



Promoting Inclusion for People with Intellectual Disabilities

Recruitment and Selection Policy

Kare Policy Document.

Policy Owner: HR Manager

Rev. No.	Approved by the Policy management committee	Approved by Kare Board.	Launched at Heads of Units	Operational Period
Rev 1		July 2003		Jul 2003 -Aug 2009
Rev 2	April 2009	May 2009	Sept 2009	Sept 2009 – Aug 2010
Rev 2.1				Sept 2010 – Oct 2013
Rev 3	May 2013	July 2013 - approved Guidelines for Transparency in Decision Making	Nov 2013	Nov 2013 – Feb 2017
Rev 4	February 2017	March 2017	March 2017	Mar 2017 – April 2020
Rev 4.1	February 2020	May 2020	May 2020	May 2020
Rev 5	February 2021			March 2021 – December 2023
Rev 6	December 2023		February 2024	February 2024

Section 1: Policy

1.1 Background to this Policy

This policy has been developed to ensure an effective and fair Recruitment and Selection process where there is transparency in decision making regarding the appointment of candidates to positions in Kare. This policy is under pinned by Kare Policy on Equal Opportunities/Diversity in the Workplace, the Employment Equality Acts 1998 and 2015, Freedom of Information Act 2014 and the Data Protection Acts 1988 to 2018.

1.2 Aim of this Policy

The aim of this policy is to outline Kare's recruitment and selection policy, process and procedures and to ensure that all those who are involved are aware of their roles and responsibilities.

1.3 Scope of this Policy

This policy relates to the recruitment of all employees to Kare services.

It covers from when a vacancy is notified to the Human Resources Department to when the new person commences working with Kare including:

- Complete Recruitment Approval Form
- Notification of a Vacancy
- Application Process
- Interviewing process
- Post interview screening
- Post interview administration
- Garda Vetting

1.4 Policy Statements

1.4.1 Recruitment

- 1.4.1.1 Staff will be recruited based on the requirements of the job, without bias on the grounds of the candidate's Gender, Civil Status, Family Status, Sexual Orientation, Religion, Age, Disability, Race and Membership of the Travelling Community.

- 1.4.1.2 Kare will recruit people to vacant positions as soon as possible following the identification of an impending vacancy and the approval to fill same
- 1.4.1.3 The job description will be reviewed/developed for the position by the hiring manager in conjunction with HR and this will define the functions of the role and the specific conditions pertaining to it.
- 1.4.1.4 All vacancies will be advertised internally within Kare and vacancies may also be advertised externally on Kare's website, recruitment websites, social media, with relevant professional societies and with colleges & universities where applicable

Staff may apply for any position which they meet the criteria through the recruitment process. Staff, who meet the criteria for the position, will be interviewed as part of the open competition.

- 1.4.1.5 The closing date for receipt of applications will be a minimum of two weeks after the date the position was advertised.
- 1.4.1.6 All applications for a position will be assessed against the agreed criteria for the position using the information provided in the application documentation. Based on this assessment candidates will be shortlisted for interview. Applicants must ensure where applicable the application form is fully completed and the requested documentation is provided as failure to do this may result in not being shortlisted for interview.
- 1.4.1.7 Applicants not shortlisted for interview will be notified in writing.
- 1.4.1.8 A Recruitment Agency may be used on occasion when seeking applicants for specific roles. The Office of Government Procurement (OGP) framework or an agency sourced via the appropriate procurement process will be used when appointing a Recruitment Agency.

1.4.2 Selection

- 1.4.2.1 The selection process will involve the relevant Line Manager/s from the area where the vacancy exists and a representative for the H.R. department. Where appropriate, a

member of the Kare Board of Directors, a representative from the individuals who use the service and/or a suitably qualified internal/external person will also participate in the process.

1.4.2.2 No staff member, board member, individual who uses the service or external person shall be involved in any aspect of the selection process where an immediate family/household member or anybody with whom they have a close relationship/friendship is an applicant. See Appendix 1, Guidelines for helping ensure transparency in decision making.

1.4.2.3 The selection process will always involve an interview but may also include meetings with individuals who use the service, group exercises, psychometric testing, specific skills tests, reference checks and/or other suitable methods of selection.

