

**Public Appointments Annual Report for Northern Ireland,  
2015/16**

**Published: May 2017**

# Public Appointments in Northern Ireland 2015/16

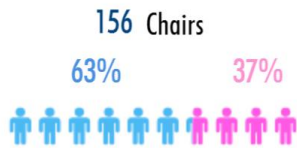
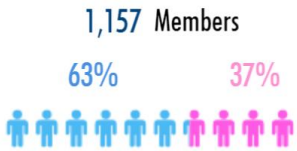
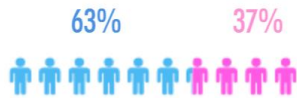


## Gender

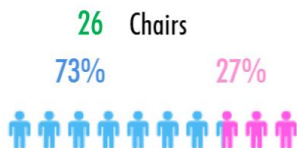
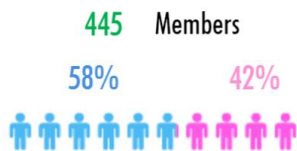
Females continued to be underrepresented in Public Appointments in 2015/16 with regards to applications received, appointments made in year and appointments held



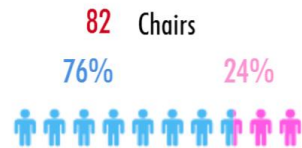
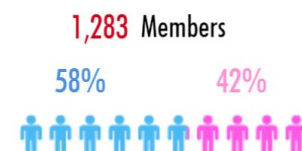
**1,313**  
Applications received  
1 April 2015 - 31 March 2016



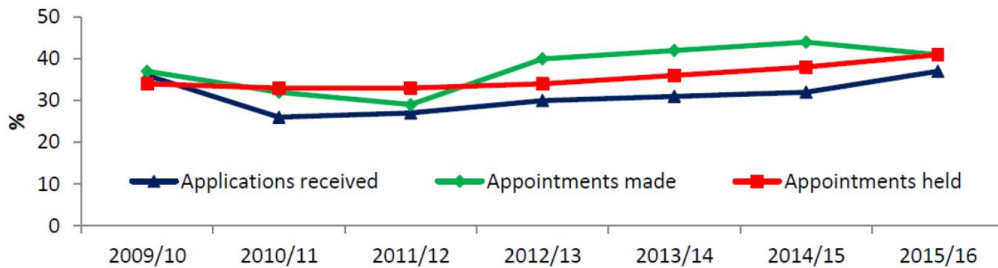
**471**  
Appointments made  
1 April 2015 - 31 March 2016



**1,365**  
Appointments held  
At 31 March 2016



## Female representation in Public Appointments, 2009/10 to 2015/16



Females constituted 43% of first appointments made in 2015/16



Females constituted 32% of re-appointments made in 2015/16



## Representation among other Section 75 groups: Public Appointments made in 2015/16

As well as females, younger people (under 40 years of age) and individuals who considered themselves to have a disability also continued to be underrepresented in 2015/16.



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## Introduction

**This report presents data on Public Appointments between 1 April 2015 and 31 March 2016.** The report has been prepared using information supplied by the-then twelve Government Departments<sup>1</sup> and the Food Standards Agency (FSA). Data on multiple appointments has been derived from the Public Appointments Database.

This report includes information on:

- **Applications received** between 1 April 2015 and 31 March 2016 for Public Appointment competitions.
- **Public Appointments made** between 1 April 2015 and 31 March 2016 (including first appointments and re-appointments).
- **Public Appointments held** (including multiple appointments) on 31 March 2016.

As the report follows financial years (1 April to 31 March), applications received in response to vacancies advertised with a closing date within 2015/16 will appear in this report. If the subsequent appointments were not made until after 1 April 2016, the appointment data will appear in the subsequent Annual Report for 2016/17. Likewise, for any Public Appointments made in 2015/16, where applications were received prior to 1 April 2015, the application data will have been included in the 2014/15 report. As such, care should be taken when comparing the number of applications received and the number of appointments made within a given year, as these figures are not directly comparable.

Copies of this report and accompanying data tables are available online at:

<https://www.executiveoffice-ni.gov.uk/articles/equality-research-publications>

Information on Public Bodies and associated board membership will be published separately in the 'Public Bodies Annual Report 2015/16', which will be available at a later date, online at:

<https://www.executiveoffice-ni.gov.uk/articles/equality-research-publications>

## Public Appointments to Public Bodies

A Public Body is not part of a Government Department, but carries out its functions to a greater or lesser extent at arm's length from central government. For this reason Executive Agencies are not included in the Public Appointment statistics presented within this report.

Ministers are ultimately accountable to the Assembly for the activities of the Public Bodies sponsored by their departments and in most cases, except, for example, where there is separate statutory provision, Ministers make the appointments to the boards of Public Bodies.

The overarching principle underpinning the appointment of board members to Public Bodies 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.

The Commissioner for Public Appointments for Northern Ireland (CPANI) regulates the Public Appointment process to ensure that appointments are made on merit and in accordance with the principles set out in the Commissioner's Code of Practice. All Public Bodies and Public Appointments falling within the Commissioner's remit are shown in this Report as 'CPANI Regulated' and all other

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<sup>1</sup> On 8 May 2016 the number of Northern Ireland Civil Service departments was reduced from twelve to nine. This departmental restructuring was subsequent to the time frame of data presented in this report. As such, the previous departmental structure will be used throughout the report.

Public Bodies and Public Appointments are shown as 'Unregulated'. Departments, when making Public Appointments to unregulated bodies, apply the Commissioner's Code of Practice which sets out the principles and procedures to be followed. The Code of Practice is available on the [CPANI website](#).

## Ministerial Targets

In March 2016 the Northern Ireland Executive introduced official targets relating to Public Appointments<sup>2</sup>.

