



HM Revenue & Customs

Andy Jones

By email: request-1096841-5f5b6cbb@whatdotheyknow.com

Information Rights Unit

S1727
8 Floor
Central Mail Unit
Newcastle Upon Tyne
NE98 1ZZ

Email foi.request@hmrc.gov.uk

Web www.gov.uk

Date: 25 March 2024
Our ref: FOI2024/23342

Dear Andy Jones

Freedom of Information Act 2000 (FOIA)

Thank you for your request, which was received on 6 March, for the following information:

“For the SO VAT Specialist role advertised for CCG with closing date of 27/12/2023,

Please provide the following:

1. How many people made it to interview stage?
2. How many people scored the numbers 4, 5, 6 and 7 in their personal statement?
3. The same as Q2 but specific to Belfast.
4. What was the minimum score for a provisional offer to be made?
5. Same as 4 but specific to Belfast.
6. How many people received a provisional offer?
7. Same as 6 but specific to Belfast.
8. Is there a reserve list? If so, how many are on it?
9. Same as 8 but specific to Belfast.
10. How many vacancies have been allocated to Belfast?”

Our response

1. 102 candidates progressed to the interview stage.
2. See following table for breakdown:

Personal Statement Scores	Number of Candidates
4	69
5	37
6	8
7	Redacted

If you need extra support, for example if you have a disability, a mental health condition, or do not speak English/Welsh, go to www.gov.uk and search for ‘get help from HMRC’.

Text Relay service prefix number – 18001

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3. See following table for breakdown:

Personal Statement Scores	Number of Candidates
4	Redacted
5	Redacted
6	Redacted
7	Redacted

4. A minimum score of 4 was required for each of the criteria assessed. A candidate had to score a minimum of 4 in each of the behaviours and the technical presentation to progress further in the campaign.
5. The scoring was the same for every location advertised.
6. Currently 29 provisional offers have been made.
7. The number of provisional offers made to candidates in Belfast has been redacted.
8. There is currently a live reserve list. The number of candidates on this reserve list has been redacted.
9. The number of candidates with the preferred location of Belfast remaining on the reserve list has been redacted.
10. The number of vacancies currently allocated to Belfast is 3, however discussions are ongoing, and this number can change.

Where information has been redacted, we can confirm we hold the information requested, but it is being withheld under [section 40](#) of the FOIA. Answers have been redacted where they involve five or fewer candidates. This is because your request relates to identifiable individuals and, therefore, seeks information that is considered personal data under the UK General Data Protection Regulation (UK GDPR). Such information is exempt from disclosure under section 40(2) of the FOIA, on the basis that disclosure would contravene the data protection principles (as described under FOIA section 40(3A)(a)). This part of the section 40 exemption is absolute, and we are not required to consider any public interest arguments for and against disclosure.

Article 5(1)(a) of the UK GDPR requires that personal information is processed lawfully, fairly and in a transparent manner; processing includes disclosure. Fairness means personal data should only be handled in ways that people would reasonably expect and not used in ways that may adversely affect them. Candidates applying for job vacancies would reasonably expect that their personal data would not be put into the public domain. Such a disclosure would be unfair processing.

If you are not satisfied with our reply, you may request a review within 40 working days of receiving this letter by emailing informationrightsunit@hmrc.gov.uk or by writing to our address at the top.

If you are not content with the outcome of an internal review you can [complain to the Information Commissioner's Office](#).

Yours sincerely,

HM Revenue and Customs