1.4.2.4 Interviews will be held within one month of the closing date for applications. Where necessary, interview dates will be arranged prior to advertising and the dates included in the advertisement.

1.4.2.5 Prior to offering a candidate a position in Kare, the following should be in place:

- Two acceptable written references on Kare's Reference Form, both of which meet regulatory requirements.
- Satisfactory Garda vetting and Police clearance where required
- Two forms of I.D., one of which must be a photographic I.D.
- Completed Applicant Declaration Form
- Proof of required qualifications
- Proof of their right to work in Ireland
- Full, clean, manual, Irish driving licence, where required

A formal offer will only be made after satisfactory completion of the above checks. Only in very exceptional circumstances will a job offer be made subject to the above but employment cannot commence with Kare until the above are in place.

1.4.2.6 All decisions made as to the suitability of a candidate as a result of any vetting disclosures received will be done with a commitment to fairness. The decision-making process will consider if the disclosure has a potential bearing on the

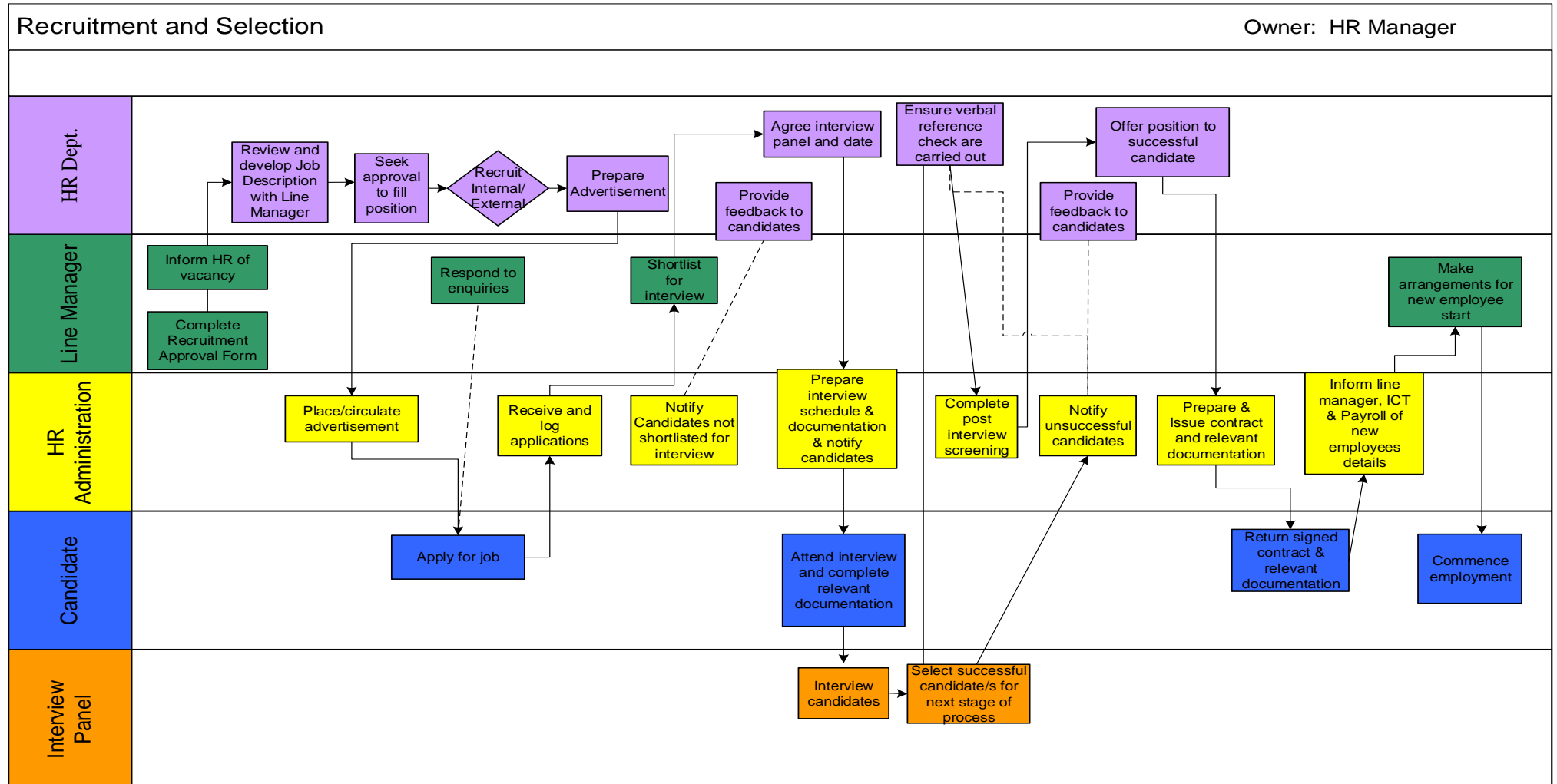
suitability of the candidate for the position for which they have applied. It will not be a forum to pass judgement on the candidate's behaviour as a member of society.