The targets are to **achieve gender equality in aggregated Public Appointments**:

1. By 2017/18 for all appointments made in-year.
2. By end-year 2020/21 for all appointees in post, with equality reflected both in board membership and at chair level.

This report presents data from 2015/16, prior to the timeframe these targets relate to. As a result, the data presented should only be used as an indicator of current gender equality in relation to future targets.

## Data Quality and Assurance

In June 2016 the Central Appointments Unit (CAU) within the Executive Office (TEO) transferred the management of the Public Appointments database and all associated data to staff from the Northern Ireland Statistics and Research Agency (NISRA) out-posted to TEO.

Prior to NISRA taking ownership of the Public Appointments database CAU had already taken steps to improve data collection with regards to Public Appointments. An updated Equal Opportunities Monitoring Form was issued to all Departments for use from 1 April 2016 on all Public Appointment competitions. The updated monitoring form includes the previously collected Section 75 data on gender, age, disability, community background and ethnicity as well as additional Section 75 questions on marital status, sexual orientation and dependants. Additional questions on employment sector history and educational attainment were also added. This monitoring data will feed into the 2016/17 report.

In order to attain the same level of detailed monitoring information for those individuals already in Public Appointments, the same survey has been issued to all individuals holding a Public Appointment within 2016/17. Previously, gender was the only Section 75 data collected on these individuals and this was derived from monitoring forms completed at application stage. It is hoped that the survey of all individuals holding Public Appointments in 2016/17 will provide additional Section 75 data to form a baseline for comparison moving forward. It is important to note the completion of this survey was voluntary, and therefore, data will only be available for those who completed the survey. This monitoring data will also feed into the 2016/17 report.

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<sup>2</sup> Northern Ireland Executive, '[Foster and McGuinness; Gender Equality Targets to Improve Diversity in Public Appointments](#)', 8 March 2016. For Further information please see- '[Diversity](#)', CPANI website, accessed 10 January 2016.

## **Definitions**

### **Ethnic Minority**

The Equal Opportunities Monitoring Form was used to determine the proportion of individuals from a minority ethnic background. Individuals were classified as being from an ethnic minority if they selected any ethnic group other than 'white' on the Equal Opportunities Monitoring Form.

### **Disability**

The Equal Opportunities Monitoring Form was used to determine the proportion of individuals who considered themselves to have a disability. The definition for disability used on the Equal Opportunities Monitoring Form was 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".

## **Percentages**

Percentages may not always sum to 100 due to the effect of rounding.

## **Disclosure**

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

## **Contextual Figures**

Throughout the report, contextual figures are provided, for the population aged 16 and over. Contextual Figures have been sourced from the 2011 Census for community background, disability and ethnicity and the 2015 Mid-Year Population Estimates for Northern Ireland, for age.

## **Abbreviations**

The twelve Government Departments and the Food Standards Agency included in this report are noted using the following abbreviations:

- Department of Agriculture and Rural Development- DARD
- Department of Culture, Arts and Leisure- DCAL
- Department of Education- DE
- Department for Employment and Learning- DEL
- Department of Enterprise, Trade and Investment- DETI
- Department of the Environment- DOE
- Department of Justice-DOJ
- Department of Finance and Personnel- DFP
- Department of Health, Social Services and Public Safety- DHSS&PS
- Department for Regional Development- DRD
- Department for Social Development- DSD
- Office for the First Minister and Deputy First Minister- OFMDFM
- Food Standards Agency- FSA.



# 1. Applications

1 April 2015 to 31 March 2016

Between 1 April 2015 and 31 March 2016, **1313** applications were received for Public Appointment posts, 1154 of the applications were for CPANI regulated appointments and 159 were for unregulated appointments<sup>3</sup>. This is an increase in overall applications from 1099 applications received in 2014/15.



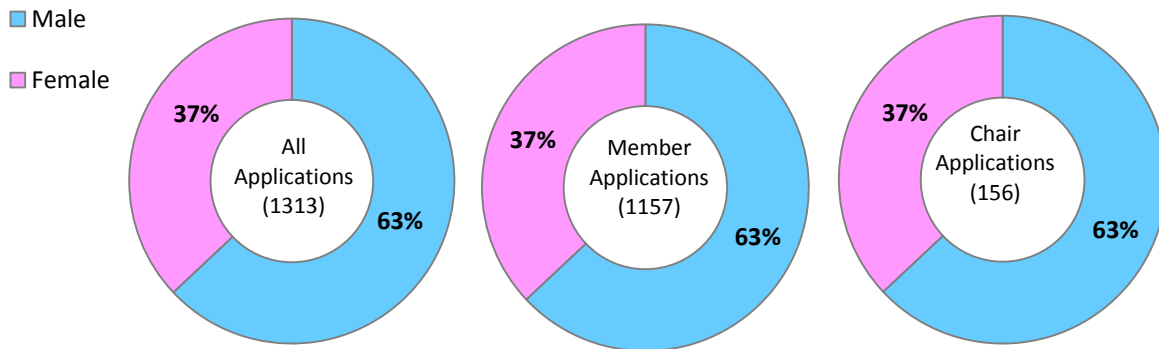
## 1.1. Gender

Nearly two-thirds (63%) of all applications made were from males and just over a third (37%) were from females (Figure 1).

### 1.1a Board position

The percentage of each gender applying for posts did not differ between chair and member level posts (Figure 1).

