

FOI DOF/2026-0329

Request

Re: DP competition IRC313542.

1. Please provide me with the name of the software used and/ or details of the process used to identify a recurring pattern and details of the decision-making process to remove an applicant in respect of IRC313542.
2. How many NICSHR general recruitment competitions have there been where a candidate has been removed due to this pattern. Provide details of those competitions.
3. How many applicants have been removed in total in the last 10 years as a result of this pattern, provide breakdown per competition.
4. How many people have applied for the IRC313542
5. How many applicants completed the online assessment.
6. How many applicants passed the online assessment and eligibility sift.
7. Who marks the eligibility sift? Is it marked by a HR Connect staff member or a member of the NICS.

DoF response

I can confirm the department holds the information requested.

1. Proctoring and hosting of tests is carried out by Assessment Intelligence using their own proprietary software. Their personnel, in combination with a psychologist from Cassin-Scott Business Psychology (who design, score and advise on NICS tests), manually review data relating to suspicious activity that could indicate inappropriate behaviours and potential threats to the integrity of the process. In such cases, they alert NICSHR to the situation. (In this case, several members of a household sat tests without serious attempts to complete them prior to the candidate taking the test. The same people were involved in similar incidents across several competitions.)
2. There has been no competition where this has occurred.
3. There has been no applicants removed from competitions.

4 – 6. The information you have requested is being withheld as it is exempt under section 22(1) of the Freedom of Information Act. Section 22(1) protects information intended for future publication. Section 22 is a qualified exemption, and I have considered whether the balance of the public interest favours maintaining the exemption in section 22(1) or disclosing the information. By applying Section 22 Exemption of the FOI Act, we are required to carry out a Public Interest Test. This can be found attached as a separate document (Annex C).

7. NICSHR staff are involved in the sift for this competition.

Annex B - Internal Reviews

An Internal Review request examines the response based on applied exemptions, search adequacy, or response timeliness.

It is not the following, which will be treated as specified: