



3 September 2015

FREEDOM OF INFORMATION REQUEST

Request No: AD-IG-01(2)-2015-81
Key Word: Paramedic/EMT Recruitment
Subject: Paramedic/EMT Recruitment 2014
Request: **Date Received:** 23/07/2015
 Monitoring Date: 24/07/2015
 Date of Response: 03/09/2015

Thank you for your request for information received on 23 July 2015 and which was dealt with under the terms of the Freedom of Information Act 2000. We would also inform you that Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and which is detailed below.

I would further apologise for the slight delay in the provision of the information and for your patience and agreement to this.

Question 1

The number of successful applications for the position of Paramedic during the most recent recruitment process. (2014)

Answer 1

87 applications for the position of Paramedic were received.
84 applications shortlisted for applicants to be interviewed for Paramedic role
3 applications were unsuccessful for applicants to be interviewed for the Paramedic role
* Please note that 1 applicant who was successful at application withdraw and did not attend for interview

Question 2

The number of successful individuals that were then offered posts with NIAS as Paramedics.

Answer 2

Based on the most recent Paramedic recruitment in 2014, 51 applicants were successful at interview. 51 applicants were subsequently offered posts. However, please note that whilst a post may have been offered to an applicant this does not mean it was necessarily accepted.

Question 3

The number of those offered Paramedic position that interviewed in the first week as opposed to those that interviewed in the second week. (2014)



Answer 3

Week 1 – 2 applicants were successful and offered posts

Week 2 – 20 applicants were successful and offered posts

Week 3 – 29 applicants were successful and offered posts

However, please note that whilst a post may have been offered to an applicant this does not mean it was necessarily accepted.

Question 4

The number of successful applications for the position of EMT during the most recent recruitment process. (2014)

Answer 4

102 applications for the position of EMT were received.

80 applications shortlisted for applicants to be interviewed for EMT role

22 applications were unsuccessful for applicants to be interviewed for the EMT role

*Please note that 9 applicants who were successful at application withdraw and did not attend for interviews

Question 5

The number of those successful applicants that were then brought forward for interview for the position of EMT.

Answer 5

80 applicants successfully identified as being suitable for EMT interviews

71 applicants interviewed for the post of EMT

**Please note that 9 applicants who were successful at application withdraw and did not attend for interviews

Question 6

The number of applicants for the position of EMT that failed to meet the essential criteria laid down by NIAS but still brought forward for interview. (2014)

Answer 6

One applicant*, however, please note the further information provided below.

Question 7

Number of individuals that were successful upon interview and offered employment for the position of EMT but were up able to take up the post because they did not meet the essential criteria laid down by NIAS. (2014)

Answer 7

One applicant*, however, please note the further information provided below.

Question 8

Number of individuals that as a result were then subsequently and directly offered positions of employment as Paramedics within NIAS.

Answer 8

One applicant who undertook an EMT interview was subsequently offered a Paramedic post*, however, please note the further information provided below.

Question 9

Why the service opted for two weeks of interviews with the same question bank repeated on every interview and who deemed this to be a fair process, against the advice of others.

Answer 9

The Freedom of Information Act only covers recorded information held on computers, emails handwritten documents etc and does not relate to creating new information or giving an opinion or judgement that is not already recorded. Your question is relating to an opinion or judgement, however in general terms and to assist you we would advise as follows. The interview format was in line with the Trust's Recruitment Policy. Furthermore, if an applicant that has been interviewed for a post comes out of an interview and chooses to tell other applicants/colleagues what questions they have been asked then that is their own individual doing.

Question 10

Who within HR was directly responsible for structuring, coordinating and overseeing the recruitment for Paramedic and EMT positions. (2014)

Answer 10

The Employee Resourcing Team are responsible for co-ordinating and facilitating recruitment processes within the Trust including EMT and Paramedic posts. These staff are:

Mrs V Cochrane, Human Resources Manager

Ms D O'Hara, Human Resources Advisor

Miss N Collum, Assistant Human Resources Advisor

However each individual panel that recruits a post is responsible for structuring, co-ordinating and overseeing the recruitment they undertake at that time ie interview questions, marking criteria etc and are supported by HR colleagues as outlined above.

**The Trust offered Paramedic employment to individuals outside of the recruitment processes referred to. However these subsequent appointments were part of separate processes unrelated to the original recruitment process. These were in specific circumstances considered on a case by case basis and for a small number of individuals. It is not appropriate to outline the details of these cases in order to protect confidentiality of individuals.*

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.

I hope the above fully 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 the Finance and ICT Director, 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:

Website: ni@ico.org.uk

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

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 @ <http://www.niamb.co.uk>.

Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

Alison Vitty

Alison Vitty (Miss)
CORPORATE MANAGER