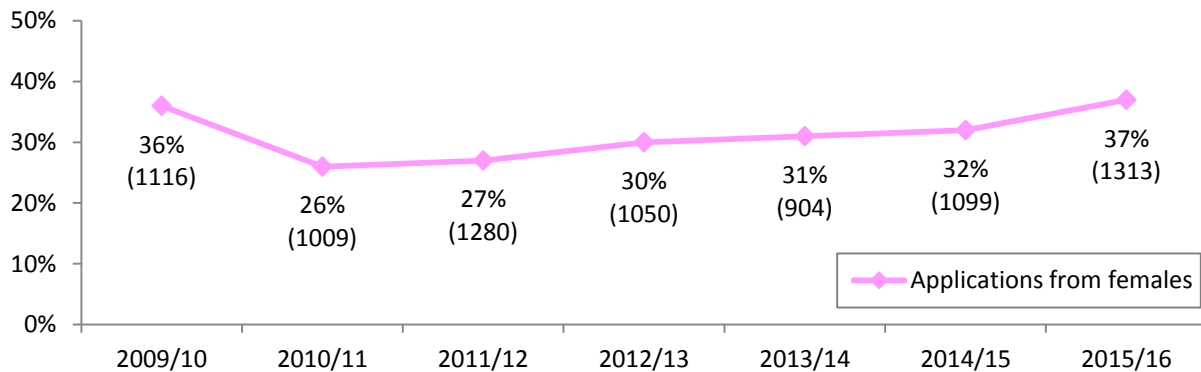
**Figure 1: Public Appointment Applications from 1 April 2015 to 31 March 2016, by Gender** <sup>4</sup>.



### 1.1b Temporal trends

Between 2010/11 and 2015/16 there has been an 11 percentage point increase in the proportion of Public Appointment applications which were from females (from 26% to 37%, Figure 2). Although, in 2009/10, 36% of applications for Public Appointments were from females; only one percentage point lower than the current proportion.

**Figure 2: Percentage of Public Appointment Applications from Females from 2009/10 to 2015/16** <sup>4</sup>.



<sup>3</sup> No data on the number, or type, of public appointments advertised in 2015/16 is held for comparison.

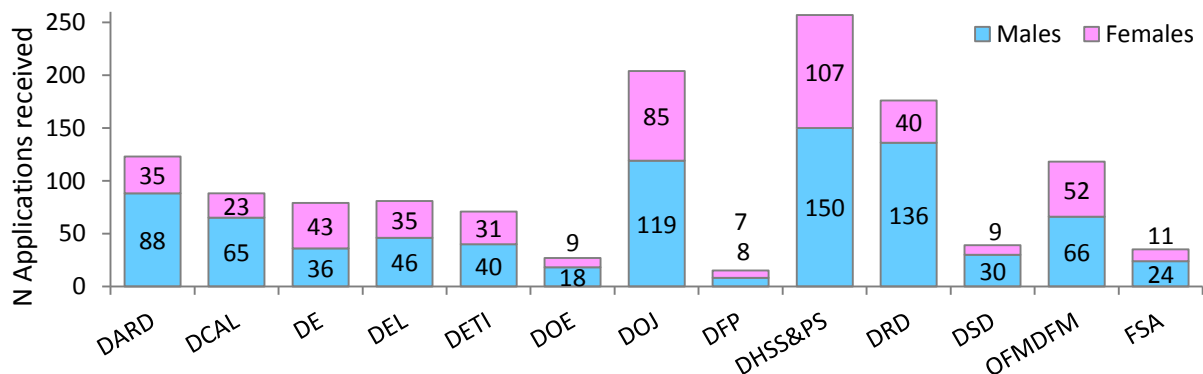
<sup>4</sup> Figures provided in brackets represent the base number the percentage is derived from.



### 1.1c Individual Departments

At a departmental level there is large scale variation in the total number of applications received for Public Appointments in 2015/16<sup>3</sup>. The Department of Justice (DOJ) and DHSS&PS received the most applications, and in both departments, 42% of those applications were from females. The Department of Education was the only department to receive a majority of its applications from females (54%). The departments with the lowest percentage of female applicants were DARD (28%), DCAL (26%), DRD (23%) and DSD (23%), (Figure 3).

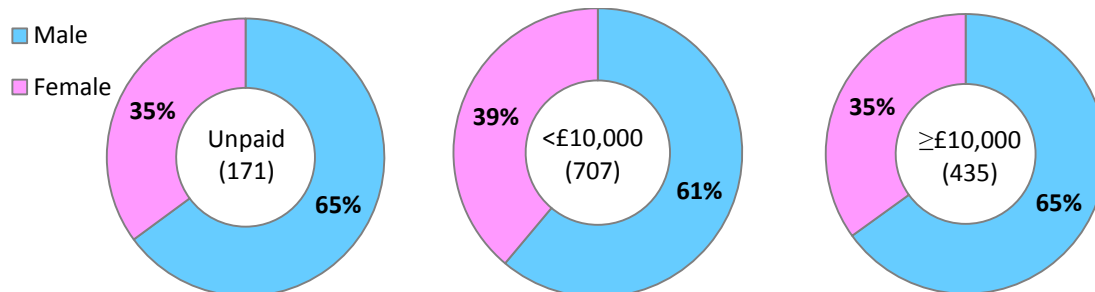
**Figure 3: Departmental Public Appointment Applications received in 2015/16, by Gender.**



### 1.1d Remuneration

The proportion of applications from females varied little when disaggregated by remuneration. Thirty-nine percent of applications for posts with remuneration less than £10,000 per annum were from females; the highest of any of the remuneration categories (Figure 4).

