

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2016 – 31 December 2016

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Northern Ireland
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Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde



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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 2016. 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 2016, 51 NICS recruitment competitions were held¹, attracting 4,131 applications. By 1 February 2017, 196 appointments had been made. The only competition held which attracted a high volume of applicants was the Fixed Term Executive Officer II competition (1,247 applicants). While there were more competitions than the 21 held in 2015, the number of applicants was a little lower than in that year (4,579).

Permanent NICS jobs

- There were 48 competitions for permanent NICS jobs, which attracted a total of 2,681 applications.
- By 1 February 2017, 79 appointments had been made from these competitions. The number of males appointed was a little lower than expected if males and females were equal in terms of merit. More candidates than expected with a Protestant community background were appointed. The number of appointees with NICS experience was higher than might have been expected. As regards age, a lower than expected number of appointees were aged 25-39. 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, candidates aged 16-24 were less likely to be invited to interview.
- At the interview stage, the analysis shows that more Protestants and more current NICS employees than expected passed the interview. Across other equality categories, the profile of those passing the interview was in line with what would be expected.
- Of those candidates who passed the interview, the profile of applicants offered appointment across the equality categories was very similar to the expected profile.

Temporary NICS jobs

- There were three recruitment competition for temporary NICS jobs. These competitions attracted 1,450 applications.
- By 1 February 2017, 117 appointments had been made from these competitions. Males, Protestants and candidates aged 25-39 were more likely to be appointed.
- At the invitation to interview stage, more Protestants than expected were invited to interview.
- At the interview stage, more candidates than expected aged 25-39 were successful. Otherwise, the outcomes for other equality groups at the interim stages of the competition were broadly in line with what would be expected.

Senior Civil Service jobs

- There were 11 competitions for Senior Civil Service jobs, attracting 131 applications. By 1 February 2017, 5 appointments had been made from these competitions.
- All appointees by 1 February 2017 were male.
- In relation to the key interim stages, current NICS employees and candidates aged 50 or over were more likely to be deemed eligible for the competition.

¹ Had a closing date for applications between 1 January and 31 December 2016.

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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.

Information is presented on those competitions which had a closing date for applications between 1 January 2016 and 31 December 2016.

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2. NICS recruitment competitions which closed for applications during 2016²

2.1 Applications

During 2016, there were 51 NICS recruitment competitions which closed for applications. The total number of applications received was 4,131.

2.1.1 Applications for permanent jobs

Of the 51 recruitment competitions which closed for applications during 2016, 48 were for permanent NICS jobs. These competitions attracted 2,681 applications. A profile of these applicants³ is presented in Table 1.

Around three out of five applicants were male (60.9%), with females representing 39.1% of applicants. In terms of community background, 44.9% of applications were from Protestants, with a similar proportion from Catholics (44.1%) and 11.0% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.6% and the proportion of applicants who declared a disability was 3.4%. In terms of age, almost three fifths (58.0%) were aged 25-39, with 13.3% aged 16-24 and 18.2% aged 40-49. Around one in ten applicants were aged 50 or over (10.4%). In terms of sexual orientation, 95.8% of applicants stated their orientation was towards someone of a different sex, with 2.7% reporting orientation towards someone of the same sex and 1.5% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, a fifth (20.1%) reported they were a current NICS employee, 9.5% of applicants reported that they had previously been an NICS employee and 70.4% 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 3 to 429.

2.1.2 Applications for temporary jobs

Of the 51 NICS recruitment competitions analysed in this report, three were for temporary NICS jobs. These competitions attracted 1,450 applications. A profile of these applicants is presented in Table 2.

² Competitions for which applications closed between 1 January 2016 and 31 December 2016 are included.

³ 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.

Over half of applications were from males (55.2%) with 44.8% from females. In terms of community background, around half of applications received were from Catholics (50.1%), with 41.5% from Protestants and 8.4% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.2% and the proportion of applicants who declared a disability was 3.9%. In terms of age, around half of applicants were aged 25-39 (50.1%), with 36.7% aged under 25. In relation to sexual orientation, 92.9% of applicants stated their orientation was towards someone of a different sex, with 4.6% reporting orientation towards someone of the same sex and 2.5% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (2.6%), while 10.8% reported that they had previously been an NICS employee and 84.8% reported no NICS employment history.

2.2 Analysis of appointments from the 2016 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 2016 for permanent NICS jobs

By 1 February 2017, a total of 79 appointments had been made from 25 of the 48 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 23 competitions. Analysis of appointments from these 25 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.

