

FOI DOF/2026-0367

Request

Re: IRC313542 - Deputy Principal - General Service Candidate Competition

Regarding the recent DP competition, I am requesting the following information:

1. What was the process for sifting the forms for the DP competition? Please provide step by step.
2. How long did the sift take in person-hours in totality?
3. Were there panels?
4. How many panels?
5. Did the process mirror the internal NICS sift process? E.g. Individual panel member scores then panel agrees scores collectively.
6. If not, why not?
7. If different, why and how?
8. Can you confirm if AI was used in any element of the process?
9. Can you confirm the sift was performed by experienced NICS staff?
10. If not, who did conduct the sift?
11. Where is the Appeals Process published?

DoF response

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

1. The sift panel assessed candidates' anonymised responses to eligibility criteria.
2. The sift was completed between 11 May until 20 May with panels using their available time. Individual hours not held.

3. This competition used one sift panel comprising of 10 panel members who reviewed batches in pairs. The process involved a final review of failed applications to ensure fair and consistent decisions were made throughout.
4. See answer to Q3
5. Eligibility sifts are generally not scored. It's a pass or fail.
6. N/A.
7. N/A.
8. AI was not used in any element of the process.
9. The sift was performed by experienced NICS Staff.
10. N/A.
11. As this is an external competition, there is no appeals process. The Policy and Procedures Manual states as below:

Applicants who indicate that they wish to complain about a decision should be advised that the issue they raised will be forwarded to the department, competition lead or panel so that a review of the decision can take place.

Candidates have a right to ask for a review of the decision within a timeframe.