

FOI DOF/2024-0421

Request

In the attached FOI request, I asked: *"Under the freedom of information act, I would like to ask the following questions with regards to the SPTO competition IRC297090: 5. What is the criteria for allocating successful candidates to posts?"*

The response was: *"5. Candidates were allocated in merit order to current vacancies in line with business need."*

With regards to the SPTO competition IRC297090:

1. Please develop and expand on this response and give me more details as to how the merit order is decided upon, how the business needs are decided upon and what the business needs were for each SPTO post within Dfl Consultancy Services filled by successful candidates from the competition.
2. Was the merit order altered or were the business needs altered according to the qualifications or ability of the successful candidates to act as Principal Designers Category B or Principal Designers Category A as per DA14 from Dfl's Health and Safety Management System or for the successful candidates to be chartered? If so, what is the reason for this requirement that the candidates have these qualifications and/or ability to act as Principal Designers and/or be Chartered?
3. Please provide me with the documents which evidence the analysis behind the decisions on what were the business needs for the SPTO posts in Dfl Consultancy Services filled by successful candidates from the competition.
4. Were there any requests made to alter or attempts to influence the business needs OR the merit order to ensure successful candidates who could NOT act as Principal Designers on category A or B schemes as per DA14 from Dfl's Health and Safety Management System OR did not have sufficient qualifications (as per DA14) or experience (as per DA14) for certain posts were excluded from certain posts or were not matched up with certain posts? If so, what were the requests/attempts and how was this carried out and why?

DoF Response

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

In relation to your question 'Please develop and expand on this response and give me more details as to how the merit order is decided upon'. Candidates are listed in merit order by the interview panel according to their total overall score at

interview. Where there is more than one panel a merit list will be compiled in 'tiers' showing candidates listed as number 1 in a Tier, then number 2, and so on. All candidates on Tier 1 must be allocated before, or at the same time as, the following tiers. The responsibility for compiling any overall 'order of merit' from a number of merit lists rests with HRConnect.

The remaining information requested is not held by DoF. You may wish to contact Department for Infrastructure (DfI) at DFIIMU@infrastructure-ni.gov.uk who decided on the allocations for this competition.