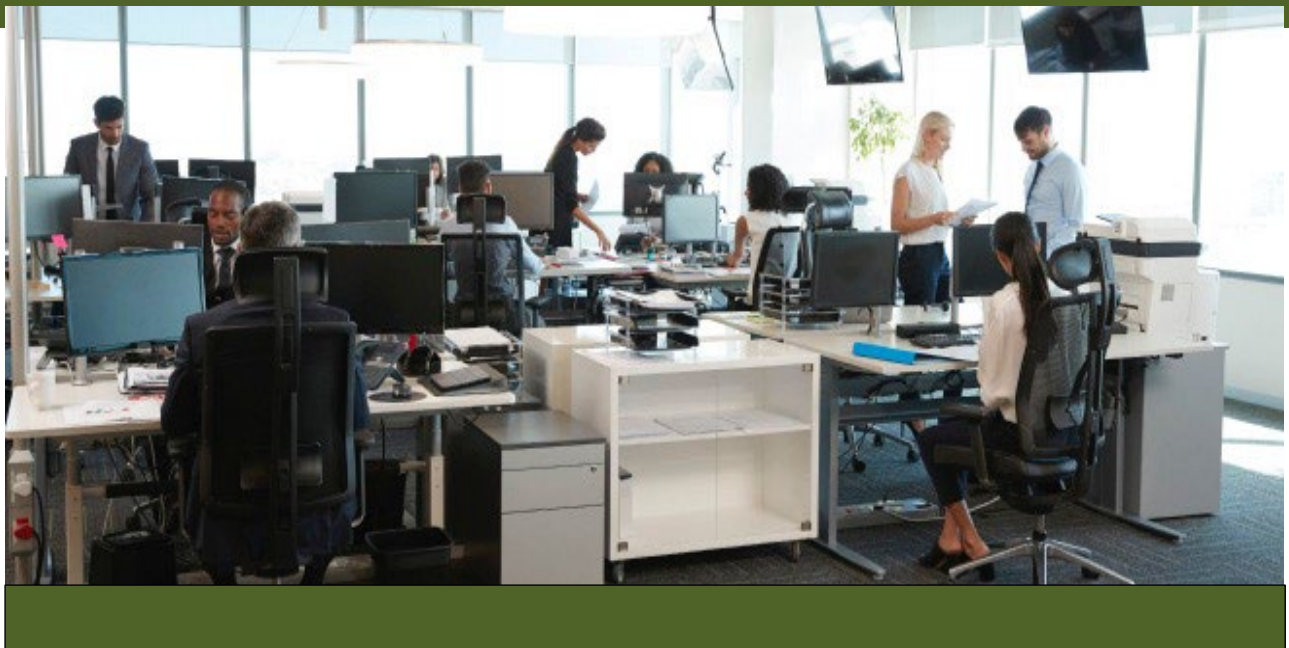


Analysis of NICS Recruitment Competitions

1 January 2022 – 31 December 2022



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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 2022. 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 2022, 149 NICS recruitment competitions were held¹, attracting 18,233 valid applications. By 31 December 2022, 770 appointments had been made. The competition which attracted the highest volume of applicants was for Staff Officer (4,951 applicants). The number of competitions was higher than the 132 held in 2021, however the number of applicants was substantially lower than in that year (30,664).

In this report, the profile of applicants at each stage has been used to calculate the composition of applicants or appointees at the next stage that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. This was calculated individually for each competition and these results were then added together to obtain the overall 'expected' compositions.

Permanent NICS jobs

There were 148 competitions for permanent NICS jobs, which attracted a total of 18,213 applications.

By 31 December 2022, 770 appointments had been made from these competitions. 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 more Catholics, and fewer candidates whose community

¹ Had a closing date for applications between 1 January and 31 December 2022.

background was not determined, were appointed than expected. The ethnicity profile of appointees was in line with what would be expected if white and minority applicants were equal in merit. There were fewer appointees without a declared disability than expected. There were 130 appointees aged 16-24 rather than the expected 146, there were 364 appointees aged 25-39 rather than the expected 340 and 94 appointees aged over 50 rather than the expected 103. Notable disparities were seen in the Employment History of the appointee. The number of appointees who were current NICS employees was considerably higher than might have been expected while those with no NICS Employment History was considerably lower than expected.

In relation to the first key selection stage (invitation to interview), males, applicants within the age groups 25-39 and 40-49 and those who were current NICS employees were more likely to be invited to interview than expected. Catholics, minority ethnic Groups and those orientated toward a different sex were less likely than expected to be invited to interview.

At the interview stage, 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. Male applicants were less likely to pass interview than female applicants. Applicants with a declared disability were less likely to pass interview than would be expected, as were those aged 16-24 and those aged over 50. Candidates who reported a sexual orientation toward both sexes were less likely to pass than would be expected, as were applicants with no previous Employment History in the NICS.

Temporary NICS jobs

There was one recruitment competitions for temporary NICS jobs. This competition attracted 20 valid applications. No appointments have yet been made from this competition.

Senior Civil Service jobs

There were 28 competitions for Senior Civil Service jobs, attracting 901 applications. By 31 December 2022, 24 appointments had been made from these competitions.

