

ISBN 09528503 4 6

Fast stream



Recruitment Report

2000 - 2001

Civil Service Fast Stream Recruitment Report 2000–2001
Published by The Cabinet Office August 2001

- ➔ The Civil Service recruits to the Fast Stream Development Programme on the basis of fair and open competition and selection on merit. We:
- give prospective applicants equal access to information about the work and its requirements, and about the selection processes
 - consider all eligible applicants equally on merit at each stage of the process
 - select on the basis of relevant criteria applied consistently to all candidates
 - ensure that selection at all stages is fair and objective and unaffected by gender, race or any other consideration immaterial to the decisions we make.

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Scope

The Civil Service Fast Stream Development Programme is a training and development scheme for very able graduates who are selected on the basis of their potential to reach the Senior Civil Service. They enter a government department on a Fast Stream programme with development and training tailored to their individual needs. From then on, promotion is on merit.

This is the sixth annual report on recruitment to the Civil Service Fast Stream Development Programme published by the Cabinet Office on behalf of government departments. The report covers Fast Stream recruitment activities between 1 April 2000 and 31 March 2001. After a brief overview of recruitment, the first section of the report contains information on the recruitment schemes concluded in this period, and is followed by a summary of developments during the period covered by the report.

We welcome any feedback on the content of this report: faststream@cabinet-office.gov.uk.

2000 Fast Stream Development Programme

A summary of recruitment data for the 2000 Fast Stream Development Programme is contained in Annex A. This year there were six open Fast Stream schemes for: General Fast Stream, Inland Revenue, Economists, Statisticians, Diplomatic Service Economists and Government Communications Headquarters (GCHQ).

Within the General Fast Stream, candidates were selected for the following options: Home Civil Service, Diplomatic Service, European Fast Stream, Science and Engineering Fast Stream, Security Service, Clerks – House of Commons/House of Lords and Legal Officers (Europe).

Although there are separate options for generalists and lawyers to join the European Fast Stream, we consider them in one single intake. The results for 2000 European Fast Stream recruitment in the annexes to this report are therefore a total for both options.

Serving civil servants nominated by their departments could again apply for the Fast Stream through a separate internal scheme.

Under the terms of contracts with the Civil Service, Capita plc managed all recruitment to the 2000 Fast Stream Development Programme.

The standard of entry to the Fast Stream Development Programme remains high. Success rates improved in 2000, against a background of increased demand from departments for Fast Stream entrants. We filled 68% of our vacancies but, as last year, this overall figure masks considerable variation between schemes and options. Despite a 32% increase in the number of vacancies declared for the 2000 General Fast Stream, the scheme filled 95% of its places, compared with 88% in 1999. And for the first time for several years, we recruited the required number through the Science and Engineering option. Recruitment to the Inland Revenue Fast Stream increased by over 50%, but shortfalls in the Statistician scheme worsened. 71% of the statistician vacancies remained unfilled, as did 48% of the places for economists. The Diplomatic Service recruited its own economists in a separate scheme this year, to reflect the growing need for diplomats with extra economic skills. It filled two of its five vacancies.

Recruits continue to be drawn from a variety of backgrounds, and more information about our work on diversity is detailed elsewhere in this report. We were especially pleased to make gains in the proportion of successful ethnic minority candidates for the Fast Stream, particularly in the General Fast Stream. However, we are aware that much remains to be done in every area and that we cannot relax our efforts to improve the range of backgrounds from which Fast Stream entrants are drawn, gaining the breadth of experience that this diversity can bring. Recent trends in key areas are set out in summary tables at the end of the report.

Vacancies and applications

Demand from departments for Fast Stream entrants from open recruitment increased this year by 22%, continuing the upward movement of recent years. The Home Civil Service option of the General Fast Stream accounted for much of the increase, together with a 20% increase in the demand for economists and a 17% increase in the demand for statisticians. Other schemes and options remained relatively stable. The number of civil servants applying to the General Fast Stream through the In-Service Nomination Scheme has increased this year, reversing the recent decline.

The number of applicants for the Fast Stream rose for the second year in succession (this year by 22% overall, from 9,814 to 11,967). Applications for the Diplomatic Service rose by 82%, and for the Science and Engineering option by over 65%. GCHQ saw an increase of 46%, and Inland Revenue 44%. Only the Statisticians faced a substantial reduction, underlining the recruitment difficulties in 2000. The increased popularity of the Diplomatic Service this year (which only recruits in the September round of the General scheme) resulted in 53% of the applications for the General Fast Stream in this first round. In previous years, more applications were entered for the second round in January.