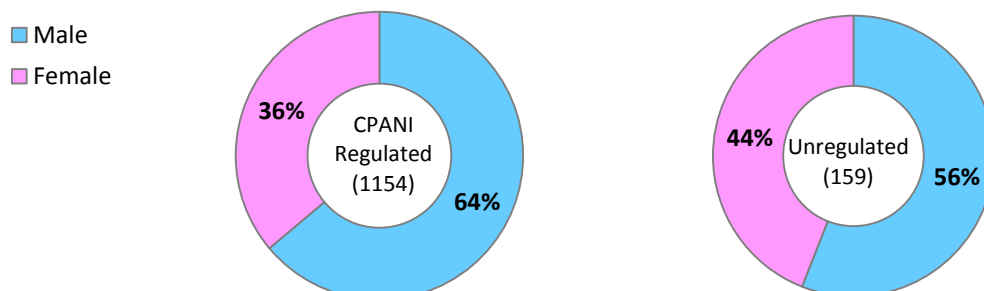
**Figure 4: Public Appointment Applications made in 2015/16, by Gender and Remuneration<sup>4</sup>.**



### 1.1e CPANI Regulated and Unregulated Appointments

Of all applications received in 2015/16, CPANI regulated appointments had a lower percentage of applications from females (36%) compared to unregulated appointments (44%), (Figure 5).

**Figure 5: Public Appointment Applications made in 2015/16, by Gender and CPANI Regulated/Unregulated<sup>4</sup>.**

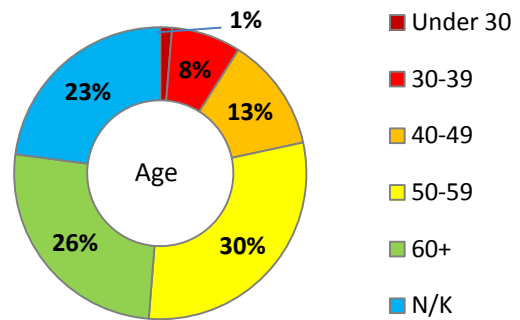




## 1.2 Age

Only 1% of all applications received in 2015/16 were from individuals under 30, while 9% were under 40 years of age (Figure 6). These figures are substantially lower than the most recent population estimates for Northern Ireland, where 23% of the population aged 16 and over are estimated to be under 30 years of age, and 40% are estimated to be under 40 years of age<sup>5</sup>. Over half (55%) of the applications made in 2015/16 were from individuals aged 50 years and over (Figure 6).

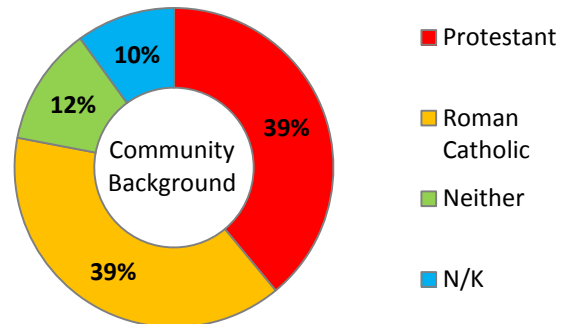
Figure 6: Applications by Age



## 1.3 Community Background

An equal proportion of applications received in 2015/16 were from individuals of a Catholic and a Protestant Community Background (39%). This compares to 44% of the population aged 16 and over who were either Catholic or brought up as Catholic, and 51% per cent who belonged to or were brought up in Protestant, other Christian or Christian-related denominations<sup>6</sup>. These two Community Backgrounds made up the majority (78%) of all applications received in 2015/16 (Figure 7).

Figure 7: Applications by Community Background



## 1.4 Ethnicity

**3%** of applications received in 2015/16 were from individuals from an ethnic minority. This is compared to 1.6% at the Northern Ireland population level (aged 16 and over) who belonged to a minority ethnic group<sup>6</sup>.



## 1.5 Disability

**3%** of applications received in 2015/16 were from applicants who considered themselves to have a disability. This compares to 25% of the population aged 16 and over who had a long-term health problem or disability which limited their day-to-day activities<sup>6</sup>.

<sup>5</sup> Contextual figures sourced from the [2015 Mid-year Population Estimates for Northern Ireland](#)

<sup>6</sup> Contextual figures sourced from the [2011 Census](#).



## 2. Appointments Made

1 April 2015 to 31 March 2016

Between 1 April 2015 and 31 March 2016, departments with the approval of Ministers, made a total of **471** Public Appointments; 345 of these were CPANI regulated appointments and 126 were unregulated appointments. This compares to 278 Public Appointments made in 2014/15.

Approximately three quarters (76%) of appointments made in-year were first appointments and one quarter (24%) were re-appointments.



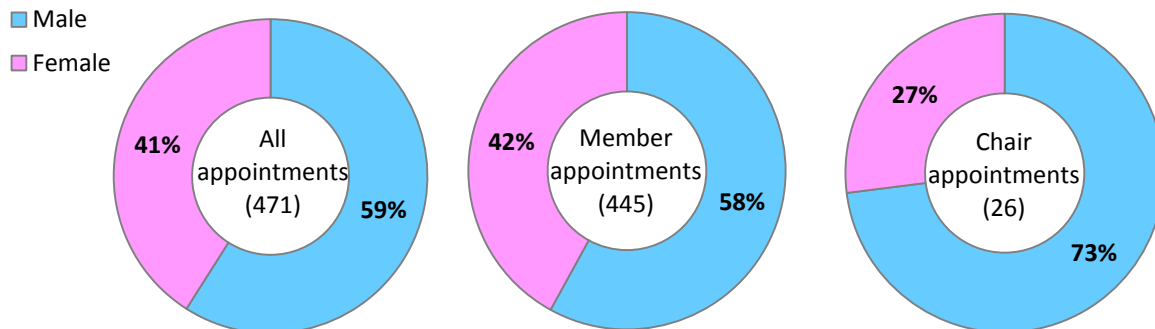
### 2.1 Gender

Of all Public Appointments made in 2015/16, approximately three-fifths (59%) of those appointed were male and two-fifths (41%) were female (Figure 8).

