

FOI DOF/2025-0028

Request

Re: Competition IRC306788 SPTO Senior Construction Health & Safety Advisor.

I would like to raise a Freedom of Information Request relating to the NICS recruitment competition ref: IRC306788

Can you please provide the following information:

1. How many candidates were interviewed for the post.
2. How many candidates passed the interview selection process.
3. Provide the tabulated breakdown of interview scores.
4. How many candidates are on each merit list? In relation to point 4 could you please advise down to which number on the merit list has been: a) offered post, b) placed in post, and c) how long the merit list will be in circulation for.

DoF Response

I can confirm the department holds some of the information requested.

1. 8 candidates were interviewed for this post.
2. 4 candidates passed the interview selection process.
3. 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.

Having considered all the information contained within the Legitimate Interest Test – also known as a Lawful, Fairness and Transparency Test - (attached as a separate document – Annex B), 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. Making an unrestricted disclosure of personal data for private interests could constitute a disproportionate and unwarranted level of interference with the individuals' rights

and freedoms – particularly their right to privacy and family life under the Human Rights Act 1998.

4. There are 4 candidates on the merit list.

- a) At date of request no candidate has been made an offer.
- b) At date of request no candidate has been placed in post.
- c) The merit list will remain live for 1 year, closing on 9 January 2026.