ANNEX A

FOI DOF/2024-0122

Request

E02 Competition IRC265817

1. I was advised to put in writing an FOI request on further information as to how this waiting list works practically, which may require all information relating to Panels, placements, merit positions, Tiers, scoring and how placements are decided in the context of these factors.

2. Also, I would like to know how many Posts where originally allocated from the outset of the competition.

DoF Response

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

1. The selection process for EO2 competition IRC265817 involves an online application, online aptitude test, interview, and merit list. There were no Tiers in this process therefore panel information, in relation to tiers, is irrelevant. The Candidate Information Booklet advises that following submission of a valid application form, applicants were invited to complete an online aptitude test and were required to pass all 3 tests (Critical Reasoning, Data Analysis and Decision Making & Management Decisions) to move to the next stage of the selection process. Applicants who pass the online aptitude test are invited to interview in phases based on test score order and the number of vacancies to be filled in each phase. The interview is based on the NICS Competency Framework for the EO2 grade, assessing 4 core competences, with applicants required to meet a minimum standard in each competence in order to be considered suitable and to be placed on a merit list. A new merit list is developed for each phase of interviews and applicants are listed in merit order based on their score at interview. Candidates on a merit list are allocated to available vacancies in the order listed and in accordance with preferred working pattern and locational preferences.

2. The original merit list from this competition (from phase 1 interviews) was developed in August 2021. A total of 185 vacancies were allocated at the outset of this competition to candidates in the first round of allocations from phase 1 interviews.