

Godfrey, Katrina (DAERA – Perm Sec)

From: [REDACTED] on behalf of Shannon, Catherine
Sent: 23 October 2025 08:42
To: Godfrey, Katrina (DAERA – Perm Sec); Boyle, Colum (DfC); Snowden, Ian; Armour, Ronnie; Gibson, Neil; Farrar, Mike; McMahon, Denis; Widdis, Hugh (DoJ); Malcolm, David (DE); Luney, Peter
Cc: Shannon, Catherine; Wallace, Karen (DoF); [REDACTED]
Subject: Grade 6 & 7 allocations
Attachments: CS to PS 21.10.25 - G7 and G6 recruitment.pdf

Perm Secs

Please see attached from Catherine Shannon, Deputy Secretary, NICSHR.

Many thanks

[REDACTED] NICSHR | Deputy Secretary, NICSHR's Office | Bruce Street 2-4 Bruce Street | Belfast | BT2 7JD
| ✉: nicshrdirector@finance-ni.gov.uk | Tel 028 90277690 (ext 85690)





FROM: CATHERINE SHANNON, DEPUTY SECRETARY, NICSHR

DATE: 23 OCTOBER 2025

TO: PERMANENT SECRETARIES

ALLOCATION FROM GRADE 6 & 7 COMPETITIONS (IRC 306699 & 306697)

BACKGROUND

1. At the Permanent Secretaries Group meeting held on 15 November 2024, it was determined that, although external recruitment remains the preferred policy principle, the Grade 6 and Grade 7 competitions would, in this instance, be conducted internally and would not be limited to lower grades.
2. NICSHR Vacancy Management Team have now completed a batch of Grade 6 & Grade 7 allocations.

PROCESS

3. When HRConnect prepare a merit list, candidates are advised by letter if they have passed or failed. If there are more candidates available than registered vacancies, Vacancy Management will issue a NICS Wide Comms advising of upcoming supply and inviting new vacancies to be submitted by a deadline to be considered for allocations. This can lead to an influx of Funding & Headcount forms from departments who want to retain successful candidates in situ.
4. NICS Wide Comms were issued for both Grade 6 & Grade 7.
5. When allocating candidates, Vacancy Management do so in a structured way with the aim of retaining internal candidates in their current branch or in their wider management command. This is in keeping with 'right skills for right job' as staff are already in the post and trained.
6. The first allocations were at Grade 7, when allocating the Grade 7 competition Vacancy Management allocated candidates in the following order:-
 - Internal Candidate – exact branch match
 - Internal Candidate – wider match to Level 3 parent (Grade 5 command)
 - Internal Candidate – wider match to Level 2 parent (Grade 3 command)
 - Internal Candidate – wider match to Department (taking into account home location where possible)

- Internal Candidate – service wide (taking into account home location where possible)
7. The extract for each departmental allocation was shared with HR Business Partners (HRBPs) for review and approval with each departmental contact before any offers would issue, any changes to allocations were noted and is for the department to justify if challenged by a candidate.
 8. The Grade 6 competition was undertaken in a similar way albeit the numbers for allocation were smaller (35).

ISSUES

9. NICSHR are aware of two persistent cultural behaviours that have the potential to undermine merit-based allocations in the internal G6/G7 trawls:
 - *Candidate-led vacancy behaviour*: vacancies are being submitted only when a preferred candidate is expected to be reached on the merit list and withdrawn if that candidate is not reached or is unsuccessful. The recent round recorded 34 withdrawn G7 vacancies and 12 withdrawn G6 vacancies. Breakdown of withdrawals by department at Annex A.
 - *Inflexibility on reasonable adjustments and working patterns*: successful candidates requiring DDA-related adjustments or requesting consideration of part-time hours are frequently declined by receiving areas, leaving them unallocated despite merit success. Particularly concerning are allocations requiring DDA-related adjustments.
10. If these behaviours continue, the number of temporary promotions is unlikely to decrease significantly despite having a merit list for both Grade 6 and Grade 7, with the current high levels of temporary promotions (172 at G7; 56 at G6) continuing. A full breakdown of list and TP figures are at Annex A.
11. Such actions also undermine service-wide allocation on merit, creates issues related to fairness, legal/compliance considerations, and reputational risks.
12. There is a possibility of challenge arising from individuals on the merit lists who may reasonably expect, following an internal recruitment process, to be appointed to positions currently classified as 'vacant' but filled through temporary promotion. Additionally, it is possible that the individual in the temporary promotion may be ranked lower on the merit list, which could give rise to various complexities.

RECOMMENDATIONS

12. It is recommended that a review is completed week commencing 1 December to assess how the October and November appointments from these lists impact temporary promotion figures.

13. A final allocation will then be made from these merit lists to fill vacancies that are currently occupied through temporary promotion. The intention is to ensure vacant positions do not remain open when qualified candidates exist on merit lists. If required, this matter will be referred to the Permanent Secretaries Stocktake group for confirmation of proposed actions.

14. Should this 'gaming' continue, NICSHR will transfer the remaining Grade 6 and 7 merit lists to HRConnect for ongoing management. Consequently, future vacancies will no longer be grouped for batch allocations or processed according to paragraphs 6 and 7. Instead, HRConnect will fill positions as they are received, regardless of department or skill set. This approach will enable vacancies to be addressed promptly as they occur.



Catherine Shannon
Deputy Secretary, NICSHR

cc. **Karen Wallace**



Annex A

Grade 6 & Grade 7 – Vacancy withdrawals broken down by Department

	Grade 7	Grade 6
DAERA	10	2
DE	4	0
DfC	5	4
DoF	0	2
DfE	1	0
DfI	1	0
DoH	1	1
DoJ	6	2
TEO	6	0
PPS	0	1
Total	34	12

Grade 6 & Grade 7 vacancies and candidate numbers

	No of candidates on original merit list	No of vacancies being allocated	No of offers made	Remaining supply of candidates
Grade 7	291	221	221	69
Grade 6	103	35	35	68

Temporary promotion to General Service Grade 6 & Grade 7

	No of General Service staff TP'd to grade (Sept 2025)*	TP's 2-4 years	TP's over 4 years
Grade 7	172	42	18
Grade 6	56	18	4

Not all of the above TP's will be vacant posts

Offers

A total of 220 Grade 7 offers issued, with 211 expected to take up post on 13 October. As at 15 October, NICSHR have received confirmation of 144 taking up post so far.

