

RECRUITMENT TO THE NORTHERN IRELAND CIVIL SERVICE

ANNUAL REPORT 2013



April 2014

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1 January 2013 – 31 December 2013

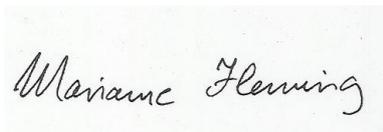
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FOREWORD

I am pleased to publish this report from the Department of Finance and Personnel (DFP) on recruitment to the Northern Ireland Civil Service (NICS) in 2013. The report provides a summary on recruitment in the NICS Departments during the period 1 January 2013 to 31 December 2013 and includes summary data and analysis of recruitment provided by the Northern Ireland Research and Statistics Agency (NISRA). It also reports on initiatives taken by Resourcing Division in DFP Corporate HR to continuously improve recruitment policies and procedures and to promote the NICS as an employer of choice.

The annual report on recruitment is published in compliance with the Civil Service Commissioners (NI) Order 1999. Article 4(5) of the Order provides that information relating to recruitment must be published in accordance with any requirement which the Commissioners may specify in a recruitment code. The Department has agreed with the Northern Ireland Civil Service Commissioners that NISRA will produce and publish all NICS recruitment statistics. NISRA's analysis of NICS recruitment competitions 1 January 2013 - 31 December 2013 is appended to this report and will be published on NISRA's website at;

www.nisra.gov.uk/publications/Analysis_of_NICS_Recruitment_Competitions_2013.pdf

A handwritten signature in black ink on a light-colored rectangular background. The signature reads "Marianne Fleming" in a cursive script.

**Head of Resourcing Division
Corporate HR**

1. Introduction

- 1.1 Recruitment to the Northern Ireland Civil Service (NICS) is regulated by the Northern Ireland Civil Service Commissioners, who have a statutory duty to ensure that all appointments are made on merit on the basis of fair and open competition – the merit principle. Recruitment, selection and appointment of staff are managed in line with best practice set out in the Codes of Practice of the Equality Commission and in accordance with the Civil Service Commissioners' Recruitment Code.
- 1.2 The NICS has put formal procedures in place to ensure that recruitment is in accordance with the four principles set out in the Civil Service Commissioners' Recruitment Code. Policies and procedures are subject to internal monitoring and are reviewed and updated regularly, taking account of good practice and any changes in legislation. Departments' adherence to the principles in the Recruitment Code are overseen and reviewed regularly by their respective Human Resource managers and departmental Establishment Officers provide written assurances in this regard. Resourcing Division in Corporate HR in the Department of Finance and Personnel (DFP) has responsibility for policy on recruitment to the NICS. Resourcing Division also carries out regular monitoring of adherence to policy, procedures and service standards for recruitment services delivered to the NICS by HRConnect, our strategic private sector partner. Recruitment arrangements are also subject to external audit conducted by the Northern Ireland Civil Service Commissioners. More information on audits is included in section 6 of this report.

2. Recruitment Activity

- 2.1 Staff were recruited and appointed to departments during the period 1 January 2013 to 31 December 2013 by HRConnect, who manage the recruitment process on behalf of the NICS. The only exceptions to this were the recruitment of Custody Officers and Prisoner Custody Officers by the NI Prison Service and the recruitment of 15 Fast Stream Staff Officers who were appointed through the Cabinet Office Fast Stream Scheme. Recruitment to the Fast Stream scheme is managed by Parity and is governed by the GB Civil Service Commissioners' Recruitment Code which provides for appointments being made on merit on the basis of fair and open competition. Recruitment managed in house by the NI Prison Service was in line with the NI Civil Service Commissioners Code and the NICS Recruitment Policy and Procedures Manual.
- 2.2 Over the period 1 January 2013 to 31 December 2013, 92 recruitment competitions for permanent NICS jobs were held which attracted a total of 27,475 applications. By 1 February 2014, 377 appointments had been made from these competitions. This reporting period has seen a slight decrease on last year for the number of permanent competitions run although there has been a significant increase in the number of applications received. This can be attributed to the very

high number of applications received for the permanent Administrative Officer (AO) competition.

- 2.3 Over the period 1 January 2013 to 31 December 2013, 13 recruitment competitions for temporary NICS jobs were held. These competitions attracted 3,730 applications. By 1 February 2014 a total of 144 appointments had been made from these competitions. This reporting period has seen a slight increase on last year for temporary competitions run and a significant increase in the number of applications received. This increase can be attributed to the high number of applications received for the temporary Administrative Officer (TAO) competition.
- 2.4 An overview of all recruitment during 2013 is provided in the Analysis of NICS Recruitment Competitions 1 January 2013 - 31 December 2013, which is appended to this report (Appendix 1). This provides analysis of applicants, categorised by various equality groups, at key stages in the recruitment and selection process and compares the profile of candidates with what might have been expected if all the groups within each equality category had been equal in merit.

3. Corporate Recruitment Competitions

Administrative Assistant (AA) and Administrative Officer (AO)

- 3.1 Corporate HR consulted with Departments to determine current and future staffing needs at the administrative grades. Departments confirmed that there was little demand for Administrative Assistants (AA) and a substantial demand for staff at Administrative Officer grade, both on a permanent and temporary basis. Competitions to recruit new Permanent and Temporary Administrative Officers (AO) were therefore launched in July 2013 resulting in merit lists for both competitions being available from November 2013. These competitions attracted an unprecedented high number of applicants. Online testing was introduced into the selection process for these grades as a means of assessing large number of applicants in an efficient manner. The tests used were developed by NISRA specifically for these competitions based around examples of typical work carried out at this grade and were designed to avoid any potential adverse impact. This approach was deemed to be more effective in meeting the needs of NICS departments as it resulted in a more realistic indication of how applicants may perform in post. This was the first time bespoke tests have been designed for use in high volume general service competitions.
- 3.2 Regionalisation (previously used in temporary AA recruitment) was introduced in these competitions by Corporate HR in response to identified difficulties in making appointments from previous AO and EOII competitions. For regionalisation purposes Northern Ireland is dissected into 8 regions to allow applicants to select up to 3 regions where they are willing to work. This process results in a reduced number of candidates rejecting offers of employment due to location and

increases the likelihood of vacancies in rural areas being accepted. Applicants were also asked to confirm if they would be willing to work in the Northern Ireland Prison Service or in the Department for Social Development on or an Alternative Working Pattern. By providing candidates with options, as outlined above, Corporate HR intend the appointment process to be more effective and efficient in meeting the expectations of both the employing Department and prospective employee.

- 3.3 Up to 31 December 2013, 33 appointments were made from the Temporary AO competition and 1 appointment made from the Permanent AO. Further appointments will be made in 2014. NISRA will complete a full analysis of this competition when all appointments have been made.

Executive Officer 2 (EO2)

- 3.4 During this reporting period 165 appointments were made from the live EO2 competition merit list. This competition was advertised in September 2011 and was due to close on the 31 March 2014.
- 3.5 A full analysis of this EO2 recruitment exercise will be completed by NISRA, at the close of the competition, when all appointments have been made. Corporate HR commenced discussions with Departments during 2013 on future demand and recruitment options for this grade.

NI Fast Stream Scheme

- 3.6 During 2013 the NICS appointed 15 Fast Stream Staff Officers through the Cabinet Office Fast Stream Scheme. The recruitment figures provided in NISRA's publication 'Analysis of Recruitment Competitions 1 January 2013 – 31 December 2013' contain data on applications for the 2013 Fast Stream competition. The 2014 Fast Stream competition closed for applications on 31 October 2013 and it is intended to appoint up to 14 Fast Stream candidates from this exercise during 2014.
- 3.7 The Fast Stream scheme was introduced in the NICS in 2010/11. Arrangements will be put in place during 2014 to evaluate the effectiveness of the Fast Stream Scheme in achieving its aim to recruit and appoint high calibre graduates with potential to reach at least Grade 7 within five years.

Staff Officer (SO) Accountant

- 3.8 In January 2013 Corporate HR launched a competition to fill SO Accountant vacancies across NICS Departments. 21 appointments were made during this reporting period. The merit list for this competition was created in May 2013 and appointments will continue to be made in 2014.

Deputy Principal (DP) Accountant

- 3.9 Corporate HR launched a competition to fill vacancies at DP Accountant grade. 18 appointments were made up to 31 December 2013. The merit list for this competition was created in August 2013 and appointments will continue to be made in 2014. Analysis of both the SO and DP Accountant competitions will be completed by NISRA at the close of the competitions

Senior Civil Service (SCS) Grade 3 and Grade 5

- 3.10 Competitions to recruit staff to current and anticipated general service vacancies at Senior Civil Service Grade 3 and Grade 5 levels were advertised in October 2013. Corporate HR, working with HRConnect, agreed with the Office of the Civil Service Commissioners some modification to the formal staged authorisation and approval process for these competitions, to meet the requirements of the Civil Service Commissioners. Positive action advertising was carried out to encourage applications from groups which are under-represented at these grades in the NICS. The recruitment opportunities were widely advertised, using a range of media including social media, and were targeted to a broad range of organisations. The selection process for each of these competitions involves a number of stages and merit order lists will be available in June/July 2014. An analysis of the Grade 3 and Grade 5 recruitment exercises is planned for 2014.

4. Departmental Recruitment under Regulation 3 – Exceptions to the Merit Principle

- 4.1 Regulation 3 of the Commissioners' General Regulations 2007 sets out the circumstances in which the principle of selection on merit on the basis of fair and open competition shall not apply. Individual departments provided assurance to Corporate HR that appointments made were in accordance with the provisions of Regulation 3 of the Civil Service Commissioners' Recruitment Code. Appointments made by departments under Regulation 3 during the period January 2013 to December 2013 are as follows:

Reg 3. (a) – where the person is appointed on secondment:

Department/Agency	Numbers
Department of Education	7
Department for Employment and Learning	4
Department of Enterprise, Trade and Investment	1
Department of Health, Social Service and Public Safety	11
Department of Justice	3
Department for Social Development	1
Office of the first Minister and Deputy First Minister	2

Reg 3. (b) – where the person holds a situation in another Civil Service of the crown:

Department/Agency	Numbers
Department of Health, Social Service and Public Safety	1

Reg 3. (c) - where the person is, or has recently been, employed on functions which had been or were being transferred to the Crown:

None

Reg 3. (d) - exceptional needs of the NICS:

None

Reg 3. (e) – appointments made under Government initiatives / programmes:

None

Reg 3. (f) - Where the person has previously held a situation in the Civil Service and has been considered for reinstatement

None

(The data presented above is management information provided by NI Departments and does not fall within the requirements of the Code of Practice for Official Statistics.)

5. Recruiting People with Disabilities

- 5.1 During 2013, 911 applications were received from individuals with a declared disability. This includes applications for both permanent and temporary posts.
- 5.2 All requests for reasonable adjustments to be made in the application, selection and appointment process were considered initially by HRConnect, which referred to test providers, Corporate HR, suitably qualified staff within NISRA or other professional bodies for advice and guidance as appropriate. Reasonable adjustments which were facilitated ranged from providing extra time at assessment events, ensuring documents were in large print and providing appropriate car parking spaces.
- 5.3 The NICS is committed to offering equality of opportunity to all and aims to provide a positive working environment for all, including people with disabilities. The policy on reasonable adjustments in the NICS (Recruiting People with Disabilities) was in place during the year 2013 and kept under continuous review.

6. Audits

- 6.1 Under Article 4(4) of the Civil Service Commissioners (Northern Ireland) Order 1999, Commissioners have a statutory duty to audit recruitment policies and practices in making appointments to the NICS to establish whether the Recruitment Code is being observed.

Commissioners' Pilot Audit – Secondments by Way Of Exception to the Merit Principle

- 6.2 During 2013 Corporate HR continued to engage with NICS Departments, HRConnect and Commissioners on the recommendations from the Secondment Audit. The agreed recommendations were implemented and the audit was successfully completed in November 2013. Following a workshop, with very positive engagement with the link Commissioners who were responsible for the Secondment audit, significant improvements have been made to the NICS arrangements for inward secondments by way of exception to the merit principle as a result.

Desktop Compliance Review

- 6.3 The Commissioners announced that the 2012/2013 review would be a Desktop Compliance Review to examine a sample of competitions below Senior Civil Service (SCS) level. SCS appointments are monitored by Commissioners' secretariat through operation of the 4 stage authorisation process; however the majority of appointments made to the NICS are below SCS level. This topic was chosen therefore to allow examination of the application of the Commissioners' Code in recruitment exercises where neither Commissioners nor the secretariat would have had previous direct involvement. The audit looked for evidence that measures were in place and appropriate policies, procedures and practices were adopted to ensure compliance with the Commissioners' regulations with a particular focus on the merit principle.
- 6.4 The Commissioners chose 6 departments for this audit, with one generalist competition and one specialist competition being examined from each department. A general service competition that resulted in multiple placements across the NICS was also audited. The final report was produced by the Commissioners in September 2013; it included 11 recommendations, 10 of which the NICS accepted and these are presently being implemented through a targeted action plan which is due for completion by October 2014. This ongoing work will include, amongst other things, new documentation for recording conflict of interest at all stages of the recruitment process and new procedures for obtaining feedback from candidates.

