

THE PUBLIC APPOINTMENTS ANNUAL REPORT 2011/12

AN ANNEX TO

THE PUBLIC BODIES ANNUAL REPORT 2011/12

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Introduction

This document is the 'Public Appointments Annual Report', it is an annex to the Public Bodies Annual Report and shows the position as at 31 March 2012.

The Report has been prepared by the Central Management Branch in the Office of the First Minister and deputy First Minister (OFMDFM) using information supplied by Northern Ireland's twelve Government Departments. Copies of the Report are available on the Internet at www.ofmdfmi.gov.uk/public-appointments

The purpose of this Report is twofold; firstly, it provides an overview of the public appointments held at 31 March 2012 and, secondly it sets out in some detail the number of applications received and appointments made by each of the twelve Government Departments during the period from 1 April 2011 to 31 March 2012.

Appointments made by the Northern Ireland Office (NIO) are not included in this Report.

Most public appointments here are made in line with the principles and procedures laid down in the Code of Practice published by the Commissioner for Public Appointments for Northern Ireland. The Commissioner's Code of Practice sets out seven principles which underpin the public appointments processes, these are:-

- Merit
- Diversity
- Equality
- Openness, Transparency and Independence
- Integrity
- Proportionality
- Respect

Each year the public appointment procedures that have been overseen by the Office of the Commissioner for Public Appointments for Northern Ireland are audited to ensure they have complied with the principles set out in the Commissioner's Code of Practice. The findings of these audits are subsequently published in the Commissioner's Annual Report and website www.publicappointmentsni.org

As at 31 March 2012, there were some 1408 public appointments in Northern Ireland. These appointments and the bodies on which they serve are listed in the main body of this report.

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NORTHERN IRELAND PUBLIC APPOINTMENT STATISTICS FOR 2011/12

Introduction

1. Departments gather monitoring information from people applying for and taking up public appointments. This information is gathered strictly for monitoring purposes only and forms no part of the selection process. This report has been compiled using the monitoring information collected from departments in respect of applicants':
 - Age;
 - Community background;
 - Disability;
 - Gender;
 - Minority ethnic background;
 - Political activity; and
 - Remuneration.
2. The tables in this section of the Report show the overall Northern Ireland picture after bringing together information from each of the twelve Government Departments.
3. The tables contained in this Report provide a detailed breakdown of the number of public appointments held at 31 March 2012 and subsequently the number of applications received and appointments made between 1 April 2011 and 31 March 2012. The figures shown in brackets represent statistics drawn from the Public Appointments Annual Report for 2010/11 and are provided purely for comparison purposes. Because of rounding up percentages may not always add to 100%.
4. Detailed statistics on the number of applications received and the number of appointments made by each of the twelve Northern Ireland Government Departments, are set out in this Report. In order to avoid inadvertently disclosing information of a personal nature relating to individual appointees some information has been withheld from some of the departmental tables.
5. For the purposes of these tables the term "appointment" includes re-appointments (except where the figures or narrative expressly differentiate between first and subsequent appointments) and the term "member" or "members" includes Vice or Deputy Chairpersons. Details relating to Chairpersons (this term should be taken to refer to male and female Chairpersons) are recorded separately. For convenience the term 'Chairs' is used in each of the tables.

PUBLIC APPOINTMENTS AS AT 31 MARCH 2012

6. The overall number of public appointments held at 31 March 2012 was 1408. This represents a decrease of 102 appointments when compared with the 1510 appointments held at 31 March 2011.

Gender and Remuneration

7. The number of public appointments held at 31 March 2012 broken down by gender, and between Chairpersons and members are shown in TABLE 1.

TABLE 1: Public Appointments held at 31 March 2012 by Gender

	Total	Male	Female	% Male	% Female
Chairs	97	79	18	81% (82%)	19% (18%)
Members	1311	865	446	66% (66%)	34% (34%)
Total	1408	944	464	67% (67%)	33% (33%)

8. Of the 1408 public appointments held at 31 March 2012, 67% were held by men and 33% by women. The corresponding figures at 31 March 2011 were the same.
9. When broken down by Chairperson and board member appointments and compared to 2010/11, the figures show that:
- the number of male chairpersons decreased from 82% to 81%;
 - the number of female chairpersons increased from 18% to 19%;
 - the number of male board members remained at 66%; and
 - the number of female board members remained at 34%.
10. The number of public appointments held at 31 March 2012 broken down by the position held (i.e. Chairperson or board member), and by gender and remuneration is set out in TABLES 2 and 3.

TABLE 2: Chairs by Gender and Remuneration Levels

Remuneration	Total	Male	Female	% Male	% Female
£10,000 or more	65	52	13	80% (78%)	20% (22%)
Less than £10,000	11	9	2	82% (77%)	18% (23%)
Unpaid (expenses only)	21	18	3	86% (95%)	14% (5%)
Total	97	79	18	81% (82%)	19% (18%)

TABLE 3: BOARD Members by Gender and Remuneration Levels

Remuneration	Total	Male	Female	% Male	% Female
£10,000 or more	81	58	23	72% (73%)	28% (27%)
Less than £10,000	543	349	194	64% (63%)	36% (37%)
Unpaid (expenses only)	687	458	229	67% (68%)	33% (32%)
Total	1311	865	446	66% (66%)	34% (34%)

11. Of the 1408 public appointments held at 31 March 2012:

- 10% (65 Chairpersons and 81 board members) attracted remuneration of £10,000 or more per annum;
- 39% (11 Chairpersons and 543 board members) attracted remuneration below £10,000 per annum; and
- 50 % (21 Chairpersons and 687 board members) were unpaid.

APPOINTMENTS MADE DURING 2011/12

12. During the period from 1 April 2011 to 31 March 2012, Departments with the approval of Ministers, made a total of 433 public appointments. By comparison 416 public appointments were made during 2010/11. The 433 appointments made include both new appointments and re-appointments – see TABLES 5 A, B and C below for more details. It should be noted that 360 of these appointments and re-appointments were regulated by the Commissioner for Public Appointments for Northern Ireland. The remaining 73 appointments were made to bodies which were outside the Commissioner’s statutory remit. The tables which follow differentiate between appointments which are within the Commissioner’s statutory remit (Regulated Bodies) and those which are outside that remit (mainly in tribunals – referred to as “Other Bodies” for the purposes of the headings in the relevant tables).

Gender, Remuneration and Community Background

13. Monitoring information provided by applicants is treated confidentially; it is used purely for statistical purposes only (such as the Tables in this report) but is never divulged in such a way as to identify an individual, nor is it made available to those assessing candidates for appointment. TABLES 4A to 4G provide an analysis of the gender and community background (where known) of those appointed during the period of this report, and the remuneration level of the positions to which they were appointed.

TABLE 4A: THE Appointment of Chairs to Regulated Bodies by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	15	13	2	9	2	2	2
Less than £10,000	3	2	1	–	--	–	–
Unpaid (expenses only)	4	4	–	2	1	1	
Total	22	19	3	11	3	3	2
This year		86%	14%	50%	14%	14%	9%
<i>Last year</i>		<i>(84%)</i>	<i>(16%)</i>	<i>(45%)</i>	<i>(39%)</i>	<i>(10%)</i>	<i>(6%)</i>

TABLE 4B: The Appointment of Chairs to Other Bodies by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	2	1	1	-	-	-	1
Less than £10,000	-	-	-	-	-	-	-
Unpaid (expenses only)	1	-	1	-	-	-	1
Total	3	1	2	-	-	-	2
This year		33%	67%	-	-	-	67%
<i>Last year</i>		<i>(71%)</i>	<i>(29%)</i>	<i>(29%)</i>	<i>(29%)</i>	<i>(14%)</i>	<i>(29%)</i>

TABLE 4C: Total Chair appointments by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	17	14	3	10	2	2	3
Less than £10,000	3	2	1	-	-	-	-
Unpaid (expenses only)	5	4	1	2	1	1	1
Total	25	20	5	12	3	3	4
This year		80%	20%	48%	12%	12%	16%
<i>Last year</i>		<i>(82%)</i>	<i>(18%)</i>	<i>(42%)</i>	<i>(37%)</i>	<i>(11%)</i>	<i>(11%)</i>

TABLE 4D: Appointment of Members to Regulated Bodies by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	44	36	8	22	16	3	3
Less than £10,000	104	71	33	52	34	10	8
Unpaid (expenses only)	190	134	56	79	78	17	16
Total	338	241	97	153	128	30	27
This year		71%	29%	45%	38%	9%	8%
<i>Last year</i>		<i>(71%)</i>	<i>(29%)</i>	<i>(45%)</i>	<i>(38%)</i>	<i>(5%)</i>	<i>(12%)</i>

TABLE 4E: Appointment of Members to Other Bodies — Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	1	1	–	--	–	–	–
Less than £10,000	17	10	7	4	–	–	13
Unpaid (expenses only)	52	34	18	21	14	1	16
Total	70	45	25	25	14	1	29
This year		64%	36%	36%	20%	1%	41%
<i>Last year</i>		<i>(63%)</i>	<i>(37%)</i>	<i>(39%)</i>	<i>(28%)</i>	<i>(7%)</i>	<i>(26%)</i>

TABLE 4F: Total Board Member Appointments by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	45	37	8	23	16	3	3
Less than £10,000	121	81	40	56	34	10	21
Unpaid (expenses only)	242	168	74	100	92	18	32
Total	408	286	122	179	142	31	56
This year		70%	30%	44%	35%	8%	14%
<i>Last year</i>		<i>(67%)</i>	<i>(33%)</i>	<i>(42%)</i>	<i>(33%)</i>	<i>(6%)</i>	<i>(20%)</i>

TABLE 4G: All appointments, Chairs and Members by Remuneration, Gender, and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
£10,000 or more	62	51	11	33	18	5	6
Less than £10,000	124	83	41	56	37	10	21
Unpaid (expenses only)	247	172	75	102	93	19	33
Total	433	306	127	191	148	34	60
This year		71%	29%	44%	34%	8%	14%
<i>Last year</i>		<i>(68%)</i>	<i>(32%)</i>	<i>(42%)</i>	<i>(33%)</i>	<i>(7%)</i>	<i>(19%)</i>

14. TABLES 4A to 4G show that during 2011/12 there was a 3% decrease in the number of women taking up public appointments compared to 2010/2011. During the year, 71% of all public appointments made went to men and 29% went to women, compared to 68% and 32% respectively in 2010/11.
15. TABLE 4C shows that 25 Chairpersons were appointed in year, 80% of which were men and 20% were women. This compares with 82% and 18% respectively in 2010/11.
16. TABLE 4F shows that 408 board members were appointed in year, 70% of which were men and 30% were women. This compares with 67% and 33% respectively for 2010/11.
17. In 2011/12, 44% of all public appointments went to persons from the Protestant community and 34% went to persons from the Roman Catholic community. This compares with 42% and 33% respectively in 2010/11.
18. TABLE 4C shows that of the 25 Chairpersons appointed in year, 48% were from the Protestant community and 24% from the Roman Catholic community. The figures in 2010/11 were 42% and 37% respectively.
19. TABLE 4F shows that of the 408 board members appointed in year, 44% were from the Protestant community and 35% from the Roman Catholic community. These compare to 42% and 33% respectively in 2010/11.