In terms of gender, a few more females (39 rather than 36) and fewer males (40 rather than 43) than expected were appointed. The analysis in terms of community background shows that the number of Protestant appointees (43 rather than 35) was higher than expected, while the number of appointees from a Catholic or Not Determined community background was lower than expected (36 rather than 44). No candidate who declared a disability was appointed, in contrast to the expected number of 4. In terms of age there were fewer appointees than expected in the 25-39 age category. The number of appointees with NICS experience was higher than might have been expected (39 rather than 24). Disparities between the actual and expected numbers of appointees on an individual competition basis are generally small, where 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 2016 for temporary NICS jobs

By 1 February 2017, a total of 117 appointments had been made from the three competitions for temporary NICS jobs. Analysis in terms of gender shows that the

number of males appointed was a little lower than expected (62 rather than 66) while the number of females appointed was a little higher than expected (55 rather than 51). In terms of community background more Protestants (55 rather than 48) and fewer Catholics (53 rather than 59) than expected were appointed. The analysis also shows that more candidates aged 25-39 than expected were appointed (70 rather than 56). Details are shown in Table 4. The outcome was largely influenced by the fixed term Executive Officer II competition which accounted for 94 of the appointees. 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 2016: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	2,681	
Gender	Male	1,632	60.9%
	Female	1,049	39.1%
Community Background	Protestant	1,203	44.9%
	Catholic	1,183	44.1%
	Not Determined	295	11.0%
Ethnicity	White	2,638	98.4%
	Minority Ethnic Groups	43	1.6%
Disability	With a declared disability	90	3.4%
	Without a declared disability	2,591	96.6%
Age-group⁴	16-24	357	13.3%
	25-39	1,556	58.0%
	40-49	488	18.2%
	50+	280	10.4%
Sexual Orientation	Both sexes	40	1.5%
	Different sex	2,569	95.8%
	Same sex	72	2.7%
NICS employment history⁵	Current	522	20.1%
	Previous	246	9.5%
	None	1,826	70.4%

⁴ Based on age at closing date for applications.

⁵ NICS employment history missing for 87 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2016: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	1,450	
Gender	Male	800	55.2%
	Female	650	44.8%
Community Background	Protestant	602	41.5%
	Catholic	726	50.1%
	Not Determined	122	8.4%
Ethnicity	White	1,432	98.8%
	Minority Ethnic Groups	18	1.2%
Disability	With a declared disability	56	3.9%
	Without a declared disability	1,394	96.1%
Age-group⁶	16-24	532	36.7%
	25-39	726	50.1%
	40-49	121	8.3%
	50+	71	4.9%
Sexual Orientation	Both sexes	36	2.5%
	Different sex	1,347	92.9%
	Same sex	67	4.6%
NICS employment history⁷	Current	37	2.6%
	Previous	157	11.0%
	None	1,229	86.4%

⁶ Based on age at closing date for applications.

⁷ NICS employment history missing for 27 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected appointees⁸

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ⁹	Actual Appointees ¹⁰	Difference (Actual minus 'Expected')
Overall	Total	79	79	0
Gender	Male	43	40	-3
	Female	36	39	3
Community Background ¹¹	Protestant	35	43	8
	Catholic/Not Determined	44	36	-8
Ethnicity	White	78	79	1
	Minority Ethnic Groups	1	0	-1
Disability	With a declared disability	4	0	-4
	Without a declared disability	75	79	4
Age-group ¹²	16-24	8	11	3
	25-39	48	42	-6
	40-49	14	17	3
	50+	8	9	1
Sexual Orientation ¹³	Both sexes/same sex	3	*	#
	Different sex	76	#	#
NICS employment history	Current	24	39	15
	Previous	10	5	-5
	None	44	35	-9

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).

⁸ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

⁹ 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.

¹⁰ Further appointments may be made from these competitions, which may change the profile.

¹¹ The Catholic and Not Determined categories were combined due to small numbers (<5) in the 'Not Determined' category.

¹² Based on age at closing date for applications.

¹³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected appointees¹⁴

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)¹⁵	Actual Appointees¹⁶	Difference (Actual minus 'Expected')
Overall	Total	117	117	0
Gender	Male	66	62	-4
	Female	51	55	4
Community Background	Protestant	48	55	7
	Catholic	59	53	-6
	Not Determined	10	9	-1
Ethnicity	White	115	117	2
	Minority Ethnic Groups	2	0	-2
Disability	With a declared disability	5	*	#
	Without a declared disability	112	#	#
Age-group¹⁷	16-24	47	38	-9
	25-39	56	70	14
	40+	15	9	-6
Sexual Orientation¹⁸	Both sexes/ same sex	8	10	2
	Different sex	109	107	-2
NICS employment history¹⁹	Current	3	2	-1
	Previous	12	13	1
	None	100	96	-4

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).

¹⁴ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

¹⁵ 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.

¹⁶ Further appointments may be made from this competition, which may change the profile.

¹⁷ Based on age at closing date for applications. The 40-49 and 50+ categories were combined due to a small number (<5) of appointees in the 50+ age group.

¹⁸ The 'Both sexes' and 'Same sex' categories were combined due to a small number of appointees (<5) in the 'both sexes' category.

¹⁹ NICS employment history missing for 6 appointees.

