

FOI 0393_2024 Response

I am making a request under the FOI Act.

Please can you provide information that the Trust holds with reference to the following job that was advertised in October 2024 :

"Band 5 People Officer -Trust HQ/Home Working" Interview Ref: 436-6678616
Application ID: 169289387

1. How many applications were received for the above role?

98

2. How many candidates were shortlisted for an initial interview?

7

3. How many candidates attended the initial interview?

5

4. Was anyone offered the job at the end of the initial interviews?

No

5. How many were offered a second interview for the role?

1

6. How many candidates were offered an interview for this role who were known to be an active or former workplace trade unionist at BSMFT?

The Trust is unable to provide the requested information as trade unionist information is classed as special category data.

We therefore reserve the right to rely on exemption Section 40 of the Freedom of Information Act 2000.

7. Is it policy and process for a Band 5 role at BSMHFT to be taken to a second interview?

Where it is felt that further information or consideration is required following a first-round interview, a second-round interview may be offered in relation to any post with the Trust.

8. Is it normal practice for Senior Manager – Band 8C/D? Head of HR and Culture to be part of a second interview for a Band 5 intermediary role?

Based on the needs and context of the service, a senior manager may join an interview panel for any role in a service they manage.

9. Was anyone offered the position after the second interview?

No

10. Has this job now been recruited to?

No

11. Why is the organization not using TRAC to schedule second interviews like they do with first interviews?

Notification of the second-round interview was provided via TRAC, with adjustment to Microsoft Teams communicated by email in reply to an existing chain with the candidate.