

FOI DOF/2026-0321

Request

Re: Competition IRC322756 – DP Fisheries Officer – follow on from DoF/2026-0269

Further to the response provided, could the following additional information be provided please

1. a copy of the guidelines used by the panel in shortlisting to determine what evidence was required to enable the differentiation between a rating of 3 (failed shortlisting but is a high standard) and a rating of 4 (pass shortlisting), considering that both descriptors are very similar and little exists between them,
2. what training did each individual panel member receive, before the setting of and undertaking the shortlisting, specifically, in the determination of these additional levels and standards of leadership and management and
3. I do not see any shortlisting thresholds or application to interview ratios within the codes or procedures. On what basis did the panel determine that 32 applications needed to be reduced further to only 14 interviews? (Apologies if this information is found in the codes and would be grateful if you could highlight this information, if available)

DoF response

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

1. There are no guidelines used by the panel in shortlisting to determine what evidence was required to enable the differentiation between a rating of 3 (failed shortlisting but is a high standard) and a rating of 4 (pass shortlisting).
2. All panel members completed the mandatory Recruitment & Selection training:
Recruitment and Selection - Legislation (e-Learning)
Recruitment and Selection: Standards and Skills (Virtual Classroom)
3. This information is not held by NICSHR.