- 1.4.2.7 The successful candidate will be issued with a contract of employment which complies with the Terms of Employment (Information) Acts 1994 and 2014, and the Unfair Dismissals Acts 1977-2015. The contract will be signed by all parties.
- 1.4.2.8 Unsuccessful candidates will normally be notified within 3 weeks of interview either verbally or in writing except in exceptional circumstances where there is an unavoidable delay in the recruitment process.
- 1.4.2.9 An unsuccessful candidate may request feedback from their interview/tests. Requests for feedback will be co-ordinated by HR department and appropriate members of the interview panel may be involved in giving the feedback. The interview assessment form and where appropriate, results from psychometric/skills tests will be used as a basis for the feedback discussion.
- 1.4.2.10 The H.R. department will ensure that all documentation relating to the recruitment process is filed in a manner that complies with the Data Protection legislation.

1.4.3 Garda Vetting

- 1.4.3.1 As part of the recruitment process all applicants, including volunteers will be informed as part of the interviewing process that it is Kare's policy to carry out Garda Vetting/Police Clearance as per the Kare Garda/Police Vetting Policy

Section 2: Process



Section 3: Procedures

3.1 Complete Recruitment Approval Form

3.1.1 The Line Manager must complete the Recruitment Approval Form and ensure the role is approved by the Finance Manager and the HR Manager before recruitment will commence. The Recruitment Approval Form is for the following positions: replacement roles, new roles, transfer of existing posts, secondment roles, permanent roles and fixed term contracts (full-time or part-time). Frontline and Relief roles are excluded from this process.

For all new roles, you must submit a business case to support the criteria for the additional role and approval must be sought by the CEO before recruitment commences.

3.2 Notification of Vacancy

3.2.1 The Line Manager will send the completed and signed Recruitment Approval Form to the Human Resources Department and notify them of the impending vacancy, following receipt of a written resignation or the approval of a new position. This is required for all new and replacement roles with the exception of replacement frontline roles.

3.2.2 The Representative for the H. R. Department will agree the timeframe for filling the position with the Line Manager, prior to the commencement of the recruitment process.

3.2.3 The Line Manager will develop a job description for the position or review the existing one in consultation with the HR Manager and will agree the methods to be used for selection, e.g. skills test, presentations interview, etc.

3.2.4 If using a Recruitment Agency, the HR Department will contact the agency to provide the advertisement and job description for the role. The agency will submit all suitable candidates to the HR Department.

3.3 Advertising Vacancy

3.3.1 The Line Manager will write the advertisement for the vacancy in consultation with the Representative for the H.R. Department.

3.3.2 The H.R. department will advertise all vacancies internally. Where the vacancy is only advertised internally the following may apply:

- Current staff
- CE Participants who meet the qualifications and experience requirements of the jobs
- Volunteers who meet the qualifications and experience requirements of the job
- LTI graduates, college placement students

3.3.3 Where relevant the H.R. department will place an advertisement on Kare's website, recruitment websites, social media, with relevant professional societies and with colleges & universities as appropriate.

3.3.4 The H. R. department will receive and log all applications received.

3.3.5 The Line Manager/s will shortlist candidates for interview based on the requirements for the role as outlined in the advertisement. Shortlisting will normally be completed within one week of the closing date.