Analysis of NICS Recruitment Competitions 1 January 2022 – 31 December 2022

Figure 1: Flowchart of stages of competitions for all NICS jobs in 2022¹

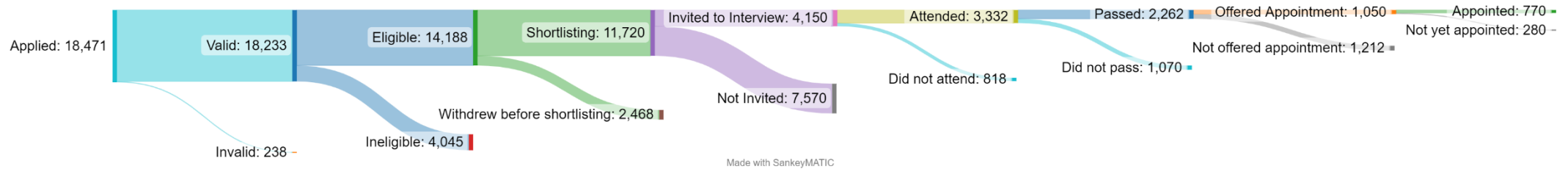
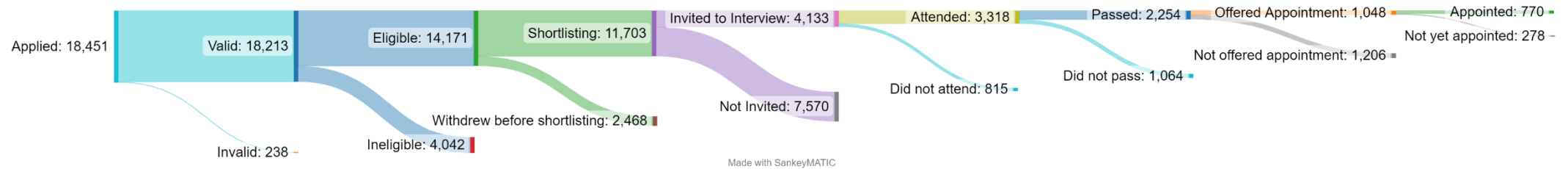


Figure 2: Flowchart of stages of competitions for permanent NICS jobs in 2022¹



¹ As at 31 December 2022.

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 10.0%.

Information is presented on those competitions which had a closing date for applications between 1 January 2022 and 31 December 2022.

2. NICS recruitment competitions which closed for applications during 2022¹

2.1 Applications

During 2022, there were 149 NICS recruitment competitions which closed for applications. The total number of valid applications received was 18,233.

2.1.1 Applications for permanent jobs

Of the 149 recruitment competitions which closed for applications during 2022, 148 were for permanent NICS jobs. These competitions attracted 18,213 valid applications. A profile of these applicants² is presented in Table 1.

The gender split of applicants was 52.3% male, 47.7% female. In terms of community background, 43.8% of applications were from Protestants, with a larger proportion from Catholics (45.8%) and 10.4% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.7% and the proportion of applicants who declared a disability was 8.0%. In terms of age, 44.8% were aged 25-39, 14.7% were aged 16-24 and 14.5% were aged 50 and over. The remaining 26.0% were aged 40-49. In terms of sexual orientation, 92.6% of applicants stated their orientation was towards someone of a different sex, with 4.2% reporting orientation towards someone of the same sex and 3.2% reporting orientation towards both sexes. Of those applicants who provided their NICS Employment History, 43.5% reported they were a current NICS employee, 5.6% of applicants reported that they had previously been an NICS employee and over just over half (50.8%) reported no NICS Employment History.

¹ Competitions for which applications closed between 1 January 2022 and 31 December 2022 are included.

² 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.

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 valid applicants for each of the various competitions analysed ranged from no applications to 4,951 applications.

2.1.2 Applications for temporary jobs

Of the 149 NICS recruitment competitions analysed in this report, one was for a temporary NICS job. This competition attracted 20 valid applications. A profile of these applicants is presented in Table 2.

Females submitted 70.0% of the applications, males 30.0%. In terms of community background, the largest proportion of applications received was from Catholics (65.0%), the other 35.0% of the applications were from Protestants and applicants whose community background was not determined. There were no applicants from minority ethnic groups. The proportion of applicants who declared a disability is too small to be disclosed. In terms of age, all of applicants were aged 25+. In relation to sexual orientation, all of the applicants stated their orientation was towards someone of a different sex. Almost two thirds (65.0%) reported no NICS Employment History.

2.2 Analysis of appointments from the 2022 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 2022 for permanent NICS jobs

By 31 December 2022, a total of 770 appointments had been made from 81 of the 148 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 67 competitions. Analysis of appointments from these 81 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 10.0%.

The analysis in terms of community background shows that fewer candidates whose community background was not determined were appointed than expected. There were 130 appointees aged 16-24 rather than the expected 146. The number of appointees who were current NICS employees was considerably higher than might have been expected (444 rather than 316) while those with no NICS Employment History was considerably lower than expected (276 rather than 393). 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 2022 for temporary NICS jobs

By 31 December 2022, no appointments had been made from the one competition for temporary NICS jobs as shown in Table 4. It should be noted that appointments may be made from this competition, which will change the profile of appointees.

Table 1 Recruitment competitions for permanent NICS jobs with application closing date in 2022: profile of valid applicants

Equality Category	Description	Valid Applicants	Percentage
Overall	Total	18,213	
Gender	Male	9,518	52.3%
	Female	8,695	47.7%
Community Background ^[2]	Protestant	7,975	43.8%
	Catholic	8,333	45.8%
	Not Determined	1,901	10.4%
Ethnicity ^[3]	White	17,717	97.3%
	Minority Ethnic Groups	491	2.7%
Disability	With a Declared Disability	1,457	8.0%
	Without a Declared Disability	16,756	92.0%
Age-group ^[1,4]	16-24	2,675	14.7%
	25-39	8,163	44.8%
	40-49	4,729	26.0%
	50+	2,645	14.5%
Sexual Orientation ^[5]	Both Sexes	591	3.2%
	Different Sex	16,851	92.6%
	Same Sex	765	4.2%
NICS Employment History ^[6]	Current	7,867	43.5%
	Previous	1,021	5.6%
	None	9,188	50.8%

[1] Based on age at closing date for applications.

[2] Community Background missing for 4 applicants.

[3] Ethnicity missing for 5 applicants.

[4] Age-group missing for 1 applicant.

[5] Sexual Orientation missing for 6 applicants.

[6] NICS Employment History missing for 137 applicants.