2.3 Analysis of interim stages of the 2016 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 1,939 of the 2,681 applicants (72.3%) 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. In terms of the equality categories, the largest differences were in relation to community background, with Protestants more likely than Catholic or Not Determined applicants to meet the eligibility criteria. It is also worth noting that current NICS employees were more likely to be eligible.

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 1,939 eligible applicants, a total of 165 (8.5%) 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 Protestant candidates were less likely to withdraw, while candidates aged 25-39 were more likely to withdraw from the competition prior to shortlisting. Across the other categories the differences are quite small.

2.3.3 Applicants invited to interview

Following shortlisting, 862 (or 48.6%) of the remaining 1,774 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview in terms of gender, community background, ethnicity, disability, sexual orientation and NICS experience were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit. Candidates aged 16-24 were less likely to be invited to interview, with older candidates a little more likely.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected eligible applicants²⁰

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)²¹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	1,939	1,939	0
Gender	Male	1,142	1,136	-6
	Female	797	803	6
Community Background	Protestant	861	884	23
	Catholic	862	847	-15
	Not Determined	216	208	-8
Ethnicity	White	1,908	1,913	5
	Minority Ethnic Groups	31	26	-5
Disability	With a declared disability	68	65	-3
	Without a declared disability	1,871	1,874	3
Age-group²²	16-24	261	269	8
	25-39	1,152	1,153	1
	40-49	337	328	-9
	50+	189	189	0
Sexual Orientation	Both sexes	30	33	3
	Different sex	1,854	1,851	-3
	Same sex	55	55	0
NICS employment history²³	Current	390	419	29
	Previous	190	189	-1
	None	1,296	1,275	-21

²⁰ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

²¹ 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.

²² Based on age at closing date for applications.

²³ NICS employment history missing for 56 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2016: comparison of actual and expected applicants who withdrew prior to shortlisting²⁴

Equality Category	Description	'Expected' Applicants withdrawn prior to shortlisting (based on proportionate withdrawal) ²⁵	Actual Applicants withdrawn prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	165	165	0
Gender	Male	84	85	1
	Female	81	80	-1
Community Background	Protestant	75	70	-5
	Catholic	65	69	4
	Not Determined	25	26	1
Ethnicity	White	161	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	6	8	2
	Without a declared disability	159	157	-2
Age-group²⁶	16-24	38	35	-3
	25-39	98	111	13
	40-49	19	11	-8
	50+	9	8	-1
Sexual Orientation	Both sexes	4	5	1
	Different sex	155	154	-1
	Same sex	6	6	0
NICS employment history²⁷	Current	26	23	-3
	Previous	16	20	4
	None	119	121	2

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).

²⁴ As of 1 February 2017. Based on proportionate withdrawal rates for each group of eligible applicants.

²⁵ 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.

²⁶ Based on age at closing date for applications.

²⁷ NICS employment history missing for 1 applicant who withdrew prior to shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2016: comparison of actual and expected applicants invited to interview²⁸

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)²⁹	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	862	862	0
Gender	Male	561	560	-1
	Female	301	302	1
Community Background	Protestant	404	406	2
	Catholic	379	375	-4
	Not Determined	79	81	2
Ethnicity	White	854	857	3
	Minority Ethnic Groups	8	5	-3
Disability	With a declared disability	29	25	-4
	Without a declared disability	833	837	4
Age-group³⁰	16-24	103	92	-11
	25-39	495	501	6
	40-49	159	159	0
	50+	105	110	5
Sexual Orientation	Both sexes	12	11	-1
	Different sex	831	833	2
	Same sex	19	18	-1
NICS employment history³¹	Current	235	231	-4
	Previous	91	96	5
	None	512	512	0

²⁸ As of 1 February 2017. Based on proportionate success rates for each group of applicants available for shortlisting.

²⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants available for shortlisting with missing information within that category.

³⁰ Based on age at closing date for applications.

³¹ NICS employment history missing for 23 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 862 candidates invited to interview, 671 (or 77.8%) attended interview.

Some small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed. The largest difference was in terms of community background, with Protestants a little more likely to attend interview.

2.3.5 Applicants who passed interview

A total of 403 candidates out of the 671 who attended interview (60.1%) 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 more Protestants than expected passed the interview (206 rather than 197). Current NICS employees were also a little more likely to pass the interview.

2.3.6 Applicants offered appointment

By 1 February 2017, a total of 139 out of the 403 applicants who passed the interview (34.5%) 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 very similar to the expected profile.

2.3.7 Appointed candidates.

Of the 139 applicants offered appointment, 79 (or 56.8%) had started in post by 1 February 2017. 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.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected applicants who attended interview³²

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ³³	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	671	671	0
Gender	Male	441	442	1
	Female	230	229	-1
Community Background	Protestant	316	326	10
	Catholic	294	288	-6
	Not Determined	61	57	-4
Ethnicity	White	667	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	19	18	-1
	Without a declared disability	652	653	1
Age-group³⁴	16-24	70	69	-1
	25-39	382	378	-4
	40-49	129	132	3
	50+	91	92	1
Sexual Orientation	Both sexes	9	9	0
	Different sex	649	649	0
	Same Sex	13	13	0
NICS employment history³⁵	Current	182	178	-4
	Previous	70	72	2
	None	402	401	-1

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).

