ANNEX A

FOI DOF/2026-0460

Request

RE: IRC320459 DFC Operations DP

1. Please confirm the number of panels and provide the branch/business area represented by each interview panel for this competition. Where disclosure of individual panel member names is considered exempt, please provide anonymised details of panel composition.
2. Please confirm whether all panel members had completed the required NICS Recruitment and Selection training prior to undertaking interview duties. Please provide the completion date (month and year) of the most recent training completed by each panel member.
3. Please provide any recorded information on conflicts of interest declared by panel members for this competition and the actions taken to manage those conflicts.
4. Please confirm whether any panel member declared a prior professional relationship with a candidate and, if so, what mitigation measures were applied.
5. Please provide any moderation, calibration or quality assurance arrangements used to ensure consistency of scoring and assessment standards across all the interview panels.

DoF response

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

1. There were 3 panels in total, the branches represented by each interview panel is as follows, please note some of the information requested is withheld because it is exempt under section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would contravene one of the data protection principles in schedule 1 of the Data Protection Act 2018.

Panel ID	Dept Group	Organization name
A	DfC	DfC, DWP Universal Credit Full Service Command
A	DfC	DfC, Belfast Services Central Costs
A	DfC	DfC, Western Regional Support Unit Ballymoney
B	DfC	DfC, Belfast Services Central Costs
B	DfC	DfC, DWP RSD LEAP & Pension Credit Command
B	DfC	DfC, Universal Credit Operational Control Centre Command
C	DfC	DfC, DWP Universal Credit Full Service Lisahally
C	DfC	DfC, Director of Central Services Management Branch
C	DfC	DfC, FSC Regional Support Unit

2. All panel members completed the required NICS Recruitment and Selection training prior to undertaking interview duties. The completion date (month and year) of the most recent training completed by each panel member is as follows:

Panel 1

- Member #1 - September 2024
- Member #2 - September 2025
- Member #3 – October 2025

Panel 2

- Member #1 - November 2024
- Member #2 - February 2026
- Member #3 - July 2025

Panel 3

- Member#1 - December 2025
- Member#2 - November 2025
- Member#3 - September 2025

3. There is no recorded information on conflicts of interest declared by panel members for this competition.

4. In line with the Career Opportunities and Promotion policy, panel members are not required to declare a prior professional relationship with a candidate, only if there is a conflict of interest.

5. There is no information held in relation to moderation, calibration or quality assurance arrangements used to ensure consistency of scoring and assessment standards across all the interview panels.