Table 2 Recruitment competitions for temporary NICS jobs with application closing date in 2022: profile of valid applicants

Equality Category	Description	Valid Applicants	Percentage
Overall	Total	20	
Gender	Male	6	30.0%
	Female	14	70.0%
Community Background	Protestant/Not Determined	7	35.0%
	Catholic	13	65.0%
Ethnicity	White	20	100.0%
	Minority Ethnic Groups	0	0.0%
Disability	With a Declared Disability	*	#
	Without a Declared Disability	#	#
Age-group ^[1]	16-24	0	0.0%
	25+	20	100.0%
Sexual Orientation	Both Sexes	0	0.0%
	Different Sex	20	100.0%
	Same Sex	0	0.0%
NICS Employment History	Current/Previous	7	35.0%
	None	13	65.0%

^[1] Based on age at closing date for applications.

* 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 3 Recruitment competitions for permanent NICS jobs with application closing date in 2022: comparison of actual and expected appointees

Equality Category	Description	‘Expected’ Appointees (based on proportion of valid applicants) [1]	Actual Appointees [2]	Difference (Actual minus ‘Expected’)
Overall	Total	770	770	0
Gender	Male	426	428	2
	Female	344	342	-2
Community Background	Protestant	328	331	3
	Catholic	362	368	6
	Not Determined	80	71	-9
Ethnicity	White	746	746	0
	Minority Ethnic Groups	24	24	0
Disability	With a Declared Disability	62	67	5
	Without a Declared Disability	708	703	-5
Age-group [3]	16-24	146	130	-16
	25-39	340	364	24
	40-49	181	182	1
	50+	103	94	-9
Sexual Orientation	Both Sexes	24	23	-1
	Different Sex	716	717	1
	Same Sex	30	30	0
NICS Employment History [4]	Current	316	444	128
	Previous	41	32	-9
	None	393	276	-117

[1] 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.

[2] Figures as at 31 December 2022. Further appointments may be made from these competitions which may change the profile.

[3] Based on age at closing date for applications.

[4] NICS Employment History missing for 18 applicants who were appointed.

Table 4 Recruitment competitions for NICS temporary jobs with application closing date in 2022: comparison of actual and expected appointees

Equality Category	Description	‘Expected’ Appointees (based on proportion of valid applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	-	0	-
Gender	Male	-	0	-
	Female	-	0	-
Community Background	Protestant	-	0	-
	Catholic	-	0	-
	Not Determined	-	0	-
Ethnicity	White	-	0	-
	Minority Ethnic Groups	-	0	-
Disability	With a Declared Disability	-	0	-
	Without a Declared Disability	-	0	-
Age-group ^[3]	16-24	-	0	-
	25-39	-	0	-
	40-49	-	0	-
	50+	-	0	-
Sexual Orientation	Both Sexes	-	0	-
	Different Sex	-	0	-
	Same Sex	-	0	-
NICS Employment History	Current	-	0	-
	Previous	-	0	-
	None	-	0	-

^[1] As no applicant had been appointed by 31 December 2022 it was not possible to calculate the expected number of appointees.

^[2] Further appointments may be made from this competition which may change the profile.

^[3] Based on age at closing date for applications.

2.3 Analysis of interim stages of the 2022 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 14,171 of the 18,213 applicants (77.8%) 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.

There were no notable differences between expected and actual numbers of applicants at this stage. It may be worth noting that the eligibility stage may not be complete for all competitions held in 2022, 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 14,171 eligible applicants, a total of 2,468 (17.4%) 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 applicants whose background has not been determined were more likely to withdraw prior to shortlisting. Candidates aged 40-49 and over 50 were less likely to withdraw than expected. Minority ethnic groups were more likely to withdraw than expected. Candidates who were orientated toward the same sex or both sexes were more likely to do so. Applicants who were never NICS staff or were previously NICS staff were more likely to withdraw, while current NICS staff were less likely to withdraw than expected.

2.3.3 Applicants invited to interview.

Following shortlisting, 4,133 (or 35.3%) of the remaining 11,703 candidates were invited to interview.

The analysis presented in Table 7 shows the profiles of applicants invited to interview. Applicants aged 50 and over were less likely to be invited to interview than expected. Applicants who were orientated toward both sexes were more likely to be invited to interview. Applicants who were current NICS employees were more likely to be invited to interview than expected, while those with no NICS Employment History were less likely to be invited.

Table 5 Recruitment competitions for permanent NICS jobs with application closing date in 2022: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportion of valid applicants) [1]	Actual Eligible Applicants [2]	Difference (Actual minus 'Expected')
Overall	Total	14,171	14,171	0
Gender	Male	7,317	7,182	-135
	Female	6,854	6,989	135
Community Background [4]	Protestant	6,329	6,318	-11
	Catholic	6,443	6,480	37
	Not Determined	1,396	1,370	-26
Ethnicity [5]	White	13,810	13,834	24
	Minority Ethnic Groups	357	333	-24
Disability	With a Declared Disability	1,166	1,152	-14
	Without a Declared Disability	13,005	13,019	14
Age-group [3,6]	16-24	1,961	1,944	-17
	25-39	6,782	6,656	-126
	40-49	3,582	3,634	52
	50+	1,845	1,936	91
Sexual Orientation [7]	Both Sexes	470	456	-14
	Different Sex	13,083	13,102	19
	Same Sex	614	608	-6
NICS Employment History [8]	Current	6,082	6,193	111
	Previous	789	804	15
	None	7,193	7,076	-117

[1] 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.

[2] Figures as at 31 December 2022.

[3] Based on age at closing date for applications.

[4] Community background missing for 3 applicants

[5] Ethnicity missing for 4 applicants

[6] Age group missing for 1 applicant

[7] Sexual orientation missing for 5 applicants

[8] NICS Employment History missing for 98 applicants.

