



1 August 2025

Email:

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 40639-25
Subject: Recruitment of ASAM and AASAM
Date Received: 08/05/2025
Date of Monitoring: 09/05/2025

Thank you for your request for information received on 8th May 2025 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

Questions

Could you please provide the interview questions, model answers, or marking guidance used for the recruitment of the following roles within the Northern Ireland Ambulance Service for the period 2018 to 2024.

1. Ambulance Service Area Manager
2. Acting Ambulance Service Area Manager
3. If available, I would also appreciate any associated documentation, such as candidate briefing packs, scoring criteria, or competency frameworks related to the above roles during that time frame.

NIAS Response

Please refer to below as an exemption has been applied in relation to the release of interview questions and expected answers.

In terms of marking schemes it was noted as following for the posts:

Scoring Guidance:

*Scoring Scale Guidance Each candidate is allocated a score on the basis of a 0-10 rating scale, as shown	0 – 4	Not Satisfactory
	5 – 10	Borderline Acceptable
	11- 15	Good Level of Competence
	16 - 20	Excellent Level of Competence

There was no candidate briefing pack however the Trust has attached the job description which provided detail of the main duties and responsibilities along with essential criteria.



The Trust has handled your request in line with your rights under section 1 of the Freedom of Information Act (FOIA). The Trust would confirm that we hold information falling in the scope of your request. However, the Trust is unable to disclose the information requested and the reasoning for this has been outlined below.

Information Withheld

NIAS have carefully considered your request. Whilst we strive for transparency in our recruitment processes, we are unable to disclose past interview questions under Section 36(2)(c) of the Freedom of Information Act (FOIA).

This exemption protects information that could prejudice the effective conduct of public affairs, including maintaining a fair and effective recruitment process. Disclosing past questions could give certain candidates an unfair advantage or necessitate frequent changes to interview content, hindering efficient candidate assessment.

We understand your desire to prepare effectively. However, disclosing specific questions would hinder this goal by potentially leading to pre-prepared, inauthentic responses.

On this occasion the Trust has decided that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Based on the above a decision to exempt the information currently held by NIAS in line with Section 36(2)(c) of the FOIA has been made in respect of Question 1 and 2 above. We appreciate this may be a disappointing response, but I hope our reasoning provided above is clear.

Alternative Resources

For more information on competencies, and entry requirements, we recommend visiting the dedicated careers section of our website:

<https://nias.hscni.net/about/working-for-us/vacancies/>

This website provides comprehensive details on the roles, including the skills and experiences we seek, along with information on the application process.

We encourage you to explore this resource to prepare effectively for your potential application.

I hope the above fully assists you.

Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

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 the Director of Planning, Performance and Corporate Services, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, carried out by an independent decision maker, 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 Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Email: ni@ico.org.uk

Website: [ICO Website](#)

Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF

Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

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.

Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <https://nias.hscni.net> Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team

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