A total of 35 offers issued to Grade 6s on 13 October, all are expected to take up post on 10 November.

It is anticipated that these new starts will result in some reduction of TP's; however, the extent of impact cannot be confirmed until data has been compiled in the month end stats for October to reflect Grade 7 new starters and for Grade 6 month end November.

DAERA PermSec

From: Godfrey, Katrina (DAERA – Perm Sec)
Sent: 23 October 2025 10:22
To: Dooher, Brian; McCandless, Fiona; McKendry, Martin; Teague, Tracey; Thompson, Julie (DAERA); Reid, David (DfI); O'Donnell, Mark
Cc: McFlynn, Sharon; [REDACTED]
Subject: FW: CM: Grade 6 & 7 allocations
Attachments: CS to PS 21.10.25 - G7 and G6 recruitment.pdf

Colleagues – for your awareness **but not for circulating beyond TLT please while we establish the facts.**

Sharon and team are pursuing and I sincerely hope the figures are a mistake – will keep you posted (or be in touch).

Katrina

From: Godfrey, Katrina (DAERA – Perm Sec)
Sent: 23 October 2025 10:19
To: Shannon, Catherine <Catherine.Shannon@finance-ni.gov.uk>; Boyle, Colum (DfC) <Colum.Boyle@communities-ni.gov.uk>; Snowden, Ian <Ian.Snowden@economy-ni.gov.uk>; Armour, Ronnie <Ronnie.Armour@education-ni.gov.uk>; Gibson, Neil <Neil.Gibson@finance-ni.gov.uk>; Farrar, Mike <Mike.Farrar@health-ni.gov.uk>; McMahon, Denis <Denis.McMahon@infrastructure-ni.gov.uk>; Widdis, Hugh (DoJ) <Hugh.Widdis@justice-ni.gov.uk>; Malcolm, David (TEO) <David.Malcolm@executiveoffice-ni.gov.uk>; Luney, Peter <Peter.Luney@ppsni.gov.uk>
Cc: Wallace, Karen (DoF) <Karen.Wallace@finance-ni.gov.uk>; [REDACTED], NICS HR Director <NICSHRDirector@finance-ni.gov.uk>
Subject: RE: CM: Grade 6 & 7 allocations

Many thanks Catherine – slightly horrified at the figure you're showing for DAERA as my TLT and I have been very clear in terms of our intolerance of the behaviours your note highlights but we are urgently investigating.

Katrina

From: [REDACTED] On Behalf Of Shannon, Catherine
Sent: 23 October 2025 08:42
To: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>; Boyle, Colum (DfC) <Colum.Boyle@communities-ni.gov.uk>; Snowden, Ian <Ian.Snowden@economy-ni.gov.uk>; Armour, Ronnie <Ronnie.Armour@education-ni.gov.uk>; Gibson, Neil <Neil.Gibson@finance-ni.gov.uk>; Farrar, Mike <Mike.Farrar@health-ni.gov.uk>; McMahon, Denis <Denis.McMahon@infrastructure-ni.gov.uk>; Widdis, Hugh (DoJ) <Hugh.Widdis@justice-ni.gov.uk>; Malcolm, David (TEO) <David.Malcolm@executiveoffice-ni.gov.uk>; Luney, Peter <Peter.Luney@ppsni.gov.uk>
Cc: Shannon, Catherine <Catherine.Shannon@finance-ni.gov.uk>; Wallace, Karen (DoF) <Karen.Wallace@finance-ni.gov.uk>; [REDACTED]; NICS HR Director <NICSHRDirector@finance-ni.gov.uk>
Subject: CM: Grade 6 & 7 allocations

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FROM: CATHERINE SHANNON, DEPUTY SECRETARY, NICSHR

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Catherine Shannon
Deputy Secretary, NICSHR

cc. **Karen Wallace**


Annex A

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.....

From: McFlynn, Sharon
Sent: 23 October 2025 17:31
To: Godfrey, Katrina (DAERA – Perm Sec)
Cc: [REDACTED]
Subject: RE: CM: Grade 6 & 7 alllocations

Katrina,

[REDACTED] has provided the detail below on IRCs withdrawn by group, division and branch as provided to her by Resourcing colleagues today.

To note:

[REDACTED]

G6
IRC308236 – NIEA advised that this vacancy had been filled by internal means prior to allocation.

[illegible]

Godfrey, Katrina (DAERA – Perm Sec)

From: O'Donnell, Mark
Sent: 24 October 2025 15:07
To: Godfrey, Katrina (DAERA – Perm Sec)
Cc: McFlynn, Sharon; [REDACTED]
Subject: RE: CM: Grade 6 & 7 allocations

Katrina

The position in respect of each of the 3 cases in my Group:

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
			[REDACTED]	[REDACTED]
			[REDACTED]	[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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[REDACTED]
[REDACTED]
[REDACTED]

IRC314746	Grade 6	SPCSG	Finance Division	DAERA, Financial Planning Branch
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Roger's on leave today, so I'll check in with him on Monday, but I think it's highly likely that this one was withdrawn once the G6 Accountant Competition started to get under way. Roger has been interviewing for that competition this week.

I'll also remind my G5 colleagues that TPs into G6 and G7 posts, when supply is available, are only acceptable for a limited number of reasons, such as where there is a chain of TPs, an expected return of the post's incumbent or pending an imminent structural change.

Many thanks

Mark O'Donnell

Deputy Secretary | Strategic Planning & Corporate Services Group | Department of Agriculture, Environment & Rural Affairs

1st Floor | Jubilee House | 111 Ballykelly Road | Ballykelly | BT49 9HP

Tel: 07813 780 545 Email: mark.odonnell@daera-ni.gov.uk



Department of
**Agriculture, Environment
and Rural Affairs**
www.daera-ni.gov.uk

An Roinn
**Talmhaíochta, Comhshaoil
agus Gnóthaí Tuaithe**

Department of
**Fairmin, Environment
an' Kintra Matthers**

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Sent: 24 October 2025 09:36

Godfrey, Katrina (DAERA – Perm Sec)

From: McKendry, Martin
Sent: 04 November 2025 16:57
To: Godfrey, Katrina (DAERA – Perm Sec)
Subject: RE: CM: Grade 6 & 7 allocations

Katrina

I mentioned this last week to you and said I would come back on the FFRAG allocations from these competitions:

- Across the group work is ongoing to review the Grade 6/7 cohort in FFRAG and ensure we have the key people in the key places with a span of control commensurate with the grade;
- As a result, I did not move to fill 2 Grade 6 posts in AESD and RAD where the senior team in both divisions will move to 2 Grade 6 posts rather than the current 3;

[REDACTED]

Martin

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Sent: 23 October 2025 10:22
To: Dooher, Brian <Brian.Dooher@daera-ni.gov.uk>; McCandless, Fiona <Fiona.McCandless@daera-ni.gov.uk>; McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; Teague, Tracey <Tracey.Teague@daera-ni.gov.uk>; Thompson, Julie (DAERA) <Julie.Thompson@daera-ni.gov.uk>; Reid, David (NIEA) <DavidP.Reid@daera-ni.gov.uk>; O'Donnell, Mark <Mark.ODonnell@daera-ni.gov.uk>
Cc: McFlynn, Sharon <Sharon.McFlynn@daera-ni.gov.uk>; [REDACTED]
[REDACTED]
Subject: FW: CM: Grade 6 & 7 allocations

Colleagues – for your awareness **but not for circulating beyond TLT please while we establish the facts.**

Sharon and team are pursuing and I sincerely hope the figures are a mistake – will keep you posted (or be in touch).

Katrina

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To: Shannon, Catherine <Catherine.Shannon@finance-ni.gov.uk>; Boyle, Colum (DfC) <Colum.Boyle@communities-ni.gov.uk>; Snowden, Ian <Ian.Snowden@economy-ni.gov.uk>; Armour, Ronnie <Ronnie.Armour@education-ni.gov.uk>; Gibson, Neil <Neil.Gibson@finance-ni.gov.uk>; Farrar, Mike <Mike.Farrar@health-ni.gov.uk>; McMahon, Denis <Denis.McMahon@infrastructure-ni.gov.uk>; Widdis, Hugh (DoJ) <Hugh.Widdis@justice-ni.gov.uk>; Malcolm, David (TEO) <David.Malcolm@executiveoffice-ni.gov.uk>; Luney, Peter <Peter.Luney@ppsni.gov.uk>
Cc: Wallace, Karen (DoF) <Karen.Wallace@finance-ni.gov.uk>; [REDACTED]

DAERA PermSec

From: Godfrey, Katrina (DAERA – Perm Sec)
Sent: 18 December 2025 20:28
To: [REDACTED]
Cc: [REDACTED] O'Donnell, Mark; DAERA Capability & Staff Admin
Subject: Re: FAO all Line Managers across NICS with Grade 6 and Grade 7 General Service vacancies - deadline 19 December 2025

Huge thanks [REDACTED] - that's great and much appreciated and yes, on that basis, I'm content thanks.

Katrina

Sent from Outlook for iOS

From: [REDACTED]
Sent: Thursday, December 18, 2025 8:25 pm
To: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Cc: [REDACTED]
O'Donnell, Mark <Mark.ODonnell@daera-ni.gov.uk>; DAERA Capability & Staff Admin <CapabilityandStaffAdmin@daera-ni.gov.uk>
Subject: RE: FAO all Line Managers across NICS with Grade 6 and Grade 7 General Service vacancies - deadline 19 December 2025

Hi Katrina,

We went out across the Department seeking notification of any new vacancies proposed to be lodged, with one to be withdrawn as it is a duplicate entry.

We have been advised of the following with an assurance that the vacancies are not related to ones previously withdrawn.

Group	Raised	Withdrawn	Grade	Title of Post	IRC Number
[REDACTED]	[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]
SPCSG	Yes		Grade 6	Pending	
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Are you content for me to proceed to have these raised/withdrawn before COP 19 December deadline?

For you consideration.

Thanks!

Capacity, Capability, Equality & Diversity Branch

Department of Agriculture, Environment and Rural Affairs | Jubilee House, 111 Ballykelly Road, Limavady, BT49 9HP

Generic email: capabilityandstaffadmin@daera-ni.gov.uk



Department of
**Agriculture, Environment
and Rural Affairs**
www.daera-ni.gov.uk

An Roinn
**Talmhaíochta, Comhshaoil
agus Gnóthaí Tuaithe**

Department o'
**Fairmin, Environment
an' Kintra Matthers**

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>

Sent: 11 December 2025 20:35

To: O'Donnell, Mark <Mark.ODonnell@daera-ni.gov.uk>; [REDACTED]

Cc: [REDACTED]

Subject: RE: FAO all Line Managers across NICS with Grade 6 and Grade 7 General Service vacancies - deadline 19 December 2025

Mark and [REDACTED]

Could I ask for a close eye to be kept on this and to be advised promptly of any withdrawals of vacancies already logged with explanations provided?

We do need to guard against any gaming of the system here – hopefully I am worrying needlessly but I don't want to discover that vacancies have been withdrawn.

[REDACTED] - I know you know already that I have asked to see and approve the resubmission of any vacancies from these competitions that were previously withdrawn so that I can be satisfied that the approach being taken is proper and in line with our values.

Could you also make sure that a robust approach is applied to TPs to make sure we are not denying people on a merit list a substantive post while leaving TPs live (unless of course they are TPs to posts not vacant eg due to maternity leave or a chain)?

Many thanks

Katrina

From: NICS No_Reply Corporate Communications <No_ReplyNICSCorporateCommunications@finance-ni.gov.uk>

Sent: 11 December 2025 14:05

Subject: FAO all Line Managers across NICS with Grade 6 and Grade 7 General Service vacancies - deadline 19 December 2025

FAO all LINE MANAGERS across NICS with Grade 6 and Grade 7 General Service vacancies

Grade 6 and Grade 7 General Service vacancies – 19 December 2025 deadline for new vacancies and withdrawals for allocations

NICSHR is preparing to fill Grade 6 and Grade 7 General Service vacancies from the Grade 6 and Grade 7 competitions IRC306699 and IRC306697.

New vacancies to be declared

If you want to declare any vacancies to be considered for upcoming allocations, they must be received on or before **19 December**, have a valid Funding & Headcount form **and** a valid IRC number. Please ensure that each **individual** vacancy has an IRC number and is requisitioned on the IRec module on HRConnect.