Senior Civil Service Communication and Feedback Review

- 6.5 In November 2013, the Commissioners announced that a review will be conducted into communication and feedback with SCS candidates during the recruitment process. The Commissioners intend to focus on 3 SCS competitions in different departments during the period the 1 January to 31 December 2012. The review was undertaken in January/February 2014 with a report due to be published in April 2014. This audit is to provide an assessment of the extent to which feedback to SCS candidates during the recruitment process promotes confidence in the

NICS and to determine whether practices employed are consistent with the merit principle.

AccessNI Audit

- 6.6 Appointments and Marketing Branch within Corporate HR is registered with AccessNI as a responsible and registered body to allow the processing of basic, standard and enhanced clearances for appointments made through HRConnect to the NICS.
- 6.7 Section 2(3) of the AccessNI Code of Practice states that Registered Bodies shall; “*co-operate with requests from AccessNI to undertake assurance checks as to the proper use and safekeeping of disclosure information*”. AccessNI regularly conduct audits with Registered Bodies to ensure conformity with their Code of Practice. Resourcing Division remained fully compliant with AccessNI requirements during this reporting period.

7. Promotion of Careers in the Northern Ireland Civil Service

- 7.1 Corporate HR Resourcing Division attended one promotional event during the 2013 year at Queens University Belfast; this was an event used to promote interest in the 2014 NI Fast Stream Scheme. Discussions have been ongoing in relation to attendance at future events in line with the proposed marketing strategy.

Strategy for Marketing the NICS

- 7.2 During 2013, Corporate HR commenced work on an action plan and strategy for marketing the NICS as a career of choice in the future. This work is ongoing. It is anticipated that a marketing strategy will be finalised in 2014.

Queen’s University Belfast Internship Programme 2013-2014

- 7.3 Resourcing Division continued to work with Queen’s University to facilitate a placement programme for interns (in their penultimate year) from the School of Politics, International Studies and Philosophy and those studying the Politics, Philosophy and Economics (PPE) degree to positions within the NICS. The programme helps to promote the NICS as an employer of choice among future graduates. The 2013/2014 programme saw another increase in successful interns with 12 students allocated to departmental projects during this academic year.
- 7.4 The following table shows the breakdown of the departments to which the successful interns were allocated:

Department	No of interns
DE	1
DEL	1
DETI	2
DFP	1
DHSSPS	1
DSD	2
DOJ	1
OFMDFM	3
Total	12

7.5 The interns allocated to DEL, DFP, DOJ, 2 of the OFMDFM students, 1 DETI and 1 DSD commenced their placements in September 2013. The third intern with OFMDFM, the other DETI and DSD students along with those allocated to DHSSPS and DE were given start dates in February 2014. Feedback on the success of these placements will be obtained on their completion. Following their placements the students will have acquired a clear understanding of the operation of the NICS, produced a body of research work that is both academically sound and of practical use for the NICS and developed a range of skills including team working.

Work Placements

7.6 NICS provides opportunities to young people to benefit from work placement within our large and diverse workforce. We welcome applications for work placements from all schools and colleges providing education to young people. In addition, we also consider positively requests received from individuals who may not be in full time education and attempt, as far as possible, to facilitate applications for work placements. Information on the NICS work experience policy can be accessed through our website www.nicsrecruitment.gov.uk as well as the application forms to be used for each request. From 1 January 2013 to 31 December 2013, 279 applications were received for work placements across the various departments in the NICS. Resourcing Division worked in partnership with departments to place individuals into work placement positions. The breakdown of placements facilitated by departments is as follows:

Department	No of placements agreed
DARD	55
DCAL	8
DE	2
DEL	8
DETI	6
DFP	25
DHSSPS	3
DOE	30
DOJ	9

DRD	16
DSD	13
OFMDFM	5
PPS	5
Total	185

Work experience placements for People with Disabilities

- 7.7 During 2013 Resourcing Division liaised with departments to develop a specific work placement scheme aimed at people with disabilities. An initial pilot scheme was agreed which will facilitate approximately 12 placements across the departments during 2014; these placements will include ongoing support from a disability organisation for both the facilitating department and the individual on placement. More information and application forms for this scheme will be published on the NICS Recruitment website www.nicsrecruitment.gov.uk from January 2014.

Research

- 7.8 During 2012 the Civil Service Commissioners and Corporate HR agreed to jointly sponsor a research project to Assess Perceptions and Attitudes to Careers in the Northern Ireland Civil Service. The focus of the study was on positions at Senior Civil Service level and the factors that may influence individuals' decisions to apply for a role or to seek progression in the Senior Civil Service. The research project was completed in 2013; it found that a large pool of talent was applying for senior positions within the NICS, attracting 902 applications for 52 competitions for the period 2010-2012. However the report did find some perceived barriers to the process. These included the application process being time consuming with minimal linkage between the application process and interview. Another barrier was pay and benefits and issues raised included bonuses being revoked compared to private sector and the pension package is no longer as attractive. Some approaches however were found to be useful. A number of issues and recommendations from the report informed approaches and arrangements for the Grade 3 and Grade 5 recruitment competitions launched in October 2013 including a reformatted application proforma and the use of psychometric testing and an assessment centre.
- 7.9 Corporate HR commissioned research in 2013 on the causes of identified adverse impact in NICS recruitment competitions for first line managers. This research is being carried out by an independent researcher and will be reported on in 2014. Objectives of the study include:
- to determine, as far as is practical, the likely reasons for differences in performance between the various equality groups in the selection tests and also the selection interview used in the EOII recruitment competitions in 2007 and 2011;

- to advise whether the group differences observed in the EOII tests and interviews are justifiable and consistent with selection on the basis of merit; and
- to advise on the steps that the NICS could take to minimise any group differences in performance both in selection tests and interviews in future recruitment competitions.

8. Improvements to Services and Other Developments

HRConnect

- 8.1 Corporate HR, with colleagues in Enterprise Shared Service, continued to work in partnership with HRConnect to ensure that policy and procedures are followed, an effective recruitment service is provided to all NICS departments and competition applicants are handled in a professional way. Resourcing Division provided advice and guidance to HRConnect on NICS recruitment policy through regular engagement and continued to work together to learn lessons, reduce error levels and identify opportunities to improve the service. Taking account of provisions in the revised Recruitment Code published in 2012 Corporate HR undertook work, in partnership with HRConnect, to further strengthen quality assurance processes. These improvements led to an additional and greater focus on individual competitions, with the competition leads in both NICS and HRConnect providing written assurance at the end of each competition that NICS policy and the Recruitment Code have been adhered to.

Introduction of a Weekly Job Bulletin on the NICS Recruitment Website

- 8.2 A new facility to enable users of the NICS Recruitment Website to register their interest in receiving weekly email notifications of all current vacancies was designed and introduced in December 2013. This email may also be used to notify potential applicants of other NICS marketing initiatives, such as the Cabinet Office Fast Stream scheme prior to its launch in 2014. Users of this new service can choose to unsubscribe at any time. Corporate HR introduced this facility as a means of ensuring that all potential applicants were notified of current vacancies direct to their own personal inbox and as a means of engaging directly with those interested in a career in the NICS.

Review of NICS Recruitment Website

- 8.3 In 2013, Corporate HR started work to modernise the public facing website for recruitment to the NICS. An upgrade was planned with the aim of promoting the NICS as an employer of choice and improving customer experience. Recent data has shown that the majority of applicants currently access job information directly from our website www.nicsrecruitment.gov.uk therefore it was evident that enhancements to the existing facility were required. The new site will have the following features:

- clear NICS branding;
- professional, modern image with improved graphics and social media integration;
- enhanced functionality to improve the overall user experience with improved, instinctive navigation throughout site;
- high visibility of job opportunities on the home page with direct access to relevant candidate information and the ability to sign up to receive email notifications of jobs on a weekly basis;
- promotional material on careers in the NICS, including people profiles and guidance on how to apply for work experience opportunities;
- increased engagement with potential applicants with the inclusion of relevant news items and a designated area of the site for competition updates.

8.4 Subject to final operational readiness testing it is anticipated that the new site will be launched in April 2014.

Review of Recruitment Advertising Policy

8.5 During 2013 a change to the Recruitment Advertising Policy was proposed and an equality screening of the proposed changes was published on the Department of Finance and Personnel's website in July 2013. The current policy of requiring Departments to advertise all job vacancies in the three regional daily newspapers does not represent value for money. Candidates are increasingly accessing information on job opportunities on the internet. The proposed policy change would remove the requirement to advertise in the three papers and allow Departments the flexibility to use a variety of advertising channels subject to business need. All jobs would appear on the NICS recruitment web-site and jobcentre online.

8.6 The DFP Minister will consult with Executive colleagues before a final decision on the way forward is taken.

Procurement of NICS Recruitment Advertising Placement Provider

8.7 Corporate HR engaged with the Department of Finance and Personnel's Central Procurement Directorate to initiate a procurement exercise to appoint a supplier to provide advertising and related services to support external recruitment competitions. The main element of this contract is to provide advice and guidance on the most appropriate methods for advertising vacancies and for placing recruitment notices in print publications and in electronic media. It is planned that the contract will be awarded in 2014.

Recruitment Policy and Procedures Manual

8.8 During this reporting period, work has continued on a number of improvements to the Recruitment Policy and Procedures Manual. Once agreement to policy changes has been reached, including, amongst other things, the explicit use of

NICS competencies in recruitment and selection and the proposed change to advertising policy, Version 14 will be published.

New NICS Competency Framework

- 8.9 The NICS is introducing a new Competency Framework from April 2014. This new framework has been based on the Home Civil Service (HCS) Framework, albeit a number of modifications have been made to ensure it meets the needs of the NICS.
- 8.10 The new Framework will be a single, comprehensive framework which replaces the current NICS Core Competence and the Professional Skills for Government frameworks. It will be used by all grades including the SCS with the exception of the industrial grades. This new framework will consist of ten competencies with associated positive and negative behaviours, grouped into three clusters – Setting Direction, Delivering Results and Engaging People.
- 8.11 Work is continuing on proposals for how and when this new NICS Competency Framework will be used in recruitment and selection.

NICS People Strategy (2013-2016)

- 8.12 The new NICS People Strategy (2013-2016) launched in October 2013. Corporate HR presented a draft of the new People Strategy to the Civil Service Commissioners prior to its launch. The Strategy sets out a number of commitments and actions over the next three years which will enable the NICS to deliver the Executive's priorities through motivated, committed and skilled people.

The People Strategy commitments focus on four key themes -

- Effective Leadership
- High Performance
- Improved Skills and Resourcing
- Enabled Workforce

- 8.13 Key commitments in relation to recruitment are to introduce new ideas to add greater pace into the recruitment process. This programme of work will include progressing key priorities identified in the scoping phase of the Strategic Review of Resourcing.

Strategic Review of Resourcing

- 8.14 As part of its on-going work programme to support strategic resourcing in NICS Corporate HR initiated a strategic review of staff resourcing during 2012 and the initial scoping phase of this work was agreed in early 2013. The review identifies options for improving processes for filling positions through internal vacancy management and through external recruitment. Work on these will be progressed during 2014. Key conclusions and proposals may, in due course, have

implications for recruitment. These will be the subject of discussions with the Civil Service Commissioners and will be reported on in our next annual report on recruitment.

- 8.15 During the year, positive engagement continued between Head of the Civil Service, departmental Permanent Secretaries, the Director of Corporate HR and the Civil Service Commissioners on a range of strategic recruitment related matters.

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2013 – 31 December 2013



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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). 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 2013, 105 NICS recruitment competitions were held¹, attracting 31,205 applications.

Permanent NICS jobs

- There were 92 competitions for permanent NICS jobs, which attracted a total of 27,475 applications.
- By 1 February 2014, 377 appointments had been made from these competitions. Fewer than expected males, Catholics and older candidates were appointed. The number of appointees with no NICS experience was also lower than might have been expected. These findings are consistent with those in the 2012 report. 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 fewer than expected Catholics, candidates with a disability, from a minority ethnic group or in the older age categories were invited to interview. However, NICS employees were more successful at this stage.
- At the interview stage, the analysis shows that fewer than expected males and candidates aged 40 or over passed the interview. Current NICS employees were more likely to be successful at the interview stage. There were no significant imbalances across other equality categories.
- The analysis shows that of those candidates who passed the interview, a slightly lower than expected number of males were offered appointment. More Catholics, candidates aged 16-24 and NICS employees than expected were offered appointment.

Temporary NICS jobs

- There were 13 recruitment competitions for temporary NICS jobs. These competitions attracted 3,730 applications.
- By 1 February 2014, 144 appointments had been made from these competitions. The analysis shows that fewer females, Catholics and candidates aged 40 or over were appointed than might have been expected if the groups of applicants within each equality category had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- Analysis of the interim stages of the competitions reveals that fewer than expected Catholics were successful at the 'invitation to interview' and 'offer appointment' stages. Fewer than expected females who passed the interview were offered appointment, while younger candidates tended to be more likely to be successful at the invitation to interview and offer appointment stages.

