



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
King Charles Street
London SW1A 2AH

Website: <https://www.gov.uk>

11 August 2016

FREEDOM OF INFORMATION ACT 2000 - REQUEST REF: FOI 0599-16

Thank you for your email of 21 June asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

I would like to take the below mentioned information regarding British High Commission, New Delhi, India request you to please provide me with the below information :

1. Please provide me with the data which includes only names of candidates with categorised/sorted as internal hired/movement candidate or external candidates which got selected for vacancies advertised from February 2015 till June 2016 at British High Commission, New Delhi, India

2. How many external candidates were called for selection round out of total applications received for all vacancies advertised between February 2015 till June 2016 at British High Commission, New Delhi, India

3. Is it possible that if one candidate is eligible as per qualification and experience mentioned on high commission website and is not even called for an interview and other selection rounds. If yes then please attach the selection procedure.

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold some information relevant to your request.

1. The information you have requested for candidates who have applied for positions at the British High Commission New Delhi is personal data relating to third parties, the disclosure of which would contravene one of the data protection principles. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle, which, in our view, would be breached by disclosure. In such circumstances, s.40 confers an absolute exemption on disclosure. There is no public interest test to apply. Therefore, we will not provide their names and other data regarding their applications.

2. We have interviewed approximately 2000 candidates for various jobs between the period of February 2015 to June 2016; an estimated 20% of these candidates were internal.

3. The BHC's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as laid by the Foreign and Commonwealth Office in London. Hence the selection procedure is a relative process wherein emphasis is laid only on selecting the 'Best candidate' for the job.

Once an FOI request is answered, it is considered to be in the public domain. To promote transparency, we may now publish the response and any material released on [gov.uk](https://www.gov.uk) in the [FOI releases](#) section. All personal information in the letter will be removed before publishing.

Yours sincerely,

South Asia and Afghanistan Regional Corporate Services
British High Commission
New Delhi



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.