>Equality Category</b>	<b>Description</b>	<b>Eligible Applicants</b>	<b>'Expected' Appointees (based on proportionate success of eligible applicants) <sup>[1]</sup></b>	<b>Actual Appointees <sup>[2]</sup></b>	<b>Difference (Actual minus 'Expected')</b>
<b>Overall</b>	Total	2,975	436	436	0
<b>Gender</b>	Male	1,711	252	239	-13
	Female	1,264	184	197	13
<b>Community Background <sup>[3]</sup></b>	Protestant	1,307	191	215	24
	Catholic	1,388	208	195	-13
	Not Determined	279	37	25	-12
<b>Ethnicity <sup>[4]</sup></b>	White	2,935	431	#	#
	Minority Ethnic Groups	39	5	*	#
<b>Disability</b>	With a declared disability	121	19	13	-6
	Without a declared disability	2,854	417	423	6
<b>Age-group <sup>[5]</sup></b>	16-24	678	94	80	-14
	25-39	1,674	250	264	14
	40-49	398	58	57	-1
	50+	224	33	34	1
<b>Sexual Orientation <sup>[6]</sup></b>	Both sexes/same sex	154	20	16	-4
	Different Sex	2,798	408	399	-9
<b>NICS employment history <sup>[7]</sup></b>	Current	440	76	85	9
	Previous	283	45	41	-4
	None	2,143	297	278	-19

<sup>1</sup> Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

<sup>2</sup> As at 1 March 2020. Further appointments may be made from these competitions which may change the profile.

<sup>3</sup> Community Background missing for one eligible applicant and one appointee.

<sup>4</sup> Ethnicity missing for one eligible applicant and one appointee.

<sup>5</sup> Based on age at closing date for applications. Age missing for one eligible applicant and one appointee.

<sup>6</sup> Sexual Orientation missing for 23 eligible applicants and 21 appointees.

<sup>7</sup> NICS employment history missing for 109 eligible applicants and 32 appointees.

# Number has been suppressed, to avoid disclosing another number that is too small to publish.

\* Number of cases too small to publish (i.e. below 5).