Senior Civil Service jobs

- There were 19 competitions for Senior Civil Service jobs, attracting 1,044 applications. By 1 February 2014, 17 appointments had been made from these competitions.
- Analysis of the overall outcome shows that more candidates in the older age categories and more NICS employees than expected were appointed. In relation to the interim stages, fewer males than expected were invited to interview. Further appointments may be made from these competitions, which could change the profile of appointees.

¹ Had a closing date for applications between 1 January and 31 December 2013.

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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.

More detailed explanatory analysis on individual competitions will be presented in the annual report “Equality Statistics for the Northern Ireland Civil Service”.

Information is presented on those competitions which had a closing date for applications between 1 January 2013 and 31 December 2013.

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2. NICS recruitment competitions which closed for applications during 2013²

2.1 Applications

In 2013, there were 105 NICS recruitment competitions which closed for applications. The total number of applications received was 31,205.

2.1.1 Applications for permanent jobs

Of the 105 recruitment competitions which closed for applications during 2013, 92 were for permanent NICS jobs. These competitions attracted 27,475 applications. A profile of these applicants³ is presented in Table 1.

Over half of applicants were male (53.0%) with females representing 47.0% of applicants. In terms of community background, similar proportions of applications received were from Protestants (47.1%) and Catholics (46.0%) while 6.8% of applications were from those 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 2.8%. In terms of age, over half of applicants (51.5%) were aged 25-39, with 31.3% aged 16-24. Approximately one in twenty applicants were aged 50 or over (5.4%). In terms of sexual orientation, 96.3% of applicants stated their orientation was towards someone of a different sex, with 2.7% reporting orientation towards someone of the same sex and 1.0% reporting orientation towards both sexes. One in nine applicants (11.0%) reported they were a current NICS employee, with a similar proportion (10.9%) reporting that they had previously been an NICS employee and 78.1% reporting no NICS employment history.

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

The number of applicants for each of the various competitions analysed ranged from 2 to 15,673.

2.1.2 Applications for temporary jobs

Of the 105 NICS recruitment competitions analysed in this report, 13 were for temporary NICS jobs. These competitions attracted 3,730 applications. A profile of these applicants is presented in Table 2.

A majority of applications were from males (53.0%), with 47.0% from females. In terms of community background, over half of all applications received were from

² Competitions for which applications closed between 1 January 2013 and 31 December 2013 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.

Catholics (52.9%), 39.5% were from Protestants and 7.6% were from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.5% and the proportion of applicants who declared a disability was 3.7%. In terms of age, almost half of applicants (49.1%) were aged 16-24, with 37.8% aged 25-39. In the older age categories, 8.1% of applicants were aged 40-49 and 5.0% of applicants were aged 50 or over. In relation to sexual orientation, 95.7% of applicants stated their orientation was towards someone of a different sex, with 2.7% reporting orientation towards someone of the same sex and 1.6% reporting orientation towards both sexes. The proportion of applicants who reported they were a current NICS employee was 3.3%, while 13.5% reported that they had previously been an NICS employee and 83.1% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date in 2013 ranged from 6 to 3,209.

2.2 Analysis of appointments from the 2013 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 2013 for permanent NICS jobs

By 1 February 2014, a total of 377 appointments had been made from 59 of the 92 competitions for permanent NICS jobs, while no appointments had been made from the remaining 33 competitions. Analysis of appointments from these 59 competitions reveals 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, more females and fewer males than expected (216 rather than 229) were appointed. The analysis in terms of community background shows the number of Catholic appointees was lower than expected (153 rather than 164), while the number of appointees who were Protestant was higher than expected. In terms of age there were fewer appointees than expected in the older age categories. The number of appointees with no NICS experience was also lower than might have been expected (181 rather than 207); the converse was true for current NICS staff (88 appointed compared with 55 expected). These findings are consistent with those in the 2012 report. 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 2013 for temporary NICS jobs

By 1 February 2014, a total of 144 appointments had been made from 12 of the 13 competitions for temporary NICS jobs, while no appointments had been made from

the remaining competition. Analysis in terms of gender shows that fewer than expected females were appointed (47 rather than 56). In terms of community background, substantially fewer Catholics were appointed than would be expected if the groups were equal in terms of merit (61 rather than 77). In terms of age, fewer than expected candidates aged 40 and over were appointed (8 rather than 14). Candidates with no NICS experience were less likely to be appointed. Details are shown in Table 4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

Table 1: Recruitment competitions for permanent NICS jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	27,475	
Gender⁴	Male	14,562	53.0%
	Female	12,896	47.0%
Community Background	Protestant	12,953	47.1%
	Catholic	12,643	46.0%
	Not Determined	1,879	6.8%
Ethnicity⁵	White	27,125	98.8%
	Minority Ethnic Groups	325	1.2%
Disability	With a declared disability	773	2.8%
	Without a declared disability	26,702	97.2%
Age-group⁶	16-24	8,594	31.3%
	25-39	14,160	51.5%
	40-49	3,243	11.8%
	50+	1,474	5.4%
Sexual Orientation⁷	Both sexes	276	1.0%
	Different sex	26,418	96.3%
	Same sex	744	2.7%
NICS employment history⁸	Current	2,319	11.0%
	Previous	2,293	10.9%
	None	16,442	78.1%

4 Gender information missing for 17 applicants.

5 Ethnicity data missing for 25 applicants.

6 Based on age at closing date for applications. Age information is missing or invalid for 4 applicants.

7 Sexual orientation information missing for 37 applicants.

8 NICS employment history missing for 6,421 applicants. For competitions organised by NI Prison Service (3,353 applicants), this information is not stored in a manner readily available for analysis. For the Fast Stream Staff Officer competition, this information is collected after candidates have passed the online test stage and so is missing for 2,971 applicants. For other competitions, this information is missing for 97 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	3,730	
Gender⁹	Male	1,975	53.0%
	Female	1,754	47.0%
Community Background	Protestant	1,472	39.5%
	Catholic	1,975	52.9%
	Not Determined	283	7.6%
Ethnicity¹⁰	White	3,671	98.5%
	Minority Ethnic Groups	56	1.5%
Disability	With a declared disability	138	3.7%
	Without a declared disability	3,592	96.3%
Age-group¹¹	16-24	1,833	49.1%
	25-39	1,410	37.8%
	40-49	301	8.1%
	50+	186	5.0%
Sexual Orientation¹²	Both sexes	61	1.6%
	Different sex	3,564	95.7%
	Same sex	99	2.7%
NICS employment history¹³	Current	124	3.3%
	Previous	502	13.5%
	None	3,083	83.1%

9 Gender data missing for 1 applicant.

10 Ethnicity data missing for 3 applicants.

11 Based on age at closing date for applications.

12 Sexual orientation information missing for 6 applicants.

13 NICS employment history missing for 21 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2013: 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	377	377	0
Gender	Male	229	216	-13
	Female	148	161	13
Community Background	Protestant	181	195	14
	Catholic	164	153	-11
	Not Determined	32	29	-3
Ethnicity	White	371	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	8	*	#
	Without a declared disability	369	#	#
Age-group¹⁷	16-24	81	84	3
	25-39	208	220	12
	40-49	60	49	-11
	50+	27	24	-3
Sexual Orientation¹⁸	Both sexes/same sex	12	14	2
	Different sex	363	362	-1
NICS employment history¹⁹	Current	55	88	33
	Previous	34	27	-7
	None	207	181	-26

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 2014. 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 these competitions, which may change the profile.

17 Based on age at closing date for applications.

18 Sexual orientation information missing for 1 appointee.

19 NICS employment history missing for 81 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected appointees²⁰

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)²¹	Actual Appointees²²	Difference (Actual minus 'Expected')
Overall	Total	144	144	0
Gender	Male	88	97	9
	Female	56	47	-9
Community Background	Protestant	53	69	16
	Catholic	77	61	-16
	Not Determined	14	14	0
Ethnicity	White	141	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	140	#	#
Age-group²³	16-24	74	74	0
	25-39	56	62	6
	40+	14	8	-6
Sexual Orientation	Both sexes/ same sex	5	8	3
	Different sex	138	136	-2
NICS employment history²⁴	Current	11	17	6
	Previous	14	16	2
	None	117	109	-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).

20 As of 1 February 2014. 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 appointees with missing information within that category.

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

23 Based on age at closing date for applications.

24 NICS employment history missing for 2 appointees.

2.3 Analysis of interim stages of the 2013 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 25,640 of the 27,475 applicants (93.3%) were deemed to be eligible for the competition for which they had applied. For each competition from which appointments were made, 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 relatively small differences between the actual and expected numbers of eligible applicants. The largest difference was in relation to NICS experience, with current and previous NICS employees having been more likely to meet the eligibility criteria.

2.3.2 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 25,640 eligible applicants, a total of 20,998 (81.9%) remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results as in the previous stage, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table 6.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected. However a higher than expected number of candidates who had declared a disability remained available for shortlisting (641 rather than 591). Fewer than expected candidates who had a sexual orientation towards both sexes remained available for shortlisting, while a higher than expected number of candidates who had NICS experience stayed in the competition.

2.3.3 Applicants invited to interview

Of the 20,998 candidates available for shortlisting, 4,164 (or 19.8%) were invited to interview.

The analysis presented in Table 7 shows that the number of candidates with a Catholic community background who were invited to interview was lower than expected if all groups were equal in terms of merit (1,539 rather than 1,621). The analysis also shows that considerably fewer than expected candidates from a minority ethnic group were invited to interview (29 rather than 45). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, fewer than expected candidates aged 40 and over were invited to interview. Current NICS employees were more likely to be successful at this stage.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected eligible applicants²⁵

Equality Category	Description	‘Expected’ Eligible Applicants (based on proportionate success)²⁶	Actual Eligible Applicants	Difference (Actual minus ‘Expected’)
Overall	Total	25,640	25,640	0
Gender²⁷	Male	13,273	13,232	-41
	Female	12,354	12,394	40
Community Background	Protestant	12,140	12,169	29
	Catholic	11,782	11,774	-8
	Not Determined	1,718	1,697	-21
Ethnicity²⁸	White	25,323	25,323	0
	Minority Ethnic Groups	300	297	-3
Disability	With a declared disability	735	742	7
	Without a declared disability	24,905	24,898	-7
Age-group²⁹	16-24	8,333	8,316	-17
	25-39	13,221	13,228	7
	40-49	2,831	2,846	15
	50+	1,252	1,250	-2
Sexual Orientation³⁰	Both sexes	261	257	-4
	Different sex	24,638	24,638	0
	Same sex	719	726	7
NICS employment history³¹	Current	2,039	2,107	68
	Previous	2,148	2,162	14
	None	15,283	15,197	-86

25 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

26 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.

27 Gender data missing for 14 eligible applicants.

28 Ethnicity data missing for 20 eligible applicants.

29 Based on age at closing date for applications.

30 Sexual orientation information missing for 19 eligible applicants.

31 NICS employment history missing for 6,174 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2013: comparison of actual and expected applicants available for shortlisting³²

Equality Category	Description	‘Expected’ Applicants available for shortlisting (based on proportionate success)³³	Actual Applicants available for shortlisting	Difference (Actual minus ‘Expected’)
Overall	Total	20,998	20,998	0
Gender³⁴	Male	11,022	11,096	74
	Female	9,968	9,895	-73
Community Background	Protestant	10,112	10,246	134
	Catholic	9,504	9,386	-118
	Not Determined	1,382	1,366	-16
Ethnicity³⁵	White	20,742	20,735	-7
	Minority Ethnic Groups	241	251	10
Disability	With a declared disability	591	641	50
	Without a declared disability	20,407	20,357	-50
Age-group³⁶	16-24	6,643	6,482	-161
	25-39	10,752	10,876	124
	40-49	2,483	2,529	46
	50+	1,121	1,111	-10
Sexual Orientation³⁷	Both sexes	210	198	-12
	Different sex	20,182	20,209	27
	Same sex	587	578	-9
NICS employment history³⁸	Current	1,871	1,977	106
	Previous	1,858	1,937	79
	None	12,942	12,851	-91

32 As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

33 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.

34 Gender data missing for 7 applicants available for shortlisting.

35 Ethnicity data missing for 12 applicants available for shortlisting.

36 Based on age at closing date for applications.

37 Sexual orientation information missing for 13 applicants available for shortlisting.

38 NICS employment history missing for 4,233 applicants available for shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview³⁹

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)⁴⁰	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	4,164	4,164	0
Gender⁴¹	Male	2,604	2,574	-30
	Female	1,558	1,588	30
Community Background	Protestant	2,214	2,305	91
	Catholic	1,621	1,539	-82
	Not Determined	329	320	-9
Ethnicity⁴²	White	4,112	4,127	15
	Minority Ethnic Groups	45	29	-16
Disability	With a declared disability	90	77	-13
	Without a declared disability	4,074	4,087	13
Age-group⁴³	16-24	877	872	-5
	25-39	2,126	2,258	132
	40-49	802	709	-93
	50+	358	325	-33
Sexual Orientation⁴⁴	Both sexes	28	28	0
	Different sex	4,031	4,037	6
	Same sex	94	87	-7
NICS employment history⁴⁵	Current	573	614	41
	Previous	288	287	-1
	None	1,779	1,774	-5

39 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

40. 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.