#### 2.1a Board position

Figure 8 shows that males accounted for almost two-thirds (58%) of all member level positions appointed in 2015/16. At chair level an even higher proportion of appointments were made to males (73%). It should be noted, however, that only 26 chair level appointments were made in 2015/16.

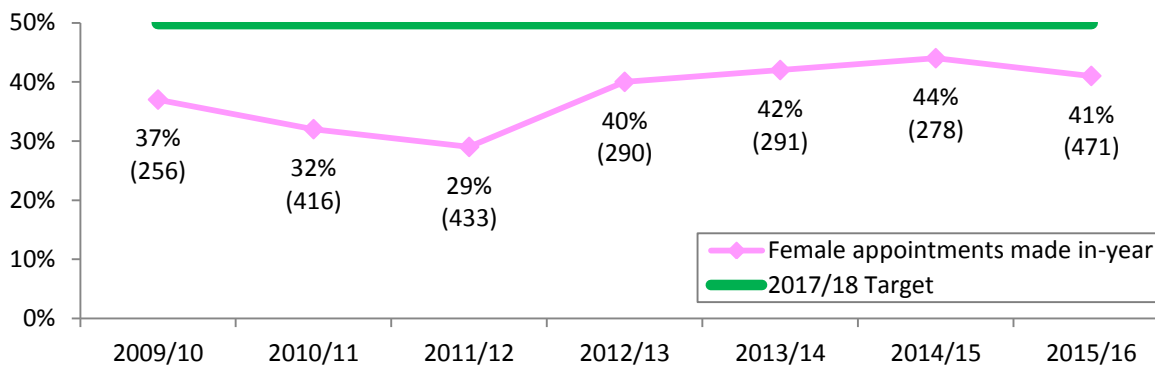
**Figure 8: Public Appointments made between 1 April 2015 and 31 March 2016, by Gender <sup>4</sup>.**



#### 2.1b Temporal trends

Between 2009/10 and 2015/16 there has been a four percentage point increase in the proportion of Public Appointments made to females (from 37% to 41%, Figure 9). However, in the last year the proportion of female appointments has decreased by three percentage points (from 44% to 41%, Figure 9).

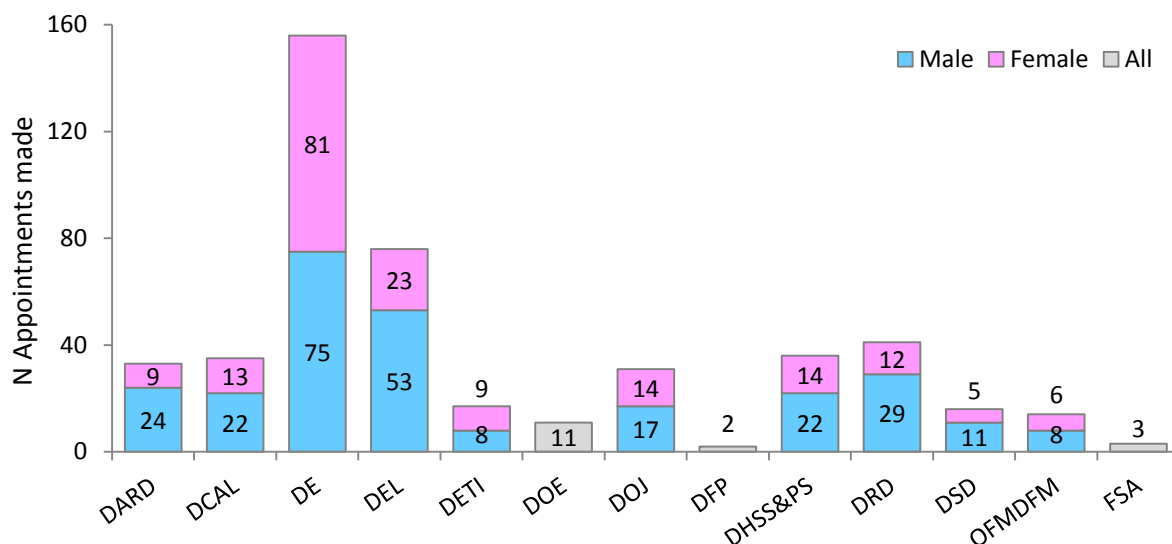
**Figure 9: Percentage of Public Appointments made to Females from 2009/10 to 2015/16 <sup>4</sup>.**



### 2.1c Individual Departments

At a departmental level there is large scale variation in the total number of Public Appointments made in 2015/16, from DFP making two appointments in-year to DE making 156 (Figure 10). In DE (52%) and DETI (53%), over half of the Public Appointments were made to females in 2015/16. The lowest proportions of Public Appointments made in-year to females were in DARD (27%), DRD (29%) and DEL (30%), (Figure 10).