Table 6 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected applicants who withdrew prior to shortlisting

Equality Category	Description	‘Expected’ Applicants who withdrew prior to shortlisting (based on proportion of eligible applicants) ^[1]	Actual Applicants who withdrew prior to shortlisting ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	2,468	2,468	0
Gender	Male	1,256	1,302	46
	Female	1,212	1,166	-46
Community Background	Protestant	1,177	1,151	-26
	Catholic	1,016	1,007	-9
	Not Determined	275	310	35
Ethnicity	White	2,401	2,374	-27
	Minority Ethnic Groups	67	94	27
Disability	With a Declared Disability	203	202	-1
	Without a Declared Disability	2,265	2,266	1
Age-group ^[3]	16-24	443	487	44
	25-39	1,281	1,357	76
	40-49	514	438	-76
	50+	230	186	-44
Sexual Orientation ^[4]	Both Sexes	98	117	19
	Different Sex	2,248	2,196	-52
	Same Sex	121	154	33
NICS Employment History ^[5]	Current	794	504	-290
	Previous	129	153	24
	None	1,537	1,806	269

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for one applicant.

^[5] NICS Employment History missing for 5 applicants.

Table 7 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected applicants invited to interview

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportion of applicants available for shortlisting) ^[1]	Actual Applicants invited to interview ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	4,133	4,133	0
Gender	Male	2,256	2,376	120
	Female	1,877	1,757	-120
Community Background	Protestant	1,810	1,900	90
	Catholic	1,865	1,787	-78
	Not Determined	457	446	-11
Ethnicity	White	4,020	4,028	8
	Minority Ethnic Groups	112	105	-7
Disability	With a Declared Disability	304	308	4
	Without a Declared Disability	3,829	3,825	-4
Age-group ^[3]	16-24	667	628	-39
	25-39	1,683	1,769	86
	40-49	1,108	1,139	31
	50+	675	597	-78
Sexual Orientation ^[4]	Both Sexes	116	135	19
	Different Sex	3,866	3,842	-24
	Same Sex	149	155	6
NICS Employment History ^[5]	Current	1,914	2,112	198
	Previous	245	242	-3
	None	1,917	1,720	-197

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] Sexual Orientation missing for 1 applicant invited to interview

^[5] NICS Employment History missing for 59 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 4,133 candidates invited to interview, 3,318 (or 80.3%) attended interview.

There were no notable differences between expected applicants and those who attended interview.

2.3.5 Applicants who passed interview.

A total of 2,254 candidates out of the 3,318 who attended interview (67.9%) 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.

Applicants aged over 50 were less likely to pass interview than would be expected.

2.3.6 Applicants offered appointment

By 31 December 2022, a total of 1,048 out of the 2,254 applicants who passed the interview (46.5%) 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.

Applicants with a declared disability were more likely to attend and those with previous NICS Employment History were less likely to attend than expected.

2.3.7 Appointed candidates.

Of the 1,048 applicants offered appointment, 770 (or 73.5%) had started in post by 31 December 2022. 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 equality categories was very similar to the expected profile. However, fewer candidates without previous NICS Employment History have been appointed than expected.

Table 8 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected applicants who attended interview

Equality Category	Description	'Expected' Applicants who attended interview (based on proportion of applicants invited to interview) ^[1]	Actual Applicants who attended interview ^[2]	Difference (Actual minus 'Expected')
Overall	Total	3,318	3,318	0
Gender	Male	1,915	1,933	18
	Female	1,403	1,385	-18
Community Background	Protestant	1,544	1,539	-5
	Catholic	1,432	1,431	-1
	Not Determined	341	348	7
Ethnicity	White	3,240	3,233	-7
	Minority Ethnic Groups	78	85	7
Disability	With a Declared Disability	251	255	4
	Without a Declared Disability	3,067	3,063	-4
Age-group ^[3]	16-24	427	421	-6
	25-39	1,462	1,451	-11
	40-49	944	945	1
	50+	484	501	17
Sexual Orientation ^[4]	Both Sexes	107	111	4
	Different Sex	3,082	3,087	5
	Same Sex	128	119	-9
NICS Employment History ^[5]	Current	1,773	1,845	72
	Previous	189	171	-18
	None	1,301	1,245	-56

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] Sexual Orientation missing for 1 applicant invited to interview

^[5] NICS Employment History missing for 57 applicants who attended interview.

Table 9 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected applicants who passed interview

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportion of applicants who attended interview) ^[1]	Actual Applicants who passed interview ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	2,254	2,254	0
Gender	Male	1,324	1,304	-20
	Female	930	950	20
Community Background	Protestant	1,055	1,055	0
	Catholic	952	956	4
	Not Determined	247	243	-4
Ethnicity	White	2,192	2,194	2
	Minority Ethnic Groups	62	60	-2
Disability	With a Declared Disability	173	165	-8
	Without a Declared Disability	2,081	2,089	8
Age-group ^[3]	16-24	343	330	-13
	25-39	996	1,048	52
	40-49	612	607	-5
	50+	303	269	-34
Sexual Orientation ^[4]	Both Sexes	82	75	-7
	Different Sex	2,090	2,096	6
	Same Sex	82	82	0
NICS Employment History ^[5]	Current	1,158	1,168	10
	Previous	114	119	5
	None	935	921	-14

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] Sexual Orientation missing for 1 applicant invited to interview

^[5] NICS Employment History missing for 46 applicants who passed interview.

Table 10 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected applicants offered appointment

Equality Category	Description	‘Expected’ Applicants offered appointment (based on proportion of applicants who passed interview) ^[1]	Actual Applicants Offered Appointment ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	1,048	1,048	0
Gender	Male	593	569	-24
	Female	455	479	24
Community Background	Protestant	470	450	-20
	Catholic	477	503	26
	Not Determined	101	95	-6
Ethnicity	White	1,021	1,019	-2
	Minority Ethnic Groups	27	29	2
Disability	With a Declared Disability	79	88	9
	Without a Declared Disability	969	960	-9
Age-group ^[3]	16-24	159	160	1
	25-39	494	512	18
	40-49	276	256	-20
	50+	119	120	1
Sexual Orientation	Both Sexes	34	31	-3
	Different Sex	977	977	0
	Same Sex	37	40	3
NICS Employment History ^[4]	Current	573	589	16
	Previous	52	45	-7
	None	385	377	-8

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] NICS Employment History missing for 37 applicants who were offered an appointment interview.