41 Gender data missing for 2 applicants invited to interview.

42 Ethnicity data missing for 8 applicants invited to interview.

43 Based on age at closing date for applications.

44 Sexual orientation information missing for 12 applicants invited to interview.

45 NICS employment history missing for 1,489 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 4,164 candidates invited to interview, 3,533 (or 84.8%) attended interview.

Some small differences between the actual and expected numbers of applicants attending interview were observed, but the analysis reveals no noteworthy imbalances relating to this stage.

2.3.5 Applicants who passed interview

A total of 2,153 candidates out of the 3,533 who attended interview (60.9%) 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.

The analysis shows that slightly fewer than expected males passed the interview (1,281 rather than 1,322). The analysis also shows that fewer than expected candidates aged 40 or over passed the interview. Current NICS employees were more likely to be successful at the interview stage.

2.3.6 Applicants offered appointment

By 1 February 2014, a total of 488 out of the 2,153 applicants (22.7%) who passed the interview 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 that slightly fewer males and more females than expected were offered appointment. In terms of community background the number of Catholics offered appointment was slightly higher than expected. A few more candidates aged 16-24 and slightly fewer candidates aged 40-49 than expected were offered appointment. The number of candidates who were existing NICS staff was higher than might have been expected.

2.3.7 Appointed candidates.

Of the 488 applicants offered appointment, 377 had started in post by 1 February 2014. 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 generally broadly similar to the expected profile. However fewer than expected candidates aged 25-39, and more than expected current NICS employees had taken up their post by 1 February 2014.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected applicants who attended interview⁴⁶

Equality Category	Description	‘Expected’ Applicants who attended interview (based on proportionate attendance)⁴⁷	Actual Applicants who attended interview	Difference (Actual minus ‘Expected’)
Overall	Total	3,533	3,533	0
Gender⁴⁸	Male	2,209	2,220	11
	Female	1,322	1,311	-11
Community Background	Protestant	2,025	2,035	10
	Catholic	1,233	1,224	-9
	Not Determined	275	274	-1
Ethnicity⁴⁹	White	3,502	3,500	-2
	Minority Ethnic Groups	24	26	2
Disability	With a declared disability	58	54	-4
	Without a declared disability	3,475	3,479	4
Age-group⁵⁰	16-24	811	814	3
	25-39	1,939	1,941	2
	40-49	558	546	-12
	50+	226	232	6
Sexual Orientation⁵¹	Both sexes	25	26	1
	Different sex	3,421	3,419	-2
	Same sex	77	77	0
NICS employment history⁵²	Current	392	405	13
	Previous	235	234	-1
	None	1,444	1,431	-13

46As of 1 February 2014. Based on proportionate attendance rates for each group of applicants invited to interview.

47 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.

48 Gender data missing for 2 applicants who attended interview.

49 Ethnicity data missing for 7 applicants who attended interview.

50 Based on age at closing date for applications.

51 Sexual orientation information missing for 11 applicants who attended interview.

52 NICS employment history missing for 1,463 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview⁵³

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportionate success)⁵⁴	Actual Applicants who passed interview	Difference (Actual minus ‘Expected’)
Overall	Total	2,153	2,153	0
Gender⁵⁵	Male	1,322	1,281	-41
	Female	829	871	42
Community Background	Protestant	1,211	1,229	18
	Catholic	766	758	-8
	Not Determined	175	166	-9
Ethnicity⁵⁶	White	2,129	2,133	4
	Minority Ethnic Groups	19	19	0
Disability	With a declared disability	32	27	-5
	Without a declared disability	2,121	2,126	5
Age-group⁵⁷	16-24	500	491	-9
	25-39	1,188	1,229	41
	40-49	324	300	-24
	50+	141	133	-8
Sexual Orientation⁵⁸	Both sexes	18	19	1
	Different sex	2,082	2,085	3
	Same sex	47	47	0
NICS employment history⁵⁹	Current	235	252	17
	Previous	166	157	-9
	None	996	992	-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).

53 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

54 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.

55 Gender information missing for 1 applicant who passed the interview.

56 Ethnicity information missing for 1 applicant who passed the interview.

57 Based on age at closing date for applications.

58 Sexual orientation information missing for 2 applicants who passed the interview.

59 NICS employment history missing for 752 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected applicants offered appointment⁶⁰

Equality Category	Description	‘Expected’ Applicants offered appointment (based on proportionate success)⁶¹	Actual Applicants offered appointment	Difference (Actual minus ‘Expected’)
Overall	Total	488	488	0
Gender	Male	277	268	-9
	Female	211	220	9
Community Background	Protestant	251	247	-4
	Catholic	197	203	6
	Not Determined	39	38	-1
Ethnicity	White	483	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	6	*	#
	Without a declared disability	482	#	#
Age-group⁶²	16-24	96	101	5
	25-39	303	304	1
	40-49	60	54	-6
	50+	30	29	-1
Sexual Orientation⁶³	Both sexes/same sex	16	15	-1
	Different sex	471	472	1
NICS employment history⁶⁴	Current	89	98	9
	Previous	44	37	-7
	None	274	272	-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).

60 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

61 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.

62 Based on age at closing date for applications.

63 Sexual orientation information missing for 1 applicant offered appointment.

64 NICS employment history missing for 81 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected appointees⁶⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success)⁶⁶	Actual Appointees⁶⁷	Difference (Actual minus 'Expected')
Overall	Total	377	377	0
Gender	Male	213	216	3
	Female	164	161	-3
Community Background	Protestant	194	195	1
	Catholic	153	153	0
	Not Determined	30	29	-1
Ethnicity	White	374	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	374	#	#
Age-group⁶⁸	16-24	79	84	5
	25-39	228	220	-8
	40-49	47	49	2
	50+	24	24	0
Sexual Orientation⁶⁹	Both sexes/same sex	13	14	1
	Different sex	363	362	-1
NICS employment history⁷⁰	Current	83	88	5
	Previous	26	27	1
	None	187	181	-6

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).

65 As of 1 February 2014. Based on proportionate success rates for each group of applicants offered appointment

66. 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.

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

68 Based on age at closing date for applications.

69 Sexual orientation information missing for 1 appointee.

70 NICS employment history missing for 81 appointees.

2.4 Analysis of interim stages of the 2013 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 3,620 of the 3,730 applicants (97.1%) 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 the profile of eligible applicants is very similar to the expected profile.

2.4.2 Applicants available for shortlisting

Of the 3,730 eligible applicants, 3,167 (or 84.9%) remained available for shortlisting (e.g. attended the shortlisting test). The actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table 13.

The analysis reveals that generally the numbers of candidates in each category who remained available for shortlisting was broadly similar to what would be expected if all groups were equal in merit. However a higher than expected number of candidates who had previously been NICS employees remained in the competition.

2.4.3 Applicants invited to interview

Of the 3,167 candidates available for shortlisting, 747 (23.6%) were invited to interview.

The analysis presented in Table 14 shows that based on those candidates available for shortlisting, fewer than expected candidates from a Catholic community background were invited to interview (370 rather than 389). The analysis also shows that candidates aged 25-39 were more likely to be invited to interview, while candidates in the older age categories were less likely to be invited to interview. Candidates who had previously been NICS employees were also more likely to be invited to interview.

2.4.4 Applicants who attended interview

The profile of the 659 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview, in Table 15.

The analysis reveals no noteworthy imbalances relating to this stage.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected eligible applicants⁷¹

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁷²	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	3,620	3,620	0
Gender	Male	1,895	1,899	4
	Female	1,724	1,721	-3
Community Background	Protestant	1,432	1,441	9
	Catholic	1,918	1,916	-2
	Not Determined	270	263	-7
Ethnicity⁷³	White	3,564	3,565	1
	Minority Ethnic Groups	54	52	-2
Disability	With a declared disability	136	136	0
	Without a declared disability	3,484	3,484	0
Age-group⁷⁴	16-24	1,777	1,784	7
	25-39	1,367	1,359	-8
	40-49	293	293	0
	50+	183	184	1
Sexual Orientation⁷⁵	Both sexes	60	61	1
	Different sex	3,459	3,458	-1
	Same sex	97	95	-2
NICS employment history⁷⁶	Current	113	115	2
	Previous	496	494	-2
	None	2,993	2,991	-2

71 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

72 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.

73 Ethnicity data missing for 3 eligible applicants.

74 Based on age at closing date for applications.

75 Sexual orientation information missing for 6 eligible applicants.

76 NICS employment history missing for 20 eligible applicants.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants available for shortlisting⁷⁷

Equality Category	Description	‘Expected’ Applicants available for shortlisting (based on proportionate success)⁷⁸	Actual Applicants available for shortlisting	Difference (Actual minus ‘Expected’)
Overall	Total	3,167	3,167	0
Gender	Male	1,674	1,681	7
	Female	1,493	1,486	-7
Community Background	Protestant	1,260	1,287	27
	Catholic	1,676	1,653	-23
	Not Determined	232	227	-5
Ethnicity⁷⁹	White	3,118	3,119	1
	Minority Ethnic Groups	46	45	-1
Disability	With a declared disability	118	124	6
	Without a declared disability	3,049	3,043	-6
Age-group⁸⁰	16-24	1,573	1,519	-54
	25-39	1,181	1,229	48
	40-49	254	259	5
	50+	159	160	1
Sexual Orientation⁸¹	Both sexes	53	52	-1
	Different sex	3,025	3,028	3
	Same sex	83	81	-2
NICS employment history⁸²	Current	103	108	5
	Previous	426	450	24
	None	2,618	2,589	-29

77 As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

78 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.

79 Ethnicity data missing for 3 applicants available for shortlisting.

80 Based on age at closing date for applications.

81 Sexual orientation information missing for 6 applicants available for shortlisting.

82 NICS employment history missing for 20 applicants available for shortlisting.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview⁸³

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)⁸⁴	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	747	747	0
Gender	Male	464	459	-5
	Female	283	288	5
Community Background	Protestant	293	317	24
	Catholic	389	370	-19
	Not Determined	64	60	-4
Ethnicity⁸⁵	White	731	731	0
	Minority Ethnic Groups	13	14	1
Disability	With a declared disability	23	22	-1
	Without a declared disability	724	725	1
Age-group⁸⁶	16-24	438	425	-13
	25-39	233	266	33
	40-49	48	37	-11
	50+	28	19	-9
Sexual Orientation⁸⁷	Both sexes	12	12	0
	Different sex	714	712	-2
	Same sex	17	19	2
NICS employment history⁸⁸	Current	36	36	0
	Previous	70	84	14
	None	622	609	-13

83 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

85 Ethnicity information missing for 2 applicants invited to interview.

86 Based on age at closing date for applications.

87 Sexual orientation information missing for 4 applicants invited to interview.

88 NICS employment history missing for 18 applicants invited to interview.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants who attended interview⁸⁹

Equality Category	Description	‘Expected’ Applicants who attended interview (based on proportionate attendance)⁹⁰	Actual Applicants who attended interview	Difference (Actual minus ‘Expected’)
Overall	Total	659	659	0
Gender	Male	396	395	-1
	Female	263	264	1
Community Background	Protestant	283	283	0
	Catholic	324	326	2
	Not Determined	52	50	-2
Ethnicity⁹¹	White	646	646	0
	Minority Ethnic Groups	12	12	0
Disability	With a declared disability	20	22	2
	Without a declared disability	639	637	-2
Age-group⁹²	16-24	353	351	-2
	25-39	254	257	3
	40-49	35	34	-1
	50+	17	17	0
Sexual Orientation⁹³	Both sexes	11	10	-1
	Different sex	628	630	2
	Same sex	17	16	-1
NICS employment history⁹⁴	Current	32	36	4
	Previous	82	82	0
	None	532	525	-7

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).

89 As of 1 February 2014. Based on proportionate attendance rates for each group of applicants invited to interview.

90 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.

91 Ethnicity information missing for 1 applicant who attended interview.

92 Based on age at closing date for applications.

93 Sexual orientation information missing for 3 applicants who attended interview.

94 NICS employment history missing for 16 applicants who attended interview.

2.4.5 Applicants who passed interview

A total of 591 candidates 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 profile is very similar to that which might be expected.

2.4.6 Applicants offered appointment

By 1 February 2014, a total of 221 out of the 591 applicants who passed the interview had been offered a job. 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.

In terms of gender, slightly fewer females than expected were appointed. The analysis also shows that the number of Catholics offered appointment was lower than might be expected. In terms of age, the number of candidates age 16-24 was a little more than expected. The outcome at this stage is likely to reflect the merit order of candidates.

2.4.7 Appointed candidates.

By 1 February 2014, 144 applicants had been appointed. The profile of appointees is compared with the expected profile, based on those candidates who were offered appointment in Table 18. The analysis reveals that the number of females who had been appointed by 1 February 2014 was a little lower than expected. The analysis also shows that the number of Catholics who had been appointed was a little lower than expected.