Of the 8,769 applicants for the General Fast Stream scheme, a total of 104 (1.2%) were declared ineligible; 97 on the basis of qualifications (the minimum requirement is a second-class honours degree or its equivalent) and seven on nationality.

General Fast Stream: exemptions

Subject to certain conditions (published in the Application and Selection Booklet for the 2000 General Fast Stream scheme) applicants with disabilities could request exemption from the requirement for a degree. None did so this year. The Civil Service abolished a previous, similar exemption for serving civil servants in 2000. Civil servants without a degree may apply to the General Fast Stream through the In-Service Nomination Scheme.

Applicants who had been successful at the Civil Service Selection Board or Final Selection Board on a previous occasion could claim exemption from the Qualifying Test in the 2000 General Fast Stream scheme. Seven candidates were granted exemption this year.

Appointments

In total, 414 candidates were recommended for appointment to the Fast Stream this year, 262 of these for the General Fast Stream. The number of successful General Fast Stream candidates receiving the highest board marks (one or two) rose slightly this year to 26. All candidates meeting the required standard in this competition were guaranteed the offer of a post in the Home Civil Service. Overall, 39 successful candidates (9%) declined to take up appointment.

Women

Women accounted for almost half of those recommended for appointment to the General Fast Stream this year and 48% of successes in all the open competitions. Details of success rates by gender in the 2000 Fast Stream recruitment schemes are in Annex B.

The percentage of applications from women improved from 47% in 1999 to 50% this year. Only the GCHQ scheme saw a (minor) decrease in the proportion of women applicants. GCHQ is the smallest of the open schemes and its percentage figures are likely to be less significant than those elsewhere in the Fast Stream. The Statisticians again recorded the most successful figures for women, both as applicants and successful candidates: applications rose to 52%, and 68% of those recommended for appointment were women. The number of women applying for the General Fast Stream rose to over 50% for the first time. The Economist scheme, still the least attractive of the open recruitment schemes to women, reversed previous declines as applications from women rose from 28% to 36%.

This year, 48% of those recommended for appointment to the Fast Stream were women which represents a slight fall from the 50% parity reached last year. Disappointingly, to varying degrees all open schemes reflected this, with the exception of GCHQ and the Economists. Both of these improved their figures, the Economists continuing a recent trend by increasing their proportion from 30% in 1999 to 33%. Women made up 50% of those recommended for appointment in the General Fast Stream in 2000, compared with 55% last year. Trends over the last six years are shown in the first table of Annex E.

In the General Fast Stream selection procedures, women were again less successful than men at the Qualifying Test, making up 47% of those invited to the Civil Service Selection Board. This marks an improvement on 1999, when only 44% of those invited to the assessment centre were women. Once again, those reaching this second stage were proportionally more successful than men, 26% of them reaching the Final Selection Board, compared with 22% of the men.

We are committed to ensuring that the Fast Stream Development Programme remains balanced by a fair selection process and continuing to feature women strongly in all our marketing.

Ethnic minorities

Although we recognise that we have still much to do, our figures for ethnic minority entrants have shown some improvement this year. Applications from ethnic minority candidates increased to 15.9% of the total in 2000, rising to 26.4% for the Diplomatic Service Economist scheme and 23.2% for Inland Revenue. Full details are given in Annex C, and figures for the last six years in the second table of Annex E. Applications from ethnic minority graduates for the 2000 General Fast Stream have also continued to rise, from 12.1% last year to 14.9% in 2000.

We are encouraged that the number of ethnic minority candidates recruited onto the Fast Stream Development Programme increased in 2000, from 18 to 29.

Within this, the General Fast Stream recommended 17 ethnic minority candidates for appointment, representing 6.5% of the total. This compares with 2.2% last year.

Economist recruitment resulted in 11 successful ethnic minority candidates, 12.6% of the total in this scheme. Inland Revenue recommended one candidate from an ethnic minority background for appointment, from 15 successful candidates overall.

The Fast Stream Outreach Officer, appointed in October 1999, has spearheaded our work with ethnic minority undergraduates this year. Supported by other government departments, he has visited student societies to raise awareness of the Fast Stream Development Programme amongst the able ethnic minority undergraduates we are hoping to attract. In summer 2000, ten departments opened their doors to 41 students on a pilot Fast Stream internship programme aimed in part at combating outdated images of the Civil Service. Open to all, it offered experience of work in a Fast Stream environment. Following its success in changing the perceptions of the interns, we have developed the pilot further into a full training and development programme for ethnic minority students in summer 2001. Devised to comply with the terms of the Race Relations Act 1976, which allows employers to provide training opportunities for racial groups under-represented in particular areas, we are hoping that the Summer Programme will begin to encourage more able ethnic minority graduates to consider the Fast Stream as an attractive career option.

