

Annex C

REASONS FOR APPLYING SECTION 43(2) EXEMPTION

Ref No	DOF/2026-0432			
Information	Exemption applied	Reasons for Disclosure	Reasons for Non Disclosure	
RE: FOI Any guidance, instructions or training provided to interview panels regarding: - the timing of supplementary questions; - interruption of candidates during STAR responses; - management of interview timings; - consistency of interview methodology across candidates.	Section 43(2)- Prejudice to commercial interests	- To show compliance with the FOI Act by disclosing information held by the Department as a Public Authority; - Disclosure would demonstrate a fair and transparent application and interview process	- Release of the guidance and training would mean they could potentially be accessed and used by other organisations in their recruitment processes, which would be detrimental to the commercial interests of the department. The guidance and training have been developed with a high degree of expertise and investment based on the NICS core competencies. The disclosure of the questions into the public domain would allow competitor organisations to replicate these unfairly and potentially poach prospective employees to the NICS at no real cost. - There is a strong public interest in maintaining the integrity of recruitment competitions because it is fundamental that these competitions are seen as being fair and equal to all parties. The department considers that it is	

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			not in the public interest to do anything to undermine the competitive nature of the recruitment process, and the disclosure of key information, as has been requested, could have that effect. • In addition, the release of these documents would prejudice the commercial interest of the department as it would inhibit their future re-use by NICS in future tranches of this competition therefore they cannot be released.
In balancing where the public interest lies, the Department contends that public interest considerations against disclosure are predominant, and the public interest is better served by non-disclosure of the of the information at this time. Signed: John Cuthbert Date: 05/08/26			