Table 16: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview⁹⁵

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportionate success)⁹⁶	Actual Applicants who passed interview	Difference (Actual minus ‘Expected’)
Overall	Total	591	591	0
Gender	Male	347	346	-1
	Female	244	245	1
Community Background	Protestant	257	259	2
	Catholic	290	292	2
	Not Determined	44	40	-4
Ethnicity⁹⁷	White	579	581	2
	Minority Ethnic Groups	11	9	-2
Disability	With a declared disability	20	20	0
	Without a declared disability	571	571	0
Age-group⁹⁸	16-24	306	307	1
	25-39	238	238	0
	40-49	31	29	-2
	50+	17	17	0
Sexual Orientation⁹⁹	Both sexes	9	10	1
	Different sex	564	562	-2
	Same sex	15	16	1
NICS employment history¹⁰⁰	Current	28	30	2
	Previous	79	79	0
	None	472	472	0

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 2014. Based on proportionate success rates for each group of applicants who attended interview.

96 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.

97 Ethnicity information missing for 1 applicant who passed interview.

98 Based on age at closing date for applications.

99 Sexual orientation information missing for 3 applicants who passed interview.

100 NICS employment history missing for 10 applicants who passed interview.

Table 17: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants offered appointment¹⁰¹

Equality Category	Description	‘Expected’ Applicants offered appointment (based on proportionate success)¹⁰²	Actual Applicants offered appointment	Difference (Actual minus ‘Expected’)
Overall	Total	221	221	0
Gender	Male	128	134	6
	Female	93	87	-6
Community Background	Protestant	95	107	12
	Catholic	110	97	-13
	Not Determined	16	17	1
Ethnicity	White	217	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	8	6	-2
	Without a declared disability	213	215	2
Age-group¹⁰³	16-24	106	111	5
	25-39	98	95	-3
	40-49	12	10	-2
	50+	5	5	0
Sexual Orientation	Both sexes	3	6	3
	Different sex	212	208	-4
	Same sex	6	7	1
NICS employment history¹⁰⁴	Current	17	17	0
	Previous	29	29	0
	None	172	172	0

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).

101 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

102 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.

103 Based on age at closing date for applications.

104 NICS employment history missing for 3 applicants offered appointment.

Table 18: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected appointees¹⁰⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success)¹⁰⁶	Actual Appointees¹⁰⁷	Difference (Actual minus 'Expected')
Overall	Total	144	144	0
Gender	Male	90	97	7
	Female	54	47	-7
Community Background	Protestant	63	69	6
	Catholic	68	61	-7
	Not Determined	13	14	1
Ethnicity	White	141	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	140	#	#
Age-group¹⁰⁸	16-24	72	74	2
	25-39	62	62	0
	40+	10	8	-2
Sexual Orientation	Both sexes/ same sex	7	8	1
	Different sex	137	136	-1
NICS employment history¹⁰⁹	Current	15	17	2
	Previous	16	16	0
	None	111	109	-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).

105 As of 1 February 2014. Based on proportionate success rates for each group of applicants offered appointment.

106 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.

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

108 Based on age at closing date for applications.

109 NICS employment history missing for 2 appointees.

3. NICS Senior Civil Service recruitment competitions which closed for applications during 2013¹¹⁰

3.1 Applications

A total of 19 Senior Civil Service competitions were held, which had a closing date for applications in 2013. The total number of applications received was 1,044. A profile of the applicants is presented in Table 19.

Around three fifths of applications were from males (60.8%) and two fifths (39.2%) from females. In terms of community background, the largest proportion of candidates were Catholic (48.2%), while 44.1% of applicants were Protestant and a further 7.8% not determined. The proportion of candidates from a minority ethnic background was 1.5%. Candidates who declared a disability accounted for 3.4% of the total candidate pool. Almost half of applicants (46.2%) were aged 40-49 at the closing date for applications, with 36.9% aged 50 or over and 16.9% aged 25-39. In terms of sexual orientation, 98.2% of applicants stated their orientation was towards someone of a different sex, with 0.8% reporting orientation towards someone of the same sex and 1.0% reporting orientation towards both sexes. One in two candidates (50.8%) reported that they were a current NICS employee, with 38.1% reporting no NICS employment history.

3.2 Appointments

By 1 February 2014, a total of 17 candidates had been appointed from 13 competitions, while no appointments had been made from the other 6 competitions. The results are shown in Table 20. For many of the equality categories the profile of appointees was in line with what might be expected, given the profile of applicants. In terms of community background, 1 fewer Catholic and 2 fewer not determined candidates were appointed. The number of appointees aged 50 or over was 2 more than expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹¹⁰ Competitions for which applications closed between 1 January 2013 and 31 December 2013 are included.

Table 19: NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	1,044	
Gender¹¹¹	Male	634	60.8%
	Female	409	39.2%
Community Background	Protestant	460	44.1%
	Catholic	503	48.2%
	Not Determined	81	7.8%
Ethnicity	White	1,028	98.5%
	Minority Ethnic Groups	16	1.5%
Disability	With a declared disability	36	3.4%
	Without a declared disability	1,008	96.6%
Age-group¹¹²	16-24	0	0.0%
	25-39	176	16.9%
	40-49	482	46.2%
	50+	385	36.9%
Sexual Orientation¹¹³	Both sexes	10	1.0%
	Different sex	1,024	98.3%
	Same sex	8	0.8%
NICS employment history¹¹⁴	Current	530	50.8%
	Previous	116	11.1%
	None	397	38.1%

111 Gender missing for 1 applicant.

112 Based on age at closing date for applications. Age information missing or invalid for 1 applicant.

113 Sexual orientation information missing for 2 applicants.

114 NICS employment history missing for 1 applicant.

Table 20: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected appointees¹¹⁵

Equality Category	Description	‘Expected’ Appointees (based on proportionate success of applicants)¹¹⁶	Actual Appointees	Difference (Actual minus ‘Expected’)
Overall	Total	17	17	0
Gender	Male	10	10	0
	Female	7	7	0
Community Background	Protestant	7	10	3
	Catholic	8	7	-1
	Not Determined	2	0	-2
Ethnicity	White	17	17	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	0	*	#
	Without a declared disability	17	#	#
Age-group¹¹⁷	16-24	0	0	0
	25-49	11	9	-2
	50+	6	8	2
Sexual Orientation	Both sexes/ same sex	0	0	0
	Different sex	17	17	0
NICS employment history	Current	9	#	#
	Previous	2	*	#
	None	6	*	#

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).

115 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

116 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.

117 Based on age at closing date for applications.

3.3 Analysis of key interim stages of the 2013 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 885 of the 1,044 applicants (84.8%) were deemed eligible for the competition for which they had applied.

In Table 21, 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 reveals that the number of Protestants who were eligible was a little higher and the number of Catholics who were eligible was a little lower than might be expected. The analysis also shows that candidates aged 25-39 were less likely to be deemed eligible. Current NICS employees were more likely to meet the eligibility criteria.

3.3.2 Applicants invited to interview

Of the 849 candidates available for shortlisting, 287 (33.8%) were invited to interview.

The analysis presented in Table 22 shows that based on those candidates available for shortlisting, fewer than expected males were invited to interview (165 rather than 176). The analysis also shows that candidates aged 25-39 were less likely to be invited to interview. Candidates who were existing NICS employees were more likely to be invited to interview.

3.3.3 Applicants who passed interview

A total of 72 candidates out of the 112 who attended interview (64.3%) passed the interview. In Table 23, 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 few more than expected candidates aged 50 or over passed the interview. The analysis also shows that current NICS employees were a little more likely to pass the interview. .

Table 21: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected eligible applicants¹¹⁸

Equality Category	Description	‘Expected’ Eligible Applicants (based on proportionate success)¹¹⁹	Actual Eligible Applicants	Difference (Actual minus ‘Expected’)
Overall	Total	885	885	0
Gender	Male	533	531	-2
	Female	352	354	2
Community Background	Protestant	391	405	14
	Catholic	428	418	-10
	Not Determined	66	62	-4
Ethnicity	White	872	875	3
	Minority Ethnic Groups	13	10	-3
Disability	With a declared disability	30	31	1
	Without a declared disability	855	854	-1
Age-group¹²⁰	16-24	0	0	0
	25-39	153	135	-18
	40-49	405	420	15
	50+	327	330	3
Sexual Orientation	Both sexes	6	6	0
	Different sex	872	874	2
	Same sex	6	5	-1
NICS employment history	Current	455	483	28
	Previous	97	96	-1
	None	333	306	-27

118 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

119 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.

120 Based on age at closing date for applications.

Table 22: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview¹²¹

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)¹²²	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	287	287	0
Gender	Male	176	165	-11
	Female	111	122	11
Community Background	Protestant	135	136	1
	Catholic	134	133	-1
	Not Determined	18	18	0
Ethnicity	White	285	287	2
	Minority Ethnic Groups	2	0	-2
Disability	With a declared disability	11	10	-1
	Without a declared disability	276	277	1
Age-group¹²³	16-24	0	0	0
	25-39	44	35	-9
	40-49	136	144	8
	50+	107	108	1
Sexual Orientation	Both sexes/ same sex	3	*	#
	Different sex	284	#	#
NICS employment history	Current	172	200	28
	Previous	28	21	-7
	None	87	66	-21

121 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

123 Based on age at closing date for applications.

Table 23: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview¹²⁴

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportionate success)¹²⁵	Actual Applicants who passed interview	Difference (Actual minus ‘Expected’)
Overall	Total	72	72	0
Gender	Male	48	47	-1
	Female	24	25	1
Community Background	Protestant	34	36	2
	Catholic	35	#	#
	Not Determined	3	*	#
Ethnicity	White	72	72	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	3	*	#
	Without a declared disability	69	#	#
Age-group¹²⁶	16-24	0	0	0
	25-39	7	5	-2
	40-49	38	36	-2
	50+	27	31	4
Sexual Orientation	Both sexes/ same sex	1	*	#
	Different sex	71	#	#
NICS employment history	Current	52	55	3
	Previous	6	5	-1
	None	15	12	-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).

124 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

125 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.

126 Based on age at closing date for applications.

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Annex A: NICS recruitment competitions which closed for applications during January – May 2013¹²⁷

A.1 Applications

Between 1 January 2013 and 31 May 2013, 43 NICS recruitment competitions closed for applications. The total number of applications received was 5,508.

A.1.1 Applications for permanent jobs

Of the 43 recruitment competitions which closed for applications between January and May 2013, 37 were for permanent NICS jobs. These competitions attracted 5,155 applications. A profile of these applicants¹²⁸ is presented in Table A.1.

Seven out of ten applicants were male (70.7%) with females representing 29.3% of applicants. In terms of community background, around three fifths of applications received were from Protestants (59.2%) with 31.4% from Catholics and 9.4% not determined. The proportion of applications from minority ethnic groups was 1.2% and the proportion of applicants who declared a disability was 1.2%. In terms of age, over half of applicants (50.7%) were aged 25-39, with 23.7% aged 16-24. A smaller proportion of applicants were aged 50 or over (6.7%). In terms of sexual orientation, 96.9% of applicants stated their orientation was towards someone of a different sex, with 2.5% reporting orientation towards someone of the same sex and 0.6% reporting orientation towards both sexes. One in six applicants (16.6%) reported they were a current NICS employee, with 10.9% reporting that they had previously been an NICS employee and 73.1% reporting no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised. 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 4 to 1,725.

A.1.2 Applications for temporary jobs

Of the 43 NICS recruitment competitions analysed in this annex, 6 were for temporary NICS jobs. These competitions attracted 353 applications. A profile of these applicants is presented in Table A.2.

Two thirds of applications were from males (67.3%), with 32.7% from females. In terms of community background, over half of all applications received were from Catholics (56.9%), 34.0% were from Protestants and 9.1% were from applicants

¹²⁷ Competitions for which applications closed between 1 January 2013 and 31 May 2013 are included.

¹²⁸ In this annex, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

whose community background was not determined. The proportion of applications from minority ethnic groups was 1.7% and the proportion of applicants who declared a disability was 2.5%. In terms of age, two thirds of applicants (68.8%) were aged 16-24, with 25.5% aged 25-39. In the older age categories, 4.2% of applicants were aged 40-49 and 1.4% of applicants were aged 50 or over. In relation to sexual orientation, 97.4% of applicants stated their orientation was towards someone of a different sex. The proportion of applicants who reported they were a current NICS employee was 8.6%, while 4.5% reported that they had previously been an NICS employee and 86.9% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date between 1 January and 31 May 2013 ranged from 7 to 176.

A.2 Analysis of appointments from the 2013 recruitment competitions

A.2.1 Appointments from competitions held in January – May 2013 for permanent NICS jobs

By 1 February 2014, a total of 212 appointments had been made from 32 of the 37 competitions for permanent NICS jobs, while no appointments had been made from the remaining 5 competitions. Analysis of appointments from these 32 competitions reveals 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 A.3.

In terms of gender, more females and fewer males than expected (120 rather than 135 males) were appointed. The analysis in terms of community background shows the number of appointees who were Protestant was slightly higher than expected (113 rather than 108). In terms of age there were fewer appointees than expected in the older age categories. The number of appointees with no NICS experience was also lower than might have been expected (81 rather than 97). It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

A.2.2 Appointments from competitions held in 2013 for temporary NICS jobs

By 1 February 2014, a total of 60 appointments had been made from all of the 6 competitions for temporary NICS jobs. Appointments were broadly in line with what might have been expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees. Details are shown in Table A.4.