Table 11 Recruitment competitions for NICS permanent jobs with application closing date in 2022: comparison of actual and expected appointees

Equality Category	Description	‘Expected’ Appointees (based on proportion of applicants offered appointment) ^[1]	Actual Appointees ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	770	770	0
Gender	Male	415	428	13
	Female	355	342	-13
Community Background	Protestant	330	331	1
	Catholic	371	368	-3
	Not Determined	69	71	2
Ethnicity	White	748	746	-2
	Minority Ethnic Groups	22	24	2
Disability	With a Declared Disability	62	67	5
	Without a Declared Disability	708	703	-5
Age-group ^[3]	16-24	128	130	2
	25-39	373	364	-9
	40-49	176	182	6
	50+	93	94	1
Sexual Orientation	Both Sexes	22	23	1
	Different Sex	720	717	-3
	Same Sex	28	30	2
NICS Employment History ^[4]	Current	425	444	19
	Previous	36	32	-4
	None	289	276	-13

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] NICS Employment History missing for 18 applicants who were appointed.

2.4 Analysis of interim stages of the 2022 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 17 of the 20 applicants 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.

2.4.2 Applicants who withdrew prior to shortlisting

No applicants withdrew prior to shortlisting.

2.4.3 Applicants invited to interview

All of the eligible applicants were invited for interview.

2.4.4 Applicants who attended interview

A total of 14 of the 17 applicants invited to interview attended. In Table 13, the profile of the 14 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

Table 12 Recruitment competitions for NICS temporary jobs with application closing date in 2022: comparison of actual and expected eligible applicants

Equality Category	Description	‘Expected’ Eligible Applicants (based on proportion of valid applicants) [1]	Actual Eligible Applicants [2]	Difference (Actual minus ‘Expected’)
Overall	Total	17	17	0
Gender	Male	5	5	0
	Female	12	12	0
Community Background	Protestant/Not Determined	6	6	0
	Catholic	11	11	0
Ethnicity	White	17	17	0
	Minority Ethnic Groups	0	0	0
Disability	With a Declared Disability	2	*	#
	Without a Declared Disability	15	#	#
Age-group [3]	16-24	0	0	0
	25+	17	17	0
Sexual Orientation	Both Sexes	0	0	0
	Different Sex	17	17	0
	Same Sex	0	0	0
NICS Employment History	Current/Previous	6	5	-1
	None	11	12	1

[1] 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.

[2] Figures as at 31 December 2022.

[3] Based on age at closing date for applications.

* 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 Recruitment competitions for NICS temporary jobs with application closing date in 2022: comparison of actual and expected applicants who attended interview

Equality Category	Description	‘Expected’ Applicants who attended interview (based on proportion of applicants invited to interview) [1]	Actual Applicants who attended interview [2]	Difference (Actual minus ‘Expected’)
Overall	Total	14	14	0
Gender	Male	4	*	#
	Female	10	#	#
Community Background	Protestant/Not Determined	5	5	0
	Catholic	9	9	0
Ethnicity	White	14	14	0
	Minority Ethnic Groups	0	0	0
Disability	With a Declared Disability	1	*	#
	Without a Declared Disability	13	#	#
Age-group [3]	16-24	0	0	0
	25+	14	14	0
Sexual Orientation	Both Sexes	0	0	0
	Different Sex	14	14	0
	Same Sex	0	0	0
NICS Employment History	Current/Previous	4	4	0
	None	10	10	0

[1] 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.

[2] Figures as at 31 December 2022.

[3] Based on age at closing date for applications.

* 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 14 candidates who attended interview, 8 candidates 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.

2.4.6 Applicants offered appointment

By 31 December 2022, a total of 2 out of the 8 applicants who passed the interview had been offered a job. Due to possible data disclosure the equal opportunity categories are not being presented for those offered appointment.

2.4.7 Appointed candidates.

By 31 December 2022, neither of the 2 applicants offered appointment had been appointed.

Table 14 Recruitment competitions for NICS temporary jobs with application closing date in 2022: comparison of actual and expected applicants who passed interview

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportion of applicants who attended interview) ^[1]	Actual Applicants who passed interview ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	8	8	0
Gender	Male	2	*	#
	Female	6	#	#
Community Background	Protestant	2	*	#
	Catholic	5	5	0
	Not Determined	1	*	#
Ethnicity	White	8	8	0
	Minority Ethnic Groups	0	0	0
Disability	With a Declared Disability	1	*	#
	Without a Declared Disability	7	#	#
Age-group ^[3]	16-24	0	0	0
	25+	8	8	0
Sexual Orientation	Both Sexes	0	0	0
	Different Sex	8	8	0
	Same Sex	0	0	0
NICS Employment History	Current/Previous	2	3	1
	None	6	5	-1

[1] 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.

[2] Figures as at 31 December 2022.

[3] Based on age at closing date for applications.

* 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.

3. NICS Senior Civil Service recruitment competitions which closed for applications during 2022 ¹

3.1 Applications

A total of 28 Senior Civil Service competitions were held with a closing date for applications in 2022. The total number of applications received was 901. A profile of the applicants is presented in Table 15.