³² As of 1 February 2017. Based on proportionate attendance rates for each group of applicants invited to interview.

³³ 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.

³⁴ Based on age at closing date for applications.

³⁵ NICS employment history missing for 20 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected applicants who passed interview³⁶

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ³⁷	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	403	403	0
Gender	Male	263	258	-5
	Female	140	145	5
Community Background	Protestant	197	206	9
	Catholic	173	170	-3
	Not Determined	33	27	-6
Ethnicity	White	401	#	#
	Minority	2	*	#
	Ethnic Groups			
Disability	With a declared disability	11	8	-3
	Without a declared disability	392	395	3
Age-group³⁸	16-24	39	40	1
	25-39	229	232	3
	40-49	80	79	-1
	50+	55	52	-3
Sexual Orientation	Both sexes	4	5	1
	Different sex	391	391	
	Same Sex	8	7	-1
NICS employment history³⁹	Current	113	119	6
	Previous	42	41	-1
	None	237	236	-1

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).

³⁶ As of 1 February 2017. Based on proportionate success rates for each group of applicants who attended interview.

³⁷ 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.

³⁸ Based on age at closing date for applications.

³⁹ NICS employment history missing for 7 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected applicants offered appointment⁴⁰

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁴¹	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	139	139	0
Gender	Male	78	79	1
	Female	61	60	-1
Community Background	Protestant	71	74	3
	Catholic	59	56	-3
	Not Determined	8	9	1
Ethnicity	White	138	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	136	#	#
Age-group⁴²	16-24	12	15	3
	25-39	85	81	-4
	40-49	27	29	2
	50+	15	14	-1
Sexual Orientation⁴³	Both sexes/ same sex	4	*	#
	Different sex	135	#	#
NICS employment history	Current	45	47	2
	Previous	16	19	3
	None	76	73	-3

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).

⁴⁰ As of 1 February 2017. Based on proportionate success rates for each group of applicants who passed the interview.

⁴¹ 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.

⁴² Based on age at closing date for applications.

⁴³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment (<5) in these categories.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2016: comparison of actual and expected appointees⁴⁴

Equality Category	Description	'Expected' Appointees (based on proportionate success)⁴⁵	Actual Appointees⁴⁶	Difference (Actual minus 'Expected')
Overall	Total	79	79	0
Gender	Male	43	40	-3
	Female	36	39	3
Community Background⁴⁷	Protestant	44	43	-1
	Catholic/Not Determined	35	36	1
Ethnicity	White	79	79	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	0	0	0
	Without a declared disability	79	79	0
Age-group⁴⁸	16-24	9	11	2
	25-39	45	42	-3
	40-49	18	17	-1
	50+	8	9	1
Sexual Orientation⁴⁹	Both sexes/same sex	2	*	#
	Different sex	77	#	#
NICS employment history	Current	30	39	9
	Previous	9	5	-4
	None	39	35	-4

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).

⁴⁴ As of 1 February 2017. Based on proportionate success rates for each group of applicants offered appointment.

⁴⁵ 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.

⁴⁶ Further appointments may be made from these competitions, which may change the profile.

⁴⁷ 'Catholic' and 'Not Determined' categories were combined due to small numbers (<5) of appointees in the 'Not Determined' category.

⁴⁸ Based on age at closing date for applications.

⁴⁹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

2.4 Analysis of interim stages of the 2016 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 1,402 of the 1,450 applicants (96.7%) 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 number of candidates aged 16-24 who were eligible was a little higher than expected.

2.4.2 Applicants who withdrew prior to shortlisting

Of the 1,402 eligible applicants, 274 (or 19.5%) withdrew prior to the shortlisting stage.

In Table 13, the profile of eligible applicants is compared with the profile that might be expected if the groups of eligible applicants within each equality category had been equally likely to withdraw. The analysis shows that the number of candidates aged 16-24 who withdrew prior to shortlisting was higher than expected (99 rather than 79). More Catholic staff than expected withdrew prior to shortlisting (152 rather than 135), while males were also a little more likely to withdraw.

2.4.3 Applicants invited to interview

Of the 1,128 applicants available for shortlisting, 523 (46.4%) were invited to interview.

In Table 14, the profile of applicants invited to interview is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit. For most of the equality categories the profile of applicants invited to interview was in line with what would be expected. However, in terms of community background 14 more Protestants than expected were invited to interview.