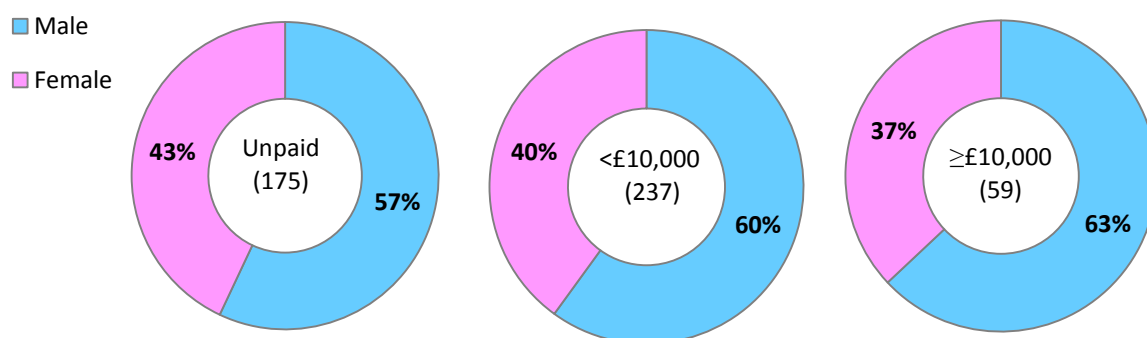
**Figure 10: Departmental Public Appointments made in 2015/16, by Gender<sup>7,8</sup>.**



### 2.1d Remuneration

A higher proportion of unpaid Public Appointments were made to females (43%) compared to those paid under £10,000 per annum (40%) and those paid over £10,000 per annum (37%), (Figure 11).

**Figure 11: Public Appointments made in 2015/16, by Gender and Remuneration level<sup>4</sup>.**



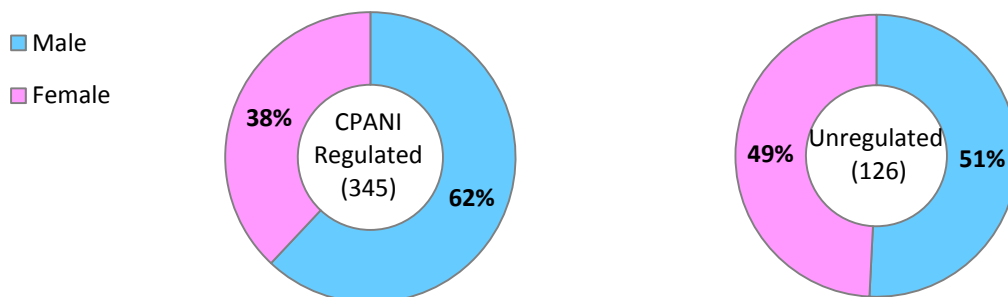
### 2.1e CPANI Regulated and Unregulated Appointments

Of all the Public Appointments made in 2015/16, a lower percentage of CPANI regulated appointments (38%) were made to females compared to unregulated appointments (49%), (Figure 12).

<sup>7</sup> To ensure data is non-disclosive gender disaggregation of Public Appointments are not presented for DOE, DFP and the FSA.

<sup>8</sup> DE and DEL had a larger number of overall appointments made than applications received (for males only for DEL); this is reflective of Board of Governor posts which do not undergo the same application procedure as other Public Appointments and thus are not included in the application figures.

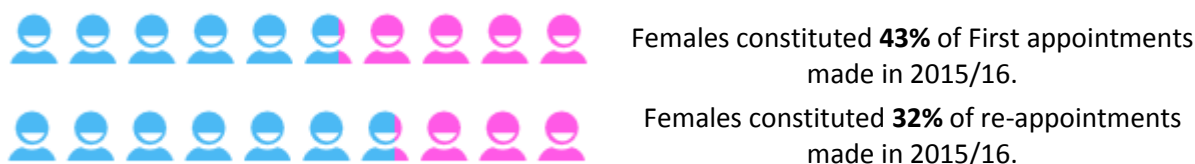
**Figure 12: Public Appointments made in 2015/16, by Gender and CPANI Regulated/Unregulated <sup>4</sup>.**



### 2.1f First appointments and re-appointments

There was an 11 percentage point difference in the proportion of first appointments made to females (43%) in 2015/16 compared to those appointed as a re-appointment (32%), (Figure 13).

**Figure 13: Public Appointments made in 2015/16, by Gender and appointment type.**



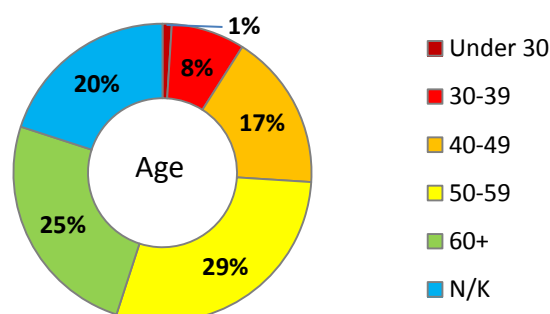
## 2.2 Age

Over half (54%) of those appointed in 2015/16 were 50 years of age or over.

Only 10% of those appointed were under 40 years of age (Figure 14), compared to 40% of those aged 16 and over at the population level<sup>5</sup>.

The age distribution of applicants (Figure 6) is similar to the age distribution of those appointed in 2015/16 (Figure 14)<sup>9</sup>.

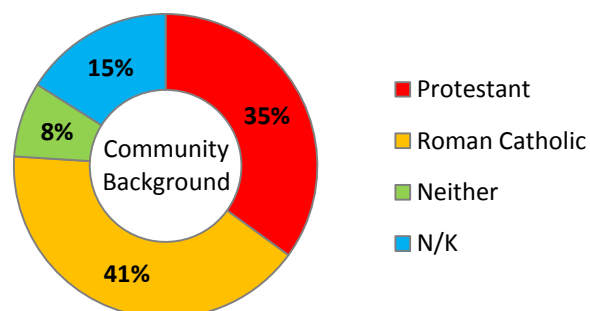
**Figure 14: Appointments made by Age**



## 2.3 Community Background

Of all appointments made in 2015/16, 41% were of a Catholic Community Background and 35% were of a Protestant Community Background. This compares to 44% of the population aged 16 and over who were Catholic or brought up Catholic and 51% who belonged to or were brought up in Protestant, other Christian or Christian-related denominations<sup>6</sup>. These two Community Backgrounds make up the majority (76%) of all appointments made in 2015/16.