Departments have supported the work of the Outreach Officer by organising open days for all Fast Stream candidates who reach the Civil Service Selection Board stage, including ethnic minority applicants. Departments are also encouraging those interested in a Fast Stream career to visit them on an individual basis.

In July 2000, the Fast Stream Development Programme featured strongly at the second Civil Service Careers Fair for ethnic minority graduates, which was repeated in July 2001.

We were also a champion sponsor of the African and Caribbean Finance Forum's careers fair in November 2000 and have continued to advertise in a wide range of ethnic minority media.

Once again, we closely monitored the levels of and reasons for candidate withdrawal. We examine this information in relation to all candidates, but particularly to ensure that there are no special factors relating to ethnic minority applicants. Following the increase in applications, there was, as expected, an increase in the overall rate of withdrawals. The rate at which ethnic minority candidates withdrew before the Civil Service Selection Board reduced to 24.2% this year, which was lower than that for white candidates (29.4%). The withdrawal rate for the Qualifying Test was 25.8% for ethnic minority candidates, and 22.0% for white candidates. Our aim remains to reduce these rates for both groups.

Responses to a questionnaire on reasons for withdrawal showed no statistically significant differences between white and ethnic minority candidates. We will continue to monitor the reason for withdrawals during the 2001 competition, both to check that this situation does not change and to inform future development of the scheme and its marketing.

Candidates with disabilities

As in previous years, all open Fast Stream recruitment schemes in 2000 received applications from candidates recording a disability. Overall numbers rose, from 187 to 232, but set against the overall increase in applications, the percentage of applicants recording a disability remained constant at 1.9%. The number of applicants for the General Fast Stream scheme recording a disability rose from 140 to 169.

In line with the good practice recommendations of the Disability Symbol promoted by the Employment Service, a Preliminary Interview Board was again available for candidates for the General Fast Stream who possessed the required academic qualification and had recorded a disability on their application form. 54 applicants

opted for this Interview Board and were granted exemption from the Qualifying Test. A further 82 applicants recording a disability also exercised their right to attend a Preliminary Interview Board after failing the Qualifying Test. Of these 136 candidates, 34 withdrew before the Preliminary Interview Board and 47 passed successfully on to the next stage, the Civil Service Selection Board. As usual, we offered those successful at the Preliminary Interview Board an opportunity to familiarise themselves with the operation of the Civil Service Selection Board, to ensure that practical difficulties did not prevent them performing to their full ability.

The number of successful candidates recording a disability increased from seven in 1999 to eight this year. However, the total number of successes also increased, with the result that the percentage recording a disability fell, from 2.3% to 1.9%. 3.6% of applicants recording a disability were recommended for appointment, compared with a success rate of 3.5% for all candidates.

We are improving our marketing to graduates with disabilities, to make them more aware of the ways in which departments can offer to meet their individual needs. Since 1998, the Civil Service has worked in partnership with the disability charity Workable to offer summer work placements to students with disabilities. In summer 2000, 36 students took up placements in around 20 departments. We are working hard to increase these numbers in 2001.

Success rate by academic institution

Applications for open Fast Stream recruitment have again come from every university in the UK. The percentage of applicants from universities other than Oxford and Cambridge has risen slightly to 91.6%, though the range of universities from which successful candidates have graduated has remained around 60. Of the candidates recommended for the General Fast Stream, 60% graduated from universities other than Oxford or Cambridge, the same proportion as last year.

Annex D contains full details. Overall in 2000, Oxford and Cambridge graduates accounted for 31.6% of successful candidates for the open Fast Stream schemes compared with 30.1% last year. These trends are set out in the third table of Annex E.

Degree disciplines

The Fast Stream Development Programme continues to draw recruits from a wide variety of subject areas, although the need remains for us to encourage more applications from those with scientific backgrounds. We have been less successful in this area this year overall. In the open competitions, the percentage of successful candidates with a degree in a pure science subject rose from 11% in 1999 to 16%, but the overall percentage of successes from a non-arts background fell sharply to 31%.

In contrast, in the General Fast Stream scheme, the proportion of applicants who had first degrees in non-arts subjects rose slightly, from 26% in 1999 to 30% this year. The percentage of candidates recommended for appointment with these degrees also rose, from 26% to 33%, a reflection of our success in filling our scientific vacancies this year. However, like many other organisations, we need generalists who are familiar with scientific issues and the interpretation and presentation of numeric data. We will continue to raise awareness of Fast Stream opportunities in this highly competitive market.