2.4.4 Applicants who attended interview

In Table 15, the profile of the 382 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview. The analysis shows that in terms of community background, the number of Protestants who attended interview was a little lower than expected, while the number of Catholics was a little higher than expected. For the other equality categories no noteworthy differences were observed.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected eligible applicants⁵⁰

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁵¹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	1,402	1,402	0
Gender	Male	770	777	7
	Female	632	625	-7
Community Background	Protestant	584	588	4
	Catholic	701	700	-1
	Not Determined	117	114	-3
Ethnicity	White	1,385	1387	2
	Minority Ethnic Groups	17	15	-2
Disability	With a declared disability	54	53	-1
	Without a declared disability	1,348	1,349	1
Age-group⁵²	16-24	505	517	12
	25-39	709	707	-2
	40-49	118	113	-5
	50+	70	65	-5
Sexual Orientation	Both sexes	35	35	0
	Different sex	1,302	1,302	0
	Same sex	65	65	0
NICS employment history⁵³	Current	36	37	1
	Previous	154	153	-1
	None	1,186	1186	0

⁵⁰ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

⁵¹ 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.

⁵² Based on age at closing date for applications.

⁵³ NICS employment history missing for 26 eligible applicants.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected applicants who withdrew prior to shortlisting⁵⁴

Equality Category	Description	'Expected' applicants who withdrew prior to shortlisting (based on proportionate withdrawal) ⁵⁵	Actual Applicants who withdrew prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	274	274	0
Gender	Male	143	151	8
	Female	131	123	-8
Community Background	Protestant	117	101	-16
	Catholic	135	152	17
	Not Determined	22	21	-1
Ethnicity	White	271	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	10	7	-3
	Without a declared disability	264	267	3
Age-group⁵⁶	16-24	79	99	20
	25-39	155	150	-5
	40-49	25	14	-11
	50+	15	11	-4
Sexual Orientation⁵⁷	Both sexes/ Same sex	20	18	-2
	Different sex	254	256	2
NICS employment history⁵⁸	Current	8	10	2
	Previous	34	26	-8
	None	226	234	8

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).

⁵⁴ As of 1 February 2017. Based on proportionate attendance rates for each group of applicants invited to interview.

⁵⁵ 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.

⁵⁶ Based on age at closing date for applications.

⁵⁷ 'Both sexes' and 'same sex' categories were combined due to small numbers (<5) in the 'both sexes' category.

⁵⁸ NICS employment history missing for 4 applicants who withdrew prior to shortlisting.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected applicants who were invited to interview⁵⁹

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)⁶⁰	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	523	523	0
Gender	Male	316	319	3
	Female	207	204	-3
Community Background	Protestant	218	232	14
	Catholic	260	250	-10
	Not Determined	45	41	-4
Ethnicity	White	516	#	#
	Minority Ethnic Groups	7	*	#
Disability	With a declared disability	21	18	-3
	Without a declared disability	502	505	3
Age-group⁶¹	16-24	255	248	-7
	25-39	211	215	4
	40-49	37	38	1
	50+	20	22	2
Sexual Orientation	Both sexes	14	12	-2
	Different sex	488	487	-1
	Same sex	22	24	2
NICS employment history⁶²	Current	10	11	1
	Previous	47	46	-1
	None	458	459	1

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).

⁵⁹ As of 1 February 2017. Based on proportionate attendance rates for each group of applicants invited to interview.

⁶⁰ 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.

⁶¹ Based on age at closing date for applications.

⁶² NICS employment history missing for 7 applicants invited to interview.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected applicants who attended interview⁶³

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁶⁴	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	382	382	0
Gender	Male	230	232	2
	Female	152	150	-2
Community Background	Protestant	171	163	-8
	Catholic	182	188	6
	Not Determined	29	31	2
Ethnicity	White	380	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	13	14	1
	Without a declared disability	369	368	-1
Age-group⁶⁵	16-24	174	176	2
	25-39	162	167	5
	40-49	29	24	-5
	50+	17	15	-2
Sexual Orientation	Both sexes	9	5	-4
	Different sex	355	358	3
	Same sex	18	19	1
NICS employment history⁶⁶	Current	8	8	0
	Previous	35	29	-6
	None	333	338	5

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).

⁶³ As of 1 February 2017. Based on proportionate attendance rates for each group of applicants invited to interview.

⁶⁴ 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.

⁶⁵ Based on age at closing date for applications.

⁶⁶ NICS employment history missing for 7 applicants who attended interview.

2.4.5 Applicants who passed interview

Of the 382 candidates who attended interview, 241 candidates (63.1%) passed the interview. In Table 16, 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 a higher than expected number of those aged 25-39 passed the interview while a slightly lower than expected number of candidates aged 16-24 passed.

2.4.6 Applicants offered appointment

By 1 February 2017, a total of 141 out of the 241 applicants who passed the interview had been offered a job (58.5%). A profile of these candidates is presented in Table 17 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 February 2017, 117 candidates of the 141 offered appointment had been appointed.

