

FOI Release
Information released under the Freedom of Information Act

Title: Tribunal, Trade Marks and Designs Case Worker/Examiner posts

Date of release: 17 April 2018

Information request:

Can I please request the following information regarding the initial advertisement of the above posts?

1. How many applicants were there for the advertised posts?
2. Why were the posts advertised again less than a week after the closing date of the original application?
3. What was the pass mark required in order to be invited to interview?
4. Under what part of the Civil Service Recruitment Principles 2018 are you preventing initially unsuccessful applicants from applying for the re-advertised posts?

Information released:

1. 268 applicants.
2. This was a business decision based on the number of candidates that were progressed to interview stage and the number of posts that would remain unfilled.
3. Candidates are required to score a 4 or above on each competency in order to progress to interview stage.
4. Section 25. Each candidate must be assessed against the same advertised criteria. The evidence collected to assess candidates must be broadly equivalent in substance and depth, accepting that there may be some differences in the type of evidence available for internal and external candidates.
Section 33. In a competition for a large number of roles (bulk recruitment), or in a rolling recruitment, the method used must ensure that no candidate is selected who did less well than another candidate who has not been selected; by the end of the competition all the roles must have been given to the most meritorious candidates. Once the advert was reopened, existing candidates received sift scores and were able to request feedback from the panel.
All of the points were considered and it was decided that allowing candidates to reapply would give an unfair advantage over new candidates.