Age and Type of Appointment

20. TABLES 5A, 5B and 5C analyse the age range of appointments made during the period from 1 April 2011 to 31 March 2012.
21. TABLES 5A, 5B and 5C also show the total number of appointments made during 2011/12, broken down between first appointments and re-appointments. "First re-appointment" means that the individual has been offered a second term of office after completing their first term. The term "further re-appointment" means that the person has been given a third, or subsequent, term of office. Further re-appointments are mostly found in the Tribunal sector.
22. Overall, 41% of the appointments were first re-appointments compared to 20% last year. Further re-appointments accounted for 5% of the total appointments which is a decrease of 7% from 2010/11.

TABLE 5A: Appointments to Regulated Bodies by Gender, Age, and Type of Appointment

	Gender			Age					
	Total	Male	Female	< 30	30–39	40–49	50–59	60+	N/K
1st Appt	182	129	53	4	14	34	54	45	31
1st Re-Appt	176	129	47	2	8	31	51	66	18
Further Re-Appt	2	2	–	–	–	–	1	1	–
Total	360	260	100	6	22	65	106	112	49
This year		72%	28%	2%	6%	18%	29%	31%	14%
<i>Last year</i>		<i>(73%)</i>	<i>(27%)</i>	<i>(1%)</i>	<i>(5%)</i>	<i>(13%)</i>	<i>(29%)</i>	<i>(37%)</i>	<i>(14%)</i>

TABLE 5B: Appointments to Other Bodies by Gender, Age and Type of Appointment

	Gender			Age					
	Total	Male	Female	< 30	30–39	40–49	50–59	60+	N/K
1st Appt	52	32	20	–	1	14	15	12	10
1st Re-Appt	3	2	1	–	–	–	1	2	–
Further Re-Appt	18	12	6	–	–	4	7	6	1
Total	73	46	27	–	1	18	23	20	11
This year		63%	37%	–	1%	25%	32%	27%	15%
<i>Last year</i>		<i>(64%)</i>	<i>(36%)</i>	<i>(0.5%)</i>	<i>(3%)</i>	<i>(8%)</i>	<i>(22%)</i>	<i>(31%)</i>	<i>(36%)</i>

TABLE 5C: Total Appointments by Gender, Age and Type of Appointment

	Gender			Age					
	Total	Male	Female	< 30	30–39	40–49	50–59	60+	N/K
1st Appt	234	161	73	4	15	48	69	57	41
1st Re-Appt	179	131	48	2	8	31	52	68	18
Further Re-Appt	20	14	6	–	–	4	8	7	1
Total	433	306	127	6	23	83	129	132	60
This year		71%	29%	1%	5%	19%	30%	30%	14%
<i>Last year</i>		<i>(68%)</i>	<i>(32%)</i>	<i>(0.7%)</i>	<i>(4%)</i>	<i>(10%)</i>	<i>(26%)</i>	<i>(34%)</i>	<i>(25%)</i>

Multiple Appointments

23. There is no upper limit on the number of appointments which an individual may hold at any one point in time. A judgement is made by the appointing Department about a candidate's availability for a new appointment in the light of the time commitment involved in his/her existing appointments. Table 6 shows the number of people holding one or more appointments as at 31 March 2012. The maximum number of appointments held by any individual is four.

TABLE 6: Multiple Appointments as at 31 March 2012

Number of Appointments Held	Number of People	Number of Appointments	% Appointments this year	% Appointments last year
1	978	978	69%	<i>(68%)</i>
2	168	336	24%	<i>(23%)</i>
3	22	66	5%	<i>(7%)</i>
4	7	28	2%	<i>(1%)</i>
Total	1175	1408		

Political Activity

24. Support for a political party is not in itself a requirement or a barrier to a public appointment. Public appointees are asked, at the time of their appointment, to indicate if they have undertaken any political activity in the preceding five years. Political activity currently covers activities such as – office holding, candidature, public speaking or writing in support of a political party. It does not relate to political allegiance or voting preferences.
25. The collection of information on political activity derives from a recommendation of the Committee on Standards in Public Life and the requirement is set out in the Code of Practice of the Commissioner for Public Appointments for Northern Ireland.
26. Information on political activity is publicly disclosed when a candidate’s appointment to a public body is being announced. TABLE 7 sets out the information collated on the declared political activity of those appointed in 2011/12. The figures indicate that 5% of those appointed during 2011/12 declared some political activity. This compares with 10% in the previous reporting period.

TABLE 7: The Declared Political Activity of Appointees

Political Party	Total	Appointees to Regulated Bodies	Appointees to Other Bodies
Alliance	4	4	–
DUP	17	17	–
SDLP	12	11	1
Sinn Fein	16	16	–
UUP	17	17	–
Others	5	5	–
Total	71	70	1

Disability

27. TABLE 8 provides information on those appointed during the reporting period and who declared a disability when completing their monitoring form. This table indicates that less than 1% of those appointed during the period declared a disability which compares with 2% in the previous reporting period.

TABLE 8: Disability

	Regulated Bodies			Other Bodies		
	Total	Male	Female	Total	Male	Female
1st Appt	3	2	1	–	–	–
1st Re-Appt	6	4	2	–	–	–
Further Re-Appt	1	1	–	–	–	–
Total	10	7	3	–	–	–

Minority Ethnic Background

28. Two males and two females from a minority ethnic background were appointed during 2011/12. This accounted for less than 1% of the total appointments made. This compares with four male appointees in the previous reporting period.

APPLICATIONS RECEIVED DURING 2011/12

29. The tables that follow provide an analysis of applications received against gender, remuneration, community background, age, disability and minority ethnic background. The overall number of applications received during the year to 31 March 2012 was 1280, this compares with 1009 in 2010/11.

TABLE 9A: Applicants for Regulated Bodies by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
Chairs							
£10,000 or more	148	114	34	48	71	25	4
Less than £10,000	16	14	2	10	4	2	–
Unpaid (expenses only)	6	5	1	3	1	2	–
Members							
£10,000 or more	175	146	29	100	61	14	–
Less than £10,000	609	415	194	315	237	54	3
Unpaid (expenses only)	292	214	78	141	117	24	10
Total	1246	908	338	617	491	121	17
This year		73%	27%	50%	39%	10%	1%
<i>Last Year</i>		<i>(74%)</i>	<i>(26%)</i>	<i>(52%)</i>	<i>(36%)</i>	<i>(11%)</i>	<i>(1%)</i>

TABLE 9B: Applicants for Other Bodies by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
Chairs							
£10,000 or more	1	–	1	–	–	–	1
Less than £10,000		–	–	–	–	–	–
Unpaid (expenses only)	1	–	1	–	–	–	1
Members							
£10,000 or more	–	–	–	–	–	–	–
Less than £10,000	27	19	8	14	13	–	–
Unpaid (expenses only)	5	3	2	–	–	–	5
Total	34	22	12	14	13	–	7
This year		65%	35%	41%	38%	–	21%
<i>Last year</i>		<i>(81%)</i>	<i>(19%)</i>	<i>(63%)</i>	<i>(18%)</i>	<i>(5%)</i>	<i>(15%)</i>

TABLE 9C: Total Applicants by Remuneration, Gender and Community Background

Remuneration	Gender			Community Background			
	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
Chairs							
£10,000 or more	149	114	35	48	71	25	5
Less than £10,000	16	14	2	10	4	2	–
Unpaid (expenses only)	7	5	2	3	1	2	1
Members							
£10,000 or more	175	146	29	100	61	14	–
Less than £10,000	636	434	202	329	250	54	3
Unpaid (expenses only)	297	217	80	141	117	24	15
Total	1280	930	350	631	504	121	24
This year		73%	27%	49%	39%	9%	2%
<i>Last year</i>		<i>(74%)</i>	<i>(26%)</i>	<i>(53%)</i>	<i>(34%)</i>	<i>(11%)</i>	<i>(2%)</i>

30. Of the 1280 applications received during the period of this Report, 73% were from men and 27% from women. This compares with 74% and 26% respectively for 2010/11. Overall:

- 25% of applicants applied for posts attracting remuneration of £10,000 or more per annum;
- 51% applied for posts attracting remuneration of less than £10,000 per annum; and
- 24% applied for posts that attracted only expenses.

31. In relation to community background, 49% of applicants were from the Protestant community and 39% were from the Roman Catholic community. This compares with 53% and 34% respectively for 2010/11.

