

FOI DOF/2026-0432

Request

Re: Competition IRC313542 – DP.

1. Confirmation as to whether the interview was audio or video recorded and, if so, whether a copy may be made available.
2. 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.
3. Confirmation as to whether interview panels were provided with an agreed framework or bank of supplementary questions.
4. An explanation, by reference to each competency, identifying the evidence the panel considered to be absent or insufficient.
5. Details of the quality assurance or moderation arrangements used to ensure consistency in the conduct of interviews throughout this competition.

DoF response

I can confirm the department holds the information requested.

1. There were no recordings made of the interview in any format.
2. Please note, this information is being withheld because it is exempt under section 43(2) of the Freedom of Information Act. Section 43(2) protects information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). The disclosure of this information would, or would be likely to, prejudice the commercial interest of the tenderer in this commercial activity. The application of Section 43(2) in this case requires a Public Interest Test (PIT) to be carried out, which can be found attached separately (Annex C). In carrying out the PIT the department contends that disclosure of the requested material would not be in the public interest.
3. Yes, these are provided as part of the bespoke training for this competition.
4. All available information was in the feedback already provided.

5. All panels attended a bespoke training course to ensure consistency throughout the interviews.