



Nathan Smith

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Dear Nathan Smith

Freedom of Information Act 2000 (FOIA)

Thank you for your request, which was received on 19 January, for information in relation to the HO Compliance Caseworker – VAT recruitment campaign (closing date 21/11/2023). We can confirm that we hold the information requested as follows.

1. How many applications were started for the position?

There were 633 applications started for this position.

2. How many applications were successfully submitted for the position?

422 applications were successfully submitted.

3. How many applicants achieved the minimum score in the application?

102 applicants achieved the minimum score at sift to progress to interview.

4. How many candidates achieved each score for the CV on the written application?

CV Score

Sift Score	Number of candidates
1	113
2	43
3	38
4	183
5	34
6	<5
7	<5

5. How many candidates achieved each score for the making effective decisions behaviour question on the written application?

Making Effective Decisions:

Sift Score	Number of candidates
1	35
2	111
3	132
4	105
5	29
6	<5
7	<5

- 6. How many candidates achieved each score for the personal statement on the written application?**

Personal Statement:

Sift Score	Number of candidates
Not Assessed	308
0	<5
1	<5
2	<5
3	11
4	47
5	33
6	16
7	<5

- 7. How many applicants were invited to an interview for each location?**

Invitations were issued to candidates in the following locations:

Location	Number of Interview invitations issued.
Belfast	6
Birmingham	11
Bristol	<5
Cardiff	19
Croydon	10
Glasgow	14
Liverpool	<5
Manchester	8
Nottingham	9
Portsmouth	<5
Stratford	10

- 8. What was the minimum score required to receive an interview?**

The minimum score to receive an invitation to interview was 12.

- 9. Was the minimum score the same at each location?**

The minimum score required was the same for every location.

- 10. How many candidates were offered an interview but declined it or didn't attend the interview?**

There were 6 candidates that withdrew their applications prior to booking interview, and there are some re-arranged interviews that are yet to take place.

11. How many candidates achieved each score for the making effective decision behaviour question in the interview?

In the interviews the following scores were attained (please keep in view that these figures are subject to change as there are some interviews yet to take place):

Making Effective Decisions

Interview Score	Number of candidates
1	<5
2	8
3	16
4	22
5	20
6	15
7	<5

12. How many candidates achieved each score for the communicating and influencing behaviour question in the interview?

In the interviews the following scores were attained (please keep in view that these figures are subject to change as there are some interviews yet to take place):

Communicating and influencing

Interview Score	Number of candidates
1	<5
2	11
3	10
4	25
5	21
6	14
7	<5

13. How many candidates achieved each score for the leadership behaviour question in the interview?

In the interviews the following scores were attained (please keep in view that these figures are subject to change as there are some interviews yet to take place):

Leadership

Interview Score	Number of candidates
1	<5
2	14
3	10
4	21
5	22
6	13
7	<5

14. How many candidates achieved each score for the technical assessment question in the interview?

In the interviews the following scores were attained (please keep in view that these figures are subject to change as there are some interviews yet to take place):

Technical Assessment

Interview Score	Number of candidates
1	<5
2	<5
3	12
4	17
5	31
6	15
7	6

15. What was the score required at the interview to get a job offer at each location? (I do not mean the minimum score but the lowest score achieved by a candidate who received a job offer) Was the score required the same at each location?

Parts of your request relate to fewer than five applicants and to provide the figure increases the risk that individuals could be identified. Where you have asked for the lowest score at each location which led to a job offer, to release this information also risks individual identification.

This information has been withheld under [section 40\(2\)](#) of the FOIA.

16. If two or more candidates achieved the same score during the interview how was it decided which candidate was offered the position?

As of 31/01/2024 no offers have been made, however if 2 or more candidates achieve the same score during interview, then any offers would be made in strict merit order in accordance with Civil Service Fair and Open Recruitment Principles.

As of 31/01/2024 no offers have been made to any candidates, so we are unable to provide answers to the following questions:

- 17. How many applicants were offered positions for each location?**
- 18. How many applicants at each location were offered the job but rejected the offer?**
- 19. How many applicants at each location were offered the job but then failed the background/security check?**
- 20. How many applicants at each location were offered the job and accepted the offer?**
- 21. How many applicants at each location were offered the job and accepted the offer were already employed by HMRC?**
- 22. How many applicants at each location were offered the job and accepted the offer were already employed by the Civil Service?**
- 23. Were there any reserve lists created for this position?**
- 24. If so, how many candidates were put on the reserve lists for each location?**

25. What was the start date for successful candidates for this position?

The planned start date for successful candidates for this position is 26/02/2024, however this is dependent on individual circumstances and may vary.

26. Are there currently any plans in place for a similar hiring process for different departments in the next 12 months?

There are on-going discussions regarding a business requirement for running similar campaigns, however this is dependent on different department needs and has not yet been confirmed.

There were 2 positions "HO Compliance Caseworker VAT" advertised, reference 324441 and 324349. The reason for separate campaign is because each have different security vetting requirements. In both campaigns there is a requirement that standard pre-employment checks for appointment into the civil service are undertaken, however in campaign 324349 candidates must also obtain National Security Vetting at Counter Terrorist Check (CTC) clearance.

There were 45 candidates that received interviews for both positions.

As of 31/01/2024 there have been no offers made, so we are unable to provide information regarding the number of candidates that were made offers for both vacancies.

Exemption

Where information has been redacted, we can confirm we hold the information requested, but it is being withheld under section 40 of the FOIA. Parts of your request relate to five or fewer applicants, and to provide the figure increases the risk that individuals could be identified. Where you have asked for the lowest score at each location which led to a job offer, to release this information also risks individual identification. This information is therefore 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