Age

32. The breakdown of applications by age between Regulated and Other Bodies is shown in TABLES 10A, 10B and 10C. The largest age group of applicants was aged 50–59 years and this accounted for 33% of the total applications received. The next largest group was those aged 60+ years and this totalled 31%. Applicants aged between 30–39 years accounted for 7% of the total while candidates aged under 30 made up 2% of the total applications.

TABLE 10A: Applicants for Regulated Bodies by Gender and Age

	Totals	< 30	30–39	40–49	50–59	60+	N/K
Male	908	10	55	140	320	320	63
Female	338	10	38	108	92	68	22
Total	1246	20	93	248	412	388	85
This year		2%	7%	20%	33%	31%	7%
<i>Last year</i>		<i>(1%)</i>	<i>(6%)</i>	<i>(18%)</i>	<i>(31%)</i>	<i>(37%)</i>	<i>(6%)</i>

TABLE 10B: Applicants for Other Bodies by Gender and Age

	Totals	< 30	30–39	40–49	50–59	60+	N/K
Male	22	1	2	3	4	6	6
Female	12	–	1	2	5	–	4
Total	34	1	3	5	9	6	10
This year		3%	9%	15%	26%	18%	29%
<i>Last year</i>		<i>(2%)</i>	<i>(5%)</i>	<i>(10%)</i>	<i>(21%)</i>	<i>(23%)</i>	<i>(40%)</i>

TABLE 10C: Total Applicants by Gender and Age

	Totals	< 30	30–39	40–49	50–59	60+	N/K
Male	930	11	57	143	324	326	69
Female	350	10	39	110	97	68	26
Total	1280	21	96	253	421	394	95
This year		2%	8%	20%	33%	31%	7%
<i>Last year</i>		<i>(1%)</i>	<i>(6%)</i>	<i>(18%)</i>	<i>(31%)</i>	<i>(36%)</i>	<i>(8%)</i>

Political Activity

33. A revised Code of Practice published by the Commissioner for Public Appointment for Northern Ireland came into effect from 1 February 2010. It confirmed that political activity questionnaires would only be completed by appointees. As a result political activity is no longer monitored in relation to applicants for public appointments. Information on the declared political activity of those applying for public appointment in 2011/12 was not collected.

Disability and Minority Ethnic Background

34. Some 3% of those who applied for appointments during the period covered by this Report declared a disability when completing their monitoring forms; see TABLE 11 for details. This shows a slight decrease on the corresponding figure for 2010/11, which was 4%.
35. Of the 1280 applications received during 2011/12, 1% came from the minority ethnic communities in Northern Ireland, see TABLE 11. This shows a slight decrease on the corresponding figure for 2010/11, which was 1.2%.

TABLE 11: Applicants by Declared Disability, Minority Ethnic Background

Type of Body	Disability			Minority Ethnic		
	Total	Male	Female	Total	Male	Female
Regulated Bodies	35	22	13	14	13	1
Other Bodies	1	1	–	–	–	–
Total	36	23	13	14	13	1

Conclusion

36. This Report marks the seventeenth year since the introduction of substantial changes in the procedures for making public appointments in response to the requirements of the Code of Practice published by the Commissioner for Public Appointments for Northern Ireland. In addition, this is the thirteenth year in which Northern Ireland Office figures have been reported separately.
37. As with the previous Annual Reports care should be taken when comparing the number of applications received and the number of appointments made, as it does not automatically follow that both may have been derived from the same processes for filling vacancies. As these Annual Reports follow financial years (April to March) applications received in response to vacancies advertised in January or February will appear in one report but if the subsequent appointments are not made until April or May they will appear in the report for the following year.
38. The overall picture has not changed substantially from 2010/11, although in a number of areas there has been some minor changes. Appointments are made solely on merit and individuals from all parts of society are encouraged to put themselves forward for appointment.

Department of Agriculture & Rural Development (DARD)

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

During the period of this Report the Department sponsored the following five public bodies:-

- The Agricultural Wages Board;
- The Drainage Council for Northern Ireland;
- The Northern Ireland Fishery Harbour Authority;
- The Livestock and Meat Commission for Northern Ireland; and
- The Agri-Food and Biosciences Institute.

The Department is committed to complying with the Commissioner for Public Appointments for NI (CPA NI) Code of Practice when making appointments to these bodies. It adheres to the principles that underpin the appointment process including the principles of appointment on merit and equality of opportunity. Appointments are restricted to two terms for the same position to ensure that new members are recruited to bring fresh ideas to Boards.

The Department's Central Management Branch (CMB) is a central contact point for CPA NI and the Central Appointments Unit (CAU), disseminating information and providing advice to sponsor branches making appointments to public bodies. Sponsor branches are required to provide an assurance, as part of their Annual Stewardship Report, that they comply with the requirements of the CPA NI Code of Practice and that they conform to all advice and guidance on public appointments. The Permanent Secretary, as accounting officer, must complete an annual statement confirming that all relevant public appointment processes conducted during the period to which the statement relates have been compliant with this Code, identifying any instances of non-compliance and indicating action taken, or planned, to deal with the non-compliance.

In an effort to encourage applications for public appointments from as wide a field of candidates as possible, sponsor branches advertise in the local and agricultural press, publish the application form and information pack on the Department's website and are encouraged to write to relevant industry organisations, women's groups, disability organisations, ethnic groups and those who have expressed, or may have, an interest in forthcoming public appointments.

2. Public Appointments: Activity

During 2011/2012 a new board member was appointed to the Livestock and Meat Commission and three existing board members re-appointed. A new member was appointed to the Agricultural Wages Board, the Chair and one member were re-appointed. Two board members of the Northern Ireland Fishery Harbour Authority were re-appointed.

Ten new members were appointed to the Drainage Council and the Chair, Vice-Chair and six members re-appointed.

Following introduction of the Commissioner's revised Code of Practice and subsequent revisions to the Central Appointments Unit's Public Appointments Guidance, Central Management Branch carried out a review of the Department's internal "Supplementary Guide to Public Appointments". In view of the areas now covered in the Commissioner's Code and CAU Guidance it was decided to replace the supplementary guide with separate Guidance Notes to cover those areas where a departmental policy line is required and to highlight best practice. During 2011/12 CMB developed and issued separate Guidance Notes covering issues such as disqualified candidates, sample documents, dealing with expressions of interest and the publication of Public Appointments on the OFMDFM website.

During the period of this report representatives from Central Management Branch attended two interdepartmental meetings with the Commissioner at which issues relating to public appointments were discussed. The Commissioner intends convening future meetings on a regular basis.

3. Public Appointments: Future Plans

Following a downsizing and restructuring of the Livestock and Meat Commission (LMC), the Minister agreed to reduce the size of the LMC Board from seven to six members from 1 October 2012.

In keeping with the new Code requirement the Permanent Secretary will submit to the Commissioner a compliance statement covering Public Appointment processes carried out by the Department for the period 1 April 2011 to 31 March 2012.

Central Management Branch has commissioned the Department's Business Development Unit to carry out a review of the public appointments processes with the following terms of reference:-

- To research the existing public appointments process within DARD through identifying and consulting with stakeholders as necessary;
- to benchmark with other NICS departments as appropriate;
- to generate options, including associated costs; and present an options paper for the Department's Top Management Group's consideration.

It is anticipated that this review will conclude in late 2012.

Central Management Branch will carry out a review of the Department's Guidance Notes and Public Appointment documentation.

Department of Agriculture & Rural Development

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	6*	4	2
Members	42	32	10
Total	48	36	12

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	2*	2	-
	Less than £10,000	2	1	1
	Unpaid (expenses only)	2	1	1
Members	£10,000 or more	1	1	-
	Less than £10,000	22	18	4
	Unpaid (expenses only)	19	13	6
	Total	48	36	12

*Figures include Chair of the Agric-Food Strategy Board which is jointly sponsored and funded by DARD and DETI (Invest NI)

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	1	–	1	–	–	–	–
	Unpaid (expenses only)	1	1	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	8	6	2	4	4	–	–
	Unpaid (expenses only)	17	12	5	8	6	1	2
Total		27	19	8	12	10	1	2

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments were made between 1 April 2011 and 31 March 2012.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	12	8	4	–	1	2	5	3	1
1 st Re-Appt	15	11	4	–	2	1	1	10	1
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	27	19	8	–	3	3	6	13	2

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Exec NDPBs
Alliance	–
DUP	2
SDLP	2
Sinn Fein	1
UUP	4
Others	1
Total	10

Appointments to Executive NDPBs: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	14	12	2	6	7	1	–
	Less than £10,000	7	7	–	6	1	–	–
	Unpaid (expenses only)	1	1	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	59	52	7	37	18	4	–
	Unpaid (expenses only)	34	27	7	19	12	1	2
	Total	115	99	16	68	38	6	2

Applications for Other Bodies: Gender, Remuneration, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	99	1	3	13	26	50	6
Female	16	–	7	3	4	1	1
Total	115	1	10	16	30	51	7

Applications for Executive NDPBs: Disability, Minority Ethnic

No applicant declared any disability and none was from a minority ethnic background.

Department of Culture, Arts and Leisure

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department is responsible for making public appointments to a variety of public bodies. The Department seeks Ministerial involvement from the outset of public appointments processes. The Arms Length Bodies (ALBs), regulated by the Commissioner for Public Appointments for NI (CPA NI), for which DCAL is responsible are as follows:

- Architecture and the Built Environment Ministerial Advisory Group for NI
- Armagh Observatory and Planetarium – Board of Governors
- Armagh Observatory and Planetarium – Management Committee
- Arts Council of NI
- National Museums and Galleries of Northern Ireland
- NI Library Authority (known as Libraries NI)
- NI Museums Council
- Northern Ireland Screen Commission
- Sport Northern Ireland.

In addition, DCAL is responsible for appointing two Trustees to the Board of WhoWhatWhereWhenWhy Ltd (W5). This body is not regulated by CPA NI.

DCAL is committed as far as is practicable to the principles and Code of Practice set by the Commissioner when processing all its public appointments.

