

FOI DOF/2024-0076

Request

Under Freedom of Information Act, I would like to request the following information:

1. The date(s) application forms were sifted for recruitment exercise IRC 298255.
2. The names of the panellists who conducted the application sift for recruitment exercise IRC298255.
3. The composition of the panellists who conducted the application sift for recruitment exercise IRC 298255 in terms of both religious background and gender.
4. Confirmation as to whether or not any of the panellists who conducted the sift for recruitment exercise IRC 298255 have previous HR experience, either operational or strategic.
5. The total number of applications for recruitment exercise IRC 298255.
6. The total number of applications that successfully passed the sift stage in recruitment exercise IRC 298255.
7. The total number of applications that were unsuccessful in passing the sift stage in recruitment exercise IRC 298255.
8. The total number of candidates that successfully passed the sift stage in recruitment exercise IRC 298255.
9. The religious breakdown of all candidates who successfully passed the sift stage in recruitment exercise IRC 298255.
10. The gender breakdown of all candidates who successfully passed the sift stage in recruitment exercise IRC 298255.

DoF Response

I can confirm the department holds the information requested.

1. The sift meeting took place on 12 February 2024.
2. The panel consisted of Michael Cooke (Chairperson), Chris Smart (Panel Member) and Michelle Bell (Panel Member).
3. The panel is balanced both in terms of community background and gender.

The department holds the remaining information requested; however, it is being withheld as it is exempt under Section 40(2) of the Freedom of Information Act due to the low number individuals involved. 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 the General Data

Protection Regulations (GDPR) (or certain other provisions of the Data Protection Act 2018). The information requested also falls within the special categories of personal data which requires explicit consent from individuals to process this information.

Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex B), 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 and where it relates to a small number of individuals who could be identified. 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.

4. The panel consists of individuals with HR experience.
5. There were 42 applications for the competition.
6. There were 10 candidates successful at sift.
7. There were 32 applications unsuccessful at sift.
8. Please see response to question 6 above.
9. Religious breakdown of all candidates who successfully passed the sift stage in recruitment exercise IRC298255.

Competition/User Status	Protestant	Roman Catholic	Grand Total
IRC298255	6	4	10
Invite to Interview	6	4	10
Grand Total	6	4	10

10. Gender breakdown of all candidates who successfully passed the sift stage in recruitment exercise IRC298255.

Competition/User Status	Female	Male	Grand Total
IRC298255	9	1	10
Invite to Interview	9	1	10
Grand Total	9	1	10