**Figure 15: Appointments made by Community Background**



<sup>9</sup> As the report follows financial years (1 April to 31 March) applications received in response to vacancies advertised with a closing date within 2015/16 will appear in this report. If the subsequent appointments were made after 1 April 2016, they will appear in the subsequent Annual report for 2016/17. Therefore, application data is not directly comparable to appointments made.



## 2.4 Ethnicity

**1%** of appointments made in 2015/16 were to individuals from an ethnic minority. This compares to 1.6% of the usually resident population of Northern Ireland aged 16 and over<sup>6</sup>.



## 2.5 Disability

**3%** of appointments made in 2015/16 were to individuals who considered themselves to have a disability. This compares to 25% of the population of Northern Ireland aged 16 and over who had a long-term health problem or disability which limited their day-to-day activities<sup>6</sup>.

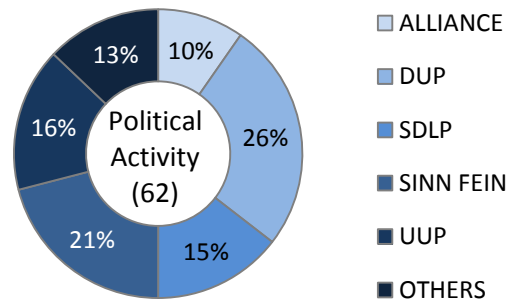


## 2.6 Political Activity

Of the 471 Public Appointments made in 2015/16, 62 individuals declared political activity (Figure 16).

Approximately one quarter (26%) of these declared activity with the DUP, 21% with Sinn Féin, 16% with the UUP, 15% with the SDLP, 10% with the Alliance Party and 13% with other political parties.

**Figure 16: Public Appointments made in 2015/16 by declared political activity.**





## 3. Appointments held

31 March 2016

At 31 March 2016, **1365** Public Appointments were held; 1283 of these appointments were board members and 82 were Chairs. This represents a decrease of seven appointments compared to the 1372 appointments held at 31 March 2015, of which 1285 were members and 87 were chairs.

No age, community background, ethnicity, disability, declared political activity or appointment type (first or re-appointment/extension) data were collected for appointments held at 31 March 2016.



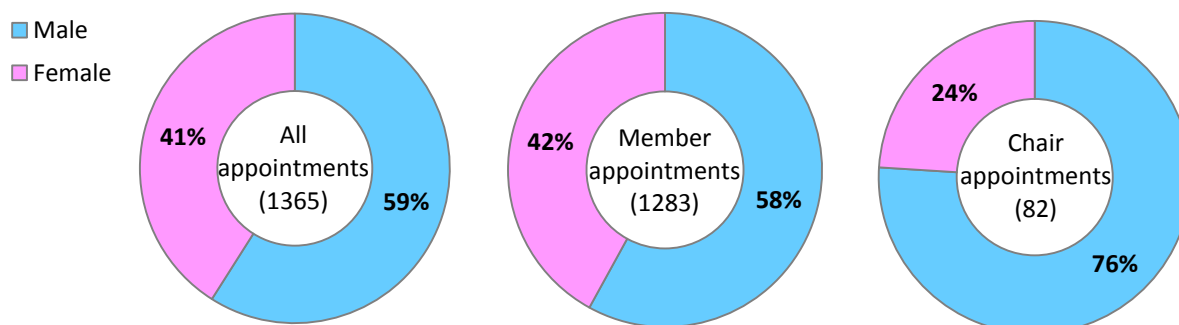
### 3.1 Gender

Of all Public Appointments held at 31<sup>st</sup> March 2016, approximately three-fifths (59%) were held by males and two-fifths (41%) were held by females (Figure 17).

#### 3.1a Board position

Males constituted an even greater majority of appointments held at chair level, representing approximately three quarters (76%) of all chair positions held at 31 March 2016, compared to approximately three-fifths (58%) of board members (Figure 17).

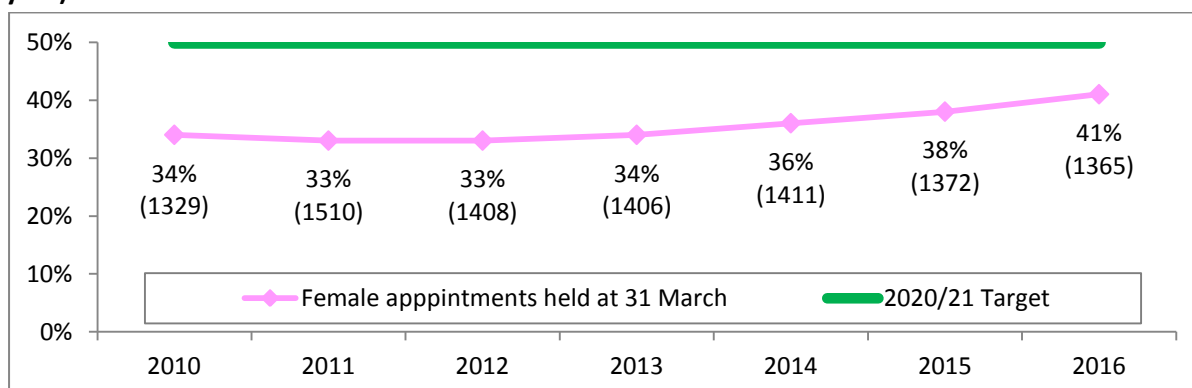
**Figure 17: Public Appointments held at 31 March 2016, by Gender <sup>4</sup>.**



#### 3.1b Temporal trends

There has been a seven percentage point increase in the proportion of Public Appointments held by females between 2010 (34%) and 2016 (41%). This proportion has increased each year since 2012 (Figure 18).