Funding & Headcount forms should be submitted by the relevant departmental approver to NICSHR.Resourcing@finance-ni.gov.uk and for DOJ/PPS staff NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk

Please include either “**General Service Grade 6 - funding & headcount form**” or “**General Service Grade 7 - funding & headcount form**” or in the email subject line to assist us in processing the request. Each department has its own internal processes for considering affordability and authorising Funding & Headcount Forms. Please refer to your intranet site or contact your Retained Finance Function if you are unsure of the approval process in your department.

Please note:

- Depending on the level of demand across the NICS, your vacancy may not be filled on this occasion.
- Any vacancies declared after the deadline of 19 December will not be included.

Current vacancies to be withdrawn

To make the allocation process as efficient as possible, you are asked to ensure that any declared Grade 6 or Grade 7 General Service vacancies remain valid. If they are valid vacancies, you do **not** need to take any action.

If you have declared a Grade 6 or Grade 7 General Service vacancy but subsequently filled it internally, you must tell us immediately so that we can reject the vacancy that we hold. Otherwise, Resourcing could allocate a candidate to an already filled vacancy.

If you wish to withdraw your vacancy, you must notify us immediately quoting the relevant vacancy IRCs by email to NICSHR.Resourcing@finance-ni.gov.uk and for DOJ/PPS staff NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk. Please include “**General Service Grade 6 - Vacancy Withdrawal**” or “**General Service Grade 7 – Vacancy Withdrawal**” in the email subject line to assist us in processing the request.

The cut-off date for any new vacancies to be declared OR existing vacancies to be withdrawn before this round of allocations is 19 December 2025. Grade 6 and Grade 7 General Service vacancies must **not** be withdrawn after **19 December 2025**.

Temporary Promotions

It is recommended that during these allocations, merit lists are used to fill vacancies that are currently occupied through temporary promotion. The intention is to ensure vacant positions do not remain open when qualified candidates exist on merit lists.

If you wish to check the position of any Funding & Headcount forms you have already sent to NICSHR, please send an email to NICSHR.Resourcing@finance-ni.gov.uk or NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk and a member of the team will contact you.



DAERA PermSec

From: Godfrey, Katrina (DAERA – Perm Sec)
Sent: 19 December 2025 19:28
To: Campbell, Anna
Cc: McKendry, Martin; DAERA PermSec
Subject: Re: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal

And to you too Anna - thank you for all your fantastic work during 2025 and hope you get to enjoy a well-earned Christmas break! See you in 2026!

Katrina

Sent from [Outlook for iOS](#)

From: Campbell, Anna <Anna.Campbell@daera-ni.gov.uk>
Sent: Friday, December 19, 2025 4:04 pm
To: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Cc: McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; DAERA Capability & Staff Admin <CapabilityandStaffAdmin@daera-ni.gov.uk>; [REDACTED]
Subject: RE: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal

I understand completely and I share your position on that.

Many thanks for considering it this afternoon and have a lovely break this Christmas.

Anna

[Anna Campbell](#) | Director (Acting) Agricultural and Environmental Schemes Division | Department of Agriculture, Environment and Rural Affairs | Jubilee House | 111 Ballykelly Rd | Limavady | BT49 9HP Tel: (028) 7744 2226 (ext: 49226) | Mobile: 07517995515 | Email: anna.campbell@daera-ni.gov.uk

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Sent: 19 December 2025 16:02
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Subject: RE: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal

Thanks Anna

On balance I am content but would ask you to reach a firm decision as soon as possible on whether you're filling the post substantively as I definitely don't want people successful in the G6 competition to miss their opportunity for promotion.

Katrina

From: Campbell, Anna <Anna.Campbell@daera-ni.gov.uk>
Sent: 19 December 2025 15:49
To: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>
Cc: McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; DAERA Capability & Staff Admin

<CapabilityandStaffAdmin@daera-ni.gov.uk>; DAERA PermSec <perm.sec@daera-ni.gov.uk>

Subject: RE: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal

Thank you, Katrina, for your speedy reply.

Summer 2026 is my plan. The most significant reason for this timeframe is to ensure I close the Programme well, as a 'conditional closure' which requires thought on how we collectively in FFRAG deal with the continued work around FWN. That is underway, with some of the jigsaw pieces expected in January.

For context, the post I would be filling substantively if I continue down the path of the vacancy would be the [REDACTED]. In the New Year I will be embedding a couple of brand new G7s within that Unit (including in payment branch), and the timescales that you are thinking of would align with the opening of the entitlements transfer window and the single application and into preparation for payments which is also compounded by the opening of new schemes. To change post holder twice in that timeframe would introduce significant risk to operational delivery.

By Easter I expect to have a much clearer understanding of the true vacancy position and I can assure you I am keen to permanently fill any remaining substantive post as soon as possible in 2026.

I hope this extra information helps – Anna

Anna Campbell | Director (Acting) Agricultural and Environmental Schemes Division | Department of Agriculture, Environment and Rural Affairs | Jubilee House | 111 Ballykelly Rd | Limavady | BT49 9HP Tel: (028) 7744 2226 (ext: 49226) | Mobile: 07517995515 | Email: anna.campbell@daera-ni.gov.uk

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>

Sent: 19 December 2025 15:27

To: Campbell, Anna <Anna.Campbell@daera-ni.gov.uk>

Cc: McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; DAERA Capability & Staff Admin <CapabilityandStaffAdmin@daera-ni.gov.uk>; [REDACTED]

Subject: RE: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal

Thanks Anna

Martin had in fairness mentioned that you were reviewing your G6 profile.

On the TP G6 in the post that's not [REDACTED], I'd be keen to have a clearer sense of when in 2026 it would end.

The reason I ask is that, if I thought a post was going to be filled for more than half of the year, I might push to fill it substantively and then redeploy the person (it is likely that we will continue to have G6 vacancies across the NICS and these are mobile grades). That would be preferable over leaving someone who'd passed the G6 promotion process and was next in merit order on a list while someone not in that category continued to be TP'd for a significant period.

On the other hand, if you told me it was definitely going to end by Easter, I might be able (just about) to thole a TP in that circumstance.

Katrina

From: Campbell, Anna <Anna.Campbell@daera-ni.gov.uk>

Sent: 19 December 2025 15:17

To: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>

Cc: McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; DAERA Capability & Staff Admin <CapabilityandStaffAdmin@daera-ni.gov.uk>; [REDACTED]
Subject: Urgent with Apologies - FW: General Service Grade 6 - Vacancy Withdrawal
Importance: High

Good afternoon, Katrina.