The Department is committed to the principle of public appointments based on merit with independent assessment, openness and transparency of process. The Department considers equality of opportunity, probity and proportionality in relation to all public appointments and has responsibility for ensuring that the individuals it appoints are committed to the principles and values of public service.

The Department's approach to the appointments process is to ensure that each competition attracts applicants from the widest possible catchment area and also to ensure that the pool of applicants will translate into the widest possible diversity of members appointed to boards. In the interests of diversity, and to encourage applicants with disabilities, the Department offers applications in a variety of formats, if requested.

DCAL's Corporate Strategy & North South Unit manage DCAL's public appointments process and involve as appropriate the relevant DCAL sponsor branches at all stages of the appointments process.

2. Public Appointments: Activity

The Department continues to observe its responsibilities in terms of applying equal opportunities considerations to the appointment process within the overriding principle of appointment on merit. To encourage diversity in its public appointments, the Department aims to attract as wide a field of candidates as possible through the advertisement of appointments, use of the “All Aboard” publication and by approaching Section 75 groups. The Department is mindful of the need to adhere to equal opportunities principles in the public appointments process and apply the standards required by law, which would include Sex Discrimination, Fair Employment, Employment Equality (Age) Regulations and Race Relations legislation.

The Department ensures the accessibility of the public appointment process through the revision of application forms, information for candidates and interview processes, for each individual competition.

Guidance as issued by CPA NI is updated throughout the year as appropriate and is made available to all sponsor branches. Internal guidance is also updated as appropriate.

All selection panels for DCAL’s public appointments conducted during the reporting period included an Independent Assessor and an assessor with expertise from the field in which the appointments were made.

A programme of reviewing, streamlining and standardising DCAL’s appointments process was commenced in early 2012 with the objective of achieving further efficiencies.

3. Public Appointments: Future Plans

Forthcoming public appointments to the Department’s bodies will continue to be listed in the six-monthly list of public appointments that is published in ‘All Aboard’ – the news-sheet of the Central Appointments Unit in the Office of the First Minister and deputy First Minister. Where possible, Ministerial Platform Pieces will be used to encourage applications from all sections of the community. DCAL will continue to seek ways of improving diversity to its public appointments.

In 2012-13, DCAL will investigate the feasibility of developing a standardised induction course for all new members of its ALBs.

During 2012-13 it is planned to complete appointment process in relation to the following posts:-

- Chair and Vice Chair to the Board of Sport Northern Ireland;
- representatives of the community arts to the Board of the Arts Council of Northern Ireland;
- Trustees to the Board of WhoWhatWhereWhenWhy Ltd. (W5);
- Trustees to the Board of the National Museums and Galleries of Northern Ireland; Chair of Northern Ireland Screen Commission.

Department of Culture, Arts and Leisure

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	8	7	1
Members	100	73	27
Total	108	80	28

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	6	6	–
	Less than £10,000	1	1	–
	Unpaid (expenses only)	1	–	1
Members	£10,000 or more	–	–	–
	Less than £10,000	27	19	8
	Unpaid (expenses only)	73	54	19
	Total	108	80	28

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	2	2	–	–	–	2	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	12	8	4	7	5	–	–
	Unpaid (expenses only)	37	28	9	11	18	5	3
Total		51	38	13	18	23	7	3

Appointments to Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	1	–	1	–	–	–	1
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	5	3	2	–	–	–	5
Total		6	3	3	–	–	–	6

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	28	19	9	–	2	10	4	7	5
1 st Re-Appt	23	19	4	1	2	4	2	6	8
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	51	38	13	1	4	14	6	13	13

Appointments to Other Bodies: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	6	3	3	–	–	–	–	–	6
1 st Re-Appt	–	–	–	–	–	–	–	–	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	6	3	3	–	–	–	–	–	6

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Exec NDPBs
Alliance	1
DUP	5
SDLP	2
Sinn Fein	3
UUP	2
Others	1
Total	14

Appointments to Other Bodies: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Executive NDPBs: Disability

	Disability		
	Total	Male	Female
1st Appt			–
1st Re-Appt	2	2	–
Further Re-Appt	–	–	–
Total	2	2	–

Appointments to Executive NDPBs: Minority Ethnic Background

None was from a minority ethnic background.

Appointments to Other Bodies: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	17	12	5	5	8	3	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	19	12	7	11	8	–	–
	Unpaid (expenses only)	107	70	37	44	48	11	4
	Total	143	94	49	60	64	14	5

Applications for Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	1	–	1	–	–	–	1
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	5	3	2	–	–	–	5
	Total	6	3	3	–	–	–	6

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	94	1	13	16	19	22	23
Female	49	3	4	12	16	10	4
Total	143	4	17	28	35	32	27

Applications for Other Bodies: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	3	–	–	–	–	–	3
Female	3	–	–	–	–	–	3
Total	6	–	–	–	–	–	6

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
5	2	3

Applications for Executive NDPBs: Minority Ethnic

No applicant was from a minority ethnic background.

Applications for Other Bodies: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Department of Education (DE)

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department makes appointments to a wide range of public and other bodies in the education sector. Many of these appointments are regulated by the Commissioner for Public Appointments for Northern Ireland (CPA NI).

The Department remains committed to applying the principles of the CPA NI Code of Practice to all appointments it makes. It pays due regard to the key principle in the Code of Practice that equality of opportunity and diversity must be inherent throughout the appointment process.

2. Public Appointments: Activity

In the period 1 April 2011 to 31 March 2012 the Department made a total of 73 appointments to the bodies listed in this Report.

3. Public Appointments: Future Plans

Future public appointments to the Department's bodies are listed in 'All Aboard' the news-sheet of the Central Appointments Unit in the Office of the First Minister and deputy First Minister which publicises a six monthly public appointments vacancy list.

Department of Education

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	8	6	2
Members	333	217	116
Total	341	223	118

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	7	5	2
	Less than £10,000	1	1	–
	Unpaid (expenses only)	–	–	–
Members	£10,000 or more	2	1	1
	Less than £10,000	5	2	3
	Unpaid (expenses only)	326	214	112
	Total	341	223	118

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	26	19	7	15	11	–	–
Total		26	19	7	15	11	–	–

Appointments to Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	47	31	16	21	14	1	11
Total		47	31	16	21	14	1	11

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	10	7	3	–	–	2	2	6	–
1 st Re-Appt	16	12	4	–	1	2	4	9	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	26	19	7	–	1	4	6	15	–

Appointments to Other Bodies: Type of Appointment, Gender, Age

	Total	Male	Female	Age					
				Under 30	30-39	40-49	50-59	60+	N/K
1 st Appt	38	26	12	–	1	12	12	12	1
1 st Re-Appt	–	–	–	–	–	–	–	–	–
Further Re-Appt	9	5	4	–	–	3	2	3	1
Total	47	31	16	–	1	15	14	15	2

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Exec NDPBs	Appointees to Other Bodies
Alliance	1	–
DUP	4	–
SDLP	2	1
Sinn Fein	6	–
UUP	6	–
Others	1	–
Total	20	1

Appointments to Executive NDPBs: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Appointments to Other Bodies: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	27	19	8	9	16	1	1
	Total	27	19	8	9	16	1	1

Applications for Other Bodies: Gender, Remuneration, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	19	3	2	2	3	9	–
Female	8	3	–	1	1	3	–
Total	27	6	2	3	4	12	–

Applications for Executive NDPBs: Disability, Minority Ethnic Background

No applicant declared any disability and none was from a minority ethnic background.

Department for Employment and Learning

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department for Employment and Learning is fully committed to the seven key principles which underpin the Commissioner's Code of Practice.

The Department's policy is to comply with the Commissioner's Code of Practice. This is reflected by the detailed procedures followed by the dedicated Public Appointments Unit and all sponsor branches in making appointments. To this end, all appointments are made with Ministerial approval and on the basis of merit.

The Department aims to promote applications from as broad a range of candidates as possible. The Department continues to advertise appointment competitions across a range of local newspapers, on Central Appointments Unit's public appointment website and on their 'All Aboard' news-sheet. We also notify a range of diversity groups about each competition as it arises.

2. Public Appointments: Activity

The Department's Public Appointments Unit continues to provide guidance and support to sponsor branches on completion of the appointments process by ensuring that the Commissioner's Code of Practice is applied and that a consistent approach is taken to Departmental policy in managing competitions. We work closely with Independent Assessors, who provide scrutiny of the information the Department provides to candidates and of the processes used during the appointments process.

Throughout the year covered by this Report, the Department has:

- streamlined the information provided to candidates in an effort to clarify the appointments process and give clear direction to candidates on what is required of them;
- expanded the public appointments team to enhance the knowledge base and thus improve service to customers and selection panels;
- introduced the use of Twitter to promote each competition, with a view to reaching a broader and more diverse audience. We promoted this facility to a range of diversity bodies to encourage their members to engage with the Department on public appointments; and
- added a public appointments section to the DEL website which provides details of current competitions, relevant updates on DEL's public appointments activity, and full details of public appointments policies.

3. Public Appointments: Future Plans

The Department continues to seek feedback from our customers and selection panels at the conclusion of each competition. This information will be used to review the processes currently applied to public appointments and identify any potential areas for improvement.

As detailed above, we have already introduced the use of Twitter to promote public appointments. We intend to consider the potential for expansion to other social media and online technologies to enhance the capacity to communicate with a broader and more diverse group of people.

We will continue to expand and develop the knowledge base of staff working in public appointments, and work with sponsor branches to ensure we are in the best position to deliver an efficient and effective service to all our customers.

