ANNEX A

FOI DOF/2025-0507

Request

Re: IRC306697 - Grade 7

I would like to submit a Freedom of Information (FOI) request for the following information relating to this competition:

1. The number of candidates interviewed by my panel.

2. The pass/fail rate for that panel.

3. The number of candidates assessed by a panel made up entirely of external assessors.

4. The total number of panels used in the competition and how many included at least one internal NICS assessor.

5. A breakdown of panel composition across all candidates (fully internal, fully external, mixed).

6. Any guidance or briefing materials issued to external panel members regarding the application of NICS competency expectations.

7. Details of any moderation or quality assurance processes used to ensure consistency across panels.

8. Average scores per competency across all candidates.

9. I would also appreciate clarification on how consistency and fairness were ensured across panels with differing compositions. My panel was made up entirely of external assessors, and I am concerned that this may have impacted the interpretation and assessment of my responses, particularly in relation to the NICS competency framework. I believe this is a reasonable concern and would welcome reassurance that appropriate measures were in place to ensure a level playing field for all candidates.

DoF Response

I can confirm the Department holds the information requested.

1. The panel, that you were a candidate on, interviewed a total of 9 candidates.

2. Pass rate was 33.33%. Fail rate was 66.66%.

3. 75 candidates were assessed by panels made up of external panel members.

4. 42 panels were used in the competition. 32 of these panels included an internal assessor.

5. The table below shows a breakdown of candidates and the makeup of the panel composition that they were interviewed by:

Interview Panels	**Candidates**
External Panels	75
Internal Panels	407
Mixed Panels (internal and external panel members)	64
Total	**546**

6. The Department does not hold this information.

7. The Department does not hold this information.

8. The table below shows the average score per competency for all candidates that were interviewed:

Setting Direction	35.02
Engaging People	35.70
Delivering Results	26.52

9. The Department does not hold this information.