

FOI DOF/2024-0556

Request

Re; IRC306765 - PTO Marine Maintenance Supervisor

Application Review Process:

1. A detailed explanation of the criteria used to assess applicant's qualifications and experience for the Marine Maintenance Supervisor position.
2. A summary of the qualifications and experience of all applicants for this position.
3. A summary of the qualifications and experience of the successful applicant.

Qualifications & Experience:

4. A list of the specific qualifications and experience required for the Marine Maintenance Supervisor position, as outlined in the job description and person specification.
5. Any recent changes to the qualification criteria for the Marine Maintenance Supervisor position and the reason for these changes.

Recruitment Process:

6. A copy of the recruitment policy and procedure used for this position, including any guidance on assessing equivalent qualifications.
7. Information on how the panel ensures fairness and inclusivity in the selection process, particularly in evaluating qualifications from different educational systems.

DoF Response

I can confirm the department holds the information requested.

1. The criteria used to assess the qualifications, and experience is set out in the Candidate Information Booklet attached at Annex B and the information assessed will be taken from the candidates' application form.
2. This information is withheld because it is exempt under section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the

applicant, and if disclosure of that information would contravene one of the data protection principles in schedule 1 of the Data Protection Act 2018.

In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly.

Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex C), the department has established that, on balance, there is no lawful basis for the disclosure of third-party personal data falling within the scope of the request of which the requester is not the data subject.

3. As per 2 above.
4. The Eligibility and experience required for the PTO Maintenance Supervisor are listed in the Candidate information booklet.
5. There have been no recent changes made to the qualifications criteria.
6. The information you have requested is exempt under section 21(1) of the Freedom of Information Act. Section 21 exempts information if this information is reasonably accessible to the applicant by other means. Section 21 is an absolute exemption, and the Department is not required to consider whether the public interest favours disclosure of this information. The Recruitment and Policy Procedures manual can be found in the Government recruitment website <http://www.nicsrecruitment.org.uk/>
7. Information is not held in relation to how the panel ensures fairness and inclusivity in the selection process. All panels are trained in the Recruitment and Selection (R&S) procedures and are experienced in the knowledge of the Competition itself. In the R&S training the need for fairness and consistency is discussed when we are talking about the commissioners principles, particularly the principle of the appointment process should be fair and applied with consistency. The discussion is regarding the appointment process as a whole, from start to finish, but does not get into specifics about certain parts such as evaluating qualifications from different educational systems.