Table A.1: Recruitment competitions for permanent NICS jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	5,155	
Gender ¹²⁹	Male	3,641	70.7%
	Female	1,512	29.3%
Community Background	Protestant	3,053	59.2%
	Catholic	1,617	31.4%
	Not Determined	485	9.4%
Ethnicity ¹³⁰	White	5,080	98.8%
	Minority Ethnic Groups	62	1.2%
Disability	With a declared disability	63	1.2%
	Without a declared disability	5,092	98.8%
Age-group ¹³¹	16-24	1,222	23.7%
	25-39	2,614	50.7%
	40-49	974	18.9%
	50+	345	6.7%
Sexual Orientation ¹³²	Both sexes	32	0.6%
	Different sex	4,964	96.9%
	Same sex	129	2.5%
NICS employment history ¹³³	Current	287	16.6%
	Previous	180	10.4%
	None	1,267	73.1%

129 Gender information missing for 2 applicants.

130 Ethnicity data missing for 13 applicants.

131 Based on age at closing date for applications.

132 Sexual orientation information missing for 30 applicants.

133 NICS employment history missing for 3,421 applicants. For competitions organised by NI Prison Service (3,353 applicants), this information is not stored in a manner readily available for analysis. For other competitions, this information is missing for 68 applicants.

Table A.2: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	353	
Gender ¹³⁴	Male	237	67.3%
	Female	115	32.7%
Community Background	Protestant	120	34.0%
	Catholic	201	56.9%
	Not Determined	32	9.1%
Ethnicity ¹³⁵	White	345	98.3%
	Minority Ethnic Groups	6	1.7%
Disability	With a declared disability	9	2.5%
	Without a declared disability	344	97.5%
Age-group ¹³⁶	16-24	243	68.8%
	25-39	90	25.5%
	40-49	15	4.2%
	50+	5	1.4%
Sexual Orientation ¹³⁷	Both sexes/ same sex	9	2.6%
	Different sex	341	97.4%
NICS employment history ¹³⁸	Current	29	8.6%
	Previous	15	4.5%
	None	292	86.9%

134 Gender data missing for 1 applicant.

135 Ethnicity data missing for 2 applicants.

136 Based on age at closing date for applications.

137 Sexual orientation information missing for 3 applicants.

138 NICS employment history missing for 17 applicants.

Table A.3: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected appointees¹³⁹

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)¹⁴⁰	Actual Appointees¹⁴¹	Difference (Actual minus 'Expected')
Overall	Total	212	212	0
Gender	Male	135	120	-15
	Female	77	92	15
Community Background	Protestant	108	113	5
	Catholic	85	84	-1
	Not Determined	20	15	-5
Ethnicity	White	208	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	3	0	-3
	Without a declared disability	209	212	3
Age-group¹⁴²	16-24	37	36	-1
	25-39	120	129	9
	40-49	39	35	-4
	50+	17	12	-5
Sexual Orientation¹⁴³	Both sexes/same sex	6	8	2
	Different sex	204	203	-1
NICS employment history¹⁴⁴	Current	21	35	14
	Previous	14	16	2
	None	97	81	-16

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).

139 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

140 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.

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

142 Based on age at closing date for applications.

143 Sexual orientation information missing for 1 appointee.

144 NICS employment history missing for 80 appointees.

Table A.4: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected appointees¹⁴⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)¹⁴⁶	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	60	60	0
Gender	Male	40	39	-1
	Female	20	21	1
Community Background	Protestant	20	17	-3
	Catholic	35	36	1
	Not Determined	5	7	2
Ethnicity	White	58	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	59	#	#
Age-group¹⁴⁷	16-24	32	28	-4
	25+	28	32	4
Sexual Orientation	Both sexes/ same sex	1	*	#
	Different sex	58	#	#
NICS employment history¹⁴⁸	Current	8	#	#
	Previous	4	*	#
	None	46	42	-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).

145 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

146 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.

147 Based on age at closing date for applications.

148 NICS employment history missing for 2 appointees.

A.3 Analysis of key interim stages of the January – May 2013 recruitment competitions for permanent NICS jobs

A.3.1 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 4,318 eligible applicants, a total of 4,037 remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table A.5.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected.

A.3.2 Applicants invited to interview

Of the 4,037 candidates available for shortlisting, 2,314 (or 57.3%) were invited to interview.

The analysis presented in Table A.6 shows that more females than expected were invited to interview (786 rather than 745). In terms of community background, any differences between the groups represented a relatively small deviation in percentage terms from the expected number. The analysis also shows that considerably fewer than expected candidates from a minority ethnic group were invited to interview (11 rather than 23). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, fewer than expected candidates aged 40 and over were invited to interview. Candidates with a same sex orientation were less likely to be successful. Current NICS employees were more likely to be successful at this stage.

Table A.5: Recruitment competitions for NICS permanent jobs with application closing date in January - May 2013: comparison of actual and expected applicants available for shortlisting¹⁴⁹

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)¹⁵⁰	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	4,037	4,037	0
Gender¹⁵¹	Male	2,796	2,806	10
	Female	1,240	1,230	-10
Community Background	Protestant	2,504	2,520	16
	Catholic	1,164	1,155	-9
	Not Determined	369	362	-7
Ethnicity¹⁵²	White	3,983	3,985	2
	Minority Ethnic Groups	44	45	1
Disability	With a declared disability	52	49	-3
	Without a declared disability	3,985	3,988	3
Age-group¹⁵³	16-24	1,023	1,028	5
	25-39	2,038	2,026	-12
	40-49	736	754	18
	50+	239	229	-10
Sexual Orientation¹⁵⁴	Both sexes	24	21	-3
	Different sex	3,884	3,897	13
	Same sex	114	109	-5
NICS employment history¹⁵⁵	Current	201	203	2
	Previous	116	115	-1
	None	751	750	-1

149 As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

150 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.

151 Gender data missing for 1 applicant available for shortlisting.

152 Ethnicity data missing for 7 applicants available for shortlisting.

153 Based on age at closing date for applications.

154 Sexual orientation information missing for 10 applicants available for shortlisting.

155 NICS employment history missing for 2,969 applicants available for shortlisting.

Table A.6: Recruitment competitions for NICS permanent jobs with application closing date in January - May 2013: comparison of actual and expected applicants invited to interview¹⁵⁶

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)¹⁵⁷	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	2,314	2,314	0
Gender¹⁵⁸	Male	1,569	1,527	-42
	Female	745	786	41
Community Background	Protestant	1,375	1,398	23
	Catholic	746	738	-8
	Not Determined	193	178	-15
Ethnicity¹⁵⁹	White	2,286	2,297	11
	Minority Ethnic Groups	23	11	-12
Disability	With a declared disability	29	20	-9
	Without a declared disability	2,285	2,294	9
Age-group¹⁶⁰	16-24	499	529	30
	25-39	1,218	1,284	66
	40-49	443	371	-72
	50+	154	130	-24
Sexual Orientation¹⁶¹	Both sexes	11	9	-2
	Different sex	2,237	2,246	9
	Same sex	58	50	-8
NICS employment history¹⁶²	Current	167	175	8
	Previous	96	91	-5
	None	584	580	-4

156 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

158 Gender data missing for 1 applicant invited to interview.

159 Ethnicity data missing for 6 applicants invited to interview.

160 Based on age at closing date for applications.

161 Sexual orientation information missing for 9 applicants invited to interview.

162 NICS employment history missing for 1,468 applicants invited to interview.

A.3.3 Applicants who passed interview

A total of 1,207 candidates out of the 2,180 who attended interview (55.4%) passed the interview. In Table A.7, 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 slightly fewer than expected males passed the interview (769 rather than 797). The analysis also shows that fewer than expected candidates aged 40 or over passed the interview.

A.3.4 Applicants offered appointment

By 1 February 2014, a total of 245 out of the 1,207 applicants (20.3%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table A.8 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that slightly fewer males and more females than expected were offered appointment. The analysis also shows that the number of candidates with no NICS experience who were offered appointment was lower than might have been expected.

Table A.7: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants who passed interview¹⁶³

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)¹⁶⁴	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	1,207	1,207	0
Gender	Male	797	769	-28
	Female	409	438	29
Community Background	Protestant	727	740	13
	Catholic	387	383	-4
	Not Determined	93	84	-9
Ethnicity¹⁶⁵	White	1,196	1,199	3
	Minority Ethnic Groups	7	7	0
Disability	With a declared disability	10	9	-1
	Without a declared disability	1,197	1,198	1
Age-group¹⁶⁶	16-24	274	276	2
	25-39	672	701	29
	40-49	192	170	-22
	50+	69	60	-9
Sexual Orientation¹⁶⁷	Both sexes	4	5	1
	Different sex	1,170	1,172	2
	Same sex	27	28	1
NICS employment history¹⁶⁸	Current	96	99	3
	Previous	50	49	-1
	None	317	316	-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).

163 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

164 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.

165 Ethnicity information missing for 1 applicant who passed the interview.

166 Based on age at closing date for applications.

167 Sexual orientation information missing for 2 applicants who passed the interview.

168 NICS employment history missing for 743 applicants who passed the interview.

Table A.8: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants offered appointment¹⁶⁹

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)¹⁷⁰	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	245	245	0
Gender	Male	144	135	-9
	Female	101	110	9
Community Background	Protestant	125	125	0
	Catholic	101	104	3
	Not Determined	19	16	-3
Ethnicity	White	243	#	#
	Minority	2	*	#
	Ethnic Groups			
Disability	With a declared disability	1	0	-1
	Without a declared disability	244	245	1
Age-group¹⁷¹	16-24	36	36	0
	25-39	159	157	-2
	40-49	33	37	4
	50+	16	15	-1
Sexual Orientation¹⁷²	Both sexes/ same sex	8	8	0
	Different sex	236	236	0
NICS employment history¹⁷³	Current	33	36	3
	Previous	16	20	4
	None	116	109	-7

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).

169 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

170 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.

171 Based on age at closing date for applications.

172 Sexual orientation information missing for 1 applicant offered appointment.

173 NICS employment history missing for 80 applicants offered appointment.

A.4 Analysis of key interim stages of the 2013 recruitment competitions for temporary NICS jobs

A.4.1 Applicants invited to interview

Of the 289 candidates available for shortlisting, 273 (94.5%) were invited to interview.

The analysis presented in Table A.9 shows that based on those candidates available for shortlisting, the profile of candidates invited to interview was broadly similar to what might be expected.

A.4.2 Applicants who passed interview

A total of 145 candidates passed the interview. In Table A.10, 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 profile is very similar to that which might be expected.

A.4.3 Applicants offered appointment

By 1 February 2014, a total of 68 out of the 145 applicants who passed the interview had been offered a job. A profile of these candidates is presented in Table A.11 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 that the actual and expected profiles were very similar.

Table A.9: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants invited to interview¹⁷⁴

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)¹⁷⁵	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	273	273	0
Gender	Male	184	186	2
	Female	89	87	-2
Community Background	Protestant	99	100	1
	Catholic	153	151	-2
	Not Determined	22	22	0
Ethnicity¹⁷⁶	White	267	267	0
	Minority Ethnic Groups	5	5	0
Disability	With a declared disability	8	8	0
	Without a declared disability	265	265	0
Age-group¹⁷⁷	16-24	209	206	-3
	25-39	51	53	2
	40+	13	14	1
Sexual Orientation¹⁷⁸	Both sexes/ same sex	7	7	0
	Different sex	263	265	2
NICS employment history¹⁷⁹	Current	18	20	2
	Previous	9	10	1
	None	231	229	-2

174 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

176 Ethnicity information missing for 1 applicant invited to interview.

177 Based on age at closing date for applications.

178 Sexual orientation information missing for 1 applicant invited to interview.

179 NICS employment history missing for 14 applicants invited to interview.

Table A.10: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants who passed interview¹⁸⁰

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportionate success)¹⁸¹	Actual Applicants who passed interview	Difference (Actual minus ‘Expected’)
Overall	Total	145	145	0
Gender	Male	96	97	1
	Female	49	48	-1
Community Background	Protestant	54	54	0
	Catholic	80	81	1
	Not Determined	11	10	-1
Ethnicity	White	141	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	6	6	0
	Without a declared disability	139	139	0
Age-group¹⁸²	16-24	105	107	2
	25-39	31	30	-1
	40+	8	8	0
Sexual Orientation	Both sexes/ same sex	3	5	2
	Different sex	142	140	-2
NICS employment history¹⁸³	Current	13	15	2
	Previous	6	6	0
	None	117	118	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).

180 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

181 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.

182 Based on age at closing date for applications.

183 NICS employment history missing for 6 applicants who passed interview.

Table A.11: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants offered appointment¹⁸⁴

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)¹⁸⁵	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	68	68	0
Gender	Male	46	45	-1
	Female	22	23	1
Community Background	Protestant	25	21	-4
	Catholic	38	39	1
	Not Determined	4	8	4
Ethnicity	White	66	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	65	#	#
Age-group¹⁸⁶	16-24	37	36	-1
	25-39	24	26	2
	40+	5	6	1
Sexual Orientation	Both sexes/ same sex	2	*	#
	Different sex	66	#	#
NICS employment history¹⁸⁷	Current	13	#	#
	Previous	4	*	#
	None	50	49	-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).

184 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

185 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.