Please be advised of an urgent updated position regarding the current exercise on G6 and G7 allocations that I wish to bring to your attention.

In error, I have missed deadlines set by Capacity and Capability branch associated with this exercise and steps that were required. Please accept my sincere apologies for that, and to [REDACTED] team who I now understand were working with you to clear a consolidated view of the Departmental position. It was a complete oversight on my part alone.

I wish to advise you that I consider that [REDACTED] should be withdrawn at present.

This is because the current vacancy picture has changed, and I no longer hold a true vacancy there.

I currently have 2 TP'd G6's. One of those will end in 2026 due to the expected closure of the Future Implementation Programme which has now been agreed following a recent Gateway Review. The other post (which this IRC refers to) is therefore now [REDACTED] substantive post and part of a current TP chain which I expect to have a clearer picture of early next year.

Martin is aware and in agreement with this amended vacancy position.

I would be most grateful if you can consider urgently for me to progress in line with HR notifications deadline (today) and again, please accept my apologies for this being issued to you outside of the approach that you had set out.

Happy of course to discuss further if necessary.

With sincere thanks – Anna

Anna Campbell | Director (Acting) Agricultural and Environmental Schemes Division | Department of Agriculture, Environment and Rural Affairs | Jubilee House | 111 Ballykelly Rd | Limavady | BT41 9HP Tel: (028) 7744 2226 (ext: 49226) | Mobile: 07517995515 | Email: anna.campbell@daera-ni.gov.uk

From: NICS No_Reply Corporate Communications <No_ReplyNICSCorporateCommunications@finance-ni.gov.uk>
Sent: 11 December 2025 14:05
Subject: FAO all Line Managers across NICS with Grade 6 and Grade 7 General Service vacancies - deadline 19 December 2025

FAO all LINE MANAGERS across NICS with Grade 6 and Grade 7 General Service vacancies

Grade 6 and Grade 7 General Service vacancies – 19 December 2025 deadline for new vacancies and withdrawals for allocations

NICSHR is preparing to fill Grade 6 and Grade 7 General Service vacancies from the Grade 6 and Grade 7 competitions IRC306699 and IRC306697.

New vacancies to be declared

If you want to declare any vacancies to be considered for upcoming allocations, they must be received on or before **19 December**, have a valid Funding & Headcount form **and** a valid IRC number. Please ensure that each **individual** vacancy has an IRC number and is requisitioned on the IRec module on HRConnect.

Funding & Headcount forms should be submitted by the relevant departmental approver to NICSHR.Resourcing@finance-ni.gov.uk and for DOJ/PPS staff NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk

Please include either "**General Service Grade 6 - funding & headcount form**" or "**General Service Grade 7 - funding & headcount form**" or in the email subject line to assist us in processing the request. Each department has its own internal processes for considering affordability and authorising Funding & Headcount Forms. Please refer to your intranet site or contact your Retained Finance Function if you are unsure of the approval process in your department.

Please note:

- Depending on the level of demand across the NICS, your vacancy may not be filled on this occasion.
- Any vacancies declared after the deadline of 19 December will not be included.

Current vacancies to be withdrawn

To make the allocation process as efficient as possible, you are asked to ensure that any declared Grade 6 or Grade 7 General Service vacancies remain valid. If they are valid vacancies, you do **not** need to take any action.

If you have declared a Grade 6 or Grade 7 General Service vacancy but subsequently filled it internally, you must tell us immediately so that we can reject the vacancy that we hold. Otherwise, Resourcing could allocate a candidate to an already filled vacancy.

If you wish to withdraw your vacancy, you must notify us immediately quoting the relevant vacancy IRCs by email to NICSHR.Resourcing@finance-ni.gov.uk and for DOJ/PPS staff NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk. Please include "**General Service Grade 6 - Vacancy Withdrawal**" or "**General Service Grade 7 – Vacancy Withdrawal**" in the email subject line to assist us in processing the request.

The cut-off date for any new vacancies to be declared OR existing vacancies to be withdrawn before this round of allocations is 19 December 2025. Grade 6 and Grade 7 General Service vacancies must **not** be withdrawn after **19 December 2025**.

Temporary Promotions

It is recommended that during these allocations, merit lists are used to fill vacancies that are currently occupied through temporary promotion. The intention is to ensure vacant positions do not remain open when qualified candidates exist on merit lists.

If you wish to check the position of any Funding & Headcount forms you have already sent to NICSHR, please send an email to NICSHR.Resourcing@finance-ni.gov.uk or NICSHR.ResourcingDOJPPSOnly@justice-ni.gov.uk and a member of the team will contact you.

DAERA PermSec

From: [REDACTED]
Sent: 12 June 2026 10:58
To: Godfrey, Katrina (DAERA – Perm Sec); [REDACTED]
Cc: [REDACTED]
Subject: RE: GRADE 6 TPs
Attachments: DAERA Grade 6 TPs & Vacancies - Month ending May 2026.xlsx

Good morning Katrina,

Further to below, please see the attached detailing **Grade 6 TPs and Vacancies for month ending May 2026**.

Pending [REDACTED] views, other than going out to the business area, or using best guess, there's no direct way to link registered vacancies to TPs from NICS HR data.

In summary at the end of May there were **9 Registered Grade 6 vacancies** and **18 TPs**.

TP Reason	Number
Temporary Promotion Vacant Post	10
Temporary Promotion Special Exercise	3
Temporary Promotion Chain	3
Temporary Promotion Sick Leave	2
Total	18

TP Duration	Number
Under 6 Months	1
6-12 Months	7
1-2 Years	7
2-4 Years	3
Total	18

I hope this helps!

Thanks

[REDACTED]

[REDACTED]

Capacity, Capability, Equality & Diversity Branch

Department of Agriculture, Environment and Rural Affairs | Jubilee House, 111 Ballykelly Road, Limavady, BT49 9HP

Generic email: capabilityandstaffadmin@daera-ni.gov.uk



Teams

Chat with me on Teams.