Over half of applications were from males (51.7%), with 48.3% of applications from females. In terms of community background, a smaller proportion of applications were from Protestants (40.6%) than Catholics (48.5%), with 10.9% from candidates whose community background was not determined. The proportion of applicants from a minority ethnic group was 1.9%. Only 3.7% of applicants for Senior Civil Service jobs declared a disability. In terms of age, 39.1% of applicants were aged 50 with 42.4% of applicants aged 40-49. In terms of sexual orientation, 4.8% of applicants reported orientation to both sexes or to the same sex. Over three in five candidates (60.5%) reported that they were a current NICS employee, while 33.4% 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 31 December 2022, a total of 24 candidates had been appointed from 15 competitions, while no appointments had yet been made from the other 13 competitions. Analysis shows that actual numbers appointed were broadly 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.

¹ Competitions for which applications closed between 1 January 2022 and 31 December 2022 are included.

Table 15 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2022: profile of valid applicants

Equality Category	Description	Valid Applicants	Percentage
Overall	Total	901	
Gender	Male	466	51.7%
	Female	435	48.3%
Community Background	Protestant	366	40.6%
	Catholic	437	48.5%
	Not Determined	98	10.9%
Ethnicity	White	884	98.1%
	Minority Ethnic Groups	17	1.9%
Disability	With a Declared Disability	33	3.7%
	Without a Declared Disability	868	96.3%
Age-group ^[1]	16-39	167	18.5%
	40-49	382	42.4%
	50+	352	39.1%
Sexual Orientation	Both Sexes	11	1.2%
	Different Sex	858	95.2%
	Same Sex	32	3.6%
NICS Employment History ^[2]	Current	540	60.5%
	Previous	55	6.2%
	None	298	33.4%

^[1] Based on age at closing date for applications.

^[2] NICS Employment History missing for 17 applicants.

3.3 Analysis of key interim stages of the 2022 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 183 of the 901 applicants (20.3%) were deemed eligible for the competition for which they had applied. In Table 16, 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 expected to be eligible for the competition and males were less likely. Catholics were less likely than expected to be deemed eligible for the competition for which they had applied, while applicants whose community background was Protestant were more likely to have submitted an eligible application. Candidates aged 50 and over were more likely to be deemed eligible than would be expected, whereas those aged 25-39 were less likely to be deemed eligible than expected. The analysis also shows that current NICS employees were more likely to meet the eligibility criteria and candidates with no NICS Employment History were less likely to do so.

3.3.3 Applicants who passed interview

A total of 74 candidates out of the 138 who attended interview (53.6%) passed the interview. In Table 17, 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. Males were more likely, and females less likely, to pass the interview than would have been expected.

3.3.4 Applicants who were offered appointment

A total of 28 applicants out of the 74 who passed the interview (37.8%) were offered an appointment. In Table 18, 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.

Table 16 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2022: comparison of actual and expected eligible applicants

Equality Category	Description	‘Expected’ Eligible Applicants (based on proportion of valid applicants) ^[1]	Actual Eligible Applicants ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	183	183	0
Gender	Male	101	89	-12
	Female	82	94	12
Community Background	Protestant	76	87	11
	Catholic	86	71	-15
	Not Determined	21	25	4
Ethnicity	White	179	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a Declared Disability	7	6	-1
	Without a Declared Disability	176	177	1
Age-group ^[3]	16-24	1	0	-1
	25-39	31	24	-7
	40-49	78	76	-2
	50+	73	83	10
Sexual Orientation	Both Sexes	2	0	-1
	Different Sex	176	177	1
	Same Sex	5	6	1
NICS Employment History ^[4]	Current	111	140	29
	Previous	11	10	-1
	None	60	32	-28

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

^[4] NICS Employment History missing for one 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 17 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2022: comparison of actual and expected applicants who passed interview

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportion of applicants who attended interview) ^[1]	Actual Applicants who passed interview ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	74	74	0
Gender	Male	32	37	5
	Female	42	37	-5
Community Background	Protestant	36	34	-2
	Catholic	30	31	1
	Not Determined	8	9	1
Ethnicity	White	74	74	0
	Minority Ethnic Groups	0	0	0
Disability	With a Declared Disability	3	*	#
	Without a Declared Disability	71	#	#
Age-group ^[3]	16-24	0	0	0
	25-39	9	12	3
	40-49	32	31	-1
	50+	33	31	-2
Sexual Orientation	Both Sexes	0	0	0
	Different Sex	71	#	#
	Same Sex	3	*	#
NICS Employment History	Current	59	59	0
	Previous	5	5	0
	None	9	10	1

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

* 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 18 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2022: comparison of actual and expected applicants offered appointment.

Equality Category	Description	‘Expected’ Applicants offered appointment (based on proportion of applicants who passed interview) ^[1]	Actual Applicants offered appointment ^[2]	Difference (Actual minus ‘Expected’)
Overall	Total	28	28	0
Gender	Male	14	13	-1
	Female	14	15	1
Community Background	Protestant	12	#	#
	Catholic	13	13	0
	Not Determined	4	*	#
Ethnicity	White	28	28	0
	Minority Ethnic Groups	0	0	0
Disability	With a Declared Disability	1	*	#
	Without a Declared Disability	27	#	#
Age-group ^[3]	16-24	0	0	0
	25-39	7	7	0
	40-49	9	7	-2
	50+	12	14	2
Sexual Orientation	Both Sexes	0	0	0
	Different Sex	27	#	#
	Same Sex	1	*	#
NICS Employment History	Current/Previous	23	23	0
	None	5	5	0

^[1] 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.

^[2] Figures as at 31 December 2022.

^[3] Based on age at closing date for applications.

* 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.

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, whereas appointments to the Northern Ireland Prison Service (NIPS) 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 31 December of that year. The report is usually 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

<https://www.nisra.gov.uk/publications/hrcs-quality-assurance-administrative-data-report-december-2022>

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

Stakeholders are consulted after the publication of each year's report. The current method uses a Citizen Space online survey which remains open for a year following the publication of the latest report. The consultation indicated that both the coverage and content are appropriate to the needs of users. It also indicated that the report is used for policy making and monitoring, performance monitoring, responding to information requests, aiding decisions on resource allocation and to inform public marketing campaigns.