Department for Employment and Learning

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	13	13	–
Members	380	250	130
Total	393	263	130

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	4	4	–
	Less than £10,000	2	2	–
	Unpaid (expenses only)	7	7	–
Members	£10,000 or more	–	–	–
	Less than £10,000	275	177	98
	Unpaid (expenses only)	105	73	32
	Total	393	263	130

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	1	1	–	–	–	–	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	2	2	–	1	–	1	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	10	9	1	2	–	–	8
	Unpaid (expenses only)	65	44	21	22	30	5	8
Total		78	56	22	25	30	6	17

Appointments to Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	16	10	6	3	–	–	13
	Unpaid (expenses only)	–	–	–	–	–	–	–
Total		17	11	6	3	–	–	13

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	47	34	13	2	2	12	7	7	17
1 st Re-Appt	31	22	9	1	1	5	7	11	6
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	78	56	22	3	3	17	14	18	23

Appointments to Other Bodies: Type of Appointment, Gender, Age

	Total	Male	Female	Age					
				Under 30	30-39	40-49	50-59	60+	N/K
1 st Appt	7	3	4	–	–	2	2	–	3
1 st Re-Appt	1	1	–	–	–	–	–	1	–
Further Re-Appt	9	7	2	–	–	1	5	3	–
Total	17	11	6	–	–	3	7	4	3

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Executive NDPBs
Alliance	1
DUP	1
SDLP	2
Sinn Fein	-
UUP	1
Others	-
Total	5

Appointments to Other Bodies: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Executive NDPBs: Disability, Minority Ethnic

	Disability		
	Total	Male	Female
1 st Appt	1	1	–
1 st Re-Appt	1	1	–
Further Re-Appt	–	–	–
Total	2	2	–

	Minority Ethnic		
	Total	Male	Female
1 st Appt	1	–	1
1 st Re-Appt	–	–	–
Further Re-Appt	–	–	–
Total	1	–	1

Appointments to Other Bodies: Disability, Minority Ethnic

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	5	4	1	3	2	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	4	3	1	2		2	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	51	37	14	25	22	3	1
	Unpaid (expenses only)	27	21	6	12	14	–	1
	Total	87	65	22	42	38	5	2

Applications for Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Protestant	Roman Catholic	Neither	N/K
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	27	19	8	14	13	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
	Total	27	19	8	14	13	–	–

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	65	1	1	14	19	16	14
Female	22	–	4	6	5	2	5
Total	87	1	5	20	24	18	19

Applications for Other Bodies: Gender, Age

		Age					
	Total	Under 30	30-39	40-49	50-59	60+	N/K
Male	19	1	2	3	4	6	3
Female	8	–	1	2	4	–	1
Total	27	1	3	5	8	6	4

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
3	3	–

Applications for Executive NDPBs: Minority Ethnic

No applicant was from a minority ethnic background.

Applications for Other Bodies: Disability

Disability		
Total	Male	Female
1	1	–

Applications for Other Bodies: Minority Ethnic

No applicant was from a minority ethnic background.

Department of Enterprise, Trade and Investment (DETI)

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

DETI's procedures for making appointments to its 4 NDPBs, (Invest NI, NI Tourist Board (NITB), Health & Safety Executive NI (HSENI) and the General Consumer Council for NI (GCCNI), are designed to comply with the Commissioner for Public Appointments for NI (CPA NI) Code of Practice and to follow Central Appointments Unit's (CAU) guidance. We also follow "the spirit of the CPA NI Code" when making appointments to our Third Party Organisations (TPOs).

To ensure consistency, we have a dedicated Public Appointments Unit (PAU) which works closely with the relevant sponsor branches for each of our Non Departmental Public Bodies and TPOs.

We advertise all DETI's public appointment vacancies. At the same time we send a mailshot to a diverse range of individuals, groups and organisations to encourage applications from as wide a pool as possible.

DETI is committed to improving its public appointments policies and processes by acting upon the recommendations and best practice guidance which emanate from the audit reports commissioned by CPA NI.

To encourage unsuccessful applicants to apply again, we proactively provide all those who are sifted out with written feedback. We also offer to meet with unsuccessful applicants to provide further feedback, if requested.

2. Public Appointments: Activity

During 2011/12, DETI ran open competitions for Invest NI Chair/Members, NITB Members and GCCNI Deputy Chair/Members. Reappointments were made to the NITB, HSENI, GCCNI and NI Science Park.

For a few years now, we have been sending details of upcoming vacancies to groups and organisations for their websites and e-zines. In 2011/12, we added the public libraries e-network to our mailing list. Our efforts in this area have contributed to a larger numbers of applications being received by the Department.

All three PAU team members attended a Disability Action training course entitled “Ensuring Communications are Accessible for People with Disabilities” in May 2011 to increase our knowledge of the different types of communications and accessible formats available.

3. Public Appointments: Future Plans

DETI will be running an open competition for the NI Public Sector Enterprises Ltd (Trading as NICO) Chair and Members and possibly NI Tourist Board Members. DETI will also have shared responsibility for the recruitment of an Independent Member and Deputy Independent Member to the Single Electricity Market Committee.

PAU will continue to undertake outreach activity to raise awareness of public appointments in general and to seek assistance in identifying potential candidates who may be approached directly regarding upcoming DETI vacancies.

DETI will participate on CPA NI’s Diversity Working Group which aims to formulate action points to help combat the lack of diversity on the boards of public bodies in Northern Ireland.

Department of Enterprise, Trade and Investment

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs*	4	4	–
Members	37	28	9
Total	41	32	9

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	4	4	–
	Less than £10,000	–	–	–
	Unpaid (expenses only)	–	–	–
Members	£10,000 or more	10	10	–
	Less than £10,000	27	18	9
	Unpaid (expenses only)	–	–	–
	Total	41	32	9

*Chair of the Agric-Food Strategy Board which is jointly sponsored and funded by DARD and DETI (Invest NI) is shown in DARD's figures at Page 26.

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	5	5	–	4	1	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	8	8	–	6	2	–	–
	Less than £10,000	17	14	3	12	3	2	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Total		30	27	3	22	6	2	–

Appointments to Other Bodies: Remuneration, Gender, Community Background

None of DETI's appointments fall outside the remit of the Commissioner for Public Appointments for Northern Ireland.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	9	7	2	–	1	3	4	1	–
1 st Re-Appt	21	20	1	–	1	4	9	7	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	30	27	3	–	2	7	13	8	–

Appointments to Executive NDPBs: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Executive NDPBs: Disability, Minority Ethnic

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	27	24	3	13	10	4	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	57	43	14	27	24	6	–
	Less than £10,000	145	100	45	86	48	10	1
	Unpaid (expenses only)	33	29	4	24	6	2	1
	Total	262	196	66	150	88	22	2

Applications for Other Bodies: Gender, Remuneration, Community Background

None of DETI's applications fall outside the remit of the Commissioner for Public Appointments for Northern Ireland.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	196	1	11	34	85	59	6
Female	66	–	11	26	12	17	–
Total	262	1	22	60	97	76	6

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
2	–	2

Applications for Executive NDPBs: Minority Ethnic

Minority Ethnic		
Total	Male	Female
7	7	–

Department of the Environment

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Minister of the Environment has responsibility for approval of all public appointments. His role includes agreeing the role and person specifications, the appointment timetable, the selection method and the final selection of successful candidates from those deemed suitable for appointment. The Department is committed to following the Commissioner for Public Appointments' (CPA NI) Code of Practice for Ministerial Public Appointments, and is mindful of the seven key principles which underpin this Code. The Department also follows the Commissioner's Code of Practice for appointments to bodies which are not CPA NI regulated. All appointments are made on the basis of merit; however the Department is committed to improving diversity on the Boards of all its public bodies and endeavours to attract as diverse a range of candidates as possible. The Department advertises its public appointment opportunities in the Irish News, The Newsletter, the Belfast Telegraph, All Aboard news-sheet (OFMDFM) and on the Department's website. They are also promoted on Disability Action's website as well as NICVA's newsletter.

2. Public Appointments: Activity

Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) – Five members have been appointed, four representatives from employer organisations and one representative from employee bodies, for a four year term with effect from 1 October 2011. The competition was regulated by CPA NI and the appointments process followed the Commissioner's Code. Not all vacancies were filled through this competition and one employee representative was appointed on a temporary basis from 1 March 2012 to 30 June 2012 with the approval of the Commissioner for Public Appointments. A further competition commenced in February 2012 to fill two existing vacancies for employee representatives. Successful candidates are due to be in post by 1 July 2012.

Council for Nature Conservation and the Countryside (CNCC) – Eight members have been appointed and the Deputy Chair and four members have been re-appointed, for a three year term with effect from 18 February 2012. The competition was regulated by CPA NI and the appointments process followed the Commissioner's Code.

Historic Monuments Councils (HMC) – Six members have been appointed, and the Chair and eight members have been re-appointed for a five year term with effect from 1 February 2012. The competition was regulated by CPA NI and the appointments process followed the Commissioner's Code.

3. Public Appointments: Future Plans

Historic Buildings Council (HBC) – The appointment term of the Chairman and seventeen members will expire on 28 February 2013. Eleven of the members are eligible for re-appointment for a second term. The Department will complete a reconstitution exercise to fill these vacancies in 2012/13. This will be regulated by CPA NI and the appointments process will follow the Commissioner's Code.

Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) – The appointment term of the Chairman and five members will expire on 30 June 2013. The Chairman and five members are eligible for re-appointment for a second term. If any vacancies remain after the re-appointment process, the Department will commence a reconstitution exercise to fill these vacancies in 2012/13. This will be regulated by CPA NI and the appointments process will follow the Commissioner's Code.

Northern Ireland Biodiversity Group (NIBG) Chair – The appointment term of the Chair will expire on 31 January 2013. The Chair is eligible for re-appointment for a second term. If the Chair is not re-appointed, the Department will complete a reconstitution exercise to fill the vacancy in late 2012. This appointment is not regulated by CPA NI. However, the Department will follow the Commissioner's Code of Practice for Ministerial Appointments to Public Bodies.

Department of the Environment

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	6	5	1
Members	61	42	19
Total	67	47	20

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	2	2	–
	Less than £10,000	2	1	1
	Unpaid (expenses only)	2	2	–
Members	£10,000 or more	–	–	–
	Less than £10,000	1	1	–
	Unpaid (expenses only)	60	41	19
	Total	67	47	20

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	1	1	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	1	1	–	–	–	–	–
	Unpaid (expenses only)	32	23	9	16	10	6	–
Total		34	25	9	16	10	6	–

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments were made between 1 April 2011 and 31 March 2012.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	20	14	6	1	2	1	8	5	3
1 st Re-Appt	14	11	3	–	1	6	4	3	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	34	25	9	1	3	7	12	8	3

Appointments to Executive NDPBs: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Executive NDPBs: Disability

	Disability		
	Total	Male	Female
1st Appt	1	1	–
1st Re-Appt	1	1	–
Further Re-Appt	–	–	–
Total	2	2	–

Appointments to Executive NDPBs: Minority Ethnic

No appointee was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	1	1	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	1	1	–	–	–	–	–
	Unpaid (expenses only)	60	45	15	32	19	9	–
	Total	62	47	15	32	19	9	–

Applications for Other Bodies: Gender, Remuneration, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	47	1	2	5	20	12	7
Female	15	1	4	5	3	2	–
Total	62	2	6	10	23	14	7

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
2	2	–

Applications for Executive NDPBs: Minority Ethnic

No applicant was from a minority ethnic background.

Department of Justice

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Minister of Justice has ultimate responsibility for approval of all Departmental public appointments, including approving the role and person specifications, the appointment timetable, the selection method and the final selection of successful candidates from those deemed suitable for appointment.

The Department is committed to the principle of selection on merit and complies with the Code of Practice for Ministerial Public Appointments published by the Commissioner for Public Appointments for Northern Ireland, when making appointments to public bodies within the Commissioner's statutory remit. The Department is also committed to having due regard to the Commissioner's Code of Practice when making appointments to public bodies that fall outside the Commissioner's remit.

The Department aims to promote applications from as broad a range of candidates as possible. The Department continues to advertise appointment competitions across a range of local newspapers, on the website of the Office of the First Minister and deputy First Minister (OFMDFM) and on OFMDFM's 'All Aboard' news-sheet.

The Department's Central Management Unit (CMU) provides a co-ordination and advisory role to sponsor branches, which are responsible for carrying out the public appointment competitions.

2. Public Appointments: Activity

During the reporting year the Department made a number of re-appointments and extensions to current appointments and a number of new appointments. Re-appointments included the Chief Inspector of Criminal Justice Inspection Northern Ireland, and two Commissioners (one to the Northern Ireland Law Commission and the other to the Legal Services Commission). Extensions included four Commissioners to the Northern Ireland Legal Services Commission.

Appointments made during 2011/12 included ten independent members to the Northern Ireland Policing Board, one of whom resigned and was replaced in accordance with the Commissioner's Code of Practice.

3. Public Appointments: Future Plans

A number of appointments, extensions and re-appointments will be considered for the 2012-13 financial year as outlined below.

Appointments

Any appointments that need to be made during 2012/13 that are regulated by the CPA NI will be made in accordance with the CPA NI's Code of Practice. The Department will have due regard to the Code of Practice when making appointments to public bodies outside the Commissioner's remit. Planned competitions for the 2012/13 year include:-

- Criminal Justice Inspection Northern Ireland – Chief Inspector
- Probation Board for Northern Ireland – Chair and 5 Board Members
- Northern Ireland Law Commission – 1 Chair and 3 Part-time Commissioners
- Independent Monitoring Board – 20 Members
- Royal Ulster Constabulary George Cross Foundation - 5 Trustees

Re-appointments

Re-appointment of Independent Assessor for Police Service of Northern Ireland Recruitment Vetting.

Extensions

Royal Ulster Constabulary George Cross Foundation - extension of the term of appointment of the current Chair.

Department of Justice

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	11	10	1
Members	74	45	29
Total	85	55	30

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	7	7	–
	Less than £10,000	–	–	–
	Unpaid (expenses only)	4	3	1
Members	£10,000 or more	20	13	7
	Less than £10,000	12	8	4
	Unpaid (expenses only)	42	24	18
	Total	85	55	30

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	1	1	–	–	–	–	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	12	8	4	7	4	–	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Total		13	9	4	7	4	–	2

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments were made between 1 April 2011 and 31 March 2012.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	9	5	4	–	2	1	6	–	–
1 st Re-Appt	4	4	–	–	–	–	1	1	2
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	13	9	4	–	–	–	–	–	–

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Executive NDPBs
Alliance	1
DUP	-
SDLP	-
Sinn Fein	1
UUP	-
Others	-
Total	2

Appointments to Executive NDPBs: Disability

No appointee declared any disability.

Appointments to Executive NDPBs: Minority Ethnic Background

	Minority Ethnic		
	Total	Male	Female
1 st Appt	–	–	–
1 st Re-Appt	1	1	–
Further Re-Appt	–	–	–
Total	1	1	–

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Other Bodies: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Department of Finance and Personnel

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

Northern Ireland Authority for Utility Regulation (The Utility Regulator)

The Utility Regulator is a non-ministerial government department established by the Energy (Northern Ireland) Order 2003, amended by the Water and Sewerage Services (Northern Ireland) Order 2006. It is responsible for regulating the electricity and gas industries and water and sewerage services in Northern Ireland, to promote the short and long-term interests of consumers. Members of the Board of the Utility Regulator are appointed by the Minister of Finance and Personnel. The Board consists of a Chairperson and at least three other members. The terms of appointment of the Chairman and other members are determined by the Minister.

Northern Ireland Building Regulations Advisory Committee (NIBRAC)

NIBRAC is a statutory committee established by Article 4 of the Building Regulations (NI) Order 1979 (as amended). Its function is to advise the Department on amendments to building regulations or other connected matters that the Department may bring to it. The Minister appoints members to the Committee. The Department seeks to ensure that the Committee represents a broad spectrum of construction related skills and gender diversity. To this end the Department advertises publicly when seeking new appointees.

The Statistics Advisory Committee (SAC)

The Statistics Advisory Committee is a statutory committee established by Section 6 of the Statistics of Trade and Employment Order 1988. Members of the Committee are appointed by the Minister for Finance and Personnel.

The Department is committed to following the Commissioner's Code of Practice and all of the above public appointments are CPA NI regulated.

2. Public Appointments: Activity

All three bodies continued to meet regularly throughout the year. The sub Committees of the NIAUR (Board advisory groups, Audit and Remuneration committees) also met regularly.

3. Public Appointments: Future Plans

Northern Ireland Authority for Utility Regulation (The Utility Regulator)

A new chair will be appointed during 2012/13. Following this appointment the constitution of the Board will be reviewed.

Northern Ireland Building Regulations Advisory Committee (NIBRAC)

It is hoped to initiate a competition to appoint new Board members during 2012/13.

The Statistics Advisory Committee (SAC)

During 2012/13 the Northern Ireland Statistics and Research Agency (NISRA) plan to hold a competition to recruit new members to the Statistics Advisory Committee. The appointment process will be regulated by the Commissioner for Public Appointments for Northern Ireland (CPA NI). In the interim extensions will be sought to the terms of office of five of the current members.

Department of Finance and Personnel

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	4	4	–
Members	31	27	4
Total	35	31	4

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	2	2	–
	Less than £10,000	–	–	–
	Unpaid (expenses only)	2	2	–
Members	£10,000 or more	–	–	–
	Less than £10,000	7	7	–
	Unpaid (expenses only)	24	20	4
	Total	35	31	4

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

No appointments made between 1 April 2011 and 31 March 2012.

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments made between 1 April 2011 and 31 March 2012.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Other Bodies: Gender, Remuneration, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Department of Health, Social Services & Public Safety

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department of Health, Social Services and Public Safety (DHSSPS) has a dedicated Public Appointments Unit (PAU) which is responsible for managing the Department's procedures for public appointments and is committed to following the Code of Practice issued by the Commissioner for Public Appointments for Northern Ireland. PAU has ongoing responsibility for consultation and liaison with the Office of the Commissioner for Public Appointments for Northern Ireland on the operation of these procedures.

The Department's appointment procedures are demonstrative of the commitment to the Commissioner's Code of Practice, the principle of selection on merit and to improving diversity on the boards of public bodies.

All Departmental public appointments are the responsibility of the Minister who at the outset of each competition approves the role profile, person specification, length of appointment and appointment plan.

PAU liaise with both the Departmental business areas (i.e. sponsor branches) and the Chair of the relevant organisation at the outset of the competition to identify any potential 'skills gaps' and to agree the role profiles, person specifications and selection criteria. PAU manages the entire process from advertising, facilitating the short-listing and interview panels and drafting the initial and final submissions to the Minister. PAU is also responsible for co-ordinating action on queries, challenges or complaints.

2. Public Appointments: Activity

As at 31 March 2012, the Department was responsible for 155 public appointments (this figure includes 9 vacancies) across 17 Health & Social Care (HSC) bodies, all of which are regulated appointments. PAU has developed a competition timetable in order to ensure that all positions are filled as soon as practically possible. During the year 1 April 2011 to 31 March 2012 ten competitions were conducted resulting in a total of 58 appointments being made; 18 initial/first term appointments and 40 re-appointments. In addition, two extensions were made. A new Safeguarding Board for Northern Ireland is to be established in September 2012 and a Chair Designate has also been appointed within this reporting period. It is intended that this HSC body will be regulated by the Commissioner once it comes into being. The Department's Public Appointments Unit also makes two appointments to GB Bodies which are regulated by OCPA GB.

An Independent Assessor allocated by the Office of the Commissioner for Public Appointments for Northern Ireland is a member of all our short-listing and interview panels.

A number of reviews have been conducted throughout the reporting period:

- our documentation was reviewed to ensure that is not only compliant with the Code of Practice but ‘user’ friendly to all our potential applicants;
- our Departmental Mailing List was reviewed to ensure that the details held for those who have registered an interest in the Department’s public appointments is up to date; and
- the Audit Committees of HSC Bodies undertook a review to ensure the appropriate financial experience and expertise is present within the non-executive membership of the board to ensure that the appropriate financial challenge function can be provided.

