



Response Date:06/01/2025

2024/1167 - Recruitment process

In response to your recent request for information regarding;

I would like information regarding the latest recruitment process for the role of resource planner within the Resource Management Unit where the interviews were held between November – December 2024.

How many applications did NWP receive for the role?

16 applications received

How many applications passed the paper sift process and candidates offered an interview?

5 offered an interview (4 initially following review 5th candidate added)

How many candidates were actually interviewed for the role?

4 as 1 withdrew from offer of an interview

What selection process did NWP use to select the successful candidate at interview? For example, was there a pass/fail system or a highest scoring system?

Pass/Fail with scoring

What were the interview scores for each individual candidate that attended an interview in the month of November 2024?

Candidate 1 = 23 offer of follow up interview declined

Candidate 2 = 21 (first interview 20th November) 15 (Follow up interview Dec 12th)

Candidate 3 = 17 (first interview 20th November) no offer of follow up interview

Candidate 4 = 16 (reconsidered applicant 1 interview only (interviewed at follow up interview date Dec 12th))

Were all candidates that attended an interview in the month of November 2024 the same gender? Yes

What were the interview scores for each individual candidate that attended an interview in the month of December 2024?

As above for candidates 2 = 15 & 4 = 16

Were all candidates that attended an interview in the month of November (December ???? should this read DF) 2024 the same gender? No

How many posts were available for the role? 1

Were all candidates interviewed by the same interview panel members?

No 1st round of interviews were 1 Resource Management Unit (RMU) staff plus 1 Ops Planning Sgt .

2nd round of interviews were 1 x Ops Planning Sergeant and due to unavailability of RMU staff member Inspector Management response Unit interviewed.

Were the same number of panel members present on each interview conducted?

Yes (2nd round of interviews HR present in addition but as observer only did not play any part in the interview or selection of candidate)

Were all candidates asked the same questions for each interview?

No (1st round all the same – 2nd round questions changed HR advised as candidates being re-interviewed would have been exposed to original questions. New questions used)

Were all interviews conducted by an interview panel that contained at least one member who worked in the Resource Management Unit?

November interviews Yes 1 x RMU representative

December no direct RMU member of staff available for interview initial date was set 11th

December for RMU member of staff and Ops Planning Sgt to interview 1 additional candidate.

Communication/call received on 03/12/2024 HR advising that previous candidates interviewed to be given a follow up interview with additional applicant to be interviewed and date changed to 12th December 2024. 1 candidate advised not willing to attend a follow up interview despite agreeing to it in a call from HR. RMU representative attends back in work in readiness for the interview on 11th and was not able to interview on the 12th due to other commitments email submitted. Decision made for different panel to facilitate interviews.

If not, how many interviews were conducted by an interview panel that did not contain any staff members from the Resource Management Unit?

2

Were all candidates interviewed in the same manner? For example, were they each subjected to the same equal, and fair process?

Yes - The chair of the interview panel read from a script to both candidates at the beginning of the meeting – so both were introduced the same, and offered the opportunity to any relevant and supportive reasonable adjustments- none were requested. They were both asked the same questions, in the same format, and given a similar length of time during the interview.

Did all candidates attend a face-to-face interview?

No (follow up and new additional candidate were interviewed over Teams)

Did any candidates only attend an online interview with platforms such as Microsoft Teams? And if so, how many?

1 only attended on line during the second round of interviews. The other candidate had attended 1st interview in person 2nd interview was on line

Did any candidates attend both a face-to-face interview and a Microsoft Teams interview? If so, how many?

1

Were any candidates interviewed more than once?

Yes

Was there a Human Resources representative present at each interview?

No

If not, how many interviews were conducted with a Human Resources representative?

2 but only in the capacity as observer no questions asked or involvement of the selection of the successful candidate.

How many interviews were not conducted with a Human Resources Representative?

3

How many candidates were successful for the role?

1

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UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 31/12/2024