Table 16: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected applicants who passed interview⁶⁷

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁶⁸	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	241	241	0
Gender	Male	152	148	-4
	Female	89	93	4
Community Background	Protestant	101	103	2
	Catholic	120	123	3
	Not Determined	20	15	-5
Ethnicity	White	240	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	9	10	1
	Without a declared disability	232	231	-1
Age-group⁶⁹	16-24	122	114	-8
	25-39	97	106	9
	40-49	14	14	0
	50+	8	7	-1
Sexual Orientation⁷⁰	Both sexes/ same sex	15	16	1
	Different sex	226	225	-1
NICS employment history⁷¹	Current	5	3	-2
	Previous	17	18	1
	None	216	214	-2

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).

⁶⁷ As of 1 February 2017. Based on proportionate success rates for each group of applicants who attended interview.

⁶⁸ 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.

⁶⁹ Based on age at closing date for applications.

⁷⁰ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who passed the interview (<5) in the 'Both sexes' category.

⁷¹ NICS employment history missing for 6 applicants who passed the interview.

Table 17: Recruitment competitions for temporary NICS jobs with application closing date in 2016: comparison of actual and expected applicants offered appointment⁷²

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁷³	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	141	141	0
Gender	Male	77	76	-1
	Female	64	65	1
Community Background	Protestant	62	65	3
	Catholic	69	66	-3
	Not Determined	9	10	1
Ethnicity	White	141	141	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	6	*	#
	Without a declared disability	135	#	#
Age-group⁷⁴	16-24	45	43	-2
	25-39	79	82	3
	40-49	11	11	0
	50+	6	5	-1
Sexual Orientation⁷⁵	Both sexes/ same sex	11	12	1
	Different sex	130	129	-1
NICS employment history⁷⁶	Current	2	3	1
	Previous	13	16	3
	None	121	116	-5

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).

⁷² As of 1 February 2017. Based on proportionate success rates for each group of applicants who passed the interview.

⁷³ 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.

⁷⁴ Based on age at closing date for applications.

⁷⁵ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment (<5) in the 'Both sexes' category.

⁷⁶ NICS employment history missing for 6 applicants offered appointment.

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3. NICS Senior Civil Service recruitment competitions which closed for applications during 2016⁷⁷

3.1 Applications

A total of eleven Senior Civil Service competitions were held, which had a closing date for applications in 2016. The total number of applications received was 131. A profile of the applicants is presented in Table 18.

Almost three quarters of applications were from males (74.8%), with 25.2% of applications from females. In terms of community background, almost half of applications were from Protestants (49.6%), with two fifths from Catholics (40.5%) and 9.9% from candidates whose community background was not determined. In terms of age, similar proportions of applicants were aged 40-49 (45.8%) and 50+ (45.0%), while 9.2% were aged under 40. Almost half of candidates (48.1%) reported that they were a current NICS employee, with 43.4% reporting 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 February 2017, a total of 5 candidates had been appointed from five competitions, while no appointments had been made from the other six competitions. Given the small number of appointments, no analysis is presented. Five males were appointed, which was higher than the expected number of 4, 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.

⁷⁷ Competitions for which applications closed between 1 January 2016 and 31 December 2016 are included.

Table 18: Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2016: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	131	
Gender	Male	98	74.8%
	Female	33	25.2%
Community Background	Protestant	65	49.6%
	Catholic	53	40.5%
	Not Determined	13	9.9%
Ethnicity	White	#	#
	Minority Ethnic Groups	*	#
Disability	With a declared disability	*	#
	Without a declared disability	#	#
Age-group⁷⁸	16-39	12	9.2%
	40-49	60	45.8%
	50+	59	45.0%
Sexual Orientation	Both sexes	*	#
	Different sex	#	#
	Same sex	*	#
NICS employment history⁷⁹	Current	62	48.1%
	Previous	11	8.5%
	None	56	43.4%

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).

⁷⁸ Based on age at closing date for applications. Due to a small number of applicants in the 16-24 age category (<5), the 16-24 and 25-39 groups were combined.

⁷⁹ NICS employment history missing for 2 applicants.

3.3 Analysis of key interim stages of the 2016 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 61 of the 131 applicants (46.6%) were deemed eligible for the competition for which they had applied.

In Table 19, 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 most noteworthy finding from the analysis is that current NICS employees were more likely to meet the eligibility criteria. Candidates aged 50 or over were also more likely to be eligible.

3.3.3 Applicants who passed interview

A total of 34 candidates out of the 56 who attended interview (60.7%) passed the interview. In Table 20, 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 in line with what would be expected if the groups within each equality category were equal in merit.

Table 19: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2016: comparison of actual and expected eligible applicants⁸⁰

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ⁸¹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	61	61	0
Gender	Male	43	41	-2
	Female	18	20	2
Community Background	Protestant	31	35	4
	Catholic	24	21	-3
	Not Determined	6	5	-1
Ethnicity	White	60	61	1
	Minority Ethnic Groups	1	0	-1
Disability	With a declared disability	2	*	#
	Without a declared disability	59	#	#
Age-group⁸²	16-24	0	0	0
	25-49	33	25	-8
	50+	28	36	8
Sexual Orientation⁸³	Both sexes/ same sex	2	*	#
	Different sex	59	#	#
NICS employment history	Current	32	44	12
	Previous	6	6	0
	None	21	11	-10

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).