Age and experience

As last year, 37% of the applicants for our open Fast Stream schemes were final-year students. New graduates accounted for slightly more of those recommended for appointment: 44% compared with 42% last year. In the General Fast Stream, 36% of applicants were final-year students, as were 45% of those successful in the scheme.

The average age on application of successful candidates has once more remained at 24, both for the General Fast Stream itself and for our open schemes overall.

The In-Service Nomination Scheme

The In-Service Scheme identifies generalist Fast Stream candidates from amongst serving civil servants. Staff are selected and nominated by their departments and go straight to the Civil Service Selection Board without attending the Qualifying Test. Candidates are not required to have a degree.

We are pleased that this year we have reversed the decline of this scheme. The number of nominations rose from 43 in 1999 to 54 this year, and 13 candidates were successful, compared with 10 last year. Successful nominated internal candidates are guaranteed a post. Reversing last year's result, women were slightly more successful in 2000. We do not currently monitor the ethnic origin of candidates, but are introducing this for the 2002 competition.

Following the publication of the Modernising Government White Paper in March 1999, and the drawing up later in 1999 of a programme for Civil Service reform, government departments are developing a wide range of training and development opportunities for their serving civil servants. The In-Service Fast Stream is one of those opportunities, and departments are actively seeking potential candidates who can benefit from it. We have improved its marketing materials, and are looking forward to further progress in 2001.

Fast Stream developments 2000–2001

The Final Selection Board

The Final Selection Board was discontinued for most General Fast Stream options for the 2001 scheme. However, it remains a part of the selection process for the Foreign and Commonwealth Office and the two Parliamentary Clerkship options.

The decision to retain the Final Selection Board for these options was made with two objectives; to allow representatives of the employing organisations to have a direct input into the selection of their Fast Streamers, and to apply a merit order to the field of candidates against which vacancies could be filled.

Marketing

We have widely marketed the Fast Stream Development Programme this year. Our aim is to increase awareness and attract applications from a diverse range of very able candidates. We have described some of these activities elsewhere in this report.

We have built up our panel of recent Fast Stream entrants, who represent the Fast Stream amongst undergraduates by attending careers fairs and providing presentations. We have trained members of the panel to act as facilitators for the Fast Stream management game, and have worked to encourage the use of the game in more undergraduate and postgraduate management training courses.

Many university careers advisers have again taken the opportunity to visit the Civil Service Selection Board and continue to find this experience of great value.

The Fast Stream website is becoming increasingly important for the recruitment of candidates to the General Fast Stream, and we plan to develop it further, making it more welcoming and interactive. We recognise that, ultimately, we will only be fully successful in attracting a wide diversity of entrants for the Fast Stream if we improve the way in which the Civil Service is perceived more generally. Work on developing Fast Stream marketing materials over coming months will therefore run alongside an improvement in

marketing for the Civil Service overall. In line with the approach of other employers in the graduate market, our focus will move towards on-line marketing, whilst not ignoring the needs of those who do not have access to the Internet. The Fast Stream pages can be accessed on www.faststream.gov.uk.

In line with earlier research recommendations, departments and recent entrants have worked with us to give applicants more information earlier in the selection process about life in the Fast Stream. They have written articles for the Fast Stream candidate newsletters and provided case studies for the website and other media. Departments have also organised open days for candidates and offered potential applicants visits to the workplace. We believe that opening up the Civil Service in this way is essential if we are to dispel the stereotypes that hinder our progress towards a diverse Fast Stream which is representative of the society it serves.

Fast Stream person specification and assessment technique

During 1999, a new, competency-based General Fast Stream person specification was developed. Each competency is supported by a number of behaviours, which candidates are expected to demonstrate at the assessment centre, the Civil Service Selection Board. The person specification was further refined during 2000, with the aim of improving the precision both of the competency headings (which were reduced from ten to seven), and the behaviours. In addition, the move to fully competency-based assessment was completed: all evidence considered at the assessment centre is now explicitly linked to particular competencies, via a competency/evidence matrix.

A number of changes were made to the detail of some of the exercises for the assessment centre, with the aim of making them more job-relevant, and of maximising the opportunities offered to candidates to demonstrate evidence of the extent to which they meet the competency framework.

All General Fast Stream assessors were encouraged to attend competency-based interview training. Interview skills are covered in assessors' basic training, but we decided to offer a series of additional one and two-day courses, to give them the opportunity to explore the more subtle aspects of interviewing, and to practise their skills.

A number of exploratory research studies related to the assessment centre process were carried out during 2000–2001. Amongst other things, these considered the possible use of new assessment tools and exercise formats. We are still evaluating the results of these studies, but are not planning any imminent changes in light of their conclusions.