Our welcome statement on all our advertisements for appointment to HSC bodies states that we welcome applicants from all Section 75 categories. Our documentation has been amended to take into account advice from the Royal National Institute of Blind People (RNIB) in relation to the text size, font, use of underline or text boxes etc to ensure that our documentation is accessible to all. All appointment opportunities are also placed on the Public Appointment and Departmental websites. In addition all advertisements are issued to RNIB, Action on Hearing Loss and Disability Action. In terms of diversity, the composition of members on these bodies at 31 March 2012 was 65 female (44.5%) and 81 male (55.5%). Of the total membership of 146; four members have recorded a disability (2.7%) and three members (2.05%) are from an ethnic minority background.

3. Public Appointments: Future Plans

PAU will continue to raise awareness and seek out and avail of opportunities to engage with interested groups.

Ensure that all our panel members have the appropriate training within the two year required period, in advance of the competition commencing, as required by the Commissioner for Public Appointments for Northern Ireland,

ALL new non-executives are required to attend Governance Board induction training and are advised of available courses upon appointment. In addition the Department has an established working partnership with the Northern Ireland Confederation for Health and Social Care (NICON) and meets and reviews a range of issues to include any future training that may be required.

Department of Health, Social Services & Public Safety

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	18	13	5
Members	130	70	60
Total	148	83	65

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	16	11	5
	Less than £10,000	2	2	
	Unpaid (expenses only)	–	–	–
Members	£10,000 or more	–	–	–
	Less than £10,000	119	67	52
	Unpaid (expenses only)	11	3	8
	Total	148	83	65

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	2	1	1	–	–	–	–
	Less than £10,000	2	2	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	49	27	22	23	18	8	–
	Unpaid (expenses only)	5	2	3	4	1	–	–
Total		58	32	26	27	19	8	–

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments made between 1 April 2011 and 31 March 2012.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	18	11	7	–	3	2	7	5	1
1 st Re-Appt	40	21	19	–	–	6	17	17	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	58	32	26	–	3	8	24	22	1

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Executive NDPBs
Alliance	–
DUP	2
SDLP	1
Sinn Fein	1
UUP	2
Others	1
Total	7

Appointments to Executive NDPBs: Disability, Minority Ethnic Background

	Disability		
	Total	Male	Female
1 st Appt	–	–	–
1 st Re-Appt	2	–	2
Further Re-Appt	–	–	–
Total	2	–	2

	Minority Ethnic		
	Total	Male	Female
	–	–	–
	1	–	1
	–	–	–
	1	–	1

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	9	7	2	4	3	2	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	165	108	57	76	66	23	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
	Total	174	115	59	80	69	25	–

Applications for Other Bodies: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	115	–	8	18	36	48	5
Female	59	1	5	12	17	14	10
Total	174	1	13	30	53	62	15

Applications for Executive NDPBs: Disability, Minority Ethnic Background

Disability			Minority Ethnic		
Total	Male	Female	Total	Male	Female
14	11	3	3	2	1

Department for Regional Development (DRD)

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department makes appointments to five public bodies. Ministerial approval is required for all appointments. The Department is committed, as far as practicable, to complying with the provisions of the Commissioner for Public Appointments for Northern Ireland (CPA NI) Code of Practice for Ministerial Appointments.

The Department is committed to the overriding principle of selection based on merit. All public appointment vacancies are advertised to ensure as wide a pool of applicants as possible. In an effort to increase the diversity of Boards, groups which are representative of women, people with disabilities and ethnic minorities are notified of planned competitions and advertisements.

The Department's Central Management Branch (CMB) provides a co-ordination and advisory role to three sponsor divisions which manage the appointments, and is the first point of contact for the Central Appointments Unit (CAU) and CPA NI. As part of its advisory role, CMB has developed departmental procedures for handling public appointments to take account of the CPA NI Code of Practice for Ministerial Public Appointments, and other good practice issues. These are regularly reviewed, most recently in February 2012.

A more collaborative approach has been adopted across CMB and sponsor divisions to ensure best practice and greater consistency across all of the Department's public appointments competitions.

2. Public Appointments: Activity

During 2011/12 the Department reconstituted the Board of the Northern Ireland Transport Holding Company. A new chair was appointed on 1 July 2011, four non executive directors were appointed on 1 October 2011, one resigned and a new non-executive director was appointed 1 February 2012. One non executive director and one executive director were re-appointed.

On 17 August 2011, the Department appointed four new non executive members to the Board of NI Water and also re-appointed one non executive director for a second three year term.

A competition to appoint the Chairman of Warrenpoint Harbour Authority commenced in March 2011 with the appointment made on 1 October 2011. Two executive directors were also re-appointed. A competition to find six new members for Belfast Harbour Commissioners commenced in June 2011 with the appointments made on 1 February 2012. Three other non-executive members of the board were re-appointed and one executive director was re-appointed.

Following the local elections in May 2011 competitions to appoint Councillors to all three trust ports were held. In October 2011 three councillors were appointed to Londonderry Port and Harbour Commissioners. On 1 February 2012 four councillors were appointed to Belfast Harbour Commissioners and three councillors were appointed to Warrenpoint Harbour Authority.

All panel members received bespoke training from CMB on Diversity and Equality and the CPA NI Code of Practice.

CMB held a meeting on 25 November 2011 to discuss improving diversity in the Department's public appointments.

3. Public Appointments: Future Plans

The Department plans to appoint two members to Warrenpoint Harbour Authority effective from 1 November 2012.

Department for Regional Development

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	5	5	–
Members	47	39	8
Total	52	44	8

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	5	5	–
	Less than £10,000	–	–	–
	Unpaid (expenses only)	–	–	–
Members	£10,000 or more	23	20	3
	Less than £10,000	14	11	3
	Unpaid (expenses only)	10	8	2
	Total	52	44	8

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	2	2	–	1	1	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	24	20	4	9	10	3	2
	Less than £10,000	6	5	1	3	3	–	–
	Unpaid (expenses only)	4	3	1	1	2	–	1
Total		36	30	6	14	16	3	3

Appointments to Other Bodies: Remuneration, Gender, Community Background

None of DRD's appointments fall outside the remit of the Commissioner for Public Appointments for Northern Ireland.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	25	21	4	1	1	1	10	11	1
1 st Re-Appt	9	7	2	–	–	1	6	2	–
Further Re-Appt	2	2	–	–	–	–	1	1	–
Total	36	30	6	1	1	2	17	14	1

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Executive NDPBs
Alliance	–
DUP	3
SDLP	2
Sinn Fein	3
UUP	2
Others	–
Total	10

Appointments to Executive NDPBs: Disability, Minority Ethnic Background

	Disability		
	Total	Male	Female
1 st Appt	–	–	–
1 st Re-Appt	–	–	–
Further Re-Appt	1	1	–
Total	1	1	–

	Minority Ethnic		
	Total	Male	Female
	1	1	–
	–	–	–
	–	–	–
Total	1	1	–

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	12	9	3	3	7	1	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	118	103	15	73	37	8	–
	Less than £10,000	14	12	2	5	9	–	–
	Unpaid (expenses only)	4	3	1	1	2	–	1
	Total	148	127	21	82	55	9	2

Applications for Other Bodies: Remuneration, Gender, Community Background

None of DRD's appointments fall outside the remit of the Commissioner for Public Appointments for Northern Ireland.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	127	–	7	14	59	46	1
Female	21	1	–	8	9	2	1
Total	148	1	7	22	68	48	2

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
3	3	–

Applications for Executive NDPBs: Minority Ethnic Background

No applicant was from a minority ethnic background.

Department for Social Development

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Department for Social Development makes appointments to a range of public bodies on approval by the Minister. Most of these appointments are regulated by the Commissioner for Public Appointments, but all appointments made by the Department routinely apply the principles as set out in the Commissioner's Code of Practice for Public Appointments.

Corporate Services Unit within the Department provides a co-ordination and advisory role to sponsor branches, which are responsible for carrying out the public appointment competitions.

2. Public Appointments: Activity

The Department made a total of 3 appointments (including two re-appointments) between 1 April 2011 and 31 March 2012.

Northern Ireland Housing Executive	– 1 appointment
Charities Advisory Committee	– 2 re-appointments

3. Public Appointments: Future Plans

Forthcoming public appointments to the Department's bodies are listed in the six-monthly list of public appointments that is published in 'All Aboard' – the news-sheet of the Central Appointments Unit in the Office of the First Minister and deputy First Minister.

At this stage it is anticipated that competitions will be required to fill vacancies at Chair and Vice-Chair of the Northern Ireland Housing Executive. Other competitions will be run to fill vacancies, as appropriate.

Department for Social Development

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	4	4	–
Members	22	10	12
Total	26	14	12

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	1	1	–
	Less than £10,000	1	1	–
	Unpaid (expenses only)	2	2	–
Members	£10,000 or more	1	–	1
	Less than £10,000	14	7	7
	Unpaid (expenses only)	7	3	4
	Total	26	14	12

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	1	1	–	–	–	–	–
	Unpaid (expenses only)	2	1	1	2	–	–	–
Total		3	2	1	2	–	–	–

Appointments to Other Bodies: Remuneration, Gender, Community Background

No appointments were made between 1 April 2011 and 31 March 2012.

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	1	1	–	–	–	–	–	–	1
1 st Re-Appt	2	1	1	–	–	2	–	–	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	3	2	1	–	–	2			1

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Exec NDPBs
Sinn Fein	1
Total	1

Appointments to Executive NDPBs: Disability, Minority Ethnic Background

No appointee was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	2	2	–	–	2	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
	Total	2	2	–	–	2	–	–

Applications for Other Bodies: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	2	–	–	–	1	–	1
Female	–	–	–	–	–	–	–
Total	2	–	–	–	1	–	1

Applicants for Executive NDPBs: Disability, Minority Ethnic Background

No applicant declared any disability and none was from a minority ethnic background.