DAERA - Staff in Post TP Report (2025/2026) - month end May 2026[illegible]

Level2

[illegible]

Level3

DAERA, Agricultural Policy Division

DAERA, Area Based Schemes Development Division

DAERA, Area Based Schemes Development Division

DAERA, CAFRE

DAERA, CAFRE

DAERA, Rural Affairs Division

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, Digital Services Directorate

DAERA, Finance Division

DAERA, Animal Health and Welfare Policy Jubilee House

DAERA, Enzoootic Division Jubilee House

DAERA, Enzoootic Division Jubilee House

DAERA, Enzoootic Division Jubilee House

DAERA, Epizootic Diseases and Public Health Jubilee House

DAERA, VS Business Management Branch

Level4

DAERA, Agricultural Policy Division Branch
DAERA, Area-based Schemes Systems Management
DAERA, EU Exit Future Implementation Prog Management Office
DAERA, CAFRE Director, College Support Service
DAERA, CAFRE Director, Knowledge Advisory Service
DAERA, RA Investments Branch
DAERA, Environmental Crime Unit
DAERA, Industrial Pollution & Radiochemical Inspectorate Unit
DAERA, Water Catchment Unit
DAERA, Water Science & Evidence Unit
DAERA, Information Systems
DAERA, Financial Planning Branch
DAERA, TB-BR Policy Branch Jubilee House
DAERA, Field Delivery
DAERA, Field Delivery
DAERA, Field Delivery
DAERA, IRM, Cross & Regulatory Comp TSE/ABP, Epiz & CPED J H
DAERA, Business Change & Organisational Development Jub Hse

Org Name

DAERA, Agricultural Policy Division Clare House
DAERA, Area-based Schemes Systems Management
DAERA, Future Implementation -Programme Man Office Jub House
DAERA, CAFRE Director, College Support Service
DAERA, CAFRE Director, Knowledge Advisory Service
DAERA, RA Investments Branch Jubilee Hse
DAERA, Incident Management & Engagement Branch
DAERA, Odour Control & Impact Assessment Branch
DAERA, WCU River Basin Districts Priority Catchments
DAERA, WSEU Freshwater Monitoring & Assessment Lough Neagh
DAERA, Information Systems
DAERA, Financial Planning Clare House
DAERA, TB-BR Policy Branch Jubilee House
DAERA, Bovine TB Eradication Transformation Programme
DAERA, Bovine TB Eradication Transformation Programme
DAERA, TB Programme, BVD & PVP Contract Man Jubilee House
DAERA, IRM, Cross & Regulatory Comp TSE/ABP, Epiz & CPED J H
DAERA, VSAHG NIFAIS Unit CH

Direct Parent Organisation Name

DAERA, Agricultural Policy Division Branch
DAERA, Area Based Schemes Development Division
DAERA, EU Exit Future Implementation Prog Management Office
DAERA, CAFRE
DAERA, CAFRE
DAERA, RA Investments Branch
DAERA, Environmental Crime Unit
DAERA, Industrial Pollution & Radiochemical Inspectorate Unit
DAERA, Water Catchment Unit
DAERA, Water Science & Evidence Unit
DAERA, Digital Services Directorate
DAERA, Financial Planning Branch
DAERA, Animal Health and Welfare Policy Jubilee House
DAERA, Enzootic Disease and Animal Welfare Jubilee House
DAERA, Enzootic Disease and Animal Welfare Jubilee House
DAERA, Enzootic Disease and Animal Welfare Jubilee House
DAERA, Epizootic Diseases and Public Health Jubilee House
DAERA, Business Change & Organisational Development Jub Hse

Position Name	SIP_HC	SIP_FTE
Agricultural Policy Division CH Agricultural Inspector G6 209674	1	1
Area-based Schemes Systems Management Grade 6 200401	1	1
Future Implementation -Programme Management Office BK G6 204070	1	1
CAFRE College Support Service Sen Principal (G6) 203096	1	1
CAFRE Knowledge Advisory Service Agricultural Officer(G6) 211503	1	1
RA Investments Jubilee Hse G6 209477	1	1
Incident Management & Engagement Branch G6 (CTC) 211426	1	1
Odour Control & Impact Assessment Branch G6 210388	1	1
WCU River Basin Districts Priority Catchments G6 211106	1	1
WSEU Freshwater Monitoring & Assessment Lough Neagh G6 210496	1	1
Information Systems Senior Principal (ICT Level 8) 112920	1	1
À Deputy Finance Director G6 Accountant 208725	1	1
TB-BR Policy BK G6 202360	1	1
Bovine TB Eradication Transformation Programme SPVO JH 209968	1	1
Bovine TB Eradication Transformation Programme SPVO JH 209968	1	0.96
TB Programme, BVD & PVP Contract Management BK SPVO 198278	1	0.98
IRM & Cross Comp Stand, TSE/ABP, Epizootics & CPED BK SPVO 196916	1	1
NIFAIS Unit SPVO 210475	1	1

Analogous Grade	Occupational Group_Current	Substantive Grade Name
Grade 6	Agricultural Inspectors (Grade)	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	Agricultural Inspectors (Grade)	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	General Service	
Grade 6	Computing	
Grade 6	General Service (Accountant)	
Grade 6	General Service	
Grade 6	Veterinary Officers	
Grade 6	Veterinary Officers	
Grade 6	Veterinary Officers	
Grade 6	Veterinary Officers	
Grade 6	Veterinary Officers	

Substantive Analogous Grade	Substantive_General Service Grades
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[illegible]

[illegible]

Supervisor Name

[illegible]

TP_Grade Name	TP_Analogous Grade
Agricultural Officer (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
Agricultural Officer (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
Senior Principal (G6)	Grade 6
ICT Level 8	Grade 6
Accountant (Grade 6)	Grade 6
Senior Principal (G6)	Grade 6
Sp Veterinary Officer (G6)	Grade 6
Sp Veterinary Officer (G6)	Grade 6
Sp Veterinary Officer (G6)	Grade 6
Sp Veterinary Officer (G6)	Grade 6
Sp Veterinary Officer (G6)	Grade 6

TP_Substantive Grade Name

TP_Substantive Analogous Grade

[illegible]

