

External recruitment for 2004-05

Appendix 1

Our external recruitment systems provide common frameworks for recruiting people to clerical and junior, middle and senior management roles.

They are designed to be inclusive and to encourage applications from all groups in society, to support our aim of having a workforce that is representative of the community it serves. Posts are filled by fair and open competition in accordance with Civil Service Commissioners' rules with selection based on merit.

From 1 April 2004 to 31 March 2005, 855 people were successful at interview for permanent posts in Jobcentre Plus. During the same period 24 New Deal employees were also recruited. Permanent recruitment has fallen considerably from the 3,830 in the previous year as Jobcentre Plus implements its transformation and efficiency programme.

Data on the gender, ethnicity and disability are shown in the table below.

Gender, ethnicity and disability

	Number of staff appointed	Percentage of total
Gender		
Male	321	37.5%
Female	494	57.8%
Prefer not to say	40	4.7%
Total	855	100.0%
Disability		
People in the above with disabilities	36	4.2%

Gender, ethnicity and disability

**Number of
staff appointed** **Percentage
of total**

Ethnicity

White	590	69.0%
Black (Caribbean)	9	1.1%
Black (African)	10	1.2%
Black (Other Background)	*	
Asian (Indian)	22	2.6%
Asian (Pakistani)	13	1.5%
Asian (Bangladeshi)	*	
Asian (Other Background)	*	
Chinese	*	
Mixed Ethnic Background Black African and White	*	
Mixed Ethnic Background Black Caribbean and White	7	0.8%
Mixed Ethnic Background Asian and White	*	
Mixed Ethnic Background	*	
Any other Ethnic Background	*	
Prefer not to say/Equal Opportunities form not returned	182	21.3%

* Denotes less than 5

Reason for Exception

Appointments under Government programmes to assist the long term unemployed for example the New Deal	24	
Reappointments of former civil servants	3	
Appointments of candidates with a disability under modified selection arrangements	22	
Extensions of short-term appointments beyond initially published period	3	
Secondments	19	

Use of permitted exceptions

The Civil Service Commissioners' Recruitment Code permits certain exceptions to fair and open competition rules. The number of occasions on which permitted exceptions to fair and open competition and selection on merit have been used is set out above.