

5 January 2021

BY EMAIL

Our Ref: FOI 1393

Dear [REDACTED]

Your request for information was received on 22nd December 2020, and was dealt with under the terms of the Freedom of Information Act 2000. Please be advised that the Business Services Organisation (BSO) has now completed its search for the information you requested with regards to the post of Senior Therapy Assistant.

Please find a response, below.

- 1) **How it was possible to have an interview for 'Forensic Day Opportunities Support Worker, Band 5' in person when for my interview for 'Senior Therapy Assistant Band 4 for Employing Organisation Southern HSC Trust I have been attended interview over "ZOOM', and I have been told that this is the way the trust is doing the interviews because of 'Covid-19'?**

The HSC is currently operating in unprecedented times and interview arrangements have been moved to a blended approach of face to face and / or virtual interviews depending on the circumstances of each panel. The BSOs Recruitment Shared Services Centre (RSSC) provides a processing service to the HSC operating on the instruction of hiring organisations. The RSSC is therefore unable to comment specifically on arrangements of individual panels. If you require any further information please contact the Southern Health and Social Care Trust (SHSCT) via Foi.Team@southerntrust.hscni.net.

- 2) **I want to request a copy of all notes the recruiters took during both interviews.**

Information relating to other individuals is considered exempt by virtue of Section 40 of the Freedom of Information Act 2000 ('Personal



Information'). The BSO, therefore, cannot provide you with copies of interview notes for other candidates.

BSO has received subject access requests from you, for copies of your own notes, which have been acknowledged and a reference provided to you. A response to these matters will be issued in due course.

3) I want to know what education the successful candidates had?

As this information represents the personal data of another individual, disclosure of this is considered exempt by virtue of Section 40 of the Freedom of Information Act 2000 ('Personal Information').

4) What is their Gender, Nationality and Religion?

As this information represents the personal data of another individual, disclosure of this is considered exempt by virtue of Section 40 of the Freedom of Information Act 2000 ('Personal Information').

5) What is their work experience before those job vacancies?

As this information represents the personal data of another individual, disclosure of this is considered exempt by virtue of Section 40 of the Freedom of Information Act 2000 ('Personal Information').

6) How they were better than I am.

The RSSC provides a processing Centre and therefore cannot advise on this point. Feedback can be requested from the recruitment panel. Please contact the SHSCT via Foi.Team@southerntrust.hscni.net.

I hope that the information provided assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter.

In the event that you require a review to be undertaken, you can do so by writing to

Information Governance Manager,
2 Franklin Street,
Belfast,
BT2 8DQ

If, following an internal review, carried out by an independent decision making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the BSO has complied with the terms of the Freedom of Information Act.

You can contact Information Commissioner at:

Website: www.ico.org.uk
Phone: 0303 123 1113
Email: casework@ico.org.uk
Post: Information Commissioner's Office
3rd Floor, 14 Cromac Place
Belfast
BT7 2JB

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion.

Yours Sincerely,

A handwritten signature in cursive script that reads "Karen Bailey".

Karen Bailey
Acting Chief Executive