Office of the First Minister & deputy First Minister

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

Responsibility for public appointment policy in relation to Northern Ireland Government Departments rests with the First Minister and deputy First Minister.

As a Department, OFMDFM, sponsors a number of public bodies and is responsible for making appointments to these organisations.

The Department is committed to the principle of selection on merit and complies with the Code of Practice published by the Commissioner for Public Appointments when making appointments to public bodies within his statutory remit. The Department is also committed to having due regard to the Commissioner's Code of Practice when making appointments to public bodies that fall outside the Commissioner's remit.

2. Public Appointments Activity

During 2011/12 OFMDFM made the following six appointments:

Commissioner for Older People – Commissioner

Ilex Urban Regeneration Company Ltd – 1 member (re-appointed)

NI Judicial Appointments Commission – 2 members (Legal)

Planning and Water Appeals Commissions – Chief Commissioner F/T & Senior Commissioner P/T

3. Public Appointments: Future Plans

During 2012/13 the Department plans to run Code compliant competitions for the Commission for Victims and Survivors for NI; Chair and member of Ilex Urban Regeneration Company Ltd and Chair and 2 members of Strategic Investment Board Ltd.

Office of the First Minister and deputy First Minister

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	9	4	5
Members	47	26	21
Total	56	30	26

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	8	3	5
	Less than £10,000	–	–	–
	Unpaid (expenses only)	1	1	–
Members	£10,000 or more	24	13	11
	Less than £10,000	13	8	5
	Unpaid (expenses only)	10	5	5
	Total	56	30	26

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

Appointments to Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	2	1	1	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	2	2	–	–	–	–	2
Total		4	3	1	–	–	–	2

Appointments to Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	1	–	1	–	–	–	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	1	1	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Total		2	1	1	–	–	–	1

Appointments to Executive NDPBs: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	3	2	1	–	–	–	1	–	2
1 st Re-Appt	1	1	–	–	–	–	–	–	1
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	4	3	1	–	–	–	1	–	3

Appointments to Other Bodies: Type of Appointment, Gender, Age

	Total	Male	Female	Age					
				Under 30	30-39	40-49	50-59	60+	N/K
1 st Appt	1	–	1	–	–	–	1	–	–
1 st Re-Appt	1	1	–	–	–	–	–	1	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	2	1	1	–	–	–	1	1	–

Appointments to Executive NDPBs: Declared Political Activity

Political Party	Appointees to Executive NDPBs
Others	1
Total	1

Appointments to Other Bodies: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Executive NDPBs: Disability

	Disability		
	Total	Male	Female
1 st Appt	1	–	1
1 st Re-Appt	–	–	–
Further Re-Appt	–	–	–
Total	1	–	1

Appointments to Executive NDPBs: Minority Ethnic Background

No appointee was from a minority ethnic background.

Appointments to Other Bodies: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

Applications for Executive NDPBs: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	73	53	20	18	37	16	2
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	153	91	62	74	64	14	1
	Unpaid (expenses only)	–	–	–	–	–	–	–
	Total	226	144	82	92	101	30	3

Applications for Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	1	–	1	–	–	–	1
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
	Total	1	–	1	–	–	–	1

Applications for Executive NDPBs: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	144	2	8	24	52	58	–
Female	82	1	3	35	25	17	1
Total	226	3	11	59	77	75	1

Applications for Other Bodies: Gender, Age

	Total	Age					N/K
		Under 30	30-39	40-49	50-59	60+	
Male	–	–	–	–	–	–	–
Female	1	–	–	–	1	–	–
Total	1	–	–	–	1	–	–

Applications for Executive NDPBs: Disability

Disability		
Total	Male	Female
6	1	5

Applications for Executive NDPBs: Minority Ethnic Background

Minority Ethnic		
Total	Male	Female
4	4	–

Applications for Other Bodies: Disability, Minority Ethnic Background

No applicant declared any disability and none was from a minority ethnic background.

Food Standards Agency

Departmental Public Appointment Plans and Statistics

1. Public Appointments: Policy

The Food Standards Agency (FSA), as a non-ministerial government department, is a UK-wide body operating at arm's length from Ministers and governed by a Board appointed to act in the public interest. In Northern Ireland the FSA is responsible for providing advice and draft legislation to the Northern Ireland Minister with responsibility for the Department of Health, Social Services & Public Safety (DHSSPS). The statutory Northern Ireland Food Advisory Committee (NIFAC) provides the FSA with advice or information about matters connected with the FSA's functions in Northern Ireland.

The Committee was established under Section 5.1 of the Food Standards Act 1999, which states that 'There shall be established an advisory committee...for Northern Ireland for the purpose of giving advice or information to the Agency about matters connected with its functions (including in particular matters affecting or otherwise relating to...Northern Ireland...)'. As NIFAC members are appointed by the Minister for Health, Social Services and Public Safety, the Minister approves the appointment procedures and nominates a representative from their Department to sit on the selection panel.

The FSA in Northern Ireland (FSA in NI) is committed to following the Nolan principles as laid out in the Commissioner for Public Appointments for Northern Ireland (CPA NI) Code of Practice for Ministerial Appointments. In particular it adheres to the principles that underpin the appointment process including the principles of appointment on merit with independent assessment, openness and transparency of process. Other factors taken into account when considering appointments are related to equality of opportunity, probity and proportionality. The FSA in NI has responsibility for ensuring that the individuals appointed are committed to the principles and values of public service.

Person specifications and selection criteria are designed to ensure that the balance of expertise on the Committee reflects the directions of the Agency's Strategic Plan. Appointments are restricted to two terms to ensure effective member rotation and a balance of expertise.

A history of male dominance within the food science sector has contributed to a lower representation of females on NIFAC. The Agency is committed to seeking opportunities to encourage more applications for public appointments from females as well as from other under-represented groups and media advertisements have reflected this issue.

The FSA in NI seeks to encourage applicants from as wide a pool as possible and continues to advertise in the Northern Ireland press, publishing the application form and information pack on the Agency's website, advertising the vacancy listings in the Office of the First Minister and deputy First Minister (OFMDFM) publication 'All Aboard', and publishing on the OFMDFM public appointments web page. As well as producing easily accessible application packs (hard or electronic copies, large print on request), the FSA in Northern Ireland's Corporate Resources Unit also produces user-friendly papers for each competition, including sift and interview scoring sheets, and information sheets for the appointments panel.

2. Public Appointments: Activity

In May 2010, the FSA Board considered the contribution that the Food Advisory Committees in Scotland, Wales and Northern Ireland (as a whole) could make to overall FSA governance savings. The Board agreed to reduce the size of the Committees to six ordinary members plus the chair over the following three years. This applies to NIFAC.

The process is being managed by considering the need to replace retiring members on a case by case basis, being mindful of the need to achieve the spread of expertise necessary. In line with this, one member whose first term of office expired in this reporting period was re-appointed for a second term.

One member whose second term of office expired in this reporting period retired from the Committee, decreasing the Committee's size since the last report by one person to seven ordinary members plus the Chair. The decrease in number has impacted on diversity levels as follows:

- Female representation over the last reporting year has increased from 22% to 25%;
- Representation from the Protestant community has increased from 67% to 75%;
- Representation from the Roman Catholic community has decreased from 22% to 12.5%.

The small numbers involved give a more pronounced difference when considering percentages. The FSA in Northern Ireland will continue to monitor diversity levels on the Committee.

3. Public Appointments: Future Plans

The implementation of the above noted exercise to reduce the size of NIFAC to six ordinary members plus the chair will continue over the next reporting year. Following a succession planning exercise, a public appointments exercise is being conducted to fill three vacancies on the Committee that will arise before 31st March 2013, when members complete their second term of office. The exercise is being conducted in accordance with the Nolan Principles as laid out in the CPA NI Code of Practice, and includes the presence of a CPA approved independent assessor on the selection panel.

Food Standards Agency

Membership of Public Bodies at 31 March 2012

Membership of Public Bodies: Chairs and Members

	Total	Male	Female
Chairs	1	–	1
Members	7	6	1
Total	8	6	2

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairs	£10,000 or more	1	–	1
	Less than £10,000	–	–	–
	Unpaid (expenses only)	–	–	–
Members	£10,000 or more	–	–	–
	Less than £10,000	7	6	1
	Unpaid (expenses only)	–	–	–
	Total	8	6	2

Appointments made to Public Bodies between 1 April 2011 and 31 March 2012

None of NI Food Advisory Committee's appointments fall within the remit of the Commissioner for Public Appointments for Northern Ireland.

Appointments to Other Bodies: Remuneration, Gender, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Protestant	Roman Catholic	Neither	N/K
Chairs	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	–	–	–	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Members	£10,000 or more	–	–	–	–	–	–	–
	Less than £10,000	1	–	1	–	–	–	–
	Unpaid (expenses only)	–	–	–	–	–	–	–
Total		1	–	1	–	–	–	–

Appointments to Other Bodies: Type of Appointment, Gender, Age

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1 st Appt	–	–	–	–	–	–	–	–	–
1 st Re-Appt	1	–	1	–	–	–	1	–	–
Further Re-Appt	–	–	–	–	–	–	–	–	–
Total	1	–	1	–	–	–	1	–	–

Appointments to Other Bodies: Declared Political Activity

No appointee declared any political activity in the past five years.

Appointments to Other Bodies: Disability, Minority Ethnic Background

No appointee declared any disability and none was from a minority ethnic background.

Applications received for Public Appointment between 1 April 2011 and 31 March 2012

None of NI Food Advisory Committee's appointments fall within the remit of the Commissioner for Public Appointments for Northern Ireland.

Applications for Other Bodies: Remuneration, Gender, Community Background

No applications received between 1 April 2011 and 31 March 2012.