Posts for 'near miss' candidates

During 2000, we developed procedures that allow the Civil Service to offer non-Fast Stream posts to candidates who narrowly miss the standard for the Fast Stream. In conjunction with departments, we developed a specification for suitable posts at junior management level, *ie* those that offer appropriate developmental opportunities; we then drew up a linked person specification, against which assessors can judge candidates who have failed the Fast Stream. The new scheme will be introduced during the 2001 Fast Stream competition.

Validity studies

We are continuing the work to introduce a measure of work performance known as the Performance Monitoring Questionnaire. It will be the basis for validating the Fast Stream recruitment process. Following last year's trials, we are now establishing a robust database and checking the contact details for the hundreds of participants.

Future arrangements for Fast Stream recruitment

All the contracts under which the Capita Group plc currently manages the Fast Stream recruitment process will expire by the end of November 2001. Ministers have decided that the selection stages will return to direct Civil Service management

from autumn 2001. Capita will continue to provide support services including response handling and application management for a further two years under interim arrangements.

In late 2000, it emerged that the accommodation at 35 Great Smith Street which had previously been identified for the new in-house Fast Stream selection facility could not be made available in time to coincide with the start of the 2002 recruitment round. The Cabinet Office has therefore secured an alternative building at 67 Tufton Street, London SW1, in which to house the new operation. The building – the subject of a major bespoke refurbishment for the assessment centre – will become available in late 2001.

A project to develop a computer-based Qualifying Test for Fast Stream recruitment was completed in May 2001. An early priority will be to incorporate the new test into the recruitment process.

Recruitment Tables 1 April 2000 to 31 March 2001

ANNEX A Summary of 2000 Fast Stream recruitment

	Vacancies	Applications by first preference	Ratio of Applications to Vacancies	Recommended for Appointment	Overall Success Rate recommended as % of applicants	Declined Appointment
GENERAL FAST STREAM ENTRY						
Diplomatic Service	26	2743	105.5	35	1.3	9
Clerks	3	293	97.7	3	1.0	0
House of Commons	2	37	18.5	3	8.1	1
House of Lords						
Home Civil Service (excluding In-Service Nomination Scheme)	199	5846	29.4	200	3.4	7
Fast Stream (Europe)	11	1069	97.2	18	1.7	8
Science/Engineering	13	1223	94.1	15	1.2	1
TOTAL	254	11211	44.1	274	2.4	26

	Vacancies	Applications by first preference	Ratio of Applications to Vacancies	Recommended for Appointment	Overall Success Rate recommended as % of applicants	Declined Appointment
OTHER FAST STREAM ENTRIES						
Inland Revenue	20	1611	80.6	15	0.9	1
Economists	150	454	3.0	86	18.9	7
Economists (Europe)	3	24	8.0	1	4.2	0
Economists (Diplomatic Service)	5	144	28.8	2	1.4	0
Statisticians	122	374	3.1	40	10.7	5
Graduate Management Trainees (GCHQ)	6	591	98.5	8	1.4	0
TOTAL	560	14409	25.7	426	3.0	39
In-Service Administrative Nomination Scheme	13	54		13	24.1	0
	posts available for all recommended nominations					

ANNEX B Results by gender at main stages of 2000 Fast Stream recruitment

	APPLICATIONS			SIFT STAGES									INTERVIEW STAGES									RECOMMENDED FOR APPOINTMENT				
				Invited to QT			Attended QT			Invited to Preliminary Interview			Invited to CSSB/IRSB			Attended CSSB/IRSB			Invited to Final Selection Board							
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
General Fast Stream	5720	5491	11211	5637	5416	11053	4327	4190	8517				888	736	1624	688	559	1247	144	138	282	139	135	274		
% of total	51.0	49.0		51.0	49.0		50.8	49.2					54.7	45.3		55.2	44.8		51.1	48.9		50.7	49.3			
Inland Revenue	813	798	1611	798	779	1577	608	605	1213	135	93	228	65	42	107	54	33	87				8	7	15		
% of total	50.5	49.5		50.6	49.4		50.1	49.9		59.2	40.8		60.7	39.3		62.1	37.9					53.3	46.7			

	APPLICATIONS			SIFT STAGES									INTERVIEW STAGES						RECOMMENDED FOR APPOINTMENT		
													Invited to CSSB			Attended CSSB					
	M	F	T										M	F	T	M	F	T	M	F	T
Economists	304	174	478										195	107	302	162	79	241	58	29	87
% of total	63.6	36.4											64.6	35.4		67.2	32.8		66.7	33.3	
Statisticians	179	195	374										77	117	194	57	85	142	13	27	40
% of total	47.9	52.1											39.7	60.3		40.1	59.9		32.5	67.5	

