

Dear

Thank you for your Freedom of Information request received on 5th December, in which you asked for:

"Past EMT interview questions and marking schemes due to an EMT interview in a few weeks."

After careful consideration, we regret to inform you that we are unable to provide the specific interview questions and marking schemes requested. This decision is made in line with the exemptions under the **Freedom of Information Act 2000 (the Act)**, which are explained below.

Exemptions Applied;

1. **Section 36(2)(c) – Prejudice to the Effective Conduct of Public Affairs**

Releasing past interview questions and marking schemes would undermine the fairness and integrity of future recruitment processes. Providing this information would give certain individuals an unfair advantage, potentially prejudicing the ability of the organisation to conduct open and competitive interviews.

2. **Section 31(1)(a) – Prevention of Crime**

Disclosing marking schemes could enable individuals to manipulate the recruitment process, thus compromising its integrity. This could lead to fraudulent activity, undermining the security and robustness of our selection procedures.

These exemptions are **qualified**, meaning we have conducted a public interest test to determine whether the public interest in disclosure outweighs the interest in withholding the information:

- **Public Interest in Disclosure:**

Transparency in recruitment processes is important to promote trust and accountability in public sector organisations.

- **Public Interest in Withholding:**

However, withholding the information is necessary to protect the fairness, integrity, and effectiveness of future recruitment processes. Ensuring a level playing field for all candidates is critical to maintaining public confidence in the organisation.

On balance, we conclude that the public interest in withholding the information outweighs the public interest in its disclosure.

Values and General Information about Recruitment;

While we are unable to release specific interview questions or marking schemes, we can confirm that our recruitment process assesses the following core competencies relevant to the EMT role:

- **Communication Skills:** For example, candidates may be asked to demonstrate how they would explain a complex medical situation to a distressed patient or how they ensure clear communication with colleagues during emergencies.

- **Clinical Decision-Making:** This involves assessing hypothetical scenarios, such as triaging multiple patients in an accident, and explaining the rationale behind prioritising certain treatments.
- **Teamwork:** Candidates might be asked to provide examples of working in a team under pressure, such as collaborating with colleagues to stabilise a patient during a time-critical situation.
- **Adaptability:** An assessment of the candidate's ability to stay calm and adapt to unexpected changes in a scenario, such as equipment failure or a change in patient condition, may be included.
- **Patient Care and Empathy:** Demonstrating an understanding of patient-centred care, for instance, by handling a scenario where a patient is anxious or non-compliant.
- **Knowledge of Emergency Protocols:** Candidates should be prepared to show understanding of emergency medical procedures, including the safe handling of equipment like defibrillators and administering basic life support.

If you would like additional general guidance on preparing for an EMT interview, we can provide further resources or advice. Please feel free to contact us for more information.

Yours sincerely

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