TP_Reason	TP Start Date	TP End Date	TP_Duration
Temporary Promotion Vacant Post	23/11/2025	25/11/2026	6-12 Months
Temporary Promotion Vacant Post	13/10/2025	04/10/2026	6-12 Months
Temporary Promotion Chain	11/11/2024	31/12/2026	1-2 Years
Temporary Promotion Vacant Post	12/01/2026	13/07/2026	Under 6 Months
Temporary Promotion Chain	02/12/2024	03/11/2026	1-2 Years
Temporary Promotion Vacant Post	07/07/2025	28/06/2026	6-12 Months
Temporary Promotion Special Exercise	14/11/2025	18/10/2026	6-12 Months
Temporary Promotion Vacant Post	01/06/2024	28/06/2026	1-2 Years
Temporary Promotion Sick Leave	29/09/2025	14/08/2026	6-12 Months
Temporary Promotion Sick Leave	15/09/2025	14/08/2026	6-12 Months
Temporary Promotion Vacant Post	31/03/2025	30/06/2026	1-2 Years
Temporary Promotion Vacant Post	01/01/2025	30/06/2026	1-2 Years
Temporary Promotion Special Exercise	11/12/2023	02/08/2026	2-4 Years
Temporary Promotion Vacant Post	23/09/2024	09/08/2026	1-2 Years
Temporary Promotion Vacant Post	04/12/2023	30/09/2026	2-4 Years
Temporary Promotion Special Exercise	20/12/2024	28/06/2026	1-2 Years
Temporary Promotion Chain	17/08/2025	05/07/2026	6-12 Months
Temporary Promotion Vacant Post	22/05/2023	30/09/2026	2-4 Years

Vacancy IRC	Date Record Added To Tracker	NICS Analogous Grade
IRC313221	17/12/2025	G6
IRC321311	21/11/2025	G6
IRC326584	25/03/2026	G6
IRC308325	01/05/2025	G6
IRC305589	20/06/2024	G6
IRC328469	27/03/2025	G6
IRC328470	27/03/2025	G6
IRC325529	04/03/2026	G6
IRC312852	14/02/2025	G6

Full Grade Name

NON | Agricultural Officer (G6) | 015 | 052

NON | Agricultural Officer (G6) | 015 | 052

NON | Forest Operations Officer | 067 | 052

NON | Senior Principal (G6) | 001 | 052

NON | Senior Principal (G6) | 001 | 052

NON | ICT Level 8 | 170 | 052

NON | ICT Level 8 | 170 | 052

NON | Senior Principal (G6) | 001 | 052

NON | Sp Veterinary Officer (G6) | 191 | 052

General or Non General Service	NICS Occupational Group
Non-General Service	Agricultural Inspectors (Grade)
Non-General Service	Agricultural Inspectors (Grade)
Non-General Service	Forestry
General Service	General Service
General Service	General Service
Non-General Service	Computing
Non-General Service	Computing
General Service	General Service
Non-General Service	Veterinary Officers

L2 Parent

DAERA, Food, Farming & Rural Affairs Group

DAERA, Food, Farming & Rural Affairs Group

DAERA, Forest Service

DAERA, Northern Ireland Environment Agency

DAERA, Northern Ireland Environment Agency

DAERA, Strategic Planning & Corporate Services Group

DAERA, Strategic Planning & Corporate Services Group

DAERA, Veterinary Service and Animal Health Group

DAERA, Veterinary Service and Animal Health Group

L3 Parent (NIPS Grp)

DAERA, Agricultural Policy Division

DAERA, CAFRE

DAERA, FS Principal Management

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, NIEA Waste & Industrial Pollution Regulation & Enforcement Division

DAERA, Digital Services Directorate

DAERA, Digital Services Directorate

DAERA, WF Division

DAERA, Epizootic Diseases and Public Health Jubilee House

HR Connect Organisation Name (from Position ID)	HC	FTE
DAERA, Agricultural Policy Division Clare House	1	1
DAERA, CAFRE Director, College Support Service	1	1
DAERA, FS Chief Executives Office	1	1
DAERA, RED, Water Management Unit	1	1
DAERA, RED, Regulation Unit	1	1
DAERA, Information Systems	1	1
DAERA, Information Systems	1	1
DAERA, WF Renewal Future Planning JH	1	1
DAERA, Portal Controls & Imports Admin	1	1

Post Type	Security Clearance Level	Town
Permanent – full time (SWP)	Basic	Belfast
Permanent – full time (SWP)	Basic	Antrim
Permanent – full time (SWP)	Basic	Enniskillen
Permanent – full time (SWP)	Basic	Lisburn
Permanent – full time (SWP)	Basic	Lisburn
Permanent – full time (SWP)	Basic	Ballykelly
Permanent – full time (SWP)	Basic	Belfast
Permanent – full time (SWP)	Basic	Ballykelly
Permanent – full time (SWP)	Basic	Belfast

Office Address	Vacancy Progress	Prioritisation Category
Clare House	Design	Other priority post
Greenmount Campus	Design	Business as usual post
Inishkeen House	Design	Other priority post
DAERA Lisburn	Checking supply	Lough Neagh
DAERA Lisburn	Design	Business as usual post
Jubilee House	Offer in progress	Business as usual post
Clare House	Offer in progress	Business as usual post
Jubilee House	Awaiting Allocation	Windsor Framework
Clare House	Design	Windsor Framework

Godfrey, Katrina (DAERA – Perm Sec)

From: DAERA FFRAG Coordination
Sent: 19 June 2026 16:55
To: Godfrey, Katrina (DAERA – Perm Sec)
Cc: DAERA FFRAG Coordination; McKendry, Martin
Subject: OFF-SEN: GRADE 6 TEMPORARY PROMOTIONS - Food, Farming and Rural Affairs Group Return
Attachments: OFFICIAL SENSITIVE -G6 TPs - FFRAG.DOCX

OFFICIAL SENSITIVE

Good afternoon Katrina,

Please find attached the FFRAG Return for the GRADE 6 TEMPORARY PROMOTIONS request.

Martin has commented: There are 6 TP posts in FFRAG. 3 are technical posts and we are planning a competition Aug 2026. The remaining 3 – one is a chain for the [REDACTED] and the remaining 2 are under review with decisions pending Sept' 26.