	APPLICATIONS			SIFT STAGES									INTERVIEW STAGES									RECOMMENDED FOR APPOINTMENT		
				Invited to QT			Attended QT			Attended Economics Assessment			Invited to CSSB			Attended CSSB			Invited to Final Selection Board					
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Economics (Diplomatic Service)	111	33	144	87	26	113	65	19	84	22	8	30	8	4	12	8	4	12	1	1	2	1	1	2
% of total	77.1	22.9		77.0	23.0		77.4	22.6		73.3	26.7		66.7	33.3		66.7	33.3		50.0	50.0		50.0	50.0	

	APPLICATIONS			SIFT STAGES									INTERVIEW STAGES						RECOMMENDED FOR APPOINTMENT					
				Invited to QT			Attended QT			Invited to Preliminary Interview			Attended Preliminary Interview			Invited to Final Selection Board								
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T			
Graduate Management Trainees (GCHQ)	360	231	591	353	228	581	280	190	470	24	15	39	21	15	36	7	5	12				4	4	8
% of total	60.9	39.1		60.8	39.2		59.6	40.4		61.5	38.5		58.3	41.7		58.3	41.7					50.0	50.0	

	APPLICATIONS			RECOMMENDED FOR APPOINTMENT			NOMINATIONS			INTERVIEW STAGES			RECOMMENDED FOR APPOINTMENT					
										Attended CSSB								
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T			
% of total	7487	6922	14409	223	203	426				31	23	54	31	23	54	6	7	13
In-Service Nomination Scheme	52.0	48.0		52.3	47.7					57.4	42.6		57.4	42.6		46.2	53.8	

KEY
M = Male
F = Female
T = Total

ANNEX C Analysis by ethnic origin at main stages of 2000 Fast Stream recruitment

	APPLICATIONS				SIFT STAGES												INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT																															
					Invited to QT				Attended QT				Invited to Preliminary Interview				Invited to CSSB/IRSB				Attended CSSB/IRSB				Invited to Final Selection Board																																			
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T																								
General Fast Stream % of total	9510	1558	143	11211	9406	1506	141	11053	7332	1081	104	8517					1509	93	22	1624	1154	75	18	1247	260	17	5	282	252	17	5	274	84.8	13.9	1.3		85.1	13.6	1.3		86.1	12.7	1.2		92.9	5.7	1.4		92.5	6.0	1.5		92.2	6.0	1.8		92.0	6.2	1.8	
Inland Revenue % of total	1233	371	7	1611	1217	353	7	1577	946	262	5	1213	208	19	1	228					97	10	0	107	78	9	0	87					14	1	0	15	76.5	23.0	0.5		77.2	22.4	0.4		78.0	21.6	0.4		90.7	9.3	0.0		89.7	10.3	0.0		93.3	6.7	0.0	

	APPLICATIONS				SIFT STAGES												INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT															
																	Invited to CSSB				Attended CSSB																							
	W	E	NR	T													W	E	NR	T	W	E	NR	T	W	E	NR	T																
Economists % of total	360	109	9	478													244	57	1	302	196	44	1	241	76	11	0	87	75.3	22.8	1.9		80.8	18.9	0.3		81.3	18.3	0.4		87.4	12.6	0.0	
Statisticians % of total	330	43	1	374													179	13	2	194	135	6	1	142	40	0	0	40	88.2	11.5	0.3		92.3	6.7	1.0		95.1	4.2	0.7		100.0	0.0	0.0	

	APPLICATIONS				SIFT STAGES												INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT																																			
					Invited to QT				Attended QT				Attended Economics Assessment				Invited to CSSB				Attended CSSB				Invited to Final Selection Board																																							
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T																																
Economists (Diplomatic Service) % of total	91	38	15	144	75	29	9	113	52	26	6	84	24	4	2	30	9	2	1	12	9	2	1	12	2	0	0	2	2	0	0	2	63.2	26.4	10.4		66.3	25.7	8.0		61.9	31.0	7.1		80.0	13.3	6.7		75.0	16.7	8.3		75.0	16.7	8.3		100.0	0.0	0.0		100.0	0.0	0.0	

	APPLICATIONS				SIFT STAGES												INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT																											
					Invited to Written Test				Attended Written Test				Invited to Preliminary Interview				Attended Preliminary Interview				Invited to Final Selection Board																																			
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T																								
Graduate Management Trainees (GCHO) % of total	552	35	4	591	545	32	4	581	442	24	4	470	38	1	0	39	35	1	0	36					11	1	0	12	8	0	0	8	93.4	5.9	0.7		94.0	5.1	0.9		97.4	2.6	0.0		97.2	2.8	0.0		91.7	8.3	0.0		100.0	0.0	0.0	

