



Adam Tapscot

By email:

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Date: 17 January 2024

Our ref: FOI2024/00031

Dear Adam Tapscot,

### **Freedom of Information Act 2000 (FOIA)**

Thank you for your request, which was received on 3 January, for information in relation to the recruitment campaign for the “Data Analyst” position (closing date: 31/07/23). We can confirm that we hold the information requested as follow.

- **How many applications were received in total?**  
The total number of applications received was 846.
- **How many applicants were invited to an interview?**  
355 applicants were invited to an interview.
- **For each location, what was the minimum score to be put on the reserve list?**  
The minimum score to be placed on the reserve list was 26.
- **For each location, how many people have received an offer?**

Location	Received an Offer
Belfast	10
Birmingham	<5
Bristol	<5
Cardiff	5
Edinburgh	<5
Glasgow	8
Liverpool	11
Leeds	9
Manchester	15
Newcastle	15
Nottingham	<5

Figures amounting to less than five have been withheld under [section 40](#) of the FOIA. Please refer to the ‘Exemption’ heading below for full context and reasoning.

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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](http://www.gov.uk) and search for ‘get help from HMRC’.

Text Relay service prefix number – 18001

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- **For each location, how many people have received an offer for their first choice of location?**

All successful applicants were offered their first choice.

- **For each location, how many people have accepted an offer?**

All the offers made above have been accepted.

- **For each location, how many people were put on the reserve list?**

Location	Received an Offer
Belfast	<5
Birmingham	5
Bristol	<5
Cardiff	6
Edinburgh	<5
Glasgow	<5
Liverpool	<5
Leeds	<5
Manchester	<5
Newcastle	<5
Nottingham	<5

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- **For each location, how many people on the reserve list have that location as their first choice?**

The reserve list is based on first choice location as this is the merit order we have been following, they may have additional location choices.

- **For each location, how many people in reserve were put on more than one location reserve list?**

All reserve list candidates were put on first choice location, second and third choice were considered if first choice had been exhausted.

- **For each location, how many people offered a role were already working for HMRC?**

Location	Received an Offer
Belfast	<5
Birmingham	5
Bristol	<5
Cardiff	<5
Edinburgh	<5
Glasgow	<5
Liverpool	6
Leeds	<5
Manchester	6
Newcastle	7
Nottingham	<5

Figures amounting to less than five have been withheld under [section 40](#) of the FOIA. Please refer to the 'Exemption' heading below for full context and reasoning.

- **For each location, how many people offered a role were already working for The Civil Service?**

Location	Received an Offer
Belfast	<5
Birmingham	<5
Bristol	<5
Cardiff	<5
Edinburgh	<5
Glasgow	<5
Liverpool	<5
Leeds	<5
Manchester	<5
Newcastle	<5
Nottingham	<5

Figures amounting to less than five have been withheld under [section 40](#) of the FOIA. Please refer to the 'Exemption' heading below for full context and reasoning.

- **For each location, if they have not hired for this role yet, what are the expected dates that they will make offers?**

All business area allocations were filled.

### Exemption

Where requested information contains the personal information of officials or members of the public to a degree which is contrary to their expectation of privacy, this has been withheld under [section 40\(2\)](#) FOIA.

Section 40(2) of the FOI Act, by virtue of section 40(3A) provides an absolute exemption for third party personal data, where disclosure would contravene any of the data protection principles set out in Article 5 of the General Data Protection Regulation (UK GDPR).

The first data protection principle 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. Our candidates would reasonably expect that their personal data would not be put into the public domain. Such a disclosure would be unfair processing.

The exemption in section 40(2) is absolute, meaning that there is no need to weigh up the public interest in releasing the information against the public interest in maintaining the exemption. On this basis, all identifying information relating to HMRC candidates have been withheld.

When considering disclosure of such information, HMRC must carefully weigh up the likelihood of identification. In doing so HMRC refers to the ICO's Anonymisation Code of Practice which considers the application of a motivated intruder test.

In this case, we have concluded there is a reasonable risk information could be linked to an identified individual if we provided an exact number. The requested information relates to a small number of individuals. In order to reduce the risk of an individual being identified from linkage with other data, we have provided the answer of '<5' where applicable.

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](mailto: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