186 Based on age at closing date for applications.

187 NICS employment history missing for 3 applicants offered appointment.

A.5 NICS Senior Civil Service recruitment competitions which closed for applications during January - May 2013¹⁸⁸

A.5.1 Applications

A total of 7 Senior Civil Service competitions were held, which had a closing date for applications in January - May 2013. The total number of applications received was 61. A profile of the applicants is presented in Table A.12.

Around seven out of ten applications were from males (70.5%) with 29.5% from females. In terms of community background, the largest proportion of candidates were Protestant (49.2%), while 37.7% of applicants were Catholic and a further 13.1% not determined. No applicant had declared a disability. Over half of applicants (57.4%) were aged 40-49 at the closing date for applications, with 34.4% aged 50 or over and 8.2% aged 25-39. Around half of candidates (49.2%) reported that they were a current NICS employee, with 36.1% reporting they had no NICS employment history.

A.5.2 Appointments

By 1 February 2014, a total of 5 candidates had been appointed from 5 competitions, while no appointments had been made from the other 2 competitions. While the numbers are small, the gender profile of appointees (3 males and 2 females) was in line with what would be expected if males and females had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹⁸⁸ Competitions for which applications closed between 1 January 2013 and 31 May 2013 are included.

Table A.12: NICS Senior Civil Service recruitment competitions for jobs with application closing date in January - May 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	61	
Gender	Male	43	70.5%
	Female	18	29.5%
Community Background	Protestant	30	49.2%
	Catholic	23	37.7%
	Not Determined	8	13.1%
Ethnicity	White	#	#
	Minority Ethnic Groups	*	#
Disability	With a declared disability	0	0.0%
	Without a declared disability	61	100.0%
Age-group¹⁸⁹	16-24	0	0.0%
	25-39	5	8.2%
	40-49	35	57.4%
	50+	21	34.4%
Sexual Orientation	Both sexes/same sex	*	#
	Different sex	#	#
NICS employment history	Current	30	49.2%
	Previous	9	14.8%
	None	22	36.1%

189 Based on age at closing date for applications.

Annex B. NICS recruitment competitions which closed for applications between 1 June 2013 and 31 December 2013¹⁹⁰

B.1 Applications

Between 1 June and 31 December 2013, 62 NICS recruitment competitions closed for applications. The total number of applications received was 25,697.

B.1.1 Applications for permanent jobs

Of the 62 recruitment competitions which closed for applications between 1 June and 31 December 2013, 55 were for permanent NICS jobs. These competitions attracted 22,320 applications. A profile of these applicants¹⁹¹ is presented in Table B.1.

Around half of applicants were male (49.0%) with females representing 51.0% of applicants. In terms of community background, almost half of applications received were from Catholics (49.4%) with 44.4% of applications from Protestants and 6.2% from those 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 3.2%. In terms of age, over half of applicants (51.7%) were aged 25-39, with 33.0% aged 16-24. Approximately one in twenty applicants were aged 50 or over (5.1%). In terms of sexual orientation, 96.2% of applicants stated their orientation was towards someone of a different sex, with 2.8% reporting orientation towards someone of the same sex and 1.1% reporting orientation towards both sexes. One in ten applicants (10.5%) reported they were a current NICS employee, with a similar proportion (10.9%) reporting that they had previously been an NICS employee and 78.5% reporting no NICS employment history.

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

The number of applicants for each of the various competitions analysed ranged from 2 to 15,673.

B.1.2 Applications for temporary jobs

Of the 62 NICS recruitment competitions analysed in this annex, 7 were for temporary NICS jobs. These competitions attracted 3,377 applications. A profile of these applicants is presented in Table B.2.

A majority of applications were from males (51.5%), with 48.5% from females. In terms of community background, over half of all applications received were from

¹⁹⁰ Competitions for which applications closed between 1 June 2013 and 31 December 2013 are included.

¹⁹¹ In this annex, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

Catholics (52.5%), 40.0% were from Protestants and 7.4% were from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.5% and the proportion of applicants who declared a disability was 3.8%. In terms of age, almost half of applicants (47.1%) were aged 16-24, with 39.1% aged 25-39. In the older age categories, 8.5% of applicants were aged 40-49 and 5.4% of applicants were aged 50 or over. In relation to sexual orientation, 95.5% of applicants stated their orientation was towards someone of a different sex, with 4.5% reporting orientation towards someone of the same sex or towards both sexes. The proportion of applicants who reported they were a current NICS employee was 2.8%, while 14.4% reported that they had previously been an NICS employee and 82.7% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date between 1 May and 31 December 2013 ranged from 6 to 3,209.

B.2 Analysis of appointments from the June – December 2013 recruitment competitions

B.2.1 Appointments from competitions held in June – December 2013 for permanent NICS jobs

By 1 February 2014, a total of 165 appointments had been made from 27 of the 55 competitions for permanent NICS jobs, while no appointments had been made from the remaining 28 competitions. Analysis of appointments from these 27 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 B.3.

The analysis in terms of community background shows the number of Catholic appointees was lower than expected (69 rather than 79), while the number of appointees who were Protestant was higher than expected. In terms of age there were fewer appointees than expected in the 40-49 age category. The number of appointees who were not NICS employees was also lower than might have been expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

B.2.2 Appointments from competitions held in June – December 2013 for temporary NICS jobs

By 1 February 2014, a total of 84 appointments had been made from 6 of the 7 competitions for temporary NICS jobs, while no appointments had been made from the remaining competition. Analysis in terms of gender shows that fewer than expected females were appointed (26 rather than 36). In terms of community background, substantially fewer Catholics were appointed than would be expected if the groups were equal in terms of merit (25 rather than 42). Details are shown in Table B.4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

Table B.1: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	22,320	
Gender ¹⁹²	Male	10,921	49.0%
	Female	11,384	51.0%
Community Background	Protestant	9,900	44.4%
	Catholic	11,026	49.4%
	Not Determined	1,394	6.2%
Ethnicity ¹⁹³	White	22,045	98.8%
	Minority Ethnic Groups	263	1.2%
Disability	With a declared disability	710	3.2%
	Without a declared disability	21,610	96.8%
Age-group ¹⁹⁴	16-24	7,372	33.0%
	25-39	11,546	51.7%
	40-49	2,269	10.2%
	50+	1,129	5.1%
Sexual Orientation ¹⁹⁵	Both sexes	244	1.1%
	Different sex	21,454	96.2%
	Same sex	615	2.8%
NICS employment history ¹⁹⁶	Current	2,032	10.5%
	Previous	2,113	10.9%
	None	15,175	78.5%

192 Gender information missing for 15 applicants.

193 Ethnicity data missing for 12 applicants.

194 Based on age at closing date for applications. Age information is missing or invalid for 4 applicants.

195 Sexual orientation information missing for 7 applicants.

196 NICS employment history missing for 3,000 applicants. For the Fast Stream Staff Officer competition, this information is collected after candidates have passed the online test stage and so is missing for 2,971 applicants. For other competitions, this information is missing for 29 applicants.

Table B.2: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	3,377	
Gender	Male	1,738	51.5%
	Female	1,639	48.5%
Community Background	Protestant	1,352	40.0%
	Catholic	1,774	52.5%
	Not Determined	251	7.4%
Ethnicity¹⁹⁷	White	3,326	98.5%
	Minority Ethnic Groups	50	1.5%
Disability	With a declared disability	129	3.8%
	Without a declared disability	3,248	96.2%
Age-group¹⁹⁸	16-24	1,590	47.1%
	25-39	1,320	39.1%
	40-49	286	8.5%
	50+	181	5.4%
Sexual Orientation¹⁹⁹	Both sexes/ same sex	151	4.5%
	Different sex	3,223	95.5%
NICS employment history²⁰⁰	Current	95	2.8%
	Previous	487	14.4%
	None	2,791	82.7%

197 Ethnicity data missing for 1 applicant.

198 Based on age at closing date for applications.

199 Sexual orientation information missing for 3 applicants.

200 NICS employment history missing for 4 applicants.

Table B.3: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected appointees²⁰¹

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)²⁰²	Actual Appointees²⁰³	Difference (Actual minus 'Expected')
Overall	Total	165	165	0
Gender	Male	94	96	2
	Female	71	69	-2
Community Background	Protestant	73	82	9
	Catholic	79	69	-10
	Not Determined	13	14	1
Ethnicity	White	163	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	5	*	#
	Without a declared disability	160	#	#
Age-group²⁰⁴	16-24	45	48	3
	25-39	88	91	3
	40-49	21	14	-7
	50+	11	12	1
Sexual Orientation	Both sexes/same sex	6	6	0
	Different sex	159	159	0
NICS employment history²⁰⁵	Current	34	53	19
	Previous	20	11	-9
	None	111	100	-11

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).

201 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

202 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.

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

204 Based on age at closing date for applications.

205 NICS employment history missing for 1 appointee.

Table B.4: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected appointees²⁰⁶

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)²⁰⁷	Actual Appointees²⁰⁸	Difference (Actual minus 'Expected')
Overall	Total	84	84	0
Gender	Male	48	58	10
	Female	36	26	-10
Community Background	Protestant	33	52	19
	Catholic	42	25	-17
	Not Determined	9	7	-2
Ethnicity	White	82	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	81	#	#
Age-group²⁰⁹	16-24	42	46	4
	25+	42	38	-4
Sexual Orientation	Both sexes/ same sex	4	#	#
	Different sex	80	#	#
NICS employment history	Current	3	*	#
	Previous	10	#	#
	None	71	67	-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).

206 As of 1 February 2014. Based on proportionate success rates for each group of applicants.

207 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.

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

209 Based on age at closing date for applications.

B.3 Analysis of key interim stages of the 2013 recruitment competitions for permanent NICS jobs

B.3.1 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 21,322 eligible applicants, a total of 16,961 (79.5%) remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table B.5.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected. While more males and more Protestants than expected remained in the competition, this represents a relatively small percentage deviation from the expected number. However, a higher than expected number of candidates who had declared a disability remained available for shortlisting (592 rather than 540). Fewer than expected candidates who had a sexual orientation towards both sexes remained available for shortlisting, while a higher than expected number of candidates who had NICS experience stayed in the competition.

B.3.2 Applicants invited to interview

Of the 16,961 candidates available for shortlisting, 1,850 (or 10.9%) were invited to interview.

The analysis presented in Table B.6 shows that the number of candidates with a Catholic community background who were invited to interview was lower than expected if all groups were equal in terms of merit (801 rather than 875). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, a higher than expected number of candidates aged 25-39 were invited to interview; the converse was true for the other age categories. Current NICS employees were more likely to be successful at this stage.

Table B.5: Recruitment competitions for NICS permanent jobs with application closing date in June - December 2013: comparison of actual and expected applicants available for shortlisting²¹⁰

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)²¹¹	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	16,961	16,961	0
Gender²¹²	Male	8,226	8,290	64
	Female	8,728	8,665	-63
Community Background	Protestant	7,607	7,726	119
	Catholic	8,341	8,231	-110
	Not Determined	1,013	1,004	-9
Ethnicity²¹³	White	16,759	16,750	-9
	Minority Ethnic Groups	197	206	9
Disability	With a declared disability	540	592	52
	Without a declared disability	16,421	16,369	-52
Age-group²¹⁴	16-24	5,619	5,454	-165
	25-39	8,714	8,850	136
	40-49	1,746	1,775	29
	50+	881	882	1
Sexual Orientation²¹⁵	Both sexes	186	177	-9
	Different sex	16,298	16,312	14
	Same sex	473	469	-4
NICS employment history²¹⁶	Current	1,670	1,774	104
	Previous	1,742	1,822	80
	None	12,191	12,101	-90

210 As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

211 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.

212 Gender data missing for 6 applicants available for shortlisting.

213 Ethnicity data missing for 5 applicants available for shortlisting.

214 Based on age at closing date for applications.

215 Sexual orientation information missing for 3 applicants available for shortlisting.

216 NICS employment history missing for 1,264 applicants available for shortlisting.

Table B.6: Recruitment competitions for NICS permanent jobs with application closing date in June - December 2013: comparison of actual and expected applicants invited to interview²¹⁷

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)²¹⁸	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	1,850	1,850	0
Gender²¹⁹	Male	1,035	1,047	12
	Female	813	802	-11
Community Background	Protestant	839	907	68
	Catholic	875	801	-74
	Not Determined	136	142	6
Ethnicity²²⁰	White	1,826	1,830	4
	Minority Ethnic Groups	22	18	-4
Disability	With a declared disability	62	57	-5
	Without a declared disability	1,788	1,793	5
Age-group²²¹	16-24	378	343	-35
	25-39	908	974	66
	40-49	360	338	-22
	50+	204	195	-9
Sexual Orientation²²²	Both sexes	17	19	2
	Different sex	1,794	1,791	-3
	Same sex	36	37	1
NICS employment history²²³	Current	406	439	33
	Previous	192	196	4
	None	1,195	1,194	-1

217 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

219 Gender data missing for 1 applicant invited to interview.

220 Ethnicity data missing for 2 applicants invited to interview.

221 Based on age at closing date for applications.

222 Sexual orientation information missing for 3 applicants invited to interview.

223 NICS employment history missing for 21 applicants invited to interview.

B.3.3 Applicants who passed interview

A total of 946 candidates out of the 1,353 who attended interview (69.9%) passed the interview. In Table B.7, 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 slightly fewer than expected males passed the interview (512 rather than 525). The analysis also shows that fewer than expected candidates aged 16-24 passed the interview. Current NICS employees were more likely to be successful at the interview stage.

