ANNEX A

FOI DOF/2026-0494

Request

Re: Competition IRC321611 – Trainee Internal Auditor.

I would be grateful if you could provide the following information:

1. The total number of applications received for IRC321611.

2. The number of applicants who met the initial eligibility criteria for the competition.

3. The number of applicants who completed the online assessment stage.

4. For the online assessment stage:
    - the minimum required score/pass mark for each assessment, if applicable;
    - the overall minimum score required to pass the assessment stage;
    - the lowest overall assessment score which ultimately progressed to interview;
    - the highest assessment score achieved; and
    - the average and/or median overall assessment score, if held.

5. The number of applicants who passed the required minimum standard in the online assessments.

6. The total number of applicants invited to interview.

7. The number of applicants who indicated that they wished to participate in the NICS Guaranteed Interview Scheme (GIS).

8. Of those GIS applicants:
    - how many completed the online assessments;
    - how many achieved the required minimum assessment standard;
    - how many were invited to interview;
    - the lowest assessment score achieved by a GIS applicant who was invited to interview; and
    - how many subsequently passed the interview.

9. The lowest assessment score achieved by a **non-GIS** applicant who was invited to interview.

10. If the number of applicants achieving the required assessment standard exceeded the number of interviews available, please provide the assessment score/cut-off used to determine which non-GIS candidates progressed to interview.

11. Please provide the calculation or figures used to determine the proportion/number of GIS applicants invited to interview in accordance with the Guaranteed Interview Scheme provisions set out in the Candidate Information Booklet.

12. The total number of candidates who passed the interview and were placed on the merit list.

13. The highest, lowest and average/median overall interview scores achieved, if this information is held.

14. The number of candidates appointed or offered posts from the competition to date.

15. Copies of any recorded guidance, instructions or criteria used specifically in relation to the operation of the Guaranteed Interview Scheme for IRC321611, including any instructions concerning how GIS candidates were selected for progression from the online assessment stage to interview.

I appreciate that some information concerning IRC321611 has already been released under **FOI DOF/2026-0311 and DOF/2026-0312**. Where any information requested above has already been disclosed in those responses, I would be happy for you simply to refer me to the relevant published information rather than reproduce it.
I am seeking aggregate recruitment information only and am not requesting any information that would identify individual candidates.

DoF response

I can confirm the department holds the information requested.

1. The total number of applications received for IRC321611 was 725.

2. The number of applicants who met the initial eligibility criteria for the competition was 63.

3. The number of applicants who completed the online assessment stage was 511.

4. For the online assessment stage:
   - The minimum required score/pass mark for each assessment was 754.94 for Managing Decisions, 78.06 for Data Analysis and Decision-Making, and 67.84 for Critical Reasoning.
   - If the three individual tests are passed, then no additional minimum score was required on the overall score.
   - The lowest overall assessment score which ultimately progressed to interview was 121.97.
   - The highest assessment score achieved was 150.58.
   - The average and/or median overall assessment score was 99.4783.

5. The number of applicants who passed the required minimum standard in the online assessments was 352.

6. The total number of applicants invited to interview was 63.

7. The number of applicants who indicated that they wished to participate in the NICS Guaranteed Interview Scheme (GIS) was 71.

8. Of those GIS applicants:
   - 41 completed the online assessments;
   - 25 achieved the required minimum assessment standard;
   - 5 were invited to interview;
   - 121.97 was the lowest assessment score achieved by a GIS applicant who was invited to interview; and
   - 3 passed the interview.

9. The lowest assessment score achieved by a non-GIS applicant who was invited to interview was 125.72.

10. The assessment score/cut-off used to determine which non-GIS candidates progressed to interview was 125.72. This was the top 60 performing candidates.

11. As per NICS Policy, GIS was proportionally applied therefore 7% of GIS candidates progressed to interview (subject to eligibility criteria requirements being met).

12. This information is exempt under Section 21(1) of the Freedom of Information Act. Section 21 applies to information that is already reasonably accessible to the applicant by other means. Section 21 is an absolute exemption, and the department is not required to consider whether the public interest favours disclosure of this information. The information is available at the following link:

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13. The highest overall interview score was 93; the lowest overall interview score was 22; and the average/median overall interview score achieved was 67.69.

14. As at the date of request, 12 candidates have been offered positions, of which 9 candidates have been appointed.

15. The process was implemented as per NICS policy on GIS and proportionality applied. Copy of email correspondence is attached at Annex C. Some information has been exempted from release 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.

    Having considered all the information contained within the Legitimate Interest Test – also known as a Lawful, Fairness and Transparency Test - (attached as a separate document – Annex D), the department has established that, on balance, there is no lawful basis for the disclosure of third-party personal data falling within the scope of the request of which the requester is not the data subject. Making an unrestricted disclosure of personal data for private interests could constitute a disproportionate and unwarranted level of interference with the individuals' rights and freedoms – particularly their right to privacy and family life under the Human Rights Act 1998.