TOTALS	APPLICATIONS				SIFT STAGES												INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT											
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T												
% of total	12076	2154	179	14409	392	29	5	426																									83.8	15.0	1.2		92.0	6.8	1.2	

KEY
W = White
E = Ethnic minority
NR = Non-respondent to ethnic questionnaire
T = Total

ANNEX D Analysis by university of first degree of candidates in 2000 Fast Stream recruitment

KEY
* = recommended for entry at grade 6

UNIVERSITY	APPLICATIONS Total	RECOMMENDED FOR APPOINTMENT											Overall success rate	
		Generalists		Clerks	Science/ Engineering	Europe		Economists	Statisticians	Economists Diplomatic Service	Graduate Management Trainees (GCHO)	Inland Revenue		Total Rec for APPT
		Diplomatic Service	Home Civil Service			Generalists	Economists							
Aberdeen	156		1			1		1				3	1.9	
Abertay	23											0	0.0	
Anglia Polytechnic	89								1			1	1.1	
Aston	50											0	0.0	
Bath	103							4	1			5	4.9	
Birmingham	347	1	5					1	3		2	12	3.5	
Bournemouth	22											0	0.0	
Bradford	78		1			1						2	2.6	
Brighton	32											0	0.0	
Bristol	287	2	9		1			7	2	1		22	7.7	
Brunel	135		1					1			1	3	2.2	
Buckingham	13											0	0.0	
Cambridge	499	9	31	3	2	4	1	7	2		2	61	12.2	
Central England In Birmingham	50											0	0.0	
Central Lancashire	107											0	0.0	
City University	39											0	0.0	
Coventry	122										1	1	0.8	
Cranfield	3											0	0.0	
De Montfort	122											0	0.0	
Derby	57										1	1	1.8	
Dundee	64							1				1	1.6	
Durham	355	1	6	1				1	2		1	12	3.4	
East Anglia	154		1									1	0.6	
East London	74	1										1	1.4	
Edinburgh	302	1*	12			1				1		14	4.6	
Essex	108		2									2	1.9	
Exeter	202	1	3					1				5	2.5	
Glamorgan	58											0	0.0	
Glasgow Caledonian	53		1						1			2	3.8	
Glasgow	221		4					1	2			7	3.2	
Greenwich	80											0	0.0	
Heriot-Watt	49								1			1	2.0	
Hertfordshire	80											0	0.0	
Huddersfield	78											0	0.0	
Hull	211	1	5								1	7	3.3	
Humberside	15											0	0.0	
Keele	198		1									1	0.5	
Kent at Canterbury	165	1	1									3	1.8	
Kingston	127											0	0.0	
Lancaster	209		1						1			2	1.0	
Leeds	419	1	8		1	1			1			12	2.9	
Leeds Metropolitan	54							1				1	1.9	
Leicester	212		1					1			1	3	1.4	
Liverpool John Moores	102											0	0.0	
Liverpool	248		2		1							3	1.2	
London: Birkbeck	21											0	0.0	
Goldsmiths'	45											0	0.0	
Imperial College	58		1		1	1						3	5.2	
King's	163	2			1							3	1.8	
LSE	111		3			1		6	1			11	9.9	
Queen Mary & Westfield	123		1									1	0.8	
Royal Holloway	133		1					1			2	4	3.0	
School of Oriental and African Studies	63		2					2				4	6.3	
University College	204		3		1			3	2			9	4.4	
Wye	6											0	0.0	
Other	51		2									2	3.9	

ANNEX D Analysis by university of first degree of candidates in 2000 Fast Stream recruitment (continued)

