

FOI DOF/2024-0335

Request**Re: IRC297090: SPTO Civil Engineering Assistant**

As part of the recent SPTO board that was carried out, IRC297090, could you please provide me with the information on the relevant questions below:

1. Could you please provide me with a breakdown of what each panel is allowed to ask as part of a “competency based” interview?
2. I have heard there were around 260 people interviewed. This would mean that around 65 people would have been interviewed by each of the four panels. Could you please confirm both numbers are accurate and if not, could you please provide the correct numbers?
3. Then based on the above could you please provide me with the average scores of each of the 4 panels (all 65 people interviewed)?
4. Could you please provide me with a breakdown of the number of staff who came off each of the 4 individual panels?

DoF Response

I can confirm the department holds the information requested.

1. The information you have requested is exempt under section 21(1) of the Freedom of Information Act. Section 21 exempts information if this information is 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.

As stated on page 20 of the Candidate Information Booklet (CIB) for this competition under Guidance for Applicants, for professional and technical posts, questions may be framed in the context of professional elements of the post. The CIB for this competition can be found at the following link:

[IRC297090 - Candidate Information Booklet](#)

2. The number of candidates interviewed by each panel were:

Panel 1 – 52
Panel 2 – 48
Panel 3 – 49
Panel 4 – 44

The total number of candidates interviewed was 193.

3. The average scores for each of the 4 panels were:

Panel 1 – 166.6

Panel 2 – 150.69

Panel 3 – 172.97

Panel 4 – 171.38

4. The numbers of candidates successful at interview broken down by panel were:

Panel 1 – 19

Panel 2 – 9

Panel 3 – 22

Panel 4 – 23