Regards
[REDACTED]

[REDACTED] | Agri-Food & Corporate Support | Department of Agriculture, Environment and Rural Affairs | Clare House | 303 Airport Road West | Belfast | BT3 9ED | [REDACTED] | [REDACTED]
[REDACTED]

From: Godfrey, Katrina (DAERA – Perm Sec) <Katrina.Godfrey@daera-ni.gov.uk>

Sent: 15 June 2026 11:26

To: O'Donnell, Mark <Mark.ODonnell@daera-ni.gov.uk>; Dooher, Brian <Brian.Dooher@daera-ni.gov.uk>; McKendry, Martin <Martin.McKendry@daera-ni.gov.uk>; Crowe, Richard <Richard.Crowe@daera-ni.gov.uk>

Cc: Thompson, Julie (DAERA) <Julie.Thompson@daera-ni.gov.uk>; McCandless, Fiona <Fiona.McCandless@daera-ni.gov.uk>; Corderoy, Jane <Jane.Corderoy@daera-ni.gov.uk>; [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: OFF-SEN: GRADE 6 TEMPORARY PROMOTIONS

Martin
Brian
Richard o/r
Mark

We identified at our last TLT the importance of reviewing all TPs to ensure that there is compliance with the relevant HR policy and also to ensure that there is nobody TP'd into a post where there is supply available or a post that is not a formally declared vacancy unless it is to cover an absence.

There is a particular urgency to reviewing our Grade 6 TPs and, with thanks to [REDACTED] and to [REDACTED] in NICS HR, I have pulled out summary details of all our Grade 6 TPs.

Could you please review your TPs and quickly (ideally by the end of this week*) provide an up to date reason as to why the TP is needed and a few words to explain what is being done to regularise the position?

I know there is recruitment that is well advanced for some posts but it is not always easy to match recruitment asks and TPs so forgive me if the answer is very straightforward (but please provide it anyway).

Finally, if you need to consult G5s in your group, it would be best just to detach your own group's entries in the table rather than sharing everyone's details.

██████████ I appreciate that the NIEA response may need to await Richard's return but Liz may be able to make some progress in his absence and I'm happy to chat if helpful.

Thank you

Katrina

Katrina Godfrey
Permanent Secretary
Department of Agriculture, Environment and Rural Affairs
First Floor
Clare House
303 Airport Road West
BELFAST
BT3 9ED
028 9052 4608
Ext 24608
My pronouns are: she/her



Department of
**Agriculture, Environment
and Rural Affairs**
www.daera-ni.gov.uk

An Roinn
**Talmhaíochta, Comhshaoil
agus Gnóthaí Tuaithe**



Grade 6 temporary promotions at end May 2026

Group	Person temporarily promoted	Duration of TP	Location	Reason for TP	Plan to regularise <i>To be completed for all TPs that are approaching or have exceeded 12 months' duration and all TPs that are for vacant posts or special exercises</i>
FFRAG		6-12 months			
		6-12 months			As agreed with , this post is a TP chain pending filling of G5 AESD
		1-2 years			As agreed with , this post is undergoing review as new scheme needs have been identified and the requirement for a permanent vacancy being raised has not yet been finalised. It holds responsibility for FwN which is in a critical development space.
		< 6 months			
		1-2 years			
		6-12 months			

From: [REDACTED]
To: [DAERA FFRAG Coordination](#)
Subject: FW: REMINDER: [REDACTED] : GRADE 6 TEMPORARY PROMOTIONS
Date: 19 June 2026 09:31:00
Attachments: [image001.png](#) -G6 TPs - FFRAG.DOCX
[image002.png](#)

Input added.

Kind regards

[REDACTED]

[REDACTED] Agricultural and Environmental Schemes Division | Department of Agriculture, Environment and Rural Affairs | Jubilee House | 111 Ballykeilly Rd | Limavady | BT49 9H9 [REDACTED]
[REDACTED] Email: [REDACTED]

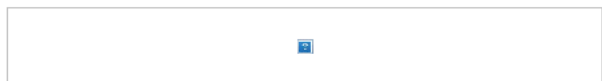
From: DAERA FFRAG Coordination <FFRAG.Coordination@daera-ni.gov.uk>
Sent: 18 June 2026 17:20
To: [REDACTED]
Cc: DAERA FFRAG Coordination <FFRAG.Coordination@daera-ni.gov.uk>, [REDACTED]
Subject: REMINDER: [REDACTED] GRADE 6 TEMPORARY PROMOTIONS

Directors,

I am chasing the request below please.

Thank you.

[REDACTED]



From: DAERA FFRAG Coordination <FFRAG.Coordination@daera-ni.gov.uk>
Sent: 15 June 2026 12:57
To: [REDACTED]
Cc: DAERA FFRAG Coordination <FFRAG.Coordination@daera-ni.gov.uk>
Subject: [REDACTED] : GRADE 6 TEMPORARY PROMOTIONS

[REDACTED]

Good afternoon Directors,

[REDACTED] would appreciate your replies in relation to the PermSec request highlighted in yellow regarding FFRAG G6 TP's (see attached).

Grateful for replies to FFRAG coordination by Thurs 18th June 3pm please for consideration by [REDACTED].

Regards

[REDACTED]

[REDACTED] | Agri-Food & Corporate Support | Department of Agriculture, Environment and Rural Affairs | Clare House | 303 Airport Road West | Belfast | BT3 9ED | Phone: [REDACTED] | E-mail: [REDACTED]

From: [REDACTED]
Sent: 15 June 2026 12:38
To: DAERA FFRAG Coordination <FFRAG.Coordination@daera-ni.gov.uk>
Subject: FW: [REDACTED] : GRADE 6 TEMPORARY PROMOTIONS

[REDACTED] - could you ask respective Grade 5s for a reply please by the end of the week.

[REDACTED]

From: [REDACTED]
Sent: 15 June 2026 11:26
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED] GRADE 6 TEMPORARY PROMOTIONS

[REDACTED]

[REDACTED]

We identified at our last TLT the importance of reviewing all TPs to ensure that there is compliance with the relevant HR policy and also to ensure that there is nobody TP'd into a post where there is supply available or a post that is not a formally declared vacancy unless it is to cover an absence.

There is a particular urgency to reviewing our Grade 6 TPs and, with thanks to [REDACTED] and to [REDACTED] in NICS HR, I have pulled out summary details of all our Grade 6 TPs.

Could you please review your TPs and quickly (ideally by the end of this week*) provide an up to date reason as to why the TP is needed and a few words to explain what is being done to regularise the position?

I know there is recruitment that is well advanced for some posts but it is not always easy to match recruitment asks and TPs so forgive me if the answer is very straightforward (but please provide it anyway).

Finally, if you need to consult G5s in your group, it would be best just to detach your own group's entries in the table rather than sharing everyone's details.

[REDACTED] - I appreciate that the NIEA response may need to await [REDACTED] return but [REDACTED] may be able to make some progress in his absence and I'm happy to chat if helpful.

Thank you

[Redacted]

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