3.4 Interviewing Candidates.

3.4.1 The Representative for the H.R. Department, in conjunction with the other members of the interview panel will define the criteria for selection in preparation for the interviews including questions and assessment documentation. The profile and the number of members to sit on the interview panel will be agreed in advance and will take into consideration the type and level of the position/s for which the interviews are being held.

3.4.2 The Human Resources Department will organise the interviews including a venue and inform the interview panel.

3.4.3 Where appropriate, second round interviews may be held.

3.4.4 The Human Resources Department will e-mail the unsuccessful applicants to inform them that they have not been shortlisted for interview.

3.4.5 Each member of the panel will make notes on each person interviewed during the interview using the interview notes sheet.

3.4.6 The Chairperson of the interview panel will co-ordinate the completion of an interview assessment grid for each candidate interviewed.

3.4.7 The H.R. representative will ensure that the Garda Vetting and Applicant Declaration forms are completed by each interviewee on the day of the interviews.

There is an easy to read version of Interviewing and Selecting Staff in Appendix 2

3.5 Post Interview Screening

3.5.1 The HR department will carry out reference checks on candidates following completion of the interview process. This may include a written reference from current and previous employers, educational institutions or any other organisation with which the candidate has been associated. Kare must receive two written references (one including last employer) and will request written references, using the Kare Reference Forms. If the reference form is received by email, a copy of the email from the referee must be attached to the reference form.

3.5.2 Internal applicants will be required to provide reference from their current line manager for the position they are offered.

3.5.3 Applicants who are progressing from the CE and or LTI programmes will be required to provide a reference from the programme supervisor and an external reference.

3.5.4 The HR department will verify academic qualifications for the preferred candidate/s and follow up on work permits or other such documentation, as appropriate.

3.6 Post Interview Administration

3.6.1 On receipt of all post interview screening documentation, the H. R. department or line manager will contact the successful candidate/s to agree a start date.

3.6.2 The HR department will agree salary details with the successful candidate/s.

3.6.3 For Grade VIII positions, the CEO will approve and authorise the point on scale before an offer is made to the successful candidate.

- 3.6.4 The H. R. Department will issue the contract of employment to the successful candidate/s, including a copy of the Staff Handbook, Job Description, Pension and PHI details.
- 3.6.5 The H.R. department will ensure that all unsuccessful candidates are notified either in writing or where appropriate, verbally.
- 3.6.6 When requested, the HR Department/Line Manager will provide feedback to unsuccessful candidates based on the interview assessment form.
- 3.6.7 On receipt of the signed contract from the successful candidate/s, the HR Department will forward all relevant information to the Line Manager, ICT and Payroll departments with regard to the new employees starting details.

APPENDIX 1

DRAFT GUIDELINES FOR HELPING ENSURE TRANSPARENCY IN DECISION MAKING IN

Kare

These guidelines have been developed to help ensure transparency in decision making in Kare and to ensure that staff, board members and the people who use our service are not placed in the position of having to make evaluations/decisions which could have an impact on somebody that is:

- a) An immediate family or household member of a staff member, board member or a person who uses our service, (i.e. husband, wife, partner, son, daughter, parent including stepparent and stepson/daughter, grandparent, father-in-law, mother-in-law, bother, sister, including stepbrother and stepsister, brother-in-law, sister-in-law)
 - b) An individual who regularly shares their residence.
 - c) Any other person with whom they have a close relationship/friendship.
1. The Recruitment & Selection Policy has a number of requirements to help ensure that the most suitable person is selected for the job and that there is transparency in the decisions made.

These include:

- All future applicants to Kare will be required to declare on the applicant declaration form if a), b) or c) above applies to them.
- No staff member, board member or a person who uses our service will be involved in any aspect of the selection process where an applicant is covered under a), b) or c) above.

2. No staff member will report directly to or manage an individual who is covered under a), b) or c) above

3. Staff members, board members and the people who use our service will be required to excuse themselves from any discussion and/or decision-making process where there could be a perceived conflict of interest for them relating to a), b) or c) above.

These guidelines will be incorporated in the Staff Handbook and in the Kare Corporate Governance manual.

APPENDIX 2

INTERVIEWING AND SELECTING STAFF