⁸⁰ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

⁸¹ 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.

⁸² Based on age at closing date for applications. Due to a small number of applicants in the 25-39 age category (<5), the 25-39 and 40-49 groups were combined.

⁸³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants (<5) in these categories.

Table 20: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2016: comparison of actual and expected applicants who passed interview⁸⁴

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁸⁵	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	34	34	0
Gender	Male	23	23	0
	Female	11	11	0
Community Background⁸⁶	Protestant	19	20	1
	Catholic/Not Determined	15	14	-1
Ethnicity	White	34	34	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	1	*	#
	Without a declared disability	33	#	#
Age-group⁸⁷	16-24	0	0	0
	25-49	13	11	-2
	50+	21	23	2
Sexual Orientation⁸⁸	Both sexes/same sex	0	*	#
	Different sex	34	#	#
NICS employment history	Current	27	30	3
	Previous	3	2	-1
	None	4	2	-2

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).

⁸⁴ As of 1 February 2017. Based on proportionate success rates for each group of applicants who attended interview.

⁸⁵ 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.

⁸⁶ The Catholic and Not Determined categories were combined due to small numbers who passed the interview (<5) in the 'Not Determined' category.

⁸⁷ Based on age at closing date for applications. Due to a small number of applicants in the 25-39 age category (<5), the 25-39 and 40-49 groups were combined.

⁸⁸ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) who passed the interview in the 'Both sexes' category.

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4. Further Information

4.1 Information on Quality

Relevance to users

1. The consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users.

Accuracy

2. Coverage of applicants is believed to be 100%: applicants applied via the computer system from which the data have been extracted.

Accessibility and Clarity

3. The publication is available on the NISRA website.

Assessment of User Needs and Perceptions

4. We have ongoing engagement with the Civil Service Commissioners for Northern Ireland, who are major users of the report. Specific suggestions have been taken on board where possible.

Performance, Cost and Respondent Burden

5. The operational cost (staff time) of producing each issue is approximately £5,000. There is no respondent burden, since the data are held on an administrative system.

Confidentiality, Transparency and Security

6. Data are held on a network that is only accessible to the few statisticians who need access. Personal information is not released for applicants or appointees where the cell count is less than 5.

4.2 Next Publication:

March 2018

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 2013, 2014 and 2015

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 2013, 2014 and 2015, as well as high-level departmental information for these years, and for 2016. The figures are as at 1 February 2017 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 three departments will be included in the applicant (and if appropriate appointee) figures for each of these three departments.

Some competitions are resources for all departments. For the purposes of this report, any competition known to be a corporate competition, or any competition which resulted in appointments to five or more departments (pre-2016) are considered to be corporate competitions and are not included in any department's figures but are analysed separately (see below for numbers of competitions included in the tables).

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 - 2016

2016			
	Number of competitions included in the analysis	Applications	Appointments by 1 February 2017
NICS	51	4,131	196
DAERA	9	127	7
DfC	2	1,267	96
DfE	1	9	1
DE	4	54	0
DoF	12	562	18
DoH	3	32	0
DfI	5	770	1
DoJ	5	555	12
TEO	2	234	0
Other NICS organisations	3	70	2
Corporate competitions	5	451	59

Number of competitions, applications and appointments by Department - 2015

2015			
	Number of competitions included in the analysis	Applications	Appointments by 1 February 2017
NICS	21	4,579	181
DARD	1	43	1
DCAL	4	96	5
DE	0	0	0
DEL	0	0	0
DETI	0	0	0
DFP	4	44	4
DHSSPS	2	19	1
DOE	1	9	1
DOJ	3	3,723	132
DRD	1	3	1
DSD	0	0	0
OFMDFM	1	6	1
PPS	2	288	2
Other NICS organisations	0	0	0
Corporate competitions	2	348	33

Number of competitions, applications and appointments by Department - 2014

2014			
	Number of competitions included in the analysis	Applications	Appointments by 1 February 2017
NICS	71	6,192	169
DARD	13	858	15
DCAL	4	435	11
DE	10	159	16
DEL	2	84	3
DETI	0	0	0
DFP	18	760	20
DHSSPS	5	33	3
DOE	5	390	58
DOJ	5	10	10
DRD	9	437	22
DSD	1	28	3
OFMDFM	1	19	0
PPS	2	143	7
Other NICS organisations	1	2	0
Corporate competitions	2	2,928	25

Number of competitions, applications and appointments by Department - 2013

2013			
	Number of competitions included in the analysis	Applications	Appointments by 1 February 2017
NICS	105	31,205	1,037
DARD	25	1,289	72
DCAL	1	4	0
DE	5	109	9
DEL	1	77	10
DETI	3	141	16
DFP	24	1,523	207
DHSSPS	8	126	10
DOE	9	530	54
DOJ	9	3,596	107
DRD	7	420	21
DSD	4	148	16
OFMDFM	3	77	6
PPS	4	199	10
Other NICS organisations	2	309	11
Corporate competitions	10	23,443	557

