



11 June 2026

Email:

Dear

FREEDOM OF INFORMATION REQUEST /
UK GENERAL DATA PROTECTION REGULATION 2018 /
DATA PROTECTION ACT 2018

Request No: 49765-26
Subject: HR Band 5 interview questions and own scores
Date Received: 28/05/2026

Thank you for your request for information received on 28th May 2026 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.

Question 1

1. Previous interview questions from the last 10 years for all Band 5 positions within HR across all sections, they have held various different job titles through the years but now recently commonly known as HR Advisor.

Answer 1

Thank you for your request regarding access to HR band 5 interview questions. The Trust appreciates your interest.

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.

Question 2

Copies of my interview notes and scores from the EOI for HR Advisor in April 2023, as this was an EOI, the recruitment was run by headquarters not BSO.

Answer 2

The above question has been processed in line with the UK GDPR/Data Protection Legislation. Please see attached redacted interview records as requested.



You will note that the interview questions have been redacted as interview questions are classed as corporate records and not personal records/information belonging to the data subject.

I hope the above attached 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.

If you require an internal review to be undertaken, please request this via the email address: information.governance@nias.hscni.net

Or submit via

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, 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](http://ico.org.uk)
Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF
Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

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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This response has been prepared for disclosure log publication. Only minor editorial or redaction amendments have been made for clarity and compliance with data protection legislation. The substantive content is identical to that provided to the requestor and the original issued version remains the authoritative record.