B.3.4 Applicants offered appointment

By 1 February 2014, a total of 243 out of the 946 applicants (25.7%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table B.8 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that a few more candidates aged 16-24 and fewer candidates aged 40-49 than expected were offered appointment. The number of candidates offered employment who were existing NICS staff was slightly higher than might have been expected, while the number of candidates who had previously been employed by the NICS was lower than expected.

Table B.7: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants who passed interview²²⁴

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)²²⁵	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	946	946	0
Gender²²⁶	Male	525	512	-13
	Female	420	433	13
Community Background	Protestant	484	489	5
	Catholic	379	375	-4
	Not Determined	83	82	-1
Ethnicity	White	933	934	1
	Minority Ethnic Groups	12	12	0
Disability	With a declared disability	22	18	-4
	Without a declared disability	924	928	4
Age-group²²⁷	16-24	227	215	-12
	25-39	516	528	12
	40-49	131	130	-1
	50+	72	73	1
Sexual Orientation	Both sexes	14	14	0
	Different sex	911	913	2
	Same sex	20	19	-1
NICS employment history²²⁸	Current	140	153	13
	Previous	116	108	-8
	None	679	676	-3

224 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

225 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.

226 Gender information missing for 1 applicant who passed the interview.

227 Based on age at closing date for applications.

228 NICS employment history missing for 9 applicants who passed the interview.

Table B.8: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants offered appointment²²⁹

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)²³⁰	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	243	243	0
Gender	Male	133	133	0
	Female	110	110	0
Community Background	Protestant	127	122	-5
	Catholic	96	99	3
	Not Determined	20	22	2
Ethnicity	White	240	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	239	#	#
Age-group²³¹	16-24	59	65	6
	25-39	144	147	3
	40-49	26	17	-9
	50+	14	14	0
Sexual Orientation	Both sexes/same sex	8	7	-1
	Different sex	235	236	1
NICS employment history²³²	Current	57	62	5
	Previous	27	17	-10
	None	157	163	6

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).

229 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

230 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.

231 Based on age at closing date for applications.

232 NICS employment history missing for 1 applicant offered appointment.

B.4 Analysis of key interim stages of the 2013 recruitment competitions for temporary NICS jobs

B.4.1 Applicants invited to interview

Of the 2,878 candidates available for shortlisting, 474 (16.5%) were invited to interview.

The analysis presented in Table B.9 shows that based on those candidates available for shortlisting, fewer than expected candidates from a Catholic community background were invited to interview (219 rather than 237). The analysis also shows that candidates aged 25-39 were more likely to be invited to interview, while candidates in the other age categories were less likely to be invited to interview. Candidates who had previously been NICS employees were also more likely to be invited to interview.

B.4.2 Applicants who passed interview

A total of 456 candidates passed the interview. In Table B.10, 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 profile is very similar to that which might be expected.

B.4.3 Applicants offered appointment

By 1 February 2014, a total of 153 out of the 446 applicants who passed the interview had been offered a job. A profile of these candidates is presented in Table B.11 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

In terms of gender, slightly fewer females than expected were appointed (64 rather than 71). The analysis also shows that the number of Catholics offered appointment was lower than might be expected (58 rather than 72). In terms of age, the number of candidates aged 16-24 was a little more than expected. The outcome at this stage is likely to reflect the merit order of candidates.

Table B.9: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants invited to interview²³³

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success)²³⁴	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	474	474	0
Gender	Male	280	273	-7
	Female	194	201	7
Community Background	Protestant	194	217	23
	Catholic	237	219	-18
	Not Determined	43	38	-5
Ethnicity²³⁵	White	464	464	0
	Minority Ethnic Groups	9	9	0
Disability	With a declared disability	15	14	-1
	Without a declared disability	459	460	1
Age-group²³⁶	16-24	229	219	-10
	25-39	183	213	30
	40+	63	42	-21
Sexual Orientation²³⁷	Both sexes/ same sex	21	24	3
	Different sex	450	447	-3
NICS employment history²³⁸	Current	18	16	-2
	Previous	62	74	12
	None	391	380	-11

233 As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

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

235 Ethnicity information missing for 1 applicant invited to interview.

236 Based on age at closing date for applications.

237 Sexual orientation information missing for 3 applicants invited to interview.

238 NICS employment history missing for 4 applicants invited to interview.

Table B.10: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants who passed interview²³⁹

Equality Category	Description	‘Expected’ Applicants who passed interview (based on proportionate success)²⁴⁰	Actual Applicants who passed interview	Difference (Actual minus ‘Expected’)
Overall	Total	446	446	0
Gender	Male	250	249	-1
	Female	196	197	1
Community Background	Protestant	203	205	2
	Catholic	209	211	2
	Not Determined	33	30	-3
Ethnicity²⁴¹	White	438	#	#
	Minority Ethnic Groups	7	#	#
Disability	With a declared disability	14	14	0
	Without a declared disability	432	432	0
Age-group²⁴²	16-24	201	200	-1
	25-39	206	208	2
	40+	39	38	-1
Sexual Orientation²⁴³	Both sexes/ same sex	21	21	0
	Different sex	422	422	0
NICS employment history²⁴⁴	Current	15	15	0
	Previous	73	73	0
	None	354	354	0

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).

239 As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

240 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.

241 Ethnicity information missing for 1 applicant who passed interview.

242 Based on age at closing date for applications.

243 Sexual orientation information missing for 3 applicants who passed interview.

244 NICS employment history missing for 4 applicants who passed interview.

Table B.11: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants offered appointment²⁴⁵

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)²⁴⁶	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	153	153	0
Gender	Male	82	89	7
	Female	71	64	-7
	Protestant	70	86	16
	Catholic	72	58	-14
	Not Determined	12	9	-3
Ethnicity	White	151	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	5	*	#
	Without a declared disability	148	#	#
Age-group²⁴⁷	16-24	69	75	6
	25-39	73	69	-4
	40+	10	9	-1
Sexual Orientation	Both sexes/ same sex	3	#	#
	Different sex	145	#	#
NICS employment history	Current	5	*	#
	Previous	25	#	#
	None	123	123	0

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).

245 As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

246 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.

247 Based on age at closing date for applications.

B.5 NICS Senior Civil Service recruitment competitions which closed for applications during June – December 2013²⁴⁸

B.5.1 Applications

A total of 12 Senior Civil Service competitions were held, which had a closing date for applications in June - December 2013. The total number of applications received was 983. A profile of the applicants is presented in Table 19.

Around three fifths of applications were from males (60.2%) and two fifths (39.8%) from females. In terms of community background, the largest proportion of candidates were Catholic (48.8%), while 43.7% of applicants were Protestant and a further 7.4% not determined. Candidates who declared a disability accounted for 3.7% of the total candidate pool. In terms of age, the largest proportion of applicants (45.5%) were aged 40-49 at the closing date for applications, with 37.1% aged 50 or over and 17.4% aged 25-39. One in two candidates (50.9%) reported that they were a current NICS employee, with 38.2% reporting they had no NICS employment history.

B.5.2 Appointments

By 1 February 2014, a total of 12 candidates had been appointed from 8 competitions, while no appointments had been made from the other 4 competitions. While the numbers are small, the gender profile of appointees (7 males and 5 females) was in line with what would be expected if males and females had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

²⁴⁸ Competitions for which applications closed between 1 June 2013 and 31 December 2013 are included.

Table B.12: NICS Senior Civil Service recruitment competitions for jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	983	
Gender ²⁴⁹	Male	591	60.2%
	Female	391	39.8%
Community Background	Protestant	430	43.7%
	Catholic	480	48.8%
	Not Determined	73	7.4%
Ethnicity	White	#	#
	Minority Ethnic Groups	#	#
Disability	With a declared disability	36	3.7%
	Without a declared disability	947	96.3%
Age-group ²⁵⁰	16-24	0	0.0%
	25-39	171	17.4%
	40-49	447	45.5%
	50+	364	37.1%
Sexual Orientation ²⁵¹	Both sexes/ same sex	#	#
	Different sex	#	#
NICS employment history ²⁵²	Current	500	50.9%
	Previous	107	10.9%
	None	375	38.2%

249 Gender missing for 1 applicant.

250 Based on age at closing date for applications. Age information missing or invalid for 1 applicant.

251 Sexual orientation information missing for 2 applicants.

252 NICS employment history missing for 1 applicant.

Competitions with a closing date for applications in 2013

Professional and Technical Officer (PTO) - Civil Engineering Assistant
Lorry Driver / Reserve Low Loader Driver - Specialist A Grade 2
Industrial Supervisor Grade 1
Lisburn Industrials - Senior Craftsperson
Electrical Engineering Assistant (HPTO)
Principal Professional and Technology Officer (PPTO) Mechanical and Electrical Engineer
Cook
Graduate Trainee Architect
Careers Advisers
Information Communication Technology (ICT) Placement Students
Principal Information Officer (Grade 7)
Central Stores - Supervisor Grade 1
Assistant Statistician
Curatorial Grade E - Archaeologist
Librarian
PTO Graphic Designer
Sandwich Course Student
Fire Officer II - Professional Technical Officer (PTO)
Food Technology Technician - Inspector Group 2
Bricklayer / Walling Mason
Departmental Scientific Adviser (SCS Grade 5)
Deputy Principal Accountant
Staff Officer Accountant
Mechanical Engineering Assistant Professional & Technical Officer (PTO)
Mechanical Clerk of Works
Principal Professional and Technology Officer (PPTO) Architect - 2 posts
Senior Consultant - Business Consultancy Service
Divisional Director, Supplies and Services Division, Central Procurement Directorate (SCS Grade 5)
East Industrial Road Worker 2
Principal Professional and Technology Officer (PPTO) Quantity Surveyor
Industrial Craft - Fitter Mechanic
Domestic Assistant Support Grade Band II (SGBII)
Marketing Communications Manager
NISRA Staffing Branch Sandwich Course Student
Chief Veterinary Officer (CVO) - Unified Grade 3
Horticulturalist - Inspector Grade IV/III
Part Time Night Watchperson with Harbour Duties
Director of Offender Policy and Operations
Director of Rehabilitation
Senior Agricultural Economist
Casual Assistant Valuer
Director of Business Services
Deputy Chief Social Services Officer - Grade 5
Environmentalist - Inspector Grade III
Cost Management Control Unit Sandwich Course Student
Inspector of Modern Languages (Irish and French or Spanish)
Inspector of Mathematics

Social Services Officer - Adult Services
Conservator Grade E
Chief Dental Officer
Chief Pharmaceutical Officer
Land Based Instructor - Inspector Group 2
Senior Assistant Director Regions (Legal) - Grade 3
Graphic Design Student 51 week Sandwich Student Course
Mapping and Charting Officer (Fixed Term)
Deputy Secretary - Unified Grade 3
Ranger
North Industrial Road Worker 2 (Temporary)
Senior Assistant Director Resources and Change - Grade 3
Civil Engineering Placement Student
Roads Service Direct South Industrial Roadworker 2
Biomedical Scientists
Legislative Counsel - Grade 5 (3 Posts)
Graduate Trainee Civil Engineer
Forest Service - Industrial Placement Student
Domestic Assistant - Industrial Grade Domestic 5
Director of Family and Children's Policy
Director of Insolvency Service
Agriculturalist, Agriculture Inspector Grade IV/III
Assistant Director of Public Prosecutions (Grade 5)
Internal Auditor - Staff Officer
Health and Safety Inspector
Inspector of Primary Education
Inspector of English (Unified Grade 6)
Mapping and Charting Officer - Geographic Information Consultant (36 months - fixed term)
Valuation Sandwich Course Student
Architecture (Part 1) Placement Students
Greenkeeper / Groundsperson - Specialist Grade C
Handyperson - Industrial Specialist A Grade 2
Senior Engagement Manager
Curatorial D Maritime Archaeologist
Temporary Administrative Officer
Permanent Administrative Officer
Procurement Manager (Deputy Principal)
Procurement Branch Manager / Senior Category Head (Grade 7)
Incident Management ICT Level 1 Apprentice
Director of Digital Services (Unified Grade 5)
Curatorial Grade D Archaeologists (1 within the Historic Monuments Unit and the other working on the Dunluce Cultural Heritage Project)
Senior Scientific Officer (Pollution, Prevention and Control Officer)
Head of ICT
Health Assessment Advisor (Grade 7)
Equine Worker
Land-based Engineering and Technology Instructor - Inspector Group 2
Public Prosecutor
Assistant Statistician
Mechanical Engineering Assistant Higher Professional & Technical Officer (HPTO)
Customer Account Manager

Electronics Technician
Senior Civil Service (Grade 3)
Senior Civil Service (Grade 5)
Legislative Counsel - Grade 5 (2 Posts)
NIEA, Dunluce Learning & Participation Officer
Fast Stream Staff Officer
Custody Prison Officer
Prison Custody Officer