**Figure 18: Percentage of Public Appointments held by Females, 2010 to 2016 (at 31 March each year) <sup>4</sup>.**

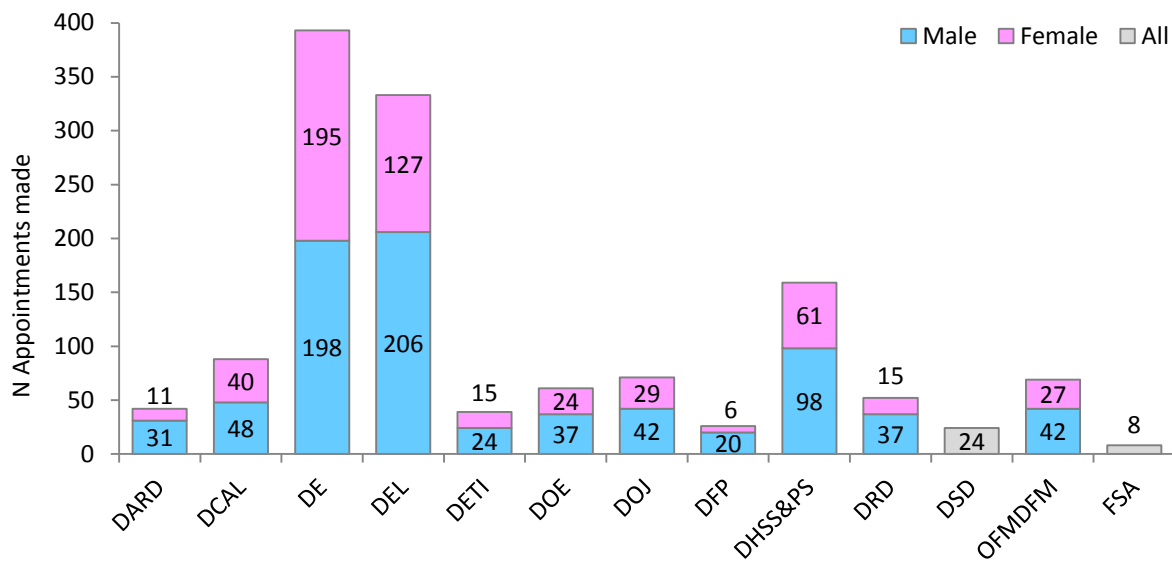


### 3.1c Individual Departments

There is large scale variation in the total number of Public Appointments held within each Department at 31 March 2016, from the FSA holding a total of eight Public Appointments to DE holding 393 (Figure 19).

The Department of Education (DE) had the highest number of Public Appointments held by any department (393), followed by DEL (333)<sup>10</sup>. The Department of Education also had the largest proportion of Public Appointments held by females (50%). The Department of Finance and Personnel (DFP) and DARD had the lowest proportions of Public Appointments held by females (23% and 26%, respectively), although both departments had a low number of Public Appointments overall (Figure 19).

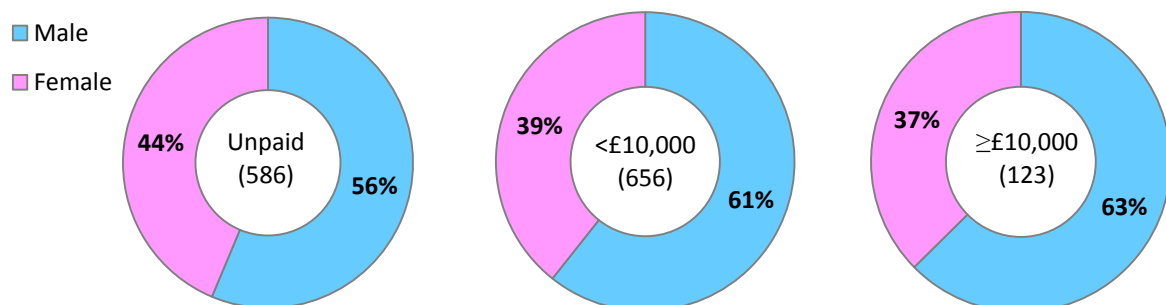
**Figure 19: Departmental Public Appointments held at 31 March 2016, by Gender<sup>11</sup>.**



### 3.1d Remuneration

A higher proportion of unpaid Public Appointments were held by females at 31 March 2016 (44%) compared to those paid under £10,000 per annum (39%) and those paid £10,000 or more per annum (37%), (Figure 20).

**Figure 20: Public Appointments held at 31 March 2016, by Gender and Remuneration level<sup>4</sup>.**



<sup>10</sup> DE and DEL hold a large number of public appointments which are Board of Governor posts; these do not undergo the same stages in the recruitment process as other public appointments but are still included in statistics as they are ministerial appointments.

<sup>11</sup> To ensure data is non-disclosive, gender disaggregation of Public Appointments are not presented for the FSA and DSD.



## 3.2 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. Table 1 shows the number of appointments held by all Public Appointees at 31 March 2016. Twenty nine percent of appointments held at 31 March 2016 were held by individuals with multiple appointments (Table 1).

**Table 1: Multiple appointments held at 31 March 2016**

Number of appointments held	Number of people	Number of appointments	% appointments held
1	961	961	70%
2	145	290	21%
≥ 3	34	112	8%
Unknown	-	2	<1%
<b>Total</b>	-	<b>1365<sup>12</sup></b>	<b>100%</b>

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<sup>12</sup> Data on multiple appointments were derived from the Public Appointments Database. There are two Public Appointments held at 31 March 2016, according to the departmental returns, which are not reflected in the database, these are marked as 'unknown' in Table 1.