Table A.1: Recruitment competitions for NICS jobs with application closing date in 2015: comparison of actual and expected appointees⁸⁹

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ⁹⁰	Actual Appointees ⁹¹	Difference (Actual minus 'Expected')
Overall	Total	4,579	181	181	0
Gender	Male	2,824	118	123	5
	Female	1,755	63	58	-5
Community Background	Protestant	2,696	102	97	-5
	Catholic	1,323	57	51	-6
	Not Determined	560	22	33	11
Ethnicity	White	4,512	178	181	3
	Minority Ethnic Groups	67	3	0	-3
Disability	With a declared disability	110	5	7	2
	Without a declared disability	4,469	176	174	-2
Age-group ⁹²	16-24	1,519	69	59	-10
	25-39	2,191	80	95	15
	40-49	609	22	21	-1
	50+	260	10	6	-4
Sexual Orientation ⁹³	Both sexes/ same sex	243	10	8	-2
	Different sex	4,336	171	173	2
NICS employment history ⁹⁴	Current	104	4	10	6
	Previous	53	3	3	0
	None	748	44	48	4

⁸⁹ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

⁹⁰ 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.

⁹¹ Further appointments may be made from these competitions, which may change the profile.

⁹² Based on age at closing date for applications.

⁹³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category.

⁹⁴ NICS employment history missing for 3,674 applicants and 120 appointees.

Table A.2: Recruitment competitions for NICS jobs with application closing date in 2014: comparison of actual and expected appointees⁹⁵

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ⁹⁶	Actual Appointees ⁹⁷	Difference (Actual minus 'Expected')
Overall	Total	6,192	169	169	0
Gender ⁹⁸	Male	3,567	127	109	18
	Female	2,620	42	60	-18
Community Background	Protestant	2,526	71	64	-7
	Catholic	3,229	83	98	15
	Not Determined	437	14	7	-7
Ethnicity ⁹⁹	White	6,068	166	#	#
	Minority Ethnic Groups	114	3	*	#
Disability	With a declared disability	206	3	*	#
	Without a declared disability	5,986	166	#	#
Age-group ¹⁰⁰	16-24	1,755	44	47	3
	25-39	3,280	75	70	-5
	40-49	777	31	38	7
	50+	377	19	14	-5
Sexual Orientation ¹⁰¹	Both sexes/ same sex	222	3	5	2
	Different sex	5,966	166	164	-2
NICS employment history ¹⁰²	Current	571	17	27	10
	Previous	292	9	10	1
	None	2,742	140	128	-12

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).

⁹⁵ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

⁹⁶ 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.

⁹⁷ Further appointments may be made from these competitions, which may change the profile.

⁹⁸ Gender information missing for 5 applicants.

⁹⁹ Ethnicity information missing for 10 applicants.

¹⁰⁰ Based on age at closing date for applications. Age missing/invalid for 3 applicants.

¹⁰¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories. Sexual orientation missing for 4 applicants.

¹⁰² NICS employment history missing for 2,587 applicants and 4 appointees.

Table A.3: Recruitment competitions for NICS jobs with application closing date in 2013: comparison of actual and expected appointees¹⁰³

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ¹⁰⁴	Actual Appointees ¹⁰⁵	Difference (Actual minus 'Expected')
Overall	Total	31,205	1,037	1,037	0
Gender ¹⁰⁶	Male	16,537	586	583	-3
	Female	14,650	450	454	4
Community Background	Protestant	14,425	458	511	53
	Catholic	14,618	496	452	-44
	Not Determined	2,162	83	74	-9
Ethnicity ¹⁰⁷	White	30,796	1,020	1,027	7
	Minority Ethnic Groups	381	15	10	-5
Disability	With a declared disability	911	27	17	-10
	Without a declared disability	30,294	1,010	1,020	10
Age-group ¹⁰⁸	16-24	10,427	310	298	-12
	25-39	15,570	523	591	68
	40-49	3,544	138	103	-35
	50+	1,660	66	44	-22
Sexual Orientation ¹⁰⁹	Both sexes	337	10	14	4
	Different sex	29,982	998	993	-5
	Same sex	843	25	29	4
NICS employment history ¹¹⁰	Current	2,443	125	185	60
	Previous	2,795	103	105	2
	None	19,525	684	634	-50

¹⁰³ As of 1 February 2017. Based on proportionate success rates for each group of applicants.

¹⁰⁴ 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.

¹⁰⁵ Further appointments may be made from these competitions, which may change the profile.

¹⁰⁶ Gender information missing for 18 applicants.

¹⁰⁷ Ethnicity information missing for 28 applicants.

¹⁰⁸ Based on age at closing date for applications. Age missing/invalid for 4 applicants and 1 appointee.

¹⁰⁹ Sexual orientation information missing for 43 applicants and 1 appointee.

¹¹⁰ NICS employment history missing for 6,442 applicants and 113 appointees.