UNIVERSITY	APPLICATIONS Total	RECOMMENDED FOR APPOINTMENT												
		Generalists		Clerks	Science/ Engineering	Europe		Economists	Statisticians	Economists Diplomatic Service	Graduate Management Trainees (GCHO)	Inland Revenue	Total Rec for APPT	Overall success rate
		Diplomatic Service	Home Civil Service			Generalists	Economists							
London Guildhall	106		1									2	1.9	
Loughborough	121		1									1	0.8	
Luton	68											0	0.0	
Manchester Metropolitan	162		2									2	1.2	
Manchester	372		6		3		3			1		13	3.5	
Middlesex	143		1									1	0.7	
Napier	29											0	0.0	
Newcastle upon Tyne	204	1	3				1	1				6	2.9	
North London	105											0	0.0	
Northumbria at Newcastle	110											0	0.0	
Nottingham	245		3				3	1			1	8	3.3	
Nottingham Trent	175						4					4	2.3	
Open University	63		1					1				2	3.2	
Oxford	621	11	43		2	5	8	2		3	2	76	12.2	
Oxford Brookes	55											0	0.0	
Paisley	26											0	0.0	
Plymouth	169											0	0.0	
Portsmouth	128											0	0.0	
Queen's University of Belfast	77		2									2	2.6	
Reading	150						2					2	1.3	
Robert Gordon	27											0	0.0	
Salford	103	1				1	2					4	3.9	
Sheffield Hallam	82											0	0.0	
Sheffield	321		7			1	1	3			1	13	4.0	
South Bank	86											0	0.0	
Southampton	222							3				3	1.4	
St Andrews	175		10	1								11	6.3	
Staffordshire	118											0	0.0	
Stirling	90											0	0.0	
Strathclyde	134						1	2				3	2.2	
Sunderland	78											0	0.0	
Surrey	88						1					1	1.1	
Sussex	124						1	1				2	1.6	
Teesside	83											0	0.0	
Thames Valley	54											0	0.0	
Ulster	31											0	0.0	
Wales: Aberystwyth	119											0	0.0	
Bangor	71											0	0.0	
Cardiff	234	1	1	1			1	1				5	2.1	
Lampeter, St David's	14											0	0.0	
Swansea	118		2		1		1					4	3.4	
Not stated	130		1									1	0.8	
Warwick	245		3			1	4	2			2	12	4.9	
West of England, Bristol	105											0	0.0	
Westminster	126											0	0.0	
Wolverhampton	94											0	0.0	
York	222		3				7			1		11	5.0	
Others (including Institutions of Higher Education)	553		1				1					2	0.4	
Overseas	275				1		6	1				8	2.9	
Not Stated	8											0	0.0	
TOTAL	14409	35	200	6	15	18	1	86	40	2	8	15	426	3.0

ANNEX E Open Fast Stream recruitment from 1995 to 2000

1 ANALYSIS BY GENDER											
COMPETITION	VACANCIES	APPLICATIONS					RECOMMENDED FOR APPOINTMENT				
		M	% of total	F	% of total	T	M	% of total	F	% of total	T
2000	560	7487	52.0	6922	48.0	14409	223	52.3	203	47.7	426
1999	445	5220	53.2	4594	46.8	9814	153	50.0	153	50.0	306
1998	367	4931	54.6	4106	45.4	9037	144	61.3	91	38.7	235
1997	308	5920	58.4	4224	41.6	10144	169	61.0	108	39.0	277
1996	299	6750	57.0	5092	43.0	11842	197	63.5	113	36.5	310
1995	246	7288	58.0	5283	42.0	12571	158	59.2	109	40.8	267

2 ANALYSIS BY ETHNIC ORIGIN															
COMPETITION	VACANCIES	APPLICATIONS							RECOMMENDED FOR APPOINTMENT						
		W	% of total	E	% of total	NR	% of total	T	W	% of total	E	% of total	NR	% of total	T
2000	560	12076	83.8	2154	15.0	179	1.2	14409	392	92.0	29	6.8	5	1.2	426
1999	445	8412	85.7	1296	13.2	106	1.1	9814	287	93.8	18	5.9	1	0.3	306
1998	367	7884	87.2	1098	12.2	55	0.6	9037	226	96.2	8	3.4	1	0.4	235
1997	308	8759	86.3	1347	13.3	38	0.4	10144	269	97.1	7	2.5	1	0.4	277
1996	299	10291	86.9	1469	12.4	82	0.7	11842	292	94.2	17	5.5	1	0.3	310
1995	246	10819	86.1	1713	13.6	39	0.3	12571	250	93.6	15	5.6	2	0.7	267

3 ANALYSIS BY UNIVERSITY OF FIRST DEGREE											
COMPETITION	VACANCIES	APPLICATIONS					RECOMMENDED FOR APPOINTMENT				
		OX	% of total	O	% of total	T	OX	% of total	O	% of total	T
2000	560	1120	7.8	13289	92.2	14409	137	32.2	289	67.8	426
1999	445	934	9.5	8880	90.5	9814	92	30.1	214	69.9	306
1998	367	895	9.9	8142	90.1	9037	81	34.5	154	65.5	235
1997	308	882	8.7	9262	91.3	10144	95	34.3	182	65.7	277
1996	299	1086	9.2	10756	90.8	11842	112	36.1	198	63.9	310
1995	246	1053	8.4	11518	91.6	12571	104	39	163	61	267

KEY
M = Male
F = Female
W = White
E = Ethnic minority
NR = Non-respondent to ethnic questionnaire
OX = Oxford and Cambridge
O = Other
T = Total