

FOI DOF/2026-0453

Request

Re: Competition IRC320459 – DP, DfC Operations.

I request the following information for each interview panel that conducted interviews as part of this competition:

1. The total number of candidates interviewed by each panel.
2. The number of candidates who achieved a pass mark with each panel.
3. The number of candidates who did not achieve a pass mark with each panel.
4. The pass rate (%) for each panel.
5. The highest interview score awarded by each panel.
6. The lowest interview score awarded by each panel.
7. The lowest score awarded to a successful candidate by each panel.
8. The average interview score awarded by each panel.
9. The median interview score awarded by each panel.
10. Details of any moderation, calibration, or quality assurance process undertaken to ensure consistency between panels.
11. Any statistical analysis carried out comparing scoring outcomes between interview panels, including any review of pass rates, average scores, or scoring patterns.
12. The total number of interview panels used in the competition.
13. The range of scores that resulted in candidates being placed on the merit list.

DoF response

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

1.
 - Panel A – 41 candidates interviewed
 - Panel B – 39 candidates interviewed
 - Panel C – 41 candidates interviewed
2.
 - Panel A – 10 candidates successful
 - Panel B – 10 candidates successful
 - Panel C – 18 candidates successful
3.
 - Panel A – 31 candidates unsuccessful
 - Panel B – 29 candidates unsuccessful
 - Panel C – 23 candidates unsuccessful
4.
 - Panel A – 24.39% success rate
 - Panel B – 25.64% success rate
 - Panel C – 43.90% success rate
5.
 - Panel A – highest interview score was 136
 - Panel B – highest interview score was 133
 - Panel C – highest interview score was 136
6.
 - Panel A – lowest interview score was 27
 - Panel B – lowest interview score was 22
 - Panel C – lowest interview score was 47
7.
 - Panel A – lowest score awarded to a successful candidate was 92
 - Panel B – lowest score awarded to a successful candidate was 90
 - Panel C – lowest score awarded to a successful candidate was 105
8.
 - Panel A – average interview score was 76.58
 - Panel B – average interview score was 82.05
 - Panel C – average interview score was 96.75
9.
 - Panel A – median interview score was 78
 - Panel B – median interview score was 83
 - Panel C – median interview score was 91

10. There are no details held of any moderation, calibration, or quality assurance process undertaken to ensure consistency between panels.
11. There are no details held of any statistical analysis carried out comparing scoring outcomes between interview panels, including any review of pass rates, average scores, or scoring patterns.
12. The total number of interview panels used in the competition was 3.
13. The range of scores that resulted in candidates being placed on the merit list was 90 – 136.