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 31 December 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 31 December. In previous years data was extracted on 1 February to ensure the data on applicants for the previous calendar year were as complete and accurate as possible, as it allowed time for applications to be updated on HRConnect. Data is now extracted on 1 January to ensure that all activity refers to the calendar year of the report. This report was originally scheduled for publication at end of the March 2023 but has been delayed until the end of April 2023 to allow for reanalysis on a calendar year basis. It is not envisioned that this delay will occur in future years. 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 of the calendar year. The publication date allows time for all the analysis and quality assurance to be undertaken. The survey of users indicated that 100% of users were 'Satisfied' with the timeliness of the report.

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 but one respondent to the user survey were satisfied with the content of the report and ease of finding the relevant statistics on the NISRA website and with the presentation and format of reports.

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 usually 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 closed in December 2022. The main reasons for using the publication were for policy making and monitoring, performance monitoring and to inform public marketing campaigns. Overall satisfaction with the report was complete with all respondents saying that the statistics they used fully or mostly met their needs. In the 2018 survey, 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, for example when the under-representation is 5 people or more and the size of the under-representation is 10.0% 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.

Suppression has been applied where the number of cases in a cell containing personal information is disclosive; this is described in table footnotes. If appropriate, equality categories are combined. The community background, age-group and NICS employment history categories have been combined on a mixed approach basis in this report. This mixed approach has been used to provide as much useful information as possible while maintaining confidentiality of personal details.

Data are held on a network that is only accessible to the few statisticians who need access. More detailed information on the processes used to produce the database and output are outlined in the QAAD published at

<https://www.nisra.gov.uk/publications/hrcs-quality-assurance-administrative-data-report-december-2022>

4.2 Limitations of the Report

Recruitment is an ongoing process. This report covers the calendar year 2022 as defined by closing data for applications. Figures for some competitions are subject to further update which may change the profile of applicants.

There has also been a change in the method of recording applications as of December 2021. Applicants are now listed as having applied to NICS in general and are not assigned to a particular department until appointment. This has an impact on the departmental tables in Annex A as eligible applicants can no longer be directly compared with appointments.

4.3 Notes on Equal Opportunities Monitoring Form

Community Background: Community Background data is based on the answers of each applicant to the monitoring question on the Equal Opportunities Monitoring form with the options being:

- I have a Protestant community background
- I have a Roman Catholic community background
- I have neither a Protestant or Roman Catholic community background

The 'Not Determined' category within tables relates to those who have selected the 'I have neither a Protestant or Roman Catholic community background' on the equality form. This does not include missing data.

Ethnicity: Ethnicity data is based on the answers of each applicant to the monitoring questions:

Are you:

- White
- Of Black Caribbean origin
- Of Chinese origin
- Of Pakistani origin
- Of Black African Origin
- Of Bangladeshi origin
- Of Indian origin
- Other (please specify)

Are you a member of a mixed ethnic group?

Yes No

Are you a member of the Irish Travelling Community?

Yes No

Sexual Orientation: Sexual Orientation data is based on the answers of each applicant to the following question on the Equal Opportunities Monitoring form:

My sexual orientation is towards someone:

- Of the same sex (this covers gay men and lesbians)
- Of a different sex (this covers heterosexual men and women)
- Of the same sex and the opposite sex (this covers bisexual men and women)

4.4 Next Publication:

March 2024

4.5 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:

Michael Guiney,
NISRA Human Resource Consultancy Services,
Colby House,
Stranmillis Court,
Belfast,
BT9 5RR
Telephone: 028 9038 8433
E-mail: michael.guiney@nisra.gov.uk

To download any of the tables found in this report in Microsoft Excel (.xlsx) format, visit the Recruitment Competition Statistics page on the NISRA website. If you require this publication in a machine-readable format, the tables supplied in .xlsx format can be saved as .csv files by Microsoft Excel or by the free Apache OpenOffice suite.

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ANNEX A – Departmental information and updated appointee profiles for competitions held during 2019, 2020 and 2021

The following tables provide departmental applicant and appointee figures from NICS competitions with a closing date for applications during 2019, 2020, 2021 and 2022 as at 31 December 2022.

Tables A.1, A.2 and A.3 provide an update on the number and profile of appointees from NICS competitions with a closing date for applications during 2019, 2020 and 2021. The figures are as at 31 December 2022 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.

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 31 December 2022.

Corporate competitions refer to corporate led competitions which are used to fill grades across all NICS Departments. Departmental competitions are used to fill posts within a specific department/departments, with the ability to make further appointments, should NICS positions become vacant which have similar duties and responsibilities.

There has been a change in the method of recording applications as of December 2021. Applicants are now listed as having applied to NICS in general and are not assigned to a particular department until appointment. This has an impact on the departmental tables in Annex A as eligible applicants can no longer be directly compared with appointments.

Number of competitions, applications and appointments by Department -2022

	Number of competitions included in the analysis ^[1]	Eligible Applications	Appointments by 31 Dec 2022
NICS	149	14188	770
DAERA	11	56	35
DfC	13	104	21
DfE	10	306	55
DE	5	21	3
DoF	36	503	89
DoH	3	7	1
DfI	13	84	36
DoJ	14	454	22
TEO	7	78	34
PPS	1	8	0
Northern Ireland Civil Service	73	825	0
Other NICS organisations	3	603	3
Corporate competitions	16	11139	471

^[1] The number of competitions providing eligible applicants will not add up to the total at the top of the table as many competitions have provided eligible applicants to more than one department.

Number of competitions, applications and appointments by Department -2021

	Number of competitions included in the analysis ^[1]	Eligible Applications	Appointments by 31 Dec 2022
NICS	132	28303	1896
DAERA	37	732	123
DfC	12	72	26
DfE	9	88	37
DE	5	36	5
DoF	36	662	133
DoH	12	92	24
DfI	16	788	162
DoJ	14	417	68
TEO	4	18	6
PPS	2	39	13
Other NICS organisations	7	798	18
Corporate competitions	7	24561	1281

^[1] The number of competitions providing eligible applicants will not add up to the total at the top of the table as many competitions have provided eligible applicants to more than one department.

Number of competitions, applications and appointments by Department -2020

	Number of competitions included in the analysis ^[1]	Eligible Applications	Appointments by 31 Dec 2022
NICS	90	12490	752
DAERA	24	720	119
DfC	6	9522	234
DfE	9	111	42
DE	4	20	3
DoF	29	1061	172
DoH	4	8	4
DfI	10	342	93
DoJ	11	466	15
TEO	1	6	0
PPS	1	13	4
Other NICS organisations	2	8	3
Corporate competitions	2	213	63

^[1] The number of competitions providing eligible applicants will not add up to the total at the top of the table as many competitions have provided eligible applicants to more than one department.

Number of competitions, applications and appointments by Department -2019

	Number of competitions included in the analysis ^[1]	Eligible Applications	Appointments by 31 Dec 2022
NICS	110	24316	3439
DAERA	28	709	158
DfC	14	76	24
DfE	5	38	8
DE	2	2	2
DoF	29	1425	214
DoH	5	33	7
DfI	14	468	143
DoJ	15	906	66
TEO	3	96	18
PPS	1	68	6
Other NICS organisations	2	3	3
Corporate competitions	6	20493	2790

^[1] The number of competitions providing eligible applicants will not add up to the total at the top of the table as many competitions have provided eligible applicants to more than one department.

Table A.1 Recruitment competitions for NICS jobs with application closing date in 2021: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportion of eligible applicants)^[1]	Actual Appointees^[2]	Difference (Actual minus 'Expected')
Overall	Total	28,303	1,896	1,896	0
Gender	Male	13,584	962	998	36
	Female	14,719	934	898	-36
Community Background^[3]	Protestant	11,444	730	788	58
	Catholic	14,082	979	923	-56
	Not Determined	2,775	187	185	-2
Ethnicity^[4]	White	27,761	1,854	1,851	-3
	Minority Ethnic Groups	539	41	44	3
Disability	With a Declared Disability	2,112	131	115	-16
	Without a Declared Disability	26,191	1,765	1,781	16
Age-group^[5]	16-24	4,828	366	296	-70
	25-39	14,806	938	1,053	115
	40-49	6,049	403	400	-3
	50+	2,619	189	147	-42
Sexual Orientation^[6]	Both Sexes	944	59	60	1
	Different Sex	26,085	1,758	1,749	-9
	Same Sex	1,259	77	83	6
NICS Employment History^[7]	Current	9,179	598	897	299
	Previous	2,089	147	101	-46
	None	17,005	1,148	894	-254

^[1] 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.

^[2] As at 31 December 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Community Background missing for 2 applicants.

^[4] Ethnicity missing for 3 applicants and one appointee.

^[5] Based on age at closing date for applications. Age missing for one applicant.

^[6] Sexual Orientation missing for 15 applicants and 4 appointees.

^[7] NICS Employment History missing for 30 applicants and 4 appointees.

Table A.2 Recruitment competitions for NICS jobs with application closing date in 2020: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	12,490	752	752	0
Gender ^[3]	Male	6,473	461	460	-1
	Female	6,015	291	292	1
Community Background ^[4]	Protestant	5,291	310	291	-19
	Catholic	5,978	361	371	10
	Not Determined	1,220	81	90	9
Ethnicity	White	12,220	734	738	4
	Minority Ethnic Groups	270	18	14	-4
Disability	With a declared disability	721	45	32	-13
	Without a declared disability	11,769	707	720	13
Age-group ^[5]	16-24	2,813	150	133	-17
	25-39	6,557	362	391	29
	40-49	1,960	143	140	-3
	50+	1,160	97	88	-9
Sexual Orientation ^[6]	Both sexes	352	19	21	2
	Different Sex	11,268	691	693	2
	Same sex	518	20	16	-4
NICS employment history ^[7]	Current	1,516	182	206	24
	Previous	912	69	72	3
	None	10,018	495	469	-26

^[1] 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.

^[2] As at 31 December 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Gender missing for 2 applicants.

^[4] Community background missing for one applicant.

^[5] Based on age at closing date for applications.

^[6] Sexual Orientation missing for 352 applicants and 22 appointees.

^[7] NICS Employment History missing for 44 applicants and 5 appointees.

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

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportion of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	24,316	3,439	3,439	0
Gender	Male	11,860	1,701	1,756	55
	Female	12,456	1,738	1,683	-55
Community Background ^[3]	Protestant	10,369	1,434	1,503	69
	Catholic	11,508	1,669	1,628	-41
	Not Determined	2,434	335	305	-30
Ethnicity ^[4]	White	23,819	3,373	3,394	21
	Minority Ethnic Groups	494	65	44	-21
Disability	With a Declared Disability	1,708	242	228	-14
	Without a Declared Disability	22,608	3,197	3,211	14
Age-group ^[5]	16-24	4,772	530	522	-8
	25-39	12,571	1,699	1,858	159
	40-49	4,588	782	748	-34
	50+	2,385	429	311	-118
Sexual Orientation ^[6]	Both Sexes	660	77	98	21
	Different Sex	22,627	3,226	3,189	-37
	Same Sex	945	123	131	8
NICS Employment History ^[7]	Current	5,827	1,118	1,562	444
	Previous	2,101	283	210	-73
	None	16,304	2,021	1,655	-366

^[1] 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.

^[2] As at 31 December 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Community background missing for 5 applicants and 3 appointees.

^[4] Ethnicity missing for 3 applicants and one appointee.

^[5] Based on age at closing date for applications.

^[6] Sexual Orientation missing for 84 applicants and 21 appointees.

^[7] NICS Employment History missing for 84 applicants and 12 appointees.